

Agenda

1. Call To Order
Speaker(s): Board President
2. Pledge of Allegiance
Speaker(s): Board President
 - 2.1. Roll Call - Excuse Board Members not in attendance
Speaker(s): Board President
3. Public Comment Sign In Procedure
 - 3.1. Public Comment
4. Consent Agenda (Action)
Speaker(s): Board President
5. Board Development and Communication
 - 5.1. Board Members' Update
6. Superintendent's Report
Speaker(s): Superintendent
 - 6.1. Seymour Elementary School Improvement Plan Overview
Speaker(s): Ms. Jodi Blessen
 - 6.2. Student Advisory Groups Overview
Speaker(s): Dr. Cecilia Wilken
 - 6.3. District Bond Project Update
Speaker(s): Dr. Mark Adler
 - 6.4. Public Power Sales Tax Settlement
Speaker(s): Mr. Jason Buckingham
 - 6.5. Voluntary Separation Program
Speaker(s): Mr. Jason Buckingham
 - 6.6. Government Relations Update
Speaker(s): Dr. Mark Adler
 - 6.7. NASB Updates and Information
Speaker(s): Mrs. Robin Richards
 - 6.8. Enrollment Update
Speaker(s): Dr. Mark Adler
7. Standards Based School Improvement
 - 7.1. Superintendent Search Firm Selection (Action)
Speaker(s): Ms. Mary Roarty
8. Policy Review
9. Executive Session Disclosure
10. Pre-Adjournment Information and Activities
 - 10.1. Announcements
 - 10.2. Board of Education Supplemental Meeting Information
 - 10.3. Future Board Calendar

11. Adjourn

2009 Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board may require members of the public desiring to address the board to identify themselves.

Adopted on: March 25, 2019

Revised on:

Reviewed on: March 25, 2019

Ralston Board of Education Public Comment Procedures

The Ralston Board of Education appreciates the public's right to provide public comment. It is the practice of the Ralston Board to listen to the public comment, without discussion between the public and the Board. Should you have a question or ask for follow-up from the Board, the Board President or Chair of the meeting will direct the Superintendent to address the requests and provide additional information to you as appropriate. We ask that you refrain from personal comments about individuals and the use of vulgar or inappropriate language in addressing the Board.

The following will help guide the Public Comment agenda item at Board Meetings and Public Hearings:

1. Persons speaking during Public Comment will be called forward individually by the Board President or Chair to the location identified for such purpose.
2. The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around three (3) minutes. In the event more than 10 individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.
3. Each individual speaking to the Board will be required to identify himself or herself prior to giving public comment or when related business is on the agenda. A "Record of Appearance" card is provided for this purpose.
4. Persons wishing to appear will be heard in the order in which the Board President or Chair of the meeting determines appropriate.
5. In cases where more than one person wishes to speak on the same topic, their presentations to the Board may, at the discretion of the Board President or Chair, be grouped together by topic.
6. Persons speaking to the Board during public comment may make printed materials available to the Board but may not use any other form of media.

Public Participation at Board Meetings Form

**Ralston Board of Education
PUBLIC COMMENTS**

The purpose of "Public Participation" is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during "Public Comments."

The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around three (3) minutes. In the event more than 10 individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

**RALSTON PUBLIC SCHOOLS
FINANCIAL REPORT TO THE BOARD OF EDUCATION
POOLED CASH - BANK RECONCILIATION
September 30, 2022**

	08/31/2022 Thru 09/30/2022	08/31/2021 Thru 09/30/2021
Book Balance - Beginning of month	\$11,828,465.71	\$7,506,171.45
Total Receipts	\$1,776,655.19	\$2,463,096.81
Monthly Disbursements	<u>(4,060,381.00)</u>	<u>(3,961,049.48)</u>
Reconciled Book Balance - End of Month	\$9,544,739.90	\$6,008,218.78
Building fund loan	\$0.00	\$0.00
Depreciation fund loan	\$0.00	\$0.00
Transfer to Depreciation	\$0.00	\$0.00
Actual Book Balance - End of Month	\$9,544,739.90	\$6,008,218.78
Bank Balance -Beginning of month	\$11,885,431.19	\$7,558,530.56
Deposits	\$3,181,841.28	\$2,461,443.35
Interest	<u>3,230.62</u>	<u>624.07</u>
Total Receipts	3,185,071.90	2,462,067.42
Total Warrants	<u>(4,480,303.50)</u>	<u>(3,492,220.87)</u>
Bank Balance - End of month	10,590,199.59	6,528,377.11
Outstanding deposits	0.00	1,029.39
Bank clearing error	(48.04)	(0.02)
Less Outstanding Checks/Wires	<u>(1,045,411.65)</u>	<u>(521,187.70)</u>
Reconciled Bank Balance - End of month	\$9,544,739.90	\$6,008,218.78

September 2022

Percent of Year Completed

8.3%

RECEIPTS

ACCOUNT	ANTICIPATED	M-T-D	Y-T-D	Y-T-D	Year To Date	
		RECEIVED 2022-23	RECEIVED 2022-23	RECEIVED 2021-22	%Received	
					2022-23	2021-22
Local District Taxes	\$21,044,479	\$1,323,003.92	\$1,323,003.92	\$2,218,297	6.3%	10.8%
Pro-Rata Motor Vehicle Tax	\$32,000	\$0.00	\$0.00	\$0	0.0%	0.0%
Motor Vehicle Tax	\$3,300,000	\$316,889.08	\$316,889.08	\$235,985	9.6%	6.9%
Homestead Exemption Tax	\$420,000	\$0.00	\$0.00	\$0	0.0%	0.0%
Tuition from Individuals	\$0	\$0.00	\$0.00	\$0	0.0%	0.0%
Tuition (Other Dist)	\$0	\$0.00	\$0.00	\$0	0.0%	0.0%
Interest on Investments	\$15,000	\$3,230.62	\$3,230.62	\$624	21.5%	10.4%
Local License/Police Court	\$30,000	\$1,056.81	\$1,056.81	\$930	3.5%	2.7%
Other Local Revenue	\$1,500	\$0.00	\$0.00	\$0	0.0%	0.0%
County Fines & Licenses	\$70,000	\$6,473.83	\$6,473.83	\$6,401	9.2%	7.9%
State Aid	\$10,659,909	\$0.00	\$0.00	\$0	0.0%	0.0%
Spec Ed Programs	\$2,100,000	\$0.00	\$0.00	\$0	0.0%	0.0%
Special Ed Transportation	\$165,000	\$0.00	\$0.00	\$0	0.0%	0.0%
State Apportionment	\$372,196	\$0.00	\$0.00	\$0	0.0%	0.0%
Public Power Dist Sales Tax	\$3,670,691	\$7.43	\$7.43	\$7	0.0%	0.0%
Cash Reserve	\$0	\$0.00	\$0.00	\$0	0.0%	0.0%
TOTAL	\$41,880,775	\$1,650,661.69	\$1,650,661.69	\$2,462,243.91	3.9%	6.6%

DISBURSEMENTS

CATEGORY	BUDGET	M-T-D	Y-T-D	Y-T-D	Year To Date	
		DISBURSED 2022-23	DISBURSED 2022-23	DISBURSED 2021-22	% Disbursed	
					2022-23	2021-22
Instructional Services	\$21,686,819	\$1,706,508.32	\$1,706,508.32	\$1,533,677	7.9%	7.5%
Support Services						
Special Education	\$6,295,478	\$376,553.31	\$376,553.31	\$385,591	6.0%	7.0%
Pupil Services	\$1,405,644	\$110,509.74	\$110,509.74	\$108,179	7.9%	8.7%
Staff Services	\$2,363,250	\$183,429.81	\$183,429.81	\$186,303	7.8%	8.4%
General Administration	\$1,073,330	\$70,794.01	\$70,794.01	\$82,700	6.6%	7.9%
School Administration	\$2,447,574	\$214,017.68	\$214,017.68	\$208,172	8.7%	8.8%
Business	\$822,403	\$41,152.77	\$41,152.77	\$40,043	5.0%	5.2%
Operation of Plant	\$3,343,637	\$248,147.82	\$248,147.82	\$281,145	7.4%	9.2%
Maintenance of Plant	\$1,075,423	\$105,793.58	\$105,793.58	\$90,465	9.8%	9.7%
Pupil Transportation	\$1,367,217	\$95,564.25	\$95,564.25	\$38,982	7.0%	3.2%
TOTAL	\$41,880,775	\$3,152,471.29	\$3,152,471.29	\$2,955,256.41	7.5%	7.6%
REVENUE OVER EXPENSE	\$0	(\$1,501,810)	(\$1,501,810)	(\$493,012)	-3.6%	-1.0%

Ralston Schools Building Fund
Sep-22

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
BUILDING FUND	\$626,394.75	\$89.51	(582,485.21)	\$43,999.05
NSDLAF	\$41,777,384.55	\$0.00	-	\$41,777,384.55
TOTAL	\$42,403,779.30	\$89.51	(582,485.21)	\$41,821,383.60

RALSTON SCHOOLS BOND FUND
Sep-22

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
BOND FUND	\$3,496,821.79	104,913.05	-	\$3,601,734.84
INVESTED -US Treas Bills	-	-	-	\$0.00
TOTAL	\$3,496,821.79	\$104,913.05	-	\$3,601,734.84

LUNCH PROGRAM INCOME STATEMENT
Sep-22

	Sep-22	2022-23 YTD
Revenues:		
Lunch program	\$69,381.53	\$69,381.53
Federal funding	0.00	\$0.00
Catering income	236.00	\$236.00
Interest	262.44	\$262.44
Grants	0.00	\$0.00
Total Revenues	\$69,879.97	\$69,879.97
Expenses:		
Salaries	\$63,902.95	\$63,902.95
Supplies	14,655.87	\$14,655.87
Repairs/Equip	0.00	\$0.00
Miscellaneous	1,286.18	\$1,286.18
Total Expenses	\$79,845.00	\$79,845.00
Net Income (Loss)	(\$9,965.03)	(\$9,965.03)

Ralston Schools Quality Capital Purpose Undertaking Fund
Sep-22

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
QCPU FUND	\$ 1,219,630.70	\$ 38,690.30	\$ (1,039,145.04)	\$ 219,175.96
QCPUF BOND FUND	\$ 233,131.35	\$ 3.52	\$ (233,134.87)	\$ -
TOTAL	\$ 1,452,762.05	\$ 38,693.82	\$ (1,272,279.91)	\$ 219,175.96

Ralston Schools Depreciation Fund
Sep-22

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
Depreciation Fund	\$ 3,284,797.19	\$ 70,905.50	\$ -	\$ 3,355,702.69
TOTAL	\$3,284,797.19	\$70,905.50	\$0.00	\$3,355,702.69

RALSTON SCHOOLS ELEMENTARY ACTIVITY FUNDS
30-Sep-22

FUND NAMES	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
ACTIVITY FUND/BLUMFIELD	5,485.35	28.52	0.00	\$5,513.87
ACTIVITY FUND/KAREN WESTERN	1,245.84	0.00	273.33	\$972.51
ACTIVITY FUND/MEADOWS	10,177.76	576.20	1,150.52	\$9,603.44
ACTIVITY FUND/MOCKINGBIRD	4,495.70	92.00	916.60	\$3,671.10
ACTIVITY FUND/SEYMOUR	8,723.83	0.00	803.39	\$7,920.44
ACTIVITY FUND/WILDEWOOD	1,134.22	0.00	1,008.26	\$125.96
ACTIVITY FUND/OFFICE	13,537.79	0.00	0.00	\$13,537.79
ACTIVITY FUND/DEPRECIATION	8,017.37	0.00	0.00	\$8,017.37
INSTRUMENT RENTAL	20.70	0.00	0.00	\$20.70
ACTIVITY FUND/HILLCREST	326.85	0.00	0.00	\$326.85
ACTIVITY FUND/Middle School	53,125.08	3,450.34	8,922.53	\$47,652.89
ACTIVITY FUND/PARKING LOT	6,660.00	0.00	0.00	\$6,660.00
HIGH SCHOOL STUDENT FEES	(430.16)	0.00	0.00	(\$430.16)
MS STUDENT FEES	50.00	0.00	0.00	\$50.00
TOTAL	\$112,570.33	\$4,147.06	\$13,074.63	\$103,642.76
BANK BALANCE	\$110,726.63			
PLUS OUTSTANDING DEPOSITS	\$0.00			
LESS OUTSTANDING CHECKS	(\$7,083.87)			
TOTAL	\$103,642.76			

RALSTON HIGH SCHOOL ACTIVITY FUND
30-Sep-22

FUND NAME'S	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
HIGH SCHOOL	273,884.88	47,081.80	(81,158.24)	239,808.44
TOTAL	\$273,884.88	47,081.80	(81,158.24)	\$239,808.44
1ST STATE BANK BALANCE	\$ 258,565.17			
Outstanding Checks	\$ (18,756.73)			
Bank clearing error	\$ -			
TOTAL	\$ 239,808.44			

Ralston High School Activity Fu... Balance Sheet Standard

10/03/22

As of September 30, 2022

Sep 30, '22

ASSETS

Current Assets

Checking/Savings

1000 - Athletic Admin	417.15
1001 - Athletics	45,620.17
1050 - Baseball	219.57
1140 - Wrestling	8,104.97
1500 - Cheer	-6,470.21
1520 - Homecoming	-1,237.14
1530 - F.C. Athletes	430.12
1535 - Bratfest	0.00
1540 - Dance Team	-4,233.18
1560 - Activity Tickets	3,909.00
1571 - Boys Basketball	3,734.06
1572 - Cross Country	1,152.75
1575 - Football	7,493.48
1576 - Girls Basketball	862.36
1577 - Golf	968.64
1578 - Volleyball	671.47
1579 - Girls Softball	2,102.11
1580 - Swim	897.59
1582 - Boys Soccer	321.37
1583 - Girls Soccer	2,586.45
1584 - Circle of Friends	160.00
1586 - Boys Track	1,006.34
1587 - Girls Track	-106.17
1588 - Tennis	2,141.58
2005 - Computer Lab	74.16
2010 - Debate	3,432.76
2015 - Drama	5,270.30
2016 - Drama Travel Club	0.00
2018-Class of 2018	0.00
2020-All School Musical	-1,788.00
2027 - Guidance	13,148.93
2028 - Ralston Readers	324.20
2029 - Educators Rising	3,091.34
2031-FFA	3,005.49
2030 - Humanities	0.00

Ralston High School Activity Fu... Balance Sheet Standard

10/03/22

As of September 30, 2022

	<u>Sep 30, '22</u>
2035-Latino Leaders	181.63
2040 - Instr Music	0.00
2042- Color Guard	205.63
2060 - Swim School	-293.46
2065 - Social Studies Trip	0.00
2075 - Vocal Music	5,796.05
2076 - Dist. Music	0.00
2080 - Work Experience	0.00
2085 - Yearbook	26,782.31
2090 - Material Replacement	0.00
210 - Class of 2010	0.00
211 - Class of 2011	0.00
212 - Class of 2012	0.00
213 - Class of 2013	0.00
214 - Class of 2014	0.00
215 - Spirit Squads	7,169.48
223-Class of 2023	123.65
224-Class of 2024	123.65
225-Class of 2025	0.00
220-Class of 2020	0.00
221-Class of 2021	0.00
222-Class of 2022	359.65
2500 - HOSA	815.05
2509 - Ram Apparel	0.00
2510 - Ram Supply - DO NOT ...	0.00
2511 - Concessions	23,923.98
2515 - FCCLA	241.16
2520 - Industrial Tech	3,510.10
2521 - Skills USA	2,495.60
2525-Automotive	2,694.28
2530 - Food Pantry	967.01
3000 - Scholarships	0.00
3200 - Summer School	0.00
3300 - Boston Trip	0.00
3580 - Vending	0.00
4015 - Green Club	0.00
4059 - Parking Lot	0.00
4085 - HS Office	4,693.31

Ralston High School Activity Fu... Balance Sheet Standard

10/03/22

As of September 30, 2022

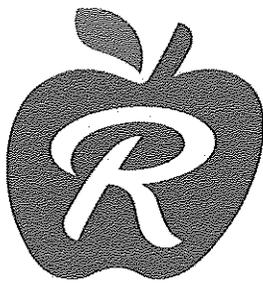
	Sep 30, '22
4086 - Homeroom	0.00
4087 - PBiS	0.00
5000 - Baseball Field	0.00
5010 - Football Stadium	0.00
5020 - Soccer Stadium	0.00
5030 - Gym	0.00
5040 - Fitness Center	0.00
505 - Art Club	820.86
5050 - Cafeteria	0.00
5060 - Classroom	0.00
5070 - Swim Pool	0.00
5080 - Facility Usage	56,446.97
510 - Bowling Team	0.00
525 - Autism Grant	0.00
530 - DECA	1,413.78
540 - Quiz Bowl	-756.51
550 - French Club	50.53
560 - GSA	134.86
565 - History Day	2.59
570 - NHS	251.50
580 - Prom	2,720.51
585 - Science Club	0.00
595 - Spanish Club	284.12
600 - Student Council	513.21
605 - Poetry Festival	0.00
610 - Esports Gaming Club	825.28
Class 2021	0.00
Total Checking/Savings	239,808.44
Accounts Receivable	
Accounts Receivable	0.00
Total Accounts Receivable	0.00
Other Current Assets	
Undeposited Funds	0.00
Total Other Current Assets	0.00

Ralston High School Activity Fu... Balance Sheet Standard

10/03/22

As of September 30, 2022

	<u>Sep 30, '22</u>
Total Current Assets	239,808.44
Fixed Assets	0.00
Other Assets	0.00
TOTAL ASSETS	<u>239,808.44</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	0.00
Total Accounts Payable	<u>0.00</u>
Credit Cards	0.00
Other Current Liabilities	
Sales Tax Payable	0.00
Total Other Current Liabilities	<u>0.00</u>
Total Current Liabilities	0.00
Long Term Liabilities	0.00
Total Liabilities	<u>0.00</u>
Equity	
Opening Bal Equity	-0.73
Retained Earnings	274,690.61
Net Income	-34,881.44
Total Equity	<u>239,808.44</u>
TOTAL LIABILITIES & EQUITY	<u>239,808.44</u>



Ralston

PUBLIC SCHOOLS

Dr. Mark Adler
Superintendent

Mr. Jason Buckingham
Assistant Superintendent for Business

Dr. Cecilia Wilken
Assistant Superintendent for Learning

October 10th, 2022

Teacher Certification Office
P.O. Box 94987
Lincoln, NE 68509-4987

To Whom It May Concern:

The use of the local substitute teaching certificate has been approved by the board of education of the Ralston Public Schools. I request that you issue a local substitute teaching certificate to:

Stephanie Powell

(SSN Withheld)

Sincerely,

Dr. Mark Adler, Superintendent
Ralston Public Schools

Achievement. Character. Technology.

**Ralston Public Schools
Board of Education Regular Meeting**

Monday, September 26, 2022

The Ralston Public Schools Board of Education met in open and public session on September 26, 2022. The meeting took place at the Virginia Moon Administrative Center, 8545 Park Drive, Ralston, NE. The District provided advanced notice by publication in The Omaha Daily Record and on the District’s website, www.ralstonschools.org.

Call to Order

Board President, Ms. Mary Roarty, called the meeting to order at 6:00 pm.

Roll Call

Mr. Merv Riepe was not in attendance and the Board did not approve his absence. In addition to the Board members, those in attendance included Dr. Mark Adler, Mr. Jason Buckingham, Dr. Cecilia Wilken, Dr. Mike Rupprecht, Mrs. Melissa Stolley, Mr. Jim Frederick and Mrs. Marci Carroll.

Motion to excuse Mr. Riepe was made by Dr. Jay Irwin and seconded by Mrs. Samantha Willey.

Dr. Irwin:	No
Ms. Roarty:	No
Mrs. Richards:	No
Mrs. Kumru:	No
Mrs. Willey:	Yes

Consent Agenda

Consent agenda items included minutes from the September 12, 2022 meeting. Local Substitute Certificate for Brian Tiede.

Recommended the following teacher be hired for 2022-2023:

Justine Angeles - RHS Math. BA-University of Santo Tomas, Espana, Manilla. MA-De La Salle University, Taft Avenue, Manilla. Previous Experience: Pasay City National Science High School (2018-2022); Scuola Madonna Della Scala High School (2017-2018).

A motion to approve consent agenda was made by Mrs. Robin Richards and seconded by Mrs. Liz Kumru.

Dr. Irwin:	Yes
Mrs. Willey:	Yes
Ms. Roarty:	Yes
Mrs. Richards:	Yes
Mrs. Kumru:	Yes

BOARD DEVELOPMENT AND COMMUNICATION

Board Comments

Mrs. Kumru announced she recently attended the NASB Construction and Facilities Workshop in Kearney, Nebraska. She gained valuable information on many topics including the infrastructure bill. She also stated she would like to visit Sandy Creek Elementary School, part of the South Central Nebraska Unified School District, as they have some unique career academies and programs.

Mrs. Willey congratulated the seven Ralston High School seniors who were selected to receive the Ralston Chamber of Commerce Scholarships. She also shared her gratitude to Dr. Pivonka, Principal at Ralston High School, for everything he is doing to provide a positive culture.

Dr. Jay Irwin, Ms. Mary Roarty, and Mrs. Robin Richards also congratulated the scholarship winners and wished for a fun and safe homecoming week.

Beginning of Year Data Review

Dr. Cecilia Wilken, Assistant Superintendent for Learning, presented a beginning of the year data review to the Board of Education.

She first outlined the plan for the 2022-2023 school year. RPS students in grades three through eight and eleven will complete the Nebraska Student-Centered Assessment System (NSCAS) Summative Assessments in the spring of 2023. The District will continue with MAP Growth in four elementary schools. The District will be piloting/previewing the Fastbridge Assessment System in two elementary schools and Ralston Middle School.

The Fastbridge Online System provides:

- **Strong research base**
- **Computer adaptive testing measuring growth and proficiency**
- **Efficient assessment administration**
- **Easy to access and use reports**
- **Built-in progress monitoring**

When analyzing the student achievement data so far this school year, our data looks comparable between MAP Growth & Fastbridge for math, while reading data is more varied. In RPS, we have continued to see large amounts of growth in math, and an increase in proficiency. In reading, we have continued to see an increased amount of growth of our students in reading, and are working to increase our overall grade level proficiency as we have not seen this increase as much as math. Our educators are seeing a higher level of need for intervention in the earlier grades. Based on this information, RPS is focusing on strong core instruction and reading decoding strategies.

As the District tailors our next steps in response to our student data, we are focusing on the implementation of the new English Language Arts standards and reading instructional practices. A strong emphasis will be placed on researched-based practices in teaching reading during our educators' professional learning time, as well as looking at materials that best support instruction in the new standards.

Culture Game Plan

Dr. Adler shared with the Board of Education a collaborative process that the entire RPS administrative team worked through over the summer to create the District's Culture Game Plan.

The development of this plan allows all District administrators a voice in the District's collective commitment to leadership and each other as colleagues.

The plan focuses on unity and excellence as identified in the mission and vision statements:

Mission – Servant leadership to Ram Nation as a unified team.

Vision – Relentlessly pursuing excellence, everywhere.

The Core Values and Commitments of the Culture Game Plan include:

Values:

- Courage
- Trust
- All In
- Optimism
- Communication

Commitments:

- Pride & Passion
- Listen to Empower
- You Matter
- No Surprises
- Doesn't Matter, Get Better!

Mr. Andy Parizek, Principal at Ralston Middle School, stated he uses portions of the new plan with his staff and students. The example he gave was how he incorporated it into helping incoming seventh-grade students understand their new environment and that they are all part of the Ram Family.

Dr. Adler stated it has been a powerful process to create the Culture Game Plan. The goal is to have the plan filter throughout all schools in RPS.

Government Relations Update

Mr. Jason Buckingham stated the Greater Nebraska Schools Association recently held their first meeting. They are preparing for the first legislative session to begin and are ready to advocate for Nebraska Public School students.

NASB Update

No official update.

Enrollment Update

RPS will no longer accept option enrollments for the current school year after October 3rd. The District is accepting applications for the 2023-24 school year.

STANDARD BASED SCHOOL IMPROVEMENT

2022-23 District Budget Adoption

Approval of the 2022-2023 General Fund Total Budget of \$45,926,011 the Activities Fund of \$650,859; the School Nutrition Fund of \$2,521,317; the Bond Fund of \$6,476,931; the Special Building Fund of \$37,933,422 ; the Cooperative Fund of \$1,079,371; and the Student Fee Fund of \$31,521. The 2022-2023 Ralston Public Schools budget reflects a General Fund Operating Budget of \$41,880,775 with an additional \$4,045,236 budgeted for grants, short term loans and voluntary separation. The current levy for this budget is of \$1.011215 for general fund expenses, with .038785 levied for special building fund expenses. The combined levy for all funds for 2022-2023 is \$1.2549 which represents an increase from the previous year. Hearings for public comment regarding the proposed budget were held at 5:30 p.m. and 5:45p.m. on September 12, 2022. Motion to approve made by Dr. Jay Irwin and seconded by Mrs. Robin Richards.

Mrs. Kumru:	Yes
Ms. Roarty:	Yes
Mrs. Willey:	Yes
Mrs. Richards:	Yes
Dr. Irwin:	Yes

2022-23 District Tax Request Resolution

2022/2023 TAX REQUEST RESOLUTION FOR DOUGLAS COUNTY SCHOOL DISTRICT #54

WHEREAS, public was given at least five days in advance of a Special Public Hearing called for the purpose of discussing and approving or modifying the District's Tax Requests for the 2022/2023 school fiscal year for the General Fund, Bond Fund, Special Building Fund, and Qualified Capital Purpose Undertaking Fund of Douglas County School District #54; and,

WHEREAS, such Special Public Hearing was held before the Board of Education (hereinafter "the Board") of Douglas School District #54 (hereinafter "the District") at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A, all as required by law; and,

WHEREAS, the Board provided an opportunity to receive comment, information and evidence from persons in attendance at such Special Hearing; and,

WHEREAS, the total assessed value of the property differs from last year's total assessed value by 6.6% the tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be \$1.1044 per \$100 of assessed value; the Ralston Public Schools proposes to adopt a property tax requests that will cause its tax rate to be \$1.2549 per \$100 of assessed value.

WHEREAS, based on the proposed property tax request and changes in other revenue, the total operating budget of the Ralston Public Schools will exceed last year's by 7.99%.

WHEREAS, the Board, after having reviewed the District's Tax Requests for each said fund, and after public consideration of the matter, has determined that the Final Tax Requests as listed below are necessary in order to carry out the functions of the District, as determined by the Board for the 2022/2023 school fiscal year.

NOW BE IT THEREFORE RESOLVED that (1) the Tax Request for the General Fund should be, and hereby is set at \$21,257,049; (2) the Tax Request for the Bond Fund should be, and hereby is set at \$4,166,667; (3) the Tax Request for the Special Building Fund should be, and hereby is set at \$815,320 and (4) the Tax Request for the Qualified Capital Purpose Undertaking Fund should be, and hereby is set at \$0.

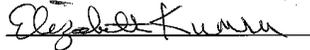
It is so moved by (Liz Kumru) and seconded by (Robin Richards) this 26th day of September, 2022.

Roll Call vote as follows:

Merv Riepe	YES	NO	ABSENT
Samantha Willey	YES	NO	
Jay Irwin	YES	NO	
Robin Richards	YES	NO	
Elizabeth Kumru	YES	NO	
Mary Roarty	YES	NO	

The undersigned herewith certifies, as Secretary of the Board of Education of Douglas County School District #54, that the above Resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board.

Elizabeth Kumru, Board Secretary



RPS Multi Sport Complex Project Approval

Motion to approve the bids from Nemaha Construction for \$4,609,593 and Construction Inc. for \$830,000 to complete the Ralston Multi Sport Complex at Ralston High School made by Mrs. Liz Kumru and seconded by Mrs. Samantha Willey.

Mrs. Willey:	Yes
Mrs. Richards:	Yes
Dr. Irwin:	Yes
Ms. Roarty:	Yes
Mrs. Kumru:	Yes

Westside Community Center Lease Agreement

Ralston Public Schools and Westside Community Schools have been in collaboration to execute a lease agreement allowing Ralston Public Schools to have use of the main floor of the Westside Community Center located at 3534 S. 108th Street during regular school hours for 14 months starting in April 2023. Ralston Public Schools will use this space to conduct school for Meadows, Wildewood, and Blumfield Elementary Schools while their campus locations will be under renovation. The lease agreement being presented has been reviewed by the legal departments of both districts.

Motion for approval of the lease agreement as presented made by Dr. Jay Irwin and seconded by Mrs. Robin Richards.

Ms. Roarty: Yes
Mrs. Kumru: Yes
Mrs. Richards: Yes
Mrs. Willey: Yes
Dr. Irwin: Yes

Karen Western Foundation Repair Project

Motion to approve the bid from BDB for foundation repair at Karen Western Elementary for \$22,000 made by Mrs. Liz Kumru and seconded by Mrs. Samantha Willey.

Dr. Irwin: Yes
Mrs. Richards: Yes
Ms. Roarty: Yes
Mrs. Willey: Yes
Mrs. Kumru: Yes

POLICY REVIEW

No agenda items.

EXECUTIVE SESSION

No executive session scheduled.

Adjournment

The Board voted to adjourn at 7:16 pm, with a motion made by Mrs. Robin Richards and a second by Mrs. Liz Kumru.

Mrs. Willey: Yes
Mrs. Kumru: Yes
Ms. Roarty: Yes
Mrs. Richards: Yes
Dr. Irwin: Yes

The next regular meeting is scheduled for October 10th at 6:00 pm at the Virginia Moon Administrative Center.

Ms. Mary Roarty, President

Mrs. Liz Kumru, Secretary

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RALSTON PUBLIC SCHOOLS
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FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127816	10/10/22	4580	ACADEMIC THERAPY PU	0180020699819	20640	RPS CURRICUL CU2022	0.00	4,573.80
9001	127816	10/10/22	4580	ACADEMIC THERAPY PU	0180020699819	20640	RPS CURRICUL CU2300	0.00	5,250.00
TOTAL CHECK									9,823.80
9001	127817	10/10/22	6429	AE SUPPLY	0116620262000	20430	RPS MAINTENANCE MEA	0.00	150.00
9001	127818	10/10/22	7149	APERTURE EDUCATION,	0116320110001	20610	RPS SS/BLUM SS23001	0.00	1,875.00
9001	127818	10/10/22	7149	APERTURE EDUCATION,	0116720110001	20610	RPS SS/MOCK SS23001	0.00	1,875.00
9001	127818	10/10/22	7149	APERTURE EDUCATION,	0116820110001	20610	RPS SS/SEY SS230017	0.00	1,875.00
9001	127818	10/10/22	7149	APERTURE EDUCATION,	0116920110001	20610	RPS SS/WW SS230017	0.00	1,875.00
9001	127818	10/10/22	7149	APERTURE EDUCATION,	0136020110001	20610	RPS SS/RHS SS230017	0.00	6,375.00
TOTAL CHECK									13,875.00
9001	127819	10/10/22	4348	AQUA-CHEM INC	0136020262000	20610	RPS MAINTENANCE RHS	0.00	557.80
9001	127819	10/10/22	4348	AQUA-CHEM INC	0136020262000	20610	RPS MAINTENANCE RHS	0.00	1,663.80
TOTAL CHECK									2,221.60
9001	127820	10/10/22	7502	ASCEND STAFFING	0136020261000	20340	RPS CUSTODIAN PERRY	0.00	576.13
9001	127820	10/10/22	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	576.13
9001	127820	10/10/22	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN K.PER	0.00	460.90
TOTAL CHECK									1,613.16
9001	127821	10/10/22	216	AUTO SPECIALISTS IN	0180020271000	20430	RPS TRANSPORTATION	0.00	1,509.17
9001	127821	10/10/22	216	AUTO SPECIALISTS IN	0180020271000	20430	RPS TRANSPORTATION	0.00	3,097.29
TOTAL CHECK									4,606.46
9001	127822	10/10/22	5583	BAUER BUILT, INC	0180020271000	20430	RPS TRANSPORTATION	0.00	218.66
9001	127823	10/10/22	6650	BISHOP BUSINESS	0180020253000	20442	RPS HIGH SCHOOL	0.00	501.90
9001	127823	10/10/22	6650	BISHOP BUSINESS	0180020253000	20442	RPS RHS SUPPLIES	0.00	189.64
9001	127823	10/10/22	6650	BISHOP BUSINESS	0180020253000	20442	RPS ADMIN/VMAC/CO	0.00	199.96
9001	127823	10/10/22	6650	BISHOP BUSINESS	0180020253000	20442	RPS MIDDLE SCHOOL	0.00	217.99
9001	127823	10/10/22	6650	BISHOP BUSINESS	0180020253000	20442	RPS ADMIN/VMAC/CO	0.00	826.13
9001	127823	10/10/22	6650	BISHOP BUSINESS	0180020253000	20442	RPS DELIVERY SUPPLY	0.00	9.95
9001	127823	10/10/22	6650	BISHOP BUSINESS	0180020253000	20442	RPS WILDEWOOD	0.00	68.48
TOTAL CHECK									2,014.05
9001	127824	10/10/22	2930	BLICK ART MATERIALS	0126020110090	20610	RALSTONMIDDLEMS2800	0.00	219.45
9001	127825	10/10/22	325	BOYS TOWN	0116420110000	20569	RPS STUDENT SERVICE	0.00	1,814.40
9001	127825	10/10/22	325	BOYS TOWN	0116820110000	20569	RPS STUDENT SERVICE	0.00	1,992.60
9001	127825	10/10/22	325	BOYS TOWN	0116320120000	20569	RPS STUDENT SERVICE	0.00	2,145.39
9001	127825	10/10/22	325	BOYS TOWN	0116720120000	20569	RPS STUDENT SERVICE	0.00	2,640.48
9001	127825	10/10/22	325	BOYS TOWN	0126020120000	20569	RPS STUDENT SERVICE	0.00	2,640.48
9001	127825	10/10/22	325	BOYS TOWN	0136020120000	20569	RPS STUDENT SERVICE	0.00	2,640.48
9001	127825	10/10/22	325	BOYS TOWN	0116920110000	20569	RPS STUDENT SERVICE	0.00	2,737.80
9001	127825	10/10/22	325	BOYS TOWN	0116620110000	20569	RPS STUDENT SERVICE	0.00	2,899.80
9001	127825	10/10/22	325	BOYS TOWN	0116720110000	20569	RPS STUDENT SERVICE	0.00	3,288.60
9001	127825	10/10/22	325	BOYS TOWN	0116320110000	20569	RPS STUDENT SERVICE	0.00	3,466.80
9001	127825	10/10/22	325	BOYS TOWN	0126020110000	20569	RPS STUDENT SERVICE	0.00	4,941.00
9001	127825	10/10/22	325	BOYS TOWN	0136020110000	20569	RPS STUDENT SERVICE	0.00	11,259.00
TOTAL CHECK									42,466.83

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FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
9001	127826	10/10/22	7612	BYTESPEED, LLC.	0180020258000	20734	REPLACEMENT PC FOR	0.00	748.00
9001	127827	10/10/22	5404	CENTRAL SALES	0116320262000	20430	RPS MAINTENANCE BLU	0.00	405.41
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL RMS	0.00	201.33
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL RHS	0.00	69.56
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL RMS	0.00	81.31
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL WW	0.00	5.21
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL MOCK	0.00	23.19
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL VMAC	0.00	20.47
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL VMAC	0.00	20.47
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL VMAC	0.00	20.47
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL VMAC	0.00	20.47
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL WW	0.00	22.23
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20610	RPS CUSTODIAL VMAC	0.00	22.87
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20610	RPS CUSTODIAL VMAC	0.00	22.87
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20610	RPS CUSTODIAL VMAC	0.00	22.87
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20610	RPS CUSTODIAL VMAC	0.00	22.87
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL MEAD	0.00	23.08
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL MOCK	0.00	23.08
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL SEY	0.00	23.08
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL BLUM	0.00	23.08
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL BLUM	0.00	23.19
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL MEADO	0.00	23.19
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL SEYMO	0.00	23.19
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL KW	0.00	28.09
9001	127829	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL KW	0.00	28.20
TOTAL CHECK									863.93
9001	127830	10/10/22	4037	COX BUSINESS	0180020258000	20382	RPS OCTOBER 1, 2022	0.00	2,669.43
9001	127831	10/10/22	4840	CURBSIDE REWARDS	0180020261000	20629	RPS MAINTENANCE MEA	0.00	180.00
9001	127831	10/10/22	4840	CURBSIDE REWARDS	0180020261000	20629	RPS MAINTENANCE SEY	0.00	120.00
TOTAL CHECK									300.00
9001	127832	10/10/22	1476	D & D LASER, INC	0136020110000	20650	RALSTON HIGH HS2300	0.00	125.95
9001	127832	10/10/22	1476	D & D LASER, INC	0136020212000	20610	RALSTON HIGH HS2301	0.00	84.95
9001	127832	10/10/22	1476	D & D LASER, INC	0116720110000	20610	MOCKINGBIRD MB23002	0.00	119.95
9001	127832	10/10/22	1476	D & D LASER, INC	0116720110000	20610	MOCKINGBIRD MB23002	0.00	239.90
TOTAL CHECK									570.75
9001	127833	10/10/22	7137	DATAVIZION, LLC	0126020110000	20734	NEW AP FOR RMS - SE	0.00	172.50
9001	127834	10/10/22	34	DEMCO, INC.	0116920110000	20610	WILDEWOOD WW230003	0.00	98.58
9001	127835	10/10/22	7473	DIANE K.M. COX	0116420110000	20340	RPS/KW OUTDOOR ED	0.00	61.66
9001	127835	10/10/22	7473	DIANE K.M. COX	0116720110000	20340	RPS/MOCK OUTDOOR ED	0.00	61.67
9001	127835	10/10/22	7473	DIANE K.M. COX	0116820110000	20340	RPS/SEY OUTDOOR ED	0.00	61.67
TOTAL CHECK									185.00

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FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127836	10/10/22	3128	DIGITAL DOT SYSTEMS	0116820110000	20734	RPS TECHNOLOGY SEY	0.00	35.00
9001	127836	10/10/22	3128	DIGITAL DOT SYSTEMS	0136020110000	20734	RPS TECHNOLOGY RHS	0.00	40.00
9001	127836	10/10/22	3128	DIGITAL DOT SYSTEMS	0136020110000	20734	RPS TECHNOLOGY RHS	0.00	140.00
9001	127836	10/10/22	3128	DIGITAL DOT SYSTEMS	0116720110000	20734	RPS TECHNOLOGY MOCK	0.00	510.00
9001	127836	10/10/22	3128	DIGITAL DOT SYSTEMS	0126020110000	20734	RPS TECHNOLOGY RMS	0.00	655.00
TOTAL CHECK									1,380.00
9001	127837	10/10/22	6224	THE DAILY RECORD	0180020232000	20540	RPS ADMIN/BOE LEGAL	0.00	128.90
9001	127837	10/10/22	6224	THE DAILY RECORD	0180020232000	20540	RPS ADMIN/BOE LEGAL	0.00	83.90
9001	127837	10/10/22	6224	THE DAILY RECORD	0180020232000	20540	RPS ADMIN BOE LEGAL	0.00	18.50
9001	127837	10/10/22	6224	THE DAILY RECORD	0180020232000	20540	RPS ADMIN/BOE LEGAL	0.00	29.30
TOTAL CHECK									260.60
9001	127839	10/10/22	127	EASTERN NEBRASKA HU	0136020120000	20569	RPS STUDENT SERVICE	0.00	3,760.00
9001	127840	10/10/22	5121	ELECTRICAL ENGINEER	0136020262000	20430	RPS MAINTENANCE RHS	0.00	311.43
9001	127840	10/10/22	5121	ELECTRICAL ENGINEER	0116420262000	20430	RPS MAINTENANCE KW	0.00	339.90
9001	127840	10/10/22	5121	ELECTRICAL ENGINEER	0126020262000	20430	RPS MAINTENANCE RMS	0.00	347.73
TOTAL CHECK									999.06
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116620110000	20330	RPS/ME JOHNSTON&WES	0.00	90.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0126020353500	20330	RPS/MS REDEMSKE	0.00	60.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116420110001	20610	RPS CURR/KARENWESTE	0.00	10.85
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116820110001	20610	RPS CURR/SEYMOUR	0.00	14.11
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116920110001	20610	RPS CURR/WILDEWOOD	0.00	17.36
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116620110001	20610	RPS CURR/MEADOWS	0.00	20.62
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116720110001	20610	RPS CURR/MOCKINGBIR	0.00	22.78
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116320110001	20610	RPS CURR/BLUMFIELD	0.00	22.78
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116420129100	20330	RPS/KW GREENWOOD, T	0.00	25.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116420215100	20330	RPS/KW KLINE-KRIT.	0.00	25.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116320110000	20330	RPS BLUMFIELD WOLLE	0.00	30.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116420110000	20330	RPS KW KAUFMAN	0.00	30.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116720110000	20330	RPS/MOCK KAUFMAN	0.00	30.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116820110000	20330	RPS/SEY WOLLES	0.00	30.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0116920110000	20330	RPS/WW JOHNSTON	0.00	30.00
9001	127841	10/10/22	5993	ESU #3/METRO REGION	0180020232000	20320	RPS ADMIN/VMAC/CO	0.00	18,327.37
TOTAL CHECK									18,785.87
9001	127842	10/10/22	4130	EYMAN PLUMBING INC	0116720262000	20430	RPS MAINTENANCE MOC	0.00	199.34
9001	127843	10/10/22	275	FAC	0180020261000	20610	RPS CUSTODIAL VMAC	0.00	102.48
9001	127844	10/10/22	225	FERGUSON ENTERPRISE	0136020262000	20430	RPS MAINTENANCE RHS	0.00	86.15
9001	127844	10/10/22	225	FERGUSON ENTERPRISE	0136020262000	20430	RPS MAINTENANCE RHS	0.00	51.71
TOTAL CHECK									137.86
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	100.00
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	313.46
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	285.39
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	287.00
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	294.56
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION A	0.00	229.04

