

Board of Education Regular Meeting
Monday, February 13, 2023 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
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 Revision-4003-Drug Policy Regarding Drivers
 - 3.4. Nebraska Association of School Boards (NASB) annual membership
 - 3.5. Insurance Claim regarding Middle School Boiler
 - 3.6. Driver's Education Rates and Compensation
 - 3.7. Personnel
 - 3.7.1. Resignations
 - 3.7.2. Hiring
 - 3.8. Superintendent's Report
4. Adjournment

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.

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: _____

UNAPPROVED MINUTES
Board of Education Regular and Reorganizational Meeting
Monday, January 16, 2023
Boardroom at Central Office
1700 14th Avenue
Nebraska City, NE 68410

The Nebraska City News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Friday, January 6, 2023 and on the Nebraska City Public Schools website on Wednesday, December 14, 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 from Friday, January 6, 2023 and Wednesday, December 14, 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

Board President, Jim Nemec, called the meeting to order at 6:00 PM.

1.1. Roll Call

Kent Blum: Present
Lisa Chaney: Present
Don Loseke: Present
Jeff Fields: Present
Stacie Higgins: Present
Jim Nemec: Present
Nick Schmitz: Absent
Brent Shanholtz: Present
Rob Elson: Present
Present: 8, Absent: 1

DRAFT

1.2. Pledge of Allegiance

1.3. Policy 2004-Oath of Office

Board Members Rob Elson and Brent Shanholtz verbally and in writing affirmed the Oath of Office.

1.4. Policy 2005-Board Member Conflict of Interest Statement of Intent-All Members

Each member of the Board of Education, on or before January 15th of each year, will declare in writing to the Board of Education the nature of any personal conflicts of interest regarding actions that may be taken by the Board of Education. Jim Nemec shared all board members signed and turned their forms in on January 12, 2023.

1.5. Organizational Meeting for the Board of Education

1.5.1. Election of Officers

Superintendent Fritch conducted the election of the president.

1.5.1.1. President

Order #16837-Motion Passed: Motion to elect Jim Nemeč as president for 2023 passed with a motion by Kent Blum and a second by Stacie Higgins. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

President Nemeč presided the rest of the meeting.

1.5.1.2. Vice President

Order #16838-Motion Passed: Motion to elect Kent Blum as Vice President for 2023 passed with a motion by Stacie Higgins and a second by Lisa Chaney. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1



1.5.2. Appointments by the Board President

1.5.2.1. Appointment to Committees by Board President for 2023

<u>Finance</u>	<u>Education</u>	<u>Buildings and Grounds</u>	<u>Policy</u>	<u>NCPS Foundation</u>
Kent Blum	Lisa Chaney	Nick Schmitz	Lisa Chaney	Jeff Fields
Brent Shanholtz	Stacie Higgins	Rob Elson	Stacie Higgins	Stacie Higgins
Jim Nemeč	Don Loseke	Jeff Fields	Kent Blum	Lisa Chaney
	Jim Nemeč		Don Loseke	Rob Elson

1.5.2.2. Appointments to the NCPS Foundation Board

Rob Elson was appointed to the NCPS Foundation Board.

1.5.2.3. Appointment to the Otoe County Land Reutilization Commission

This appointment will not be made until the Commission reorganizes. Jim Nemeč is willing to serve on behalf of the board at that time.

1.5.2.4. Appointment of Board Secretary and Board Treasurer

Order #16839-Motion Passed: Motion to approve Brenda Wieckhorst as the Board Treasurer and Mark Fritch as the Board Secretary for 2023 passed with a motion by Jim Nemeč and a second by Lisa Chaney. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

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

Order #16840-Motion Passed: Motion to approve the request to be absent from this meeting from Nick Schmitz passed with a motion by Jeff Fields and a second by Don Loseke. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

1.7. Welcome to Visitors and Public

President Nemeč welcomed the visitors and public to the meeting.

1.8. Approval of Agenda

Order #16841-Motion Passed: Motion to approve the agenda for January 16, 2023 passed with a motion by Stacie Higgins and a second by Kent Blum. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

1.9. Public Comment Time

President Nemeč read aloud the Rules Regarding Public Participation for the first meeting of the year. No one addressed the board during Public Comment Time.

1.10. Approval of Minutes

Order #16842-Motion Passed: Motion to approve the minutes from the Regular Meeting on December 12, 2022 passed with a motion by Kent Blum and a second by Don Loseke. No discussion.

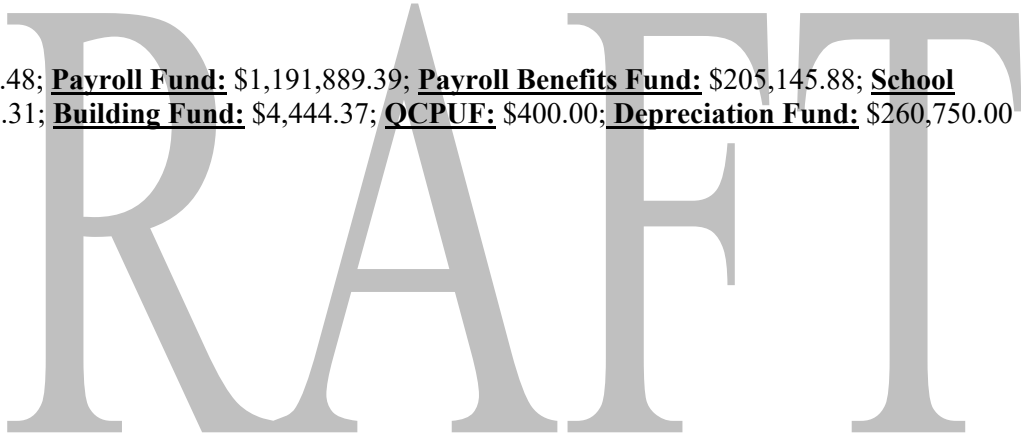
Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

1.11. Claims and Accounts

Order #16843-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Kent Blum and a second by Jeff Fields. Kent Blum reviewed the bills this month and found everything to be in order. No discussion.

