

Board of Education Regular Meeting
Monday, October 10, 2022 6:00 PM
Boardroom at 1700 14th Avenue
1700 14th Ave
Nebraska City, NE 68410

1. Call to Order
 - 1.1. Roll Call
 - 1.2. Pledge of Allegiance
 - 1.3. Requests from Board Members to be Absent from this meeting
 - 1.4. Welcome to Visitors and Public
 - 1.5. Approval of Agenda
 - 1.6. Public Comment Time
 - 1.7. Approval of Minutes
 - 1.8. Claims and Accounts
 - 1.9. Financial Report
 - 1.10. Principal's Comments – “What’s Happening With The PIONEERS!”
2. Old Business
 - 2.1. Policy Revisions; Policy 5002.1 Admission of Students Who Reside Out of the State of Nebraska
3. New Business
 - 3.1. Committee Reports
 - 3.1.1. Education, Americanism and Civics
 - 3.1.2. Buildings and Grounds
 - 3.1.3. Finance
 - 3.1.4. Policy
 - 3.2. Policy Reviews
 - 3.3. Policy Revisions-Revoke Policy 4014
 - 3.4. NCEA Negotiating Request
 - 3.5. Special Education FTE and possible position
 - 3.6. Snow Removal Bid
 - 3.7. Middle School Pumps Cooling Tower
 - 3.8. Appoint NASB Delegate
 - 3.9. NCR Board Update
 - 3.10. Superintendent's Report
4. Adjournment

Public Participation at Board Meetings Form
Nebraska City Public Schools 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 five (5) minutes. In the event more than six 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: _____

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

UNAPPROVED MINUTES
Property Tax Request Hearing
Tuesday, September 27, 2022 at 6:00 PM Central Time
Central Office, 1700 14th Avenue, Nebraska City, NE 68410

B103 and News Press were notified.

Notice was published on the Nebraska City Public Schools website on Wednesday, September 14, 2022 and Thursday, September 15, 2022 and in the Nebraska City News Press on Tuesday, September 20, 2022 and Friday, September 23, 2022 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. Copies of the postings on Wednesday, September 14, 2022, Thursday, September 15, 2022, Tuesday, September 20, 2022 and Friday, September 23, 2022 are attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the Agenda is available.

1.0 Call to Order

The meeting was called to order at 6:00 PM by the appointed pro tempore Board President, Lisa Chaney.

2.0 Roll Call

Kent Blum: Absent
Lisa Chaney: Present
Don Loseke: Present
Jeff Frields: Present
Stacie Higgins: Present
Jim Nemeec: Present
Nick Schmitz: Absent
Teri Stukenholtz: Present
Stephen Luther: Absent
Present: 6, Absent: 3

DRAFT

3.0 Discussion/Questions/Comments regarding the 2022-2023 Tax Request

Superintendent Fritch presented and reviewed the tax request for 2022-2023.

4.0 Public Comment Time

No one addressed the board during public comment time.

5.0 Adjournment

Order #16795-Motion Passed: Motion to adjourn at 6:07 PM passed with a motion made by Stacie Higgins and seconded by Jeff Frields.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemeec: Yea
Nick Schmitz: Absent
Teri Stukenholtz: Yea
Stephen Luther: Absent
Present: 6, Absent: 3

Mark Fritch, Secretary

UNAPPROVED MINUTES
Board of Education Special Meeting
Tuesday, September 27, 2022 at 6:00 PM following Tax Request Hearing
Boardroom at Central Office, 1700 14th Avenue, Nebraska City, NE 68410

The Nebraska City News Press and B103 were notified.

Notice was published on the Nebraska City Public Schools website on Wednesday, September 14, 2022 and Thursday, September 15, 2022 and in the Nebraska City News Press on Tuesday, September 20, 2022 and Friday, September 23, 2022 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. Copies of the postings on Wednesday, September 14, 2022, Thursday, September 15, 2022, Tuesday, September 20, 2022 and Friday, September 23, 2022 are attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the agenda is available.

1. Call to Order

Appointed pro tempore Board President, Lisa Chaney, called the meeting to order at 6:08 PM.

1.1. Roll Call

Kent Blum: Absent
Lisa Chaney: Present
Don Loseke: Present
Jeff Fields: Present
Stacie Higgins: Present
Jim Nemeec: Absent
Nick Schmitz: Present
Teri Stukenholtz: Present
Stephen Luther: Absent
Present: 6, Absent: 3

1.2. Pledge of Allegiance

1.3. Requests from Board Members to be Absent from this meeting

Order #16796-Motion Passed: Motion to approve the request to be absent from this meeting from Nick Schmitz, Kent Blum and Jim Nemeec passed with a motion by Teri Stukenholtz and a second by Don Loseke. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeec: Absent
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Absent
Yea: 6, Nay: 0, Absent: 3

1.4. Welcome to Visitors and Public

1.5. Approval of Agenda

Order #16797-Motion Passed: Motion to approve the agenda for September 27, 2022 passed with a motion by Stacie Higgins and a second by Teri Stukenholtz. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Absent
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Absent
Yea: 6, Nay: 0, Absent: 3

1.7. Approval of Minutes

Order #16798-Motion Passed: Motion to approve the minutes from the Special Budget Hearing and Regular Meeting on September 12, 2022 passed with a motion by Stacie Higgins and a second by Don Loseke. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Absent
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Absent
Yea: 6, Nay: 0, Absent: 3

DRAFT

2.0. New Business

2.1. Approval of the 2022-2023 Nebraska City Public Schools Budget

Order #16799-Motion Passed: Motion to approve the 2022-2023 Nebraska City Public Schools Budget as presented passed with a motion by Teri Stukenholtz and a second by Lisa Chaney. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Absent
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Absent
Yea: 6, Nay: 0, Absent: 3

2.2. Approval of System Tax Requests

Order #16800-Motion Passed: Motion to approve the 2022-2023 Tax Request Resolution for Otoe County School District 66-0111 as presented passed with a motion by Lisa Chaney and a second by Teri Stukenholtz. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Absent
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Absent
Yea: 6, Nay: 0, Absent: 3

3.0. Superintendent's Report

Superintendent Fritch gave an updated report on the August enrollment numbers and presented the new enrollment report beginning in September.

4.0. Adjournment

Order #16801-Motion Passed: Motion to adjourn at 6:24 PM passed with a motion by Jeff Fields and a second by Teri Stukenholtz. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Absent
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Absent
Yea: 6, Nay: 0, Absent: 3

Submitted by
Mark Fritch, Secretary



NOTICE OF TAX REQUEST HEARING & SPECIAL MEETING - SEPTEMBER 27TH, 2022

Damien Bertwell

SEP 14, 2022

NOTICE IS HEREBY GIVEN that a **Tax Request Hearing followed by a Special Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00** o'clock P.M., September 27, 2022 at **Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent.

Mark Fritch

Superintendent of Schools

Notice of Special Hearing To Set Final Tax Request

Nebraska City Public Schools (66-0111) in Otoe County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 27 day of, September 2022 at 6:00 o'clock P.M., at District Office 1700 14th Ave Nebraska City, NE 68410 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2021-2022	2022-2023	Change
Property Valuations	956,035,776	1,028,902,129	3%

Fund	2021-2022 Budget Information				2022-2023 Budget Information				
	2021-2022 Operating Budget	2021-2022 Property Tax Request	2021 Tax Rate	Property Tax Rate (2021-2022 Request Divided By 2022 Valuation)	2022-2023 Operating Budget	2022-2023 Proposed Property Tax Request	Proposed 2022 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	21,928,972.00	10,435,227.00	1.047676	1.014210	22,126,771.00	10,707,439.00	1.040666	-1%	1%
Bond Fund(s) K - 12	19,777,737.00	1,535,354.00	0.154146	0.149223	2,623,526.00	1,605,061.00	0.156095	1%	-87%
Bond Fund(s) K - 8			0.000000	0.000000			0.000000		0
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000		0
Bond Fund			0.000000	0.000000			0.000000		0
Special Building Fund	346,291.00	165,667.00	0.016733	0.016199	270,531.00	139,141.00	0.013523	-19%	-22%
Qualified Capital Purpose Undertaking Fund K - 12	604,549.00	306,061.00	0.030728	0.029746	385,542.00	308,667.00	0.030900	-2%	-36%
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000		0
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000		0
Total	42,677,549.00	12,443,309.00	1.248283	1.209378	25,406,370.00	12,761,308.00	1.240284	-1%	-40%

NOTICE OF SPECIAL HEARING TO SET FINAL TAX REQUEST

Damien Bertwell

SEP 15, 2022

Notice of Special Hearing To Set Final Tax Request

Nebraska City Public Schools (66-0111) in Otoe County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 27 day of, September 2022 at 6:00 o'clock P.M., at District Office 1700 14th Ave Nebraska City, NE 68410 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

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Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000		0
Bond Fund			0.000000	0.000000			0.000000		0
Special Building Fund	346,291.00	165,667.00	0.016733	0.016199	270,531.00	139,141.00	0.013523	-19%	-22%
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Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000		0
Total	42,677,549.00	12,443,309.00	1.248283	1.209378	25,406,370.00	12,761,308.00	1.240284	-1%	-40%

NEWS-PRESS
109 SOUTH 9TH STREET
NEBRASKA CITY, NEBRASKA

PROOF OF PUBLICATION

The State of Nebraska, } SS.
County of Otoe,

Kirt Manion...being first duly sworn, says that he is Editor for the NEWS-PRESS, a legal newspaper which is published and is in general circulation in Otoe County, Nebraska, and is printed Bi-weekly at its office in Nebraska City, Nebraska; that said newspaper has been so published for more than fifty-two consecutive weeks prior to the publication of the annexed notice, and has a bona fide circulation of more than three hundred copies each issue. That to affiant's personal knowledge the annexed notice was published in said newspaper 1 consecutive weeks, beginning with the issue of September 20, 2022, and in every subsequent issue of said newspaper up to and including the issue of September 20, 2022

**NOTICE OF MEETING
OTOE COUNTY SCHOOL
DISTRICT 111
IN THE STATE OF
NEBRASKA**

NOTICE IS HEREBY GIVEN that a **Tax Request Hearing followed by a Special Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M.**, September 27, 2022 at **Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent. Mark Fritch
Superintendent of Schools
Published in the News-Press
September 20, 2022.
#449890 ZNEZ

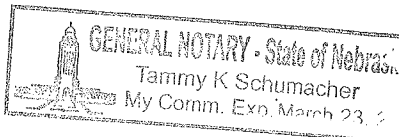
Publisher's fee at legal rate is \$. 15.28

Kirt Manion

Subscribed and sworn to before me this 22nd Day of

September, 2022

Tammy K Schumacher
Notary Public



NEWS-PRESS

109 SOUTH 9TH STREET
NEBRASKA CITY, NEBRASKA

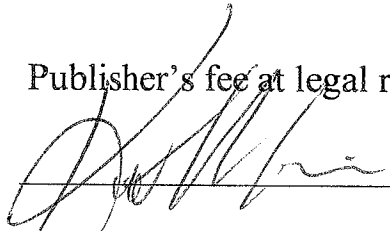
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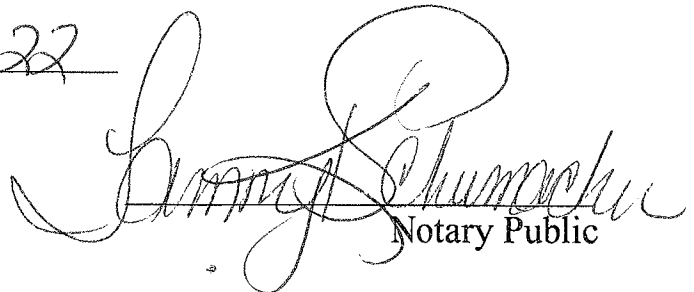
That to affiant's personal knowledge the annexed notice was published in said newspaper 1 consecutive weeks, beginning with the issue of September 23, 2022, and in every subsequent issue of said newspaper up to and including the issue of September 23, 2022

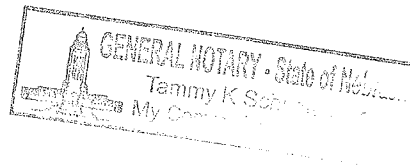
Publisher's fee at legal rate is \$. 66.50



Subscribed and sworn to before me this 26th Day of

September, 2022


Notary Public



Notice of Special Hearing To Set Final Tax Request

Nebraska City Public Schools (68-0111) in Otoe County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 27 day of September 2022 at 6:00 o'clock P.M., at District Office 1700 14th Ave Nebraska City, NE 68410 for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

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General Fund	21,948,872.00	10,435,227.00	0.0147676	1.014210	22,126,771.00	10,797,439.00	1.040886	-1%	1%
Bond Fund(s) K - 12	19,777,737.00	1,535,364.00	0.194146	0.149233	2,623,526.00	1,666,061.00	0.156095	1%	-87%
Bond Fund(s) K - 8			0.000000	0.000000			0.000000		0
Bond Fund(s) 9 - 12			0.000000	0.000000			0.000000		0
Bond Fund			0.000000	0.000000			0.000000		0
Special Building Fund	346,291.00	186,667.00	0.016733	0.016199	270,531.00	139,141.00	0.013623	-19%	-22%
Qualified Capital Purpose Undertaking Fund K - 12	604,549.00	306,061.00	0.020726	0.029746	385,542.00	308,667.00	0.020000	-2%	-36%
Qualified Capital Purpose Undertaking Fund K - 8			0.000000	0.000000			0.000000		0
Qualified Capital Purpose Undertaking Fund 9 - 12			0.000000	0.000000			0.000000		0
Total	42,677,549.00	12,443,309.00	1.249283	1.209378	25,406,370.00	12,761,308.00	1.240284	-1%	-40%

Vendor Name	Description	Check Total
Checking Account ID	08 Fund Number	08 Building Fund
ARBOR BANK	LOAN PAYMENT	4,444.37
Fund Number	08	<u>4,444.37</u>
Checking Account ID	08	<u>4,444.37</u>
Checking Account ID	1 Fund Number	01 General Fund
AAMCO TRANSMISSIONS	VAN TRANSMISSION REPAIRS	3,150.00
AGTAC SERVICES, LLC	CUSTODIAL SERVICES	27,460.42
ALBIREO ENERGY LLC	HVAC SYSTEM	139.54
AMAZON.COM	VARIOUS CHARGES	1,494.30
AMERICAN RECYCLING & SANITATION	TRASH DISPOSAL	2,379.40
APPLE INC.	ECF STAFF COMPUTERS	46,740.00
AUL SPECIAL PAY TRUST	SEPT 2022 EARLY RETIREE	43,109.20
AUTO PARTS OF NEBRASKA CITY	HOSE REPAIR	8.99
BISHOP BUSINESS EQUIPMENT	DIGITIZE HR FILES	2,450.00
BOHL PLUMBING	HVAC REPAIRS	17.87
CAPITAL BUSINESS SYSTEMS	COPIES	119.96
CAPITAL BUSINESS SYSTEMS	COPIER LEASE AND COPIES	3,186.20
CAPITAL ONE	VARIOUS CHARGES	224.35
CARD SERVICES	VARIOUS CHARGES	4,152.24
CHERRY ROAD MEDIA	ADVERTISING	118.07
COMMERCIAL STATE BANK	LOC PRINCIPAL AND INTEREST	350,738.36
DAS STATE ACCOUNTING - CENTRAL	DISTANCE EDUCATION	476.26
DENNIS SUPPLY COMPANY	HW HOT WATER HEATER	105.82
DHHS Div. of Public Health-Licensure	SPEECH PATH CERT FEE	25.00
DIETZE MUSIC	INSTRUMENT REPAIRS	116.40
DYNAMIC CONSULTING ENGINEERS LL	ENGINEER FEE	3,000.00
EGAN SUPPLY CO.	CUSTODIAL/GYM RESURFACE	16,666.95
ESU #10	LASERFICHE HOST FEE	550.00
ESU #4	INTERNET SERVICE & SUPPORT	17,700.00
FACILITY ADVOCATES	HVAC PROJECT/MS LIGHTS	351,400.00
FIRE KING INTERNATIONAL LLC	KEYS HS FILE ROOM	70.00
FIRST CLASS FLOWERS	STAFF FUNERAL	40.00
FIRST STUDENT INC	TRANSPORTATION	22,288.82
FUN EXPRESS LLC	CLUBS SUPPLIES	315.73

GOVCONNECTION, INC.	STAFF COMPUTER	1,217.69
GROWING WORDS THERAPY	CONTRACTED SERVICES	438.10
Home Depot Pro	CUSTODIAL SUPPLIES	1,982.17
IXL LEARNING	HW ONLINE MATH	3,250.00
JENNA HENRICHS	CONTRACTED SERVICES	5,898.88
JUDY GOERING	NS CLUB SUPPLIES	192.31
DR KENT MANN	CONTRACTED SERVICES	400.00
KSB SCHOOL LAW, PC, LLO	SERVICES	1,397.50
LINCOLN JOURNAL STAR	ANNUAL RENEWAL	760.99
LUNCHTIME SOLUTIONS, INC.	NASB MEMBER MEETING	465.00
MADISON NATIONAL LIFE	AUG CLASSIFIED LTD	905.82
MADSEN ELECTRIC	CO REPAIRS	95.00
MATHESON TRI-GAS INC.	HS SHOP SUPPLIES	405.47
MEAD LUMBER	HS SHOP	942.24
MENARDS - BELLEVUE	PLAY SUPPLIES	488.78
MENARDS SOUTH	DISTRICT REPAIRS	593.16
MERCER'S DO IT BEST	VARIOUS CHARGES	543.62
MULLENAX AUTO SUPPLY	HS COMMONS BELTS	95.20
NACIA	FALL CONFERENCE	200.00
NASB	CONFERENCE	532.00
NASB ALICAP	PROPERTY INS AND WORK COMP	197,055.00
NCECBVI	CONTRACTED SERVICES	4,600.00
NATIONAL COUNCIL FOR MENTAL	MANUALS AND WORKBOOKS	1,271.60
NCSA	NCE CONFERENCE	400.00
NCPS FOUNDATION	ANNUAL RENT	3,000.00
NEBRASKA SECRETARY OF STATE	NOTARY APPLICATION	30.00
NEBRASKA STATE FIRE MARSHAL AGENCY	ANNUAL INSPECTIONS	600.00
NEBRASKA CITY UTILITIES	UTILITIES	49,760.43
NEBRASKA FURNITURE MART	ASC SWITCH GAMES	599.90
ONE SOURCE	BACKGROUND CHECKS	85.00
O'REILLY AUTO PARTS	HINGE PIN KITS	4.13
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	35.00
PAYROLL ACCOUNT-NC PUBLIC SCH	SEPT PAYROLL 2022	1,206,075.34
PITNEY BOWES GLOBAL FINANCIAL	POSTAGE MACHINE LEASE	828.18
PRAIRIE MECHANICAL CORPORATION	MS UNITS	1,100.75
PYRAMID SCHOOL PRODUCTS	BACKORDERED COOP SUPPLIES	147.93
RIVER VIEW PEST CONTROL, INC.	PEST CONTROL	1,500.00
SARAH ROBERTS	CONTRACTED SERVICES	5,212.36

SCHOOL SPECIALTY, LLC		FALL SUPPLIES		5,848.35
S & S WORLDWIDE, INC.		GRIPPER FOOTBALL		68.28
TANYA LEE		CONTRACTED SERVICES		70.00
THYSSENKRUPP ELEVATOR CORP		ELEVATOR SERVICE		876.60
TIME MANAGEMENT SYSTEMS INC		TMS CONTRACT		32,900.00
TRACTOR SUPPLY CREDIT PLAN		HS FIELD GATE		224.95
UPS		SPED MAILING		27.73
VERIZON WIRELESS		CELL PHONE		815.70
VOYAGER FLEET SYSTEMS		FUEL CHARGES		4,699.29
WESTLAKE ACE HARDWARE		SUPPLIES		1.25
WEX BANK		FUEL CHARGES		904.57
WINDSTREAM		PHONE		1,507.39
Fund Number	01			<u>2,439,297.54</u>
Checking Account ID	1			<u>2,439,297.54</u>
Checking Account ID	10	Fund Number	10	<u>Cooperative Fund</u>
MOHAWK USA LLC		CHROMEBOOK COVERS		993.96
Fund Number	10			<u>993.96</u>
Checking Account ID	10			<u>993.96</u>
Checking Account ID	2	Fund Number	01	<u>General Fund</u>
AMERICAN FIDELITY		SUPPLEMENTAL INSURANCE		2,288.58
BLUE CROSS BLUE SHIELD		SEPT HEALTH AND DENTAL		198,516.92
MADISON NATIONAL LIFE		LIFE INSURANCE		1,627.53
VSP, INC		VISION INSURANCE		1,632.61
Fund Number	01			<u>204,065.64</u>
Checking Account ID	2			<u>204,065.64</u>
Checking Account ID	6	Fund Number	06	<u>School Nutrition</u>
LUNCHTIME SOLUTIONS, INC.		AUGUST FOOD SERVICE		51,842.62
MADSEN ELECTRIC		ELECTRICAL WORK		217.54
MELISSA HERNANDEZ		STUDENT REFUND		75.40
TECHMASTERS		NS FREEZER REPAIRS		467.00
Fund Number	06			<u>52,602.56</u>
Checking Account ID	6			<u>52,602.56</u>

Nebraska City Public Schools
September 2022
Summary Financial Report

General Fund

The General Fund finances all facets of services rendered by the school district including payroll, benefits, equipment, supplies, insurance, building occupancy, contracted services, and other daily functions and operations of the district. The tax levy for this fund is restricted to \$1.05 plus qualified exclusions. The proposed General Fund levy for 2021-22 1.047676

Balance Forward	1,128,564.02
Revenue	3,085,613.95
Expenses	<u>2,439,317.54</u>
Balance	1,774,860.43

Building Fund

The Building Fund is used to acquire or improve sites and/or to erect, alter or improve buildings. The sale of bonds, the sale of property, or tax receipts will be the primary sources of revenue for the Special Building Fund. Regardless of the source of money to be used for building construction and related costs, all income for the purposes of this fund shall be accountable through this fund. The tax levy for this fund falls under the \$1.05 levy limit and is further restricted to \$0.14 with local board approval or \$0.175 following a vote of the people for a term not to exceed ten years. The proposed Building Fund levy for 2021-22 .016733

Balance Forward	97,549.52
Revenue	35,683.95
Expenses	<u>4,444.37</u>
Balance	128,789.10

QCPUF Fund

A Qualified Capital Purpose Undertaking Fund (QCPUF) may be established for the removal of environmental hazards, the reduction or elimination of accessibility barriers in school district buildings, modifications for life safety code violations, life safety hazards, and mold abatement and prevention projects for existing facilities only. General Fund expenditures for the purpose of this fund are not allowable. Effective April 19, 2016, the tax levy for this fund is restricted to \$0.03. The tax levy for QCPUF projects in place prior to April 19, 2016, remains at \$0.052. The levy may exceed the \$0.03 levy limit if valuation has decreased from the last year bonds were issued and the bond principal and interest obligation cannot be met. Tax levies cannot exceed ten years for each project. The proposed QCPUF levy for 2021-22 .030728

Balance Forward	280,948.83
Revenue	58,040.68
Expenses	<u>0.00</u>
Balance	338,989.51

Cooperative Fund

The Cooperative Fund may be used by the school district acting as the fiscal agent for any cooperative activity between one or more public agencies. All school districts, including the school district acting as the fiscal agent, shall show the payment for services to the cooperative in their General Fund. Nebraska City Public Schools utilized the Cooperative Fund to receipt and disburse funds received Technology Bonds. Those funds are no longer available to be accessed or used.