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FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	325.71
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	329.21
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	338.66
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	339.29
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	260.54
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	263.89
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	266.21
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	276.29
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	276.29
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	370.79
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	376.46
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	376.46
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	397.25
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	433.79
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	444.50
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	449.54
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	449.54
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	491.75
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	496.79
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	2,633.40
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	685.00
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	753.25
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	839.79
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	1,806.00
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION A	0.00	507.50
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	512.54
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	518.49
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	533.96
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	557.90
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	570.50
9001	127846	10/10/22	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	597.94
TOTAL CHECK									18,988.68
9001	127847	10/10/22	6584	FIRST WIRELESS, INC	0116720120000	20610	RPS SS/MOCK SS23001	0.00	588.00
9001	127847	10/10/22	6584	FIRST WIRELESS, INC	0116720110000	20610	RPS SS/MOCK SS23001	0.00	882.00
TOTAL CHECK									1,470.00
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0116820222000	20640	SEYMOUR SE202238	0.00	243.44
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0116320222000	20640	BLUMFIELD BL202278	0.00	234.68
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0126020222000	20640	RALSTONMIDDLEMS2300	0.00	318.73
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0116920222000	20640	WILDEWOOD WW202245	0.00	198.68
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0116920222000	20640	WILDEWOOD WW202244	0.00	202.66
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0126020222000	20640	RALSTONMIDDLEMS2202	0.00	74.15
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0116720222000	20640	MOCKINGBIRD MB23000	0.00	23.71
9001	127848	10/10/22	272	FOLLETT SCHOOL SOLU	0116420222000	20640	KARENWESTERN KW2300	0.00	23.71
TOTAL CHECK									1,319.76
9001	127849	10/10/22	6704	FUN EXPRESS, LLC	0116820120000	20610	RPS STUD/SER SS2300	0.00	130.10
9001	127850	10/10/22	301	GLASSMASTERS INC	0116420262000	20430	RPS MIANTENANCE KW	0.00	1,367.00
9001	127851	10/10/22	344	GOODWIN TUCKER GROU	0126020262000	20430	RPS MAINTENANCE RMS	0.00	34.59

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127852	10/10/22	347	GOPHER SPORT	0116420110068	20610	KARENWESTERN KW2300	0.00	201.51
9001	127853	10/10/22	367	GRAYBAR	0136020262000	20430	RPS MAINTENANCE RHS	0.00	53.64
9001	127853	10/10/22	367	GRAYBAR	0136020262000	20430	RPS MAINTENANCE RHS	0.00	49.47
9001	127853	10/10/22	367	GRAYBAR	0116420262000	20430	RPS MAINTENANCE KW	0.00	22.68
9001	127853	10/10/22	367	GRAYBAR	0116420262000	20430	RPS MAINTENANCE KW	0.00	-1.48
TOTAL CHECK									124.31
9001	127854	10/10/22	6964	GREATER NEBRASKA SC	0180020232000	20810	RPS DR. MARK ADLER	0.00	4,250.00
9001	127855	10/10/22	3096	HARTMAN PUBLISHING,	0180020699819	20640	RPS CURRIC CU230013	0.00	1,657.73
9001	127856	10/10/22	6679	HAUFF SPORTS	0126020110099	20610	RALSTONMIDDLEMS2300	0.00	735.00
9001	127856	10/10/22	6679	HAUFF SPORTS	0126020110099	20610	RALSTONMIDDLEMS2300	0.00	558.42
9001	127856	10/10/22	6679	HAUFF SPORTS	0126020110099	20610	RALSTONMIDDLEMS2300	0.00	223.80
TOTAL CHECK									1,517.22
9001	127857	10/10/22	4752	HEARTLAND FAMILY SE	0116720120000	20569	RPS STUDENT SERVICE	0.00	4,932.00
9001	127857	10/10/22	4752	HEARTLAND FAMILY SE	0116420120000	20569	RPS STUDENT SERVICE	0.00	4,932.00
TOTAL CHECK									9,864.00
9001	127858	10/10/22	4528	HEARTLAND ROOFING C	0116920262000	20430	RPS MAINTENANCE WW	0.00	825.00
9001	127858	10/10/22	4528	HEARTLAND ROOFING C	0116620262000	20430	RPS MAINTENANCE MEA	0.00	650.00
TOTAL CHECK									1,475.00
9001	127861	10/10/22	3187	HP INC	0126020110000	20734	RPS TECHNOLOGY RMS	0.00	648.65
9001	127861	10/10/22	3187	HP INC	0136020110000	20734	RPS TECHNOLOGY RHS	0.00	1,945.96
TOTAL CHECK									2,594.61
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0180020261000	20610	Brown Roll Towel	0.00	287.76
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0180020261000	20610	NEW EQUIPMENT RENOW	0.00	23.54
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0116920261000	20610	REN06130 Brown Roll	0.00	232.24
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0116920261000	20610	JWP5273518 RTD Spit	0.00	74.26
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0116920261000	20610	NEW EQUIPMENT IMPAC	0.00	38.28
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0116920261000	20610	NEW EQUIPMENT RENOW	0.00	119.13
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0180020261000	20610	REN21512 24x32 LIN	0.00	244.18
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0180020261000	20610	REN65613-CA 40x48 L	0.00	311.84
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0180020261000	20610	SPA3297-04 Consume	0.00	113.76
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0180020261000	20610	RPS CUSTODIAL VMAC	0.00	15.45
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0116920261000	20610	RPS CUSTODIAL WW	0.00	50.58
9001	127862	10/10/22	6960	THE HOME DEPOT PRO	0180020261000	20610	RPS CUSTODIAL VMAC	0.00	118.00
TOTAL CHECK									1,629.02
9001	127863	10/10/22	7617	HOPE SQUAD, LLC.	0180020359901	20320	RPS STUDENT SERVICE	0.00	1,000.00
9001	127864	10/10/22	6401	HORWATH LAUNDRY EQU	0136020262000	20430	RPS MAINTENANCE RHS	0.00	49.87
9001	127865	10/10/22	2715	HY-VEE GAS	0116320120000	20610	RPS BLUMFIELD	0.00	116.21
9001	127865	10/10/22	2715	HY-VEE GAS	0136020110060	20610	RPS HIGH SCHOOL	0.00	176.73
9001	127865	10/10/22	2715	HY-VEE GAS	0136020120000	20610	RPS STUDENT SERVICE	0.00	240.84
9001	127865	10/10/22	2715	HY-VEE GAS	0180020271000	20626	RPS TRANSPORTATION	0.00	334.22

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127865	10/10/22	2715	HY-VEE GAS	0126020110060	20630	RPS MIDDLE SCHOOL	0.00	385.56
9001	127865	10/10/22	2715	HY-VEE GAS	0136020110050	20610	RPS HIGH SCHOOL	0.00	40.67
9001	127865	10/10/22	2715	HY-VEE GAS	0180020340000	20610	RPS MOCKINGBIRD	0.00	42.75
9001	127865	10/10/22	2715	HY-VEE GAS	0180020262000	20626	RPS MAINTENANCE	0.00	1,979.60
9001	127865	10/10/22	2715	HY-VEE GAS	0180020271000	20510	RPS TRANSPORTATION	0.00	1,473.28
9001	127865	10/10/22	2715	HY-VEE GAS	0180020271200	20626	RPS TRANSPORTATION	0.00	6,206.48
TOTAL CHECK									
9001	127866	10/10/22	7450	GREAT PLAINS PIANO	0126020110093	20610	RALSTONMIDDLEMS2300	0.00	110.00
9001	127870	10/10/22	6768	DANIA INGUANZO-SCHL	0180020257000	20340	RPS HUMAN RESOURCES	0.00	52.50
9001	127871	10/10/22	7105	LIMINEX, INC. (D	0136020110000	20330	RALSTON HIGH HS2300	0.00	3,784.00
9001	127872	10/10/22	5932	INCLUSIVE COMMUNITI	0136020212000	20320	RPS STUDENT SERVICE	0.00	4,000.00
9001	127873	10/10/22	2286	INFOSAFE SHREDDING	0136020110000	20610	RALSTON HIGH HS2300	0.00	78.00
9001	127873	10/10/22	2286	INFOSAFE SHREDDING	0180020232000	20320	RPS ADMIN/VMAC/CO	0.00	39.00
TOTAL CHECK									
9001	127874	10/10/22	7615	INTERKAL, LLC.	0136020262000	20430	RPS MAINTENANCE RHS	0.00	2,000.00
9001	127875	10/10/22	5465	IXL LEARNING, INC	0180020699819	20330	RPS CURRICUL CU2022	0.00	495.00
9001	127876	10/10/22	1011	J W PEPPER & SON, I	0136020110094	20610	RALSTON HIGH HS2301	0.00	29.99
9001	127877	10/10/22	556	JOHNSON HARDWARE	0180020262000	20610	RPS MAINTENANCE VMA	0.00	13.24
9001	127877	10/10/22	556	JOHNSON HARDWARE	0116620262000	20430	RPS MAINTENANCE MEA	0.00	508.50
9001	127877	10/10/22	556	JOHNSON HARDWARE	0116320262000	20430	RPS MAINTENANCE BLU	0.00	494.76
TOTAL CHECK									
9001	127878	10/10/22	565	JOHNSTONE SUPPLY CO	0180020262000	20610	RPS MAINTENANCE VMA	0.00	66.56
9001	127879	10/10/22	5037	JUNIOR LIBRARY GUIL	0116620222000	20640	MEADOWS	0.00	283.33
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116420129200	20320	RPS STUDENT SERVICE	0.00	317.16
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116920129200	20320	RPS STUDENT SERVICE	0.00	259.88
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0126020120000	20320	RPS STUDENT SERVICE	0.00	264.00
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116620129100	20320	RPS STUDENT SERVICE	0.00	82.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0136020120000	20320	RPS STUDENT SERVICE	0.00	148.54
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116720129100	20320	RPS STUDENT SERVICE	0.00	16.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116820129100	20320	RPS STUDENT SERVICE	0.00	624.25
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116920120000	20320	RPS STUDENT SERVICE	0.00	544.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116920120000	20320	RPS STUDENT SERVICE	0.00	571.31
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116720120000	20320	RPS STUDENT SERVICE	0.00	577.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116420129200	20320	RPS STUDENT SERVICE	0.00	367.13
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0126020120000	20320	RPS STUDENT SERVICE	0.00	389.30
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116820129100	20320	RPS STUDENT SERVICE	0.00	412.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116720129100	20320	RPS STUDENT SERVICE	0.00	426.25
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116920129100	20320	RPS STUDENT SERVICE	0.00	448.25
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116720120000	20320	RPS STUDENT SERVICE	0.00	472.31
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0136020120000	20320	RPS STUDENT SERVICE	0.00	488.81

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	---DESCRIPTION---	SALES TAX	AMOUNT
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116620120000	20320	RPS STUDENT SERVICE	0.00	488.81
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116920129200	20320	RPS STUDENT SERVICE	0.00	663.66
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116620129200	20320	RPS STUDENT SERVICE	0.00	768.16
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116920129100	20320	RPS STUDENT SERVICE	0.00	816.75
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116620129200	20320	RPS STUDENT SERVICE	0.00	831.88
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116820129200	20320	RPS STUDENT SERVICE	0.00	839.66
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116420120000	20320	RPS STUDENT SERVICE	0.00	901.31
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116820129200	20320	RPS STUDENT SERVICE	0.00	944.63
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116420129100	20320	RPS STUDENT SERVICE	0.00	1,028.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116420129100	20320	RPS STUDENT SERVICE	0.00	1,105.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116420120000	20320	RPS STUDENT SERVICE	0.00	1,171.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116820120000	20320	RPS STUDENT SERVICE	0.00	1,254.00
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116820120000	20320	RPS STUDENT SERVICE	0.00	1,313.81
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116620120000	20320	RPS STUDENT SERVICE	0.00	1,336.50
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116720129200	20320	RPS STUDENT SERVICE	0.00	2,505.25
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116320129200	20320	RPS STUDENT SERVICE	0.00	2,575.38
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116320120000	20320	RPS STUDENT SERVICE	0.00	2,673.00
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116320129100	20320	RPS STUDENT SERVICE	0.00	2,959.00
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116320120000	20320	RPS STUDENT SERVICE	0.00	1,422.94
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116320129100	20320	RPS STUDENT SERVICE	0.00	1,650.00
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116320129200	20320	RPS STUDENT SERVICE	0.00	1,670.16
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	0116720129200	20320	RPS STUDENT SERVICE	0.00	1,912.16
TOTAL CHECK								0.00	37,243.25
9001	127882	10/10/22	4452	KISSEL,KOHOUT,ES AS	0180020231000	20810	RPS OCT. 1, 2022LEG	0.00	3,795.00
9001	127883	10/10/22	6717	KNOCK OUT PRINT & D	0126020110000	20610	RALSTONMIDDLEMS2300	0.00	207.96
9001	127884	10/10/22	6278	KOLEY JESSEN P.C.,	0180020232000	20810	RPS GENERAL MATTTER	0.00	856.21
9001	127884	10/10/22	6278	KOLEY JESSEN P.C.,	0180020232000	20810	RPS PERSONNEL MATTE	0.00	316.00
TOTAL CHECK								0.00	1,172.21
9001	127885	10/10/22	6193	KSB SCHOOL LAW	0180020120000	20810	RPS STUDENT SERVICE	0.00	440.00
9001	127886	10/10/22	6993	LANGUAGE LINE SERVI	0116320120000	20320	RPS SS/BLUMFIELD	0.00	235.85
9001	127886	10/10/22	6993	LANGUAGE LINE SERVI	0116620129200	20320	RPS SS/MEADOWS	0.00	325.78
9001	127886	10/10/22	6993	LANGUAGE LINE SERVI	0136020120000	20320	RPS SS/HIGH SCHOOL	0.00	297.37
9001	127886	10/10/22	6993	LANGUAGE LINE SERVI	0116420129200	20320	RPS SS/KARENWESTERN	0.00	186.68
9001	127886	10/10/22	6993	LANGUAGE LINE SERVI	0116720115000	20320	RPS ELL MOCKINGBIRD	0.00	30.68
9001	127886	10/10/22	6993	LANGUAGE LINE SERVI	0136020115000	20320	RPS ELL HIGH SCHOOL	0.00	51.32
TOTAL CHECK								0.00	1,127.68
9001	127887	10/10/22	6977	LA QUINTA BY WYNDHA	0180020231000	20580	RPS BOE KUMRU, ELIZ	0.00	119.00
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116320261000	20610	TOWEL ROLL BROWN 8"	0.00	167.96
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116320261000	20610	LINER 43X48 16 MIC	0.00	276.95
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116320261000	20610	LINER 43X47 1.7 MIL	0.00	5.56
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116320261000	20610	SOAP HAND FOAM FOAM	0.00	175.97
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116320261000	20610	BOTTLE SPRAY 32 OZ	0.00	11.12
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116320261000	20610	TRIGGER SPRAYER	0.00	11.12
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	TOWEL ROLL BROWN 8"	0.00	252.94
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	LINER 43X48 16 MIC	0.00	166.82

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	LINER WAXED SANITAR	0.00	34.38
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	CLEANER NEUTRAL EAR	0.00	39.55
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	DISINFECTANT CLEANE	0.00	112.00
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116420261000	20610	TISSUE 2 PLY 4.5X3.	0.00	53.20
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116420261000	20610	TOWEL ROLL BROWN 8"	0.00	84.41
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116420261000	20610	LINER 43X48 16 MIC	0.00	125.25
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116420261000	20610	LINER 24X33 8 MIC C	0.00	37.48
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116420261000	20610	CLEANER GLASS KLEER	0.00	38.95
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116420261000	20610	CLEANER STAINLESS S	0.00	10.55
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116420261000	20610	SOAP HAND FOAM FOAM	0.00	66.32
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	TISSUE 2 PLY 4.5X3.	0.00	106.31
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	TOWEL ROLL BROWN 8"	0.00	168.65
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	LINER WAXED SANITAR	0.00	68.77
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	BOWL CLEANER ASSURE	0.00	42.16
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	SOAP HAND FOAM FOAM	0.00	132.51
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116720261000	20610	TOWEL ROLL BROWN 8"	0.00	253.10
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116720261000	20610	LINER 43X48 16 MIC	0.00	208.65
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	TOWEL ROLL BROWN 8"	0.00	252.37
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	LINER 43X48 16 MIC	0.00	249.68
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	TISSUE 2 PLY 4.5X3.	0.00	318.18
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	LINER 24X33 8 MIC C	0.00	186.78
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	BOWL CLEANER MR. BL	0.00	37.86
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	CLEANER NEUTRAL EAR	0.00	78.92
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	SOAP HAND FOAM FOAM	0.00	132.20
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	SPONGE MEDIUM DUTY	0.00	43.67
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	PAD SCOURING MED DU	0.00	29.29
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	TISSUE 2 PLY 4.5X3.	0.00	265.68
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	TOWEL ROLL WHITE 8"	0.00	210.74
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	BOWL CLEANER ASSURE	0.00	7.02
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	LINER WAXED SANITAR	0.00	34.37
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0126020261000	20610	DISINFECTANT CLEANE	0.00	55.19
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	TISSUE 2 PLY 4.5X3.	0.00	106.28
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	TOWEL ROLL BROWN 8"	0.00	168.62
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	LINER 24X33 8 MIC C	0.00	74.88
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	DEGREASER ORANGE WO	0.00	39.87
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	BOWL CLEANER ASSURE	0.00	42.16
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	DISINFECTANT CLEANE	0.00	55.20
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	CLEANER NEUTRAL EAR	0.00	39.55
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	HANDLE MOP QUICKCHA	0.00	15.03
9001	127888	10/10/22	7541	LARSEN SUPPLY COMPA	0116620261000	20610	BOWL CLEANER ASSURE	0.00	42.16
TOTAL CHECK									5,136.38
9001	127889	10/10/22	6111	LARSON SPEECH & LAN	0116820641200	20320	RPS STUDENT SERVICE	0.00	660.93
9001	127889	10/10/22	6111	LARSON SPEECH & LAN	0116420641200	20320	RPS STUDENT SERVICE	0.00	599.61
9001	127889	10/10/22	6111	LARSON SPEECH & LAN	0116620641200	20320	RPS STUDENT SERVICE	0.00	967.55
9001	127889	10/10/22	6111	LARSON SPEECH & LAN	0116920641200	20320	RPS STUDENT SERVICE	0.00	913.04
9001	127889	10/10/22	6111	LARSON SPEECH & LAN	0126020641200	20320	RPS STUDENT SERVICE	0.00	1,417.27
9001	127889	10/10/22	6111	LARSON SPEECH & LAN	0116320641200	20320	RPS STUDENT SERVICE	0.00	1,158.34
9001	127889	10/10/22	6111	LARSON SPEECH & LAN	0116720641200	20320	RPS STUDENT SERVICE	0.00	1,097.01
TOTAL CHECK									6,813.75
9001	127890	10/10/22	3999	LINCOLN HIGH SCHOOL	0136020110094	20340	RALSTON HIGH HS2300	0.00	150.00

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9001	127891	10/10/22	7453	LINCOLN PUBLIC SCHO	0136020110094	20340	RALSTON HIGH HS2300	0.00	180.00
9001	127892	10/10/22	5314	MADISON NATIONAL LI	01	9409	RPS OCTOBER 2022 PR	0.00	11,052.88
9001	127893	10/10/22	7620	MARY JO MOLLNER	0116620110000	20340	RPS MEAD OUTDOOR ED	0.00	63.33
9001	127893	10/10/22	7620	MARY JO MOLLNER	0116920110000	20340	RPS WW OUTDOOR ED	0.00	63.33
9001	127893	10/10/22	7620	MARY JO MOLLNER	0116320110000	20340	RPS BLUM OUTDOOR ED	0.00	63.34
TOTAL CHECK									190.00
9001	127894	10/10/22	4884	MATHESON TRI-GAS, I	0180020262000	20610	RPS MAINTENANCE VMA	0.00	104.39
9001	127895	10/10/22	5926	MENARDS	0126020110080	20610	RALSTONMIDDLE ITLEM	0.00	86.31
9001	127895	10/10/22	5926	MENARDS	0116320262000	20430	RPS MAINTENANCE BLU	0.00	79.77
9001	127895	10/10/22	5926	MENARDS	0126020262000	20430	RPS MAINTENANCE RMS	0.00	118.88
9001	127895	10/10/22	5926	MENARDS	0180020262000	20610	RPS MAINTENANCE VMA	0.00	48.96
9001	127895	10/10/22	5926	MENARDS	0126020262000	20610	RPS MAINTENANCE RMS	0.00	65.95
9001	127895	10/10/22	5926	MENARDS	0116320262000	20430	RPS MAINTENANCE BLU	0.00	23.94
9001	127895	10/10/22	5926	MENARDS	0116420262000	20430	RPS MAINTENANCE KW	0.00	31.39
9001	127895	10/10/22	5926	MENARDS	0136020110080	20610	RALSTON HIGH HS2300	0.00	-452.98
9001	127895	10/10/22	5926	MENARDS	0126020261000	20610	RPS MAINTENANCE RMS	0.00	3.36
9001	127895	10/10/22	5926	MENARDS	0126020262000	20430	RPS MAINTENANCE RMS	0.00	12.70
9001	127895	10/10/22	5926	MENARDS	0136020262000	20430	RPS MAINTENANCE RHS	0.00	13.38
9001	127895	10/10/22	5926	MENARDS	0180020261000	20610	RPS MAINTENANCE VMA	0.00	21.84
9001	127895	10/10/22	5926	MENARDS	0136020110080	20610	RALSTON HIGH HS2300	0.00	452.98
9001	127895	10/10/22	5926	MENARDS	0136020110080	20610	RALSTON HIGH HS2300	0.00	760.94
TOTAL CHECK									1,267.42
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116820261000	20621	RPS 7900 SEYMOUR ST	0.00	448.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8901 PARK DRIVE	0.00	614.40
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116420261000	20621	RPS 6240 H STREET	0.00	680.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116420261000	20621	RPS 6240 H STREET	0.00	748.80
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116320261000	20629	RPS 10310 MOCKINGBI	0.00	752.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0126020261000	20621	RPS 8202 LAKEVIEW S	0.00	1,116.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116620261000	20629	RPS 9205 BERRY STRE	0.00	495.80
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8901 PARK DRIVE	0.00	496.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8801 PARK DRIVE	0.00	384.80
9001	127897	10/10/22	834	METRO UTILITIES DIS	0180020261000	20621	RPS 8545 PARK DRIVE	0.00	409.60
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8969 PARK DRIVE	0.00	284.80
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116920261000	20621	RPS 8023 RALSTON AV	0.00	344.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116720261000	20629	RPS 5100 SOUTH 93RD	0.00	356.60
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116720261000	20621	RPS 5100 SOUTH 93RD	0.00	1,426.40
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116620261000	20621	RPS 9205 BERRY STRE	0.00	1,983.20
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8901 PARK DRIVE	0.00	1,984.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116320261000	20621	RPS 10310 MOCKINGBI	0.00	3,008.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8969 PARK DRIVE	0.00	9.60
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8969 PARK DRIVE	0.00	2.40
9001	127897	10/10/22	834	METRO UTILITIES DIS	0126020261000	20629	RPS 8202 LAKEVIEW S	0.00	35.40
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8969 PARK DR GH	0.00	26.23
9001	127897	10/10/22	834	METRO UTILITIES DIS	0126020261000	20621	RPS 8202 LAKEVIEW S	0.00	141.60
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8901 PARK DRIVE	0.00	153.60
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116420261000	20629	RPS 6240 H STREET	0.00	170.00

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9001	127897	10/10/22	834	METRO UTILITIES DIS	0116420261000	20629	RPS 6240 H STREET	0.00	187.20
9001	127897	10/10/22	834	METRO UTILITIES DIS	0126020261000	20629	RPS 8202 LAKEVIEW S	0.00	279.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8969 PARK DRIVE	0.00	71.20
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8801 PARK DRIVE	0.00	96.20
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116920261000	20629	RPS 8023 RALSTON AV	0.00	86.00
9001	127897	10/10/22	834	METRO UTILITIES DIS	0180020261000	20629	RPS 8545 PARK DRIVE	0.00	102.40
9001	127897	10/10/22	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8969 PARK DR GH	0.00	104.90
9001	127897	10/10/22	834	METRO UTILITIES DIS	0116820261000	20629	RPS 7900 SEYMOUR ST	0.00	112.00
TOTAL CHECK									17,110.13
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0116420215000	20610	RPS SS/KW SS230022	0.00	56.19
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0116820215000	20610	RPS SS/SEY SS230022	0.00	61.27
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0116920215000	20610	RPS SS/WW SS230022	0.00	82.43
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0116620215000	20610	RPS SS/MEAD SS23002	0.00	86.66
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0116720215000	20610	RPS SS/MOCK SS23002	0.00	97.67
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0116320215000	20610	RPS SS/BLUM SS23002	0.00	102.74
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0126020215000	20610	RPS SS/RMS SS230022	0.00	124.75
9001	127898	10/10/22	3460	NCS PEARSON, INC.	0136020215000	20610	RPS SS/RHS SS230022	0.00	277.01
TOTAL CHECK									888.72
9001	127899	10/10/22	797	NCSA	0180020251000	20810	RPS JASON BUCKINGHA	0.00	335.00
9001	127899	10/10/22	797	NCSA	0136020241000	20810	RPS/HS DR. PIVONKA,	0.00	335.00
9001	127899	10/10/22	797	NCSA	0116720241000	20810	RPS/MB BRAIN FERGUS	0.00	225.00
9001	127899	10/10/22	797	NCSA	0126020241000	20810	RPS/MS SHRAD, STEVE	0.00	225.00
TOTAL CHECK									1,120.00
9001	127900	10/10/22	830	NEBRASKA AIR FILTER	0116320262000	20430	RPS MAINTENANCE BLU	0.00	366.04
9001	127900	10/10/22	830	NEBRASKA AIR FILTER	0116420262000	20430	RPS MAINTENANCE KW	0.00	525.30
9001	127900	10/10/22	830	NEBRASKA AIR FILTER	0116720262000	20430	RPS MAINTENANCE MOC	0.00	682.92
9001	127900	10/10/22	830	NEBRASKA AIR FILTER	0126020262000	20430	RPS MAINTENANCE RMS	0.00	1,533.63
9001	127900	10/10/22	830	NEBRASKA AIR FILTER	0136020262000	20430	RPS MAINTENANCE RHS	0.00	2,643.25
TOTAL CHECK									5,751.14
9001	127901	10/10/22	6885	NEBRASKA FCCLA	0136020110060	20610	RPS/HS DUNN, REBECC	0.00	10.00
9001	127901	10/10/22	6885	NEBRASKA FCCLA	0136020110060	20610	RPS/HS MADDOX, JAQU	0.00	10.00
TOTAL CHECK									20.00
9001	127902	10/10/22	7465	NEBRASKA LIONS FOUN	0116420213000	20330	RPS SS/KAREN WESTER	0.00	100.00
9001	127902	10/10/22	7465	NEBRASKA LIONS FOUN	0116620213000	20330	RPS SS/MEADOWS	0.00	100.00
9001	127902	10/10/22	7465	NEBRASKA LIONS FOUN	0126020213000	20330	RPS SS/MIDDLE SCHOO	0.00	100.00
TOTAL CHECK									300.00
9001	127903	10/10/22	7154	NMLEA	0126020110000	20330	RMS FLEISCHMANN, RAC	0.00	50.00
9001	127903	10/10/22	7154	NMLEA	0126020110000	20330	RMS HENELY, DONNA	0.00	50.00
9001	127903	10/10/22	7154	NMLEA	0126020110000	20330	RMS OGG, MARA	0.00	50.00
9001	127903	10/10/22	7154	NMLEA	0126020110000	20330	RMS SUPANCHICK, AIM	0.00	50.00
TOTAL CHECK									200.00
9001	127904	10/10/22	4949	NEBRASKA STATE FIRE	0126020262000	20352	RPS MAINTENANCE RMS	0.00	72.00
9001	127904	10/10/22	4949	NEBRASKA STATE FIRE	0116420262000	20352	RPS MAINTENANCE KW	0.00	72.00
9001	127904	10/10/22	4949	NEBRASKA STATE FIRE	0116920262000	20352	RPS MAINTENANCE WW	0.00	36.00
9001	127904	10/10/22	4949	NEBRASKA STATE FIRE	0116820262000	20352	RPS MAINTENANCE SEY	0.00	144.00

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127904	10/10/22	4949	NEBRASKA STATE FIRE	0116720262000	20352	RPS MAINTENANCE MOC	0.00	108.00
9001	127904	10/10/22	4949	NEBRASKA STATE FIRE	0136020262000	20352	RPS MAINTENANCE RHS	0.00	396.00
TOTAL CHECK									
9001	127905	10/10/22	850	NEBRASKA-IOWA IND F	0180020262000	20610	RPS MAINTENANCE VMA	0.00	13.46
9001	127906	10/10/22	7463	NORRIS MIDDLE SCHOO	0126020110000	20610	RMS QUIZ BOWL TEAM	0.00	50.00
9001	127907	10/10/22	3060	NSBA MEMBERSHIP	0136020110094	20340	RHS N.CAPRON HS2300	0.00	65.00
9001	127908	10/10/22	6551	NSBA	0136020110094	20340	RALSTON HIGH HS2300	0.00	175.00
9001	127909	10/10/22	4382	ODEYS INC	0136020262000	20610	RPS MAINTENANCE RHS	0.00	923.40
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2300	0.00	414.14
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116320110000	20610	BLUMFIELD BL230002	0.00	229.99
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO230004	0.00	280.71
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2300	0.00	189.00
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116920110000	20610	WILDEWOOD Ww230004	0.00	202.99
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110079	20610	RALSTON HIGH HS2300	0.00	71.36
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116420110000	20610	KARENWESTERN KW2300	0.00	80.22
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	112.94
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110079	20610	RALSTON HIGH HS2300	0.00	107.04
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020120000	20610	RPS SS/RHS 55230012	0.00	95.65
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116320110000	20610	BLUMFIELD BL230006	0.00	65.17
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	65.91
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2300	0.00	57.00
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2300	0.00	68.28
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110030	20610	RALSTON HIGH HS2300	0.00	70.42
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116920110000	20610	WILDEWOOD Ww230004	0.00	78.52
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	79.58
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	37.89
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116320110000	20610	BLUMFIELD BL230001	0.00	39.40
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	26.52
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	43.47
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2300	0.00	47.05
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2300	0.00	32.44
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2300	0.00	33.23
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2300	0.00	33.96
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2300	0.00	25.78
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2300	0.00	25.89
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2300	0.00	26.07
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116320110000	20610	BLUMFIELD BL230001	0.00	18.16
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	18.79
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2300	0.00	21.93
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB23000	0.00	22.79
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110010	20610	RALSTON HIGH HS2300	0.00	5.79
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO230003	0.00	5.96
9001	127911	10/10/22	921	ODP BUSINESS SOLUTI	0136020110010	20610	RALSTON HIGH HS2300	0.00	5.98
TOTAL CHECK									
9001	127912	10/10/22	7053	O'FLAHERTY SERVICES	0116820262000	20352	RPS MAINTENANCE SEY	0.00	285.42

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127912	10/10/22	7053	O'FLAHERTY SERVICES	0136020262000	20352	RPS MAINTENANCE RHS	0.00	755.80
TOTAL CHECK									1,041.22
9001	127913	10/10/22	933	OMAHA DOOR & WINDOW	0180020262000	20352	RPS MAINTENANCE VMA	0.00	2,690.94
9001	127914	10/10/22	934	OPC DIRECT	0116320110000	20610	RPS BLUMFIELD	0.00	887.46
9001	127914	10/10/22	934	OPC DIRECT	0116420110000	20610	RPS KAREN WESTERN	0.00	887.46
9001	127914	10/10/22	934	OPC DIRECT	0116620110000	20610	RPS MEADOWS	0.00	887.46
9001	127914	10/10/22	934	OPC DIRECT	0116720110000	20610	RPS MOCKINGBIRD	0.00	887.46
9001	127914	10/10/22	934	OPC DIRECT	0116820110000	20610	RPS SEYMOUR	0.00	887.46
9001	127914	10/10/22	934	OPC DIRECT	0116920110000	20610	RPS WILDEWOOD	0.00	887.46
9001	127914	10/10/22	934	OPC DIRECT	0126020110000	20610	RPS MIDDLE SCHOOL	0.00	887.46
9001	127914	10/10/22	934	OPC DIRECT	0136020110000	20610	RPS HIGH SCHOOL	0.00	887.46
TOTAL CHECK									7,099.68
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0126020261000	20622	RPS MIDDLE SCHOOL	0.00	15,148.45
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0136020261000	20622	RPS HIGH SCHOOL	0.00	32,369.64
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0180020261000	20622	RPS ADMIN/VMAC/CO	0.00	2,477.73
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0116820261000	20622	RPS SEYMOUR	0.00	3,988.33
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0116620261000	20622	RPS MEADOWS	0.00	4,881.32
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0116420261000	20622	RPS KAREN WESTERN	0.00	5,099.36
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0116920261000	20622	RPS WILDEWOOD	0.00	6,239.72
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0116720261000	20622	RPS MOCKINGBIRD	0.00	6,557.60
9001	127915	10/10/22	936	OMAHA PUBLIC POWER	0116320261000	20622	RPS BLUMFIELD	0.00	8,085.34
TOTAL CHECK									84,847.49
9001	127916	10/10/22	940	OMAHA WINNELSON	0116420262000	20430	RPS MAINTENANCE KW	0.00	251.45
9001	127916	10/10/22	940	OMAHA WINNELSON	0116420262000	20430	RPS MAINTENANCE KW	0.00	146.87
TOTAL CHECK									398.32
9001	127917	10/10/22	2808	ONE SOURCE	0180020257000	20340	RPS HUMAN RESOURCES	0.00	313.00
9001	127918	10/10/22	954	P & A MANAGEMENT CO	0136020110000	20441	RPS LEASE 7547&7547	0.00	1,300.00
9001	127919	10/10/22	6886	PAINTIN' PLACE CERA	0136020110090	20610	RALSTON HIGH HS2300	0.00	340.00
9001	127920	10/10/22	7616	PAPILLION - LAVISTA	0136020110094	20340	RALSTON HIGH HS2300	0.00	175.00
9001	127921	10/10/22	6473	PAPPIO TRANSPORT SCH	0180020271200	20510	RPS STUDENT SERVICE	0.00	40.00
9001	127921	10/10/22	6473	PAPPIO TRANSPORT SCH	0180020271200	20510	RPS STUDENT SERVICE	0.00	320.00
9001	127921	10/10/22	6473	PAPPIO TRANSPORT SCH	0180020271200	20510	RPS STUDENT SERVICE	0.00	1,650.00
TOTAL CHECK									2,010.00
9001	127922	10/10/22	2383	PRAIRIE MECHANICAL	0116420262000	20352	RPS MAINTENANCE KW	0.00	920.00
9001	127923	10/10/22	5682	PRINTING INK	0180020232000	20610	RPS ADMIN/VMAC/CO	0.00	425.00
9001	127927	10/10/22	4158	TRUCK CENTER COMPAN	0180020642100	20732	RPS NEW 2022THOMASB	0.00	136,604.00
9001	127928	10/10/22	5641	QUILL, LLC	0116320110000	20610	BLUMFIELD BL202295	0.00	282.77
9001	127928	10/10/22	5641	QUILL, LLC	0116320110000	20610	BLUMFIELD BL202295	0.00	2.32
TOTAL CHECK									285.09

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127929	10/10/22	7174	RAVE MOBILE SAFETY	0180020251000	20810	RPS CUSTODIAL ADMIN	0.00	10,400.00
9001	127930	10/10/22	5117	REALITY WORKS	0136020670000	20610	RALSTON HIGH HS2300	0.00	1,930.67
9001	127931	10/10/22	6978	REALLY GREAT READIN	0116420110001	20640	RPS CUR/KW CU23001	0.00	191.70
9001	127931	10/10/22	6978	REALLY GREAT READIN	0116820110001	20640	RPS CUR/SEY CU2300	0.00	249.21
9001	127931	10/10/22	6978	REALLY GREAT READIN	0116920110001	20640	RPS CUR/WW CU23001	0.00	306.72
9001	127931	10/10/22	6978	REALLY GREAT READIN	0116620110001	20640	RPS CUR/MEAD CU2300	0.00	364.23
9001	127931	10/10/22	6978	REALLY GREAT READIN	0116720110001	20640	RPS CUR/MOCK CU2300	0.00	402.57
9001	127931	10/10/22	6978	REALLY GREAT READIN	0116320110001	20640	RPS CUR/BLUM CU2300	0.00	402.57
TOTAL CHECK									1,917.00
9001	127932	10/10/22	3545	ROCHESTER MIDLAND C	0116820262000	20352	RPS MAINTENANCE SEY	0.00	150.06
9001	127932	10/10/22	3545	ROCHESTER MIDLAND C	0116420262000	20352	RPS MAINTENANCE KW	0.00	150.06
9001	127932	10/10/22	3545	ROCHESTER MIDLAND C	0116720262000	20352	RPS MAINTENANCE MOC	0.00	150.07
9001	127932	10/10/22	3545	ROCHESTER MIDLAND C	0126020262000	20352	RPS MAINTENANCE RMS	0.00	150.07
9001	127932	10/10/22	3545	ROCHESTER MIDLAND C	0136020262000	20352	RPS MAINTENANCE RHS	0.00	150.07
TOTAL CHECK									750.33
9001	127933	10/10/22	4913	SCHMITT MUSIC	0136020110094	20610	RALSTON HIGH HS2300	0.00	611.99
9001	127933	10/10/22	4913	SCHMITT MUSIC	0136020110094	20610	RALSTON HIGH HS2300	0.00	80.96
TOTAL CHECK									692.95
9001	127934	10/10/22	2309	SCHOOL NURSE SUPPLY	0116420213000	20610	KARENWESTERN KW2300	0.00	238.99
9001	127935	10/10/22	7067	SHELL FLEET PLUS	0180020271000	20626	RPS TRANSPORTATION	0.00	118.04
9001	127936	10/10/22	1365	SIGNIT	0136020110000	20610	RALSTON HIGH HS2300	0.00	130.00
9001	127938	10/10/22	5589	SPECTRUM PAINT	0116820262000	20430	RPS MAINTENANCE SEY	0.00	134.91
9001	127938	10/10/22	5589	SPECTRUM PAINT	0116820262000	20430	RPS MAINTENANCE SEY	0.00	26.88
9001	127938	10/10/22	5589	SPECTRUM PAINT	0116820262000	20430	RPS MAINTENANCE SEY	0.00	55.94
TOTAL CHECK									217.73
9001	127939	10/10/22	7348	TK ELEVATOR CORPORA	0136020262000	20352	RPS MAINTENANCE RHS	0.00	891.03
9001	127939	10/10/22	7348	TK ELEVATOR CORPORA	0116720262000	20352	RPS MAINTENANCE MOC	0.00	229.38
TOTAL CHECK									1,120.41
9001	127940	10/10/22	2051	TRANE	0136020262000	20352	RPS MAINTENANCE RHS	0.00	695.00
9001	127940	10/10/22	2051	TRANE	0136020262000	20352	RPS MAINTENANCE RHS	0.00	3,802.00
TOTAL CHECK									4,497.00
9001	127942	10/10/22	5595	UNO COLLEGE OF EDUC	0180020231000	20810	RPS BUCKINGHAM, JAS	0.00	35.00
9001	127942	10/10/22	5595	UNO COLLEGE OF EDUC	0180020231000	20810	RPS/BOE KUMRU, LIZ	0.00	35.00
9001	127942	10/10/22	5595	UNO COLLEGE OF EDUC	0180020231000	20810	RPS/BOE RICHARDS, RO	0.00	35.00
9001	127942	10/10/22	5595	UNO COLLEGE OF EDUC	0180020231000	20810	RPS/BOE RICHARDS, SH	0.00	35.00
TOTAL CHECK									140.00
9001	127943	10/10/22	1172	VAL LIMITED	0180020257000	20610	RPS HUMAN RESOURCES	0.00	159.44
9001	127944	10/10/22	4832	VERIZON WIRELESS	0180020251000	20610	RPS FOUNDATION 2PHO	0.00	80.02