General Fund: \$242,272.48; **Payroll Fund:** \$1,191,889.39; **Payroll Benefits Fund:** \$205,145.88; **School Nutrition Fund:** \$76,155.31; **Building Fund:** \$4,444.37; **OCPUF:** \$400.00; **Depreciation Fund:** \$260,750.00

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1



1.12. Financial Report

Order #16844-Motion Passed: Motion to approve the financial report as presented passed with the current balance in the treasury being \$-1,004,009.81 (Balance does include \$1,750,000.00 borrowed from TANS) with a motion by Jim Nemec and a second by Kent Blum. President Nemec gave a review of the financial reports, especially highlighting accounts they are monitoring for upcoming revenue and noting interfund borrowing from the Depreciation Fund. He noted that calendar year end expenditures seemed higher than last year, but reminded the board it was mostly due to the spending of additional federal ESSER dollars and also payments made to reduce debt.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Absent

Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

1.13. Principal’s Comments- “What’s Happening with the Pioneers!”

Lisa Chaney noted the large number of activities taking place during the time with limited student days last month. All buildings are very active.

2.0. Old Business

3.0. New Business

3.1. Audit Report from Dana Cole-Kerry Gustafsson

Kerry Gustafsson presented the district audit to the board and reviewed the findings. She commented that the several days she and her staff spent at Central Office were pleasant and found the school staff to be very helpful and accommodating.

Order #16845-Motion Passed: Motion to accept the 2021-2022 audit from Dana Cole as presented passed with a motion by Jim Nemecek and a second by Kent Blum. Jim Nemecek thanked Dana Cole for their assistance and expertise in identifying and communicating an issue and noted that the board took action immediately to rectify the situation. Stacie Higgins thanked Brenda Wieckhorst and the Central Office staff for their work preparing for the successful audit.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

DRAFT

3.2. Selection of Depositories

Order #16846-Motion Passed: Motion to approve Arbor Bank, Commercial State Bank, and Premier Bank of Nebraska City as 2023 depositories for the Nebraska City Public Schools passed with a motion by Kent Blum and a second by Jeff Fields. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

3.3. Committee Reports

3.3.1. Education, Americanism and Civics Committee

Stacie Higgins gave a report highlighting the work of Kate Sherwin beginning of the K-5 Math and Science curriculum adoption process. Lisa Chaney noted the work of Jenna Howell and the potential MOU with the UNMC Munroe-Meyer Institute for student mental health services. Jim Nemeč thanked Kate Sherwin for her leadership in the board sending a letter to the State Board of Education regarding concerns with changing student assessment. She received a favorable response.

3.3.2. Building and Grounds Committee Finance Committee

Jim Nemeč gave a report highlighting the work on ESSERS projects, HVAC and the drainage issue at the High School outdoor concession stand.

3.3.3. Finance Committee

Jim Nemeč reported that the committee work will be addressed in upcoming agenda items.

3.3.4. Policy Committee

Lisa Chaney reported that the committee began a new three-year policy review cycle and items will be addressed in upcoming agenda items.

3.4. Policy

3.4.1. Annual Policy Review-Policy 2012-Board Code of Ethics and Policy 2013-Violation of Board Ethics

The Board of Education will review these policies annually in January. Jim Nemeč read Policy 2012 aloud and encouraged all board members to review both policies.

3.4.2. Policy Review

The Policy Committee and Administration recommended the Board of Education review the following policies as outlined in the policy review cycle:

2002-Organization of Board

2006-Complaint Procedure

2014-Relationship with District Legal Counsel

5006-Foreign Exchange Students

5006.R1-Foreign Exchange Students Procedures

5044-Safe Pupil Transportation

3.4.3. Update Policy 5004-Option Enrollment Capacities

Order #16847-Motion Passed: Motion to approve the enrollment capacities as presented passed with a motion by Stacie Higgins and a second by Lisa Chaney. Kent Blum noted the policy is not changing, only the enrollment capacity numbers for 4th grade. Superintendent Fritch reminded the board that this was done to accommodate the larger incoming 4th grade class and the plan to move from four sections to five for the 2023-2024 school year.

Kent Blum: Yea

Lisa Chaney: Yea

Don Loseke: Yea

Jeff Fields: Yea

Stacie Higgins: Yea

Jim Nemeč: Yea

Nick Schmitz: Absent

Brent Shanholtz: Yea

Rob Elson: Yea

Yea: 8, Nay: 0, Absent: 1

3.5. Resolution to Call Tax Anticipation Notes

Order #16848-Motion Passed: Motion to approve the resolution to call \$400,000 in principal on the existing Tax Anticipation Note (TAN) passed with a motion by Kent Blum and a second by Lisa Chaney. Superintendent Fritch stated that this aligns with the board's goal to aggressively pay on the TAN by the periodic call of notes as finances allow. This will lower the TAN from \$1,750,000.00 to \$1,350,000.00. The beginning balance of the TAN was originally \$2,955,000.00.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

3.6. SCC Memorandum of Understanding for 2023-2024 regarding SENCAP tuition

Order #16849-Motion Passed: Motion to approve the 2023-2024 SCC/SENCAP MOU excluding the tuition payment agreement passed with a motion by Jim Nemec and a second by Lisa Chaney. Superintendent Fritch explained this does not affect the SENCAP programming with SCC as long as staff can be secured to cover the classes. This will change the MOU in that the district is no longer going to be responsible for the cost of student tuition that was previously being paid by the NCPS Foundation.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

3.7. Mental Health Service Professional Demonstration Grant Program

Order #16850-Motion Passed: Motion to approve the UNMC/MMI (Munroe-Meyer Institute) MOU for grant application passed with a motion by Stacie Higgins and a second by Kent Blum. The district has been asked to participate in a grant application for student mental health assistance.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

3.8. Personnel

3.8.1. Early Voluntary Separation

Order #16851-Motion Passed: Motion to approve the letters of resignation and early voluntary separation program application and agreements from Tom Bales, Ray Girard and Clyde Schroeder passed with a motion by Jim Nemeč and a second by Stacie Higgins. President Nemeč commended these individuals for their combined seventy years of service to Nebraska City Public Schools.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

3.8.2. Resignations

Order #16852-Motion Passed: Motion to approve the resignation of Carol Thurman, School Psychologist, effective February 10, 2023 passed with a motion by Lisa Chaney and a second by Don Loseke. Kent Blum stated his vote is based on the resignation being prior to end of the school year, without advance notice, for a position that is so highly needed in the district. Don Loseke stated although he understands the difficult timing for the district, he has worked with Dr. Thurman for many years and appreciates all her service to Nebraska City Public Schools.