Balance Forward	97,376.84
Revenue	8.00
Expenses	<u>993.96</u>
Balance	96,390.88

Depreciation Fund

The purpose of the Depreciation Fund is to facilitate the eventual purchase of costly items by spreading replacement costs over a period of years in order to avoid a disproportionate tax effort in a single year to make the purchase. To allocate monies from the General Fund, a school district will transfer funds as an expense from the General Fund, and the Depreciation Fund will show the transfer as revenue from the General Fund. The school district must divide this fund into more than one account to allocate a portion of this fund for different valid purposes. The Depreciation Fund is a component of the General Fund.

Balance Forward	1,839,524.42
Revenue	0.00
Expenses	<u>0.00</u>
Balance	1,839,524.42

School Nutrition Fund

The School Nutrition Fund (formerly School Lunch Fund) is required to accommodate the financial activities of all Nutrition Programs operated by the school district. The School Nutrition Fund shall reflect a record of all revenues and expenditures incident to the operation of all Nutrition Programs. If a deficit is incurred in the operation, the deficiency shall be covered by funds transferred from the General Fund.

Balance Forward	379,292.28
Revenue	63,378.56
Expenses	<u>52,692.56</u>
Balance	389,978.28

Payroll Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from the General Fund on a monthly basis to cover monthly payroll, benefits, and associated expenses.

Balance Forward	29,067.53
Revenue	1,239,444.27
Expenses	<u>1,205,176.65</u>
Balance	34,267.62

Section 125 Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from individual employees' monthly salary/wages to cover monthly employee-elected deductions for childcare and healthcare expenses.

Balance Forward	33,162.37
Revenue	4,835.40
Expenses	<u>6,188.33</u>
Balance	31,809.44

Meyer Memorial Fund

An internal account created for exclusive use by Nebraska City Public Schools. This fund, established by donations from the Meyer family, is used to fund scholarships.

Balance Forward	233,642.91
Revenue	.15
Expenses	<u>3,415.50</u>
Balance	230,227.56

							22-23	21-22
			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	SEPTEMBER	9/30/2022	9/30/2021	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	5,914,605.00	444,064.87	444,064.87	740,542.70	(296,477.83)	92.49%	
1115	CAREER ACADEMY	119,600.00	9,566.65	9,566.65	19,655.53	(10,088.88)	92.00%	
1150	ELL	353,675.00	29,441.68	29,441.68	33,695.32	(4,253.64)	91.68%	
1160	POVERTY	2,119,005.00	199,607.62	199,607.62	273,703.63	(74,096.01)	90.58%	
1190	PRESCHOOL LOCAL FUNDS	170,100.00	11,177.57	11,177.57	17,947.70	(6,770.13)	93.43%	
1200	SPECIAL EDUCATION	2,712,000.00	226,864.92	226,864.92	274,394.69	(47,529.77)	91.63%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00	0.00	0.00	-	-	100.00%	
2120	GUIDANCE	189,975.00	16,340.26	16,340.26	26,098.43	(9,758.17)	91.40%	
2130	HEALTH/NURSE	97,725.00	7,986.26	7,986.26	12,669.00	(4,682.74)	91.83%	
2140	PSYCHOLOGY	278,900.00	10,250.00	10,250.00	29,273.09	(19,023.09)	96.32%	
2150	SPEECH/AUDIOLOGY	221,400.00	8,398.57	8,398.57	22,490.96	(14,092.39)	96.21%	
2160	OCCUPATIONAL THERAPY	400.00	0.00	0.00	5,728.21	(5,728.21)	100.00%	
2170	PHYSICAL THERAPY	10,200.00	346.80	346.80	701.12	(354.32)	96.60%	
2180	VISION	600.00	0.00	0.00	-	-	100.00%	
2190	OTHER SUPPORT SERVICES	90,000.00	2,100.51	2,100.51	-	2,100.51	97.67%	
2212	CURRICULUM DIRECTOR	35,100.00	3,755.98	3,755.98	6,311.79	(2,555.81)	89.30%	
2214	STANDARDS DIRECTOR	1,500.00	200.00	200.00	6,311.76	(6,111.76)	86.67%	
2220	LIBRARY	195,500.00	16,710.32	16,710.32	25,522.22	(8,811.90)	91.45%	
2290	EARLY RETIREMENT	43,125.00	43,109.20	43,109.20	143,814.00	(100,704.80)	0.04%	
2310	SCHOOL BOARD	112,000.00	6,261.61	6,261.61	18,536.74	(12,275.13)	94.41%	
2320	SUPERINTENDENT	302,475.00	26,411.67	26,411.67	23,278.95	3,132.72	91.27%	
2410	PRINCIPALS	949,150.00	84,875.66	84,875.66	126,982.08	(42,106.42)	91.06%	
2510	BUSINESS OFFICE	214,525.00	22,001.50	22,001.50	20,003.67	1,997.83	89.74%	
2520	VEHICLE ACQUISITION	0.00				-	0.00%	
2580	TECHNOLOGY	213,400.00	57,289.60	57,289.60	11,603.29	45,686.31	73.15%	
2610	PLANT OPERATION	1,094,500.00	212,520.10	212,520.10	154,760.47	57,759.63	80.58%	
2620	MAINTENANCE	1,312,585.00	70,630.79	70,630.79	54,193.09	16,437.70	94.62%	
2700	PUPIL TRANSPORTATION	394,400.00	29,734.82	29,734.82	27,018.31	2,716.51	92.46%	
3535	HIGH ABILITY LEARNERS	5,550.00	480.06	480.06	13,751.79	(13,271.73)	91.35%	
3540	STATE EARLY CHILDHOOD	86,985.00	7,462.46	7,462.46	10,683.16	(3,220.70)	91.42%	
3590	PROJECT AWARE	246,644.00	32,196.89	32,196.89	-	32,196.89	86.95%	
3599	TEXTBOOK LOAN	20,000.00			-	-	100.00%	
5000	DEBT SERVICES	2,158,000.00	350,000.00	350,000.00	-	350,000.00	83.78%	
6200	TITLE I	326,975.00	28,951.75	28,951.75	56,047.20	(27,095.45)	91.15%	
6310	TITLE II PART A	79,580.00	991.51	991.51	1,393.80	(402.29)	98.75%	
6406	IDEA PART B PRESCHOOL	8,218.00	941.04	941.04	1,575.00	(633.96)	88.55%	
6408	IDEA BASE/ENROLLMENT/POVERTY	338,869.00	39,364.67	39,364.67	50,236.75	(10,872.08)	88.38%	
6412	NON-PUBLIC SPED	25,561.00			3,062.08	(3,062.08)	100.00%	
6422	IDEA PRESCHOOL-ARP	0.00			-	-		
6421	IDEA BASE-ARP	0.00			-	-		
6423	IDEA NON PUBLIC -ARP	0.00			-	-		
6700	PERKINS	0.00			-	-		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	185,755.00	8,350.33	8,350.33	11,073.49	(2,723.16)	95.50%	
6988	SUMMER EXTENDED PROGRAMS	25,000.00	1,537.97	1,537.97		1,537.97	93.85%	
6989	EXTENDED CLUBS	40,000.00	599.90	599.90		599.90	98.50%	
6996	ESSERS/CARES GRANT	0.00			7,531.44	(7,531.44)		
6997	ESSERS II	412,222.00	39,004.83	39,004.83	110,274.67	(71,269.84)	90.54%	
6998	ESSERS III	1,000,512.00	387,363.34	387,363.34		387,363.34	61.28%	
	SUBTOTAL	22,126,771.00	2,436,891.71	2,436,891.71	2,340,866.13	96,025.58	88.99%	89.33%
	TRANSFER TO FUND					Does NOT include TANS		
	TOTAL DISBURSEMENTS:	22,126,771.00	2,436,891.71	2,436,891.71	2,340,866.13			

	Balance on hand District Treasury 8-31-22	-447,100.81						
	Receipts through: 8-31-2023	3,083,016.89						
	TOTAL BALANCE & RECEIPTS	2,635,916.08						
	Outstanding warrants 8-31-2022	174,335.17						
	Warrants issued through: 8-31-2023	2,436,891.71						
	TOTAL WARRANTS	2,611,226.88						
	BALANCE	24,689.20						
	Balance in District Treasury	849,587.39 *						
	Outstanding warrants	824,726.96						
	VOIDED CHECKS	171.23						
	BALANCE	24,689.20						

Activity Fund Balance Report

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Sep-22

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
05 704 0001	VARSITY FOOTBALL BALANCE	1,799.00	1,917.09	1,039.00	920.91
05 704 0003	7-8 FOOTBALL BALANCE	0.00	1,588.17	0.00	(1,588.17)
05 704 0004	VARSITY BBB BALANCE	0.00	(288.78)	0.00	288.78
05 704 0008	VARSITY B TRACK BALANCE	0.00	95.86	0.00	(95.86)
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,098.31	0.00	0.00	4,098.31
05 704 0010	TRAVELING GIRLS BB BALANCE	4,566.80	0.00	0.00	4,566.80
05 704 0012	VARSITY WRESTLING BALANCE	0.00	347.16	0.00	(347.16)
05 704 0014	CROSS COUNTRY BALANCE	59.30	3,673.31	0.00	(3,614.01)
05 704 0015	VARSITY GIRLS TRACK BALANCE	0.00	16.36	0.00	(16.36)
05 704 0016	VARSITY GBB BALANCE	0.00	(620.95)	0.00	620.95
05 704 0018	VARSITY VOLLEYBALL BALANCE	(760.00)	2,541.05	2,229.00	(1,072.05)
05 704 0020	7-8 VOLLEYBALL BALANCE	0.00	660.00	336.00	(324.00)
05 704 0021	BOYS TENNIS BALANCE	0.00	205.95	120.00	(85.95)
05 704 0022	GIRLS TENNIS BALANCE	0.00	100.00	0.00	(100.00)
05 704 0025	FFA BALANCE	11,903.92	846.40	0.00	11,057.52
05 704 0026	FCCLA BALANCE	(1,612.11)	196.60	333.20	(1,475.51)
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	4,206.53	0.00	0.00	4,206.53
05 704 0028	NS BOOK FUND BALANCE	1,581.22	0.00	0.00	1,581.22
05 704 0029	SINGERS BALANCE	(226.25)	0.00	0.00	(226.25)

05 704 0030	MUSICAL BALANCE	8,078.53	0.00	0.00	8,078.53
05 704 0031	DECA BALANCE	(303.84)	0.00	106.00	(197.84)
05 704 0032	MS CONCESSIONS BALANCE	115.99	888.82	381.00	(391.83)
05 704 0033	FBLA BALANCE	0.00	0.00	755.00	755.00
05 704 0034	HS POP MONEY BALANCE	14.16	0.00	0.00	14.16
05 704 0035	MS POP BALANCE	674.07	0.00	0.00	674.07
05 704 0036	HS BAND RESALE BALANCE	1,155.89	1,161.13	100.00	94.76
05 704 0037	MS BAND RESALE BALANCE	1,381.65	0.00	295.00	1,676.65
05 704 0038	MS WRESTLING CLUB BALANCE	3,096.41	0.00	0.00	3,096.41
05 704 0039	PIONEER FOOTBALL BALANCE	11,536.81	1,117.86	175.00	10,593.95
05 704 0040	WEIGHTLIFTING BALANCE	538.69	0.00	0.00	538.69
05 704 0041	MS TRACK CLUB BALANCE	458.77	0.00	0.00	458.77
05 704 0042	CHILDRENS CHOIR BALANCE	275.71	0.00	0.00	275.71
05 704 0043	HW BOOK FUND BALANCE	1,473.94	0.00	0.00	1,473.94
05 704 0044	WRESTLING MATMAIDS BALANCE	322.14	0.00	0.00	322.14
05 704 0045	CHEERLEADERS BALANCE	(1,431.91)	645.60	2,444.88	367.37
05 704 0046	CLASS OF 2023 BALANCE	1,257.95	0.00	0.00	1,257.95
05 704 0048	SPEECH CONTEST BALANCE	2,558.08	0.00	0.00	2,558.08
05 704 0049	DRAMA ACTIVITY BALANCE	536.15	0.00	0.00	536.15
05 704 0050	MS STUDENT COUNCIL BALANCE	16,092.94	23.08	0.00	16,069.86
05 704 0051	HS STUDENT COUNCIL BALANCE	2,677.40	95.00	0.00	2,582.40
05 704 0052	JOURNALISM BALANCE	6,642.10	0.00	0.00	6,642.10
05 704 0053	BIG MAC MATH BALANCE	4,027.08	0.00	0.00	4,027.08

05 704 0054	ART CLUB BALANCE	1,545.81	0.00	0.00	1,545.81
05 704 0055	CONSTRUCTION CLASS BALANCE	2.91	0.00	0.00	2.91
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	462.14	0.00	0.00	462.14
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	4,749.46	661.96	1,052.00	5,139.50
05 704 0058	HS BAND ACTIVITY BALANCE	501.18	0.00	20.00	521.18
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,301.27	0.00	0.00	4,301.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	2.02
05 704 0063	MS QUIZ BOWL BALANCE	38.00	0.00	0.00	38.00
05 704 0064	HS SCIENCE CLUB BALANCE	1,608.05	0.00	160.00	1,768.05
05 704 0065	HS COLOR GUARD BALANCE	479.09	0.00	650.00	1,129.09
05 704 0066	HS METALS BALANCE	4.82	0.00	0.00	4.82
05 704 0067	MS HOME EC. LAB BALANCE	50.03	0.00	0.00	50.03
05 704 0068	HS CONCESSIONS BALANCE	5,344.63	1,178.13	1,635.17	5,801.67
05 704 0069	RECORDERS BALANCE	25.20	0.00	336.00	361.20
05 704 0070	VARSITY CLUB BALANCE	24,798.25	535.16	0.00	24,263.09
05 704 0071	WELLNESS BALANCE	1,842.40	0.00	0.00	1,842.40
05 704 0072	DRIVER EDUCATION BALANCE	10,632.99	100.00	0.00	10,532.99
05 704 0073	MS SHOP ACTIVITY BALANCE	1,843.03	0.00	0.00	1,843.03
05 704 0079	HORTICULTURE BALANCE	603.27	0.00	0.00	603.27
05 704 0082	MS PRIDE BALANCE	804.72	0.00	0.00	804.72
05 704 0085	HW PURPLE JAM BALANCE	500.32	0.00	0.00	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	142.25	0.00	0.00	142.25

05 704 0087	HAYWARD FUNDRAISER BALANCE	3,741.49	152.41	0.00	3,589.08
05 704 0088	MS BOOK SALES BALANCE	499.47	0.00	7.00	506.47
05 704 0090	VOLLEYBALL CLUB BALANCE	247.30	0.00	0.00	247.30
05 704 0091	GIRLS SOCCER CLUB BALANCE	4,017.95	0.00	0.00	4,017.95
05 704 0092	CLASS OF 2024 BALANCE	1,598.70	0.00	0.00	1,598.70
05 704 0094	HS SHOP RESALE BALANCE	62.77	0.00	0.00	62.77
05 704 0095	HS ENGLISH BALANCE	291.86	0.00	0.00	291.86
05 704 0096	PIONEER PERKS BALANCE	79.53	0.00	0.00	79.53
05 704 0097	NS FUNDRAISER BALANCE	2,132.43	123.13	0.00	2,009.30
05 704 0098	BBB SUMMER LEAGUE BALANCE	1,759.00	0.00	183.00	1,942.00
05 704 0100	HW DARE BALANCE	79.52	0.00	0.00	79.52
05 704 0101	PIONEER CROSS COUNTRY BALANCE	686.48	0.00	0.00	686.48
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	281.25	0.00	0.00	281.25
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	67.51	0.00	0.00	67.51
05 704 0105	B&G SOCCER BALANCE	0.00	(337.90)	0.00	337.90
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	(219.34)
05 704 0107	GIRLS GOLF BALANCE	(335.00)	430.91	0.00	(765.91)
05 704 0108	EXPRESSIONS BALANCE	3,495.46	0.00	1,153.31	4,648.77
05 704 0109	FB JERSEYS BALANCE	60.83	0.00	0.00	60.83
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	323.91	0.00	0.00	323.91
05 704 0112	SUMMER GBB BALANCE	1,745.88	0.00	0.00	1,745.88
05 704 0115	GIRLS TENNIS CLUB BALANCE	(287.64)	0.00	0.00	(287.64)

05 704 0116	STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	707.00
05 704 0117	BOYS SOCCER CLUB BALANCE	2,282.88	0.00	0.00	2,282.88
05 704 0119	WASHINGTON TRIP BALANCE	729.49	0.00	0.00	729.49
05 704 0120	COOP BASEBALL BALANCE	(27.50)	0.00	0.00	(27.50)
05 704 0121	CLASS OF 2022 BALANCE	150.30	0.00	0.00	150.30
05 704 0123	SOFTBALL BALANCE	(495.00)	2,566.86	1,135.75	(1,926.11)
05 704 0124	CD/INTEREST BALANCE	(21,021.82)	0.00	54.00	(20,967.82)
05 704 0126	MUSIC TRIP BALANCE	2,354.43	0.00	0.00	2,354.43
05 704 0127	HAL BALANCE	370.46	0.00	0.00	370.46
05 704 0128	BASEBALL CLUB BALANCE	335.04	0.00	0.00	335.04
05 704 0129	CAREER & HUMAN DEVELOPMENT BALANCE	2.00	0.00	0.00	2.00
05 704 0130	HS SOUND SYSTEM BALANCE	995.21	0.00	0.00	995.21
05 704 0131	SUMMER SCHOOL BALANCE	4,796.56	0.00	0.00	4,796.56
05 704 0132	HS ART FEES BALANCE	4,494.14	476.71	0.00	4,017.43
05 704 0133	HS SPANISH FEES BALANCE	208.73	0.00	0.00	208.73
05 704 0134	MS FCS BALANCE	796.47	0.00	0.00	796.47
05 704 0135	MS ART FEES BALANCE	3,260.86	0.00	0.00	3,260.86
05 704 0136	MS IT FEES BALANCE	5,218.82	0.00	0.00	5,218.82
05 704 0137	HS FOOD FEES BALANCE	917.65	0.00	0.00	917.65
05 704 0138	COLLEGE TUITION FEES BALANCE	735.17	0.00	0.00	735.17
05 704 0139	CONSUMER MATH SCHOLARSHIP BALANCE	2,120.00	0.00	900.00	3,020.00
05 704 0140	READING SUPPLEMENT BALANCE	1,000.00	0.00	0.00	1,000.00
05 704 0141	CO BALANCE	8,934.41	274.27	0.00	8,660.14