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9001	127944	10/10/22	4832	VERIZON WIRELESS	0180020271000	20530	RPS TRANSPORTATION	0.00	105.40
9001	127944	10/10/22	4832	VERIZON WIRELESS	0180020251000	20610	RPS MANAGEMENTHOTSP	0.00	25.33
9001	127944	10/10/22	4832	VERIZON WIRELESS	0180020340000	20610	RPS IPADS BECISTOLL	0.00	360.09
9001	127944	10/10/22	4832	VERIZON WIRELESS	0180020271200	20530	RPS TRANSPORTATION	0.00	474.30
9001	127944	10/10/22	4832	VERIZON WIRELESS	0180020251000	20610	RPS HOTSPOTS JOYCE	0.00	520.13
TOTAL CHECK									1,565.27
9001	127945	10/10/22	6317	VISION SERVICE PLAN 01		9409	RPS OCTOBER 2022 PR	0.00	4,528.95
9001	127946	10/10/22	1268	VOSS LIGHTING	0116620262000	20610	RPS MAINTENANCE MEA	0.00	336.60
9001	127946	10/10/22	1268	VOSS LIGHTING	0180020262000	20610	RPS MAINTENANCE VMA	0.00	267.60
9001	127946	10/10/22	1268	VOSS LIGHTING	0116320261000	20610	RPS MAINTENANCE BLU	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0116420261000	20610	RPS MAINTENANCE KW	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0116620261000	20610	RPS MAINTENANCE MEA	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0116720261000	20610	RPS MAINTENANCE MOC	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0116820261000	20610	RPS MAINTENANCE SEY	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0116920261000	20610	RPS MAINTENANCE WW	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0126020261000	20610	RPS MAINTENANCE RMS	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0136020261000	20610	RPS MAINTENANCE RHS	0.00	148.50
9001	127946	10/10/22	1268	VOSS LIGHTING	0180020261000	20610	RPS MAINTENANCE VMA	0.00	148.50
TOTAL CHECK									1,940.70
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS MIDDLE SCHOOL	0.00	233.64
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS WILDEWOOD	0.00	59.78
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS BLUMFIELD	0.00	59.83
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS KAREN WESTERN	0.00	59.83
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS MEADOWS	0.00	59.83
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS MOCKINGBIRD	0.00	59.83
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS SEYMOUR	0.00	59.83
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS ADMIN/VMAC/CO	0.00	552.98
9001	127947	10/10/22	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS HIGH SCHOOL	0.00	729.45
TOTAL CHECK									1,875.00
9001	127948	10/10/22	6719	WESTLAKE ACE HARDWA	0180020262000	20610	RPS MAINTENANCE VMA	0.00	47.98
9001	127948	10/10/22	6719	WESTLAKE ACE HARDWA	0180020262000	20352	RPS MAINTENANCE VMA	0.00	124.74
9001	127948	10/10/22	6719	WESTLAKE ACE HARDWA	0126020262000	20430	RPS MAINTENANCE RMS	0.00	3.58
9001	127948	10/10/22	6719	WESTLAKE ACE HARDWA	0116720262000	20610	RPS MAINTENANCE MOC	0.00	5.58
9001	127948	10/10/22	6719	WESTLAKE ACE HARDWA	0116920262000	20430	RPS MAINTENANCE KW	0.00	8.99
9001	127948	10/10/22	6719	WESTLAKE ACE HARDWA	0136020262000	20610	RPS MAINTENANCE RHS	0.00	13.99
9001	127948	10/10/22	6719	WESTLAKE ACE HARDWA	0136020262000	20430	RPS MAINTENANCE RHS	0.00	17.17
TOTAL CHECK									222.03
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0126020262000	20352	RPS MAINTENANCE RMS	0.00	54.45
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0136020262000	20352	RPS MAINTENANCE RHS	0.00	54.45
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0180020262000	20352	RPS MAINTENANCE VMA	0.00	64.44
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0116420262000	20352	RPS MAINTENANCE KW	0.00	44.44
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0116620262000	20352	RPS MAINTENANCE MEA	0.00	44.44
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0116820262000	20352	RPS MAINTENANCE SEY	0.00	44.44
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0116920262000	20352	RPS MAINTENANCE WW	0.00	44.44
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0116720262000	20352	RPS MAINTENANCE MOC	0.00	44.45
9001	127949	10/10/22	6491	WHAT'S BUGGIN' YA	0116320262000	20352	RPS MAINTENANCE BLU	0.00	44.45
TOTAL CHECK									440.00

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9001	127950	10/10/22	1515	WHOLESALE HEATING &	0180020262000	20610	RPS MAINTENANCE VMA	0.00	58.46
9001	127951	10/10/22	5413	WIESER EDUCATIONAL,	0180020699819	20640	RPS CURRICUL CU2300	0.00	1,881.60
9001	127952	10/10/22	7538	WOODRIVER ENERGY, L	0116820261000	20621	RPS SEYMOUR	0.00	198.03
9001	127952	10/10/22	7538	WOODRIVER ENERGY, L	0136020261000	20621	RPS HIGH SCHOOL	0.00	1,947.21
9001	127952	10/10/22	7538	WOODRIVER ENERGY, L	0116920261000	20621	RPS WILDEWOOD	0.00	299.45
9001	127952	10/10/22	7538	WOODRIVER ENERGY, L	0126020261000	20621	RPS MIDDLE SCHOOL	0.00	328.15
TOTAL CHECK									
9001	127953	10/10/22	6229	WORKFIT, INC	0180020257000	20340	RPS HUMAN RESOURCES	0.00	144.00
9001	127954	10/10/22	5026	ZIMCO SUPPLY COMPAN	0136020262000	20610	RPS MAINTENANCE RHS	0.00	250.00
9001	127957	10/10/22	6985	EUNISES CASILLAS	0180020340000	20330	REIMBURSED7/6-9/30/	0.00	39.05
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0116320213000	20333	REIMBURSE5/31-9/23/	0.00	41.14
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0126020213000	20333	REIMBURSE5/31-9/23/	0.00	50.44
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0136020213000	20333	REIMBURSE5/31-9/23/	0.00	115.18
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0116420213000	20333	REIMBURSE5/31-9/23/	0.00	21.46
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0116820213000	20333	REIMBURSE5/31-9/23/	0.00	23.61
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0116920213000	20333	REIMBURSE5/31-9/23/	0.00	32.55
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0116620213000	20333	REIMBURSE5/31-9/23/	0.00	34.34
9001	127958	10/10/22	4230	CINDY KIRKPATRICK	0116720213000	20333	REIMBURSE5/31-9/23/	0.00	38.99
TOTAL CHECK									
9001	127959	10/10/22	4893	KENNY L. DERBY	0136020262000	20430	RPS MAINT/HS REPAIR	0.00	25.67
9001	127960	10/10/22	5729	SARA BUSH	0116420120000	20333	REIMBURSED8/8-9/29/	0.00	13.81
9001	127960	10/10/22	5729	SARA BUSH	0116820120000	20333	REIMBURSED8/8-9/29/	0.00	13.81
TOTAL CHECK									
9001	127961	10/10/22	5059	BRIAN FERGUSON	0116720241000	20333	REIMBURSED9/14-26/2	0.00	229.00
9001	127962	10/10/22	7387	WHITLEY R HETTENBAU	0116320214100	20333	REIMBURSE8/22-9/19/	0.00	16.51
9001	127962	10/10/22	7387	WHITLEY R HETTENBAU	0180020640800	20333	REIMBURSE8/22-9/19/	0.00	16.51
TOTAL CHECK									
9001	127963	10/10/22	6511	JAMIE D HONKE	0136020110000	20251	REIMBURSED 3 HOURS	0.00	1,023.00
9001	127964	10/10/22	6926	RACHEL M GAREY-JACO	0116720110000	20610	RPS MOCK OUTDOOR ED	0.00	23.84
9001	127965	10/10/22	6164	JOSHUA C WILKEN	0136020115000	20333	REIMBURSED9/7-27/20	0.00	201.01
9001	127966	10/10/22	7619	JACKIE M JOSJOR	0180020271000	20810	RPS TRANPORTATION C	0.00	60.00
9001	127967	10/10/22	4695	LINDSAY JENAE KELLY	0126020110000	20333	REIMBURSE7/14-9/30/	0.00	67.93
9001	127967	10/10/22	4695	LINDSAY JENAE KELLY	0116720110000	20333	REIMBURSE7/14-9/30/	0.00	43.44
9001	127967	10/10/22	4695	LINDSAY JENAE KELLY	0116420110000	20333	REIMBURSE7/14-9/30/	0.00	26.93
9001	127967	10/10/22	4695	LINDSAY JENAE KELLY	0116320110000	20333	REIMBURSE7/14-9/30/	0.00	35.45
TOTAL CHECK									

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CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127970	10/10/22	7121	HEATHER J PASH	0116720110000	20251	REIMBURSED 3 HOURS	0.00	511.50
9001	127970	10/10/22	7121	HEATHER J PASH	0116920110000	20251	REIMBURSED 3 HOURS	0.00	511.50
TOTAL CHECK									1,023.00
9001	127971	10/10/22	7622	MELANIE L PELTZ	0136020110000	20251	REIMBURSED 3 HOURS	0.00	1,023.00
9001	127972	10/10/22	3150	CHRISTINE REDEMSKE	0116920353500	20333	REIMBURSE8/22-9/21/	0.00	29.00
9001	127973	10/10/22	1635	MICHAEL J RUPPRECHT	0180020257000	20580	REIMBURSED9/29/2022	0.00	21.88
9001	127973	10/10/22	1635	MICHAEL J RUPPRECHT	0180020257000	20580	REIMBURSE9/21-27/20	0.00	230.38
TOTAL CHECK									252.26
9001	127974	10/10/22	7122	AMBER A SCOTT	0116420350000	20333	REIMBURSE8/26-9/20/	0.00	6.59
9001	127974	10/10/22	7122	AMBER A SCOTT	0116820350000	20333	REIMBURSE8/26-9/20/	0.00	8.57
9001	127974	10/10/22	7122	AMBER A SCOTT	0116720350000	20333	REIMBURSE8/26-9/20/	0.00	13.84
9001	127974	10/10/22	7122	AMBER A SCOTT	0116320350000	20333	REIMBURSE8/26-9/20/	0.00	13.84
9001	127974	10/10/22	7122	AMBER A SCOTT	0116920353500	20333	REIMBURSE8/26-9/20/	0.00	10.55
9001	127974	10/10/22	7122	AMBER A SCOTT	0116620350000	20333	REIMBURSE8/26-9/20/	0.00	12.52
TOTAL CHECK									65.91
9001	127976	10/10/22	7602	WENDY E STANGE	0116320350000	20333	REIMBURSE8/26-9/23/	0.00	13.79
9001	127976	10/10/22	7602	WENDY E STANGE	0116420350000	20333	REIMBURSE8/26-9/23/	0.00	6.89
9001	127976	10/10/22	7602	WENDY E STANGE	0116620350000	20333	REIMBURSE8/26-9/23/	0.00	6.89
TOTAL CHECK									27.57
9001	127980	10/10/22	7429	EMILY A WEBER-CURTI	0116420110000	20251	REIMBURSED 3 HOURS	0.00	945.00
9001	127983	10/10/22	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	576.13
9001	127984	10/10/22	4062	CENGAGE LEARNING	0116720692500	20610	RPS ELL/MOCK SS2300	0.00	338.00
9001	127984	10/10/22	4062	CENGAGE LEARNING	0116720692500	20610	RPS ELL/MOCK SS2300	0.00	623.40
9001	127984	10/10/22	4062	CENGAGE LEARNING	0116920692500	20610	RPS ELL/WW SS202275	0.00	31.25
TOTAL CHECK									992.65
9001	127985	10/10/22	7000	CINTAS CORPORATION	0180020699719	20420	RPS CUSTODIAL RHS	0.00	69.56
9001	127986	10/10/22	4037	COX BUSINESS	0180020258000	20382	RPS OCTOBER 1, 2022	0.00	8,073.26
9001	127987	10/10/22	46	DES MOINES STAMP MF	0136020110000	20610	RALSTON HIGH HS2301	0.00	74.05
9001	127988	10/10/22	7623	ELKHORN NORTH VOCAL	0126020110093	20610	RMS MUSIC MS230092	0.00	175.00
9001	127989	10/10/22	5993	ESU #3/METRO REGION	0180020221200	20320	RPS CUR AMBER SCOTT	0.00	25.00
9001	127990	10/10/22	347	GOPHER SPORT	0126020110068	20610	RALSTONMIDDLEMS2300	0.00	103.99
9001	127991	10/10/22	2634	NASB	0180020231000	20320	RPS BOE RICHARDS,RO	0.00	64.00
9001	127991	10/10/22	2634	NASB	0180020231000	20320	RPS BOE KUMRU, ELIZ	0.00	95.00
9001	127991	10/10/22	2634	NASB	0180020232000	20330	RPS MARK ADLER	0.00	95.00
9001	127991	10/10/22	2634	NASB	0180020251000	20330	RPS JASON BUCKINGHA	0.00	334.00
9001	127991	10/10/22	2634	NASB	0180020221200	20330	RPS CECILIA WILKEN	0.00	334.00

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9001	127991	10/10/22	2634	NASB	0180020256000	20320	RPS JIM FREDERICK	0.00	334.00
9001	127991	10/10/22	2634	NASB	0180020231000	20320	RPS BOE ROARTY, MAR	0.00	368.00
9001	127991	10/10/22	2634	NASB	0180020232000	20330	RPS MARK ADLER	0.00	383.00
9001	127991	10/10/22	2634	NASB	0180020231000	20320	RPS BOE WILLEY, SAM	0.00	398.00
9001	127991	10/10/22	2634	NASB	0180020231000	20320	RPS BOE KUMRU, ELIZ	0.00	458.00
TOTAL CHECK									2,863.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116320129100	20610	RPS SS/BLUM SS23001	0.00	95.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116420129100	20610	RPS SS/KW SS230016	0.00	95.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116820129100	20610	RPS SS/SEY SS23001	0.00	95.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116920129100	20610	RPS SS/WW SS230016	0.00	190.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116620129100	20610	RPS SS/MEAD SS23001	0.00	190.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116420120000	20610	RPS SS/KW SS230016	0.00	190.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116720120000	20610	RPS SS/MOCK SS23001	0.00	285.00
9001	127992	10/10/22	6978	REALLY GREAT READIN	0116620120000	20610	RPS SS/MEAD SS23001	0.00	475.00
TOTAL CHECK									1,615.00
9001	127993	10/10/22	7024	SAMUEL VAZZANO	0126020110093	20610	RALSTONMIDDLEMS2300	0.00	500.00
9001	127994	10/10/22	3617	SUPERIOR LIGHTING I	0136020262000	20352	RPS MAINTENANCE RHS	0.00	42.00
9001	127995	10/10/22	6034	TRUCK CENTER COMPAN	0180020271000	20430	RPS TRANSPORTATION	0.00	189.75
9001	127995	10/10/22	6034	TRUCK CENTER COMPAN	0180020271200	20430	RPS TRANSPORTATION	0.00	671.57
TOTAL CHECK									861.32
9001	127996	10/10/22	5323	DXP ENTERPRISES INC	0116420262000	20430	RPS MAINTENANCE KW	0.00	75.63
9001	127997	10/10/22	5876	GINA R. YOWELL	0116420110001	20610	KW OUTDOOR ED SNACK	0.00	52.50
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	TISSUE 2 PLY 4.5X3.	0.00	318.30
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	LINER 43X48 16 MIC	0.00	333.03
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	LINER 24X33 8 MIC C	0.00	224.22
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	CLEANER NEUTRAL EAR	0.00	39.47
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	SOAP HAND FOAM FOAM	0.00	66.12
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	BOWL CLEANER ASSURE	0.00	42.08
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	DUST PAN LOBBY	0.00	23.95
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	BOTTLE SPRAY 32 OZ	0.00	16.71
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	TISSUE 2 PLY 4.5X3.	0.00	212.71
9001	127998	10/10/22	7541	LARSEN SUPPLY COMPA	0136020261000	20610	TOWEL ROLL BROWN 8"	0.00	253.09
TOTAL CHECK									1,529.68
9001	127999	10/10/22	4913	SCHMITT MUSIC	0136020110094	20610	RALSTON HIGH HS2301	0.00	49.50
9001	128000	10/10/22	5589	SPECTRUM PAINT	0116420262000	20430	RPS MAINTENANCE KW	0.00	37.89
9001	128001	10/10/22	6379	THE OMAHA WORLD-HER	0180020257000	20540	RPS HUMAN RESOURCES	0.00	381.36
9001	128002	10/10/22	6229	WORKFIT, INC	0180020257000	20340	RPS HUMAN RESOURCES	0.00	72.00
9001	128002	10/10/22	6229	WORKFIT, INC	0180020257000	20340	RPS HUMAN RESOURCES	0.00	72.00
TOTAL CHECK									144.00
TOTAL CASH ACCOUNT								0.00	578,899.31

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TOTAL FUND								0.00	578,899.31

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FUND - 02 - DEPRECIATION

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127924	10/10/22	4158	TRUCK CENTER COMPAN	0280020290000	20732	RPS 2022 THOMAS BUS	0.00	63,445.00
TOTAL CASH ACCOUNT								0.00	63,445.00
TOTAL FUND								0.00	63,445.00

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FUND - 06 - FOOD SERVICE

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616320310000	20340	RPS FOOD SERVICES	0.00	227.01
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0680020310000	20340	RPS FOOD SERVICES	0.00	624.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0636020310000	20340	RPS FOOD SERVICES	0.00	635.63
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0636020310000	20340	RPS FOOD SERVICES	0.00	498.78
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0626020310000	20340	RPS FOOD SERVICES	0.00	278.33
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616320310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616420310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616620310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616720310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616820310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616920310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0626020310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0636020310000	20340	RPS FOOD SERVICES	0.00	360.00
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616720310000	20340	RPS FOOD SERVICES	0.00	215.18
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0626020310000	20340	RPS FOOD SERVICES	0.00	218.41
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616320310000	20340	RPS FOOD SERVICES	0.00	178.14
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616920310000	20340	RPS FOOD SERVICES	0.00	179.63
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616620310000	20340	RPS FOOD SERVICES	0.00	189.50
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616820310000	20340	RPS FOOD SERVICES	0.00	130.28
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616920310000	20340	RPS FOOD SERVICES	0.00	140.96
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616620310000	20340	RPS FOOD SERVICES	0.00	148.70
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616720310000	20340	RPS FOOD SERVICES	0.00	168.84
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616420310000	20340	RPS FOOD SERVICES	0.00	118.44
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616420310000	20340	RPS FOOD SERVICES	0.00	92.94
9001	127860	10/10/22	6120	HEARTLAND SCHOOL	SO 0616820310000	20340	RPS FOOD SERVICES	0.00	102.23
TOTAL CHECK								0.00	7,027.00
9001	127926	10/10/22	7621	KRISTEN SUBBERT	0616620310000	20610	REIMBURSED BALANCE	0.00	171.70
9001	127944	10/10/22	4832	VERIZON WIRELESS	0680020310000	20530	RPS FOOD SERVICES	0.00	65.78
9001	127956	10/10/22	4476	ANNA SIEDLIK	0636020310000	20610	RHS GOLDOUTINGLUNCH	0.00	23.96
9001	127975	10/10/22	6667	PEGGY SMITH	0616420310000	20610	KW BREAD FOR LUNCH	0.00	16.47
9001	127978	10/10/22	6014	SUSAN E. WILLIAMS	0626020310000	20610	RMS SCHOOL LUNCH	0.00	15.01
TOTAL CASH ACCOUNT								0.00	7,319.92
TOTAL FUND								0.00	7,319.92

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FUND - 08 - SPECIAL BUILDING

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127815	10/10/22	6959	BCDM ARCHITECTS	0836020430000	20350	RPS/RHS GREEN HOUSE	0.00	5,000.00
9001	127815	10/10/22	6959	BCDM ARCHITECTS	0816720430000	20350	RPS MOCKINGBIRD	0.00	9,980.70
9001	127815	10/10/22	6959	BCDM ARCHITECTS	0836020430000	20350	RPS HIGH SCHOOL	0.00	57,857.06
9001	127815	10/10/22	6959	BCDM ARCHITECTS	0816620430000	20350	RPS MEADOWS	0.00	112,084.80
TOTAL CHECK								0.00	184,922.56
9001	127838	10/10/22	6102	GRUNWALD MECHANICAL	0880020699819	20450	RPS MIDDLE SCHOOL	0.00	55,471.50
9001	127867	10/10/22	6278	KOLEY JESSEN P.C.,	0816620470000	20810	RPS LEASE MATTERS	0.00	79.00
9001	127868	10/10/22	6193	KSB SCHOOL LAW	0836020470000	20350	RPS CONSTRUCTION	0.00	2,025.00
9001	127868	10/10/22	6193	KSB SCHOOL LAW	0880020699819	20810	RPS ESSER PROJECTS	0.00	50.00
TOTAL CHECK								0.00	2,075.00
9001	127869	10/10/22	4768	LAMP RYNEARSON & AS	0816620430000	20350	RPS MEADOWS	0.00	5,000.00
9001	127869	10/10/22	4768	LAMP RYNEARSON & AS	0836020430000	20350	RPS HIGH SCHOOL	0.00	2,000.00
TOTAL CHECK								0.00	7,000.00
9001	127925	10/10/22	4936	THIELE GEOTECH, INC	0816720430000	20350	RPS MOCKINGBIRD	0.00	973.50
9001	127941	10/10/22	7562	THE WEITZ COMPANY,	0816720470000	20450	RPS MOCKINGBIRD	0.00	359,195.00
9001	127941	10/10/22	7562	THE WEITZ COMPANY,	0816720470000	20450	RPS MOCKINGBIRD	0.00	475,118.00
TOTAL CHECK								0.00	834,313.00
TOTAL CASH ACCOUNT								0.00	1,084,834.56
TOTAL FUND								0.00	1,084,834.56

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 DATE: 10/07/2022
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RALSTON PUBLIC SCHOOLS
 CHECK REGISTER - BY FUND

PAGE NUMBER: 22
 ACCTPA21

SELECTION CRITERIA: transact.ck_date='20221010'
 ACCOUNTING PERIOD: 2/23

FUND - 10 - COOPERATIVE FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	127881	10/10/22	7131	JUST FOR KIDS, INC.	1080020215100	20320	RPS STUDENT SERVICE	0.00	5,786.75
9001	127937	10/10/22	7305	BRIANA SMITH	1080020215100	20320	RPS/RMS OPEN HOUSE	0.00	90.00
9001	127955	10/10/22	4420	AMANDA ELGERT	1080020215100	20333	REIMBURSE8/15-9/20/	0.00	1,114.56
9001	127968	10/10/22	6643	JODY L. MENEAR	1080020215100	20333	REIMBURSE8/11-9/15/	0.00	50.31
9001	127969	10/10/22	6350	KIMBERLEE M HASKETT	1080020215100	20333	REIMBURSE8/22-9/20/	0.00	1,247.00
9001	127977	10/10/22	7606	JERA L STERNER	1080020215100	20333	REIMBURSE8/29-9/19/	0.00	170.88
9001	127979	10/10/22	5094	TIARRA MCGOWAN	1080020215100	20333	REIMBURSE8/22-9/20/	0.00	524.19
9001	127981	10/10/22	7605	GENNEVIEVE M WEISS	1080020215100	20333	REIMBURSE8/22-9/19/	0.00	565.94
9001	127982	10/10/22	7618	AMANDA WORTMAN	1080020215100	20333	REIMBURSED8/30-9/7/	0.00	9.88
TOTAL CASH ACCOUNT								0.00	9,559.51
TOTAL FUND								0.00	9,559.51
TOTAL REPORT								0.00	1,744,058.30



School Improvement Plan

Seymour

Vision

Seymour Elementary is a dedicated team ensuring learning for ALL students academically, socially, emotionally, physically, and creatively.

Guiding Mantra

We can. We will. We are Seymour Elementary!

Collective Commitments

- Approach each day with optimism and enthusiasm.
- Establish clear, high expectations for all students.
 - Build genuine relationships with all stakeholders and embrace diversity.
 - Hold on to traditions (family feel) and continue to move forward toward innovation.
 - Provide the support and challenge needed for each child to meet the expected targets.
- Work as a collaborative team to continually increase our knowledge and use of strategies to support students academically and behaviorally.
- Systematically assess student learning to drive instruction, set appropriate learning goals, and inform students and parents of progress toward expected targets.
- Implement the components of the Positive Behavior Intervention and Supports (PBIS) model to encourage exemplary behavior and facilitate academic success.
 - Establish two-way communication within our school community to promote academic excellence and citizenship.

Updated August 2022



Goal #1 All students will increase growth percentage (“Observed Growth” compared to “Projected Growth”) in **reading** as measured by the NWEA MAP Assessment.

- 75% or higher of students will score at core or higher (40th percentile and above).
- 75% or higher of all students will meet projected growth.

Strategy:

Rigor:

- (3b) Higher Level Questioning: Asking/answering questions involving a variety of Bloom’s Taxonomy levels of cognitive thinking skills.
- (1f) (3d) **Designing Student Assessment - Teachers will work in PLC teams to design common formative assessments to make instructional decisions based on student data (WIN Time).**

Engagement:

- (3c) Focus on elements of component (3c) **Engaging Students** in Learning (Danielson’s Framework) - activities, groups, resources, pacing
- (3d) **Student Self-Reflection** - Through use of technology platforms (SeeSaw & Google Classroom)
- (3a) Gradual Release Model
- (3c) Seymour “Walk-to-Read” Program - All students will increase reading comprehension skills through differentiated reading instruction to address skill deficits as determined by assessment data.

Data:

- MAP (Measures of Academic Progress) Reading
 - Proficiency - Spring 2022 (72%)
 - Growth - Spring 2022 (59%)
- IRI (Informal Reading Inventory by Fountas & Pinnell)
- NSCAS ELA Assessment



<p>Environment:</p> <ul style="list-style-type: none"> • (2b) Establishing a Culture for Learning - Teach the 7 Habits of Happy Kids -Develop student accountability, student self-direction, and student pride. • (4e) Growing and Developing Professionally - Enhancement of content knowledge and skill in Blended Learning. 			
Action Step(s)	Timeline		Responsible Parties
1. Students who are below grade level will receive a research-based intervention.	Aug. 2022	May 2023	Interventionists
2. Use student data to determine groupings for Walk-to-Read time.	Aug. 2022	May 2023	Teachers
3. Meet regularly in PLCs to review student data (academic & behavior) and make adjustments as needed. Use data to drive WIN Time groups for reteach/enrichment.	Aug. 2022	May 2023	Teachers
<p>4. Teachers will receive training on Really Great Reading, Making Meaning, and Literacy Footprints.</p> <ul style="list-style-type: none"> • Comprehension & Vocabulary (K-6) : Making Meaning • Foundational Skills (K-2): Really Great Reading • Supplemental (K-6): Literacy Footprints • Online supplemental resources: Epic! IXL 	Aug. 2022	May 2023	Classroom Teachers
5. Focus on Bloom’s Taxonomy tiers when planning lessons/ assessments for higher order thinking in reading. (Analyze & Evaluate - charting own data for self-progress monitoring)	Aug. 2022	May 2023	Teachers

Updated August 2022





<p>6. Self Directed Learner - Teach the 7 Habits of Happy Kids: 1) Be Proactive. 2) Begin with the end in mind. 3) Put first things first. 4) Think Win. Win. 5) Seek first to understand, then to be understood. 6) Synergize. 7) Sharpen the Saw.</p>	<p>August 2022</p>	<p>May 2023</p>	<p>Teachers</p>
<p>6. Engagement strategies could include any of the following: think-pair-share, jigsaw, graphic organizers, response cards, partner teach, exit ticket, quick write, task cards, choice boards, etc...</p>	<p>Aug. 2022</p>	<p>May 2023</p>	<p>Teachers</p>
<p>7. Teachers will use a technology platform (SeeSaw, Google Classroom) for students to complete assignments and for communication/feedback for students and families.</p>	<p>Aug. 2022</p>	<p>May 2023</p>	
<p>Goal #2 All students will increase growth percentage (“Observed Growth” compared to “Projected Growth”) in math as measured by the NWEA MAP Assessment.</p> <ul style="list-style-type: none"> ○ 75% or higher of students will score at core or higher (above 40th percentile). ○ 75% or higher of all students will meet projected growth. 			
<p>Strategy: Rigor:</p> <ul style="list-style-type: none"> ● (3b) Higher Level Questioning: Asking/answering questions involving a variety of Bloom’s Taxonomy levels of cognitive thinking skills. ● (3c) Khan Academy ● (1f) (3d) Designing Student Assessment - Teachers will work in PLC teams to design common formative assessments to make instructional decisions based on student data (WIN Time). 	<p>Data:</p> <ul style="list-style-type: none"> -MAP (Measures of Academic Progress) Math Proficiency - Spring 2022 (75%) Growth - Spring 2022 (69%) -Unit Math Assessments (Everyday Mathematics 4) -District Common Assessments -NSCAS Math (3-6) 		

Updated August 2022



<p>Engagement:</p> <ul style="list-style-type: none"> • (3c) Focus on elements of component (3c) Engaging Students in Learning (Danielson’s Framework) - activities, groups, resources, pacing, • (3d) Student Self-Reflection - Through use of technology platforms (SeeSaw & Google Classroom) • (3c) Gradual Release Model • (3c) Flexible Math Groups - Students will use number sense in small group math and independent work stations. • (3d) Spiral review - IXL <p>Environment:</p> <ul style="list-style-type: none"> • (2b) Establishing a Culture for Learning - Expectations for student use of technology is explained for learning and achievement. Develop student accountability, student self-direction, and student pride. • (4e) Growing and Developing Professionally - Enhancement of content knowledge and skill in Blended Learning. 			
Action Step(s)	Timeline		Responsible Parties
1. All teachers will utilize explicit math instruction (systematic, direct, engaging and success oriented). An emphasis will be placed on following the Everyday Math 4 Curriculum as this promotes a spiral review for concept retention.	Aug. 2022	May 2023	Classroom Teachers
2. Use student data (MAP) to determine flexible groupings for math groups.	Aug. 2022	May 2023	Classroom Teachers
3. Teachers will use Everyday Math 4 Games to support spiral review.	Aug. 2022	May 2023	Teachers
4. Meet regularly in PLC’s to review student data (academic & behavior) and make adjustments as needed. Use data to drive WIN Time groups for	Aug. 2022	May 2023	Teachers

Updated August 2022



reteach/enrichment.			
5. New teachers will annually receive in-house staff development on Everyday Mathematics 4.	Aug. 2022	May 2023	New Teachers
6. Focus on Bloom's Taxonomy tiers when planning lessons/ assessments for higher order thinking in math. (Analyze & Evaluate - charting own data for self-progress monitoring)	Aug. 2022	May 2023	Teachers
7. Engagement strategies would include any of the following: think-pair-share, jigsaw, graphic organizers, response cards, partner teach, exit ticket, quick write, task cards, choice boards, etc...	Aug. 2022	May 2023	Teachers
8. Teachers will use a technology platform (SeeSaw, Google Classroom) for students to complete assignments and for communication/feedback for students and families.	Aug. 2022	May 2023	Teachers
Goal # 3 All students will be safe, respectful, and responsible leaders.			
Strategy: <ul style="list-style-type: none"> (2b) Positive Behavioral Interventions and Supports (PBIS) - Students will practice and receive recognition for positive modeled behavior. (2a) Leader in Me - Focus on the 7 Habits of Happy Kids (2a) (2d) Responsive Classrooms Strategies - Morning Meeting 	Data: <ul style="list-style-type: none"> -SIMS Behavior Report -Self-Evaluation Tool (SET) Visit <ul style="list-style-type: none"> - January 2022 Implemented PBIS with Fidelity (100%) -Hope Scale 		
Action Step(s)	Timeline		Responsible Parties

Updated August 2022





1. Initial and review expectation stations, adjust stations as needed.	Aug. 2022 Jan. 2023	May 2023	PK-6 teachers and students
2. Celebration Assemblies / Leadership Parades	Aug. 2022	May 2023	PK-6 teachers
3. Develop Levels of PBiS *Level 1 (Immediate Gratification) - Tokens *Level 2 (Delayed Gratification) - Cyclone Cash *Level 3 - Note/Postcard/Positive Phone Call to parents *Level 4 - Level to recognize staff - Gift Card	Aug. 2022	May 2023	PBiS Team
4. New staff members will annually receive in-house staff development on PBiS levels	Aug. 2022	May 2023	PBiS Team and Staff
5. Seymour Multi-Age Groups for Character Building Cyclone Circles (morning meetings) - Discussion questions.	Aug. 2022	May 2023	All students and staff
6. Incorporate Leader in Me - 7 Habits of Happy Kids in daily activities (Morning videos, leadership parades, etc...)	Aug. 2022	May 2023	Classroom teachers and Principal
7. Complete the Hope Scale (Grades 3-6). Social Emotional Screener (K-6) - Dessa Mini (Sept., Dec., May)	Aug. 2022	May 2023	3rd-6th grade teachers, Guidance Counselor
8. Analyze Behavior Data -Office Referrals (incident, time, and location)	Aug. 2022	May 2023	Principal, Counselor, Psychologist, PBiS Team
9. Evaluate student decisions by using restorative practices and determining how to make the situation right again. (Connecting 7 Habits through self-reflection in a Conflict Resolution sheet.)	Aug. 2022	May 2023	All staff and students

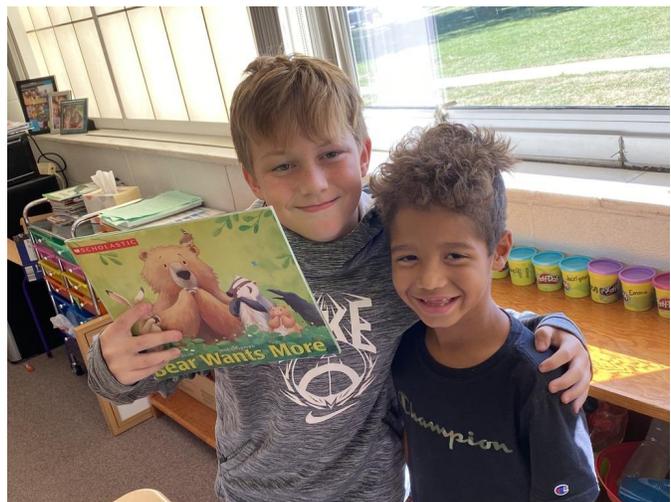
Updated August 2022





10. All students will participate in morning meetings.	Aug. 2022	May 2023	PK-6th grade students and staff
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Student Advisory Groups



Incorporating Student Voice

OUTCOME

2.2a. Developing systems and opportunities to increase student voice and ownership at all levels in our organization.

- One student advisory group is in place at each building by December 2022.

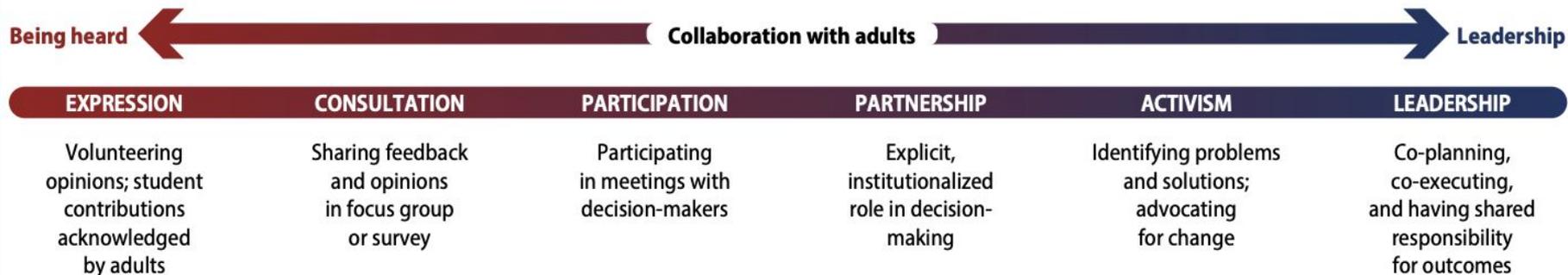
Student Voice Definition

Authentic student input or leadership in instruction, school structures, or education policies that can promote meaningful change in education systems, practice, and/or policy by empowering students as change agents, often working in partnership with adult educators.

Conner, Ebby-Rosin, and Brown, Student Voice in American Education Policy.

FIGURE 1
Types of student voice

Adapted version of Toshalis and Nakkula's "The Spectrum of Student Voice Oriented Activity" and Mitra and Gross' "Pyramid of student voice"



Sources: This graph is adapted from Eric Toshalis and Michael J. Nakkula, "Motivation, Engagement, and Student Voice" (Boston: Jobs for the Future, 2012), available at https://jfforg-prod-prime.s3.amazonaws.com/-media/documents/Motivation_Engagement_Student_Voice_0.pdf; Dana L. Mitra and Steven Jay Gross, "Increasing Student Voice in High School Reform: Building Partnerships, Improving Outcomes," Educational Management Administration & Leadership 37 (4) (2009): 522-543, available at <http://www.buildingpublicunderstanding.org/assets/files/increasingstudentvoiceinhighschoolreform.pdf>.

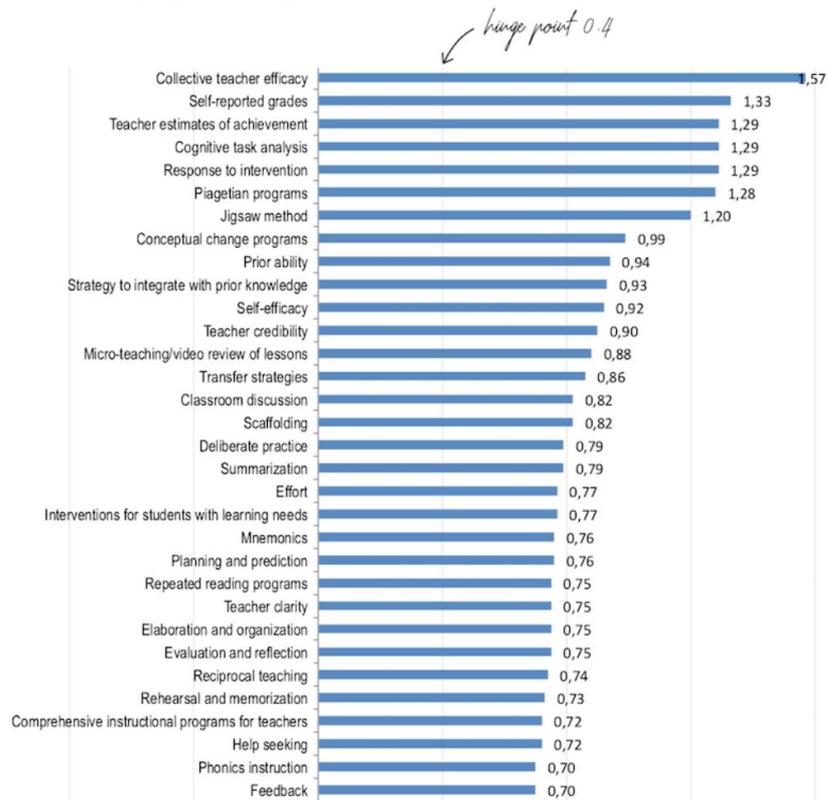
Hattie



John Hattie found that feedback was actually *more powerful* when teacher *received* feedback from their students rather than just giving it.

Hattie's 2018 updated list of factors related to student achievement: 252 influences and effect sizes (Cohen's d)

Source: J. Hattie (December 2017) visiblelearningplus.com
Diagram: S. Waack (2018) visible-learning.org

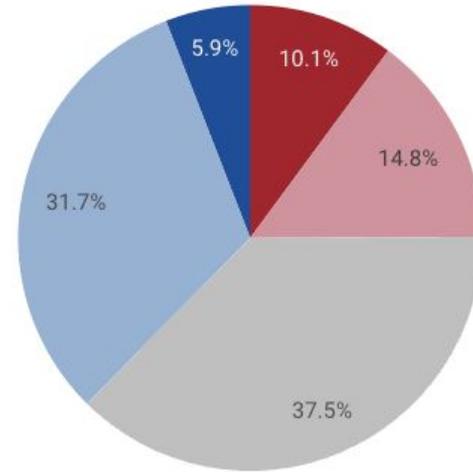




According to a 2016 Gallup poll that measured student engagement,

- -about three-quarters of **fifth graders**—an age at which students are full of joy and enthusiasm for school—report high engagement in school.¹
- -By **middle school**, slightly more than one-half of student report being engaged.
- -In **high school**, however, there is a precipitous drop in engagement, with just about one-third of students reporting being engaged.³

Ralston Student Equity Survey Results from 2021-2022



I feel my voice is heard and valued
at school.