Kent Blum: Nay
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 7, Nay: 1, Absent: 1

Order #16853-Motion Passed: Motion to approve the resignation of Brett Croghan, Middle School Social Studies Teacher, effective at the end of the school year passed with a motion by Lisa Chaney and a second by Don Loseke. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea

Yea: 8, Nay: 0, Absent: 1

3.9. Request for Proposals and Bids

The board discussed and supported the Superintendent issuing requests for proposals or bids for: custodial services, transportation services, athletic trainer, beverage, fire safety, track overcoat and repairs, lights at HS athletic complex, a scoreboard at the HS athletic complex, and a discus net.

3.10. Superintendent's Report

The board set a date of Monday, January 30, 2023 at 6:00 PM for a Board Retreat. Also, dates for upcoming workshops for NASB were shared. Legislative Issues Conference on January 22 and 23 in Lincoln, Budget and Finance Workshop on February 15 in LaVista, and the New Board Member Virtual Workshop. The district will begin advertising for open positions immediately. Superintendent Fritch stated the district may not be able to find staffing for all the positions. The district will also reapply for the county Keno funds as the track project has continued to increase in scope and cost.

4.0. Adjournment

Order #16854-Motion Passed: Motion to adjourn at 7:26 PM passed with a motion by Kent Blum and a second by Jim Nemec. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemec: Yea
Nick Schmitz: Absent
Brent Shanholtz: Yea
Rob Elson: Yea
Yea: 8, Nay: 0, Absent: 1

Mark Fritch, Secretary

DRAFT

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 January 6, 2023, and in every subsequent issue of said newspaper up to and including the issue of January 6, 2023

Publisher's fee at legal rate is \$ 15.81

[Signature]

Subscribed and sworn to before me this 9th Day of

January, 2023

[Signature]
Notary Public

NOTICE OF MEETING
OTOE COUNTY SCHOOL DISTRICT 111
IN THE STATE OF NEBRASKA
NOTICE IS HEREBY GIVEN that the **Regular and Reorganizational 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., January 16, 2023 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 Nebraska City News Press January 6, 2023.
#695380 ZNEZ

GENERAL NOTARY - State of Nebraska
Tammy K Schumacher
My Comm. Exp. March 23, 25



NOTICE OF REGULAR AND REORGANIZATIONAL MEETING - JANUARY 16, 2023

Carla Zaroban

DEC 14, 2022

NOTICE IS HEREBY GIVEN that the **Regular and Reorganizational 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., January 16, 2023 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

**UNAPPROVED MINUTES
Board of Education Work Session
Monday, January, 30, 2023 at 6:00 PM
Boardroom at Central Office
1700 14th Avenue
Nebraska City, NE 68410**

The News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Friday, January 20, 2023 and on the Nebraska City Public Schools website on Wednesday, January 18, 2023 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 from Friday, January 20, 2023 and Wednesday, January 18, 2023 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

Board President Jim Nemec called the meeting to order at 6:02 PM.

1.1 Roll Call

Kent Blum: Present
Lisa Chaney: Present
Don Loseke: Present
Jeff Frields: Present
Stacie Higgins: Present
Jim Nemec: Present
Nick Schmitz: Present
Brent Shanholtz: Present
Rob Elson: Present
Present: 9, Absent: 0

2. Public Comment Time

No one addressed the board during Public Comment Time.

3. Discussion

The board of education revisited the district guiding principles and goals. Mr. Fritch and Mrs. Sherwin presented on graduation requirements. In particular, how state requirements compare to NCPS requirements. The district has identified that students who participate in two or more school activities have a higher graduation rate. Mr. Fritch also shared a presentation from Dr. Jim Sutfin, former Superintendent of Millard Public Schools, about the positive connection between graduation rates and students that complete two successive Career and Technical Education (CTE) classes, or “concentrators”. The board of education gave Mr. Fritch the directive to organize three Superintendent Advisory Committees: Parents, Community Leaders, and Staff. They will evaluate NCPS graduation requirements and provide recommendations to bring to the board.

4. Adjournment

Order #16855-Motion Passed: Motion to adjourn at 9:17 PM passed with a motion by Kent Blum and seconded by Stacie Higgins. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Stephen Luther: Yea
Jim Nemec: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea

Yea: 9, Nay: 0, Absent: 0

Submitted by Mark Fritch, Secretary

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

PROOF OF PUBLICATION

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

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

NOTICE IS HEREBY GIVEN that the **Work Session** 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., January 30, 2023** 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 Nebraska
City News Press January 20,
2023.