05 704 0144	PIONEER PETE BALANCE	2,173.82	0.00	0.00	2,173.82
05 704 0145	HS TRACK CLUB BALANCE	561.28	0.00	0.00	561.28
05 704 0148	NAT'L JR. HONOR SOCIETY BALANCE	1,552.72	0.00	0.00	1,552.72
05 704 0150	MS VOLLEYBALL CLUB BALANCE	889.85	0.00	0.00	889.85
05 704 0152	ACTIVITY ADMIN. BALANCE	5,132.82	0.00	0.00	5,132.82
05 704 0153	ROBOTICS BALANCE	(3.64)	0.00	0.00	(3.64)
05 704 0155	MS ROBOTICS BALANCE	2,341.80	0.00	0.00	2,341.80
05 704 0157	TECHNOLOGY BALANCE	38,463.52	679.77	1,335.00	39,118.75
05 704 0158	MS LIFE SKILLS BALANCE	2,694.31	63.52	157.00	2,787.79
05 704 0159	CA CONSTRUCTION BALANCE	9,033.39	0.00	0.00	9,033.39
05 704 0160	CLASS OF 2025 BALANCE	283.98	0.00	0.00	283.98
05 704 0162	CA-INFORMATION TECHNOLOGY BALANCE	(1,299.68)	0.00	0.00	(1,299.68)
05 704 0163	YOUTH TENNIS CLUB BALANCE	389.44	0.00	0.00	389.44
05 704 0164	JAG BALANCE	431.61	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	558.00	100.00	2,576.00	3,034.00
05 704 0166	TURF AND DIRT BALANCE	650.00	0.00	0.00	650.00

249,329.47	22,214.64	19,668.31	246,783.14
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PREMIER BANK 249,446.00

OUTSTANDING CHECKS 2,662.86

BALANCE 246,783.14

		10/3/2022	Board Meeting Mileage Sheet								
DATE											
PURCHASED	YEAR	TRADE NAME	STYLE	NUMBER	BODY TYPE	CAPACITY	VEHICLE ID#	CYLINDERS	COST	LICENSE #	MILEAGE
11/18/2002	2001	OLDSMOBILE	VAN	TAN	SILJOUETTE	7	1GHDX23E41D221511	6	15700	53026	212391
10/26/2005	2005	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L95HA27728	6	17950	45007	175780
1/26/2006	2005	CHRYSLER	VAN	GOLD	TOWN&COUNTRY	7	2C4GP44R25R519767	6	18900	44957	215845
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	19549	53028	191009
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	GNDV23107D159355	6	15570	51495	173962
8/12/2008	2004	CHEVY	PICKUP	SILVER	HEAVY DUTY	6	1GCHK23G64F153924	8	14880	44965	203033
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	21000	58436	127135
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER LS	7	GNDV23118D104608	6	15926	55997	163178
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	GNDV23128D130117	6	15926	51678	185571
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	9014	51494	105958
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	22249	53021	68530
7/29/2011	2000	FORD	VAN	WHITE	ECONOLINE	2	1FTRE1422YHB91542	6	5480	55989	166410
11/16/2011	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG5BR626494	6	17500	56539	120253
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	17500	56540	171529
12/ 2013	1982	CHEVY	PLOW TRUCK	GOLD/BROWN	PICK-UP	3	1GCGK24MOCJ161836	8	3000	57651	151776
12/17/2021	2016	CHEVY-LOANER	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886			57655	73221
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6		60384	71365
6/2022	2019	DODGE VAN	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6		60884	37652
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10		6			22531

Northside Board Report

October 10, 2022

Guiding Principle 1	High Quality Instruction and Learning Expectations
Guiding Principle 2	Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence
Guiding Principle 3	Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches
	<p>October is Fire Prevention awareness time and on Oct. 11th the Northside students will have an opportunity to learn about the role of our Fire department. Neb City Fire volunteers and staff are planning to visit at 9am to talk with the students and show them the equipment.</p> <p>Oct. 13th is the end of the Quarter and with that comes the students first Applepalooza celebration of the school year at 2pm. This is always a chance to celebrate those students who have earned Apple Tickets and reinforce our school expectations.</p>
Guiding Principle 4	Communication and Stakeholder Engagement; Communication, Engagement, and Transparency
	<p>Friday, Oct. 7 Northside students had their Fun Run to finish the PTO fundraiser, unfortunately they had the coldest morning of the month so far they all had fun and enjoyed. In the afternoon all K-2 classes were able to attend the homecoming parade and cheer on the Pioneers. Pictures</p> <p>School pictures for Northside students will be held on Thursday Oct. 13th.</p>
Guiding Principle 4	District Resources; Budget, Facilities, and Staffing

**NCPS Board of Education Report
Nebraska City Middle School
October 10th, 2022**

Strategies for 1 - High-Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- Through funds from the Federal Perkins Grant, Mr. Schroeder and our Industrial Technology program have recently received materials and modules to begin hands-on instruction in building construction, small engine maintenance and repair, and electrical installation.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Students participated in Homecoming week from October 3-7th. Students dressed up in themes of Pajama Day, Student-Teacher Swap Day, Senior Citizen Day, Movie Star Day, and Color Battle Day. Students attended the Homecoming Parade and then came back to a Pep Rally. The High School Pep Band and athletes from football, volleyball, and tennis helped the Middle School Pep Rally along.
- On Wednesday, October 5th, 8th grade staff and students attended the annual SAIL conference in Syracuse. Students from Palmyra, Syracuse, and Lourdes Central Catholic were also present. Students heard from presenter Kevin Kush and then rotated through stations on teambuilding, college and career prep, among others.

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Representatives from Nebraska Public Power, helped present to the High-Ability Learner Group on Wednesday, September 28th. Students participated in STEM activities about how power is produced and got to try their hand at saving a nuclear reactor in stress with the help of paint rollers and string.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

- On Wednesday, September 14th, and Thursday, September 15th, Nebraska City Middle School hosted Parent/Teacher Conferences. 65% of 6th Grade families attended, 54% of 7th grade families, and 57% of 8th grade families attended. Through the sign-up genius process, 190 families signed up to attend and we had 191 families attend all together. Staff have contacted all families that were unable to make conferences.

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- Current Enrollment (October 6th, 2022):
 - 6th Grade: 99 Students
 - 7th Grade: 119 Students
 - 8th Grade: 113 Students
 - Total Enrollment: 331 Students (+5 from August 2022 Enrollment)

NCPS Board of Education Report

High School

October 10th, 2022

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- Most Freshmen have completed the Kuder Career Interest Inventory: Human Services, Law Enforcement, and Education top the list as careers of interest. This information has been shared with all staff and discussions have started in key areas on how to provide opportunities.
- FFA Land Judging Team qualified for State placing 2nd out of 64 teams!

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- All teachers now have Classroom Visions created and posted. These visions (what do you want your classroom to be known for?) are the foundation for all communication, decision making, and teaching when administration is discussing any issue with staff. Teachers will have the opportunity to adjust their Vision at quarter to best suit students.
- All Classroom Visions have a direct connection to the Building Vision which has direct correlation to the District Mission statement.

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Mr. Hoover and Mr. Thompson have met with ESU #4 twice over the last month to cover impactful classroom walkthroughs.
 - Early September meeting - Jen Madison, Lori Broady, and Tara Gossman came and conducted walkthroughs with us and helped us formulate feedback that was a focus on the individual classroom vision.
 - Late September meeting - Jen Madison and Tara Gossman interviewed teachers to gain insight to the walkthrough and effectiveness. Teachers provided great feedback on what was helpful and ways to improve the process. Jen and Tara then provided that feedback (anonymously) to Mr. Hoover and Mr. Thompson.

Strategies for 4 - Communication and Stakeholder Engagement: Communication, Engagement, and Transparency

- The following are examples of speakers the past two semesters who have come in to present to our JAG classes:

Shawn Sherman	Peru State College-CJ	Shawn came in to talk to my students about the Criminal Justice program at Peru and their pair program with Tecumseh State Correctional Facility.
Savannah Grabowski	NE Dept. of Labor	Savannah came in and talked about the WIOA program which is a youth workforce program
SSgt Casey Thompson	National Guard	SSGT Thompson brought in two fellow Guard members to talk about the construction and engineering fields in the Guard and answered questions.
Lex Milburn	Arbor Day Farm/Lied Lodge	Lex came in to talk about the hospitality field and specifically about Lied Lodge.
	Honeywell	Joined Honeywell's presentation hosted virtually about job opportunities there.
Bryan Bequette	Nebraska City Mayor	Mayor Bequette came in to talk to students to hear their opinions and answer questions that they may have.
Arbor Day Farm	Dustin Fuhrman	Dustin invited us to Arbor Day Farm to visit the Tree adventure side to learn about job opportunities there.

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- November 2nd - Nebraska Supreme Court will be in the building to argue two cases to kids and select community members.
- November 30th - Arts Across America will conduct a workshop for our choir and perform a student matinee and community performance in the evening.

NCPS Board of Education Report

Middle School Activities

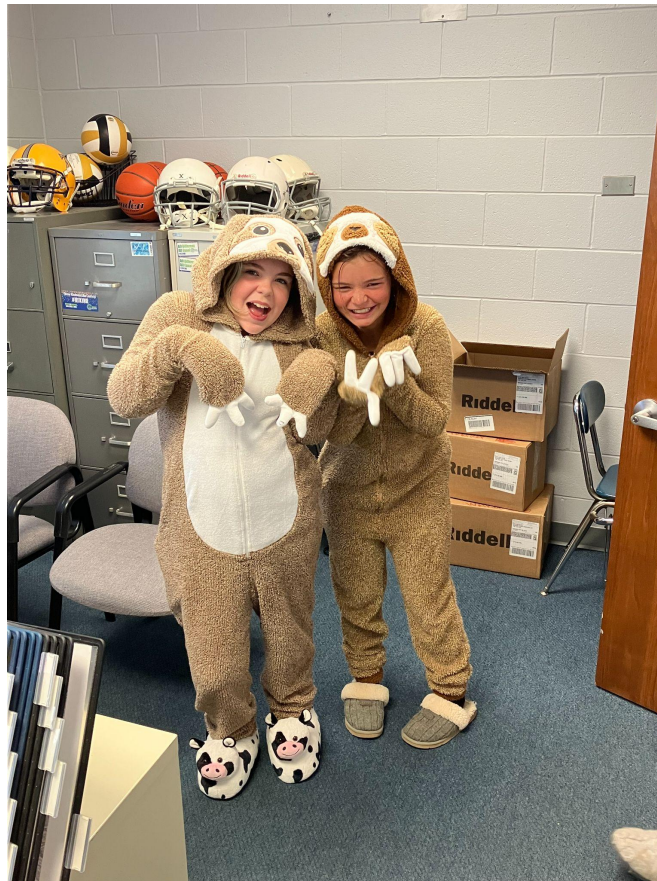
October 10th, 2022

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

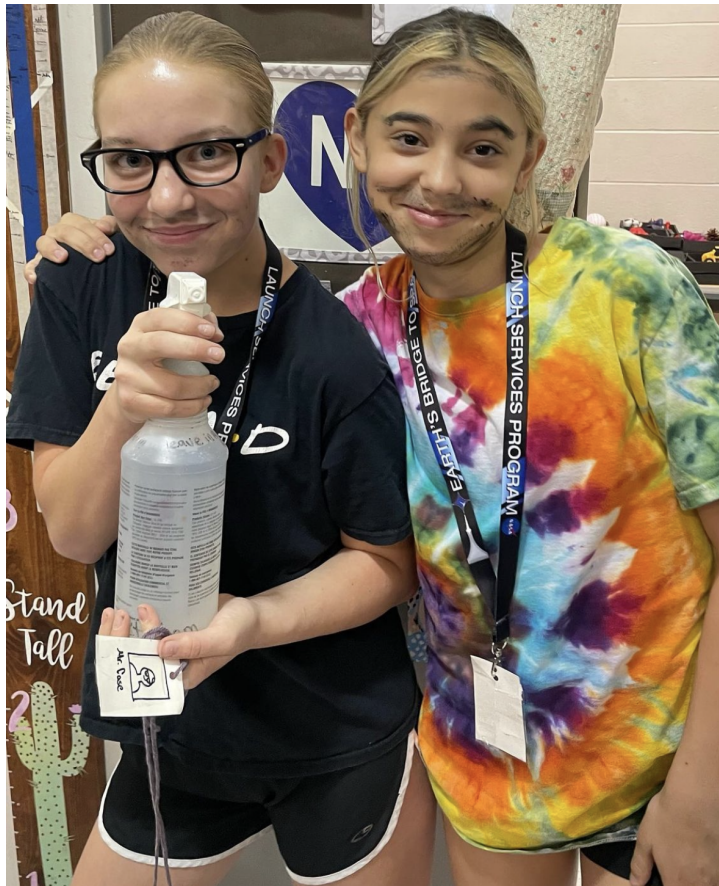
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Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Homecoming 2022 NCMS Edition:
 - Monday: Pajama Day



- Tuesday: Teacher/Student Swap Day



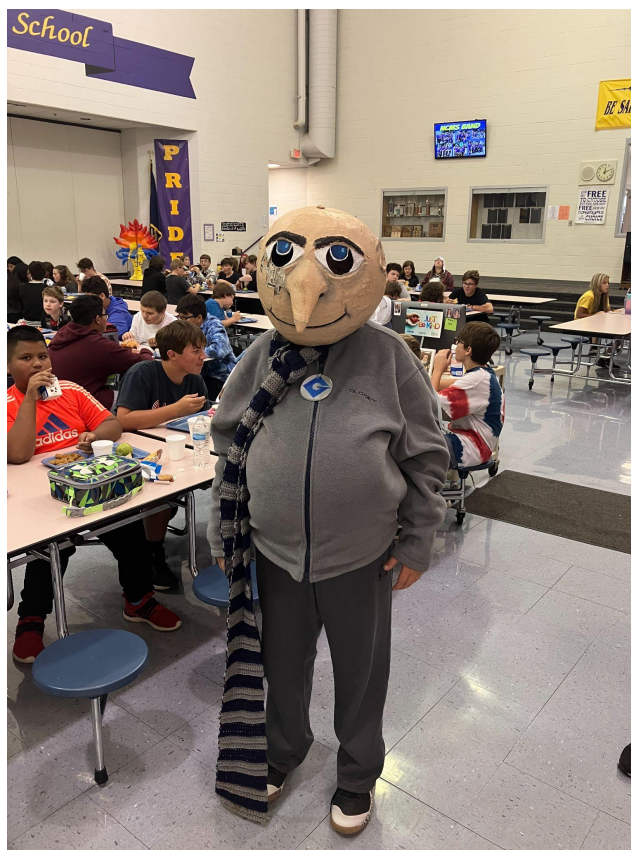


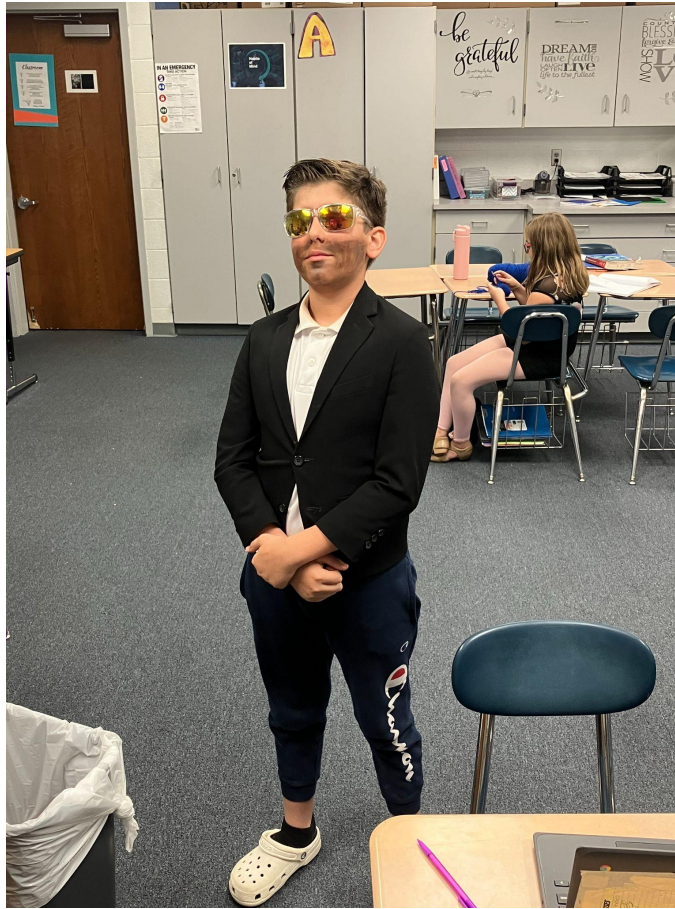
- Wednesday: Senior Citizen Day





- Thursday: Movie Star Day





- Friday: PIONEER Color War
 - 8th: Purple
 - 7th: Gold
 - 6th: Black

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Fall Activities
 - Volleyball
 - The Junior Pioneer Volleyball team has been competing very well thus far this season. With a second place finish at the Falls City tournament, the teams are looking forward to the Trailblazer Conference Tournament on Saturday October 15th. The Pioneers last home game is Thursday October 6th against Syracuse.



- Football
 - The Junior Pioneer Football team was thrilled to play their FIRST home game on the new turf on Tuesday October 4th. With both “A” and “B” games being competitive against Platteview they fell short of a victory. However, the fans, spectators, and everyone involved loved the experience and appreciated the chance to play in front of a home crowd. The football team will complete their season on Tuesday October 11th against Beatrice in Beatrice.



- Cross Country
 - The Cross Country team has been competing hard all season and will wrap up their middle school season on Thursday October 6th at the Trailblazer Conference meet in Beatrice. We are proud of our Pioneer Runners!

**Strategies for 4 - Communication and Stakeholder Engagement;
Communication, Engagement, and Transparency**

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Strategies for 5 - District Resources; Budget, Facilities, and Staffing

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NCPS Board of Education Report

High School Activities

September 8th, 2022

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- The Pioneer Football team picked up their first win of the season when they defeated the Falls City Tigers in Falls City by a score of 29-0. The Pioneers have two games left, as they travel to Syracuse and host Auburn in the season finale.
- Pioneer Volleyball is not 7-12 on the season, having faced a really tough stretch of opponents, and battling injuries. Senior night for the Pioneers will be held Tuesday, October 11th, and finish the regular season by traveling to Gross Catholic for a triangular with Gross and Elkhorn North.
- The Pioneer Softball team concluded their season in sub-districts. The Pioneers were able to win their first game by run ruling the Gross Cougars. The Pioneers were defeated by Roncalli in the second game by a score of 10-4 to end their season. On the season the Pioneers were 15-11.
- Girls golf was able to finish 2nd in the Trailblazer Conference meet. In the district meet the Pioneer golf team was very close to qualifying as a team for the state golf tournament, missing the mark by only 4 strokes. The girls were able to qualify 3 golfers in Ella Welch, Grace McNeely, and Isabelle Johnson. The girls will play on Monday, October 10th.
- Boys tennis recently picked a very good win over a very good Lincoln Christian team by a score of 5-4. The boys will travel to Crete Monday, October 10th, to take on the Cardinals in a dual and will finish their season at the state tournament in Lincoln.
- Cross country season is coming to an end. The boys team has battled injuries, and pieced together lineups down the stretch of the season, while the girls team has had several runners step up and contribute to their overall success. The girls were able to take second place in the Trailblazer Conference meet, while the boys finished third. Both teams will compete in their respective district meet this week at Mount Michael.
- FFA recently competed in a land judging competition finishing 2nd out of 64 total teams, and will move on to the state land judging competition.

NCHS Land Judging



Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- The Wirth Foundation and banner sponsors were recognized on October 7th prior to the first varsity football game hosted at Pioneer field with the new turf. There was a good crowd on hand as half-rack football players were invited, along with elementary cheerleaders who competed in the Pioneer Cheer Camp.

The recognition was very student centered, with members from the NCHS band, boys and girls soccer, and football teams involved in presenting gifts of appreciation to the Wirth foundation, while members of the speech team delivered the address.