Elements to Implement Student Voice

1. A strong vision from educational leaders
2. Intentional efforts to incorporate multiple student voices
3. Clarity of purpose and areas of influence
4. Time and structures of student–adult communication
5. Trust between students and educators
6. Scaffolding for students and educators



1. Strong Vision from RPS Leaders

- Students will have an active voice in giving input on processes and getting feedback on the decisions we make
- Better understanding of student perspectives
- A group to turn to for feedback and input



2. Intentional Efforts to Incorporate Multiple Student Voices

- Variety of students from all backgrounds
- Example application
- How many students? 15 secondary 5–10 elementary



3. Clarity of Purpose and Areas of Influence

- What do we want input on...
 - school schedule
 - instructional strategies
 - incentive ideas
 - data analysis



4. Time and structures of student-adult communication

- When will our Student Advisory Group meet?
- How long? How Often? Where?
- [Sample Agenda from Adaptive Schools](#)



5. Trust between students and educators

- To build trust we must be transparent and ensure our words align with our actions

Resources:

- [Adaptive school resources](#)
- [SEL 3 Signature Practices Playbook](#)



6. Scaffolding for students and educators

- Yearly survey for students
- Collaboration among administrators



Next Steps

- Initial implementation in December 2022
- Student Advisory Leadership Retreat
- Continued collaboration between Administrators on implementation

Bond Planning/Update Agenda

October 3, 2022

- BCDM presented draft plan for WW, input gathered from staff
- Construction meeting held, GMP timeline for Meadows set, Nov. 14
- Logistics regarding Meadows/WW move
- Switch gear and HVAC bids to be separated out for supply chain issues
- MB timeline update, 2 weeks behind schedule
- KW foundation contractor secured, scheduled for 10/26
- Toured WCC w/ kitchen staff and Health inspector
- Set a meeting for HVAC controls demo through Alvine Engineering

September 26, 2022

- Met w/ First Student to outline transportation plan for Meadows transition
- Building and Grounds subcommittee meeting, outlined finishes for Meadows
- Presented finishes to Meadows staff, solicited input

September 19, 2022

- Swing Site visit
- Continued progress on portions of RMS HVAC Project, delays still on some components to make the system fully functional
- Received 2nd bid on KW foundation project
- Met w/ Facility Advocates to consider fall work in RMS boiler room
- Rebar on site at MB, foundation footings to be excavated and poured.

September 5, 2022

- Conducted initial presentation of Meadows GMP w/ Weitz and BCDM
- Page Turn for Meadows completed
- Met w/ Civil Engineer and Nemaha Construction to Value Engineer existing BA/SB bid
- HVAC controls meeting w/ Alvine Engineering and Facility Advocates
- Rebar plans to be approved and delivered to MB this week,
- 2nd contractor contacted for KW foundation project.

August 29, 2022

- Interior design for Meadows presented
- Bid opening BA/SB field
- Rebar design package finalized

- Visited WCC
- Secured insurance certificate and reviewed contract for WCC
- Discussed timeline on HVAC at RMS
- Setting control system meeting w/ mechanical engineer

August 22, 2022

- Presented initial building plans to BL staff

August 15, 2022

- Geopier installation finished
- Pre-bid walkthrough for BA/SB fields
- Toured alternate placement site at Westside Community Center
- Presented initial building plan to WW staff
- BA/SB field bid opening moved to 8/30
- Drawings for Meadows to be complete by 9/19
- Footing work at MB to begin 9/12
- Rebar plans 9/5 due for MB

August 8, 2022

- Geopier installation to begin this week
- Bidding is open for BA/SB fields
- Temp. fix at RMS is complete and running
- Meeting on Meadows Park drainage issue
- Bid received for KW foundation repair work, soliciting 2nd bid
- Finalized contract for phase 2 GMP at MB
- Finalized contract for HVAC at RMS/KW phase 2

August 1, 2022

- Geopier installation to begin next week
- Page turn on BB/SB fields
- KW foundation work, subcontractor contacted, engineer contacted
- Bids for RMS/KW HVAC to BOE for approval
- Met w/ subcontractor on MB cameras and door access
- Contacted contractor on temp. fix to RMS HVAC issues.
- Bidding period to open on BA/SB fields 8/4

July 18, 2022

- Excavation work near completion MB
- Met w/ Weitz/BCDM on subcontractor bids for MB construction, near finalization and GMP
- MB virtual walkthrough uploaded
- Construction meeting, advancing Meadows design
- HVAC bids collected 7/21 for KW and RMS

July 5, 2022

- Excavation work on MB in progress, footings work to begin soon
- Security fencing installed
- Bids due July 21st for RMS/KW
- Weitz gathering subcontractor bids for MB GMP
- Proposal for electrical engineering work on BB/SB fields received
- Proposal for 3rd party testing from Thiele on MB project
- Continued refinement of the BB/SB field project and Meadows Elementary

June 27, 2022

- Excavation work on MB in progress
- More tree removal at MB
- Civil engineer work submitted on Bay Meadows drainage issue
- Bidding is open on Phase 2 RMS/KW HVAC project, close July 21st

June 20, 2022

- Work begins MB site
- Virtual tour of MB conducted at BCDM
- Pre-bid meeting #2 for RMS/KW HVAC Phase 2
- Grease interceptor bids received

June 13, 2022

- Received initial quote KCAV
- Builder's Risk Insurance for MB site procured
- Set up temporary office space for Weitz job
- Pre-bid walkthrough meeting RMS/KW HVAC Phase 2

June 6, 2022

- Technology presentation, Promethean Boards
- Secured quotes for Builder's Risk Insurance for MB project
- Technology design follow up for MB 6/3 BCDM
- Received approval for storm water permit from City of Omaha

May 23, 2022

- BOE action item phase 1 MB plan
- Final run through MB design plans BCDM 5/27

May 16, 2022

- Construction meeting, finalized bids for dirt work
- Met w/ KSB regarding finalizing Phase 1 MB contract
- Plans for review w/ BCDM and Weitz

May 9, 2022

- Met w/ BCDM on door hardware and security for MB
- Contacted Prime for initial placement/estimate for camera system at MB
- Tech meeting w/ KCAV and RPS
- Reviewed final designs for RMS/KW HVAC systems

May 2, 2022

- Meadows initial Budget meeting 5/4
- Shared pictures of tilt up construction from Shadow Lake

April 25, 2022

- Construction meeting held 4/28
- BB/SB meeting 4/28
- Toured Wysong Elementary in Lincoln for use of sound/alarms/intercom systems

April 18, 2022

- Finalized Tilt up construction model and keeping daycare at RHS
- HVAC engineers did a final walk through at RMS and KW, plans to follow.
- Contract signed for Phase 1 RMS HVAC

April 11, 2022

- Meeting w/ Weitz/BCDM/OPPD regarding energy supply to new MB
- Construction meeting, continued to adjust MB plan to fit budget.

April 4, 2022

- Contract approved for Phase 1 RMS HVAC
- Met w/ OPPD and Weitz regarding MB power supply
- 2nd round cuts to MB plan
- Met w/ engineer on KW cooling tower refurbishment
- Met w/ AES controls on control systems for HVAC all buildings

March 28, 2022

- Bid opening for Phase 1 RMS HVAC
- Construction meeting BCDM/ Weitz
- 1st round of cuts to MB plan
- Planning trip to Lincoln to check Audio Enhancements - April 20th

March 21, 2022

- Trees removed from MB
- Bids collected for phase 1 RMS HVAC 3/23
- BB/SB field meeting 3/23

March 14, 2022

- Sub contractor to begin tree removal at MB 3/15
- Site visit for interested parties for phase 1 RMS HVAC project, bids due 3/23/22
- Presented contract w/ Weitz at BOE meeting 3/14
- Passed County Zoning Board waiver for height of MB and signage
- Presented Meadows building plan to staff for feedback

- Construction meeting to further MB plans and plans for grading/earth removal. End of April to break ground

March 7, 2022

- Ball Field meeting
- MB site visit w/ Weitz
- Planning for tree removal, construction trailers and construction parking
- Offer of 3.75% accepted by Weitz Construction, contract to be presented to the BOE

February 28, 2022

- Met w/ BCDM and Weitz construction, discussed finalizing the plan for MB and GMP
- Counteroffer sent to Weitz at 3.75%, contract language is almost in full agreement
- Zoning Board meeting scheduled for March 10
- [LINK](#) to Tech recommendations
- Next Softball/Baseball Complex Design Meeting set for March 4th

February 21, 2022

- Met w/ BCDM and Judy Kyle on kitchen design and layout
- Met w/ BCDM and Weitz regarding lighting, networking and technology at new MB
- Met w/ Student Services to determine which rooms may require special lighting
- Sent final version of contract to Weitz via KSB Law
- [Link](#) to Boxlight Evaluations

February 14, 2022

- Met w/ BCDM and Weitz, reviewed updated plans for MB, ME, BL and WW
- Finalized plans for QCPUF refund w/ Gilmore Bell, to be proposed for action at BOE meeting 2/14
- Met w/ Rick and a rep. from SysCool regarding cooling tower options at RMS and KW
- Meeting w/ our attorney regarding ongoing negotiations w/ Weitz
- Shared input from Meadows regarding design changes

- Met with Lamp/Rynearson on initial planning for the Softball and Baseball fields

February 7, 2022

- Met w/ BCDM and Weitz, reviewed updated plans for MB, ME, BL and WW
- Electronic plans were shared for ME, BL and WW, plans currently under review
- ME plans shared w/ building principal
- Reviewed soil report regarding MB building site
- Reviewed changes to contract language suggested by Weitz
- Shared cost estimates for all four projects w/ Weitz
- Met w/ RDH regarding RMS/KW plans for HVAC projects

January 27, 2022

- CM@R firms ranked Weitz #1, Boyd Jones #2
- Process of adjusting CM@R contract to meet RPS requirements
- Jan. 25th met w/ Coady Pruett, attorney and Pat Carson, architect to finish initial contract offering to Weitz
- Jan. 14, met w/ Judy Kyle and Pat Carson to review design of kitchen at MB and Meadows

January 10, 2022

- Jan. 10, top 2 CM@R's to present to the BOE for review and rank, then negotiations on fee begin w/ CM@R, attorney and district admin.
- Jan. 6th meeting with City of Omaha Planning Board to discuss MB project and need for applications for special permissions
- Jan. 5, met w/ City of Ralston on ballfield plan
- In-person presentations/interviews were conducted Jan. 4th with top 2 CM@R's identified for BOE presentation
- CM@R Selection Committee met and discussed candidates Dec. 30, top 4 were identified for in-person interview
- Dec. 30th bond were closed, funds transferred to NLAF, \$500,000 transferred to special building fund
- Met w/ KCAV Dec. 30th on classroom tech.
- Dec. 28 met w/ Bond Counsel and Bond Advisor to finalize sale of bond and receipt of proceeds

- Final two elementary buildings are evaluating the boxlight. All evaluations will be complete by 1/18.

December 20th

- Collection of bid proposals from interested CM@R contract Dec 22
- Instructions for selection committee Dec. 22
- Ranking committee to meet and discuss Dec. 30
- Boards moved to ME/WW - demoed through 1/18 - boards will stay at ME/WW thru 2/4

December 13th

- Meeting w/ MB staff on building design December 17th
- Meeting w/ district Media Specialists regarding design at MB Dec. 17th
- Boards are being demoed through the 12/21 at RHS, RMS, MB, & KW

December 6th

- Met w/ Architect, further development of MB plan,
- Meeting w/Lamp Rynearson regarding BB/SB fields December 9th
- Boards are being demoed through the 12/8 at RHS, RMS, BL, & SY
- Bonds go to market this week
- Conducted tours with interested bidders of BL, ME, and WW Dec. 10
- Finished scoring rubric for CM@R rating process

November 29th

- Ran advertisements T,R& F w/ newspaper
- Finalized plan for initial bond offering w/ Piper
- Approved contract for RDH KW/RMS mechanical design
- Boxlights delivered, will distribute this week with training happening next week (12/1 & 12/2)
-

November 22nd

- Met w/ BCDM on Mockingbird design
- Prepared advertisement for CM@R
- Still waiting on delivery of Box Lights (3) to get cycled through our buildings.
- Bond rating meeting w/ Standard & Poor's
- Met w/ salesperson from Audio Enhancement

-

November 15th

- Met w/ Public Trust advisors liquid asset fund
- Met on Ball fields w/Lamp/Rynearson/BCDM
- Met w/ Alvines on HVAC control systems
- Met w/ School Specialty on camera systems
- Met w/MCL Construction
- Met w/ Boyd Jones CM@R

November 8th

- Bond advisor attending BOE meeting 11/8, will recommend refinance and first tranche.
- Met w/ mechanical engineer, walkthrough at KW and RMS
- Met w/ architect and Tiny/Little Rams staff on MB plan
- Met w/architect on needs at new MB kitchen
- Survey work is ongoing at MB
- Technology
 - Training last week for RHS/Admin training on Tuesday(11/9)
 - Additional boards (3) and carts should be in by 11/13
 - Set up meeting with Audio Enhancement for 11/17/2021 at 5:30 PM

-

October 28, 2021

Since the Bond Passed...

- Bond advisor first set of bonds going to market soon.
- Master calendar and seasons to take the projects on
- Development for HVAC plans at RMS & KW
- Met w/ architects and mechanical engineers on MB facility design
- Met with electrical engineers on lighting options
- Began discussions of what we want intercoms, alarms, and camera systems to look like
- Multiple tours of different buildings in different districts re: facilities, layouts, technology
- CM@R for MB, BL, ME, WW, finalizing RFP, advertisements are coming soon.

- Decided to merge the 4 schools above together because they are contingent on one another
- Board passed a resolution, will need to identify 1 more member to complete the team for hiring
- Working with KSB to create the RFP to go out
- Survey work started on MB
- Technology
 - Board in district that are training on w/ 6 staff members
 - Connecting with others who have passed the bond re: technology components
 - Met with KCAV to talk security, boards, audio (the Boxlight company and microphone/intercom system)
 - Met with the engineers that are working on the project
 - Communicated with principals which staff we are looking to have help us try out the machines, waiting for devices to arrive, then planning to communicate with staff requesting pilot

DOUGLAS COUNTY TREASURER
5% GROSS IN-LIEU OVER/(UNDER) PAYMENTS BY FUND
 APRIL 2021 DISTRIBUTION

Exhibit A

Fund	Auditor's Calculated Distribution	Treasurer's Distribution	Over/(Under) Payment
County General	\$ 896,242.94	\$ 2,945,846.48	\$ 2,049,603.54
Community Services	\$ 26,188.37	\$ 86,119.37	\$ 59,931.00
Douglas County Health Center	\$ 41,270.52	\$ 135,666.97	\$ 94,396.45
Community Mental Health Center	\$ 86,564.80	\$ 284,437.62	\$ 197,872.82
Veterans	\$ 1,846.39	\$ 6,028.78	\$ 4,182.39
State Institutions	\$ 1,000.96	\$ 3,277.86	\$ 2,276.90
Douglas County Justice Center	\$ 59,893.89	\$ 196,880.80	\$ 136,986.91
Debt Services	\$ 15,967.45	\$ 52,430.26	\$ 36,462.81
Health Department	\$ 22,683.03	\$ 74,584.87	\$ 51,901.84
Corrections Bond	\$ 14,097.14	\$ 46,401.47	\$ 32,304.33
Public Safety Bond	\$ 13,020.41	\$ 42,864.02	\$ 29,843.61
Douglas County Subtotal	\$ 1,178,775.90	\$ 3,874,538.50	\$ 2,695,762.60
Omaha Public Schools General	\$ 3,591,034.69	\$ 8,266,254.52	\$ 4,675,219.83
Omaha Public Schools Bond	\$ 606,125.91	\$ 1,395,206.88	\$ 789,080.97
Omaha Public Schools Spec. Building	\$ 97,277.39	\$ 223,893.84	\$ 126,616.45
Omaha Public Schools Qualified Cap	\$ 46,759.90	\$ 107,674.90	\$ 60,915.00
Omaha Public Schools Subtotal	\$ 4,341,197.89	\$ 9,993,030.14	\$ 5,651,832.25
Ralston Public School General	\$ 3,803,008.85	\$ 451,226.42	\$ (3,351,782.43)
Ralston Public School Bond	\$ 707,826.87	\$ 83,983.74	\$ (623,843.13)
Ralston Qualified Capital	\$ 13,842.95	\$ 1,641.43	\$ (12,201.52)
Ralston Voluntary Termination	\$ 19,884.30	\$ 5,375.97	\$ (14,508.33)
Ralston Public Schools	\$ 4,544,562.97	\$ 542,227.56	\$ (4,002,335.41)
Westside School District General	\$ 4,135,443.83	\$ 907,997.94	\$ (3,227,445.89)
Westside School District Bond	\$ 612,269.60	\$ 134,432.93	\$ (477,836.67)
Westside School District Subtotal	\$ 4,747,713.43	\$ 1,042,430.87	\$ (3,705,282.56)
Elkhorn Public Schools General	\$ 3,595,317.08	\$ 568,342.58	\$ (3,026,974.50)
Elkhorn Public Schools Spec. Building	\$ 78,300.54	\$ 12,377.36	\$ (65,923.18)
Elkhorn Public Schools Bond	\$ 1,305,008.92	\$ 206,293.55	\$ (1,098,715.37)
Elkhorn Public Schools Subtotal	\$ 4,978,626.54	\$ 787,013.49	\$ (4,191,613.05)
Millard Public Schools General	\$ 3,714,284.51	\$ 3,011,491.67	\$ (702,792.84)
Millard Public Schools Bond	\$ 452,053.53	\$ 366,520.22	\$ (85,533.31)
Millard Public Schools Spec. Building	\$ 159,548.30	\$ 129,358.86	\$ (30,189.44)
Millard Public Schools Subtotal	\$ 4,325,886.34	\$ 3,507,370.75	\$ (818,515.59)
Douglas County West General	\$ 218,806.59	\$ 218,807.28	\$ 0.69
Douglas County West Spec. Building	\$ 39,352.34	\$ 39,353.64	\$ 1.30
Douglas County West Qualified Cap	\$ 9,219.85	\$ 9,217.92	\$ (1.93)
Douglas County West Subtotal	\$ 267,378.78	\$ 267,378.84	\$ 0.06
Bennington Public School #59 Gen.	\$ 39,240.88	\$ 39,240.78	\$ (0.10)
Bennington Public School Bond	\$ 12,718.33	\$ 12,718.41	\$ 0.08
Bennington Special Building	\$ 36.55	\$ 36.66	\$ 0.11
Bennington Qualified Capital	\$ 1,496.40	\$ 1,496.28	\$ (0.12)
Bennington Public Schools Subtotal	\$ 53,492.16	\$ 53,492.13	\$ (0.03)
Omaha General	\$ 1,043,622.28	\$ 3,840,124.79	\$ 2,796,502.51
Omaha Bond	\$ 521,058.93	\$ 2,207,611.07	\$ 1,686,552.14
Omaha Judgment	\$ 20,992.10	\$ -	\$ (20,992.10)
Omaha Redevelopment	\$ 90,965.77	\$ -	\$ (90,965.77)
City of Omaha Subtotal	\$ 1,676,639.08	\$ 6,047,735.86	\$ 4,371,096.78
Ralston	\$ 53,040.92	\$ 52,465.25	\$ (575.67)
Ralston Bond	\$ 34,055.40	\$ 33,686.42	\$ (368.98)
City of Ralston Subtotal	\$ 87,096.32	\$ 86,151.67	\$ (944.65)

OPPD 5% IN LIEU - INFO

2019	NEW DIST	OLD DIST	Over/(Under) Payment
Ralston Public School General	4,013,468.24	467,428.00	-3,546,040.24
Ralston Public School Bond	604,601.74	52,553.23	-552,048.51
Ralston Qualified Capital	0.00	0.00	0.00
Ralston Limited Bond	96,886.26	29,145.77	-67,740.49
TOTAL	4,714,956.24	549,127.00	-4,165,829.24
2020	NEW DIST	OLD DIST	Over/(Under) Payment
Ralston Public School General	3,780,277.24	468,109.02	-3,312,168.22
Ralston Public School Bond	677,310.79	83,871.02	-593,439.77
Ralston Qualified Capital	73,473.26	9,098.15	-64,375.11
Ralston Building	112,100.48	13,881.27	-98,219.21
TOTAL	4,643,161.78	574,959.46	-4,068,202.32
2021	NEW DIST	OLD DIST	Over/(Under) Payment
Ralston Public School General	3,803,008.85	451,226.42	-3,351,782.42
Ralston Public School Bond	767,826.87	83,388.74	-623,846.13
Ralston Qualified Capital	13,841.55	1,641.43	-12,200.12
Ralston Voluntary Termination	19,884.30	5,375.97	-14,508.34
TOTAL	4,544,562.97	542,227.56	-4,002,335.41

TOTAL -12,236,366.97

4055

Voluntary Separation Program

The board may implement a voluntary separation program. The Voluntary Separation Program may be offered annually when the board allocates funding for the Program. The board will analyze state law and the district's financial situation to determine if the program will be offered to employees in a given year.

When the board chooses to fund the Program, the board will pass a resolution, usually in November each year, outlining the monetary allowance for funding the Voluntary Separation Program. The board may limit participation as it sees fit, for example, by setting an upper limit of district funds which will be available to potential Program participants. In the event the board chooses to fund the Program, the following elements will appear unless otherwise specified by the Board while authorizing the Program in that year:

Qualifications and Program Structure: Employees will qualify for the program by meeting the following requirements:

1. Applicants will have served the district for a minimum of 20 years.
2. Applications will be accepted from December 1 through January 15 for consideration for the program during the contract year in which it is offered.
3. Acceptance of applicants will be based on seniority after all applications are received.
4. The tiebreaker shall be the same as stated in the Reduction in Force policy.

Payment of Program Funds: Successful applicants will receive .55 of the base salary multiplied by the employee's index placement factor, including longevity multiplied by the teacher's average FTE per year of Ralston experience only. As per state law, no payments to an individual can exceed \$35,000. One payment will be made by February 1st of the following year once approved by the board.

Administrative Authorizations: The board authorizes the administration to accept applications and administer this policy. The administration will present its results for approval by the board.

Adopted on: February 28, 2018

Revised on: _____

Reviewed on: November 11, 2019

Voluntary Termination Agreement Expenditure Exclusion Template Information

§79-1028.01

Two major categories of Voluntary Termination Agreement (VTA) Exclusions that exist for schools are identified by whether the VTAs:

- were in place **PRIOR** to September 1, 2017.
- occur September 1, 2017 and **AFTER**.

1. Incentives paid during the 2021/22 year for Voluntary Termination Agreements (VTA) in place and signed **PRIOR to 9/1/17**:

- Incentives paid for VTAs approved within time frames listed below with *certificated STAFF* who are retiring prior to September 1, 2017:
 - Prior to July 1, 2009, or
 - Occurring on or after the last day of 2010/11 and prior to the first day of the 2013/14 school year, or
 - Occurring on or after the first day of 2013/14 school year. The request must include net cost savings over a five year period.

2. Incentives paid during the 2021/22 year for Voluntary Termination Agreements for **TEACHERS** in place and signed after 9/1/17:

- Incentives paid for voluntary termination agreements with *certificated TEACHERS* beginning 9/1/17, that meet the following stipulations:
 - The value of current and future incentives will not exceed \$35,000 in total.
 - All incentives must be paid within five years of the agreement start date or until the certificated teacher is eligible for medicare -- whichever comes first.
 - The VTA **was not** part of any collective bargaining agreement.
 - The payment of incentives must result in a net savings in salary and benefit to the district over a five-year period.

Total amount to be requested as Voluntary Termination Agreements Exclusion:

\$ 140,000.00

Schedule A of the 2022/23
School District Budget Form
& will be included on Line B-

- For Voluntary Termination Agreements in place prior to 9/1/17, complete the information on the template provided on the **yellow** tab.
- For Voluntary Termination Agreements in place 9/1/17 and after, complete the information on the template provided on the **blue** tab.

Voluntary Termination Agreements in place *prior to September 1, 2017*

(Date of Request)

Nebraska Department of Education
School Finance & Organization Services
Lincoln NE

RE: 2022/23 Voluntary Termination Expenditure Exclusion

(List Name of School District and County District Number)

The school district is requesting approval from the State Board of Education for the Voluntary Termination Expenditure Exclusion. If the State Board of Education approves this request, the expenditure exclusion amount will be shown on Schedule A of the 2022/23 School District Budget Form and will be included on Line B-130 of the 2022/23 LC-2.

Our request qualifies under the following timeframe criteria:

- 1) Amount being paid during the 2022/23 school year for Voluntary Terminations occurring prior to July 1, 2009:

- 2) Amounts being paid during the 2022/23 school year for Voluntary Terminations occurring between 8/31/2011 and 8/31/2013:

- 3) Amounts being paid during the 2022/23 school year for agreements approved prior to the 2017/18 school year:

For agreements approved to begin with the 2022/23 year, district
3a) must show a net savings in salary and benefit costs over a five year period. Complete info below:

Total annual salary & Benefits of terminating staff:	
Total Annual Salary & Benefits of replacement staff:	
Net Savings over 5 years:	\$ -

Expenditure Exclusion Request: \$ -

(Name of Superintendent)

(List Name of School District and County District Number)

Voluntary Termination Agreements in place *September 1, 2017 and after*

6/22/2022

Nebraska Department of Education
School Finance & Organization Services
Lincoln NE

RE: 2022/23 Voluntary Termination Expenditure Exclusion

Ralston Public Schools 28-0054

The school district is requesting approval from the State Board of Education for the Voluntary Termination Expenditure Exclusion. If the State Board of Education approves this request, the expenditure exclusion amount will be shown on Schedule A of the 2022/23 School District Budget Form and will be included on Line B-130 of the 2022/23 LC-2.

Voluntary Termination Agreements in place beginning September 1, 2017 for Certificated Teachers and are not part of a Voluntary Termination Agreement resulting from a Collective Bargaining Agreement.

Total amount being paid as incentives during the 2022/23 school year for these agreements: \$ 140,000

Total Annual Salary & Benefits of terminating teachers:	\$ 387,167
Total Annual Salary & Benefits of replacement teachers:	\$ 326,577
Net savings over 5 years:	\$ 302,952

Expenditure Exclusion Request: \$ 140,000

This is also verification that the Voluntary Termination Agreements listed above meet all of the qualifying criteria to be utilized as an expenditure exclusions as required in §79-1028.01 & 79-8,142.

Dr. Mark Adler
Ralston Public Schools 28-0054

Ralston Public Schools 2022-2023 Voluntary Separation Program

A. Qualifications:

1. Eligible Employees: To be a participant, a person must be employed by the School District as of the date of acceptance of the person's application in the position of a fully certificated employee covered by the negotiated agreement between the Ralston Public Schools and the Ralston Education Association or as a certified administrator.
2. Full Time Equivalency: Eligible employees, both full-time and part-time, may participate in the Voluntary Separation Incentive Program, provided that the part-time employees' benefits under such plan shall be pro rated based on their full time equivalency. The full-time equivalency will be determined based on the employee's actual scheduled salary as of December 1. Eligible employees, who are on a leave of absence in total as of December 1 shall not be eligible to participate in the plan.
3. Criteria for Eligibility: To be eligible for participation in this plan the employee shall have a placement as of December 1 on the salary schedule set forth in the Collective Bargaining Agreement between the Ralston Public Schools and the Ralston Education Association, or be actively employed as a certified employee. Any eligible employee will have given service in their field for 20 or more FTE years, within the Ralston Public Schools.
4. Participation Limit: Applicants will be ranked and accepted based on seniority. The Board of Education will accept applications that remain within the total annual funding allocation of **\$250,000** for the 2022-2023 Voluntary Separation Agreement. The Board of Education reserves the right to adjust the annual funding allocation.

B. Enrollment Requirements:

1. Resignation: Eligible Employee participants in the program shall resign their positions with the School District effective at the end of their current contract year in which they accept voluntary separation, and thereby relinquish the employee's actual and existing continuing contract rights, in consideration for the benefits outlined in paragraph "C" below. Resignation will be effective after Board of Education approval of the participants.
2. Notification: Any Eligible Employee who attains the minimum eligibility requirements shall be eligible to participate in the Voluntary Separation Program. Each qualified eligible employee who wishes to participate must complete a district provided enrollment form that will serve as their resignation letter as well as identify the plan they desire to access. No enrollment forms will be accepted after **January 13, 2023**.
3. Restrictions: An employee who has received written notice of possible termination

for reasons other than reduction in force, or who has received written notice of possible cancellation shall not be eligible and may not participate in the program. Any employee who chooses to participate in the Voluntary Separation Program must complete their current contract and remain in good standing with the Ralston Public Schools.

4. Opportunity for Rehire: Any employee who applies for and is approved for participation in the Voluntary Separation Program will agree to not apply for any positions, other than substitute teacher, and will not be eligible for re-hire with the Ralston Public Schools for five (5) years following approval by the Board of Education.

C. Benefits:

An Eligible Employee may request to receive the Voluntary Separation Plan stipend to include a benefit equal to fifty-five percent (55%) of the actual scheduled salary including long service increment earned by the employee during the 2022/2023 school year, **not to exceed \$35,000**. The total benefit, will be payable in one payment by February 1, 2024.

1. Payment of Funds: The Ralston School District will deposit all voluntary separation payments into a qualified 403(b) account in the employee's name.
2. Source of Funds: The Ralston School District shall pay the entire cost of the plan.
3. Administration: The plan shall be administered by the Board of Education by and through the administration of the school district.
4. Beneficiary Designation: In order for the application to be considered complete, a beneficiary must be designated. Upon the death of the participant employee before all benefits are paid, the beneficiary shall receive benefits pursuant to the terms of this Voluntary Separation Program.

**Ralston Public Schools
Voluntary Separation Program
Enrollment Form: 2022 / 2023 School Year**

Employee Name: _____

School Assigned: _____

Position on Salary Schedule: _____ **Total Current Salary:** _____

Years of Service at RPS: _____ **Total Years of Service:** _____

An Eligible Employee may request to receive the Voluntary Separation Plan stipend as outlined in the board policy to include a benefit equal to fifty-five percent (55%) of the actual scheduled salary including long service increment earned by the employee during the 2022/ 2023 school year, not to exceed \$35,000 as per statute 79-8,142. The total benefit will be payable in one payment by February 1, 2024.

Beneficiary Designation:

In the event of the Employee's death after the effective date of resignation, any sum of money otherwise due to the Employee under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

Employee's Voluntary Act:

The employee acknowledges that they have had forty five (45) or more days to consider the ramifications of participation in the program; that their participation in the program is voluntary; and that they were not coerced in any manner to participate in the program. The employee acknowledges having been advised in writing by this Agreement to consult an attorney regarding their participation in the program and execution of this agreement.

Waiver and Release of Claims:

In consideration of the promises and payments specified in this Agreement, the Employee releases the School District and its officers, directors, employees, agents, representatives, successors and assigns from all claims, demands and actions, past, present and future, known or unknown, arising out of and/or related to, in any way, directly or indirectly, their employment with the School District, the termination of that employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in

Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, all claims or rights relating to discrimination on the basis of race, color, religion, sex, disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, or the state or federal courts under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising out of their employment or contractual relations with the School District or their resignation of employment. Also included are any tort, contract or other common law claims, and claims for attorney's fees, costs and expenses.

The employee understands and acknowledges that, by giving up claims against the School District, they also give up any claims that they may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. The employee further covenants not to institute any proceedings against the School District or any of the above-mentioned released persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Employee is already entitled to receive from the School District. The **employee** acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Employee further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

Revocation and Cancellation of Agreement:

The Employee may cancel this Agreement by rescinding their signature at any time within seven days after acceptance by the Board of Education. In order to cancel the Agreement, the Employee must submit a written statement to the Superintendent indicating that they are exercising their right to cancel the Agreement.

Certification of Resignation:

By signing below I certify that if approved by the Board of Education, I am officially submitting the resignation of my position with the Ralston Public Schools effective at the end of my current contract. I am aware that I must complete my current contract with the Ralston Public Schools and be in good standing for this agreement to be complete. I am also aware that I will not apply for any permanent positions and will not be eligible for re-hire, other than as a substitute, with the Ralston Public Schools for five (5) years following approval of my request by the Board of Education.

Employee Signature: _____

Date Signed: _____

Date Received: _____

2022 Legislative Session*

Sun	Mon	Tues	Wed	Thur	Fri	Sat
January						
						1
2	3	4	5	6	7	8
			DAY 1	DAY 2	DAY 3	
9	10	11	12	13	14	15
	DAY 4	DAY 5	DAY 6	DAY 7	RECESS	
16	17	18	19	20	21	22
	HOLIDAY	DAY 8	DAY 9	DAY 10	DAY 11	
23	24	25	26	27	28	29
	DAY 12	DAY 13	DAY 14	DAY 15	DAY 16	
30	31					
	DAY 17					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
		1	2	3	4	5
		DAY 18	DAY 19	DAY 20	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 21	DAY 22	DAY 23	DAY 24	
13	14	15	16	17	18	19
	DAY 25	DAY 26	DAY 27	DAY 28	RECESS	
20	21	22	23	24	25	26
	HOLIDAY	DAY 29	DAY 30	DAY 31	DAY 32	
27	28					
	DAY 33					

Sun	Mon	Tues	Wed	Thur	Fri	Sat
March						
		1	2	3	4	5
		DAY 34	DAY 35	DAY 36	RECESS	
6	7	8	9	10	11	12
	RECESS	DAY 37	DAY 38	DAY 39	DAY 40	
13	14	15	16	17	18	19
	DAY 41	DAY 42	DAY 43	DAY 44	RECESS	
20	21	22	23	24	25	26
	RECESS	DAY 45	DAY 46	DAY 47	DAY 48	
27	28	29	30	31		
	DAY 49	DAY 50	DAY 51	DAY 52		

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
					1	2
					RECESS	
3	4	5	6	7	8	9
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
10	11	12	13	14	15	16
	DAY 57	DAY 58	DAY 59	RECESS	RECESS	
17	18	19	20	21	22	23
	RECESS	RECESS	DAY 60			
24	25	26	27	28	29	30

Federal & State Holidays

January 17 – Martin Luther King Jr. Day
 February 21 - Presidents' Day

Legislative Recess Days

January 14
 February 4, 7, 18
 March 4, 7, 18, 21
 April 1, 4, 14, 15, 18, 19

*The Speaker reserves the right to revise the session calendar.

2022 NEBRASKA UNICAMERAL LEGISLATURE
Alphabetical List

Capitol Mailing Address: Senator _____
 District # State Capitol
 PO Box 94604
 Lincoln NE 68509-4604

As of 10/20/2021

Senator	District	Capitol Phone	Room	City
Aguilar, Raymond	35	(402) 471-2617	1118	Grand Island
Albrecht, Joni	17	(402) 471-2716	12 th Floor	Thurston
Arch, John	14	(402) 471-2730	1117	La Vista
Blood, Carol	3	(402) 471-2627	10 th Floor	Bellevue
Bostar, Eliot	29	(402) 471-2734	10 th Floor	Lincoln
Bostelman, Bruce	23	(402) 471-2719	1210	Brainard
Brandt, Tom	32	(402) 471-2711	1528	Plymouth
Brewer, Tom	43	(402) 471-2628	1423	Gordon
Briese, Tom	41	(402) 471-2631	1306	Albion
Cavanaugh, John	9	(402) 471-2723	8 th Floor	Omaha
Cavanaugh, Machaela	6	(402) 471-2714	11 th Floor	Omaha
Clements, Robert	2	(402) 471-2613	1120	Elmwood
Day, Jen	49	(402) 471-2725	11 th Floor	Omaha
DeBoer, Wendy	10	(402) 471-2718	12 th Floor	Bennington
Dorn, Myron	30	(402) 471-2620	1208	Adams
Erdman, Steve	47	(402) 471-2616	1124	Bayard
Flood, Michael	19	(402) 471-2929	1206	Norfolk
Friesen, Curt	34	(402) 471-2630	1110	Henderson
Geist, Suzanne	25	(402) 471-2731	12 th Floor	Lincoln
Gragert, Tim	40	(402) 471-2801	11 th Floor	Creighton
Groene, Mike	42	(402) 471-2729	1302	North Platte
Halloran, Steve	33	(402) 471-2712	1115	Hastings
Hansen, Ben	16	(402) 471-2728	1308	Blair
Hansen, Matt	26	(402) 471-2610	12 th Floor	Lincoln
Hilgers, Mike	21	(402) 471-2673	2103	Lincoln
Hilkemann, Robert	4	(402) 471-2621	10 th Floor	Omaha
Hughes, Dan	44	(402) 471-2805	2108	Venango
Hunt, Megan	8	(402) 471-2722	1523	Omaha
Kolterman, Mark	24	(402) 471-2756	1101	Seward
Lathrop, Steve	12	(402) 471-2623	1103	Omaha
Lindstrom, Brett	18	(402) 471-2618	8 th Floor	Omaha
Linehan, Lou Ann	39	(402) 471-2885	1116	Elkhorn
Lowe, John S., Sr.	37	(402) 471-2726	12 th Floor	Kearney
McCollister, John S.	20	(402) 471-2622	12 th Floor	Omaha
McDonnell, Mike	5	(402) 471-2710	10 th Floor	Omaha
McKinney, Terrell	11	(402) 471-2612	11 th Floor	Omaha
Morfeld, Adam	46	(402) 471-2720	10 th Floor	Lincoln
Moser, Mike	22	(402) 471-2715	1529	Columbus
Murman, Dave	38	(402) 471-2732	1522	Glenvil
Pahls, Rich	31	(402) 471-2327	1403	Omaha
Pansing Brooks, Patty	28	(402) 471-2633	10 th Floor	Lincoln
Sanders, Rita	45	(402) 471-2615	11 th Floor	Bellevue
Slama, Julie	1	(402) 471-2733	11 th Floor	Sterling
Stinner, John P.	48	(402) 471-2802	1305	Gering
Vargas, Tony	7	(402) 471-2721	8 th Floor	Omaha
Walz, Lynne	15	(402) 471-2625	1107	Fremont
Wayne, Justin T.	13	(402) 471-2727	1212	Omaha
Williams, Matt	36	(402) 471-2642	1401	Gothenburg
Wishart, Anna	27	(402) 471-2632	8 th Floor	Lincoln

2021 NEBRASKA UNICAMERAL LEGISLATURE

Capitol Mailing Address: Senator _____
 District # State Capitol
 PO Box 94604
 Lincoln NE 68509-4604

As of 1/6/2022

District	Senator	Capitol Phone	Room	City
1	Slama, Julie	(402) 471-2733	11 th Floor	Sterling
2	Clements, Robert	(402) 471-2613	1120	Elmwood
3	Blood, Carol	(402) 471-2627	10 th Floor	Bellevue
4	Hilkemann, Robert	(402) 471-2621	10 th Floor	Omaha
5	McDonnell, Mike	(402) 471-2710	10 th Floor	Omaha
6	Cavanaugh, Machaela	(402) 471-2714	11 th Floor	Omaha
7	Vargas, Tony	(402) 471-2721	8 th Floor	Omaha
8	Hunt, Megan	(402) 471-2722	1523	Omaha
9	Cavanaugh, John	(402) 471-2723	8 th Floor	Omaha
10	DeBoer, Wendy	(402) 471-2718	12 th Floor	Bennington
11	McKinney, Terrell	(402) 471-2612	11 th Floor	Omaha
12	Lathrop, Steve	(402) 471-2623	1103	Omaha
13	Wayne, Justin T.	(402) 471-2727	1212	Omaha
14	Arch, John	(402) 471-2730	1117	La Vista
15	Walz, Lynne	(402) 471-2625	1107	Fremont
16	Hansen, Ben	(402) 471-2728	1308	Blair
17	Albrecht, Joni	(402) 471-2716	12 th Floor	Thurston
18	Lindstrom, Brett	(402) 471-2618	8 th Floor	Omaha
19	Flood, Michael	(402) 471-2929	1206	Norfolk
20	McCullister, John S.	(402) 471-2622	12 th Floor	Omaha
21	Hilgers, Mike	(402) 471-2673	2103	Lincoln
22	Moser, Mike	(402) 471-2715	1529	Columbus
23	Bostelman, Bruce	(402) 471-2719	1210	Brainard
24	Kolterman, Mark	(402) 471-2756	1101	Seward
25	Geist, Suzanne	(402) 471-2731	12 th Floor	Lincoln
26	Hansen, Matt	(402) 471-2610	12 th Floor	Lincoln
27	Wishart, Anna	(402) 471-2632	8 th Floor	Lincoln
28	Pansing Brooks, Patty	(402) 471-2633	10 th Floor	Lincoln
29	Bostar, Eliot	(402) 471-2734	10 th Floor	Lincoln
30	Dorn, Myron	(402) 471-2620	1208	Adams
31	Pahls, Rich	(402) 471-2327	1403	Omaha
32	Brandt, Tom	(402) 471-2711	1528	Plymouth
33	Halloran, Steve	(402) 471-2712	1115	Hastings
34	Friesen, Curt	(402) 471-2630	1110	Henderson
35	Aguilar, Raymond	(402) 471-2617	1118	Grand Island
36	Williams, Matt	(402) 471-2642	1401	Gothenburg
37	Lowe, John S., Sr.	(402) 471-2726	12 th Floor	Kearney
38	Murman, Dave	(402) 471-2732	1522	Glenvil
39	Linehan, Lou Ann	(402) 471-2885	1116	Elkhorn
40	Gragert, Tim	(402) 471-2801	11 th Floor	Creighton
41	Briese, Tom	(402) 471-2631	1306	Albion
42	Groene, Mike	(402) 471-2729	1302	North Platte
43	Brewer, Tom	(402) 471-2628	1423	Gordon
44	Hughes, Dan	(402) 471-2805	2108	Venango
45	Sanders, Rita	(402) 471-2615	11 th Floor	Bellevue
46	Morfeld, Adam	(402) 471-2720	10 th Floor	Lincoln
47	Erdman, Steve	(402) 471-2616	1124	Bayard
48	Stinner, John P.	(402) 471-2802	1305	Gering
49	Day, Jen	(402) 471-2725	11 th Floor	Omaha

2022 LEGISLATIVE COMMITTEES

Committee on Committees Final Report Standing Committees

Updated 1/18/22

Agriculture (8)

Rm. 1524 – Tuesday

Halloran (C), Brandt (VC), Brewer, Cavanaugh, J., Gragert, Groene, Hansen, B., Lathrop

Appropriations (9)

Rm. 1003 – Monday, Tuesday, Wednesday, Thursday, & Friday

Stinner (C), Wishart (VC), Clements, Dorn, Erdman, Hilkemann, Kolterman, McDonnell, Vargas

Banking, Commerce and Insurance (8)

Rm. 1507 – Monday & Tuesday

Williams (C), Lindstrom (VC), Aguilar, Bostar, Flood, McCollister, Pahls, Slama

Business and Labor (7)

Rm. 1524 – Monday

Hansen, B. (C), Blood (VC), Gragert, Halloran, Hansen, M., Hunt, Lathrop

Education (8)

Rm. 1525 – Monday & Tuesday

Walz (C), Morfeld (VC), Day, Linehan, McKinney, Murman, Pansing Brooks, Sanders

General Affairs (8)

Rm. 1510 – Monday

Briese (C), Lowe (VC), Arch, Brandt, Brewer, Cavanaugh, J., Groene, Wayne

Government, Military and Veterans Affairs (8)

Rm. 1507 – Wednesday, Thursday, & Friday

Brewer (C), Hansen, M. (VC), Blood, Halloran, Hunt, Lowe, McCollister, Sanders

Health and Human Services (7)

Rm. 1510 – Wednesday, Thursday, & Friday

Arch (C), Williams (VC), Cavanaugh, M., Day, Hansen, B., Murman, Walz

Judiciary (8)

Rm. 1113 – Wednesday, Thursday, & Friday

Lathrop (C), Pansing Brooks (VC), Brandt, DeBoer, Geist, McKinney, Morfeld, Slama

Natural Resources (8)

Rm. 1525 – Wednesday, Thursday, & Friday

Bostelman (C), Moser (VC), Aguilar, Cavanaugh, J., Gragert, Groene, Hughes, Wayne

Nebraska Retirement Systems (6)

Rm 1525 – At call of Chair

Kolterman (C), Lindstrom (VC), Clements, McDonnell, Slama, Stinner

Revenue (8)

Rm. 1524 – Wednesday, Thursday, & Friday

Linehan (C), Lindstrom (VC), Albrecht, Bostar, Briese, Flood, Friesen, Pahls

Transportation and Telecommunications (8)

Rm. 1113 – Monday & Tuesday

Friesen (C), Geist (VC), Albrecht, Bostelman, Cavanaugh, M., DeBoer, Hughes, Moser

Urban Affairs (7)

Rm. 1510 – Tuesday

Wayne (C), Hunt (VC), Arch, Blood, Briese, Hansen, M., Lowe

Select Committees

Committee on Committees (13)

Hilkemann (C)

District 1:

Bostelman

Kolterman

Morfeld (VC)

Moser

District 2:

Hunt

Lathrop

Lindstrom

Vargas

District 3:

Albrecht

Erdman

Groene

Murman

Enrollment and Review (1)

McKinney (C)

Reference (9)

Hughes (C), Vargas (VC), Geist, Hilgers, Lathrop, Lowe, McCollister, Pansing Brooks, Slama, Stinner (nonvoting ex officio)

Rules (6)

Clements (C), DeBoer (VC), Cavanaugh, J., Erdman, Hansen, M., Hilgers (ex officio)

Special Committees

Building Maintenance (6)

Erdman (C), Lowe (VC), Brandt, Dorn, McDonnell, Stinner

Education Commission of the States (3)

Morfeld, Pahls, Walz

Executive Board of the Legislative Council (9)

Hughes (C), Vargas (VC), Geist, Hilgers, Lathrop, Lowe, Pansing Brooks, McCollister, Slama, Stinner (nonvoting ex officio)

Justice Reinvestment Oversight (5)

Lathrop (C), Cavanaugh, J., McKinney, Pansing Brooks, Wayne

Legislative Performance Audit (7)

Geist (C), McCollister (VC), Day, Friesen, Hilgers, Hughes, Stinner

Midwestern Higher Education Compact (2)

Cavanaugh, J., Walz

Planning Committee (9)

Vargas (C), DeBoer (VC), Bostar, Clements, Hansen, M., Hilgers, Hughes, Stinner, Williams

Redistricting Committee (9)

Linehan (C), Wayne (VC), Blood, Brewer, Briese, Geist, Lathrop, Lowe, Morfeld

State- Tribal Relations Committee (7)

Albrecht (C), McKinney (VC), Brewer, Gragert, Hilkemann, Hunt, Wishart



Board of Education Legislative Goals 2021/2022

Ralston Public Schools Non-negotiables

- RPS will continue to cultivate a systems thinking approach to all school programs, business, and operations.
- RPS will continue to provide the needed resources that support the defined Board of Education strategic priorities.
- With a focus on equity, RPS will continue to refine and grow our academic and social emotional programs to meet the needs of all of our students.
- RPS will continue to deliver a wide array of outstanding activity programs to allow our students a well rounded school experience.
- RPS will continue to evaluate the effectiveness and efficiency of all programs and services and make adjustments as necessary.
- RPS will refine and grow our outreach programs and service expectations to include a focus on Social Emotional Learning and Staff Self Care.
- With a focus on equity, RPS will research and identify further opportunities and initiatives to help all of our students to be college or career ready.