#772590 ZNEZ

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 January 20, 2023, and in every subsequent issue of said newspaper up to and including the issue of January 20, 2023

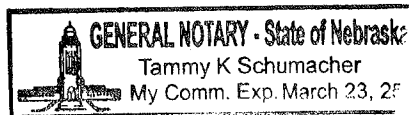
Publisher's fee at legal rate is \$. 15.28

Kirt Manion

Subscribed and sworn to before me this 23rd Day of

January, 2023

Tammy K Schumacher
Notary Public





NOTICE OF WORK SESSION-JANUARY 30, 2023

Carla Zaroban

JAN 18, 2023

NOTICE IS HEREBY GIVEN that the **Work Session** 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., January 30, 2023 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

02/06/2023 06:23 PM

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
AGTAC SERVICES, LLC	CUSTODIAL SERVICES	27,460.42
AMAZON CAPITAL SERVICES	VARIOUS CHARGES	191.68
AMAZON.COM	VARIOUS CHARGES	345.89
AMERICAN RECYCLING & SANITATION	TRASH SERVICE	2,225.51
AVAYA	PHONE SERVICE CONTRACT	360.84
BOK FINANCIAL	TANS PAYMENT	400,355.56
BRAIN POP LLC,	ANNUAL RENEWAL	2,155.00
CAPITAL BUSINESS SYSTEMS	FAX AND COPIES	108.80
CAPITAL ONE	VARIOUS CHARGES	1,034.65
CARD SERVICES	VARIOUS CHARGES	1,036.37
CHERRY ROAD MEDIA	ADVERTISING	157.78
CONESTOGA HIGH SCHOOL	SPEECH ENTRY FEES	84.00
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	238.13
DEPRECIATION FUND	CASHFLOW REPAY	200,000.00
DIETZE MUSIC	INSTRUMENT REPAIRS	558.00
DOUGLAS TIRE	FLAT TIRE REPAIR	12.00
DRAMATIC PUBLISHING	DRAMA PERFORMANCE	498.44
Edmentum	ALT ED LICENSES	2,082.60
EGAN SUPPLY CO.	CUSTODIAL SUPPLIES	3,089.38
ELKHORN SOUTH HIGH	ENTRY FEES	147.00
ESU #4	CONTRACTED SERVICES	32.50
ESU COORDINATING COUNCIL	PS UPDATE	225.00
ESU#7	ASC CONFERENCE REG	360.00
FIRST CLASS FLOWERS	FUNERAL FLOWERS	35.00
FRONTIER COOPERATIVE	HEATER FUEL	125.98

GRAINGER	PLUMBING PARTS	332.70
GROWING WORDS THERAPY	CONTRACTED SERVICES	189.74
GRUNWALD MECHANICAL CONTRACTORS & Home Depot Pro	MS BOILER WORK SUPPLIES	615.00 4,642.45
HYDRONIC ENERGY, INC.	BOILER REPAIRS	369.33
JAYMAR BUSINESS FORMS	BUSINESS CHECKS	727.34
JENNA HENRICHS	CONTRACTED SERVICES	5,222.44
JOHNSTONE SUPPLY	PRESSURE VALVE	207.32
JUDY GOERING	NS CLUBS	257.75
JW PEPPER & SON, INC	MUSIC	90.99
KENT BLUM	REIMBURSEMENT	175.00
KSB SCHOOL LAW, PC, LLO	JAN LEGAL FEES	770.00
LARRY'S BOILER SERVICE, INC.	HS BOILER INSTALL	1,076.45
LUNCHTIME SOLUTIONS, INC.	PREK SNACKS	478.04
MADISON NATIONAL LIFE	JAN CLASSIFIED LTD	464.95
MADSEN ELECTRIC	MS ELEC REPAIRS	273.36
MARSHA BIAGGI	NS CLUBS	63.73
MATHESON TRI-GAS INC.	BOTTLE RENTAL	29.97
MEAD LUMBER	MS SHOP SUPPLIES	440.66
MECHANICAL SALES PARTS, INC.	FAN MOTOR	335.00
MIDWEST SPECIAL INSTRUMENTS	DEFIB SERVICE	239.00
MULLENAX AUTO SUPPLY	BELT	301.51
NASB	LAW BOOK	103.00
NCECBVI	CONTRACTED SERVICES	5,110.00
NEBR. CITY ROTARY	ANNUAL DUES	500.00
NEBRASKA ASSOCIATION FOR THE GIFTED	NAG REGISTRATION	750.00
NEBRASKA CITY UTILITIES	UTILITIES	48,698.45
NEBRASKA UC FUND	UNEMPLOYMENT	606.20
NETA	NETA 2022	189.00
NORRIS HIGH SCHOOL	SPEECH ENTRY FEE	40.00
NORTHEAST COMMUNITY COLLEGE	NCC JAZZ ENTRY	150.00
O'REILLY AUTO PARTS	VEHICLE PARTS	87.33
ONE SOURCE	BACKGROUND CHECKS	125.00
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	70.00

PAYROLL ACCOUNT-NC PUBLIC SCH		JANUARY PAYROLL	1,158,483.82
PERCUSSION SOURCE		INSTRUMENT REPAIRS	388.34
RAYMOND CENTRAL HIGH SCHOOL		SPEECH ENTRY FEE	72.00
REALLY GOOD STUFF, LLC		NS 100 DAY SUPPLIES	298.11
REGION V SERVICES		CONTRACTED SERVICES	436.80
REHAB VISIONS		TRAINER	10,927.30
RIVER VIEW PEST CONTROL, INC.		PEST CONTROL	350.00
SAMANTHA COLLINS		MILEAGE	425.63
SARAH ROBERTS		CONTRACTED SERVICES	5,469.13
SCHMIDT SPEECH LANGUAGE PATHOLOGY		CONTRACTED SERVICES	25,384.45
STEFANIE WENZ		FOOD LABS	88.34
THYSSENKRUPP ELEVATOR CORP		SERVICE CONTRACTS	905.33
TRACTOR SUPPLY CREDIT PLAN		MS HEATERS	456.90
VERIZON WIRELESS		CELL PHONES	771.71
VOSS LIGHTING		LIGHT BULBS	105.50
VOYAGER FLEET SYSTEMS		FUEL CHARGES	3,356.01
WESTLAKE ACE HARDWARE		MAINT SUPPLIES	457.60
WEX BANK		FUEL CHARGES	726.80
WILLIAM V. MACGILL & CO.		NURSING SUPPLIES	1,485.75
WINDSTREAM		PHONE	2,236.20
Fund Number	01		<u>1,929,477.96</u>
Checking Account ID	1		<u>1,929,477.96</u>
Checking Account ID	10	Fund Number	10 Cooperative Fund
AMAZON.COM		SCANNER	189.99
GOVCONNECTION, INC.		ERATE WIFI UPGRADES	1,824.81
Fund Number	10		<u>2,014.80</u>
Checking Account ID	10		<u>2,014.80</u>
Checking Account ID	2	Fund Number	01 General Fund
AMERICAN FIDELITY		JAN SUPPLEMENTAL INS	2,288.58
BLUE CROSS BLUE SHIELD		JAN HEALTH AND DENTAL	196,741.36
MADISON NATIONAL LIFE		JAN LIFE INS	1,584.94
VSP, INC		JAN VISION INS	1,670.06
Fund Number	01		<u>202,284.94</u>
Checking Account ID	2		<u>202,284.94</u>