**Strategies for 4 - Communication and Stakeholder Engagement;
Communication, Engagement, and Transparency**

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

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Hayward Board Report

October 10, 2022

<p>Guiding Principle 1</p>	<p>High Quality Instruction and Learning Expectations</p>			
<p>Guiding Principle 2</p>	<p>Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence</p>			
	<ul style="list-style-type: none"> ● PJ 9-29-22 ● HW Heroes- Kenadi VerMaas & Liam Kurtzer ● Determination is our Col. Character focus for October ● Restroom Expectations is our behavior focus 			
<p>Guiding Principle 3</p>	<p>Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches</p>			
<p>Guiding Principle 4</p>	<p>Communication and Stakeholder Engagement; Communication, Engagement, and Transparency</p>			
	<ul style="list-style-type: none"> ● EDGE 4th Grade Super Citizens- Apple Picking @Arbor Lodge <div style="display: flex; justify-content: space-around;">   </div>			
<p>Guiding Principle 5</p>	<p>District Resources; Budget, Facilities, and Staffing</p>			
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> ● September Student enrollment <ul style="list-style-type: none"> ○ 3rd= 102 ○ 4th= 91 ○ 5th= 91 <p style="text-align: center;">Total= 284</p> </td> <td style="width: 50%; vertical-align: top;"> <p>October</p> <ul style="list-style-type: none"> 3rd= 103 4th= 89 5th= 90 <p style="text-align: center;">Total= 282</p> </td> </tr> </table>		<ul style="list-style-type: none"> ● September Student enrollment <ul style="list-style-type: none"> ○ 3rd= 102 ○ 4th= 91 ○ 5th= 91 <p style="text-align: center;">Total= 284</p>	<p>October</p> <ul style="list-style-type: none"> 3rd= 103 4th= 89 5th= 90 <p style="text-align: center;">Total= 282</p>
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5002.1

Admission of Students Who Reside Out of the State of Nebraska

Students who reside in a state other than Nebraska must submit an application to enroll in the district at least three weeks prior to the beginning of the semester in which they wish to begin attending the district. Out of state students may not enroll mid-semester.

The administration will review each application and is authorized to admit out-of-state students whose academic history, disciplinary records, prior school community involvement and other relevant factors indicate that they will be successful in this school district. Those who have verified disabilities pursuant to the Individuals with Disabilities in Education Act or section 504 of the Rehabilitation Act will not be excluded from admission based solely on their disability. The administration may reject an out-of-state student when acceptance of the student:

- Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- Would require the procurement of new equipment, technology, or furnishings;
- Would cause or require the rearrangement of caseloads for staff and contracted professionals;
- Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

The administration's approval or disapproval of an out-of-state student's application is final.

Out-of-state students who are admitted pursuant to this policy must meet the requirements of board policy 5002 and must comply with each board policy, state statute and regulation that applies to their situation. Once admitted, they will be subject to the same disciplinary rules and procedures as resident students. Students must reapply for admission prior to each semester. Re-admission may be denied for students who are not academically and/or behaviorally successful. Once admitted, out-of-state

students' grade level placement will be determined in accordance with district policy.

Out-of-state students are not entitled to transportation or reimbursement for transportation.

Out-of-state students will be charged tuition **as outlined in the board approved Supplemental Rates.** ~~of K-5 \$5,350/year, 6-8 \$6,240/year or 9-12 \$7,488/year by the district.~~ Payment in full is due to the central office of the district on or before the first day of classes each semester. The tuition fee may be changed by the board of education prior to any semester with or without notice to the out-of-state student's family or resident school district.

Adopted on: December 21, 2016

Revised on: July 10, 2017

Reviewed on:

4010
Inclement Weather

Unless the superintendent directs otherwise, staff shall not be required to report when school is canceled due to inclement weather.

If school is canceled during the day because of inclement weather, classified and certified personnel may be released after students have been excused. Classified and certified personnel who miss work due to inclement weather when school is in session will not be paid for time missed or will be charged an applicable leave day.

Adopted on: December 12, 2016

Revised on: July 10, 2017

Reviewed on:

4011
Employee Leave Under the Family and Medical Leave Act
(FMLA)

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act ("FMLA"). The terms used herein shall have the meaning ascribed to them under the FMLA. Employees may also qualify for leave under the Nebraska Family Military Leave Act, which is covered under the district's policy for that law. If an employee qualifies for leave under both the Family and Medical Leave Act and the Nebraska Military Leave Act, any leave taken by the employee will count concurrently toward the leave limits of both acts.

I. Qualifying for Leave

A. Qualified Employees

1. To be eligible for *unpaid* leave under this policy, an employee must:
 - a. Make the request for leave at a time when the school district employs 50 or more workers;
 - b. Have been working for the school district for at least 12 months prior to the request; and
 - c. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.
2. The applicable 12-month period for computing an employee's entitlement to FMLA leave shall be the 12-month period measured forward from the date such employee's first FMLA leave begins.
3. Employees ineligible for FMLA leave for any reason may be eligible for leave under the Nebraska Family Military Leave Act and should consult policy 4011.1.

- B. **Qualified Circumstances Necessitating Leave**
1. The school district will grant an eligible employee up to a total of 12 workweeks of ***unpaid*** leave under the following conditions:
 - a. For birth of a son or daughter, and to care for the newborn child;
 - b. For placement of a son or daughter with the employee for adoption or foster care;
 - c. To care for the employee's spouse, son, daughter, or parent with a serious health condition;
 - d. Because of a serious health condition that makes the employee unable to perform the functions of his or her job;
 - e. Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation; or
 2. The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a Covered Servicemember a total of 26 workweeks of ***unpaid*** leave during a 12-month period to care for the service member as permitted under the FMLA. The leave described in this paragraph shall only be available during a single 12-month period.

For purposes of this provision and this policy, "Covered Servicemember" includes both Military Members and covered Veterans, so long as the covered Veteran was discharged or released under conditions other than dishonorable at any

time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran.

3. During the single 12-month period described in paragraph I(B)(2), an eligible employee shall be entitled to a combined total of 26 workweeks of leave under paragraphs I(B)(1) and I(B)(2). Nothing in this paragraph shall limit the availability of leave under paragraph I(B)(1) during any other 12-month period.

C. Limitations on Leave

1. Leave for birth or placement for adoption or foster care must conclude within 12 months of the birth or placement.
2. In any case in which a husband and wife both employed by the school district are entitled to FMLA leave:
 - a. The aggregate number of workweeks of FMLA leave to which both are entitled is limited to 12 during any 12-month period if such leave is taken (i) because of the birth of a son or daughter of the employee and in order to care for such son or daughter; (ii) because of the placement of a son or daughter with the employee for adoption or foster care; or (iii) to care for a sick parent who has a serious health condition; and
 - b. The aggregate number of workweeks of FMLA leave to which both that husband and wife are entitled is limited to 26 during the single 12-month period in which leave is taken to care for a Covered Servicemember and the husband and wife employees are both either the son, daughter, parent, or next of kin of such Covered Servicemember, if the leave is taken for this reason or a

combination of this reason and one of the three reasons described in paragraph I(C)(2)(a). If the leave taken by the husband and wife includes leave described in paragraph I(C)(2)(a), the limitation in paragraph I(C)(2)(a) shall apply to the leave described in I(C)(2)(a).

D. Qualifying Notice and Certification

Employees seeking to use FMLA leave will be required to provide:

1. 30-day advance notice when the need to take the leave is foreseeable; provided, if (a) the leave is for needed treatment which is required to begin in less than thirty days or (b) the leave is for the reason set forth in paragraph I(B)(1)(e), the employee shall provide such notice to the school district as is reasonable and practical;
2. Medical certification supporting the need for leave due to a Serious Health Condition affecting the employee or family member or to care for a Military Member, and/or due to a Serious Injury or Illness to care for a Veteran;
3. Second or third medical opinions and periodic re-certifications (at the school district's expense);
4. Certification supporting the need for leave because of a qualifying exigency arising out of the fact that the employee's spouse, son, daughter or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in the National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation;
5. Certification supporting the need for leave to care for a Veteran who was discharged or

released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness; and

6. Periodic reports during leave, at a frequency reasonably requested by the superintendent, regarding the employee's status and intent to return to work.

E. Scheduling Leave

When leave is needed to care for a family member, for the employee's own illness, or to care for a Covered Servicemember, and such leave is foreseeable based on planned medical treatment, the employee must attempt to schedule treatment so as not to unduly disrupt the school district's operations.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the FMLA and this policy shall be unpaid leave.

B. Substitution of Paid Leave

1. The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA leave. However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.
2. If an employee uses paid leave under circumstances which do not qualify as FMLA leave, the leave will not count against the number of workweeks of FMLA leave to which the employee is entitled.

3. Any paid leave which is substituted for FMLA leave will be subtracted from the number of workweeks of unpaid leave provided by the FMLA and this policy.

C. Group Health Plan Benefits

1. The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period.
2. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must continue to be paid by the employee during the FMLA leave period.

D. Intermittent or Reduced-Schedule Leave

1. Leave may be taken under this policy intermittently or on a reduced-leave schedule under certain circumstances.
 - a. When leave is taken because of a birth or because of a placement of a child for adoption or foster care, an eligible employee may take leave intermittently or on a reduced-leave schedule only with the agreement of the school district. In such a case, the superintendent shall have the authority to approve or disapprove such intermittent or reduced leave schedule, in the superintendent's sole discretion.
 - b. When leave is taken to care for a sick family member, for an employee's own serious health condition, or to care for a covered Veteran or Military Member, an eligible employee may take leave intermittently or on a reduced-leave schedule when medically necessary.
 - c. When leave is taken by an eligible employee because of any qualifying

exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation, the employee may take leave intermittently or on a reduced-leave schedule.

- d. When leave is taken by an eligible employee to care for a Covered Servicemember, including a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness
- e. Intermittent or reduced leave shall not result in a reduction in the employee's total amount of leave beyond the amount of leave actually taken.
- f. When an instructional employee seeks to take intermittent leave in connection with a family or personal illness (e.g. physical therapy or periodic care for a sick relative) or to care for a covered Veteran or Military Member, and when such leave would constitute at least 20 percent of the total number of working days in the period during which the leave would extend, the school district may require the employee to elect to take leave in a block, instead of intermittently, for the entire period or to transfer to an available alternative position within the school system that is equivalent in pay, for which the employee is qualified, and

which better accommodates the intermittent leave.

2. If an eligible employee requests intermittent leave or leave on a reduced-leave schedule that is foreseeable based on planned medical treatment, including during a period of recovery from a serious health condition, the school district may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position. Such alternative position must have equivalent pay and benefits as the employee's permanent position.
3. Leave taken on an intermittent or reduced-schedule basis will be tracked hourly.

III. **Return from Leave**

A. **Restoration to Position**

1. On return from FMLA leave, an employee is entitled to be returned to the same position the employee held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.
2. Any leave taken under this policy will not result in the loss of any employment benefits accrued prior to the date on which the leave commenced.
3. An eligible employee is not entitled to accrual of any seniority or employment benefits during any period of leave, or any right, benefit, or position of employment other than to which the employee would have been entitled had the employee not taken leave.

B. Denial of Restoration

1. The school district reserves the right to deny restoration to any eligible employee who is a "key employee" (that is an employee who is salaried and among the highest paid 10% of the employees of the school district) if such denial is necessary to prevent substantial and grievous economic injury to the operations of the school district.
2. If the school district intends to deny restoration to such an employee, it will:
 - a. notify the employee of his/her status as a "key employee" in response to the employee's notice of intent to take FMLA leave;
 - b. notify the employee as soon as the school district decides it will deny job restoration and explain the reasons for this decision;
 - c. offer the employee a reasonable opportunity to return to work from FMLA leave after giving this notice; and
 - d. make a final determination as to whether reinstatement will be denied at the end of the leave period if the employee then requests restoration.

C. Failure to Return from Leave

- a. If an employee fails to return from FMLA leave after the period of leave to which the employee is entitled has expired, the employee shall reimburse the district for any premiums the employer paid for maintaining health insurance coverage for the employee during the employee's FMLA leave unless the reason the employee does not return is due to: (1) the continuation, recurrence, or onset of the serious health condition which

entitled the employee to FMLA leave and the employee provides the district with sufficient certification from the proper health care provider of such continuation, recurrence, or onset of the serious health condition or (2) other circumstances beyond the employee's control.

IV. Notice to Employees

- A. The school district will post in conspicuous places where employees are employed notices explaining the FMLA and providing information concerning the procedures for filing complaints of FMLA violations with the U.S. Wage and Hour Division.
- B. When an employee provides notice of the need for FMLA leave, the school district shall provide the employee with a copy of the "section 301(c) notice" which is attached to this policy.
- C. To the extent that any provision in this policy is in any manner inconsistent with the provisions of the Act or the regulations promulgated thereunder, the Act and regulations shall prevail over the provisions of this policy. The school district reserves the right to modify this policy from time to time in its sole discretion.
- D. Employees may direct any questions or concerns regarding FMLA leave to the superintendent.

Adopted on: December 12, 2016

Revised on: July 10, 2017

Reviewed on:

4011.1
Nebraska Family Military Leave Act

The school district shall provide leave to its employees in accordance with the Nebraska Family Military Leave Act (NFMLA). The terms used herein shall have the meaning ascribed to them under the NFMLA. Employees may also qualify for leave under the Family and Medical Leave Act (FMLA), which is detailed in the district's FMLA policy. If an employee qualifies for leave under both the FMLA and NFMLA, any leave taken by the employee will count concurrently toward the leave limits of both.

I. Qualifying for Leave

A. Qualified Employees

To be eligible for unpaid leave under the NFMLA, an employee must:

1. Have been working for the school district for at least 12 months prior to the request; and
2. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.

B. Qualified Circumstances for Requesting Leave

The school district will grant a qualified employee up to a total of 30 days of unpaid leave if:

1. The employee is the spouse or parent of a person called to military service lasting 179 days or longer with the state or United States pursuant to orders of the Governor or the President of the United States and;
2. The leave is scheduled to be taken during the time federal or state deployment orders are in effect.

C. Qualifying Notice and Certification

Employees seeking to use the NFMLA will be required to provide:

- a. A consultation with the District to schedule leave so as not to unduly disrupt the operations of the school.
- b. Certification from the proper military authority to verify the employee's eligibility for the family military leave requested.
- c. 14-day advance notice of the intended date upon which the leave will begin, if leave will consist of five or more work days.
- d. As much advance notice as possible of the intended date upon which the leave will commence, if leave will consist of less than five work days.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the NFMLA and this policy shall be unpaid leave.

B. Benefits

1. Taking leave under the NFMLA shall not result in the loss of any employee benefit accrued before the date on which the leave commenced.
2. Any employee who takes leave under the NFMLA will be permitted to continue their benefits at their own expense.
3. Payment for benefits must be made to the district in advance of the date on which they are due. For example, if health insurance premiums are paid to the carrier by the district on the 1st of the month, the employee taking leave under the NFMLA must provide the full cost of the premium to the district

prior to that date. Failure to provide the full costs for all benefits the employee wishes to continue in advance of their due date may result in cancellation of benefits as permitted by law.

III. Return from Leave

A. Restoration to Position

1. Any employee who exercises the right to leave under the NFMLA shall be restored by the district to the position held by the employee when the leave commenced or to a position with equivalent seniority status, employee benefits, pay, and other terms and conditions of employment.
2. This section does not apply if the district proves that the employee was not restored because of conditions unrelated to the employee's exercise of rights under the NFMLA.

B. Failure to Return

If an employee fails to return after the period of leave to which the employee is entitled has expired, and no additional qualifications for leave exist, the employee will be subject to the district's policies governing unexcused absences up to and including termination of employment.

Adopted on: July 10, 2017

Revised on:

Reviewed on:

4012 Staff Internet and Computer Use

Internet access is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching and learning skills. The following procedures and guidelines are intended to ensure appropriate use of the Internet at the school by the district's faculty and staff. Staff should also refer to the district's policy on Staff and District Social Media Use.

I. Staff Expectations in Use of the Internet

A. Acceptable Use While on Duty or on School Property

1. Staff shall be restricted to use the Internet to conduct research for instructional purposes.
2. Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents, and patrons.
3. Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
4. Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

B. Unacceptable Use While on Duty or on School Property

1. Staff shall not access obscene or pornographic material.
2. Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.

3. Staff shall not use school computers or district internet access to use peer-to-peer sharing systems such as BitTorrent, or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
4. The only political advocacy allowed by staff on school computers or district internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
5. Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

II. School Affiliated Websites

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated web page which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personality-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information on the Internet.

III. Enforcement

A. Methods of Enforcement

The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any

electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

1. The district uses a technology protection measure that blocks access to some sites that are not in accordance with the district's policy. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
2. Due to the nature of technology, the filter may sometimes block pages that are appropriate for staff research. The system administrator may override the technology protection measures that blocks or filters Internet access for staff access to a site with legitimate educational value that is wrongly blocked.
3. The district will monitor staff use of the Internet by monitoring Internet use history to ensure enforcement of this policy.

B. Any violation of school policy and rules may result in that staff member facing:

1. Discharge from employment or such other discipline as the administration and/or the board deem appropriate;
2. The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member;
3. When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

IV. Off-Duty Personal Use

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986,

as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Adopted on: December 12, 2016

Revised on: June 11, 2018

Reviewed on:

4013 Grievance Procedure

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

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

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

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

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory

to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

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

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

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

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

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed

to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

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

Requirement to Grieve. This grievance procedure is not discretionary and cannot be waived except through the express written consent of the board. No administrator or board member, individually, has the authority to waive the requirements of this procedure. Any grievance covered by this procedure but not raised pursuant to the requirements herein, including any grievance abandoned, will be forfeited.

Bad Faith or Serial Filings. The purpose of the grievance procedure is to resolve complaints and grievances regarding covered matters at the lowest level possible within the chain of command. Grievances filed without any intention to attempt to resolve the issues raised; for the purpose of adding administrative burden; or for purposes inconsistent with the professional obligations of district staff members may be dismissed by the superintendent without providing final resolution other than noting the dismissal on a basis in this section.

Adopted on: August 14, 2017

Revised on: June 11, 2018

Reviewed on:

4030 Evaluation of Certificated Employees

All certificated employees to be evaluated shall be notified annually in writing of the evaluation process. A certificated administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certificated employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. If the probationary certificated employee is a superintendent, he or she shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only. The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing. Evaluations will be completed prior to April 15th.

The school district will train administrators in evaluation annually through meetings with the superintendent or other administrator, attendance at regional, state or national workshops, or any other method approved by the superintendent.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

Entire Instructional Period. For certificated employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual

observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certificated employee in any activities in a classroom setting. When a certificated employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certificated employee performing activities that are typical of his or her position.

This policy and the evaluation instrument shall be included in the teacher handbook which will be distributed to staff members upon their employment and annually thereafter.

Adopted on: June 11, 2018

Revised on:

Reviewed on:

4031

Evaluation of Probationary Certified Employees

A certificated administrator will observe and evaluate each probationary certified employee for a full instructional period once each semester. The administrator will provide each employee with a written list of deficiencies, concrete suggestions for improvement, and sufficient time to improve. Evaluations will be completed prior to April 15th.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

Entire Instructional Period. For certified employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certified employee in any activities in a classroom setting. When a certified employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certified employee performing activities that are typical of his or her position.

Adopted on: June 11, 2018

Revised on:

Reviewed on:

4048

Assessment Administration and Security

The purpose of all testing and assessments is to measure students' knowledge, skills or abilities in the area tested. All staff members are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. This policy applies to all national, state, and local assessments, including both standardized and general classroom assessments.

1. Assessment Responsibilities

a. Each building principal, in consultation with the Superintendent and classroom teachers, will be responsible for:

- overseeing the scheduling of state administered assessments, training all staff who administer assessments, and ensuring that all assessments, including make-up testing, is completed within required testing windows;
- obtaining Standards, Assessment and Accountability Updates from the Department of Education and circulating the relevant portions of those updates to other staff members;
- informing the board of education of changes to the Nebraska Student-Centered Assessment System Security Procedures; and
- signing and enforcing the Nebraska Student-Centered Assessment System Security Agreement.

b. Every classroom teacher or other staff member who administers assessments is responsible for:

- complying with the Nebraska Student-Centered Assessment System Security Procedures;
- taking all reasonable and prudent steps to ensure the accuracy and integrity of all academic testing, including statewide assessments; and
- ensuring the security of all test materials.

2. Security Violations and Cheating

a. Classroom assessments

Staff members who suspect students of having cheated on a classroom assessment should conduct a reasonable inquiry and impose consequences on the student consistent with classroom rules and the student handbook.

b. State Accountability Tests

Staff members who suspect a breach of security on State Accountability Tests, must promptly report their suspicions to the building principal or superintendent. The superintendent must notify the Department of Education's Statewide Assessment Office and follow the Department's protocol for Reporting and Investigating Test Security Violations.