Board of Education Legislative Goals

- Continued emphasis that our students and education are a priority in Nebraska as well as advocate for local control and decision making.
- Continued emphasis of State Equalization Aid (TEEOSA) and the infusion of further dollars into the aid formula.
- Review, monitor, and potentially support legislation that identifies and increases different revenue mechanisms for public schools across Nebraska.
- Oppose any efforts to create a partisan State Board of Education or Commissioner of Education.
- Oppose tax cuts that endanger any part of the State's revenue stream.
- Monitor any legislation that adjusts property valuation.
- Increase Special Education Funding.
- Continue to support and enhance Learning Community Programs that serve at-risk and diverse student populations in Ralston and within the Metro Area.
- Support legislation to increase funding for early childhood programs.
- Encourage further adjustments to the needs formula within TEEOSA specifically ELL and poverty.
- Support systems, initiatives, and funding options to cultivate additional opportunities to enhance college and career readiness specifically in vocational or certification focused areas and paid student internships.
- Advocate for targeted programs and funding that support the "Whole Child" as it relates to students' social, emotional, and physical well being. (SEL)
- Oppose any legislation that advances charter schools or voucher systems that reduce funding and opportunities for public schools.
- Support school choice through the protection of net option funding.
- Support legislation addressing the impacts of the COVID-19 pandemic to include limiting school liability and increased funding and support for recovery learning efforts.

2022

ADVOCACY HANDBOOK

FOR THE 2022 LEGISLATIVE SESSION

NASB'S LEGISLATIVE & LEADERSHIP INITIATIVES FOR 2022

AND A GUIDE FOR EFFECTIVE ADVOCACY

AS ADOPTED BY THE NASB DELEGATE ASSEMBLY ON NOVEMBER 19, 2021
FOR THE 107TH LEGISLATURE, 2ND SESSION

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

#liveNASB

#weLIVEhere

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans.



WELCOME - WHAT IS YOUR ROLE

107TH LEGISLATURE, 2ND SESSION

CAN YOU REALLY MAKE A DIFFERENCE? YES YOU CAN!

No one is more qualified to talk about your school district, your community, and your needs related to providing a quality education than you! With your help, NASB is an advocate for public education and local school governance ... and YOUR collective voice in the Legislature.

- NASB strives to serve its members to work as a team with legislators and state officials, to share the story of their district/ESU, to secure laws and regulations that benefit all of Nebraska’s public schools, lobbying in support of your school board and local control.
- NASB is guided by a legislative agenda that is developed annually by YOU, initiated with submissions from YOU, and approved at the NASB’s Delegate Assembly each November by YOU.

DID YOU KNOW: #weLIVEhere

79% of Nebraska’s 1,700 locally elected School Board Members serve at or within 100 miles of where they graduated ... with 51% serving AT the district they graduated from.



You are a locally elected official and a community leader. As a school board member, you are in an excellent position to educate and influence the legislative process, and are seen as a key resource on education policy for your district.

We encourage all boards to include a legislative update as a part of each meeting, and to discuss/share key legislative information within your community. Advocacy is year-round, not just during the session itself. Bookmark the Government Relations page of www.NASBonline.org for updates and information, and make sure to utilize NASB’s *Legislative Notes*, videos, NASB’s Bills page and more, summarizing all of the pertinent items related to public education in Nebraska.

2022 LEGISLATIVE CALENDAR



January 5	2022 Legislative Session begins
January 20	Day 10: All new bills must be introduced by this date
January 30-31	Legislative Issues Conference
April 20	Day 60: Final Day of the 2022 Legislative Session
July 1	Call for Legislative Submissions for 2023 consideration due
November 18	2022 Delegate Assembly Omaha
	(All Dates are Tentative & Subject to Change)

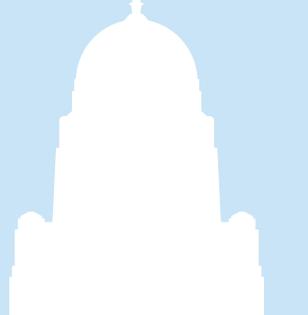


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WHAT IS YOUR ROLE - ADVOCACY & ENGAGEMENT

107TH LEGISLATURE, 2ND SESSION

SHARE YOUR STORY!
KNOW YOUR DISTRICT'S DATA!
UNDERSTAND THE DATA THAT WILL MAKE A DIFFERENCE!

ASK YOURSELF: HOW CAN YOU BEST SHARE YOUR DISTRICT'S STORY?

LEGISLATORS CARE ABOUT YOUR OPINION.
REMIND THEM; YOU ARE THEIR NEIGHBOR.
VOTERS ALSO PUT YOU IN OFFICE.
YOU ARE GUARDIANS FOR THE STATE'S MOST PRECIOUS RESOURCE...CHILDREN.
YOU HAVE AN INFLUENTIAL ROLE IN YOUR COMMUNITY.
YOU KNOW BETTER THAN ANYONE THE EFFECT OF A DECISION.

UNDERSTAND THE DATA THAT WILL MAKE A DIFFERENCE

BUDGET

- General Fund Levy
- Building Fund Levy
- % of budget for Special Ed
- % of budget for administrative costs
- District valuation

KIDS

- % Kids on free/reduced lunch
- % of kids in ELL
- # of net option students
- Graduation rate

SCHOOL

- Enrollment
- # of kids in pre-school
- Average class size
- # of buildings

WHAT CAN NASB DO FOR YOU?

Assist you in preparing testimony, talking points, emails, or Op-Ed's; Facilitate Senator introductions and meetings in your district or the Capitol; Feature your district visits with Senators; Brief your board at a meeting in your community; And More ... Just ASK!

YOUR NASB LEGISLATIVE TEAM & RESOURCES

Colby Coash - Associate Executive Director, Director of Government Relations - ccoash@NASBonline.org

Matt Belka - Director of Marketing, Communications & Advocacy - mbelka@NASBonline.org

John Spatz - Executive Director - jspatz@NASBonline.org

Lindsey Wooton - Administrative Specialist - lwooton@NASBonline.org



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Key Hashtags: [#liveNASB](https://twitter.com/liveNASB) [#weLIVEhere](https://twitter.com/weLIVEhere)



Nebraska Legislature: www.nebraskalegislature.gov

Senators Web Pages: www.nebraskalegislature.gov/senators

YOUR 2021-22 STATE SENATORS

107TH LEGISLATURE, 2ND SESSION



Sen. Julie Slama
District 1
Peru



Sen. Robert Clements
District 2
Elmwood



Sen. Carol Blood
District 3
Bellevue



Sen. Robert Hilkemann
District 4
Omaha



Sen. Mike McDonnell
District 5
Omaha



Sen. Machaela Cavanaugh
District 6
Omaha



Sen. Tony Vargas
District 7
Omaha

Former School Board Member



Sen. Megan Hunt
District 8
Omaha



Sen. John Cavanaugh
District 9
Omaha



Sen. Wendy DeBoer
District 10
Omaha



Sen. Terrell McKinney
District 11
Omaha



Sen. Steve Lathrop
District 12
Omaha



Sen. Justin Wayne
District 13
Omaha

Former School Board Member



Sen. John Arch
District 14
Papillion



Sen. Lynne Walz
District 15
Fremont



Sen. Ben Hansen
District 16
Blair



Sen. Joni Albrecht
District 17
Thurston



Sen. Brett Lindstrom
District 18
Omaha



Sen. Mike Flood
District 19
Norfolk



Sen. John McCollister
District 20
Omaha



Sen. Mike Hilgers
District 21
Lincoln



Sen. Mike Moser
District 22
Columbus



Sen. Bruce Bostelman
District 23
Brainard



Sen. Mark Kolterman
District 24
Seward

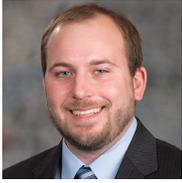
Former School Board Member



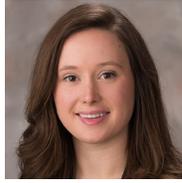
Sen. Suzanne Geist
District 25
Lincoln

YOUR 2021-22 STATE SENATORS

107TH LEGISLATURE, 2ND SESSION



Sen. Matt Hansen
District 26
Lincoln



Sen. Anna Wishart
District 27
Lincoln



Sen. Patty Pansing Brooks
District 28
Lincoln



Sen. Eliot Bostar
District 29
Lincoln



Sen. Myron Dorn
District 30
Adams



Sen. Rich Pahls
District 31
Omaha



Sen. Tom Brandt
District 32
Plymouth



Sen. Steve Halloran
District 33
Hastings



Sen. Curt Friesen
District 34
Henderson



Sen. Raymond Aguilar
District 35
Grand Island



Sen. Matt Williams
District 36
Gothenburg



Sen. John Lowe
District 37
Kearney



Sen. Dave Murman
District 38
Glenvil

Former School Board Member



Sen. Lou Ann Linehan
District 39
Elkhorn



Sen. Tim Gragert
District 40
Creighton

Former School Board Member



Sen. Tom Briese
District 41
Albion

Former School Board Member



Sen. Mike Groene
District 42
North Platte



Sen. Tom Brewer
District 43
Gordon

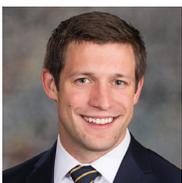


Sen. Dan Hughes
District 44
Venango

Former School Board Member



Sen. Rita Sanders
District 45
Bellevue



Sen. Adam Morfeld
District 46
Lincoln



Sen. Steve Erdman
District 47
Bayard

Former School Board Member



Sen. John Stinner
District 48
Gering

Former School Board Member



Sen. Jen Day
District 49
Gretna



Gov. Pete Ricketts

YOUR 2022 NASB LEGISLATION COMMITTEE

107TH LEGISLATURE, 2ND SESSION



Kim Burry, Chair
NASB President-Elect
Bayard



Brad Wilkins
NASB President
Ainsworth



Sandy Noffsinger
NASB Vice President
Dundy County Stratton



Member 1
Shavonna Holman
Omaha
Term Ends 2022



Member 2
Jane Erdenberger
Omaha
Term Ends 2024



Member 3
Spencer Head
Omaha
Term Ends 2022



Member 4
Connie Duncan
Lincoln
Term Ends 2024



Member 5
Kathy Danek
Lincoln
Term Ends 2022



Member 6
Amanda McGill Johnson
Millard
Term Ends 2024



Member 7
Sarah Centineo
Bellevue
Term Ends 2022



Member 8
Beth Morrissette
Westside
Term Ends 2024



Member 9
Skip Altig
North Platte
Term Ends 2022



Member 10
Marla Grier
South Sioux City
Term Ends 2024



Member 11
Laura Schneider
Hastings
Term Ends 2022



Member 12
Ryne Seaman
Seward
Term Ends 2024



Member 13
Suzanne Sapp
Ashland-Greenwood
Term Ends 2022



Member 14
Lisa Wagner
Central City
Term Ends 2024



Member 15
Steve Koch
Hershey
Term Ends 2022



Member 16
Jim Vlach
Lyons-Decatur
Term Ends 2024



Member 17
Christopher Waddle
Giltner
Term Ends 2022



Member 18
Judy Thompson
ESU 16
Term Ends 2024



Appointed Member
Lisa Albers
Grand Island
Term Ends 2022



Appointed Member
Jayson Bishop
Perkins County
Term Ends 2022



Appointed Member
Drew Blessing
Kearney
Term Ends 2022



Appointed Member
Steve Blocher
West Point
Term Ends 2022



Appointed Member
Kyle Fisher
Springfield Platteview
Term Ends 2022



Appointed Member
Stacie Higgins
Nebraska City
Term Ends 2022



Appointed Member
Amie Kopcho
York
Term Ends 2022



Appointed Member
Stephanie Summers
David City
Term Ends 2022

NASB POSITIONS ENCLOSED

107TH LEGISLATURE, 2ND SESSION

The Nebraska Association of School Boards is the only state organization created by school board members to represent the interests of school board members.

Your Association's legislative agenda is initiated each year with the submission of local board proposals.

The NASB Legislation Committee reviews all proposals, and then submits its recommendations to the NASB Board of Directors.

The Board can then review and amend the submissions before presenting them to the NASB Delegate Assembly.

The Delegate Assembly gives each member school district a voice in shaping the agenda of NASB.

Standing Positions remain in effect until they are repealed by the Assembly.

Legislative Resolutions are in effect for one year only.

WHAT DOES THIS REPRESENT?

The statements you read inside the pages of this book represent a set of belief statements which guide NASB's government relations efforts. These words guide our lobbying efforts at the State Capitol, with the State Board of Education and NDE, as well as with our representatives in Washington, D.C.

While this work represents an effort to describe an issue or condition to be addressed, rarely is a bill written in such plain language. Actual legislative bills are a blend of several ideas (or perhaps a good idea, and a substantial price tag). Hence, when NASB analyzes how we will testify on a bill, we take into account a number of factors, including regular reviews by the Legislation Committee which offer guidance on the course corrections necessary to navigate the turbulent amendment process.

YOUR 2021 LEGISLATIVE RESOLUTIONS

107TH LEGISLATURE, 2ND SESSION

... as approved by the Legislation Committee on July 16, 2021
... and approved by the Board of Directors on August 21, 2021
... and submitted to the Delegate Assembly on November 19, 2021

Resolutions are statements of intended and desired legislative action on items of current needs or problems. Resolutions are in effect for one year and direct the organization and its staff in their legislative efforts with each annual session of the Legislature.

All resolutions submitted are presented for consideration and action. The Delegate Assembly shall receive, consider, and act upon legislative resolution proposals submitted to it by the Legislation Committee and the Board of Directors.

LEADERSHIP

INNOVATION

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CREATING A VISION FOR NEBRASKA'S FUTURE

NASB will lead and support the creation of a vision that revises tax policy and invests state resources for Nebraska's future.

EDUCATION PROGRAM OPPORTUNITIES

NASB believes that each student should have access to a challenging instructional program which is relevant and prepares him or her for work or further education.

EXPAND USE OF QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

NASB supports the expansion of the Qualified Capital Purpose Undertaking Fund to include modifications for student and staff security including cyber security.

HEALTHY CULTURES & RESILIENCY IN SCHOOLS

NASB will support leveraging its infrastructure and resources to support a healthy culture in schools. NASB will align with others to develop "resilient" school districts with programs to support both staff and students.

MENTAL & BEHAVIORAL HEALTH

NASB will support legislative efforts to provide services related to mental and behavioral health to school-age children across Nebraska.

SUPPORT OF EARLY CHILDHOOD PROGRAMS IN THE COMMUNITY

NASB will support early childhood education programs at the community level, which may include redefining economic development programs to include early childhood infrastructure development for communities and will support early childhood programs as an element in community comprehensive plans.

SUPPORT THE COLLECTION AND USE OF RELEVANT DATA

NASB encourages boards to use data to support its district strategic plan and goals. NASB supports collaborating with the state and other organizations in the collection and use of relevant data. NASB will identify data it can capture to help inform boards and, if necessary, support legislation to create data sources.

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

... as approved by the Legislation Committee on July 16, 2021
... and approved by the Board of Directors on August 21, 2021
... and submitted to the Delegate Assembly on November 19, 2021

Standing positions are statements of policy and purpose which are developed and maintained over time. They are considered annually by the Delegate Assembly, and remain in effect until they are actively removed.

LEADERSHIP

INNOVATION

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BELIEF STATEMENTS FOR AN EFFECTIVE BOARD

S-1 — BOARD DEVELOPMENT

NASB encourages boards of education to take part in board in-service and development programs and to budget funds for such programs. (1995)

S-2 — BOARD RECOGNITION

NASB believes the service of school boardsmanship is fundamental to participatory democracy and deserves recognition collectively and individually from state and local communities. (prior to 1995)

S-3 — BUSINESS AND EDUCATION PARTNERSHIPS

NASB encourages boards of education to develop mutually beneficial partnerships with business to ensure mutual understanding and cooperation. (1995)

S-4 — COLLABORATIVE SERVICES TO YOUTH

NASB urges collaborative linkages between schools and other public and private agencies that serve children. (prior to 1995)

S-5 — LEADERSHIP TEAM

NASB believes that each board of education should create an administrative leadership team, which should include all supervisory and managerial employees including the superintendent and board members. (prior to 1995, amended 2007)

S-6 — PARENT INVOLVEMENT

NASB urges boards of education to support partnerships between parents and schools that encourage parent involvement in the education process. (1997)

S-7 — POLICY

NASB considers it imperative that boards of education adopt clearly defined, flexible policies after input from the administration, parents, employees, and other interested parties. Policies, based on a clear understanding of the education process, should be thoroughly reviewed annually. The execution of policy is the responsibility of professional administrators and staff. (prior to 1995)

S-8 — USE OF ACCOUNTABILITY DATA FOR SCHOOL IMPROVEMENT

NASB supports using school accountability data to determine potential strategies/resources for helping schools improve. We support the concept of growth or learning mindset which suggests that school effectiveness is assessed as an improvement process. Our perspective is that all schools in Nebraska are important and have opportunities to become more effective as quality educational systems. (2020)

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

CONDITIONS OF CHILDREN

S-9 — ABUSE OF ALCOHOL, TOBACCO, & OTHER DRUGS

NASB supports efforts by boards of education and state and national officials to strictly enforce policies regarding the sale, use or possession of illegal drugs including methamphetamine, marijuana, THC products and synthetic equivalents of THC and marijuana, alcohol, tobacco, nicotine products, vapor products (including e-cigarettes), and any products intended by appearance or effect to replicate tobacco products on school property. The designation of “drug free zones” near schools is also urged. (prior to 1995, amended 2015)

S-10 — AT-RISK STUDENTS AND THE ACHIEVEMENT GAP

NASB recognizes that there are many children and youth who are experiencing special difficulties in achieving high education standards. NASB supports increased funding to help close the gap in educational opportunity and educational achievement, and urges boards of education to work with, and obtain increased funding from the state Legislature, as well as state and federal education agencies to assist at-risk children and youth in making adequate educational progress. (prior to 1995, amended 2009)

S-11 — COOPERATION WITH HHS

NASB supports legislation which mandates cooperation and consultation with school districts as it relates to the placement of children under the custody of DHHS. Comprehensive information about a child’s educational needs should be shared with a school district prior to the placement of a student in a new school district. (2020)

S-12 — EARLY CHILDHOOD EDUCATION

NASB supports quality early childhood education programs accessible to all children and advocates programs that provide age-appropriate activities to prepare children for school. (prior to 1995)

S-13 — ENROLLMENT OPTION; HOMEBOUND STUDENTS

NASB supports legislation stating that when an option student becomes homebound, the school district in which the student resides assumes full responsibility for educating the student. (1998, amended 2016)

S-14 — ENROLLMENT OPTION LIMITATION

NASB supports legislation returning option students to the resident school district if the option district must contract with another school district or agency for the educational services needed by the student. (1996, amended 2016)

S-15 — LIABILITY FOR MEDICATION ADMINISTRATION

NASB supports legislation that would limit the liability of a school district and school district representatives for the administering of prescription medication to students. (1999, amended 2013, 2016)

S-16 — NUTRITION EDUCATION/STUDENT WELLNESS

NASB believes that wellness programs for schools should emphasize healthy lifestyles and eating habits, mindful of all eating disorders, as well as obesity. (2004)

S-17 — SAFE SCHOOL ENVIRONMENT

NASB supports efforts to provide a school environment that is free from weapons, harassment, bullying, violence, drugs (including alcohol and tobacco), and other factors which threaten the safety of students and staff. (1997, amended 2012)

S-18 — STATEWIDE POVERTY/TRAUMA FUNDING

NASB recognizes the growing number of public school students across the state that are living in impoverished conditions and/or with traumatic experiences. NASB supports the use of research-based science to strengthen policy, program design and funding that targets those impacted by persistent poverty and/or trauma. (2017)

S-19 — STUDENT DISCIPLINE

NASB opposes legislative mandates related to student discipline. NASB supports student discipline as an essential, mutual responsibility of parents, teachers, and administrators, with final responsibility resting with school boards. (1999, amended 2019)

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

CURRICULUM & INSTRUCTION

S-20 — ACCESS TO EQUAL EDUCATION OPPORTUNITIES

NASB supports equal educational opportunities for all students, regardless of their race, wealth or family circumstance, and urges the Legislature, the State Department of Education, and boards of education to remove all barriers that may prevent any child from having full access to such education opportunities. (1995, amended 2009)

S-21 — ACHIEVEMENT TEST SCORE USE

NASB opposes the use of test scores for the comparison of school districts or for the ranking of schools. (1998)

S-22 — ASSESSMENT OF STUDENT LEARNING

NASB supports multiple approaches to assess student learning, with decisions on assessment made at the local district level, and opposes a single “high-stakes” testing procedure. (2001)

S-23 — CULTURAL DIVERSITY

NASB urges all boards of education to support and implement curriculum which recognizes cultural diversity and enhances the knowledge of students about various ethnic and cultural backgrounds. (prior to 1995)

S-24 — CURRICULUM ADOPTION

NASB opposes legislative mandates addressing curriculum and testing. NASB supports the adoption of curriculum by local school boards and the State Board of Education. (2019)

S-25 — RESPONDING TO SPECIAL EDUCATION COSTS

NASB supports legislative efforts to give school districts that incur unforeseeable additional special education expenses assistance to alleviate cash flow problems. (2005)

S-26 — STUDENT EXPRESSION

NASB supports the authority of the local boards of education and school administration to regulate the content of school-sponsored publications and curriculum. (1997, amended 2009)

S-27 — TECHNOLOGY

NASB supports equal access to current technology for all school districts so they may engage all students in the curriculum, to equip them for an increasingly technological society and job market, and to provide them greater access to education services. (prior to 1995)

FUNDING & FINANCE

S-28 — ACCOUNTING OF FUNDS

NASB supports transparent accounting and full disclosure of all funds received and expended for public education consistent with federal regulations. (2005)

S-29 — BUDGET LID: GROWTH FACTOR

NASB supports legislation which would establish an education expenditures “growth factor” which reflects the actual cost of providing a public education for school districts, learning communities, and ESUs. (2001, amended 2008)

S-30 — COMPENSATION FOR STATEWIDE STANDARDS & ASSESSMENTS

NASB supports adequate funding to compensate school districts/ESUs for the cost of implementing and managing the statewide learning standards and assessments. (2008, amended 2009, 2013)

S-31 — ELIMINATION OF BUDGET RESERVE LIMITS

NASB supports legislation that eliminates reserve limitation in the Tax Equity and Educational Opportunities Support Act and in debt service funds. (2000, amended 2001)

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

S-32 — ELIMINATION OF EXPENDITURE LIMITATION

NASB supports legislation eliminating the limitation on general fund expenditures. (2000, amended 2011)

S-33 — ESU CORE SERVICES FUNDING

NASB supports legislation to adequately fund Educational Service Units in a manner that allows successful implementation of statewide educational initiatives that are developed by law in conjunction with the Nebraska Department of Education. (2009, amended 2015)

S-34 — FINANCING CAPITAL IMPROVEMENTS

NASB supports adequate funding for school districts and ESUs for maintenance or replacement of our rapidly deteriorating facilities. (1997, amended 2015)

S-35 — FISCAL POLICY

NASB believes the Governor and Legislature must work together to create fiscal policy that will adequately fund public education statewide based upon the needs of students and not driven by a pre-set allocation of funds for education regardless of need. Nebraska demographics and student needs are dynamic, as are the changing education standards required to be competitive nationally and internationally. To meet this challenge, fiscal policy would be built upon a broad base with the lowest possible rates to provide stability in the tax base and revenue stream, provide local government with the tools to generate adequate financial resources, yet equalize financial support among taxpayers, and assure the principle of uniform assessment. (prior to 1995, amended 2009)

S-36 — FOR-PROFIT ENTITIES OPERATING IN TAX-EXEMPT ZONES

NASB supports legislation to ensure equitable tax payments by for-profit business ventures operating on publicly owned or otherwise exempt property. (2003)

S-37 — FUNDING OF MANDATED PROGRAMS

NASB urges full funding by the state and federal governments at statutory levels of all programs, standards, activities, and services mandated to public schools and ESUs by the Legislature and Congress, and further urges that any unfunded mandates allow authority for supplementary appropriations or outside levy lid funding. (1997, amended 2012, 2017, 2019)

S-38 — FUNDING: SCHOOL DISTRICT INFRASTRUCTURE, SITE PURCHASES AND BUILDING OPERATING EXPENSES

NASB supports legislation that would provide an alternative to property taxes for financing facility development, maintenance, and operation. (2003)

S-39 — GENERAL FUND RESERVE LIMIT EXCEPTION

NASB supports legislation that would not allow school districts to be penalized or state aid to be adjusted, to a school disadvantage, when any type of error or correction is made in calculating the state aid formula. (1999, amended 2016)

S-40 — INCLUDING GIFTS, DONATIONS, OR FOUNDATION FUNDS AS RECEIVABLES

NASB opposes the inclusion of gifts, endorsements, donations, or foundation expenditures that are not regular operating expenses in the calculation of receivables in the state aid formula. (2000)

S-41 — K-12 SCHOOL TRUST LAND AND PERMANENT SCHOOL FUND

NASB opposes reduction of any assets of the school trust or diversion of the Permanent School Fund. (prior to 1995, amended 2010)

S-42 — LEGISLATION IMPLEMENTATION

NASB supports the concept that any legislative bill that limits financial resources, or requires additional financial resources, is done within a timeframe that will not negatively affect the school's ability to prepare their budget. (1997, amended 2015, 2017, 2019)

S-43 — LEGISLATIVE REVIEW OF STATUTORY DEADLINES

NASB urges legislative review of the conflicting mandatory deadlines that affect school revenues and expenditures. (2011)

S-44 — PROPERTY TAX REFORM/RELIEF

Any legislative discussion on property tax and distribution of state aid should include participation from school board and ESU board members. (2015)

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

S-45 — REVENUE REDUCTIONS FOR SCHOOL DISTRICTS AFFECTED BY PROPERTY VALUATION LOSSES

NASB supports legislation that would create a hold harmless effect for districts which experience a decrease in valuation. (2004)

S-46 — SCHOOL DISTRICT OPTIONS IN DEALING WITH LARGE, UNANTICIPATED REVENUES

NASB supports legislation giving school boards options in dealing with large, unanticipated revenue increases in order to minimize fluctuations in state aid. (2000)

S-47 — SPECIAL BUILDING FUND TAX LEVY EXCLUSION

NASB supports amending the Nebraska Statutes that address budgeting and spending lid restrictions to allow school districts the ability to utilize up to fourteen cents of the Special Building Fund tax levy outside of the budgeting and spending lid restriction so that districts can plan for and fund capital improvement projects, building repairs and upgrades, and school district infrastructure needs. (2007, amended 2020)

S-48 — STATE FUNDING SYSTEM

NASB supports a stable, predictable, equitable, and adequate statewide education funding system that honors the Legislature's commitment to provide for free instruction in the common schools of this state, as guaranteed by the Nebraska Constitution, by prioritizing education funding in the state budget, and that:

- Invests in the education of all Nebraska public school children;
- Establishes a state fund or funding mechanism that assists Nebraska public schools with the costs of maintaining and constructing facilities;
- Reduces our dependence on local property taxes by drawing revenue from multiple funding sources;
- Promotes the responsibility of locally elected school boards to make sound, transparent school budget decisions;
- Provides funding in a timely and predictable manner;
- Includes the principle of equalization;
- Funds the total excess allowable costs for special education and support services; and
- Recognizes that a long-term solution to education funding will require an ongoing, collaborative effort to execute a vision and strategic plan to grow and diversify our economy. (1997, amended 2009, 2018)

S-49 — USE OF A UNIFORM VALUATION CALCULATION TO DETERMINE LOCAL RESOURCES AND STATE AID

NASB supports a property tax assessment system that utilizes uniform accounting practices to determine the property valuation number from which local and state officials can calculate both the local resources available to fund schools from property taxes, and the resulting calculation of state aid payments to school districts. (2003)

S-50 — VOUCHERS AND TAX CREDITS

NASB opposes any attempt to amend or circumvent the Nebraska and United States Constitutions to permit the use of public funds for the support, either direct or indirect, of schools not controlled by the public at large. NASB opposes any state or federal legislation allowing either tax credits or vouchers for children, or the parents or guardians of children attending nonpublic schools. or donors to scholarship funds for non-public education. (prior to 1995, amended 2020)

GOVERNANCE & STRUCTURE

S-51 — ACCOUNTABILITY

NASB believes that boards of education are accountable to students, parents, taxpayers, and employees for providing education programs, striving for education excellence, identifying education needs, adopting clearly defined written policies, measuring the success of instruction programs, and interpreting and disseminating information to the public through a public relations plan. (prior to 1995)

S-52 — ALLIED SCHOOLS

NASB opposes legislation that would mandate the formation of an allied system of school districts. (2014, amended 2016)

S-53 — AMEND OPEN MEETINGS ACT FOR EVALUATIONS

NASB supports legislation to allow boards to go into executive session to discuss superintendent evaluations and/or for the narrowing down of superintendent candidates. (2017)

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

S-54 — AUTHORITY OF SCHOOL BOARDS

NASB supports the authority of boards of education to effectively govern and execute their statutory responsibilities. (1997, amended 2015)

S-55 — CHARTER SCHOOLS

NASB believes that any charter schools, or the like, involved with any aspect of K-12 education be authorized by a public school district, be located within the boundaries of such public school district and be accountable to the authorizing district for their student achievement, finances and operations. (1998, amended 2015)

S-56 — DUTIES OF SCHOOLS

NASB believes that the primary function of Nebraska schools should be the education of students and that the Legislature should be discouraged from placing duties on school districts which are not directly related to education. (prior to 1995)

S-57 — E-MEETINGS - FULLY-IMPLEMENTED OR PARTIAL ALLOWABLE ATTENDANCE

NASB supports legislation which allows for school board members to participate in school board meetings via electronic means while still maintaining a quorum when necessitated for the health and safety of the board and public. Virtual meetings cannot impede the public's ability to participate. (2020)

S-58 — EDUCATIONAL SERVICE UNIT GOVERNANCE

NASB supports governance of ESUs by elected boards and supports local determination of specific mechanisms of that governance. (2005)

S-59 — EDUCATIONAL SERVICE UNIT REORGANIZATION

NASB supports the continuation of ESUs as an effective means of delivering educational services to school districts and their students. Any reforms would provide for a statutory hold harmless provision in the distribution formula for Core Service funding when an Equity Unit reorganizes with any other ESU, and must be mindful of ESUs' essential role of delivering direct services and being responsible to the local school districts they serve. (2004, amended 2005)

S-60 — INTERACTIVE REMOTE COMMUNICATION TECHNOLOGY (TELEVIDEO)

NASB urges the legislature to provide updated rules and procedures so patrons are able to readily testify at legislative hearings via televideo (interactive remote communication technology) on a regular, ongoing basis to allow for a more equitable opportunity for the public to participate in the legislative process. (2017)

S-61 — ORGANIZATION

NASB opposes legislation that would mandate consolidation of districts or administration. NASB favors cooperation between school districts as well as ESUs to remove all barriers and penalties to promote orderly and voluntary reorganization into more efficient governing and administrative units to best serve the educational needs of Nebraska's children. (prior to 1995, amended 2008, 2015, 2017, amended 2019)

S-62 — PERSONAL LIABILITY

NASB opposes unnecessary laws which make individual members of a governing board of a political subdivision personally liable for damage judgements which result from lawsuits filed against the political subdivision. (prior to 1995, amended 2015)

S-63 — PUBLICATION OF MINUTES, RECEIPTS, & EXPENDITURES

NASB supports removing the requirement to publishing hearing notices and meeting minutes in public newspapers and supports the use of alternative means to communicate board activity. (2020)

S-64 — RESTRICTION OF RESOURCES AND BOARD RESPONSIBILITIES

NASB supports legislation allowing local boards to function as elected officials and to continue to establish policies, including finance policies, as representatives of the constituents who elected them. (1997)

S-65 — SCHOOL ACTIVITIES

NASB supports direct involvement by boards of education in the governance and activities of the Nebraska School Activities Association. (prior to 1995)

S-66 — SCHOOL CALENDARS

NASB opposes state mandated uniform opening and closing dates for local school districts. (prior to 1995)

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

S-67 — ACTIVITY ASSIGNMENTS

NASB opposes legislation that would require a separate written employment contract for coaching or any other activity assignment that would require that a person be notified by a specified date of the termination of an assignment for the following year. (1999)

S-68 — COMPENSATION

NASB will support a concept of compensation for teachers which is not based solely upon the experience and education attainment of teachers as found on standard salary schedules. (1995)

S-69 — CRIMINAL BACKGROUND CHECKS

NASB supports legislation which would aid public schools and ESUs in obtaining criminal background history information on prospective and current employees, and personnel provided through any contract service provider or anyone working on school property. (1999, amended 2006)

S-70 — EMPLOYEE BONUSES AND INCENTIVES

NASB supports legislation creating a comprehensive plan to recruit, retain and reward highly qualified individuals for teaching professions throughout the state, including offering incentives to encourage employees to sign a contract of employment. (2001, amended 2015)

S-71 — EMPLOYEE SUPPORT

NASB recognizes the need to support district employees with their health and supports initiatives that provide for the physical and mental wellness of all school employees. (2020)

S-72 — MEDICAL INSURANCE

NASB supports the concept of exploring alternatives to the costs of health insurance for the purpose of assuring the greatest allocation of our financial resources to education programs and services for children. (prior to 1995, amended 2003)

S-73 — RECOGNITION

NASB urges local school boards to develop and implement programs which recognize individuals for significant accomplishments and community service, experience, and competency. (prior to 1995, amended 2014)

S-74 — RETIREMENT

NASB supports legislation to assure a retirement system that is sound, adequate, and sustainable for school districts and ESUs. (prior to 1995, amended 2012)

S-75 — SCOPE OF BARGAINING

NASB believes negotiations with employees should be limited to matters of employee salaries and fringe benefits, and opposes any attempt to broaden the scope of negotiations to include matters of policy and management rights. (prior to 1995)

S-76 — STAFF DEVELOPMENT AND EVALUATION

NASB supports in-service training, enrichment programs, and continuing education for professional staff. Regular evaluations of performance, competency in the subject areas, and demonstrated ability to instruct or manage, in part as shown through student performance, should be conducted to promote professional growth. (1995)

STATE POLICY

S-77 — ADVISORY GROUPS

NASB requests that there be board of education representatives on all government commissions, councils, and committees which could have an impact on local school district policy or finance. (1995)

S-78 — CHOICE AND AFFILIATION

NASB supports the concepts of choice and affiliation among public schools as a means to maximize education opportunity. NASB believes any such program should result in the least amount of disruption and uncertainty for the affected school districts. (1995)

YOUR NASB STANDING POSITIONS

107TH LEGISLATURE, 2ND SESSION

S-79 — CONSTITUTIONAL RIGHTS & RESPONSIBILITIES

NASB, and school board members, fully supports the U.S. Constitution and the rights and responsibilities embodied within it. NASB therefore supports education and behavior that teaches and models expression of these rights and responsibilities. (2009, amended 2015)

S-80 — CORPORATE SPONSORSHIPS IN SCHOOLS

NASB opposes restrictions on school districts' ability to exercise their best judgment in entering into corporate sponsorship agreements. (2004)

S-81 — EDUCATIONAL SERVICE UNITS

NASB supports Educational Service Units as an effective and efficient means to provide educational services to local school districts. ESUs should be responsible to the local school boards they serve. (1997)

S-82 — GUIDING THE P-16 EFFORT: 21ST CENTURY SKILLS

NASB urges state and local policymakers to forge a new working relationship in redesigning Nebraska's public education system for the 21st century, with a focus on improving student achievement and holding each level of the system accountable, from preschool through post-secondary education or training, in a manner that:

- a) Promotes multi-level communication and interaction between all P-16 partners to enhance student academic success;
- b) Offers all students a rigorous developmentally-appropriate curriculum designed to provide opportunities and choice, regardless of the post-secondary path they choose;
- c) Engages the assets of the full community;
- d) Utilizes data and technology to individualize education for students and to incorporate new learning into the design;
- e) Closes the achievement gap by focusing on quality teaching and learning opportunities;
- f) Implements standards-based education fully in a seamless curriculum, so one level of the system builds on the next and the end result is known and understood from the beginning;
- g) Provides sufficient resources that are adequate and sustainable at every level of the system to meet the challenge, resisting unfunded or underfunded mandates; and
- h) Preserves the ability of local school boards and their communities to address local needs and challenges in a flexible manner using a variety of options. (2009, amended 2016)

S-83 — INDEPENDENT SCHOOL DISTRICTS

NASB supports the independence of established PK-12 school districts and also supports the cooperation and equalization of opportunity among school districts within learning communities. NASB believes that any legislation introduced impacting school districts or learning communities should seek to give districts and learning communities equalized resources. Any legislation should also allow these independent districts to maintain their right to governance, district curriculum, and the allocation of resources. (2006, amended 2013)

S-84 — LOCAL CONTROL FOR PUBLIC PK-12 SCHOOLS

NASB believes public PK-12 systems should be organized to serve communities throughout Nebraska without arbitrary size limits or a single model, which would not fit our state's varied communities. NASB opposes legislating arbitrary size limits and will work to remedy such limits currently in statute. (2006, amended 2013)

S-85 — LOCAL DISTRICT ADVOCACY

NASB supports the right and obligation of local school districts to advocate for legislative action that impacts their individual interests. (1996)

S-86 — NDE AUTHORITY

NASB opposes attempts by the legislature to preempt the statutory authority of the Nebraska State Board of Education to be the policy-forming, planning and evaluative body for Nebraska schools. (2017)

S-87 — NONPUBLIC SCHOOLS STANDARDS

NASB believes that nonpublic schools should have the same state standards as the public schools, including school approval, accreditation, teacher certification and endorsement, and safety standards. (prior to 1995)

S-88 — POLICY LEADERSHIP & VISION ON THE FUTURE OF NEBRASKA'S PK-12 SCHOOLS

NASB supports efforts to bring policy makers of the executive and legislative branches, educators, school boards, learning community coordinating councils, and ESU boards, and citizens together to determine the best course for the future delivery of PK-12 education to the students of the state. NASB boards emphasize increasing student achievement through governance structures that are clear, efficient, and controlled by the local district. (2003, amended 2008, 2010, 2013)



NASB Monthly Update for Board Meeting Agenda Item

October 2022

Monthly Agenda Video Updates

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



State Conference Registration is OPEN

<http://members.nasbonline.org/index.php/state-education-conference>

CALL FOR PHOTOS ...