Checking Account ID	6	Fund Number	06	Nutrition Services
AMAZON.COM		KITCHEN RELIEF VALVE		87.17
ANNE BENNETT		LUNCH REFUND		32.95
HYDI GILLOTT		LUNCH REFUND		25.95
KATIE SHANNON		LUNCH REFUND		9.80
LUNCHTIME SOLUTIONS, INC.		FOOD SERVICE		52,362.70
SHERRY HARRIS		LUNCH REFUND		38.30
Fund Number	06			<u>52,556.87</u>
Checking Account ID	6			<u><u>52,556.87</u></u>

Nebraska City Public Schools
January 2023
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 approved General Fund levy for 2022-23 1.040666

Balance Forward	522,449.05
Revenue	2,235,861.81
Expenses	<u>1,929,477.96</u>
Balance	828,832.90

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 approved Building Fund levy for 2022-23 .013523

Balance Forward	50,193.28
Revenue	19,299.06
Expenses	<u>4,444.37</u>
Balance	65,047.97

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 approved QCPUF levy for 2022-23 .030000

Balance Forward	94,364.77
Revenue	37,772.09
Expenses	<u>0.00</u>
Balance	132,136.86

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	94,754.56
Revenue	16.10
Expenses	<u>2,014.80</u>
Balance	92,755.86

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	1,517,722.23
Revenue	200,281.28
Expenses	<u>0.00</u>
Balance	1,718,003.51

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	387,615.86
Revenue	127,078.28
Expenses	<u>52,556.87</u>
Balance	462,137.27

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	34,014.51
Revenue	1,162,496.22
Expenses	<u>1,158,483.82</u>
Balance	38,026.91

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	31,491.45
Revenue	4,523.70
Expenses	<u>5,213.03</u>
Balance	30,802.12

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	230,150.18
Revenue	3.14
Expenses	<u>0.00</u>
Balance	230,153.32

Bond Fund

The Bond Fund shall be used to record tax receipts, investment interest, and the payment of bond principal, interest, and other related costs (i.e., trustee fees). If the fund balance is not sufficient to meet interest or bond retirement payments from the Bond Fund, the General Fund shall be used for these payments. Revenue from a levy to retire bonds in any school district is retained in a separate fund by the county treasurer, the financial institution serving as a fiscal agent, or the school district. Funds shall be disbursed upon appropriate demand. All records of the transactions in this area shall be maintained in this fund. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The Bond Fund is a taxing fund and is not part of the \$1.05 cap. The tax levy for this fund is restricted for expenditures other than principal and interest on bonds. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The approved Bond Fund levy for 2022-23 .156095

Balance Forward	1,251,651.82
Revenue	218,012.45
Expenses	<u>0.00</u>
Balance	1,469,664.27