Staff members who engage in or enable students to engage in academic dishonesty in any testing or assessment will be subject to discipline up to and including the immediate cancellation of their employment contract.

Adopted on: December 12, 2016

Revised on: June 10, 2019

Reviewed on:

4052

Job References to Prospective Employers

All requests for employment-related references or employment history by prospective employers of current or former employees must be referred to a member of the administrative team. The administrator will either provide a reference in compliance with this policy or will forward the request to the superintendent.

If the school district is subject to a written separation agreement regarding a particular employee, the terms of that agreement will govern the district's response to requests for information, regardless of any written consent provided to the school district.

If the school district is not bound by a separation agreement and receives a legally enforceable written consent to release information, the district may provide the information authorized by that document. The school district may provide additional truthful information to prospective employers of current and former employees in accordance with this policy.

Employees Suspected of Sexual Misconduct Against a Minor or Student

Apart from the routine transmission of administrative and personnel files or unless otherwise permitted by law, the district and any employee, contractor, or agent of the school district is prohibited from providing any employee any assistance in obtaining a new job if the school district or the individual acting for the school district has probable cause to believe said employee has engaged in sexual misconduct with a student or minor in violation of the law.

Adopted on: December 12, 2016

Revised on: June 10, 2019

Reviewed on:

4060 School Vehicle Use

Pupil Transportation Vehicles. The transportation of students in a pupil transportation vehicle is governed by the rules of the Nebraska Department of Education and the district's safe pupil transportation plan or safety and security plan. See Title 92, Nebraska Administrative Code, Chapter 91 – Regulations Governing Driver Qualifications and Operational Procedures for Pupil Transportation Vehicles ("Rule 91") Title 92, Nebraska Administrative Code, Chapter 92 – Regulations Governing the Minimum Equipment Standards and Safety Inspection Criteria for Pupil Transportation Vehicles ("Rule 92"), available on NDE's website (www.education.ne.gov). A pupil transportation vehicle is any vehicle utilized to carry school children as sponsored and approved by the school board and that conforms to the Nebraska Department of Education definitions of pupil transportation vehicles listed as School Bus, Activity Bus, Small Vehicle, or Coach Bus.

School Vehicles Other Than Those Transporting Students. School district employees, board members, and other elected or appointed school district officials (collectively "school personnel") who are not transporting children are authorized to use a school district vehicle to travel to a designated location or to their home when the primary purpose of the travel serves a school district purpose. School district vehicles may not be used for personal purposes unless the vehicle, or the use of it, is provided to an employee as a condition of an employment contract or it is leased to school personnel as allowed by law. School personnel must operate school vehicles in accordance with all applicable federal, state, and local laws.

Driver Qualifications. School personnel who wish to use a vehicle owned or leased by the school district and who are not transporting students must:

- Possess and provide a copy of a valid Motor Vehicle operator's license.
- Be able to read and comprehend driving regulations and written test questions.
- Obtain and provide a copy of his or her current driving record from the department of motor vehicles at least one time per school year to the superintendent or his or her designee.
- Be at least 19 years of age.

School personnel must notify the superintendent or his or her designee about any change in their driving status or eligibility.

School personnel who have been convicted of any of the following or who meet any of the following conditions will not be allowed to drive a school district vehicle:

- If the citation or conviction occurred at any time—Motor vehicle homicide or driving under the influence – 3rd or subsequent offense;
- If the citation or conviction occurred within the last 5 years - Driving under the influence of drugs or alcohol, failure to render aid in accident you are involved in, speeding 15 miles per hour or more above the posted speed limit, reckless driving (willful or otherwise), careless driving, leaving the scene of an accident, failure to yield to a pedestrian with bodily injury to the pedestrian, or negligent driving; or
- Have accumulated 6 points or more under an operator’s license point system within the last 5 years.

The superintendent or his or her designee has the discretion to prohibit school personnel from driving a school vehicle for a citation or arrest for the above offenses or any other offense or reason. The superintendent or his or her designee will make the final determination about the use of school district vehicles.

Electronic Communication While Driving. Unless the superintendent or a principal grants an exception to allow verbal communication on an as needed basis for specific district-related work based upon an employee’s duties and responsibilities, school personnel shall not use any electronic communication device to read a written communication, manually type a written communication, send a written communication, verbally communicate with others, or otherwise communicate with others while operating a school vehicle. This prohibition includes but is not limited to answering or making telephone calls, engaging in telephone conversations, and reading or responding to e-mails, instant messages, text messages or other visual media.

Tobacco, Alcohol, and Controlled Substances. The use of any tobacco product, including the use of vapor products, alternative nicotine products, or any other such look-alike product, is not permitted in a school vehicle at any time. The use or possession of any alcohol or controlled substance (unless legally prescribed to school personnel by a physician) is not permitted in a school vehicle at any time. All drivers shall follow and be subject to Drug Free Workplace Policy and Drug Policy Regarding Drivers Policy.

Traffic Accidents, Infractions, Violations, or Citations. School personnel who receive a citation or warning citation from a law enforcement officer or are involved in an accident while operating a school vehicle must report the citation to the superintendent or his or her designee as soon as practicable, but no later than 24 hours of receipt. The superintendent must

report his or her accidents, infractions, violations, or citations to the board president.

Adopted on: December 12, 2016

Revised on: July 10, 2017

Reviewed on:

4061

Workplace or Non-Workplace Injuries or Illness and Return to Work

Reporting Workplace Injuries. Staff members who are injured while performing duties or who witness workplace injuries must report them to the superintendent or superintendent's designee as soon as possible after being injured or witnessing an injury. Staff members must prepare written statements regarding the injuries they sustained or witnessed when they are asked to do so by the school district. Failure to report a workplace injury as a witness will constitute insubordination and neglect of duty and may result in adverse employment action up to and including termination or cancellation of employment. Failure to report workplace injuries may also result in delayed or forfeited benefits to which an employee may otherwise be entitled.

Returning to Work after Workplace Injuries or Non-Workplace Injuries or Illness. Staff members whose injuries or illness prevent them from completing any or all of their duties, whether or not incurred at work, may be permitted to continue working or may be offered modified duty positions as required by law or as determined appropriate by the superintendent. This policy does not guarantee a limited or modified assignment during the recovery period unless it is otherwise required by law. The employee may be required to provide a return to work certification or report from their treating physician which delineates any restrictions, modifications, or accommodations needed to allow the employee to perform the essential functions of their position.

Termination After Workplace Injuries or Illness. Unless otherwise covered in an individual employment contract, employees may be terminated after suffering a workplace injury or illness when the district has a legitimate, nondiscriminatory reason for doing so. Such reasons include but are not limited to:

- Necessity to fill the position to maintain continuous services as required by law or district policy or standards;
- Performance deficiencies of the employee unrelated to the injury or illness;
- Unavailability of substitute or replacement employees;
- When the absence will negatively impact students' educational experience or opportunities; or
- Any other reason not otherwise prohibited by law.

The district may make such employment determinations regardless of whether the employee has returned to work and regardless of whether a

medical professional has certified that the employee has reached maximum medical improvement. In the event the injury or illness lasts beyond the amount of leave time provided by the district and by the Family Medical Leave Act, which is generally no greater than 12 weeks, the employee may be terminated even if the employee remains eligible for Workers' Compensation under state law or short or long-term disability under a policy available through the district. In no event will an employee be terminated as retaliation for filing a Workers' Compensation claim.

Termination After Non-Workplace Injuries. Unless otherwise covered in an individual employment contract or prohibited by law, employees who are unable to perform any of the essential functions of their positions with reasonable accommodation(s) due to injury or illness occurring outside of the workplace may be terminated. The employee's position or a similar position will be held open only as required by law, such as the Family Medical Leave Act.

Adopted on: July 10, 2017

Revised on:

Reviewed on:

4053
Conflict of Interest

Any school district employee who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For the purposes of this policy:
 - a. Business with which an employee is associated shall include the following:
 - (1) A business in which the employee or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
 - (2) A business in which the employee or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the employee or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the employee reports the name and address of the company and stockbroker.
 - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
 - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes
2. Contracts with the School District.
 - a. No employee or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is

awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular business hours the proposals considered and the contract awarded.

- b. The existence of any conflict of interest in any contract in which the employee has an interest and in which the school district is a party, or the failure to make public the employee's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for public notice shall apply when the employee, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.

3. Employing Members of the Immediate Family.

- a. An employee may employ or recommend or supervise the employment of an immediate family member if:
 - (1) The employee does not abuse his or her position.
 - (a) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (2) The employee makes a reasonable solicitation and consideration of applications for employment.
 - (3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.
 - (4) The board approves the employment or supervisory position.

- b. The employee shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
- a. No employee shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
 - (1) a public official, public employee, or candidate.
 - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
 - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
 - b. No employee shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the employee would thereby be influenced.
 - c. An employee shall not use or authorize the use of his or her public employment or any confidential information received through the public employment to obtain financial gain, other than compensation provided by law, for himself or herself or a member of his or her immediate family, or a business with which he or she is associated.
 - d. An employee shall not use or authorize the use of personnel, resources, property, or funds under that person's official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items for personal financial gain, other than compensation provided by law.
5. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, an employee shall not authorize the use of school district personnel, property, resources, or funds for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
 - b. This does not prohibit an employee from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
 - c. This does not prohibit an employee from discussing and voting upon a resolution supporting or opposing a ballot question.
 - d. This does not prohibit an employee under the direct supervision of a public official from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - e. An employee may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the school district. However, this shall not be done during a time that the individual is engaged in his or her official duties.
6. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: December 12, 2016

Revised on: July 10, 2017

Reviewed on:

4014 Employment-Related Sexual Harassment

It is the policy of the school district to provide an environment free of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or communication constituting sexual harassment. Sexual harassment by any employees and students is unequivocally prohibited. Sexual harassment is misconduct that interferes with work productivity and wrongfully deprives employees of the opportunity to work and students of the opportunity to study and be in an environment free from unsolicited and unwelcome sexual overtones. Sexual harassment includes all unwelcome sexual advances, requests for sexual favors and other such verbal or physical misconduct. Sexual harassment is a prohibited practice and is a violation of the law.

The U.S. Equal Employment Opportunity Commission has issued guidelines interpreting Section 703 of Title VII as prohibiting sexual harassment. Sexual harassment is defined in those guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature constitutes sexual harassment when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

A person who feels harassed is encouraged to inform the person engaging in sexually harassing conduct or communication directly that the conduct or communication is offensive and must stop. If the person who feels harassed does not wish to communicate directly with the person whose conduct or communication is offensive, or if direct communication with the offending person has been ineffective, the

person who feels harassed should report the conduct or communication using the district's complaint policy. Complaints involving sexual harassment may also be submitted at any time to the district's Title IX coordinator.

Regardless of the means selected for resolving the problem, the good faith initiation of a complaint of sexual harassment will not affect the complainant's employment, compensation or work assignments as an employee, or status as a student.

Sexual harassment of students is addressed in a separate policy.

Adopted on: December 12, 2016

Revised on: June 11, 2018

Reviewed on:

3057
Title IX Policy

It is the policy of the school district that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any of the school district's programs or activities. The district is required by Title IX (20 U.S.C. § 1681) and 34 C.F.R. part 106 to not discriminate in such a manner.

1. Title IX Coordinator

1.1. **Designation.** The district will designate and authorize at least one employee to coordinate its efforts to comply with its responsibilities under this policy, who will be referred to as the "**Title IX Coordinator.**" The district will notify applicants for admission and employment, students, parents or legal guardians of students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the district, of the name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator. Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment). This report may be made by any means, including but not limited to, in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours).

1.2. **Definitions.** As used in this policy, the following terms are defined as follows:

1.3. **Actual knowledge** means notice of sexual harassment or allegations of sexual harassment to any district employee. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only district employee with actual knowledge is the respondent (as that term is defined below). "Notice" as used in this paragraph includes, but is not limited to, a report of sexual harassment to the Title IX Coordinator as described in subsection 1.1 above.

1.4. **Complainant** means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

1.5. **Formal complaint** means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the district investigate the allegation of sexual harassment. The only district official who is authorized to initiate the Grievance Process for Formal Complaints of Sexual Harassment against a respondent is the Title IX Coordinator (by signing a formal complaint). At the time of filing a formal complaint with the district, a complainant must be participating in or attempting to participate in the district's education program or activity. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed for the Title IX Coordinator under subsection 1.1 above, and by any additional method designated by the district. As used in this paragraph, the phrase "document filed by a complainant" means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the district) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party under this policy or under 34 C.F.R. part 106, and will comply with the requirements of this policy and 34 C.F.R. part 106, including subsections 5.1.3–5.1.4 and 34 C.F.R. § 106.45(b)(1)(iii).

1.6. **Respondent** means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

1.7. **Consent** for purposes of this policy means the willingness in fact for conduct to occur. An individual may, as a result of age, incapacity, disability, lack of information, or other circumstances be incapable of providing consent to some or all sexual conduct or activity. Neither verbal nor physical resistance is required to establish that an individual did not consent. District officials will consider the totality of the circumstances in determining whether there was consent for any specific conduct. Consent may be revoked or withdrawn at any time.

1.8. **Sexual harassment** means conduct on the basis of sex that satisfies one or more of the following:

- 1.8.1. An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;

1.8.2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity;

1.8.3. **Sexual assault**, as defined in 20 U.S.C. § 1092(f)(6)(A)(v), which means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation:

1.8.3.1. **Sex Offenses, Forcible**—Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

1.8.3.1.1. **Rape**—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

1.8.3.1.2. **Sodomy**—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity

1.8.3.1.3. **Sexual Assault With An Object**—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity

1.8.3.1.4. **Fondling**—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her

age or because of his/her temporary or permanent mental or physical incapacity

- 1.8.3.2. **Sex Offenses, Non-forcible**—(Except Prostitution Offenses) Unlawful, non-forcible sexual intercourse.
 - 1.8.3.2.1. **Incest**—Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
 - 1.8.3.2.2. **Statutory Rape**—Non-Forcible sexual intercourse with a person who is under the statutory age of consent
- 1.8.4. **Dating violence**, as defined in 34 U.S.C. § 12291(a)(10), which means violence committed by a person—
 - 1.8.4.1. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - 1.8.4.2. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - 1.8.4.2.1. The length of the relationship.
 - 1.8.4.2.2. The type of relationship.
 - 1.8.4.2.3. The frequency of interaction between the persons involved in the relationship.
- 1.8.5. **Domestic violence**, as defined in 34 U.S.C. § 12291(a)(8), which includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who;

1.8.5.1. is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;

1.8.5.2. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;

1.8.5.3. shares a child in common with the victim; or

1.8.5.4. commits acts against youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

1.8.6. **Stalking**, as defined in 34 U.S.C. § 12291(a)(30), which means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

1.8.6.1. fear for his or her safety or the safety of others; or

1.8.6.2. suffer substantial emotional distress.

1.9. **Supportive measures** means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the district's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The district will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the district to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

2. **Discrimination Not Involving Sexual Harassment.**

2.1. **General Prohibition.** Except as provided elsewhere in Title IX, 34 C.F.R. part 106, or this policy, no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by the district.

2.2. **Specific Prohibitions.** Except as provided elsewhere in Title IX, 34 C.F.R. part 106, or this policy, in providing any aid, benefit, or service to a student, the district will not on the basis of sex:

- 2.2.1. Treat one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit, or service;
- 2.2.2. Provide different aid, benefits, or services or provide aid, benefits, or services in a different manner;
- 2.2.3. Deny any person any such aid, benefit, or service;
- 2.2.4. Subject any person to separate or different rules of behavior, sanctions, or other treatment;
- 2.2.5. Apply any rule concerning the domicile or residence of a student or applicant;
- 2.2.6. Aid or perpetuate discrimination against any person by providing significant assistance to any agency, organization, or person which discriminates on the basis of sex in providing any aid, benefit or service to students or employees;
- 2.2.7. Otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity.

2.3. **Complaint Procedure.** All complaints regarding any alleged discrimination on the basis of sex, including without limitation violations of this policy, 34 C.F.R. part 106, Title IX, Title VII, or other state or federal law—when the alleged discrimination does not arise from or relate to an allegation of sexual harassment as defined in subsection 2.6 above—shall be addressed pursuant to the district's general complaint procedure, Board Policy 2006.

3. **Response to Sexual Harassment**

3.1. **Reporting Sexual Harassment.** Any person who witnesses an act of unlawful sexual harassment is encouraged to report it to the District's Title IX Coordinator. No person will be retaliated against based on any report of suspected sexual harassment or retaliation. Any District employee who receives a report of sexual harassment or has actual knowledge of sexual harassment must convey that information to the Title IX Coordinator as soon as reasonably practicable, but in no case later than the end of the following school day.

3.2. **General Response to Sexual Harassment.** When the district has actual knowledge of sexual harassment in its education program or activity against a person in the United States, the district will respond promptly in a manner that is not deliberately indifferent. The district will be deemed to be deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances. For the purposes of this policy "education program or activity" includes locations, events, or circumstances over which the district exercised substantial control over both the respondent and the context in which the sexual harassment occurs. The district's response will treat complainants and respondents equitably by offering supportive measures as defined in subsection 2.7 above to a complainant, and by following the grievance process described in section 5 below before the imposition of any disciplinary sanctions or other actions that are not supportive measures, against a respondent. The Title IX Coordinator will promptly contact the complainant to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.

3.3. **Emergency Removal.** Nothing in this policy precludes the district from removing a respondent from the district's education program or activity on an emergency basis, provided that the district undertakes an individualized safety and risk analysis, and determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal. In the event that the district so removes a respondent on an emergency basis, then the district will provide the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be

construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

3.4. **Administrative Leave.** Nothing in this policy precludes the district from placing a non-student employee respondent on administrative leave during the pendency of a grievance process that complies with section 5 below. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.

3.5. **General Response Not Conditioned on Formal Complaint.** With or without a formal complaint, the district will comply with the obligations and procedures described in this section 4.

4. **Grievance Process for Formal Complaints of Sexual Harassment.**

4.1. **General Requirements.**

4.1.1. **Equitable Treatment.** The district will treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following the grievance process described in this section 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent. Remedies will be designed to restore or preserve equal access to the district's education program or activity. Remedies may include the same individualized services described in subsection 2.7 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent.

4.1.2. **Objective Evaluation.** This grievance process requires an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence. Credibility determinations may not be based on a person's status as a complainant, respondent, or witness.

4.1.3. **Absence of Conflicts of Interest or Bias.** The district will require that any individual designated by a recipient as a Title IX Coordinator, investigator, decision-maker, or any

person designated by a recipient to facilitate an informal resolution process, not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

4.1.4. **Training.** The district will ensure that all individuals or entities described in this Training section 5.1.4 receive training as provided below. Any materials used to train these individuals will not rely on sex stereotypes and will promote impartial investigations and adjudications of formal complaints of sexual harassment.

4.1.4.1. **All District Employees and Board Members.** All district employees and board members will be trained on how to identify and report sexual harassment.

4.1.4.2. **Title IX Coordinators, Investigators, Decision-Makers, or Informal Resolution Facilitators.** The district will ensure that Title IX Coordinators, investigators, decision-makers, or any person designated by the district to facilitate an informal resolution process receive training on:

4.1.4.2.1. The definition of sexual harassment in subsection 2.6;

4.1.4.2.2. The scope of the district's education program or activity;

4.1.4.2.3. How to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable; and

4.1.4.2.4. How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

4.1.4.3. **Decision-Makers.** The district will ensure that decision-makers receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's

sexual predisposition or prior sexual behavior are not relevant, as set forth in subsection 5.6.

- 4.1.4.4. **Investigators.** The district will also ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in subsection 5.5.8.
- 4.1.5. **Presumption.** It is presumed that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
- 4.1.6. **Reasonably Prompt Time Frames.** This grievance process shall include reasonably prompt time frames for conclusion of the grievance process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the district offers informal resolution processes. The process shall also allow for the temporary delay of the grievance process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.
- 4.1.7. **Range of Possible Sanctions and Remedies.** Following a determination of responsibility, the district may impose disciplinary sanctions and remedies in conformance with this and the district's student discipline policy, and other state and federal laws. Depending upon the circumstances, these policies provide for disciplinary sanctions and remedies up to and including expulsion.
- 4.1.8. **Range of Supportive Measures.** The range of supportive measures available to complainants and respondents include those listed in subsection 2.7.
- 4.1.9. **Respect for Privileged Information.** The district will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information

protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

4.2. **Notice of Allegations.**

4.2.1. **Initial Notice.** Upon receipt of a formal complaint, the district will provide the following written notice to the parties who are known:

4.2.1.1. A copy of this policy.

4.2.1.2. Notice of the allegations of sexual harassment potentially constituting sexual harassment as defined in subsection 2.6, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known. The written notice will include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, under subsection 5.5.5, and may inspect and review evidence under subsection 5.5.5. The written notice will inform the parties of any provision in the district's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

4.2.2. **Supplemental Notice.** If, in the course of an investigation, the district decides to investigate allegations about the complainant or respondent that are not included in the Initial Notice described above, the district will provide notice of the additional allegations to the parties whose identities are known.