Like past years, in preparation for State Conference, we will be putting together some projects which we would like to include photos from each of your districts. Anything you'd be willing to share would be appreciated!

- Day to day, School spirit, Classrooms in action, Board Members posed or in action during a meeting, Hallways, etc ...

Let us know if you have any questions, we always appreciate the help and items you all have shared with us in the past!!! Email your pics to mbelka@NASBonline.org

Latest 'Board Notes' – Monthly Newsletters

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

- *Get to Know Your Candidates*
- ***Your 2022 Advocacy Handout for The Delegate Assembly Is Now Posted!***
- *At The Board Table*
- *Searching For the Right Fit*
- *State Education Conference Update: Seeking Moderators & Students*
- *Teacher/Administrator Negotiations Made Easy*
- *NASB Wraps Up Nine Area Membership Meetings Across Nebraska*
- *... And Much More!*

YOUR 2022 ADVOCACY HANDOUT IS NOW POSTED

In Preparation for the 2022 Delegate Assembly

The NASB Advocacy Handout of proposed changes to the bylaws, standing positions and legislative resolutions for your review prior to the 2022 Delegate Assembly is now posted at the NASB website. To better prepare you and your board's voting representative for the Delegate Assembly, please download, review, and bring this Handout with you to Omaha.

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

This year's Delegate Assembly will take place Friday, November 18, at 8:00 AM, in conjunction with the State Education Conference, at the CHI Health Center - downtown Omaha.

All items within the Advocacy Handout will be considered by this Assembly.

If you haven't already, each board should select one board member to represent the district or ESU as the voting delegate, although multiple members from each board may attend.

As a school board member, this is YOUR chance to be heard and help craft the 2023 legislative and leadership initiatives for NASB.



“NASB Update – Annual Board Calendar Summary”

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

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

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

MISSION, VISION & GOALS

- Strategic Plan Update; District Goals Update

POLICY GOVERNANCE

- Review, update, and adopt policy

ACCOUNTABILITY & STUDENT ACHIEVEMENT

- Review Statewide Assessment Results
- District Assurance Statement. On or before Nov 1, the school district must submit their Rule 10 Accreditation Assurance Statement to NDE. The statement must be signed either by the superintendent and/or a member of the governing board. The Assurance Statement should be presented to the board for review once complete.
- ESU Assurance Statement. On or before Nov 1, the ESU must submit their Rule 84 Assurance Statement to NDE. This rule is intended to support educational service units in effectively and efficiently supporting school systems in this state and to establish the minimum level of performance for accreditation of the Nebraska education service units.

- Fall Membership Report. On or before Nov 1, the superintendent of each school district shall submit to the Commissioner of Education a report described as the annual financial report showing (i) the amount of money received from all sources during the year and the amount of money expended by the school district during the year, (ii) the amount of bonded indebtedness, (iii) such other information as shall be necessary to fulfill the requirements of TEEOSA and section 79-1114, and (iv) such other information as the Commissioner of Education directs. § 79-528
- Fall Membership Report (Failure to meet deadline). If a school district fails to submit the fall membership report by Nov 1, the commissioner shall, after notice to the district and an opportunity to be heard, direct that any state aid granted pursuant to TEEOSA be withheld until such time as the report is received by the department. In addition, the commissioner shall direct the county treasurer to withhold all school money belonging to the school district until such time as the commissioner notifies the county treasurer of receipt of such report. The county treasurer shall withhold such money. § 79-528

ADVOCACY

- Appoint Local Board NASB Delegate Assembly Representative

DISTRICT/ESU RESOURCES (BUDGET)

- Superintendent file Financial Report. On or before Nov 1, all superintendents must submit to the Commissioner of Education, an Annual Financial Report. § 79-528
- Authorize School District Audit. On or before Nov 5, a copy of the Audit Report shall be filed with the Commissioner of Education and Auditor of Public Accounts. Annually, the school district shall authorize the examination of all financial records. The audit is to be conducted by a public accountant or by a certified public accountant. § 79-1089
- Collective Bargaining. On or before Nov 1, negotiations shall begin. No fewer than four negotiations meetings between the certificated and instructional employees' collective-bargaining agent and the board's bargaining agent. § 48-818.01

REPORTS

- Board Committees; Superintendent; Administrators;
- Educational Service Unit Yearly Report. On or before Nov 1, each ESU is required to publish a Report of Yearly Activities of the ESU Board. The report shall include the amount of revenue received and expenditures itemized by categories. This publication shall be for one time in a newspaper of general circulation distributed in each county in the educational service unit. A copy of the report shall be distributed to each member school district. § 79-1228
- Review Annual Emergency Safety Plan as filed with the State School Security Director. § 79-2,144

BOARD LEADERSHIP DEVELOPMENT

- Review and discuss Board Governance Standard VII. Board Operations
- NASB Area Membership Meetings
- NASB Facilities & Construction

FOUNDATION FILING FORMS

- School Board will Review the Annual Foundation Board Filing Forms: Original tax deadline for exempt organizations (Form 990): On or before May 15, 2022. Note: May 15 is a Sunday, 2022 deadline will be the next business day, Monday, May 16, 2022. Extension tax deadline for exempt organizations: November 15, 2022 (must complete IRS Form 8868 Application for Automatic Extension of Time to File an Exempt Organization Return. Foundation Boards – Schedule A (Form 990 or 990-EZ), Public Charity Status and Public Support. Form 990 is not complete without fully completing Parts I through XI and a proper signature in Part II, Signature Block. An officer of the organization must sign the return. This signature must come from the Superintendent if the foundation does not have a designated tax officer. Schedule B

Parts I and II must also be completed if contributions totaling \$5,000 or more (in money or property) were recognized from any one contributor.

NASB's Video Resources:

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

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

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

Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

Labor Relations Conference

October 5-6 – Lincoln

2022 NASB Board Candidate Webinars

Wednesday, October 5 at 12:00 PM to 1:00 PM CT / 7:00 PM to 8:30 PM CT

NASB Member Virtual w/ Gubernatorial Candidates Blood & Pillen

October 17 - 12:00 to 1:00 PM CT – Details to come

State Education Conference

<http://members.nasbonline.org/index.php/state-education-conference>

November 16-18 – Omaha

**Sparg Open House ... Tuesday, November 15th – 7:00 to 11:00 PM*

New Board Member Workshops

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

December 5 – Gering

December 6 – North Platte

December 7 – Kearney

December 8 – York

December 13 – La Vista

December 14 - Norfolk

NASB Member Virtuals

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

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

- **MARK YOUR CALENDARS**

- **Gubernatorial Candidates Blood & Pillen**

October 17 - 12:00 to 1:00 PM CT – Details to come

- **Previous Member Virtuals Available to Watch Include:**

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

Advocacy

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

(www.NASBonline.org – Government Relations)

2022 Legislative Candidate Questionnaires

<http://members.nasbonline.org/index.php/2022-legislative-candidate-questionnaire>

Now on the NASB GR Page ...

LB 644 - THE POSTCARD BILL - WHAT YOU NEED TO KNOW

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

Upcoming Legislative Meet & Greets ... Join Us!

MEET & GREET W/ DISTRICT 16 LEGISLATIVE CANDIDATE PETERSEN

OCTOBER 7 - BLAIR - 11:30 AM

RSVP to mbelka@NASBonline.org

Previous Legislative Meet & Greets include:

District 42 Legislative Candidate Jacobson - North Platte

District 44 Legislative Candidate Ibach - Lexington

District 34 Legislative Candidate Lippincott - Central City

District 36 Legislative Candidate Holdcroft - Springfield

District 24 Legislative Candidate Hughes - York

District 36 Legislative Candidate Lauritsen - Papillion

District 48 Legislative Candidate Lease II - Scottsbluff

District 40 Legislative Candidate DeKay - Plainview

District 18 Legislative Candidate Young - Elkhorn

District 24 Legislative Candidate Hotovy - Stromsburg

District 48 Legislative Candidate Hardin - Scottsbluff

All Dates & Locations Tentative & Subject to Change

Follow NASB on twitter at www.twitter.com/NASBonline using the hashtag #liveNASB

and on Facebook at www.facebook.com/NASBonline

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>

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

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

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

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

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

Join NASB, as we travel the state for various workshops, meetings and events throughout the year. To learn more and register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.

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



Your Monthly Board Agenda Update Video Links from NASB

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



THIS WEEK!

Labor Relations - October 5-6 - Lincoln

THIS WEEK!

NASB Board Candidate Webinar - October 5 - 12:00 to 1:00 PM CT & 7:00 to 8:30 PM CT

THIS WEEK!

NASB Legislative Meet & Greet w/ D16 Legislative Candidate Petersen - October 7 - Blair

NASB Member Virtual w/ Gubernatorial Candidates Blood & Pillemer - October 17 - 12:00 to 1:00 PM CT

State Board of Education Candidate Video Quick Q&As ... Coming in October!



Statewide General Election - November 8

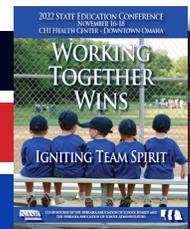
Sparq Data Solutions Open House - November 15 - Omaha

State Education Conference - November 16-18 - Omaha

2022 NASB Delegate Assembly - Friday, November 18 - 8:00 AM CT - Omaha

View and Download the 2022 Advocacy Handout for the Delegate Assembly now at:

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



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The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

NASB BOARD QUICKS

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



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PAGE 2



New Board Member Workshops - December

DECEMBER 5 - GERING

DECEMBER 6 - NORTH PLATTE

DECEMBER 7 - KEARNEY

DECEMBER 8 - YORK

DECEMBER 13 - LA VISTA

DECEMBER 14 - NORFOLK



NASB's Legislative Issues Conference - January 22-23 - Lincoln

YOUR 2022 PLATINUM AFFILIATES

ALICAP

AMERICAN FIDELITY
a different opinion

Ameritas
Ameritas Investment Corp.
Member FINRA/SIPC

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

CLARK &
ENERSEN

CMBA
ARCHITECTS

COMMUNITY
BUILDING SOLUTIONS

crouch
RECREATION

D|A DAVIDSON

filament
ESSENTIAL SERVICES

jmc

NEBRASKA
LIQUID
ASSET FUND

PIPER | SANDLER

prm
PUBLIC RISK
MANAGEMENT
INCORPORATED

SPARQ DATA
SOLUTIONS

If your business would like to become an Affiliate Member of NASB, please visit:

<http://nasbonline.org/registrations/AffiliateMembershipProgram.aspx>



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Ralston Enrollment Report as of 10/03/2022

BLUMFIELD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	20	0	0	20	0
KG	2.00	38	2	0	40	0
01	2.00	37	6	0	43	1
02	2.00	36	4	0	40	0
03	2.00	34	6	0	40	0
04	2.00	39	10	0	49	1
05	2.00	42	10	0	52	0
06	2.00	41	11	0	52	0
Building Total:		287	49	0	336	2

KAREN WESTERN ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	24	0	1	25	0
KG	2.00	29	8	1	38	0
01	2.00	19	7	0	26	0
02	2.00	27	5	0	32	0
03	1.00	16	3	0	19	0
04	1.00	21	5	0	26	0
05	1.00	19	6	0	25	0
06	2.00	27	5	0	32	0
Building Total:		182	39	2	223	0

MEADOWS ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	35	0	3	38	1
KG	2.00	39	7	0	46	0
01	2.00	34	9	0	43	0
02	2.00	32	5	0	37	0
03	2.00	28	5	1	34	0
04	2.00	27	8	1	36	0
05	2.00	31	8	1	40	0
06	2.00	35	6	0	41	0
Building Total:		261	48	6	315	1

MOCKINGBIRD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	20	0	0	20	1
KG	3.00	45	5	0	50	0
01	3.00	54	9	0	63	0
02	3.00	47	10	0	57	0
03	2.00	43	5	0	48	0
04	3.00	48	10	0	58	0
05	2.00	45	5	0	50	0
06	2.00	39	11	0	50	0
Building Total:		341	55	0	396	1

Ralston Enrollment Report as of 10/03/2022

SEYMOUR ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	19	0	0	19	0
KG	2.00	27	4	0	31	0
01	2.00	33	7	1	41	0
02	2.00	39	8	1	48	0
03	1.50	27	5	4	36	0
04	1.50	26	5	2	33	0
05	1.50	29	6	0	35	0
06	1.50	31	3	1	35	0
Building Total:		231	38	9	278	0

WILDEWOOD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	34	0	0	34	0
KG	2.00	31	14	0	45	1
01	2.00	26	10	0	36	2
02	2.00	24	9	0	33	0
03	2.00	29	13	0	42	0
04	2.00	25	10	0	35	0
05	2.00	24	11	1	36	0
06	2.00	21	12	0	33	0
Building Total:		214	79	1	294	3

RALSTON MIDDLE SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
07		166	64	6	236	0
08		165	77	1	243	2
Building Total:		331	141	7	479	2

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
09		187	69	0	256	1
10		185	83	0	268	0
11		170	75	0	245	1

Ralston Enrollment Report as of 10/03/2022

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
12		194	79	0	273	0
Building Total:		736	306	0	1042	2
<hr/>						
District Total:		2583	755	25	3363	11
KG:		209	40	1	250	1
01:		203	48	1	252	3
02:		205	41	1	247	0
03:		177	37	5	219	0
04:		186	48	3	237	1
05:		190	46	2	238	0
06:		194	48	1	243	0
07:		166	64	6	236	0
08:		165	77	1	243	2
09:		187	69	0	256	1
10:		185	83	0	268	0
11:		170	75	0	245	1
12:		194	79	0	273	0

Ralston Enrollment Report as of 10/10/2022

BLUMFIELD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	20	0	0	20	0
KG	2.00	38	2	0	40	0
01	2.00	37	6	0	43	1
02	2.00	36	4	0	40	0
03	2.00	34	6	0	40	0
04	2.00	39	10	0	49	1
05	2.00	42	10	0	52	0
06	2.00	41	11	0	52	0
Building Total:		287	49	0	336	2

KAREN WESTERN ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	24	0	1	25	0
KG	2.00	29	8	1	38	0
01	2.00	19	7	0	26	0
02	2.00	27	5	0	32	0
03	1.00	16	3	0	19	0
04	1.00	21	5	0	26	0
05	1.00	19	6	0	25	0
06	2.00	27	5	0	32	0
Building Total:		182	39	2	223	0

MEADOWS ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	35	0	3	38	1
KG	2.00	39	7	0	46	0
01	2.00	34	9	0	43	0
02	2.00	32	5	0	37	0
03	2.00	28	5	1	34	0
04	2.00	26	7	1	34	0
05	2.00	30	8	1	39	0
06	2.00	35	6	0	41	0
Building Total:		259	47	6	312	1

MOCKINGBIRD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	20	0	0	20	0
KG	3.00	45	5	0	50	0
01	3.00	54	9	0	63	0
02	3.00	46	10	0	56	0
03	2.00	43	5	0	48	0
04	3.00	48	10	0	58	0
05	2.00	45	5	0	50	0
06	2.00	39	11	0	50	1
Building Total:		340	55	0	395	1

Ralston Enrollment Report as of 10/10/2022

SEYMOUR ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	19	0	0	19	0
KG	2.00	27	4	0	31	0
01	2.00	33	7	1	41	0
02	2.00	39	8	1	48	0
03	1.50	27	5	4	36	0
04	1.50	26	5	2	33	0
05	1.50	29	6	0	35	0
06	1.50	31	3	1	35	0
Building Total:		231	38	9	278	0

WILDEWOOD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	34	0	0	34	0
KG	2.00	31	14	0	45	1
01	2.00	26	10	0	36	2
02	2.00	24	9	0	33	0
03	2.00	29	13	0	42	0
04	2.00	25	10	0	35	0
05	2.00	24	11	1	36	0
06	2.00	21	12	0	33	0
Building Total:		214	79	1	294	3

RALSTON MIDDLE SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
07		166	64	6	236	0
08		164	77	1	242	3
Building Total:		330	141	7	478	3

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
09		187	69	0	256	1
10		186	83	0	269	1
11		171	75	0	246	0

Ralston Enrollment Report as of 10/10/2022

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
12		193	79	0	272	0
Building Total:		737	306	0	1043	2
<hr/>						
District Total:		2580	754	25	3359	12
KG:		209	40	1	250	1
01:		203	48	1	252	3
02:		204	41	1	246	0
03:		177	37	5	219	0
04:		185	47	3	235	1
05:		189	46	2	237	0
06:		194	48	1	243	1
07:		166	64	6	236	0
08:		164	77	1	242	3
09:		187	69	0	256	1
10:		186	83	0	269	1
11:		171	75	0	246	0
12:		193	79	0	272	0

**Nebraska Association of
School Boards
Superintendent Search
Proposal**

Prepared For

Ralston Public Schools



Nebraska Association of School Boards Mission Statement

“Through Leadership, Innovation, Vision and Engagement, the Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans.”

Ralston Public Schools Purpose Statement

“A community dedicated to achieving excellence through purposeful instruction and nurturing a climate of hope.”



September 26, 2022

Ralston Public Schools Board of Education,

The Nebraska Association of School Boards would like to thank Ralston Public Schools for inviting us to submit a proposal to facilitate the Ralston Superintendent search. We appreciate the opportunity and believe we would be successful in assisting the board and district with this critical process.

My name is Shari Becker, and I am the Director of the Nebraska Association of School Boards Education Leadership Search Service. I have been the Director of the Search Service since April of 2013 and worked for the Service for six years prior to becoming the Director. I have worked on over 100 searches, taking the lead on over 80.

Hiring a superintendent is one of the most important decisions a school board will make. The NASB Search Service was designed to benefit our members. NASB brings the advantage of being local and familiar with Nebraska administrators. We ensure a highly professional search process that will not only attract quality applicants, but will also bring credit to the board for the manner in which the search is conducted.

The NASB search service staff has experience working with districts that have a strategic plan in place. The plan can weave into the search process as we recruit quality individuals to move the district forward, according to the identified needs. This aligns with the RPS Strategic Plan, Priority 4, Organizational Culture, the hiring of a highly effective superintendent that supports the purpose and direction of the organization.

Please contact me at the number below if you have any questions. The team at NASB would value the opportunity to work with Ralston Public Schools through the search process.

Respectfully submitted,

A handwritten signature in blue ink that reads "Shari L. Becker". The signature is written in a cursive style.

Shari L. Becker
Director of NASB Education Leadership Search Services
402.416.4483 Cell

Nebraska Association of School Boards

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Addendum: Reference Letters

Search Firm History and Introduction to Services

The Nebraska Association of School Boards is a private, nonprofit organization that serves the needs of Nebraska's public schools. Since 1918, NASB has been committed to serving school boards across the state. Our mission is assembled upon the beliefs that:

- Every public school board will govern effectively and with integrity.
- Every public school board member will understand the importance, and emphasize increased student achievement.
- Every public school board will practice good stewardship of resources.

In support of these beliefs, NASB provides advocacy, consultation, board development, and training, as well as district support-service programs for our member school districts and educational service units across the state of Nebraska. The programs are managed by a professional staff and governance oversight is carried out by a statewide Board of Directors consisting of 23 school board members elected by their peers.

NASB has been involved in searches since approximately 2005. In that time, we have done a variety of searches including District Leadership, ESU Administrator, CEO of the Learning Community of Douglas and Sarpy Counties, Assistant Superintendent and Superintendent. The size of the entities we have worked with has also been diverse in scope. In spring of 2022, we worked with Kearney Public Schools. They have a student enrollment of approximately 6,000. We also worked with North Platte Public Schools last year. Their student enrollment is approximately 4,000. In 2020-2021, NASB facilitated searches for Gering, enrollment 2,000 and Scottsbluff, enrollment 3,200.

The key attribute that makes NASB most qualified to conduct this search is our experience and expertise working directly with boards of education in Nebraska. We are extremely knowledgeable with the Open Meetings Law in Nebraska. Our search protocol and procedures on presenting applicants to the board is a process we have shared with the Attorney General's office to ensure compliance.

The NASB Search Service provides board leadership along with our process. Many times throughout the search timeline, there are internal, external and political issues that arise and need to be managed. NASB staff have been tested many times with curveballs of various magnitudes. We are prepared to maneuver through any challenges and have the experience to do so.

NASB staff members will communicate with the board and the new hire throughout the transition process. Our Director of Board Leadership and search team members will return to the district once the new superintendent is in place. NASB will facilitate a comprehensive board retreat to assist the board and superintendent in embarking on a positive relationship.

Consultant Details

The search for a Superintendent of Schools for Ralston Public Schools will be conducted by Director of Search Services, Shari Becker and staff members that specialize in searches, open meetings law and board development. I have included a description below for staff members who assist with searches and are on the leadership team at NASB. A list of recent clients and references can be found on page 10.

Shari Becker, NASB Director of Education Leadership Search Service



Shari started with the Association Search Service in 2007 as a field consultant and has served as the Director of the Search Service since April 2013. Shari handles recruiting quality educators, facilitating district stakeholder engagement and board work sessions, and screening applicants. Shari is knowledgeable in Open Meetings Law and tracks all superintendent openings in Nebraska. She has worked on over 100 searches, taking the lead on over 70. Shari is active with the National Affiliation of Superintendent Searches. She is currently serving as Chair Elect on the leadership team.

Shari brings a wide range of background experience to her role with the Association. Prior to her employment with NASB she provided recruitment, hiring and training services to a local financial/management company for 13 years. She has her Bachelor's degree in Administrative Resource Management as well as a Post-Baccalaureate in Education. Shari is also a Gallup Certified Strengths Coach and an ODR Approved Mediator.

Abi Carlson, NASB Event & Search Service Associate



Abi has worked as the NASB Event & Service Search Associate since 2021. She assists with recruiting and advertising, as well as communicating with districts and applicants who are working with the NASB Search Service. Abi carries out a variety of duties to help boards find suitable superintendent candidates. Abi earned her Bachelor's degree in Hospitality, Restaurant, & Tourism Management with a minor in Leadership & Communication at the University of Nebraska Lincoln.

John Spatz, NASB Executive Director



John began his work as legal counsel for the Nebraska Association of School boards in 2003. He was named Executive Director of NASB in 2012. His initial position primarily focused on providing legal information to the many members of the Association. John has written a book entitled, "Guide Book to Nebraska's Public Meetings Laws". John is active locally as one of seven commissioners on the Education Commission of the States. John is also on the Board and Chairman of the School Leaders Risk Management Association.

Colby Coash, NASB Associate Executive Director and Director of Government Relations



Colby Coash was hired at NASB in 2018 to ensure that NASB has a strong voice of advocacy for public schools within the halls of the Capitol. Colby spent eight years in the Nebraska Unicameral serving southwest Lincoln, where he became known as a Senator who brought people together. His emphasis in his legislative service was in supporting Nebraska's most vulnerable populations. Colby also works in the field of leadership development, currently teaching a course at Bryan College of Health Sciences.

Marcia Herring, NASB Director of Board Leadership



Marcia began her service to public education as a school board member on the Waverly School District Board of Education, completing 12 years of service. During her tenure as a local board member she was elected by her peers to serve on the Nebraska Association of School Boards—Board of Directors completing three terms as Director. She began her work as a superintendent search consultant more than 20 years ago. Marcia served as Director of NASB Search Services for 8 years. Marcia now serves as the Director of Board Leadership. She leads districts through a comprehensive Strategic Planning process, Community Engagement, Board Self-Assessment, Superintendent Evaluation, board retreats and various other services provided through NASB.

Matt Belka, NASB Director of Marketing and Communications



Matt is responsible for marketing various programs and services to NASB members. Matt handles the creative aspect of NASB, branding, editorial, design, and manages distribution. He keeps members up to speed on the Association programs and services, events and workshops. Matt assists the search service in designing marketing materials, press releases and other communications. NASB has a recording studio onsite and has the ability to create print and video medial.

Search Service Protocol

In the following section, you will see a detailed outline of the NASB Search Protocol. We typically meet with the full board two to three times during the search as indicated below. The number of meetings can vary depending on the needs of the district as each search is unique. We could also meet with a committee of the board to complete some of the work at the outset of the search, if this is requested by the board.

Preliminary Work

- Collaborate with the district to identify all personnel who will be involved in the specifics of the search process: Human Resources, Communications/Marketing, Legal, etc.
- Conduct initial meeting with all involved central office personnel to lay out steps of the search process and determine our communication path
- Begin creation of marketing flyer
- Advertise vacancy on NASB Site immediately and other applicable sites when marketing materials are ready

Board Work Session—onsite

- Collaborate with the board to design a timeline to guide the search process
- Discuss criteria for applicants, Leadership Profile and expected salary components
- Discuss search process details, interview questions and schedule structure
- Identify stakeholder committees to utilize for feedback and interview process

NASB Duties— Identifying Attributes

- Review Ralston Strategic Plan to identify key areas for new superintendent to focus on
- Engage stakeholder committees to elicit feedback
- Hold forums to allow stakeholders to contribute feedback to the process
- Distribute an electronic survey to stakeholders of the district to elicit feedback
- Develop District specific Leadership Profile based on feedback received

Search Service Protocol (Continued)

NASB Duties– Applicants

- Recruit to identify quality applicants (*detailed recruiting plan on page 7*)
- Receive, process and screen all completed online applications and supporting documentation (*Applicant screening process on page 8*)
- Conduct comprehensive professional and personal reference checks including an internet search, criminal background search, adult/child abuse check and credit checks

Board Special Meeting

- Review stakeholder feedback with the board. The electronic survey compilation will be lengthy and may be best shared electronically
- NASB presents applicants and candidate screening results to the Board of Education for review and consideration (*unless board requests NASB to narrow down the applicants*)
- Discussion of final details and protocol

NASB Duties

- Handle communications with all applicants and interview candidates
- Coordinate travel arrangements for candidates

Board Duties

- Interview candidates for the position
- Negotiate with the candidate of choice
- Ratify the contract at an advertised meeting of the board

NASB Final Duties

- Conduct Board Retreat with the board after August 1, 2023. This session fee is included in the search fee
- Provide a two-year guarantee providing the Retreat is conducted prior to December 31, 2023

Communication with the Board

NASB Search Director will work with the Board President to identify the best course of action to communicate with Board members throughout the search process.

Engaging Stakeholders

The Association will engage stakeholders in a variety of ways through the search process. The first step would be to appoint committees, or focus groups, from various stakeholder groups. These committees may include stakeholders from staff, district office, community, parents, local colleges, Foundation board, and students. The appointed groups will be used to elicit feedback regarding attributes. The group could also be used for a part of the interview process.

In addition to the identified stakeholder groups, it will also be important to engage all stakeholders through an online survey. The board may want to encourage participation from as many sectors of the school district and community as possible. The NASB will also facilitate community forums, upon request, at various locations and various times of the day to try and capture as many stakeholders as possible.

NASB staff will meet with the board to discuss the specifics of the interview schedule. The board may designate specific time in the interview schedule for the candidate to have lunch with one of the groups. Perhaps a tour of select district facilities with a staff member and a student or two. There could be informal time built in, for the candidate and board to get to know one another. It is typical for a board to interview three to five candidates for a superintendent position. In order to maintain an efficient timeline, the board may elect to have two interviews per day for two days.

It is important to note that NASB staff will provide a brief but specific training for the stakeholders regarding their role in the interview process. We want to ensure the questions asked of candidates are in compliance with state and federal laws. We will also provide specific instructions on how they will relay feedback to the board. This process will be vetted with the board prior to the training session.

Recruiting for the Position

The NASB Search process benefits from the addition of valuable NASB staff resources including Marketing and Communications. Communications are key to a successful search.

The NASB Search Service utilizes an online application platform called Revelus. This platform is used by multiple state associations. We have the ability to open the Ralston Public Schools position up to all states using the application site. This will expose the position to 14 additional states and numerous potential applicants.

The NASB Search Service comes with the added value of exposing the position through our National Affiliation of Superintendent Searchers (NASS) group. This affiliation allows us to advertise the opening and connect with individuals in 40 states in the same position as the Director of Search Service to recruit applicants and validate experience of applicants. I am currently on the leadership team of NASS serving in the role as Chair Elect. The mission of NASS is *finding top executive leadership for school districts throughout the United States through our core values—ethics, integrity, leadership, and teamwork.*

The team at NASB has generated positive results from our recruiting strategies primarily through one on one communications with quality individuals. We will rely on our partners in NASS, as well as our own research to conduct a national effort, focused on the Midwest. More importantly, we are extremely knowledgeable regarding potential candidates right here in Nebraska and following recommendations from those in the state on who may be a good match for Ralston Public Schools.

While recruiting is important, it is also essential to know when to back away from a candidate due to their unwillingness to commit. The Superintendent position at Ralston Public Schools is not one in which a candidate should need to be “talked into” applying. There is value in validating a candidate’s true interest in the district and community as opposed to the lure of a high profile position.

Applicant Screening Process

It is essential the board understands the experience and qualities each applicant brings to the position. NASB will process and screen all completed applications and supporting documentation. The Association protocol for applicant reference checks and background screenings are qualities that set us apart from competing search consultants. With a higher profile position like Ralston, there will be discretion involved when possible, to ensure applicants are comfortable with the application and screening process.

Our typical screening processes involves contacting numerous individuals who have worked with the applicant in their current and past positions. This would be in addition to the references provided on the application materials. Our screeners will personally contact these individuals. We will also use our national connections to determine the quality of the applicant.

The board will be provided a verbal summary of these calls including programs implemented and strengths of the applicant as well as any concerns or areas of growth for the applicant. We also complete an internet search for each applicant, a check of their certificate with NDE and a One Source background check including adult/child abuse, criminal and credit history for each individual the board selects to interview.

NASB will take their direction from the board regarding what manner the board would like applicants presented. Consultants will lead the board through the strengths of candidates and any areas of growth. We will utilize both open and closed session for this process. NASB will take direction from the board on the number of top candidates they would like us to focus on and the number of finalists the board would like to consider.

Summary of Screening Process

- Screen all completed applications/supporting documentation
- Contact numerous references per applicant for verbal questionnaire
- Provide verbal summary of all applicant information to the board
- Share strengths and areas of growth
- Utilize open and closed session for this process
- One Source background check on each interview candidate selected

Fee Structure

Search Fee \$9,500

Includes:

- All details described in Search Service Protocol pages 4 and 5
- Advertising Options with no fee
- Board Retreat in Fall of 2023
- Two-year Guarantee
- Miscellaneous (One Source background checks, copies, postage, and other office expenses)
- Travel expenses for NASB Consultants to include mileage and any meals necessary (Mileage billed at the standard IRS mileage rate i.e. \$.585 for 2022)

Does not include:

Fee Based Advertising

- AASA—American Association of School Administrators www.aasa.org
Minimum ad option for 30 days is \$409, more robust package for 30 days is \$849
Can select a package to be advertised for longer than 30 days for an increased price
- Education Week— www.edweek.org or www.topschooljobs.org
Minimum ad option for 30 days is \$495, maximum exposure package would be \$1,995.

Travel expenses for Interview Candidates

- Dependent upon where the candidate is traveling from. May include airfare, ground transportation, hotel accommodations and meal allowance
- Number of interview candidates will be selected by board

Additional Costs

This will depend upon candidate travel and the number of trips NASB makes to the district. It will also depend on any additional fee based advertising the district may select.

NASB will bill the first 60% of the Search Fee at the onset of the search. The remaining 40% plus expenses will be billed once the district has successfully negotiated with a candidate.

Reference Contact Information

The following references are from Superintendent searches completed by the lead consultant and Director of Search Services, Shari Becker. We provided a similar process to these districts as the one proposed for Ralston Public Schools.

North Platte Public Schools

Search Completed December 2021

Skip Altig, Board President

(308) 530-1170

Springfield Platteview Community Schools

Search completed March 2021

Cori Swanson, Search Committee Chair

(402) 740-7675

Gering Public Schools

Search completed December 2020

BJ Peters, Board President

(308) 631-3932

Chadron Public Schools

Search Completed January 2020

Tom Menke, Board President

(308) 430-1033

Guarantee

The Association provides a two-year guarantee for boards contingent upon the board completing a retreat with NASB staff once the new superintendent has started in the district. The fee for the retreat is included in the search fee. If the two-year guarantee is activated, the only expenses billed back to the district would be advertising, background check expenses, travel expenses for NASB staff and interview candidates, and any goal planning the board may want to conduct after the new search.

Board Leadership Team Session

As mentioned above, the Nebraska Association of School Boards offers a board retreat as a follow up to the search process. Conducting a board retreat provides a meeting time in a goal-oriented, focused and less formal setting that allows the new superintendent and board to speak freely, learn and engage. The Leadership Profile developed during the search process will guide the board leadership team session. If the board would like goals to be an outcome of the retreat, NASB staff will develop a comprehensive plan unique to your board following the retreat. The plan includes goals that specify performance indicators, responsibilities, and timelines for prioritized, actionable progress intended to keep boards focused and organized to achieve successful outcomes.

Why NASB is the right choice to facilitate the Ralston Superintendent Search

The NASB Search Service is a go to resource when districts and Educational Service Units are in need of leadership. We are proud of the work we do with boards and leadership teams. We provide professional development for boards who are interested in brushing up their skills as well as boards who are struggling with external or internal concerns. NASB approaches the search process through the viewpoint of the Board, which sets us apart from other search firms.

We are a first point of contact for potential candidates. When searches come open, individuals who are interested in applying often times contact us before we are hired to facilitate the search. Educators know that NASB is available as a reliable point of contact day or night. We will honor this same philosophy during the search process. We will be available anytime for a phone call or quick meeting on zoom.

The NASB staff are experts in the Open Meetings Law as it relates to Nebraska. We also meet with the Nebraska Attorney General's office periodically to discuss our protocol and procedures. This extra step ensures the boards we work with are in compliance with Nebraska State Law. We also encourage the board to contact their school district legal counsel regarding the superintendent contract to ensure their agreement on this critical legal document.

Our staff would be honored to work with Ralston Public Schools in finding the next educational leader for the district and the community. We would set the process in motion immediately in response to the preferred board deadline.

Sample Timeline

Ralston Board Selects NASB to facilitate Search
September 26, 2022

Advertising begins immediately

Board Work Session
October 2022

Stakeholder Engagement
October 2022

Application Deadline/Screening

This date may depend on the November election and the timing by which the board would like to interview. The board may wish to wait and interview in January 2023 when new board members are seated.

Special Meeting with board
Board Selects Interview Candidates

Superintendent Candidate Interviews

The board could interview a couple of people each day for two days.

Board Action on Superintendent Contract

This date will be shortly after the interviews

August 15, 2022

To Whom It May Concern:

I want to highly recommend the Nebraska Association of School Boards (NASB) as your Superintendent Search Service. We have used NASB twice since 2015 for our searches, most recently in 2021.

Once the NASB has been selected as the search service, they go right to work on making sure the correct candidate will be selected. They immediately survey all board members on what each member is looking for in a superintendent. They compile these responses and create a profile. They are in constant contact with the board throughout the entire search process. They help the board set-up all that is going to be needed for interviewing candidates. NASB does all of the research on each candidate plus they do all of the background checks of each person.

The NASB is extremely active when it comes time to select the candidates to be interviewed for the superintendent's position. Their representatives come to the board meeting when this process is conducted. They attend the Executive Session to give advice and answer specific questions about all the candidates who have applied for the position. Their advice is extremely helpful. They also contact the selected candidates for interviews and set-up their interview dates and times.

The NASB will also show-up to the board meeting after the interviews have been conducted, and in Executive Session gives needed advice and again answer any and all questions asked by specific board members. Once this has occurred, the NASB helps in contacting those members who were not selected to be the school's new superintendent.

As a teacher in the North Platte School system for 36 years, I was on several superintendent search committees. I have found out as a teacher and a board member that the NASB is by far the best choice as a search provider. I truly recommend the NASB for any and all Superintendent searches.

Sincerely,

A handwritten signature in black ink that reads "Skip Altg". The signature is stylized with a large, looping "S" and a cursive "Altg".

Skip Altg

Board President: North Platte Public Schools

(308) 530-1170

RE: NASB Education Leadership Search Service

To whom it may concern:

The NASB Education Leadership Search Service assisted the Nebraska City Public School with a search for an Interim Superintendent and Superintendent. As soon as NASB was hired, the Search staff immediately began the process and facilitated the search from the perspective of a board member.

During the Superintendent Search process, NASB staff worked diligently to engage all stakeholders in the district including administrators, staff, students, business leaders, patrons and parents. The staff at NASB also worked closely with the board to help us define attributes we would be looking for in our next superintendent and to ensure they understood exactly what our district wanted in a new leader. They took phone calls at any time. Also, they listened to the board about they were looking for in an Interim Superintendent. They found two great people and the one we hired was deeply knowledgeable.

The phone calls and research completed by NASB took time that individual board members simply did not have, nor the familiarity to ask the right questions. Without NASB's guidance I am not sure the board would have been comfortable going through the whole process. There are important timelines and procedures NASB is aware of and it gave the board comfort knowing the proper procedures were being followed.

The team at NASB created a smooth process for everyone involved. They were available when we had questions outside of the regular meeting times. When NASB presented the applicant files to the board, they did so with detail about each applicant's skills and experience. The interview process included stakeholder groups who provided us feedback. This was helpful when looking at the whole picture.

The board and our new superintendent have scheduled to work with NASB on goals. Since the search, the Nebraska City Public School board and district has continued to have a positive working relationship with NASB. I would recommend the NASB Search Service to any educational entity looking for quality leadership facilitated by a quality search firm.

Sincerely,

A handwritten signature in black ink, appearing to read "Kent Blum". The signature is written in a cursive style with a long horizontal line extending from the end.

Kent Blum, Nebraska City Public School District Board President

RE: NASB Education Leadership Search Service

To whom it may concern:

The NASB Education Leadership Search Service assisted the Chadron Public Schools in finding a successor to our retiring Superintendent. As soon as NASB's contract was signed, the Search staff initiated the process that was organized, time sensitive and met the needs of all involved. The process was inclusive of partners that would ensure a well-rounded Superintendent Search outcome.

The applicant research which included resource and applicant phone calls and submitted applicant reviews was completed by the NASB staff. The research was thorough and informative which provided confidence to the CPS Board that accurate and factual information was presented. NASB involvement reassured the CPS team that correct protocol and procedures were completed within a timeline that was effective for a successful Superintendent Search.