NEBRASKA CITY PUBLIC SCHOOLS 66-0111							22-23	21-22
GENERAL FUND MONTHLY FINANCIAL REPORT			REC'D MONTH	REC'D THRU:	REC'D THRU		% OF BUDGET TO	% OF BUDGET TO
	RECEIPTS:	BUDGETED	JANUARY	1/31/2023	1/31/2022	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	9,925,000.00	1,438,197.47	4,166,115.14	4,574,845.89	-408,730.75	58.02%	
	CARLINE TAX	11,000.00		1,761.10	3,151.60	-1,390.50	83.99%	
	IN LIEU OF TAX, 5% GROSS	5,500.00	1,659.13	1,659.13	1,659.13	0.00	69.83%	
	MOTOR VEHICLE TAX	825,000.00	75,102.41	335,770.11	346,907.91	-11,137.80	59.30%	
	PENALTIES AND INTEREST ON TAXES	0.00						
	TUITION FROM OTHER DISTRICTS-SPED	0.00				0.00		
	LOCAL LICENSE FEES, CITY	6,250.00		600.00	3,956.76	-3,356.76	90.40%	
	RENTAL OF SCHOOL FACILITIES	1,750.00		30.00		30.00	98.29%	
	OTHER LOCAL REVENUE	0.00		1,367.54	101.58	1,265.96		
	COUNTY FINES & LICENSE FEES	148,000.00	10,558.28	61,789.04	65,096.49	-3,307.45	58.25%	
	ESU RECEIPTS					0.00		
	OTHER COUNTY SOURCES	0.00				0.00		
	STATE AID	4,654,070.00	447,856.00	2,414,790.00	2,308,124.00	106,666.00	48.11%	
	SPECIAL EDUCATION PROGRAM	1,200,000.00	149,514.00	299,028.00	345,138.00	-46,110.00	75.08%	
	SPECIAL EDUCATION TRANSP.	25,000.00				0.00	100.00%	
	HOMESTEAD EXEMPTION	270,000.00				0.00	100.00%	
	RELIEF TO PROPERTY TAXPAYERS	600,000.00				0.00	100.00%	
	PERSONAL PROPERTY TAX CREDIT	0.00				0.00		
	RAILROAD CREDIT					0.00		
	HIGH ABILITY LEARNERS	9,000.00		8,378.00	9,192.00	-814.00	6.91%	
	RULE 4 TEXTBOOK LOAN	9,000.00				0.00	100.00%	
	PRO-RATE MOTOR VEHICLE	17,500.00	251.99	3,850.12	9,748.96	-5,898.84	78.00%	
	STATE APPORTIONMENT	190,000.00				0.00	100.00%	
	IN LIEU OF SCHOOL LAND TAX	3,000.00				0.00	100.00%	
	DISTANCE EDUCATION INCENTIVE PAYMENTS					0.00		
14,198.00	STATE EARLY CHILDHOOD	76,276.00	7,099.00	21,304.00	41,323.00	-20,019.00	72.07%	
	PROJECT AWARE	259,000.00	12,557.82	121,754.27		121,754.27	52.99%	
137,604.00	TITLE I	340,000.00		49,113.00	69,991.00	-20,878.00	85.56%	
	TITLE I, PART A NCLB IMPROV BASIC PRGM					0.00		
2,619.00	TITLE II PART A	55,000.00		1,156.00	27,184.00	-26,028.00	97.90%	
168,595.00	IDEA BASE	350,000.00		6,634.00	96,401.00	-89,767.00	98.10%	
8,217.00	IDEA PRESCHOOL BASE	8,218.00			154.00	-154.00	100.00%	
6,139.00	IDEA NON PUBLIC	25,561.00			12,940.00	-12,940.00	100.00%	
2,805.00	IDEA PRESCHOOL BASE-ARP			1,689.00		1,689.00		
860.00	IDEA BASE-ARP			8,060.00		8,060.00		
	IDEA NON PUBLIC -ARP					0.00		
	MEDICAID IN PUBLIC SCHOOLS					0.00		
	MAAPS RECEIPTS	35,000.00		30,065.77	13,751.66	16,314.11	14.10%	
	ESSERS/CARES GRANT					0.00		
6,692.00	ESSERS II	412,222.00	10,455.00	82,102.00	171,978.00	-89,876.00	80.08%	
57,063.00	ESSERS III	1,000,512.00	77,984.00	580,478.00	136,298.00	444,180.00	41.98%	
	N-SPDG GRANT					0.00		
83,988.00	TITLE IV, PART B, NCLB 21ST CENTURY	225,000.00		4,953.00	40,694.00	-35,741.00	97.80%	
29,977.00	SUMMER CLUB EXTENSION (6989)							
25,498.00	CLUBS EXTENSION (6988)							
	LONG TERM LOAN-LOC	0.00				0.00		
	TAX ANTICIPATION NOTES	1,450,000.00					100.00%	
	SALE OF BONDS				5,885.75	-5,885.75		
	TRANSFERS FROM FUNDS					0.00		
	OTHER NON-REVENUE RECEIPTS		4.71	4.71	887.77	-883.06		
	TOTAL WITHOUT INTERCOMPANY RECEIP	22,136,859.00	2,231,239.81	8,202,451.93	8,285,410.50	-82,958.57	62.95%	62.72%
	NON PROGRAM RECEIPTS			200,000.00	105,000.00		Does not include TANS	
544,255.00	GRAND TOTAL	22,136,859.00	2,231,239.81	8,402,451.93	8,390,410.50			