4.3. **Dismissal of Formal Complaint.**

- 4.3.1. The district will investigate the allegations in a formal complaint.
- 4.3.2. **Mandatory Dismissals.** The district **must** dismiss a formal complaint if the conduct alleged in the formal complaint:
 - 4.3.2.1. Would not constitute sexual harassment as defined in subsection 2.6 even if proved;
 - 4.3.2.2. Did not occur in the district's education program or activity; or
 - 4.3.2.3. Did not occur against a person in the United States.
- 4.3.3. **Discretionary Dismissals.** The district **may** dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:
 - 4.3.3.1. The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
 - 4.3.3.2. The respondent is no longer enrolled in or employed by the district; or
 - 4.3.3.3. Specific circumstances prevent the district from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
- 4.3.4. Upon a dismissal required or permitted pursuant to subsections 5.3.2 or 5.3.3 above, the district will promptly send written notice of the dismissal and an explanation of that action simultaneously to the parties.
- 4.3.5. Dismissal of a formal complaint under this policy does not preclude the district from taking action under another provision of the district's code of conduct or pursuant to another district policy.

4.4. Consolidation of Formal Complaints. The district may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a grievance process involves more than one complainant or more than one respondent, references in this policy to the singular "party," "complainant," or "respondent" include the plural, as applicable.

4.5. Investigation of Formal Complaint. When investigating a formal complaint and throughout the grievance process, the district will:

- 4.5.1. Designate and authorize one or more persons (which need not be district employees) as investigator(s) to conduct the district's investigation of a formal complaint;
- 4.5.2. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the district and not on the parties provided that the district cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the district obtains that party's voluntary, written consent to do so for a grievance process under this section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the district will obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);
- 4.5.3. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- 4.5.4. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- 4.5.5. Provide the parties with the same opportunities to have others present during any grievance proceeding, including

the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; however, the district may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties;

- 4.5.6. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- 4.5.7. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the district does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Prior to completion of the investigative report, the district will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least 10 calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report; and
- 4.5.8. Create an investigative report that fairly summarizes relevant evidence and, at least 10 calendar days prior to the time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response.

4.6. Determination Regarding Responsibility

4.6.1. Decision-Maker(s). The decision-maker(s) cannot be the same person as the Title IX Coordinator or the investigator(s).

4.6.2. Exchange of Written Questions. After the district has sent the investigative report to the parties pursuant to subsection 5.5.8, but before reaching a determination regarding responsibility, the decision-maker(s) will afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. The decision-maker(s) will explain to the party proposing the questions any decision to exclude a question as not relevant.

4.6.3. Written Determination. The decision-maker(s) will issue a written determination regarding responsibility. To reach this determination, the decision-maker(s) will apply the preponderance of the evidence standard. The written determination will include:

4.6.3.1. Identification of the allegations potentially constituting sexual harassment as defined in subsection 2.6;

4.6.3.2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

4.6.3.3. Findings of fact supporting the determination;

4.5.8.1. Conclusions regarding the application of the district's code of conduct to the facts;

4.5.8.2. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the district's education program or activity will be provided by the district to the complainant; and

4.5.8.3. The district's procedures and permissible bases for the complainant and respondent to appeal.

4.5.9. The district will provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the district provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

4.5.10. The Title IX Coordinator is responsible for effective implementation of any remedies.

4.6. **Appeals.** The district will offer both parties the opportunity to appeal from a determination regarding responsibility, and from the district's dismissal of a formal complaint or any allegations therein, on the grounds identified below.

4.6.1. **Time for Appeal.** Appeals may only be initiated by submitting a written Notice of Appeal to the Office of the Superintendent of Schools within ten (10) calendar days of the date of the respective written determination of responsibility or dismissal from which the appeal is taken. The Notice of Appeal must include (a) the name of the party or parties making the appeal, (b) the determination, dismissal, or portion thereof being appealed, and (c) a concise statement of the specific grounds (from subsection 5.8.2 below) upon which the appeal is based. A party's failure to timely submit a Notice of Appeal will be deemed a waiver of the party's right to appeal under this policy, 34 C.F.R. part, 106, and Title IX.

4.6.2. **Grounds for Appeal.** Appeals from a determination regarding responsibility, and from the district's dismissal of a formal complaint or any allegations therein, are limited to the following grounds:

4.6.2.1. Procedural irregularity that affected the outcome of the matter;

4.6.2.2. New evidence that was not reasonably available at the time the determination regarding responsibility

or dismissal was made, that could affect the outcome of the matter; and

4.6.2.3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

4.6.3. As to all appeals, the district will:

4.6.3.1. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties;

4.6.3.2. Ensure that the decision-maker(s) for the appeal is not the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

4.6.3.3. Ensure that the decision-maker(s) for the appeal complies with the standards set forth in subsections 5.1.3–5.1.4.

4.6.3.4. Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;

4.6.3.5. Issue a written decision describing the result of the appeal and the rationale for the result; and

4.6.3.6. Provide the written decision simultaneously to both parties.

4.7. **Informal Resolution.** The district will not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section. Similarly, the district will not require the parties to participate in an informal resolution process under this section and may not offer an informal resolution process unless a formal complaint is filed. However, at any time prior to reaching a determination regarding responsibility the district may

facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the district:

- 4.7.1. Provides to the parties a written notice disclosing:
 - 4.7.1.1. The allegations;
 - 4.7.1.2. The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations;
 - 4.7.1.3. That at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint; and
 - 4.7.1.4. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- 4.7.2. Obtains the parties' voluntary, written consent to the informal resolution process; and
- 4.7.3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

4.8. Recordkeeping

- 4.8.1. The district will maintain for a period of seven years records of:
 - 4.8.1.1. Each sexual harassment investigation including any determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the district's education program or activity;
 - 4.8.1.2. Any appeal and the result therefrom;

- 4.8.1.3. Any informal resolution and the result therefrom;
and
 - 4.8.1.4. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. The district will make these training materials publicly available on its website, or if the district does not maintain a website then the district will make these materials available upon request for inspection by members of the public.
- 4.8.2. For each response required under section 4, the district will create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the district will document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the district's education program or activity. If the district does not provide a complainant with supportive measures, then the district will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the district in the future from providing additional explanations or detailing additional measures taken.

5. **Superintendent Authorized to Contract.** The board authorizes the Superintendent to contract for, designate, and appoint individuals to serve in the roles of the district's investigator(s), decision-maker(s), informal resolution facilitator(s), or appellate decision-maker(s) as contemplated by this policy.

6. **Access to Classes and Schools.**

6.1. **General Standard.** Except as provided in this section or otherwise in 34 C.F.R. part 106, the district will not provide or otherwise carry out any of its education programs or activities separately on the basis of sex, or require or refuse participation therein by any of its students on the basis of sex.

- 6.1.1. **Contact sports in physical education classes.** This section does not prohibit separation of students by sex within physical education classes or activities during participation in wrestling, boxing, rugby, ice hockey, football, basketball, and other sports the purpose or major activity of which involves bodily contact.
- 6.1.2. **Ability grouping in physical education classes.** This section does not prohibit grouping of students in physical education classes and activities by ability as assessed by objective standards of individual performance developed and applied without regard to sex.
- 6.1.3. **Human sexuality classes.** Classes or portions of classes that deal primarily with human sexuality may be conducted in separate sessions for boys and girls.
- 6.1.4. **Choruses.** The district may make requirements based on vocal range or quality that may result in a chorus or choruses of one or predominantly one sex.

6.2. **Classes and Extracurricular Activities.** The district may provide nonvocational single-sex classes or extracurricular activities as permitted by 34 C.F.R. part 106.

7. **Athletics.** It is the policy of the district that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated differently from another person or otherwise be discriminated against in any interscholastic, club, or intramural athletics offered by the district, and that the district will not provide any such athletics separately on such basis.

7.1. **Separate Teams.** Notwithstanding the foregoing paragraph, the district may operate or sponsor separate teams for members of each sex where selection for such teams is based upon competitive skill or the activity involved is a contact sport.

7.2. **Equal opportunity.** The district will provide equal athletic opportunity for members of both sexes. Unequal aggregate expenditures for members of each sex or unequal expenditures for male and female teams will not constitute noncompliance with this section.

8. Certain Different Treatment on the Basis of Sex Permitted.

Nothing herein shall be construed to prohibit the district from treating persons differently on the basis of sex as permitted by Title IX or 34 C.F.R. part 106. For example, and without limiting the foregoing, the district may provide separate toilet, locker room, and shower facilities on the basis of sex, but such facilities provided for students of one sex shall be comparable to such facilities provided for students of the other sex.

9. Retaliation Prohibited.

Neither the district nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, 34 C.F.R. part 106, or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. The district will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. § 1232g, or FERPA regulations, 34 C.F.R. part 99, or as required by law, or to carry out the purposes of 34 C.F.R. part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to shall be addressed pursuant to Board Policy 2006 (Complaint Procedure).

9.1. Specific Circumstances.

9.1.1. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited by this section.

9.1.2. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this part does not constitute retaliation prohibited under this section, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

10. Notification of Policy. The district will notify applicants for admission and employment, students, parents or legal guardians of students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the district of the

existence of this policy. The requirement to not discriminate, as stated in Title IX and 34 C.F.R. part 106, in the district's education program(s) or activities extends to admission and employment, and inquiries about the application of Title IX and 34 C.F.R. part 106 to the district may be referred to the district's Title IX Coordinator, the Assistant Secretary for Civil Rights of the United States Department of Education, or both.

11. **Publication of Policy.** The district will prominently display on its website, if any, and in each handbook that it makes available to applicants for admission and employment, students, parents or legal guardians of students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the district, the name or title, office address, electronic mail address, and telephone number of the employee or employees designated as the Title IX Coordinator(s).

12. **Application Outside the United States.** The requirements of this policy apply only to sex discrimination occurring against a person in the United States.

13. **Scope of Policy.** Nothing herein shall be construed to be more demanding or more constraining upon the district than the requirements of Title IX (20 U.S.C. § 1681) and 34 C.F.R. part 106. To the extent that the district is in compliance with Title IX and 34 C.F.R. part 106, then all of the district's obligations under this policy shall be deemed to be fulfilled and discharged.

Adopted on: August 10, 2020

Revised on: June 13, 2022

Reviewed on:

Dear Mr. Fritch and Members of the School Board,

This year there are 78 members.

As per contract we ask to be recognized as the exclusive and sole collective bargaining representative for the upcoming year 2023-2024 for all teachers employed by the district.

We are also asking to be recognized as the exclusive and sole collective bargaining representative for all teachers employed by the district for the 2024-2025 school year.

We look forward to working with you in a providing a quality education for the students of Nebraska City Public Schools.

I am recognizing the assistance of Scott Kinnison in the compilation of the list.

Respectfully submitted October 6, 2022.

Raymond Girard,
President, Nebraska City Education Association

Snow Removal (RFP) 2022-2023

Name L'Heureux's Snow Removal / Sanding
Phone Home - 402-873-4943 Cell - 402-613-0432
Equipment 4 pickups with Snow Plows
cost Dump truck and loader and Sander
Snow Removal 140 per truck per hour
Salt and Sand Nebraska City High School - 600 -
Northside Elementary - 275 -
Hayward Elementary - 200 -
Nebraska City Middle School - 200 -
Central Offices - 250 -

Reference Nebraska City Public Schools

Ins Attached

Comments When asked for extra Salt and Sand anywhere Cost will be accordingly.



SHELTER INSURANCE COMPANIES

GENERAL LIABILITY
EVIDENCE OF INSURANCE
AS OF 09/29/2021

NAME AND ADDRESS OF NAMED INSURED:
LHEUREUX JERRY DBA LHEUREUX SN
OW REMOVAL
921 10TH CORSO
NEBRASKA CITY, NE 68410-3112

AGENT:
Shelter Insurance Companies
719 CENTRAL AVE
NEBRASKA CITY, NE 68410-2450
(402) 873-9149
AGENT NUMBER 26-AF91-21

Policy Number: 26-31-6072715-1 **Effective Date: 01/16/2021, 12:01 AM Central Time**
Expiration Date: 01/16/2022, 12:01 AM Central Time

This policy will continue to renew as long as we offer to renew it and you pay the required premium by the due date.

THE LOCATION OF THE DESCRIBED PREMISES IS 921 10TH CORSO NEBRASKA CITY NE 68410
BUSINESS OF THE NAMED INSURED IS: SNOW REMOVAL FOR COMMERCIAL AND RESIDENT
THE NAMED INSURED IS: INDIVIDUAL
THE LIMIT OF THE COMPANY'S LIABILITY IS STATED IN THE POLICY AND APPLIES AS FOLLOWS:

Limits of Insurance			
General Aggregate (Other Than Product - Completed Operations)		\$	1,000,000
Personal and Advertising Injury Limit		\$	1,000,000
Each Occurrence Limit		\$	1,000,000
Rented To You Limit		\$	100,000
Medical Expense Limit (Any One Person)		\$	5,000
Premium		\$	100.00

Coverage Form and Description of Hazards			Premium Basis	Premium
Code	Key	Description		
921 10TH CORSO NEBRASKA CITY NE 68410 (COUNTY 131)				
Premises and Operations				
99310	4	SNOW AND ICE REMOVAL - CONTRACTOR	13152	73.00
Products and Completed Operations				

THE FOLLOWING ENDORSEMENTS ARE A PART OF THIS POLICY AND ARE ATTACHED:

Limit	
CG 00 01 04 13	Commercial General Liability Coverage Form
CG 22 92 12 07	Snow Plow Operations Coverage
CG 21 04 11 85	Exclusion - Products - Completed Operations Hazards
CG 20 11 12 19	NEBRASKA CITY PUBLIC SCHOOLS Additional Insured - Managers Or Lessors Of Premises

TERM 12 MONTHS
ZONE CODE 502

ADDITIONAL INSURED
NEBRASKA CITY PUBLIC SCHOOLS

Secretary

President and CEO



Response To



**Request for Proposals for a
HVAC Project within the District**

October 5, 2022

Executive Summary

Facility Advocates is pleased to respond to the Invitation to Bid Advertisement for an HVAC Project at the HS, MS & Hayward Elementary School. The project that has been identified at Nebraska City Public School District, is exactly what Facility Advocates is structured to do. The individuals that make up the team at Facility Advocates have been implementing similar projects for over 30 years with Nebraska Public School Districts.

BID FORM

1. Energy Services Company FACILITY ADVOCATES LLC

Signature David Raymond

Printed Name: David Raymond

Title: Principal Owner

Address: 3730 S. 149th Street, Suite 104, Omaha, NE 68144

Telephone Number: 402-206-8777

E-mail: draymond@facilityadvocates.com



2. Bid:

Middle School Cooling Tower (2) Pumps \$67,500

3. Completion Dates. Contractor agrees that its anticipated start date is October 15, 2022 and it will attain Substantial Completion of the work by November 15, 2022 and it will reach Final Completion by November 30, 2022.

4. Claims & Suits: Has your company ever failed to complete any work awarded to it? **NO**
If yes, explain: _____

Has your company filed any law suits or requested arbitration with regard to construction contracts within the last five years? **NO**

If yes, explain: _____

Company History, Team & References

Facility Advocates: Office is located at 13504 Stevens Street, Omaha NE 68137

Web site: www.facilityadvocates.com

Company History:

After spending 30 years in Corporate America, Facility Advocates was launched on January 4, 2021 to focus on the Energy Solutions business with Nebraska Public School Districts. The company history is really being developed on a daily basis but our motto of “**solving problems & saving money**” is something we take to heart.

There are 3 main focuses of this start up that include: ESCO contracts, HVAC & BAS service contracts & facility planning.

ESCO contracts- Partnering with a public entity to implement a variety of Energy Conservation Measures that will solve problems and save money.

Mechanical service contracts- Partnering with public school districts who have an internal need of executing preventative maintenance tasks on the HVAC & BAS equipment within the facilities to maximize operational efficiencies and extend the equipment life.

Facility planning- Partnering with districts to develop both short-term equipment replacement priority lists or In-door Air Quality needs and/or long-term new square footage space needs.

Customer service is at the core of why Facility Advocates was started. To say it's our top priority is an understatement. It **IS** the main reason why we exist and is the foundation of our culture. We will only compete for contracts if we are in the best position to fulfill them. Without our customers, we won't exist nor grow. To date, this philosophy has served us well with a dozen customers in our first 9 months.

Key Members of the Facility Advocate Team for Auburn Public Schools:

Principal Owner – Dave Raymond

Project Developer/Manager – Nathan Fritzler

Energy Engineer - Larry Cihal, C.E.M. (Nebraska #6610)

Professional Engineer – Joe Schmidt, PE (Nebraska #18473)

K-12 Consultants – Doug Lewis & Dan Bird

Contact Person for the Project is Dave Raymond (cell # 402-206-8777)

FACILITY ADVOCATES TEAM

DAVE RAYMOND

**PRINCIPAL OWNER
NEBRASKA ACCOUNT EXECUTIVE**

PROFESSIONAL EXPERIENCE

2021- Doors open at Facility Advocates with Ownership
 2007 to 2020: Trane- (ESCO) Energy Services Company /
 Performance Contracting Sales
 1996 to 2007: Siemens- K-12 Account Sales
 1991 to 1996: Honeywell- K-12 Account Sales

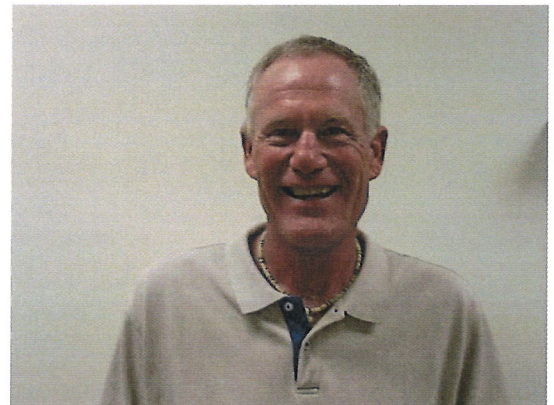


LARRY CIHAL

ENERGY ENGINEER, EIT, CEM- #6610, CDSM

PROFESSIONAL EXPERIENCE

2021 to present- Energy Engineer, Facility Advocates
 2008 to 2020: Energy Engineer, Trane
 1998 to 2008: Energy Engineer, Siemens
 1986 to 1998: Energy Management Supervisor, NPPD
 1973 to 1986: Nebraska Public Power District



NATHAN FRITZLER

PROJECT DEVELOPER/MANAGER

PROFESSIONAL EXPERIENCE

2021 to present: Project Developer/Manager at Facility
 Advocates, Omaha, NE
 2002 to 2021: HVAC Control Systems
 Designer/Programmer/Estimator, Design
 Mechanical, Inc, Louisville, CO
 2000 to 2002: HVAC Control Systems Programmer, Trane,
 Denver, CO
 1996 to 2000: Commercial Service Technician, APH Service
 Company, Denver, CO
 1995 to 1996: Sheet Metal Foreman, Main Street Homes,
 Aurora, CO
 1993 to 1999: Aviation Radar Repairman, US Marine Corps
 Reserve



Customer References

The RFP asks for customer references / experience. Facility Advocates has earned several Nebraska Public School Districts as customers. Our top 10 include:

1. Auburn Public Schools- David Patton, Superintendent @ 402-274-4830
2. Cambridge Public Schools – Greg Shepard, Superintendent @ 308-697-3322
3. Dundy County Public Schools- Jackie Anderson, Superintendent @ 308-423-2738
4. Falls City Public Schools – Tim Heckenlively, Superintendent @ 402-245-2825
5. Norris Public Schools – Brian Maschmann, Superintendent @ 402-791-0000
6. Ogallala Public Schools- Gene Russel, Superintendent @ 308-284-4060
7. Papillion LaVista Public Schools- Brett Richards, Asst. Supt. @ 402-537-9998
8. Plainview Public Schools – Darron Arlt, Superintendent @ 402-582-4993
9. Seward Public Schools – Josh Fields, Superintendent @ 402-643-2941
10. York Public Schools – Mitch Bartholomew, Superintendent @ 402-362-6655

Appendix

In this section of the proposal, you will find the requested information that confirms Facility Advocates experience in working with Nebraska Public School Districts on Energy Conservation Measure Projects:

Department of Labor Registration

Certificate of Insurance

Current Bonding Capacity

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR



Pete Ricketts, Governor

Contractor Registration Certificate

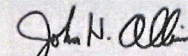
This certificate is non-transferable

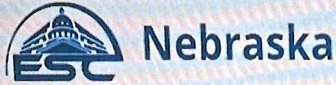
Registration # 17208-21

Date Expiring: 1/19/2022

Facility Advocates
13504 Stevens Street, Suite C
Omaha, NE 68137

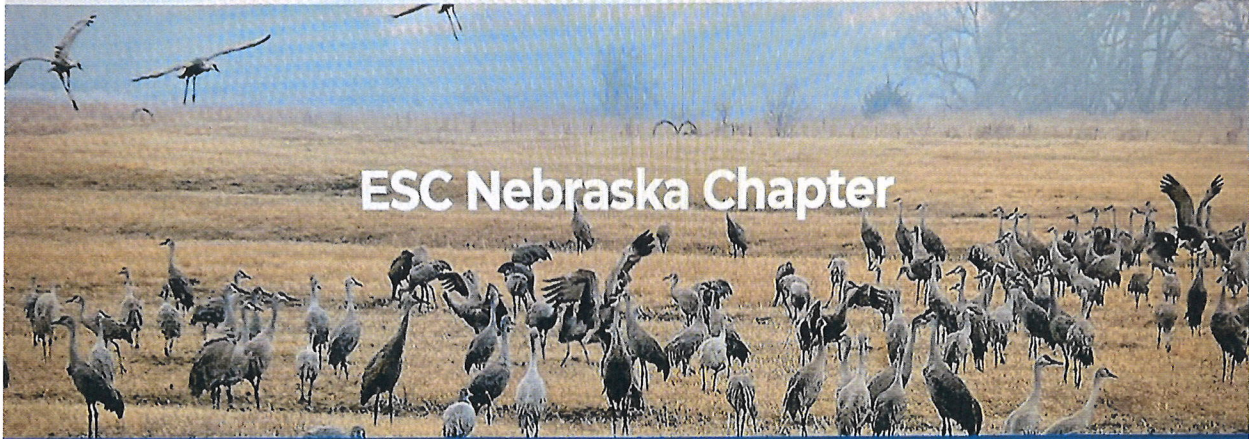
Nebraska Department of Labor
550 South 16th Street
Lincoln, NE 68508
402-471-2239


Commissioner of Labor



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ESC Nebraska Chapter

Welcome to the Nebraska Energy Services Coalition Chapter!