The team at NASB created a smooth process for everyone involved. They were available when we had questions outside the regular meeting times. When NASB presented the applicant files to the board, they did so with great detail about each applicant's skill and experience. The interview process was easy to follow and allowed the board to give complete attention to the applicant.

As a final step to our SEARCH process, the CPS board and new superintendent will complete a facilitated session to work with NASB on goal development for the district. I am extremely pleased with the process that NASB was able to provide our school district. The Chadron Public Schools looks forward to continued opportunities with NASB. I would highly recommend the NASB Search Service looking for quality leadership for their own districts.

Sincerely

Tom Menke Chadron Public School Board President

A Proposal Prepared for

Ralston
Public Schools
Ralston, Nebraska

for

*The Search and Selection of a
Superintendent of Schools*

submitted by

MCPHERSON  **JACOBSON, LLC**

EXECUTIVE RECRUITMENT & DEVELOPMENT



11725 Arbor Street, Suite 220
Omaha, Nebraska 68144
Phone: 888-375-4814/402-991-7031
Fax: 402-991-7168
Email: mail@macnjake.com
Website: www.macnjake.com



MCPHERSON *MJ* **JACOBSON, LLC**

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

September 15, 2022

Board of Education
Ralston Public Schools
8545 Park Drive
Ralston, Nebraska 68127

Thank you for your request for information. The enclosed proposal describes the professional services McPherson & Jacobson, L.L.C. will provide Ralston Public Schools in ensuring your superintendent search secures quality leadership for the district.

McPherson & Jacobson will work with the board to design a search that meets the unique needs of your school district. Our firm's five-phase protocol allows the board to concentrate on the most important segments: the interview and selection of the successful candidate. Our team of consultants, working in conjunction with the board and diverse stakeholder groups you identify, will implement a systematic, comprehensive process culminating in the hiring of the most qualified candidate for your district.

At the core of our firm's work is the belief that every student is entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps. This unique approach is made possible through the diverse and extensive network of our consultants who have various levels of expertise in the school system from superintendents, to school board members, to educational equity experts. We believe this has contributed to our successful placement of qualified candidates around the nation who have met extensive equity focused criteria and continue to make an impact in the districts they serve.

With over 130 consultants across the United States, McPherson & Jacobson has been successfully conducting searches for governing boards since 1991.

Our contact information:

McPherson & Jacobson, L.L.C.
11725 Arbor St., Suite 220
Omaha, Nebraska 68144
Telephone: 402-991-7031/888-375-4814
Fax: 402-991-7168
Email: mail@macnjake.com

We welcome the opportunity to meet with your board to present our proposal and discuss our proven search process.

Sincerely,

Dr. Norm Ridder

McPherson & Jacobson L.L.C.

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Executive Summary

McPherson & Jacobson L.L.C. provides a comprehensive search process. Below are some of the highlights of our process:

- Our process is comprehensive and provides critical support for the most time-consuming aspects of recruiting and screening the candidates, so the board can focus on interviewing and selection.
- Transparency is a hallmark of our protocol. Stakeholder participation emphasizes the transparency of our process.
- We take the entire board through a consensus decision-making process to identify the top criteria for the selection of the new superintendent.
- We meet with groups to ensure broad-based stakeholder input in the selection process. In addition, we provide an online survey to reach out to anyone who could not attend a stakeholder meeting. The consultants will present a comprehensive written report to the board, which includes all of the comments recorded during the input sessions.
- McPherson & Jacobson's consultants actively recruit candidates that meet the selection criteria. If desired, we will recruit non-traditional candidates.
- Applicant confidentiality is important to attract top candidates. Names remain confidential until the board selects their finalists.
- We continue to work with your school district until a superintendent is hired and in place.
- Phase V provides a continued commitment to work with your board and new superintendent for one year. We help you collaboratively establish annual performance objectives for the new superintendent's first year. Evidence from previous searches shows this phase to be very positive as it fosters a good transition.
- We are so confident of our ability to identify the district's criteria, recruit and screen applicants against those criteria, and assist during the transition period, that we guarantee our service. If your superintendent leaves for whatever reason during the guarantee period, we will repeat the process for no charge except for actual expenses.

Our mission is to ensure your search results in quality leadership for education excellence.

About McPherson & Jacobson

The McPherson & Jacobson Difference

“It’s About the Kids”

- WE BELIEVE every student is entitled to a high-quality education. We strongly believe quality education is dependent upon quality leadership.
- OUR MISSION is to ensure your search results in quality leadership for education excellence.

McPherson & Jacobson has developed a protocol that provides for high involvement of stakeholders, while keeping the board in complete control of the process.

One of the hallmarks of McPherson & Jacobson, L.L.C. is the belief that the search for a public executive should be conducted with as much transparency as possible. We have designed a process, which keeps the board in complete control of the search, while inviting various stakeholder groups to provide input and become meaningfully involved in the process.

Qualifications and Background of McPherson & Jacobson, L.L.C.

Leading National Search Firm

McPherson & Jacobson, L.L.C. has been conducting national searches for governing boards since 1991. The firm has placed **over 940 superintendents** and other officials in public and non-profit organizations across the United States. **McPherson & Jacobson is one of the leading national superintendent search firms.**

Nationwide Network of Experienced Consultants

McPherson & Jacobson has **over 130 consultants** across the nation. Over one-fourth of McPherson & Jacobson consultants are minorities or female. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. Over sixty percent have a doctorate degree. Their diversity and expertise ensures your search results in quality leadership for education excellence.

Sustainability in Leadership

Waters and Marzano review of 3.4 million students' achievement scores found that Superintendents' tenure is positively correlated with student achievement.

Organizations using the McPherson & Jacobson protocol have enjoyed sustainability of leadership. Over the last five years, **over eighty-five percent** of administrators are in the position for which they were hired. **Almost sixty percent** of administrators are still in the position for which they were hired within the past ten years. **Over forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

McPherson & Jacobson, L.L.C. Non-Discrimination Policy

McPherson & Jacobson, L.L.C. is dedicated to serving school districts by supporting all candidates regardless of cultural and ethnic diversity

As an organization, we are committed to equitable practices that will ensure the equal access for all candidates. This commitment means that success will not be predicted nor predetermined by race, ethnicity, socioeconomic status, cognitive/physical ability, language, marital status, gender, sexual orientation, gender identity, disability, or religion.

Every decision McPherson & Jacobson, L.L.C. makes will be committed to the following foundational beliefs:

1. Consultants share the moral imperative and collective ownership to identify and eliminate disparities to ensure all candidates have an equal opportunity regardless of their race, ethnicity, socioeconomic status, cognitive/physical ability, language, marital status, gender, sexual orientation, gender identity, disability, or religion;
2. Eliminate barriers in recruitment, hiring, retention, and internal processes;
3. Utilize culturally relevant practices that do not discriminate based upon language, marital status, gender, sexual orientation, gender identity, cognitive/physical ability, or religion;
4. Promote catalytic leadership for educational and community partners;
5. Support the continuing development of all personnel with a focus on their mindset, beliefs, knowledge, and skills, including an understanding of implicit bias and racial identity;
6. Incorporate the voices, cultures, and perspectives of diverse students, families, and communities into decision making to create a sense of belonging for all;
7. Support and comply with State and District policies.

Applicant Diversity

While McPherson & Jacobson does not represent candidates, we keep a data bank of quality candidates. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson, L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria.

McPherson & Jacobson has **over 130 consultants** across the nation. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. Over fifty percent have a doctorate degree. Their diversity and expertise ensures your search results in quality leadership for education excellence.

We use our consultant network to track the careers of successful administrators. We also work closely with universities, colleges, and professional organizations that represent and promote minority and female applicants.

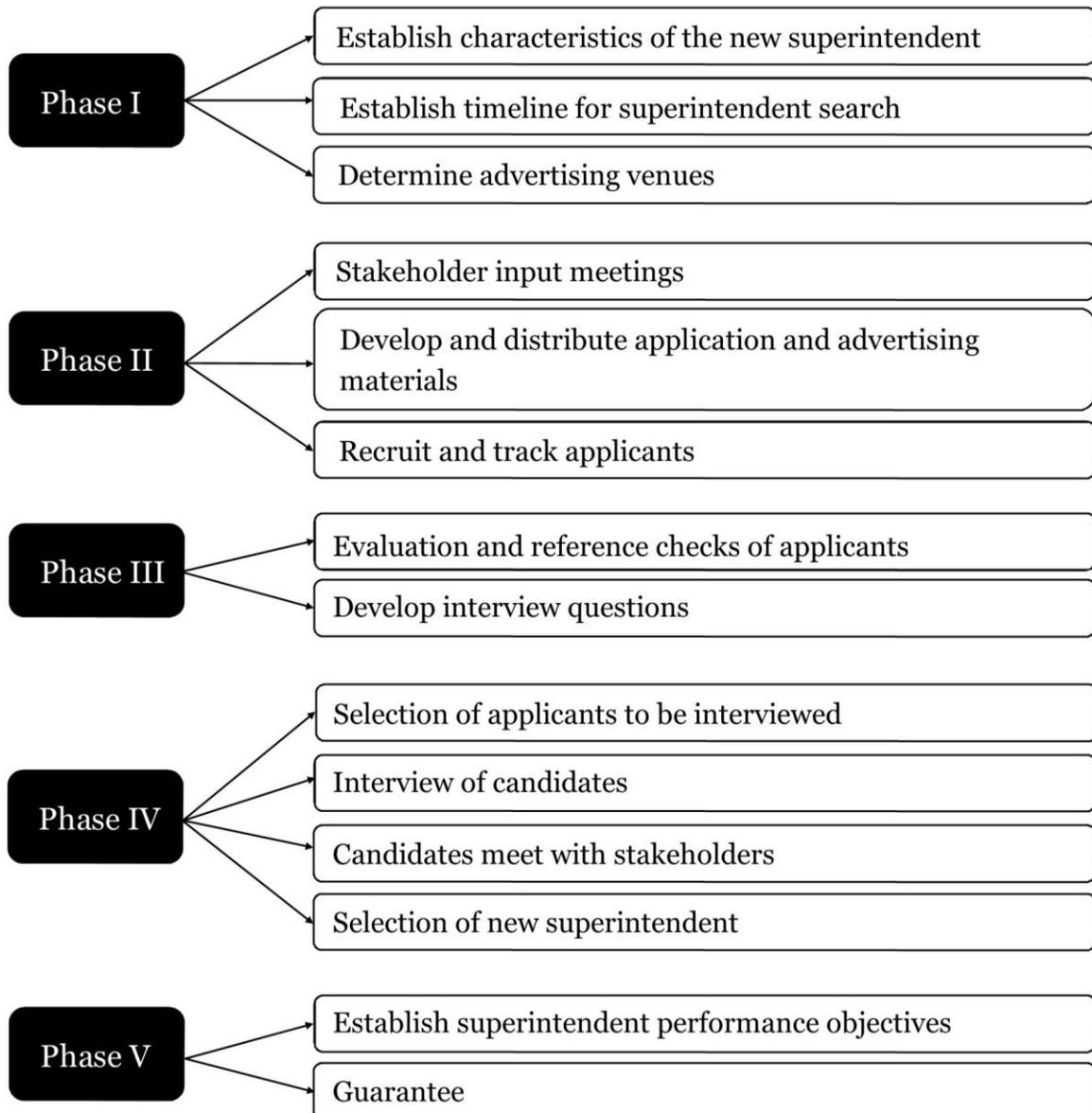
For the past five years, approximately **one-third** of our applicants have been female and almost **one-fourth** of our applicants have been ethnically diverse.

In the past ten years, **one-third** of the boards we have represented have placed women or ethnically diverse candidates.

McPherson & Jacobson recruits from a diverse pool of applicants. McPherson & Jacobson lead the search for the first black woman superintendent hired in Nebraska.

Search Process

Five Phases of a Superintendent Search



Phase I—Initiating the Search Process

- ✓ **Using a group process with the board, identify the most important characteristics of the future superintendent.**

The consultants will assist the board in identifying the most important characteristics the board would like the new superintendent to possess. These characteristics will be used as a template for recruiting and selecting candidates.

- ✓ **Establish appropriate timelines and target dates for the selection process.**

The consultants will prepare a proposed calendar for the search process. Dates for advertising the announcement of vacancy, closing date, dates for interviewing, a target date for selecting the new superintendent, and a date for the new superintendent to begin will be determined.

- ✓ **Determine, with the board, appropriate advertising venues.**

The consultants will assist the board in determining the scope of the search. Appropriate media venues (professional journals, trade papers, newspapers, and websites) and associated costs will be presented for consideration.

- ✓ **Identify appropriate stakeholder groups.**

The board will identify the various stakeholder groups that they want McPherson & Jacobson's consultants to meet with to solicit input into the process.

- ✓ **Assist the board in determining compensation parameters.**

In order to recruit and select top candidates, compensation packages need to be competitive. Our consultants will present data indicating what districts in the same geographic region and similar size are paying superintendents. Whenever possible, they will also present compensation information for districts that recently hired a superintendent. This information is provided for the board's consideration of compensation parameters.

Final compensation decisions will be determined by the board and the selected candidate.

- ✓ **Identify the point of contact for the district**

The board will identify an appropriate staff person to work with the consultants to coordinate the logistics of the search. This includes tasks such as assisting with information for the promotional brochure and coordinating details for stakeholder input and other meetings within the district.

Phase II—Stakeholder Input, Advertising the Position, Recruiting Applicants

- ✓ **Work with the district to schedule the stakeholder input meetings.**

The consultants will work with the district's point of contact to determine the stakeholder input schedule and coordinate notifying the stakeholders about the meetings.

✓ **Meet with groups identified by the board to provide stakeholder input into the selection process.**

The consultants will meet with the stakeholder groups identified by the board and solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the issues facing the new superintendent, and the characteristics they would like to see the new superintendent possess.

The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include.

For any unable to attend a stakeholder meeting, we provide an online version of the questions we ask the groups. At the request of the district, the survey can be available in multiple languages.

The results of the stakeholder meetings and online stakeholder input are summarized by the consultants and presented to the board.

✓ **Develop promotional literature and brochures announcing the vacancy.**

In order to attract quality applicants, it is important to promote your school system and community. With on-site assistance from the district, the consultants will assist in preparing an announcement of vacancy that highlights the strengths of your school system and community. Our graphic artist will prepare a professional color brochure that highlights the school district and community, including the board's selection criteria, the board members, and the application procedures and timelines.

✓ **Prepare and place announcement of vacancy.**

McPherson & Jacobson's staff will prepare and place the announcement of vacancy. It will be sent to the state school board and administrator associations, as well as media venues selected by the board. Additionally, McPherson & Jacobson maintains an interactive website (www.macnjake.com) that allows applicants to access all the application materials and apply online. The website averages over 225,000 hits per month.

✓ **Develop an application unique to your vacancy that reflects the selection criteria determined by the board.**

McPherson & Jacobson's staff will create an application form requiring applicants to describe their strengths and experiences relating to each criterion identified by the board. This will be one of the preliminary screening devices used by the consultants when assessing potential candidates.

✓ **Post application information and notify interested applicants.**

McPherson & Jacobson's staff contacts potential applicants and manages all the application materials using our online application software. Our office staff handles this task without assistance from your district.

✓ **Actively recruit applicants who meet the district’s needs.**

While McPherson & Jacobson does not represent candidates, we actively maintain a data bank of quality candidates. Once the board has chosen its selection criteria, we will send the information to all of our consultants across the United States, asking them to nominate candidates who would be a good match. We will encourage those candidates to apply. Some of the best candidates may not be actively seeking another position and will need to be recruited.

McPherson & Jacobson stays current with trends in educational leadership by being an active participant and presenter at national and state education conferences. We participate in Job Central at the American Association of School Administrators conference, the National School Boards Association annual conference, and others such as the AASA Women’s Leadership Conference.

✓ **Confidentiality of Applicants**

McPherson & Jacobson proposes an open process for the search. We believe the public business should be done in public with transparency. We also understand the need for applicants’ confidentiality. Our process keeps the names of all applicants confidential until they are named a finalist for the position, at which time the names of the finalists are made public.

If the board believes that the names of the finalists should be kept confidential until they make their selection, we can do that. This is your search and we will adapt our process to fit your unique needs.

✓ **Keep all applicants informed of their status in the selection process.**

During the application process, McPherson & Jacobson’s staff monitors applicants and notifies them of what is still needed to complete the process.

✓ **Communicate with all Board Members in a timely manner**

The consultants will communicate with all board members keeping them informed of the status of the search throughout the process.

Phase III—Applicant Screening

✓ **Evaluate each applicant against the selection criteria.**

The consultants will read and evaluate all of the completed files submitted by applicants. They will read the application form and all of the additional material in each file and begin reviewing against the selection criteria.

✓ **Conduct reference checks.**

We understand that applicants do not submit references who will not speak highly of them. We begin with the references given and ask them a list of questions relevant to the selection criteria. After asking those questions, we ask each reference to give us the names of other people who can speak of the applicant’s qualifications. We then call those individuals and ask them the same set of questions, including asking them to give us the

names of other people who can speak of the applicant's qualifications. We go a minimum of three people removed from the primary references. What we are looking for is consistency of answers that will verify the applicant's strengths and weaknesses.

In addition to contacting references, the consultants conduct an extensive Internet search of the applicants.

✓ **Pre-Interview and Video of Shortlist Applicants.**

The consultants will pre-interview applicants to be submitted on the shortlist. We will have these applicants submit a video which the consultants can share with the board.

✓ **Assist the board in developing a set of interview questions that reflect the identified selection criteria and characteristics.**

The consultants will present an extensive list of potential interview questions that reflect the selection criteria and characteristics desired by the board. The board members choose interview questions that reflect their criteria and priorities.

If the board chooses to conduct two rounds of interviews, the consultants will assist in developing interview questions for both rounds of interviews.

Phase IV—Reviewing Candidates with the Board, Interviews

✓ **Review candidates with the board and assist board members in determining which candidates they will interview.**

The consultants will present a complete list of applicants, who completed the application process, to the board for its review. We do not eliminate any applicants; however, a short list will be submitted of those applicants who we found most closely met the district's criteria. The consultants will present a reference profile demonstrating the consistent feedback for each short list applicant, along with a video from the short list applicants.

Upon reviewing the recommendations, the consultants will assist the board members in identifying which applicants they wish to consider as candidates for interviews.

✓ **Assist the board in determining interview procedures.**

After the board selects their final candidates to interview, the names of these candidates will be made public upon confirming the interviews (if the board chooses to release the names). During the interview process, the stakeholder groups will have an opportunity to meet the individual candidates.

If the board chooses to conduct semi-finalist interviews, the candidates will only meet with the board. The names of the semi-finalist candidates will remain confidential (in states where an executive session is allowed), and stakeholders will not meet the semi-finalists. The finalist interviews will be conducted as described in the paragraph above.

✓ **Coordinate interview and visitation procedures.**

If the board chooses, McPherson & Jacobson will schedule semi-finalist interviews. Semi-finalist interviews are typically conducted with the board only. After the semi-finalist interviews, the board will select their finalists.

If the board chooses to involve stakeholder groups in the interview process, the consultants will assist in establishing the finalist interview schedule that includes district staff, students, and community groups. A typical interview day will include a tour of the district and community, meeting with stakeholder groups, and a formal interview with the board.

✓ **Assist the groups identified by the board in planning for meeting each candidate and providing feedback to the board.**

If the board chooses to involve stakeholder groups in the interview process, representatives will be selected from the stakeholder groups identified by the board. The purpose of these groups is two-fold: 1) to promote the school district and community to the candidate; and 2) to form an impression of each candidate, which they will share with the board. The board will identify chairpersons for each stakeholder group. The consultants will meet with the chairpersons to discuss their roles and responsibilities. The consultants will also provide the chairpersons with a form to record the group's consensus impressions of each candidate's strengths and any concerns or questions the group may have. Each form will be sealed in an envelope and turned in to the district contact person.

✓ **Coordinate visitation procedures for the candidate's spouse/significant other.**

We encourage boards to invite spouse/significant others to attend the interview day. The consultants will coordinate, with the point of contact, a portion of the interview day for the spouse/significant other to have an expanded visitation of the community. Tours typically include available housing, medical facilities, churches, recreational opportunities, and areas of interest unique to your community.

✓ **Assist the board in making final arrangements for each candidate's visit.**

It is common practice for the district to pay interview expenses for the candidates and their spouse/significant others. To ensure that expenses stay within established guidelines, the consultants will assist the point of contact in making lodging and travel arrangements for each candidate.

✓ **Contact all finalists and schedule their interview dates.**

The consultants will contact the final candidates, notifying them they are finalists for the position and scheduling their interview dates. The consultants will be the contact for answering any questions and coordinating the candidates' visits to the district.

✓ **Notify all applicants not selected for an interview.**

Once the board has selected its final candidates, all other applicants will receive, on behalf of the board, a personalized notification thanking them for taking the time to complete the application materials and notifying them that they are not a finalist.

✓ **Conduct background checks.**

Included in the fee are criminal/financial/educational degree verification background checks for the finalists selected to be interviewed.

✓ **Personally contact each finalist who was not offered the position.**

Once a contract has been offered by the board and accepted, the consultants will call each of the other final candidates and thank them on behalf of the board for interviewing for the position. *These candidates are not notified until an offer has been accepted.* If by chance you lose your top candidate, we want to keep viable candidates available.

Phase V—Transition with Success

✓ **Establish performance objectives for new superintendent.**

Working with the board and new superintendent, the consultant will assist in establishing two or three performance objectives the board wants the superintendent to focus on during the first year. These objectives are beyond the day-to-day school district operations.

Once the performance objectives have been identified, board members will be asked what they will accept as evidence of progress towards the accomplishment of the identified objectives.

The superintendent will take the information generated from this session and develop an action plan for achieving the performance objectives.

✓ **Provide a guarantee.**

If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, **FOR WHATEVER REASON**, within the guarantee period, we will repeat the process at no charge except actual expenses.

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Timeline

The timeline for the search process is established when we meet with the board, so we can address the unique needs of the district. However, the time from our first meeting with the board until the finalist is selected is typically a minimum of two to three months.

Search sequence:

- At the beginning of the search
 - The qualities for the new superintendent are identified
 - A formal timeline is established
 - Advertising decisions are made
 - Application information is posted
 - A brochure is created to advertise the district and the vacancy
- At the time designated by the board
 - Stakeholder group meetings are held
 - A summary of stakeholder input is presented to the board
- As applications arrive in our office
 - Applications are monitored and applicants are notified of the deadlines to submit their materials
- After the closing date
 - All the completed applicant files are forwarded to the consultants
 - The consultants begin the review and pre-interview process
- Approximately two to four weeks after the closing date
 - Consultants provide information to the board on all applicants who completed the process
 - Consultants present summary profiles and video interviews of qualified candidates to the board
 - The board selects the candidates it wants to interview
 - Criminal/financial/educational degree verification background checks are conducted on the selected finalists
 - McPherson & Jacobson notifies each applicant not selected for an interview
- Soon after the board selects their candidates
 - Semi-finalist interviews are conducted (if chosen by the board)
 - The board interviews its final candidates
 - The board selects their new superintendent
 - McPherson & Jacobson's consultants contact each candidate who was interviewed to notify them of their status

Responsibilities of Ralston Public Schools and McPherson & Jacobson, L.L.C.

Event	McPherson & Jacobson's Tasks	School District's Tasks
1 st board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> The consultant guides the board in determining the following items <ul style="list-style-type: none"> o Characteristics for the new superintendent o The search calendar o Compensation parameters o Identify the appropriate constituent groups for stakeholder input o Advertising venues <input type="checkbox"/> The consultant works with the Point of Contact to compile: <ul style="list-style-type: none"> o Information to create the brochure announcing the vacancy o The list of names to be invited to the community input meetings 	<ul style="list-style-type: none"> <input type="checkbox"/> Provides consultant with the necessary information to create the brochure; the name of the Point of Contact; and the Board Contact List <input type="checkbox"/> Reviews and approves the brochure
After 1 st meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Application link is posted online <input type="checkbox"/> Brochure announcing the vacancy is created <input type="checkbox"/> Advertising is started <input type="checkbox"/> Vacancy announcements are sent out <input type="checkbox"/> E-mails are sent to applicants registered with McPherson & Jacobson notifying them about the opening <input type="checkbox"/> E-mails are sent to consultants regarding the opening, requesting they invite candidates to apply for the position <input type="checkbox"/> Opening is posted on social media and additional venues 	<ul style="list-style-type: none"> <input type="checkbox"/> Edit the brochure
During application period	<ul style="list-style-type: none"> <input type="checkbox"/> Consultants recruit candidates that fit the position <input type="checkbox"/> Monitors applicants and where they are in the application process <input type="checkbox"/> Notifies applicants of the closing date for submitting their materials <input type="checkbox"/> Lead consultant keeps the board up to date on the search 	<ul style="list-style-type: none"> <input type="checkbox"/> Posts a link to the McPherson & Jacobson website <input type="checkbox"/> Posts the brochure (announcement of vacancy) on their website <input type="checkbox"/> Advertises the opening on the district's social media platforms

Event	McPherson & Jacobson's Tasks	School District's Tasks
Stakeholder meetings are scheduled	<ul style="list-style-type: none"> <input type="checkbox"/> Home Office sends out invitations to the community stakeholder meeting(s) after receiving the information from the consultant and the district 	<ul style="list-style-type: none"> <input type="checkbox"/> Assists in organizing stakeholder focus groups and meeting schedule <input type="checkbox"/> Names and addresses are sent to Home Office for community meeting invitations <input type="checkbox"/> Posts meeting dates, times, and locations as open public forum <input type="checkbox"/> Assists in translating stakeholder input survey into the additional language(s) requested by the school district
Stakeholder meetings	<ul style="list-style-type: none"> <input type="checkbox"/> Consultants facilitate the stakeholder meetings, recording the input <input type="checkbox"/> An online stakeholder input survey is created, the link is posted on the McPherson & Jacobson website and also provided to the district to post 	<ul style="list-style-type: none"> <input type="checkbox"/> Link to online stakeholder input form(s) is (are) posted on the school district website
Stakeholder meetings completed	<ul style="list-style-type: none"> <input type="checkbox"/> Consultant summarizes key themes and gives the results to the district <input type="checkbox"/> Copy of summary is sent to Home Office <input type="checkbox"/> The stakeholder input summary report is created 	<ul style="list-style-type: none"> <input type="checkbox"/> "Stakeholder Input Report" is posted on the school district website
2 nd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Review stakeholder input summary report and provide copies to the district <input type="checkbox"/> The consultant guides the board in determining the following items <ul style="list-style-type: none"> o Interview questions o Length of contract, moving and interview expenses o Spouse/significant other's involvement in interview process o District Interview Schedule o Candidate Daily Interview Schedule <input type="checkbox"/> Interview questions are sent to Home Office to be formatted 	
Prior to 3 rd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Applicant packets are reviewed by the consultants and reference checks are performed <input type="checkbox"/> Contact candidates on short list and verify their interest in the position <input type="checkbox"/> Meet with stakeholder group chairs to review schedule, procedures, and screen questions 	

Event	McPherson & Jacobson's Tasks	School District's Tasks
3 rd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> The consultant facilitates the board's <ul style="list-style-type: none"> <input type="checkbox"/> Review of the list of all applicants <input type="checkbox"/> Overview of candidates on short list <input type="checkbox"/> Selection of finalists <input type="checkbox"/> Finalizing of interview dates & schedule <input type="checkbox"/> Review of interview questions & procedures <input type="checkbox"/> Finalizing candidate & spouse/significant other arrangements <input type="checkbox"/> Contact finalists and schedule interview dates, review schedule, discuss compensation and contractual issues <input type="checkbox"/> Work with Point of Contact to coordinate interviews (transportation, lodging, interview locations, etc.) <input type="checkbox"/> Send Candidate Daily Interview Schedule to each finalist <input type="checkbox"/> Conduct criminal/financial/educational degree verification checks on finalists selected to be interviewed <input type="checkbox"/> Notify the applicants who were not selected to be interviewed 	<ul style="list-style-type: none"> <input type="checkbox"/> Assist with lodging arrangements and welcome gifts <input type="checkbox"/> Arrange for spouse/significant other tour
Interviews	<ul style="list-style-type: none"> <input type="checkbox"/> Call Point of Contact after 1st interview to learn how it went <input type="checkbox"/> Call 1st candidate to learn their perspective and how the interview went <input type="checkbox"/> Suggest any possible improvements <input type="checkbox"/> Be available for questions <input type="checkbox"/> Be present at interviews if request is made by school district (additional fee for this service) 	<ul style="list-style-type: none"> <input type="checkbox"/> One candidate per day <input type="checkbox"/> Board member greets each candidate upon arrival to district <input type="checkbox"/> Informal interview-social setting <input type="checkbox"/> Formal interview <input type="checkbox"/> Spouse/significant other's visitation is coordinated
Finalist selected and accepted	<ul style="list-style-type: none"> <input type="checkbox"/> Call and make offer to candidate <input type="checkbox"/> Verify acceptance <input type="checkbox"/> Call other finalists <input type="checkbox"/> Sends out letter of congratulations to candidate who was chosen 	<ul style="list-style-type: none"> <input type="checkbox"/> Board meets and discusses each candidate individually <input type="checkbox"/> Read input forms submitted by stakeholder input groups <input type="checkbox"/> Have each board member rank order candidates <input type="checkbox"/> Select minimum of #1 and #2 candidate <input type="checkbox"/> Call and make offer to candidate <input type="checkbox"/> Send interview forms and files to the Home Office <input type="checkbox"/> Board evaluates our services
Phase V	<ul style="list-style-type: none"> <input type="checkbox"/> Facilitate board and superintendent's identification of 2-3 performance objectives and evidence of progress the board will accept <input type="checkbox"/> Consultant reviews superintendent's plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Superintendent creates plan with target objectives and timelines <input type="checkbox"/> Plan is sent to consultant to be reviewed <input type="checkbox"/> Board adopts plan

Stakeholder Involvement

Obtaining stakeholder input is an integral part of McPherson & Jacobson's search process. Since 1991, McPherson & Jacobson has conducted over 940 superintendent searches for school districts ranging from 10 to over 300,000 students. For each search, we have coordinated stakeholder input sessions. Besides meeting with stakeholder groups designated by the board, an online input survey is also available for those who cannot attend the meetings. After the meetings have been completed, the board will receive a written report with the findings of the meetings and online input.

Initial stakeholder input sessions

The consultants will meet with groups identified by the board to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board. The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include. An online survey option will be provided to stakeholders who are unable to attend the scheduled meetings.

Meeting the candidates

A representative group of eight to twelve people will be selected to represent each of the groups identified by the board. The consultants will meet with a chairperson for each group to discuss their roles and responsibilities. The purposes of these groups are two-fold: one, to promote the school district and community to the candidate; and two, to form an impression of each candidate, which they will share with the board. The consultants will coach each group on how to conduct the meeting with each candidate and what questions they can or cannot ask. The consultants will also provide the chairpersons with a form in which, using group consensus, they will record their impressions of each candidate. The forms will be sealed in an envelope after meeting with each candidate and turned in to the district contact person. Upon completing the interview process with all candidates, the board will receive and open the forms from each group.

Process for Obtaining Staff Input

The consultants will meet with central office administrators, building administrators, teachers, classified staff, and students, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the teachers and classified staff in the afternoon, right after school dismissal to give the maximum opportunity for the staff to participate. Central office and building administrator meetings are scheduled at multiple locations to maximize the opportunities for their input. Student input sessions are not scheduled during class time, they are normally held during lunch breaks.

Process for Obtaining Parent and Community Input

The consultants will meet with parents and community stakeholders, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the parents and community stakeholders in the evenings at multiple locations to allow as many stakeholders as possible to give their input.

Process for Including Ethnically Diverse Communities

McPherson & Jacobson will work with the district to determine the best practices to obtain input from ethnically diverse communities in the district. If in-person meetings are required, McPherson & Jacobson will work with the district to obtain the necessary translators.

Process for Obtaining Online Stakeholder Input

McPherson & Jacobson will create an online input survey to allow stakeholders to submit their input. At the request of the district, surveys for multiple languages can be developed and posted.

Consultant for Search

Dr. Mike Lucas
1122 South 93rd Street
Omaha, NE 68124
Email: m_lucas@maenjake.com
Phone: 402-366-6491

Educational Background

Ed. D	2007	University of Nebraska-Lincoln	Education Administration
M.A.	1998	Benedictine College	Education Administration
B.A.	1994	Benedictine College	Elementary Education

Professional Experience

Dates	Title	District	Location
2019 to Present	Superintendent	Westside Community Schools	Omaha, NE
2009 to 2019	Superintendent	York Public Schools	York, NE
2007 to Present	Consultant	McPherson & Jacobson, L.L.C	Omaha, NE
2003 to 2009	Superintendent	Franklin Public Schools	Franklin, NE
	Adjunct faculty member	Benedictine College	Atchison, KS
	Adjunct faculty member	University of Nebraska - Kearney	Kearney, NE
	Adjunct faculty member	Concordia University	Seward, NE
2000 to 2003	Principal	West Point Public Schools	West Point, NE
1998 to 2000	Principal	Labette County USD 506	Bartlett, KS
1994 to 1998	Teacher	Ft. Leavenworth USD 207	Ft. Leavenworth, KS

Professional Organization Memberships

Name of Organization

Nebraska Council of School Administrators
Nebraska Association of Secondary School Principals
National Association of Elementary School Principals

Professional Involvements

Organization, Committee, etc.

Central Conference Leadership Committee

Southeast Community College “Career Academy” Advisory Board

Twin Valley Conference Sportsmanship Committee

ESU 11 Advisory Committee Vice-President

NSAA District Track Host

NCSA Bulletin Contributor

On-Line Assessment Leadership Panel

ESU 2 Facilitator for “Principal Sharing Sessions on Curriculum and Assessment

Curriculum Leadership Institute Leader

QPA Site Team Member for Hutchinson, KS Schools

Multiple Intelligence Research Study Group

Community/Service/Fraternal Organizations

Name of Organization

Leadership Consultant for Key Concepts

Leadership Consultant for McPherson & Jacobson, L.L.C.

Presenter for NCSA “Emerging Administrators’ Workshops”

Presenter for NASB Annual Conference

Cost Proposal

Investment

The fee for conducting the superintendent search is \$9,000* for Phases I-V.

****This fee is \$1,000 less than the fee Ralston Public Schools paid McPherson & Jacobson in 1997/98.***

McPherson & Jacobson has the tools to conduct all or some components of the search process electronically. We can work with the board to determine the best practices as the search progresses to determine if in-person or online meetings will best meet the needs of the district.

The total not to exceed amount including expenses is \$12,500.*

Included in the expenses is

- Thirty (30) days on AASA (American Association of School Administrators)
- Thirty (30) days on TopSchoolJobs (Ed Week online)
- Thirty (30) days of advertising on NABSE (National Alliance of Black School Educators)
- Six (6) weeks of advertising on ALAS (Association of Latino Administrators & Superintendents)
- Posting on Nebraska Council of School Administrators
- Posting on Teach in Nebraska
- One (1) day of in-person stakeholder meetings
- Online stakeholder input surveys
- Video interviews of candidates (five (5) video interviews are included in the not to exceed amount)
- Criminal/financial/credential verification background check for candidates chosen by the board for interviews (four (4) background checks are included in the not to exceed amount)
- Travel expenses for consultants for scheduled trips to the school district.
- Office expenses

**If the district chooses to do parts of the search using online meetings, the expenses may decrease.*

NOTE:

- Expenses may increase if the district chooses additional media advertising.
- Fees and expenses will increase if the district requests additional stakeholder input days.
- Interview expenses for the candidates are not included in the expenses listed.
- There is an additional fee and expenses for the consultants to attend the interview sessions.

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses, there is not an additional fee.

McPherson & Jacobson Guarantees

Client Satisfaction

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses, there is not an additional fee.

If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, for whatever reason, within the guarantee period, we will repeat the process at no charge except actual expenses. *The guarantee is valid only if the board is comprised of fifty (50) percent or more of the member who hired the superintendent.*

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Price Match

McPherson & Jacobson, L.L.C. will match the search fee for comparable services.

Recruiting the Selected Candidate

McPherson & Jacobson consultants do not actively recruit administrators that have been placed in our searches. We would not have the retention rates for our placements if we recruited the administrators from our searches. Over the last five years, **over eighty-five percent** of administrators are in the position for which they were hired. **Almost sixty percent** of administrators are still in the position for which they were hired within the past ten years. **Forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

Additional Services:

In addition to the basic services provided, McPherson & Jacobson can provide at no additional charge the following services:

- Assist the board in revising and updating the superintendent's job description.
- Assist the board in developing an effective contract.
- Provide assistance in negotiating the contract with the finalist.
- Schedule an on-site visitation to the finalist's home district.