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	JANUARY	1/31/2023	1/31/2022	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	5,952,815.00	418,976.83	2,114,704.58	2,286,010.93	(171,306.35)	64.48%	
1115	CAREER ACADEMY	119,600.00	9,197.43	45,522.04	58,497.91	(12,975.87)	61.94%	
1150	ELL	353,675.00	25,960.91	143,525.48	142,830.52	694.96	59.42%	
1160	POVERTY	2,119,005.00	165,766.10	885,826.90	997,104.45	(111,277.55)	58.20%	
1190	PRESCHOOL LOCAL FUNDS	170,100.00	7,876.18	58,724.42	67,343.71	(8,619.29)	65.48%	
1200	SPECIAL EDUCATION	2,712,000.00	191,813.76	1,064,133.01	1,039,685.69	24,447.32	60.76%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00	0.00	0.00		-	100.00%	
2120	GUIDANCE	189,975.00	14,800.67	77,308.88	81,298.05	(3,989.17)	59.31%	
2130	HEALTH/NURSE	97,725.00	9,767.18	42,950.14	42,496.91	453.23	56.05%	
2140	PSYCHOLOGY	278,900.00	9,713.20	70,667.56	90,771.89	(20,104.33)	74.66%	
2150	SPEECH/AUDIOLOGY	221,400.00	36,067.56	148,253.60	72,984.28	75,269.32	33.04%	
2160	OCCUPATIONAL THERAPY	400.00		11.97	13,344.09	(13,332.12)	97.01%	
2170	PHYSICAL THERAPY	10,200.00	5,263.21	13,401.48	1,744.29	11,657.19	-31.39%	
2180	VISION	600.00	5,110.00	14,310.00	-	14,310.00	-2285.00%	
2190	OTHER SUPPORT SERVICES	90,000.00	11,099.86	15,518.89	2,836.35	12,682.54	82.76%	
2212	CURRICULUM DIRECTOR	35,100.00	3,306.35	17,482.12	31,242.11	(13,759.99)	50.19%	
2214	STANDARDS DIRECTOR	1,500.00		200.00	31,432.00	(31,232.00)	86.67%	
2220	LIBRARY	201,500.00	15,981.79	79,120.48	82,954.18	(3,833.70)	60.73%	
2290	EARLY RETIREMENT	43,125.00		43,109.20	143,814.00	(100,704.80)	0.04%	
2310	SCHOOL BOARD	112,000.00	1,184.75	35,281.87	44,600.86	(9,318.99)	68.50%	
2320	SUPERINTENDENT	302,475.00	25,060.66	126,150.72	112,552.55	13,598.17	58.29%	
2410	PRINCIPALS	949,150.00	73,636.95	397,562.35	428,345.09	(30,782.74)	58.11%	
2510	BUSINESS OFFICE	214,525.00	17,350.67	93,013.51	89,295.05	3,718.46	56.64%	
2520	VEHICLE ACQUISITION	0.00				-	0.00%	
2580	TECHNOLOGY	213,400.00	4,091.80	65,181.48	40,293.88	24,887.60	69.46%	
2610	PLANT OPERATION	1,094,500.00	85,020.40	544,681.00	524,986.08	19,694.92	50.23%	
2620	MAINTENANCE	1,312,585.00	42,798.00	282,098.31	232,717.94	49,380.37	78.51%	
2700	PUPIL TRANSPORTATION	394,400.00	7,702.04	188,974.82	160,807.40	28,167.42	52.09%	
3535	HIGH ABILITY LEARNERS	5,550.00	403.42	2,088.53	2,445.96	(357.43)	62.37%	
3540	STATE EARLY CHILDHOOD	86,985.00	7,100.56	35,864.70	35,755.60	109.10	58.77%	
3590	PROJECT AWARE	246,644.00	8,315.04	71,754.28	7,834.38	63,919.90	70.91%	
3599	TEXTBOOK LOAN	20,000.00			-	-	100.00%	
5000	DEBT SERVICES	2,158,000.00	400,355.56	767,855.56	208,731.25	559,124.31	64.42%	
6200	TITLE I	326,975.00	27,521.34	139,037.11	144,870.59	(5,833.48)	57.48%	
6310	TITLE II PART A	79,580.00	750.00	2,619.51	3,047.80	(428.29)	96.71%	
6406	IDEA PART B PRESCHOOL	8,218.00	0.00	8,218.00	6,643.00	1,575.00	0.00%	
6408	IDEA BASE/ENROLLMENT/POVERTY	338,869.00	24,072.18	170,386.32	198,516.22	(28,129.90)	49.72%	
6412	NON-PUBLIC SPED	25,561.00	2,549.86	6,140.56		6,140.56	75.98%	
6422	IDEA PRESCHOOL-ARP	0.00		2,805.00		2,805.00		
6421	IDEA BASE-ARP	0.00		860.00	12,392.07	(11,532.07)		
6423	IDEA NON PUBLIC -ARP	0.00		0.00	604.80	(604.80)		
6700	PERKINS	0.00		738.33		738.33		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	185,755.00	17,911.38	84,594.22	69,893.44	14,700.78	54.46%	
6988	EXTENDED CLUBS	25,000.00		599.90		599.90	97.60%	
6989	SUMMER CLUBS	40,000.00		6,151.88		6,151.88	84.62%	
6996	ESSERS/CARES GRANT	0.00			7,531.44	(7,531.44)		
6997	ESSERS II	368,012.00	6,700.02	70,388.82	275,177.75	(204,788.93)	80.87%	
6998	ESSERS III	1,000,512.00	39,063.73	561,970.18	208,951.15	353,019.03	43.83%	
	SUBTOTAL	22,126,771.00	1,722,289.39	8,499,787.71	8,002,385.66	497,402.05	61.59%	63.16%
	TRANSFER TO FUND		200,000.00	200,000.00				
	TOTAL DISBURSEMENTS:	22,126,771.00	1,922,289.39	8,699,787.71	8,002,385.66			

Does NOT include TANS

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2023 - 01/2023

Regular; Beginning Month 01/2023; Processing Month 01/2023; Accounts to Include Accounts with Activity; Fund Balance Account 137 Records Selected; Fund Number 05

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 Change</u>	<u>Balance</u>
05 704 0001	VARSITY FOOTBALL BALANCE	(5,503.83)	0.00	0.00	0.00	(5,503.83)
05 704 0003	7-8 FOOTBALL BALANCE	(3,075.39)	0.00	0.00	0.00	(3,075.39)
05 704 0004	VARSITY BBB BALANCE	(56.76)	1,160.00	1,312.00	0.00	95.24
05 704 0005	9TH BBB BALANCE	(210.00)	120.00	0.00	0.00	(330.00)
05 704 0006	7-8 GBB BALANCE	0.00	720.00	0.00	0.00	(720.00)
05 704 0007	7-8 BBB BALANCE	414.55	0.00	0.00	0.00	414.55
05 704 0008	VARSITY B TRACK BALANCE	(95.86)	0.00	0.00	0.00	(95.86)
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,098.31	0.00	0.00	0.00	4,098.31
05 704 0010	TRAVELING GIRLS BB BALANCE	4,566.80	0.00	0.00	0.00	4,566.80
05 704 0012	VARSITY WRESTLING BALANCE	(2,324.93)	5,280.00	4,757.00	0.00	(2,847.93)
05 704 0013	7-8 WRESTLING BALANCE	0.00	335.30	0.00	0.00	(335.30)
05 704 0014	CROSS COUNTRY BALANCE	(4,041.45)	721.80	0.00	0.00	(4,763.25)
05 704 0015	VARSITY GIRLS TRACK BALANCE	(16.36)	0.00	0.00	0.00	(16.36)
05 704 0016	VARSITY GBB BALANCE	(314.05)	1,275.00	878.00	0.00	(711.05)
05 704 0018	VARSITY VOLLEYBALL BALANCE	(1,631.55)	0.00	0.00	0.00	(1,631.55)
05 704 0020	7-8 VOLLEYBALL BALANCE	(101.25)	0.00	0.00	0.00	(101.25)
05 704 0021	BOYS TENNIS BALANCE	(254.04)	35.86	0.00	0.00	(289.90)
05 704 0022	GIRLS TENNIS BALANCE	(100.00)	0.00	0.00	0.00	(100.00)
05 704 0024	GOLF BALANCE	(186.12)	0.00	0.00	0.00	(186.12)
05 704 0025	FFA BALANCE	22,097.41	9,261.39	0.00	0.00	12,836.02
05 704 0026	FCCLA BALANCE	(4,107.42)	6.90	0.00	0.00	(4,114.32)
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	4,426.53	652.84	0.00	0.00	3,773.69
05 704 0028	NS BOOK FUND BALANCE	1,177.14	173.26	17.00	0.00	1,020.88
05 704 0029	SINGERS BALANCE	597.97	0.00	0.00	0.00	597.97
05 704 0030	MUSICAL BALANCE	8,078.53	0.00	0.00	0.00	8,078.53
05 704 0031	DECA BALANCE	(132.84)	0.00	50.00	0.00	(82.84)
05 704 0032	MS CONCESSIONS BALANCE	368.40	397.56	0.00	0.00	(29.16)
05 704 0033	FBLA BALANCE	845.00	0.00	0.00	0.00	845.00
05 704 0034	HS POP MONEY BALANCE	14.16	0.00	0.00	0.00	14.16
05 704 0035	MS POP BALANCE	1,067.07	0.00	155.00	0.00	1,222.07
05 704 0036	HS BAND RESALE BALANCE	94.76	0.00	118.50	0.00	213.26
05 704 0037	MS BAND RESALE BALANCE	1,903.30	85.00	0.00	0.00	1,818.30
05 704 0038	MS WRESTLING CLUB BALANCE	3,096.41	0.00	0.00	0.00	3,096.41
05 704 0039	PIONEER FOOTBALL BALANCE	7,415.47	2,861.09	0.00	0.00	4,554.38
05 704 0040	WEIGHTLIFTING BALANCE	538.69	311.74	0.00	0.00	226.95
05 704 0041	MS TRACK CLUB BALANCE	458.77	0.00	0.00	0.00	458.77