We are dedicated to providing an outreach program that provides information and education on performance contracting to the target audience within our state.



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Chapter Members

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David Raymond
Principal
Facility Advocates
13504 Stevens Street
Suite C
Omaha, NE 68137

📞 402.206.8777
✉ draymond@facilityadvocates.com
🌐 www.facilityadvocates.com

Company Type: ESCO

Active In: NE
Member Chapter: NE

Certificate of Insurance



III. INSURANCE

The insurance required shall be written for not less than the following, or greater if required by law. Coverings, whether written on an occurrence or claims made basis, shall be maintained without interruption from the date of the commencement of the work until the date of final payment and termination of any coverage required to be maintained after final payment.

1. Workman's Compensation
 - A. State: Statutory
 - B. Employers liability:
 - \$500,000.00 each accident
 - \$500,000.00 disease, policy limit
 - \$500,000.00 disease, each employee
2. General Liability (including premises - operations, independent contractors protective; products and completed operations; broad from property damage):
 - A. Bodily Injury
 - \$1,000,000.00 each occurrence
 - \$2,000,000.00 aggregate
 - B. Property Damage
 - \$1,000,000.00 each occurrence
 - \$2,000,000.00 aggregate
 - C. Products and Completed Operation to be maintained for two years after final payment, and the contractor shall continue to provide evidence of such coverage to the owner on an annual basis during the afore mentioned period.
 - D. Property Damage Liability Insurance shall provide X (explosion) C (collapse) and U (underground) coverage.
 - E. Contractual Liability (hold harmless coverage):
 - 1.) Bodily Injury:
 - \$1,000,000.00 each occurrence
 - 2.) Property Damage:
 - \$1,000,000.00 each occurrence
 - \$2,000,000.00 aggregate
 - F. Personal Injury (with employment exclusion deleted, if applicable)
 - \$2,000,000.00
 - G. If the General Liability Policy includes a general aggregate, such general aggregate shall not be less than \$2,000,000.00. The policy shall be endorsed to have general aggregate apply to this project.
3. Umbrella Excess Liability
 - A. \$2,000,000.00 over primary insurance
 - B. \$10,000.00 retention
4. Automobile Liability (owned, non-owned, hired)
 - A. Bodily injury
 - \$1,000,000.00 each person
 - \$1,000,000.00 each accident
 - B. Property Damage
 - \$1,000,000.00 each occurrence

Current Bonding Capacity



Tuesday, March 30, 2021

Facilities Advocates
13504 Stevens Street, Ste C
Omaha, NE 68137

Re: Bonding Capacity Letter

To Whom It May Concern:

J. Ryan Bonding is authorized by Granite Re, Inc. to issue fidelity and surety bonds for Facilities Advocates.

They are a valued customer. We may issue bonds for any single contract and aggregate up to the medium seven figures, and larger contracts will also be considered.

Please understand that any arrangements for surety credit is a matter between contractor/applicant and ourselves and we assume no liability to any third parties.

This letter is not to be construed as an agreement to provide surety bonds for any particular job, but is offered as an indication of our confidence in this firm. Any specific requests for bonds will be underwritten by Granite Re, Inc. on their own merits.

If you have any questions, please contact me at 800-535-0006.

Sincerely,

Michael Douglas

2022 STATE EDUCATION CONFERENCE
NOVEMBER 16-18
CHI HEALTH CENTER - DOWNTOWN OMAHA

WORKING TOGETHER WINS

IGNITING TEAM SPIRIT



CO-SPONSORED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS AND
THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS



REGISTRATION & RESERVATIONS

REGISTRATION FOR THE 2022 STATE EDUCATION CONFERENCE WILL OPEN TUESDAY, SEPTEMBER 13, 2022

To register, go to www.NASBOnline.org

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:

REGISTER SEPTEMBER 13 THROUGH NOVEMBER 4	\$300	REGISTER NOVEMBER 5 THROUGH ON SITE	\$350
PRE-CONFERENCE REGISTRATION	\$75	BOARD MEMBER ELECTS	\$175
CANCELLATION FEE (PRIOR TO 11/5)	\$125	<i>(No refunds after the registration deadline)</i>	

HOTEL RESERVATIONS

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Tuesday, September 27, 2022

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST TUESDAY, SEPTEMBER 27, 2022.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street
\$151 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 23, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
\$166 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL NOVEMBER 5, OR UNTIL FULL

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



SCHEDULE AT A GLANCE / PRE-CONFERENCE SESSIONS

WEDNESDAY, NOVEMBER 16

PRE-CONFERENCE SESSIONS
1:00 TO 4:00 PM

EXHIBITOR RECEPTION
4:00 TO 5:30 PM

THURSDAY, NOVEMBER 17

BOARD MEMBER/MENTOR
COLLABORATION
7:15 TO 8:15 AM

OPENING KEYNOTE SPEAKER
8:30 TO 9:45 AM

A - BREAKOUT SESSIONS
10:00 TO 11:00 AM

B - BREAKOUT SESSIONS
11:30 AM TO 12:30 PM

THURSDAY LUNCHEON KEYNOTE
SPEAKER
12:45 TO 2:00 PM

C - BREAKOUT SESSIONS
2:15 TO 3:15 PM

D - BREAKOUT SESSIONS
3:30 TO 4:30 PM

FRIDAY, NOVEMBER 18

CLASSROOM SHOWCASE
7:30 TO 11:30 AM

NASB DELEGATE ASSEMBLY
8:00 TO 9:30 AM

NASA MEMBERSHIP MEETING
8:00 TO 9:30 AM

E - BREAKOUT SESSIONS
9:15 TO 10:15 AM

F - BREAKOUT SESSIONS
10:30 TO 11:30 AM

FRIDAY LUNCHEON KEYNOTE
SPEAKER
11:45 AM TO 1:15 PM

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 16 - 1:00 TO 4:00 PM

EDUCATOR SHORTAGE: TAKING CARE OF BUSINESS

"Now Hiring" is an all-too-common sign for schools. This pre-conference will expose three aspects of the quest to improve this situation. You will hear how Plainview Public Schools is placing focus on potential teachers (students) to ensure they are invited to pursue careers in the education field. Partners from UNL and AASPA will share Educator shortage trend data and strategies to alleviate the situation at the state and national level, including how educator preparation programs can be a proactive partner to school districts. The innovative program at Westside Public Schools to move classified staff to certified teachers through the para-to-teacher partnerships will round out this event.

PRESENTERS: Darron Arlt - Plainview Public Schools, Kelly Coash-Johnson - AASPA, Andrea Haynes & Mike Lucas - Westside Community Schools, Sara Skretta - UNL

A CIVIL DISCOURSE: BOARD, ADMINISTRATION, AND INDIVIDUAL RESPONSES IN TENSE SITUATIONS

Schools are drawing greater attention than ever before. That makes now a perfect time for a refresher on how to best respond to all that attention. This training on Civil Discourse will help you understand and strive for constructive conversations when things get heated. What's the best way to handle the meeting when 50 patrons show up for public comment? What exactly do you say when approached at the gas station by an unhappy staff member? When does disruptive behavior cross the line? Attorneys at Perry and KSB will lay out the law and use real-life examples to help board members and administrators learn how to turn these negative situations into opportunities for productive engagement.

PRESENTERS: Attorneys from KSB School Law and Perry Law Firm



SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE THURSDAY LUNCHEON

NASB DELEGATE ASSEMBLY - FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM

NASA MEMBERSHIP MEETING - FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

KEYNOTE SPEAKERS

GUIDING THROUGH THE STORM JEFF EVANS

THURSDAY MORNING OPENING SPEAKER - 8:30 TO 9:45 AM

Jeff's skills have been acquired not only on the highest peaks around the world, but also through guiding blind climber Erik Weihenmayer on extraordinarily challenging objectives including the summit of Mt Everest and a 2nd place finish on ABC's adventure series, Expedition Impossible. Jeff reminds us that, in fact, we are all guides in some capacity...professionally and personally. These experiences highlight the importance of adopting an expeditionary mindset necessary to succeed in our current VUCA (Volatile, Uncertain, Complex, and Ambiguous) world, which often involves the ability to evaluate and adjust the ever-changing route up the mountain, the tools in your pack and the trajectory of the team.



STATE OF THE ASSOCIATIONS ADDRESS NASB & NCSA LEADERSHIP

THURSDAY LUNCHEON SPEAKERS - 12:45 TO 2:00 PM



CREATING THE CHAMPION WITHIN MOLLY KENNEDY

FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM

Her heart's work is to inspire you to paradigm shift your way to developing a resilient mindset that breeds confidence and success. Molly's message will empower you to get UNstuck from any challenge or transition life throws at you. You'll learn practical, user-friendly strategies applicable to every aspect of life. This message will stick to your ribs! She 'walks the walk' when it comes to resiliency, grit and perseverance. Molly grew up in a dysfunctional family with addiction, divorce, abuse, neglect, abandonment, suffered from an eating disorder, was suicidal and a runaway at 15 years old. Prepare yourself for a message of how to overcome obstacles, reach goals and create the best version of yourself!



WORKING TOGETHER WINS - IGNITING TEAM SPIRIT

BREAKOUT SESSIONS & TRACKS



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNICATION



CURRICULUM



ESU



FACILITIES



FINANCE



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER



STUDENTS



TECHNOLOGY



WELLNESS

A

A - BREAKOUT SESSIONS THURSDAY, NOVEMBER 17 - 10:00 TO 11:00 AM



A1 NEW FACES IN THE LEGISLATURE

With the election complete, the 2023 Legislative session will usher in many new faces, all coming with their own ideas and priorities. What will this mean for K-12 Education? We will review those new faces and what it means to K-12 Education in the upcoming session. Learn about the ideas and priorities that will shape education policy moving forward.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 WE EVALUATE TO RETAIN STAFF...HOW?

ESU 7 has developed a system of growth that includes a strong growth component for EVERY staff member from custodian to administration and the board. The process begins with recruiting new personnel moves through mentoring, evaluation, personalized professional development plans, and agency reflection. This session will provide you with a sampling of ESU 7's process using Charlotte Danielson's framework. You will be exposed to the tools ESU 7 uses, as well as the training, and the process involved for certificated, professional, classified and support staff.

PRESENTERS: Larianne Polk & Marci Ostmeyer - ESU 7



A3 IS THAT A COMPLAINT, GRIEVANCE, OR VENTING? UNDERSTANDING POLICY, LAW, AND PROCEDURES FOR RESPONDING

With so many grievance procedures, complaint procedures, due process procedures, chains of command, and all else schools must navigate, it's no wonder school attorneys have jobs. This session will sort through what's actually legally required versus what's best practice or practically useful. Our hope is you leave the session understanding the what, the when, the where, and the why, so you can do your job as a board member or administrator in deciding the "how" for your school.

PRESENTERS: KSB School Law



A4 TRANSPARENT STRATEGIC PLANNING IN WESTSIDE

Participants will learn how Westside Community Schools went about a year-long strategic planning process by doing a majority of the work with its own staff and talents. After organizing focus groups with more than 140 stakeholders, developing a one-page logic model, determining metrics to measure each of its goals, and developing a district scorecard for the community, the district launched its new initiative in the fall of 2021. Leaders from Westside will share a step-by-step process and artifacts that your district could use as a resource when working on your own strategic plan.

PRESENTERS: Mike Lucas, Mark Weichel & School Board Members - Westside Community Schools

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



A5 NIL FOR K-12

This session will discuss the growing trend in athletics regarding "name-image-likeness" and potential impacts in the high school setting.

PRESENTERS: Josh Schauer & Derek Aldridge - Perry Law Firm



A6 SENIOR SEMINAR

How many times have you heard, "If they only taught that in school!" Exeter-Milligan Public School has taken that to heart and created the Senior Seminar class. Topics within this required class include: Laundry/identification of stains/stain removal; sewing on buttons; comparison shopping; time management; simple car care and repairs; financial literacy; cover letters and resumes; leadership qualities. Guest speakers are also utilized to share concepts including purchasing a car, lease agreements, and insurance.

PRESENTERS: Paul Sheffield, Denice Kovanda, Jordan Marr & Mary Lou Vossler - Exeter-Milligan Public Schools



A7 THERAPY DOGS IN SCHOOL

The session will discuss the benefits of therapy dogs and Johnson-Brock's experiences with a dog in school. We will also discuss the process that the dog and owner must do in order to have a dog in the school.



PRESENTERS: Jeff Koehler & Ashton Bohling - Johnson Brock Public Schools



A8 INNOVATING AS A COMMUNITY FOR EARLY CHILDHOOD EDUCATION - GOTHENBURG

Gothenburg is working as a community to solve the early childhood education crisis. Their assessment, planning, and proposed solutions included their school district, community leaders, and private child care providers at every step. They are working toward innovative solutions that involve interlocal agreements with each of these parties, as well. First Five Nebraska will host a panel comprised of the Board President of the Gothenburg Early Childhood Learning Coalition, Superintendent of Gothenburg Public Schools, and a private child care provider to learn more about the work being done in their community.

PRESENTERS: Mike Feeken, Colten Venteicher, Allison Jonas & Casey Madsen - First Five Nebraska



A9 FIRST FIVE FANTASTIC MINUTES

The first five minutes of the day are the most important five minutes at Crete Intermediate! During this time, students spend just a moment filling out a Google form, choosing from a set of five emojis that illustrate how they are feeling that morning. The steps taken after the form is complete sets students up for success throughout the day. In this session, you will learn how the staff at Crete Intermediate intentionally plans to address the needs of their students both socially and emotionally.



PRESENTERS: Lisa Fye & Shannon Cole - Crete Public Schools



WORKING TOGETHER WINS - IGNITING TEAM SPIRIT

THURSDAY BREAKOUT SESSIONS

B

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 17 - 11:30 AM TO 12:30 PM



B1 NSAA, STRIVING TO MEET THE NEEDS OF OUR MEMBERSHIP

We will discuss the thoughts and wishes of our membership that we are receiving as we move forward into this new year. Determine how it may effect all members and utilizing feedback in developing plans for the future.

PRESENTER: Jay Bellar - NSAA



B2 FUTURE'S SO BRIGHT- YOU GOTTA WEAR SHADES

The UNPS Career Academy is a progressive and modern approach to secondary education. This beautiful new 36,000 square foot addition offers six distinct career pathways including Nursing, Construction, Automotive, Early Childhood, Culinary and Entrepreneurial. The academy will provide all students with a dynamic learning environment with access to quality individualized instruction and hands-on career experiences to prepare them for life opportunities after high school with the support and integration of the cultural community.

PRESENTERS: Ricardo Ariza, Brenda Murphy, Delberta Frazier, Kari Bappe & Jon Pickinpaugh - Umo ho Nation Public Schools



B3 DRAWINGS AND CONTRACTS AND FUNDING, OH MY! CONSTRUCTION ISSUES UNIQUE TO SCHOOL PROJECTS



Whether you are planning a new school building or just doing regular maintenance projects, your district likely has a project being planned or on the horizon. Many board members and administrators are surprised by unique legal requirements that make school construction projects very different than typical projects. We will highlight the important aspects of school construction projects so that you can develop a solid plan, including engaging a design professional, project delivery systems, construction contracts, bidding requirements, and more.

PRESENTERS: Steve Williams & Coady Pruett - KSB School Law



B4 INTRODUCTION TO THE ROLE AND RESPONSIBILITIES OF A SCHOOL BOARD MEMBER - FREQUENTLY ASKED QUESTIONS



Congratulations, you have been elected to the school board! You believe you know what the job responsibilities are, but there is a chance you don't know what you don't know! This session will focus on best practice related to the role and responsibilities of the board and superintendent, board meeting protocols, policy, evaluation, communication with stakeholders, district goals, and more.

PRESENTER: Marcia Herring - NASB



B5 FIRST AMENDMENT FOR BOARD MEMBERS

This session will analyze and illustrate how the First Amendment applies to public schools, with an emphasis on how board members need to be mindful of their constitutional obligations to students, staff, and the community.

PRESENTER: Jim Gessford & Justin Knight - Perry Law Firm



B6 YOUR DISTRICT AND YOUR ESU...WHAT'S IN IT FOR US?



So, how do you know what the ESU offers your district? How do you know what your school participates in? What if there are services you want, but are not currently offered? How often does the ESU collaborate with our district? Does every school district receive the same services we do? What's the role of the ESU? Come hear how ESU 7 is using district data to determine the services, customizing services to each district to meet their unique needs, documenting services delivered to district educators, and calculating the value added as a result of services provided.

PRESENTERS: Tami Clay, Larianne Polk & Marci Ostmeyer - ESU 7

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



B7 STRATEGIC COMMUNICATIONS AND ENGAGEMENT - FINDING AND SHARING YOUR MESSAGES, YOUR MISSION AND ACHIEVEMENTS DURING A TIME OF UNCERTAINTY

Hear how Grand Island Public Schools, a district of 10,000 students, engages stakeholders at every level, especially during times of uncertainty. GIPS includes student, staff, family and community engagement to build trust and foster positive relationships in support of students and school community. Hear the process of determining strategic communication priorities and pivoting when needed; a process that is led by board members and superintendent as well as a dynamic communications team. Leave this session with tools that you can use in districts of any size to foster community collaboration and empowerment.

PRESENTERS: Jennifer Worthington, Lisa Albers, Carlos Bárcenas, Tawana Grover & Mitchell Roush - Grand Island Public Schools



B8 EKCO PROJECT - EXPOSING KIDS TO CAREER OPPORTUNITIES

Students often struggle with the answer to the question, "What do I want to be when I grow up?" This project helps provide schools with creative ways to get students in grades K-12 exploring their career opportunities. There are several components to our program: equipment available through a check-out system (like a library book), commercial equipment that rotates on a quarterly basis, staff to help teachers and students utilize the equipment, curriculum strategies, assistance with existing equipment, grant writing and much more. Want to do more with careers? This may give you some ideas of where to begin.

PRESENTERS: Annette Weise & Matt Dworak - Tri County Public Schools



B9 ACCESS TO OVERALL WELL-BEING

ESU 2 Team ACCESS (All Children Celebrated Educated Safe & Successful) is a program to support students, families, and districts by expanding services and programs that aim to address overall well-being. Team ACCESS was created as a single entry point for our school districts to access our social support services. Our goal is to work together behind the scenes, to make it easier for schools to navigate our many social support programs. The presentation will review how ESU 2 Team ACCESS staff help coordinate services, provide educator training, and support through small group instruction or mental health counseling.