Additional Information

McPherson & Jacobson, L.L.C. Nebraska Consultants

Dr. Steve Joel, National Recruiter, Retired Superintendent, Lincoln

Dr. Mike Cunning, Retired Superintendent, Hershey

Mr. Alan Ehlers, Superintendent, Madison

Dr. Jerry Ehlers, Consultant Emeritus, Retired Superintendent, Ainsworth

Dr. Paul Gausman, Superintendent, Lincoln

Dr. Randall Gilson, Superintendent, Blair

Dr. Tawana Grover, Superintendent, Grand Island Public Schools, Grand Island

Dr. Derrick Joel, Assistant Superintendent, Norris School District, Firth

Mr. Brandon Lavaley, Superintendent, Wahoo

Dr. Mike Lucas, Superintendent, Westside Comm. Schools, Omaha

Dr. Blane McCann, Retired Superintendent, Educational Consultant, Omaha

Mrs. Jane McDaniel, Former Board Member, Plattsmouth

Dr. Randy Nelson, Consultant Emeritus, Retired Superintendent, Seward

Dr. James Ossian, Professor Emeritus, Wayne State College, Wayne

Dr. Aaron Plas, Superintendent, Lakeview Community Schools, Columbus

Mr. Darren Tobey, Superintendent, Broken Bow

Mr. Antwan Wilson, Professor/Educational Consultant, Lincoln

Dr. Rob Winter, Retired Superintendent, Grand Island

*Nebraska Searches Conducted by
McPherson & Jacobson, L.L.C.*

Year	District	City	Enrollment
2000/01	Adams Central Jr.-Sr. High School	Hastings	452
2003/04	Ainsworth Community Schools	Ainsworth	548
1997/98	Ainsworth Community Schools	Ainsworth	
2001/02	Allen Consolidated School District	Allen	225
2012/13	Alliance Public Schools	Alliance	1,700
2008/09	Alliance Public Schools	Alliance	1,737
1997/98	Alliance Public Schools	Alliance	2,300
2000/01	Alma Public Schools	Alma	371
2006/07	Anselmo-Merna Public Schools	Merna	257
1994/95	Anselmo-Merna Public Schools	Merna	170
2018/19	Arlington Public Schools	Arlington	660
1999/00	Arlington Public Schools	Arlington	597
1994/95	Arnold Public Schools	Arnold	
1997/98	Auburn Public Schools	Auburn	1,028
2016/17	Axtell Community School	Axtell	264
2011/12	Axtell Community School	Axtell	301
2003/04	Banner County Public School District	Harrisburg	168
1994/95	Banner County Public School District	Harrisburg	209
1997/98	Battle Creek Public Schools	Battle Creek	461
2012/13	Beatrice Public Schools	Beatrice	2,200
1999/00	Beatrice Public Schools	Beatrice	2,320
2011/12	Blair Community Schools	Blair	2,400
2008/09	Blair Community Schools	Blair	2,416
1994/95	Bloomfield Community Schools	Bloomfield	435
2004/05	Boone Central Schools	Albion	654
2013/14	Bridgeport Public Schools	Bridgeport	500
2007/08	Bridgeport Public Schools	Bridgeport	510
2003/04	Bridgeport Public Schools	Bridgeport	533
1998/99	Bridgeport Public Schools	Bridgeport	580
2014/15	Broken Bow Public Schools	Broken Bow	810
2001/02	Brunning-Davenport Unified School District	Davenport	208
2013/14	Central City Public Schools	Central City	690
2001/02	Central City Public Schools	Central City	800
2006/07	Centura Public School	Cairo	550
2017/18	Centura Public Schools	Cairo	486
2003/04	Chadron Public Schools	Chadron	866
2009/10	Chambers Public School	Chambers	203

Year	District	City	Enrollment
2004/05	Chambers Public School	Chambers	203
2017/18	Chase County Schools	Imperial	620
1994/95	Clarks Public Schools		
2009/10	Columbus Public Schools	Columbus	3,600
1997/98	Crawford Public Schools	Crawford	270
2014/15	Creek Valley Public Schools	Chappell	252
2015/16	Crete Public Schools	Crete	1,800
2005/06	Crete Public Schools	Crete	1,465
1998/99	David City Public Schools	David City	597
1996/97	Doniphan Public Schools	Doniphan	
2020/21	Doniphan-Trumbull Public School	Doniphan	426
2017/18	Doniphan-Trumbull Public School	Doniphan	465
2005/06	Doniphan-Trumbull Public School	Doniphan	517
2004/05	Dorchester Public Schools	Dorchester	218
1994/95	Dorchester Public Schools	Dorchester	251
2004/05	Douglas County West Community Schools	Waterloo	720
2011/12	Dundy County Stratton Public Schools	Benkelman	403
1992/93	Elba Public Schools	Elba	141
1998/99	Elkhorn Valley School District No. 80	Tilden	483
1997/98	Elm Creek Public Schools	Elm Creek	358
1997/98	ESU #11--Executive Director	Holdrege	
2007/08	ESU #13--Executive Director	Scottsbluff	14,400
2001/02	ESU #6--Executive Director	Milford	12,850
2011/12	ESU #8--Executive Director	Neligh	
1998/99	ESU #9--Executive Director	Hastings	
2003/04	Eustis-Farnam School District	Eustis	252
2014/15	Fairbury Public Schools	Fairbury	901
1997/98	Fairbury Public Schools	Fairbury	1,068
1994/95	Fairmont Public Schools	Fairmont	
2009/10	Franklin Public Schools	Franklin	350
2002/03	Franklin Public Schools	Franklin	350
1999/00	Franklin Public Schools	Franklin	350
2000/01	Fremont High School (principal)	Fremont	1,350
2005/06	Garden County Public Schools	Oshkosh	289
1994/95	Geneva Public Schools	Geneva	
2000/01	Gering Public Schools	Gering	1,828
2016/17	Gibbon Public Schools	Gibbon	598
2003/04	Gibbon Public Schools	Gibbon	545
2000/01	Gothenburg Public Schools	Gothenburg	860
2015/16	Grand Island Public Schools	Grand Island	9,607

Year	District	City	Enrollment
2010/11	Grand Island Public Schools	Grand Island	8,820
1996/97	Guide Rock Public Schools		
2018/19	Hastings Public Schools	Hastings	3,740
2000/01	Hastings Public Schools	Hastings	3,327
1994/95	Hemingford Public Schools	Hemingford	475
1998/99	Hershey Public Schools	Hershey	476
2004/05	Holdrege Public Schools	Holdrege	943
1999/00	Humboldt Public Schools	Humboldt	
2002/03	Humphrey Public Schools	Humphrey	222
2000/01	Kearney Public Schools	Kearney	4,526
2012/13	Kimball Public Schools	Kimball	543
2008/09	Lakeview Community Schools	Columbus	200
2008/09	Lakeview Community Schools	Columbus	750
2008/09	Laurel-Concord Public Schools	Laurel	351
2015/16	Learning Community of Douglas and Sarpy Counties	Omaha	
2000/01	Leigh Community Schools	Leigh	288
2005/06	Lexington Public Schools	Lexington	2,762
2000/01	Lexington Public Schools	Lexington	2,519
2000/01	Lodgepole Public Schools	Lodgepole	163
2011/12	Logan View Public Schools	Hooper	527
2003/04	Logan View Public Schools	Hooper	634
2004/05	Madison Public Schools	Madison	566
1998/99	Madison Public Schools	Madison	584
2001/02	McCook Public Schools	McCook	1,401
1997/98	McCook Public Schools	McCook	1,597
2013/14	Meridian Public Schools	Daykin	200
2010/11	Meridian Public Schools	Daykin	200
2006/07	Meridian Public Schools	Daykin	200
2003/04	Morrill Public Schools	Morrill	457
2010/11	Mount Michael Benedictine--Head of Schools	Elkhorn	200
1998/99	Mullen Public Schools	Mullen	194
1996/97	Neligh-Oakdale, NE	Neligh	538
2002/03	Newcastle Public Schools	Newcastle	175
2009/10	Norris School District 160	Firth	2,040
2011/12	North Platte Public Schools	North Platte	4,100
1997/98	Ord Public Schools	Ord	622
2019/20	Palmyra Bennet District OR-1 Schools	Palmyra	581
1997/98	Palmyra District OR 1	Palmyra	244
2015/16	Pawnee City Public Schools	Pawnee City	297
2008/09	Pawnee City Public Schools	Pawnee City	280

Year	District	City	Enrollment
1996/97	Paxton Consolidated Schools	Paxton	
2004/05	Pender Public Schools	Pender	353
2001/02	Plattsmouth Community School District	Plattsmouth	1,678
2014/15	Potter-Dix Public Schools	Potter	191
1997/98	Ralston Public Schools	Ralston	3,000
1997/98	Randolph Public Schools	Randolph	
1996/97	Red Cloud Community Schools	Red Cloud	
1992/93	Rising City Public Schools	Rising City	120
1999/00	Rushville Public Schools--District I & VI	Rushville	273
1996/97	Sandy Creek Public Schools		500
1999/00	Schuyler Central Public Schools	Schuyler	
2003/04	Scottsbluff Public Schools	Scottsbluff	2,700
1992/93	Scribner-Synder Community Schools	Scribner	382
2016/17	Seward Public Schools	Seward	1,406
2019/20	Shelton Public Schools	Shelton	300
2015/16	Shelton Public Schools	Shelton	300
2010/11	Shelton Public Schools	Shelton	300
1994/95	Shelton Public Schools	Shelton	362
2006/07	Silver Lake Public Schools	Roseland	254
2017/18	South Central Nebraska Unified #5	Fairfield	681
2000/01	South Central Nebraska Unified School District #5	Fairfield	1,249
2009/10	South Sioux City Community Schools	South Sioux City	3,800
1998/99	South Sioux City Community Schools	South Sioux City	3,130
2016/17	Southern Public Schools	Wymore	395
2000/01	Stanton Community Schools	Stanton	454
2020/21	Summerland Public Schools	Ewing	402
1994/95	Sumner-Eddyville-Miller Public School	Sumner	201
2017/18	Superior Public Schools	Superior	435
1995/96	Superior Public Schools	Superior	
2010/11	Tekamah-Herman Community Schools	Tekamah	579
2002/03	Tri County Public Schools	DeWitt	480
2013/14	Twin River Public Schools	Genoa	480
1999/00	Valentine Rural High School	Valentine	280
1997/98	Wahoo Public Schools District #39	Wahoo	865
1997/98	Wakefield Community Schools	Wakefield	467
2016/17	Waverly School District 145	Waverly	1,920
1997/98	Wayne Community Schools	Wayne	934
1999/00	Weeping Water Public Schools	Weeping Water	435

Year	District	City	Enrollment
2003/04	West Point Public Schools	West Point	694
2010/11	Westside Community Schools	Omaha	5,990
1997/98	Wheeler Central Schools	Bartlett	
2009/10	Wilber Clatonia Public Schools	Wilber	553
2002/03	Wilber-Clatonia Public Schools	Wilber	548
2000/01	Wisner-Pilger Public Schools	Wisner	518
2013/14	Wood River Rural Schools	Wood River	549
1999/00	York Public Schools	York	1,400
2014/15	Yutan Public Schools	Yutan	477

What Board Members Say About McPherson & Jacobson's Search Services

July 2018

McPherson & Jacobson was always reachable and responsive. They took the time to acclimate themselves with our culture, and take the time to understand the needs of our school district as well as our community and teachers. This resulted in their ability to connect us with candidates who met our needs. By the number of highly qualified candidates they presented, it was clear that they took the time to listen and really understand what we were looking for.

Their partnership in this process was greatly appreciated, I personally would highly recommend them as your next partner when embarking on a superintendent search.

Teresa Grabowski
Centura Public School
Cairo, Nebraska

From: Zweiback, Rose [<mailto:zweibackr@unmc.edu>]

Sent: Monday, November 05, 2012 8:25 AM

To: Thomas Jacobson, Ph.D.

Subject: Testimonial

Working with McPherson & Jacobson made our superintendent search a smooth and organized process. Our consultants were our partners. We set the parameters and the goals and they provided the expertise. We wanted the search to invite input from our stakeholders and involve them as much as possible. At the same time, the board had full responsibility for the selection.

I found the consultants from McPherson & Jacobson to be outstanding professionals who provided services of the highest quality. They presented our board with a slate of excellent candidates and then let us do the work of interviewing and selecting the best choice for our district. We appreciated their work, especially the follow-up services in setting evaluation goals for our new superintendent.

I heartily endorse McPherson & Jacobson.

Rosie Zweiback

Vice President

Westside Community Schools Board of Education

Rzweiback@weatside66.org

November 6, 2012

Dr. Thomas Jacobson
McPherson & Jacobson, LLC
7905 L Street, Suite 310
Omaha, NE 68127

Dear Tom:

McPherson & Jacobson's guidance and support were invaluable throughout Westside Community Schools' superintendent search in 2012. Time and perspective have enabled me to identify what for me were your most important contributions to the process.

- **Focus:** *The Board discussion and consensus on the key attributes to be sought in candidates for our position - a key step in McPherson & Jacobson's recommended process - maintained the focus of the search on the Board's top priorities.*
- **Responsiveness:** *McPherson & Jacobson responded to our requests for assistance, predictable or last minute, in a timely and professional manner.*
- **National Reach:** *The benefits of your national network of consultants were evident both in the field of candidates you were able to access as well as in your ability to vet those candidates effectively.*
- **Integrity:** *Superintendent searches are notoriously stressful for school boards. McPherson & Jacobson dealt with the difficult and unexpected turns in the process with unwavering integrity and professionalism.*

Although my term on the Westside School Board concluded prior to our new superintendent taking office, by all reports he has distinguished himself already in the first few months of what will hopefully be a long tenure. It is no exaggeration to say that we could not have found such an outstanding and experienced leader without you. My sincere thanks to you and Dr. Randy Nelson for your support.

Best regards,

*Kathleen Bradley
Westside Community Schools, Omaha, Nebraska*

**A PROPOSAL FOR A
SUPERINTENDENT SEARCH
FOR
RALSTON PUBLIC SCHOOLS**



Submitted by:



**233 Turley Avenue
Council Bluffs, IA 51503**

402.681.3031

DChristie@GRRecruiting.com

www.GRRecruiting.com



Arizona Office Fountain Hills, AZ 85268	Iowa Office Council Bluffs, IA 51503	Missouri Office St. Louis, MO 63130	South Carolina Office Rock Hill, SC 29732	Texas Office Hutto, TX 78634
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30 September, 2022

Ms. Mary Roarty, President
Board of Education
Ralston Public Schools
8545 Park Drive
Ralston, NE 68127

Dear Board President Ms. Roarty,

This letter is in response to a request regarding the need for professional executive search services to assist in the search for a Superintendent. We are a state, regional and national search firm dedicated to meeting the needs of every district seeking excellent leadership. We are a diverse team of 50 plus associates throughout the US; who have extensive experience in the search business. On the pages that follow, our proposal will indicate those personnel to be assigned exclusively to your search.

Our Associates have led large, medium and small districts in recruiting and presenting candidates who met or exceeded school board expectations. Our Associates are familiar with Nebraska, having previously conducted searches for these districts: Omaha, Bellevue, Papillion La Vista, Westside, Lincoln and Council Bluffs in Iowa. To become more cost effective, our firm relies on up-to-date technology including video conferencing, candidate video interviews and frequent emails or telephone contacts as necessary, while still providing in-person contacts as requested. Our ability to provide multiple forms of communication with our clients is something that is important to us to make sure our clients are involved and well-informed throughout the process.

We will aggressively recruit excellent candidates who have been thoroughly investigated and determined to be a very good match to the superintendent profile.

Your satisfaction is our goal. To that end, we will work tirelessly to achieve that goal by first finding and recruiting the highest quality candidates for the Board's consideration. After the search, the District can expect exceptional support from our firm and from our partnership with *K12 Insight* and throughout the process. This comes in the form of useful data and improved communication with stakeholders and parents.

Sincerely,

Gary L. Ray

Gary L. Ray, President

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EXECUTIVE SUMMARY

GR Recruiting is a diverse firm with a wealth of experience, and we are fully capable of meeting all the requirements of the Ralston Public Schools superintendent search requirements. Owner/founder Gary Ray, has over forty (40) years of extensive experience in educational leadership and recruiting top quality candidates for searches. GR Recruiting's associates' personal careers in school leadership plus their search efforts easily exceed ten (10) years. The firm's key to success is every Associate understands educational leadership and what it takes to match candidates to our client's expectations. A brief sample of Superintendent searches that have been conducted by GR Recruiting Associates are exhibited on page 15.

Our firm is dedicated to excellence and to delivering utmost client satisfaction. We are highly sensitive to diversity as it affects a search from three perspectives. First, we have always had strong relationships with organizations that address the needs of individuals of color and women in leadership roles. Second, our firm employs a truly diverse group of search leaders and team members. Third, we will provide our clients with a diverse pool of candidates who will meet the District's profile criteria.

GR Recruiting has always been concerned about the performance of not only the Superintendent once in office, but the actual performance of the District under their leadership. To undertake support and improvement in these areas, our firm has developed a network of resources to assist districts beyond the end of the search. We have established a relationship with *K12 Insight*, a company dedicated to effective communication practices and customer service. Our objective is to provide our clients with the best possible opportunities for improved district management and student achievement.

Our recruitment efforts will be both aggressive and pertinent to the position profile which is created by the Board and stakeholders. We strive to be unsurpassed in pursuing likely candidates who have good jobs, therefore need to be recruited. All applications are screened, and only those who meet the Superintendent's profile will be advanced to candidate status for further intensive background investigations.

Please note, we find people for jobs and not jobs for people. We take the highest care of all applicants to encourage and process their submissions, but it should be noted that we never accept any fees from candidates. Our firm wants our clients to understand that we work for them exclusively, and we will provide highly qualified candidates; all of whom will be quite capable of meeting or exceeding your expectations. No surprises!

Mission Statement:

"Committed to our Clients by recruiting and supporting outstanding educational leaders"

EXPERIENCE AND QUALIFICATIONS

We are a national firm with regional offices in Arizona, Iowa, Missouri, South Carolina, and Texas. Our associates average more than ten (10) years in the school executive search business and understand educational leadership and what it takes to match candidates to our client's expectations.

- ◆ Each search is conducted in strict adherence to the needs of our client district.
- ◆ We are very aggressive in our recruiting efforts in order to provide a pool of candidates who are successful in current positions and a good match to the District criteria.
- ◆ We assist the School Board in the development of a suitable profile for the position by interviewing each member individually.
- ◆ As a part of the profile development, we will meet in person or virtually with any stakeholders groups designated by the Board.
- ◆ GR Recruiting has a unique partnership with a nationally recognized company, K12 Insight which specializes in solutions for Engagement through Online Surveys, Customer Service for Schools, and School Communications, **at no cost to our clients.**
- ◆ All collected data from our survey of desirable traits as well as input from meetings is promptly made available to the School Board to guide them in identifying those characteristics most desired.
- ◆ Our process provides valuable information to the Board, staff and community during the search process as well as data that can be used to enhance the new superintendent's transition into the district. This process is provided at no additional cost, and no other firm provides this service.
- ◆ Our associates perform extensive interview screenings with potential candidates and their references, before recommending the top candidates to the Board.
- ◆ We provide a consensus scoring instrument to assist the School Board in its decisions for the most qualified candidates.
- ◆ We proceed in conducting extensive background investigations with a background check company involving social, criminal, civil, employment and educational investigations of the top finalists, at no cost to the district.
- ◆ We offer a guarantee that specifies the selected finalist must complete two (2) years of service or we will redo the search for no fee except for expenses incurred.

KEY STAFF EXPERIENCE

These are the principal/project coordinators who will be directly involved in working with the Ralston Board of Education. These experienced associates will be recruiting screening and conducting background checks. We have professional contacts throughout the region as well as across the nation. Please find a partial list of our associates who will be involved in the recruitment and screening of candidates. The firm will engage additional associates for recruitment of candidates on the search project.



Gary Ray, President

Gary Ray is the founder and President of GR Recruiting possessing over 40 years of experience in the school executive search business. He supervises all searches conducted by the firm and will directly interact with the team on this search and any committee that may be established on all details of this search. Mr. Ray is a former school administrator with an advanced degree who has worked with hundreds of school boards spanning over four decades. Gary has long been a leader among executive search firms, including a frequently sought-after presenter and keynote speaker at state and national conventions. His knowledge of successful leaders and contact with them has proven to be an invaluable resource in our searches.



Ryan Ray, Vice President

Ryan earned his Bachelor's degree in Business/Communications from the University of Missouri and earned his Master's degree in Human Resources Business Management from Lindenwood University. He has spent the last 15 years as President of Ray and Associates and now helps lead GR Recruiting. He has been the lead on some of the biggest national searches across the country including Seattle, Baltimore, Hillsborough County FL, Kansas City and Austin Texas to name a few. He has also led State Superintendent searches for the states of Hawaii, Colorado, Michigan, Ohio and Alabama. He has been an exhibitor and presenter at national conventions (AASA- American Association of School Administrators, NSBA-National School Boards Association, ALAS- Association of Latino Administrators and Superintendents).



Dr. Dick Christie

Dr. Dick Christie served as the Executive Director of the Metropolitan Omaha Educational Consortium. He was also an Assistant Professor of Educational Leadership at the University of Nebraska at Omaha from 2007 until 2020. Prior to that, he served as Superintendent of Schools in the Council Bluffs Community School District in Iowa, from 1988 until 2006. Over the course of his 40-year career as a PreK-12 educator in Iowa, he also served an assistant superintendent, principal, assistant high school principal, teacher, and coach.

Dr. Christie was recognized as the Iowa Superintendent of the Year in 1999. He received an Alumni Association Citation for Alumnus Achievement from the University of Nebraska at Omaha in 2004 and the Hollie Bethel Distinguished Alumni award from the University of Nebraska at Omaha College of Education in 2006. In 2015, he received the Heritage Award for Education from Mercy Health Systems Foundation. Dick has worked alongside Gary Ray in the search business since 1978.



Lane Plugge

Lane worked as a professional educator serving as an elementary classroom teacher, principal and superintendent. His superintendent experience included service in rural and diverse urban school districts. He also has extensive experience in passing publicly voted funding issues and construction of facilities. Lane was successful in creating partnerships with municipal governments, higher education entities and non-profit organizations to expand resources for PK-12 students. These resources included facilities, specialized staff, social/educational programs for students and resources for families. His work in the area of superintendent searches includes small rural, suburban and large urban school districts.



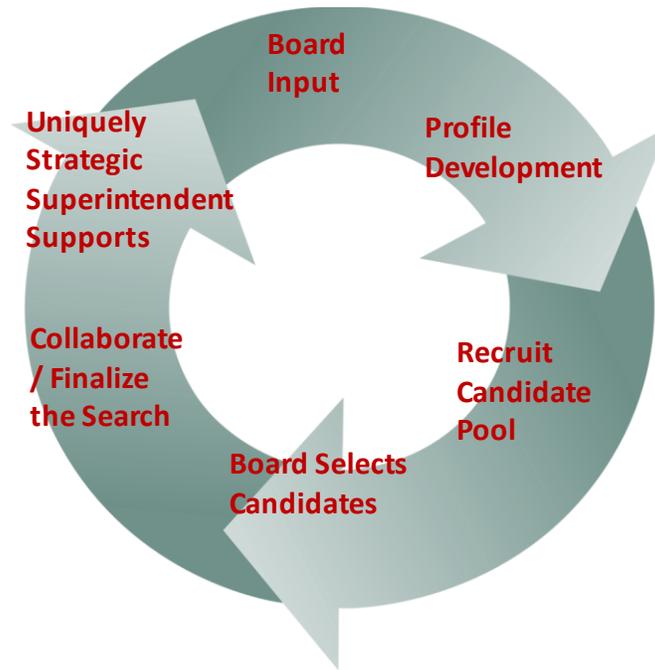
Dr. Beverly Smith

Dr. Beverly A. Smith recently retired from the Associate Superintendency for Human Resources and Equity for the Waterloo Community School District. Bev has contributed to the field of education at the Pre-K through post-secondary levels. Prior professional positions include elementary teacher, elementary principal, central office administrator, and adjunct professor. She has been active in many civic and professional organizations. She currently serves on the Allen Hospital Board and the Black Hawk Grundy Mental Health Board. Past state level involvements include serving as Chair of the State of Iowa Board of Educational Examiners, appointments to the Iowa State Board of Regents, the Governor's Education Roundtable, the Governor's Task Force for Closing the Achievement Gap for African American Males. She is a national trainer of cultural competency and implicit bias. Bev has presented at local state, and national conferences on equity, diversity, and inclusion. She is a national trainer of cultural competence and implicit bias. Dr. Smith has worked with Gary Ray in the search business for the past fifteen years.

The Process

SCOPE OF WORK

RALSTON PUBLIC SCHOOLS



Step 1. The School Board's Involvement at the Start

- ◆ Individual Facetime, Zoom, Google type interviews with each member to assess perspectives that lead to an accurate profile for the position.
- ◆ Establish a comprehensive timeline for the search.
- ◆ Determine the salary range and benefits package.
- ◆ In consultation with the Board, we will develop a marketing and recruitment plan. We will place the search information on the district and GR Recruiting websites and key state, regional and national organizations such as: the National Alliance of Black School Educators (NABSE), Association of Latino Administrators and Superintendents (ALAS), American Association of School Administrators (AASA), and National School Boards Association (NSBA) and State Administrator and School Boards Associations. Print and electronic advertisements will be developed for posting with key educational leadership associations, including organizations which focus on diversity in education leadership.
- ◆ We will develop all standard application forms to ensure compliance with state laws.

The Process (CONT.)

Step 2. Staff and Stakeholder Involvement

- ◆ Assess Board and stakeholder concerns and preferences utilizing our firm's 28 item research-based survey which is available in a variety of languages.
- ◆ If desired, we will provide in person, virtual or a combination of both for meetings with predetermined groups of people approved by the Board to interact with them on characteristics that are vital for the position profile

Step 3. Recruitment and Screening of Applications

- ◆ Ensure communication with associates working the search and any known details that are relevant.
- ◆ Aggressively recruit applications from individuals known for their traits that match those of the District.
- ◆ Make broad contacts throughout the educational profession for referrals of individuals to strongly consider.
- ◆ Screen all applications to determine whether to move them forward as possible candidates. Screening is always performed carefully considering the District's profile for the position.
- ◆ We will interview all candidates to assess actual interest and viability. This is accomplished by virtual candidate interviews responding to a set of questions relevant to District, professional and personal information.
- ◆ Perform extensive background investigations on top candidates. Much of this work is done to protect the confidentiality of both the candidate and the persons who are willing to become references. This, of course, goes far beyond the references listed by the candidates.

Step 4. Presenting the Candidates

- ◆ We will provide an overview of the entire candidate pool.
- ◆ We will give an analysis of the top qualified candidates.
- ◆ The Board views top candidate interview videos.
- ◆ The Board reads and discusses each candidate's application materials.
- ◆ Board members participate in a consensus building exercise to develop a ranking of candidates to determine those to advance as finalists for further interviews.
- ◆ Top candidates and finalist interviews via in person, Zoom, Google or by the Board's preferred platform.
- ◆ Consultants and Board will finalize board approved interview questions for the top candidates.
- ◆ Firm will assist in all scheduling details necessary to enhance the final School Board/finalist interview process.

The Process (CONT.)

- ◆ Firm will provide the School Board with criminal, civil, social security, DMV records to ensure that there are no last-minute surprises. This also includes verification of past employment and education degrees. This is provided at no additional cost for the top candidates.

Step 5. Concluding the Search

- ◆ If requested, assist the District legal staff in negotiating a contract with the new Superintendent.
- ◆ All files will be subject to disposal and all unsuccessful candidates will be respectively notified.
- ◆ The Firm will assist the School Board in developing a press release announcing the selection of the new Superintendent.
- ◆ GR Recruiting has a unique partnership with the nationally recognized company, K12 Insight which specializes in solutions for Community Engagement, Online Surveys, Customer Service for Schools, and School Communications. This data provides the Board valuable staff and community input during the search process as well as valuable information that can enhance the new superintendent's transition into the district.

**RALSTON PUBLIC SCHOOLS
SAMPLE TIMELINE**

(Actual dates to be determined in the first meeting with the School Board)

Phase of Search	Tasks at Each Phase	Tentative Estimates
I Board Involvement	<ul style="list-style-type: none"> • Meet with the Ralston Public Schools Board of Education to do the following: <ul style="list-style-type: none"> ○ Establish Superintendent search operating procedures, timelines, meeting dates, strategies for advertising and recruiting, and develop announcement materials of leadership opportunity ○ Notify GR Recruiting Associates and professionals in the field of vacancy. 	1 week
II Staff and Stakeholder Involvement	<ul style="list-style-type: none"> • If desired the District notifies all component school districts, staff and stakeholders regarding input opportunities. • Survey link is posted on-line to gather input and develop the candidate profile – available on-site website • Finalize Superintendent Profile & approve online application 	2 weeks
III Recruitment & Applicant Screening	<ul style="list-style-type: none"> • Targeted, confidential outreach to leaders who might not be seeking a new job. • Accept candidate applications & outreach to candidates matching the District Profile • Deadline for all applicants • Paper screen and complete candidate reference checks 	4-6 weeks
IV Present Slate of Candidates	<ul style="list-style-type: none"> • Search team reviews matching candidates and determines slate • Search team meets with School Board in closed session to discuss/determine candidates to be interviewed in the 1st level Interview. • Board finalizes Round 1 candidate interview questions 	1 week
V Interviews & Concluding the Search	<ul style="list-style-type: none"> • Schedule all Round I and Round II (if needed) interviews. • The Board and consultants will agree upon an interview format that is best suited to the needs of the District. • GR Recruiting consultants will facilitate the interview and subsequent deliberation process as needed, after which Round II interview questions are finalized. • Round II interviews and subsequent deliberation process facilitated by GR Recruiting as needed • While the basic compensation package will be developed at the outset of the search, GR Recruiting will ensure that contract negotiations and the eventual employment agreement reflect all parties' understanding and expectations. 	1 week
VI Ongoing Support for Superintendent & Board	<ul style="list-style-type: none"> • Customizable support for the School Board and new Superintendent includes: <ul style="list-style-type: none"> ○ Entry plan assistance for the Superintendent and Board. ○ Assistance in preparing an introduction for the new Superintendent. 	Ongoing

GR RECRUITING SEARCH FIRM EQUITY PROGRAM

The GR Recruiting Equity Program is developed on the concept of strengthening leadership at all levels while continuing to establish a positive direction for school districts that includes maintaining positive improvements where every student is getting what they need for true success.

The GR Recruiting Equity Program contains five modules that have been designed to address the key areas which will assist any district in addressing the many challenges and desired outcomes needed to provide equity throughout the district.

GR RECRUITING FIVE EQUITY MODULES:

I. SUPERINTENDENT AS AN EQUITY LEADER

The Superintendent as an Equity Leader Module is a unique, professional learning program designed to assist veteran, early-career, and prospective superintendents with the effective work of change and equity leadership in complex educational systems. One of the critical areas this module is focused on is assisting superintendents with forming a meaningful guiding coalition around change and equity which empowers others to act on the same vision.

II. BOARD - GOVERNANCE THROUGH EQUITY LEADERSHIP

This Board/Superintendent Governance Module includes unique, professional learning elements designed to assist board members and their superintendents in helping to maintain and establish the effective work of school board governance and equity leadership. Among the topics covered will be a review of Board Policies and Agreements on how the board and superintendent come to consensus on how to work together in the best interest of the district especially as it relates to equity issues.

III. EXTERNAL STAKEHOLDERS FOCUSED ON EQUITY

The External Stakeholders Module is focused on helping school superintendents and their executive staff provide insight and perspective about equity to external stakeholders. The goal is to gain support from all stakeholders and develop viable partnerships that foster opportunities for all students to excel.

IV. SUCCESS BASED ON EQUITY FOR DISTRICT STAFF – THE POSITIVE BENEFITS

The Staff Equity Module is a unique professional learning opportunity designed to provide veteran, early-career staff, along with building and central level administrators with knowledge and skills needed to ensure that equity is an integral component of the entire district which includes overall building and classroom culture. This module will focus on the importance of leadership at all levels, in and outside of the classroom, and assist districts with the tools needed to make sure equity is prioritized in every aspect of the district and school environment to achieve excellence for students and staff.

V. EQUITY FOR ALL AS IT RELATES TO DISABILITIES -

“Inclusion is a mindset, not a specific activity or program”

The Equity for All as it relates to students with disabilities module is a unique professional learning for board members, superintendents, district curriculum leaders, administrators, and teacher leaders.

Areas of focus in this module include policies, processes and placement related to identification and service delivery for students with disabilities. Focus will also be on building district capacity for leading and supporting inclusive practices at school sites, as well as, providing inclusive scheduling for students. This would include providing support for students in inclusive classrooms and other general education settings. This module will also focus on collaborative teaching practices which allow general and special educators opportunities to collaborate on instruction, assessment, behavioral and learning support goals for students with disabilities.

The primary focus will be - Providing an atmosphere that promotes a sense of belonging, equity, acceptance, and individual worth.

WHY GR RECRUITING IS UNIQUE

- Recruiting qualified candidates is our strength and trademark.
- We have assembled the most experienced, diverse and aggressive team of 50 plus associates throughout the nation.
- We use a thorough process that is customized to meet the needs of our clients.
- Experience in placing highly qualified candidates.
- Our strong recruiting relationship through state and national organizations.
- Great care is taken to assign associates who will become strongly aware of the District's needs in order to coordinate the search; including diverse men and women with wide ranging education in nonprofits, military and the private sector.
- Our thorough background checks of top candidates.
- A long history of our associates placing women and individuals of color in leadership positions.
- We have a proven record of aggressively recruiting a diverse pool of candidates that match our client's profile.
- We have enormous success in long tenure placement of candidates by our associates.
- We aggressively recruit highly accomplished individuals who may not currently be in the job market, including "rising stars".
- Our candidate profile survey provides additional data from K12 Insight which is critical for the Board and Superintendent to be successful.
- We have extensive experience in recruiting and placing non-traditional and hybrid candidates who have a background in both education and the private sector.
- Beyond the search, GR Recruiting will provide an ongoing leader mentoring/support from some of the most experienced, diverse consultants in the nation.
- GR Recruiting has a unique partnership with a nationally recognized company, K12 Insight which specializes in solutions for Community Engagement through Online Surveys, Customer Service for Schools, and School Communications.
- Our process provides valuable information beyond the candidate profile from the Board, staff and stakeholders during the search process as well as survey data that can be used to enhance the new superintendent's transition into the district. *This process is provided at no additional cost, and no other firm provides this service.*
- We provide a two-year guarantee on placement of candidates, including complete professional background checks of top candidate conducted by an external firm *at no added cost.*

Mission Statement:

"Committed to our Clients by recruiting and supporting outstanding educational leaders"

CONFIDENTIALITY

We commit that our search processes will be hallmarked by confidential, professional, and supportive services for Ralston Public Schools and the community. *This means that GR Recruiting will hold in the strictest confidence any/all information which becomes known to us, as a result of the services rendered to the Board of Education of Ralston Public Schools.* As we work together, you as our client, will also need to maintain the confidentiality of information provided by GR Recruiting.

COST BREAKDOWN

The Consultant Fee. The base fee for the performance of the Superintendent search by the consultant as provided in this Proposal will be Twelve Thousand Five Hundred Dollars (\$12,500.00). The firm will discuss any modifications relating to the search fee regarding our services at the formal presentation. The Superintendent search fee shall be paid in three (3) installments; 1/2 of total fee is due upon signing of the contract; 1/4 of fee is due at the time of the stakeholder meetings; and the final 1/4 of fee is due when the Superintendent is officially hired by the District.

There is no charge by GR Recruiting for the services to assist the School Board in negotiating a contract with the new Superintendent and the development of the contract terms.

Any fee for services requested beyond the scope of work described in this proposal would be approved by the board prior to requested services being performed.

Consultant Reimbursed Expense. Certain expenses, including travel, lodging, meals, shipping, and other search related expenses will be kept to a minimum and are to be reimbursed by the District. Said expenses will be invoiced as they occur and will include a detailed account listing of such expenses.

Advertising Expenses. Will be billed separately to the district with board approval.

Candidate Expenses. If the District determines to reimburse candidates for interview expenses, expenses may include travel, lodging and meals for the candidate and spouse. Candidates are to submit all receipts and expense documentation to a designated individual at the District and said expenses will be paid as they occur.

Cost Saving Expense Options. GR Recruiting is aware of budget concerns and therefore offers several cost saving options: 1) Conduct meetings with our consultants via video conference such as Zoom, Skype, Google, or other medium, which could save dollars in travel expenses; 2) Utilize our materials electronically (either via e-mail or a flash drive); and 3) Boards may conduct 1st round candidate interviews via Zoom to reduce candidate travel expenses. Once the Ralston Public Schools Board of Education narrows the candidates down to the finalists, the intent will be to interview each finalist in-person with the Board.

ESTIMATED COST SHEET

PREPARED FOR RALSTON PUBLIC SCHOOLS

CATEGORY	PRICE
BASE FEE	\$12,500.00
TRAVEL (As Needed) Estimated cost for GR Recruiting Associates to travel to Ralston Public Schools for on-site meetings (to be inclusive of all travel, lodging, meals, etc.) ¹	\$1,500.00
ADVERTISING Estimated expense for board approved advertisements ²	\$1,500.00
TOTAL SEARCH COST	\$15,500.00

Does not include candidate interview expenses.

SATISFACTION GUARANTEED

We provide a termination provision in our contractual agreement with the Ralston Public Schools. If the District or GR Recruiting terminate this agreement, the District will be charged only for the work performed and expenses incurred up to the date of termination. If the School Board is dissatisfied with the new Superintendent *within two (2) years from the date of employment* of the Superintendent and if either party dissolves that relationship by resignation or termination within a two (2) year period of the initial employment, the firm of GR Recruiting will conduct a new Superintendent search at *no cost* to the District, except for expenses incurred.

¹ The \$1,500.00 travel expense would be a cost savings if search meetings were conducted via virtual medium

² All Board approved advertising would be billed to the District

A RECENT LISTING OF SEARCHES CONDUCTED BY OUR ASSOCIATES

District	State	Enrollment	Year	Placement
Westside Community Schools	NE	6,091	2018	Michael Lucas
Urbandale Community Schools	IA	4,019	2021	Rosalie Daca
Springfield Public Schools	MO	25,532	2021	Granita Latham
Bloomfield Hills School District	MI	5,470	2019	Patrick Watson
Boulder Valley Public Schools	CO	31,000	2018	Rob Anderson
Edmonds Public Schools	WA	21,000	2020	Gustavo Balderas
Everett Public Schools	WA	21,000	2019	Ian Saltzman
Grand Rapids School District	MI	16,000	2020	Leadriane Roby
Granite Falls School District	WA	2,000	2018	Josh Middleton
Gresham Barlow School District	OR	11,900	2017	A. Katrise Perera
Indian Prairie School District	IL	29,000	2020	Adrian Talley
Lake Oswego School District	OR	9,000	2019	Lora de la Cruz
Lake Washington School District	WA	32,000	2018	Jane Stavem
Matanuska-Susitna Borough School District	AK	19,000	2019	Randy Trani
Missoula County Public Schools	MT	15,000	2019	Rob Watson
Seattle Public Schools	WA	49,000	2018	Denise Juneau
Snoqualmie Valley School District	WA	7,200	2019	Rob Manahan

REFERENCES

Below you will find past clients with whom our Associates have worked, and they are available for you to contact as you choose.

District	State	Enrolled	Referent	Phone	Email
Westside Comm. Schools	NE	6,091	Adam Yale, Past Board President	402.672.2294	Yale.Adam@Westside66.net
Urbandale Comm. Schools	IA	4,019	Katherine Howsare, Board President	515.490.3911	Katherine.Howsare@Urbandaleschools.com
Springfield Public Schools	MO	23,000	Alina Lehnert Board President	417.984.3820	alehnert@spsmail.org
Olathe School District	KS	29,244	Rick Schier Board President	913.530.3544	rickschierboe@gmail.com
Bettendorf Community School District	IA	4,489	Adam Holland, Past Board President	563.219.9300	aholland@bettendorfk12.ia.us
Bloomfield Hills School District	MI	5,470	Paul Kolin President	203.570.2155	pkolin@bloomfield.com
Green Hills Area Education Agency	IA	38,000	John Gambs Board President	712.789.1339	gambsjohn@mac.com
Boulder Valley School District	CO	31,000	Tina Marquis Board Member	303.941.5672	Tina.marquis@bvsd.org
Edmonds School District	WA	21,000	Deborah Kilgore, Ph.D. Board President	425.223.8330	Kilgored952@edmonds.wednet.edu
Everett Public School	WA	21,000	Caroline Mason Board President	425.238.7308	Caroline.mason@everettsd.org
Gresham Barlow School District	OR	11,900	Kris Howatt, Board Member	503.830.3608	howatt@gresham.k12.or.us
School District of Palm Beach County	FL	321,230	Chuck Shaw, Chairman of the Board	561.313.8825	charlesshaw@bellsouth.net
Indian Prairie School District 204	IL	28,500	Michael Raczak President	630.421.0714	Mike.raczak@ispd.org
Lake Oswego School District	OR	9,000	Liz Hartman, Former President	503.697.7727	Liz.hartman@loswego.k2.or.us
Omaha Public Schools	NE	52,000	Marque Snow President	402.915.2885	Marque.snow@ops.org

LETTERS OF REFERENCE

February 18, 2021

Dear Sir or Madam:

Please allow this letter to serve as an enthusiastic recommendation for the services of Dr. Richard Christie and Dr. Lane Plugge at GR Recruiting.

Drs. Christie and Plugge were the consultants for our superintendent search concluded in January of 2019. They were among the best consultants that I have worked with in any field. What differentiated them was their professionalism, effort, experience, their ability to listen and their willingness to provide valuable counsel. '

Dick and Lane exhibited strong communication skills through every step in our process, and these skills quickly built trust. Our plan was well-articulated at the outset, the assembly of our candidate profile was thorough, transparent, and reflected our District's needs. The search team did an outstanding job of recruiting candidates that fit the profile.

In the interview phase, the team ensured that interview questions were ours' but also elicited responses that helped us differentiate candidates. They also adeptly guided our public profiling exercise and focus group interviews, running a process that properly defined everybody's roles in the search, but provided the Board valuable input as we sought the ideal candidate. They were well prepared and well organized for every engagement.

Dick and Lane understood intuitively when to intervene and how to make sure all of our voices were heard, which helped ensure that we could reach a broad and enduring consensus. Additionally, they were respectful of and familiar with open meeting and transparency laws, allowing us to conduct a very public process, respectful of our community, our District and the candidates that applied.

Finally, they were high-quality people. They worked hard. They were respectful of our staff, our community, and our candidates. They sought win-win situations, but they were not reluctant to provide guidance when a given situation required it.

We are delighted with the outcome of our process and excited about our next leader. We do not anticipate having to utilize Dr. Christie's or Dr. Plugge's services again in the near future, but if we do, we will not hesitate to call on this team again.

Sincerely

Adam Yale and Doug Renzer,
Board of Education
Westside Community Schools

Feb. 20, 2021

To Whom It May Concern,

It is my honor to recommend Dr. Richard Christie as your school administrator recruiter. He recently conducted our superintendent search. I am serving my third term as Urbandale School Board of Directors president. I worked very closely with Dr. Christie from August through December 2020.

Soon after the board's selection of the search firm, Dr. Christie reached out to me with a detailed schedule of exactly how and when the search would be performed. His next step was to reach out to each board member with a set of questions meant to gauge the culture and priorities for the selection of our new superintendent. My personal experience of this hour-long call, was thorough and pleasant. I felt heard and valued. Dr. Christie is a gifted communicator who knows just when and how to draw out information, so the interviewee is able to realize and express nebulous ideas and values.

I would describe Dr. Christie's approach as organized, consistent, thorough, and deeply based on his experience with over 150 searches over the years. He is quick to assess the district's needs, to encourage input from all stakeholder groups including students. His sense of humor and insight are things I deeply enjoyed during our intense four plus months together. Dr. Christie is able to discreetly guide the board through all phases of the search, so they barely realize how thoroughly they have been prepared to do this important work.

Please understand that Dr. Christie was never physically in our district due to the current pandemic. All the work was done over zoom and phones until the final interviews. Even, then, I was the only one who met the candidates in person. Of course, this complicated everything, but he handled it like a pro.

I would also note that Dr. Christie continues to check in with me and with our newly hired superintendent. He uses his vast experience in all levels of education and his experience over the years with vastly different districts from all over the country to tailor each search to the district's specific needs.

I consider our experience with Dr. Christie to have been the best we could possibly have hoped for. He took on our stress and guided through what can be a very unnerving and frightening responsibility that affects our students and staff for years to come. I believe we all did the finest job we could have. I must highly recommend Dr. Christie to any district hoping to find their perfect candidate. Please feel free to contact me at 515-490-3911 with any questions.

Sincerely,

Katherine Howsare, President 2018-21
Urbandale School Board of Directors

Bill Review Schedule for 2022

January 10

Jay
Mary

February 14

Samantha
Merv

March 14

Robin
Liz

April 11

Mary
Samantha

May 9

Merv
Liz

June 13

Robin
Jay

July 11

Mary
Samantha

August 8

Jay
Liz

September 12

Samantha
Merv

October 10

Robin
Liz

November 14

Mary
Jay

December 12

Robin
Merv