PRESENTERS: Taira Masek, Megan Reese, Johannah Boden-Tracy & Beth Kabes - ESU 2

ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE THURSDAY LUNCHEON THURSDAY, NOVEMBER 17 - 12:45 TO 2:00 PM

PREVIOUS WINNERS INCLUDE:

2021 - STEVE KOCH, HERSHEY

2020 - MARIAN HOLSTEIN, WINNEBAGO

2019 - VALERIE FISHER, PAPILLON-LA VISTA

2018 - KATHY DANEK, LINCOLN

2017 - BONNIE HINKLE, GRAND ISLAND

2016 - TERRI HAYNES, CHADRON

2015 - LINDA RICHARDS, RALSTON

2014 - BRAD KRIVOHLAVEK, NORFOLK

2013 - PATTY BENTZINGER, NORRIS

2012 - KATHY BARTEK, FALLS CITY

2011- JULIE AGARD, KEARNEY

2010 - KIM FASSE, ELKHORN

2009 - RON PEARSON, ESU #3

2008 - SANDRA JENSEN, OMAHA

2007 - JOHN HANSEN, BELLEVUE

2006 - FRED TAFOYA, PAPILLON-LA VISTA

2005 - WAYNE ERICKSON, WISNER-PILGER

2004 - ANN MACTIER, OMAHA



WORKING TOGETHER WINS - IGNITING TEAM SPIRIT

THURSDAY BREAKOUT SESSIONS



C - BREAKOUT SESSIONS THURSDAY, NOVEMBER 17 - 2:15 TO 3:15 PM



C1 STUDENT VOICES

Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.



C2 ALTERNATIVE PROJECT FINANCING - FEMA GYM/STORM SHELTER

Central City Public Schools is currently building a gymnasium/Storm Shelter with \$4 million in Federal FEMA funds. Their story will be presented in this session.

PRESENTERS: Jeff Jensen - Central City Public Schools, Genesis Contracting, CMBA Architects



C3 THE ABC'S OF GENDER IDENTITY, SEXUAL ORIENTATION, & WHAT IT MEANS FOR YOUR SCHOOL

Let's have an honest, level-headed, and practical conversation about this topic. What's changed in the law, and what hasn't? What does that mean for school policies, facilities, and activities?

PRESENTERS: Bobby Truhe & Jordan Johnson - KSB School Law



C4 ACCOUNTABILITY IS NOT JUST FOR SUPERINTENDENTS, ARE YOU ASSESSING THE ACCOUNTABILITY OF THE BOARD?

The most important role of a school board is hiring and evaluating the superintendent. Equally important is the board self-assessment to ensure the leadership team is striving to develop and maintain a healthy and positive working relationship. This session will equip you with quality evaluation and board self-assessment tools, tips for administering the superintendent evaluation and board self-assessment, and you will hear from a board that has adopted protocols to support an effective process.

PRESENTERS: Marcia Herring & Katie Coble - NASB, Kathy Wolfe - Palmer Public Schools



C5 HANDLING PUBLIC COMMENT CONUNDRUMS

Public comment can be a valuable tool for gathering community input and gauging community sentiment if not misused. In this session attorneys will examine reasonable rules and regulations that boards might consider establishing through a series of real-world current examples of public comment conundrums board members are dealing with.

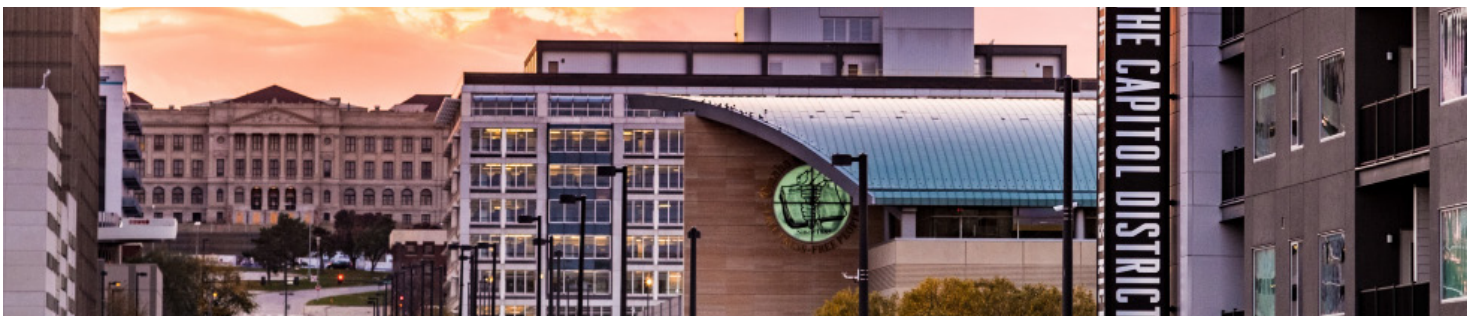
PRESENTER: Jim Gessford & Justin Knight - Perry Law Firm



C6 IMPACTFUL ENGAGEMENT: BRINGING THE BOE, DISTRICT, & COMMUNITY TOGETHER TO CREATE MEANINGFUL CHANGE.

Meaningful engagement from all stakeholders is highly desired but rarely achieved. The Crete Public Schools Board of Education, in partnership with their superintendent and community, has implemented a systematic process to engage all stakeholders in the change process. In this session, you will learn from the board secretary and superintendent how they have successfully gained and utilized the time, talents, and treasures of the community, staff, and students to design student-centered initiatives, including early childhood education and grading and reporting practices with buy-in from all stakeholders.

PRESENTERS: Josh McDowell & Julie Kozisek - Crete Public Schools



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THURSDAY BREAKOUT SESSIONS



C7 THE NEBRASKA WAY...STORIES FROM EVERY CORNER OF THE STATE

Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? In this session we discuss the "Nebraska Way" while sharing incredible stories from our schools from all across Nebraska. Nebraska Council of School Administrators (NCSA) Ambassador Program advocates for public education and promotes all the great things happening in schools every day. In the past six years, we have gathered hundreds of stories that can be found on <https://www.nebraska-advantage.org/>. These stories are examples of the student first, Nebraska way.

PRESENTERS: Cinde Wendell, Keith Rohwer, Tyler Dahlgren & Kyle McGowan - NCSA



C8 INTENTIONAL CULTURE & CLIMATE THE OG WAY! OGALLALA PUBLIC SCHOOL'S UNIQUE APPROACH TO CREATING A CULTURE OF CONFIDENCE!

This session is all about the unique approach Ogallala Public Schools uses to create a true Culture of Confidence in their staff, students and community. Culture happens no matter if you want it to or not, so who is driving your culture? At Ogallala Public Schools, a new language was created that had everyone in on the "culture game". This session promises to make you think and reflect on your own district's culture and the direction you could head if it is not where you want it to be yet!

PRESENTER: Gene Russel - Ogallala Public Schools



C9 ESU BOARD MEMBER UPDATE

Attend this session to hear representatives of the ESUCC, NDE, and NASB review events of the past year and provide a preview to upcoming educational changes and programs of interest to ESUs across the state.



MODERATOR: Jim Luebbe - NASB

D

D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 17 - 3:30 TO 4:30 PM



D1 FROM CRADLE TO CAREER

A small school's impact on developing the entire student from "Cradle to Career". Cedar Bluffs School removes barriers and creates opportunities for all students PK-12. Cradle to Career starts with an onsite daycare, free preschool and ends with free college classes and career opportunities. It offers free youth sports programs, free after school programs, community events and free transportation during the evening; giving students the opportunity to participate in extracurricular activities. Cedar Bluffs Public School was a Magna Award Winner for removing barriers, recognized in the Spring of 2022.

PRESENTERS: Harlan Ptomey, Kate Chrisman, Ben Hansen & Tina Headid - Cedar Bluffs Public Schools



D2 EHA HEALTH AND DENTAL PLAN UPDATES

Come learn more about the EHA Health and Dental plan. This will also be a time to ask questions and share ideas on what you would like to see from the plan.

PRESENTERS: Courtney Ray, Brett Young & Greg Long - EHA



D3 DUELING PIANOS, SCHOOL LAW STYLE

You've got the requests; they've got the keys. Jim and Karen will have some pre-planned topics to cover, and then they'll open it up for requests! From personnel issues to the First Amendment, anything goes. Bring your questions and requests, and Karen and Jim will keep it 100 (or at least PG-13).

PRESENTERS: Karen Haase - KSB School Law, Jim Gessford - Perry Law Firm

THURSDAY BREAKOUT SESSIONS



D4 THE POTENTIAL OF AFTERSCHOOL PROGRAMS

Discover how Cardinal Community Learning Centers (CCLC), the K-12 afterschool program for Crete Public Schools, excels in unlocking untapped potential of students and staff. We will discuss the following topics: student motivation, staff recruitment, community networks, brand recognition, public relations, stakeholder feedback, mechanisms for support and accountability, and nurturing the hidden talents of students and staff.

PRESENTER: Joel Bramhall - Crete Public Schools



D5 STUDENTS TODAY - RECENT STUDENT ISSUES FOR SCHOOLS

You will learn about expanded rights for transgender students, students' right to books in their libraries, First Amendment issues, and Furries! In this session we will guide you through these issues and more.

PRESENTERS: Greg Perry & Haleigh Carlson - Perry Law Firm



D6 WALL-TO-WALL CAREER ACADEMIES FROM THE PERSPECTIVE OF A NATIONAL MODEL HIGH SCHOOL

Plattsmouth High School Wall-to-Wall Career Academies began in 2016 after many years of visioning and planning by PHS students, staff, and stakeholders. Our academies are led by student academy core leaders (ACL), the business advisory committee with many community members, and our district and PHS staff. Come and learn about our journey to being a National Model High School and how wall-to-wall career academies differ from pocket academies. We are confident that you will take away many ideas for discussion about how career academies might benefit the students in your school district.

PRESENTER: Richard Hasty - Plattsmouth Community Schools



D7 "SO YOU WANTED TO FIND A SUPERINTENDENT?" WHY MORE PEOPLE DON'T WANT TO BE SCHOOL DISTRICT SUPERINTENDENTS AND WHAT CAN WE DO ABOUT IT.

The school district superintendent remains one of the most fundamentally important and influential leadership roles in Nebraska schools and communities. In recent years, the myriad stress-inducing demands of the vocation and a polarizing environment where everything seems to be controversy-laden have deterred many from pursuing the superintendency. This session will focus on small, actionable steps board members and superintendents can take to live better and lead more effectively, with tips on: handling conflict, managing the unavoidable priorities, maintaining focus trust (our most valuable commodity), and unplug by rethinking our relationship with technology & social media.

PRESENTERS: John Skretta - ESU 6, Joel Ruybalid - Blue Hill Community Schools



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

FRIDAY BREAKOUT SESSIONS



CLASSROOM SHOWCASE
FRIDAY, NOVEMBER 18 - 7:30 TO 11:30 AM



NASB DELEGATE ASSEMBLY
FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM



NASA MEMBERSHIP MEETING
FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM



E - BREAKOUT SESSIONS
FRIDAY, NOVEMBER 18 - 9:15 TO 10:15 AM



E1 THE PERFECT PAIR: MAINTAINING STRONG RELATIONSHIPS BETWEEN YOUR SCHOOL FOUNDATION AND DISTRICT

There is power in a strong district and foundation relationship. The key to that strength is establishing the relationship with the superintendent. Consistency in foundation relationships is key to keeping your foundation strong. This session will explore ways to codify practices, define responsibilities, and set long-term expectations for the foundation and district relationships.

PRESENTER: Jennifer Sibal - Nebraska Association of Public School Foundations

WORKING TOGETHER WINS - IGNITING TEAM SPIRIT

FRIDAY BREAKOUT SESSIONS



E2 CYBERSECURITY: TOP TIPS FOR BOARD MEMBERS & SCHOOL DISTRICTS



What you don't know can hurt you! Come to this session and learn basic, critical steps to protect yourself and your institutions from the dangers posed by phishers, hackers, and website attackers! The recent exponential leap in cyberattacks and ransomware attempts on schools combined with drastically increased expectations from insurers for education entities to even qualify for coverage has brought this issue to the forefront. Learn from a technology expert, who speaks in plain English, why it's critical to implement things like dual factor authentication, deploy offsite backups, and train ALL employees to be vigilant.

PRESENTERS: Jamen Hall & John Skretta - ESU 6



E3 HOT TOPICS IN SCHOOL LAW

Here we go again, on our own! Come back to this annual staple for the hottest topics and trickiest issues in school law.

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law



E4 USING EXPANDED LEARNING OPPORTUNITIES TO RE-ENGAGE YOUTH AND ACCELERATE LEARNING

Participants will learn about the impact high quality afterschool and summer learning programs have on youth participants. We will also share a new multi-year collaboration between Beyond School Bells and the Nebraska Department of Education to utilize ESSER III funding to initiate new and expand existing afterschool and summer programs that can serve as models for other districts across the state.

PRESENTER: Jeff Cole - Beyond School Bells



E5 OPEN MEETINGS AND PUBLIC RECORDS: WHAT THE ATTORNEY GENERAL HAS SAID

We will discuss some of the open meetings and public records complaints filed and how the Attorney General's office has addressed the issues and the complaints.

PRESENTERS: Derek Aldridge & Greg Perry - Perry Law Firm



E6 STEM COMMUNITY CONNECTIONS - ENSURE QUALITY AND ACCESS TO STEM EDUCATION IN BUILDING A VIBRANT COMMUNITY

We will highlight a unique model developed in partnership with the Omaha STEM Ecosystem and AIM Institute, and sponsored by Cox Business, to ensure equity and access in education for all students no matter their personal life experiences. It will also highlight how business/industry, education, non-profits, science centers and museums can be creative in developing a tool that facilitates career exploration and creating accessible STEM opportunities for all. The STEM Community Platform (SCP) will help ensure a talented, thriving and equitable workforce for generations to come. This very interactive session encourages questions and potential partnerships.

PRESENTERS: Mike Flesch, Neal Grandgenett, Julie Minton, Elizabeth Mulkerrin, Julie Sigmon & Tony Veland - Omaha STEM Ecosystem



E7 APPROACHING COMPLIANCE WITH AN OPEN MIND: RULE 10 TREND DATA

The Accreditation Section at the NDE is responsible for monitoring compliance with Rule 10: Regulations and Procedures for the Accreditation of Schools. Participants will understand Annual Assurance Statement reporting and how Accreditation collaborates with school administrators to correct unmet regulations. Time will also be spent discussing trend data from the past three years and specific regulations that allow for flexibility.

PRESENTERS: Micki Charf & Brad Dirksen - Nebraska Department of Education



E8 ESU BUILDING RELATIONSHIPS WITH MEMBER DISTRICT SCHOOL BOARDS



Designed specifically for ESU Board members, we will describe one Service Unit's efforts to build relationships with its member districts school board members. Topics will include visits to school board meetings, regional board member workshops and networking, and board StrengthFinder development work sessions.

PRESENTER: Drew Harris - ESU 9

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FRIDAY BREAKOUT SESSIONS

F

F - BREAKOUT SESSIONS FRIDAY, NOVEMBER 18 - 10:30 TO 11:30 AM



F1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION

Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

PRESENTERS: Ryan Foor, Patsy Koch Johns & Robin Stevens - Nebraska Department of Education



F2 USING THE INTERLOCAL AGREEMENT ACT FOR BUILDING INFRASTRUCTURE

This session will focus on using the Interlocal Agreement Act to create a separate agency to help in a school's infrastructure/construction needs.

PRESENTERS: Jason Alexander - Beatrice Public Schools, Brandon Lavaley - Wahoo Public Schools, Brenda McNiff - ESU 5



F3 PAIN IN THE APP, V. 8.0

Whether it's your first conference or you've attended the prior 7 renditions of this presentation, Karen Haase and Sara Hento will cover everything board members and administrators need to know about technology, social media, and how those things impact schools.

PRESENTERS: Karen Haase & Sara Hento - KSB School Law



F4 LEADING FOR EQUITY: PRIORITIZING AN EQUITABLE LEARNING ENVIRONMENT FOR STUDENTS

School boards identify priorities for supporting student success through their strategic plan. This session shares the collaboration between Ralston Public Schools and Educational Service Unit #3 and their journey to ensure an equitable learning environment for students. This includes the year-one steps taken to establish common language and understanding, create an effective Equity Dashboard, engage stakeholders in data to begin deepening conversations and change initiatives, and identify next steps in this collaborative process. This session highlights the importance of collectively slowing down, understanding the district's unique context and needs, and clarifying purpose and direction.

PRESENTERS: Scott Blum & Cecilia Wilkin - ESU 3



F5 NEGOTIATIONS FOR BOARD MEMBERS

We will discuss both the basics of negotiations and recent trends in negotiations across the State.

PRESENTER: Justin Knight & Josh Schauer - Perry Law Firm



F6 THE SCIENCE OF HOPE

In this interactive session, participants will learn to define "hope" and identify specific ways that schools can teach, nurture, and measure hope benefitting both students and school staff. Research shows that students with high levels of hope demonstrate significantly higher levels of achievement compared to peers with lower hope. They also have higher rates of admission to, as well as retention in college. Additionally, research clearly shows that hope has the power to mitigate the negative impacts of toxic stress. Session attendees will learn that hope is not a wish or a feeling, but indeed a proven teachable science.

PRESENTERS: Kraig Lofquist & Scott Butler - Educational Service Unit Coordinating Council



FRIDAY BREAKOUT SESSIONS



F7 ACCOUNTABILITY THROUGH PURPOSEFUL AND POSITIVE STAKEHOLDER ENGAGEMENT

The research is clear. Community and parent engagement fosters goodwill, brings in new partners and resources, and will positively impact support of students, expanded learning opportunities, and facility upkeep and expansion. Staff engagement builds rapport and improves student attendance and graduation rates. But how do you know what your staff, students, parents, and community are thinking, what they expect of the school district, and what they support? This session will address the importance of engaging stakeholders, what questions to ask, and how best to engage. You will also hear from a school district that recently engaged stakeholders in the discussion of long-term goals for the school district.

PRESENTERS: Marcia Herring, Kari Stephens & Caden Frank - NASB, Mark Lenihan & Jodi Pulfer - Wayne Community Schools

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON FRIDAY, NOVEMBER 18 - 11:45 AM TO 1:15 PM PREVIOUS WINNERS INCLUDE:

2023 - MARK LENIHAN, WAYNE	2011 - MIKE CUNNING, HERSHEY	1999 - KENNETH ANDERSON, HASTINGS
2022 - TERRY HAACK, BENNINGTON	2010 - KEITH LUTZ, MILLARD	1998 - KEN BIRD, WESTSIDE
2021 - JIM SUTFIN, MILLARD	2009 - STEVE RECTOR, SOUTH SIOUX CITY	1997 - RICK BLACK, CONESTOGA
2020 - MARK ADLER, RALSTON	2008 - LARRY RAMAEKERS, AURORA	1996 - GARY HAMMACK, KEARNEY
2019 - MIKE TEAHON, GOTHENBURG	2007 - ROGER BREED, ELKHORN	1995 - MARTIN PETERSEN, ALLIANCE
2018 - JOHN SKRETTA, NORRIS	2006 - RICHARD EISENHAUER, LEXINGTON	1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
2017 - CAROLINE WINCHESTER, CHADRON	2005 - ROY BAKER, NORRIS	1993 - FRED BELLUM, COLUMBUS
2016 - JAY BELLAR, BATTLE CREEK	2004 - DAN ERNST, WAVERLY	1992 - GLENN LARSEN, ADAMS CENTRAL
2015 - BRIAN MAHER, KEARNEY	2003 - RANDY NELSON, NORFOLK	1991 - NORBERT SCHUERMAN, OMAHA
2014 - STEVE BAKER, ELKHORN	2002 - PHILIP SCHOO, LINCOLN	1990 - DOUG CHRISTENSEN, NORTH PLATTE
2013 - KEVIN RILEY, GRETNA	2001 - KEITH ROHWER, NEBRASKA CITY	1989 - DONALD STROH, MILLARD
2012 - BILL MOWINKEL, GRAND ISLAND NW	2000 - STEVE, JOEL, BEATRICE	

REGISTERING FOR THE CONFERENCE

REGISTRATION FOR THE 2022 STATE EDUCATION CONFERENCE WILL OPEN TUESDAY, SEPTEMBER 13, 2022

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION
FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 16.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION,
CONTACT ABI CARLSON AT 800-422-4572 TO ARRANGE ALTERNATIVE MENUS.

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

2022 STATE EDUCATION CONFERENCE
NOVEMBER 16-18
CHI HEALTH CENTER - DOWNTOWN OMAHA

A photograph of five young boys in blue baseball uniforms sitting on a metal bench, looking out at a baseball field through a chain-link fence. The scene is captured from behind them, showing their backs and the field in the distance.

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THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS