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2023 - 01/2023

Regular; Beginning Month 01/2023; Processing Month 01/2023; Accounts to Include Accounts with Activity; Fund Balance Account 137 Records Selected; Fund Number 05

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 Change</u>	<u>Balance</u>
05 704 0042	CHILDRENS CHOIR BALANCE	275.71	0.00	0.00	0.00	275.71
05 704 0043	HW BOOK FUND BALANCE	1,473.94	0.00	13.50	0.00	1,487.44
05 704 0044	WRESTLING MATMAIDS BALANCE	322.14	0.00	0.00	0.00	322.14
05 704 0045	CHEERLEADERS BALANCE	(300.79)	0.00	0.00	0.00	(300.79)
05 704 0046	CLASS OF 2023 BALANCE	1,257.95	0.00	0.00	0.00	1,257.95
05 704 0048	SPEECH CONTEST BALANCE	2,558.08	0.00	0.00	0.00	2,558.08
05 704 0049	DRAMA ACTIVITY BALANCE	1,286.75	0.00	0.00	0.00	1,286.75
05 704 0050	MS STUDENT COUNCIL BALANCE	16,209.53	49.52	0.00	0.00	16,160.01
05 704 0051	HS STUDENT COUNCIL BALANCE	2,955.47	117.62	0.00	0.00	2,837.85
05 704 0052	JOURNALISM BALANCE	6,183.55	0.00	0.00	0.00	6,183.55
05 704 0053	BIG MAC MATH BALANCE	4,027.08	0.00	0.00	0.00	4,027.08
05 704 0054	ART CLUB BALANCE	1,545.81	0.00	0.00	0.00	1,545.81
05 704 0055	CONSTRUCTION CLASS BALANCE	2.91	0.00	0.00	0.00	2.91
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	(71.33)	0.00	0.00	0.00	(71.33)
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	5,975.76	0.00	200.00	0.00	6,175.76
05 704 0058	HS BAND ACTIVITY BALANCE	421.83	0.00	0.00	0.00	421.83
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,301.27	0.00	0.00	0.00	4,301.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0063	MS QUIZ BOWL BALANCE	38.00	0.00	0.00	0.00	38.00
05 704 0064	HS SCIENCE CLUB BALANCE	1,908.05	0.00	0.00	0.00	1,908.05
05 704 0065	HS COLOR GUARD BALANCE	(501.17)	0.00	290.00	0.00	(211.17)
05 704 0066	HS METALS BALANCE	4.82	0.00	0.00	0.00	4.82
05 704 0067	MS HOME EC. LAB BALANCE	50.03	0.00	0.00	0.00	50.03
05 704 0068	HS CONCESSIONS BALANCE	7,957.23	3,467.03	4,710.90	0.00	9,201.10
05 704 0069	PRECORDERS BALANCE	361.20	333.30	0.00	0.00	27.90
05 704 0070	VARSITY CLUB BALANCE	31,776.50	3,651.11	180.00	0.00	28,305.39
05 704 0071	WELLNESS BALANCE	2,547.02	0.00	0.00	0.00	2,547.02
05 704 0072	DRIVER EDUCATION BALANCE	10,532.99	0.00	0.00	0.00	10,532.99
05 704 0073	MS SHOP ACTIVITY BALANCE	1,843.03	0.00	0.00	0.00	1,843.03
05 704 0076	GOLF INVITE BALANCE	(275.00)	0.00	0.00	0.00	(275.00)
05 704 0079	HORTICULTURE BALANCE	603.27	0.00	0.00	0.00	603.27
05 704 0080	BOYS COOP TENNIS BALANCE	750.00	0.00	0.00	0.00	750.00
05 704 0082	MS PRIDE BALANCE	792.11	0.00	0.00	0.00	792.11
05 704 0085	HW PURPLE JAM BALANCE	500.32	0.00	0.00	0.00	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	142.25	0.00	0.00	0.00	142.25

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2023 - 01/2023

Regular; Beginning Month 01/2023; Processing Month 01/2023; Accounts to Include Accounts with Activity; Fund Balance Account 137 Records Selected; Fund Number 05

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 Change</u>	<u>Balance</u>
05 704 0087	HAYWARD FUNDRAISER BALANCE	3,443.28	54.51	37.80	0.00	3,426.57
05 704 0088	MS BOOK SALES BALANCE	429.13	0.00	0.00	0.00	429.13
05 704 0090	VOLLEYBALL CLUB BALANCE	619.30	0.00	3,150.00	0.00	3,769.30
05 704 0091	GIRLS SOCCER CLUB BALANCE	4,017.95	0.00	0.00	0.00	4,017.95
05 704 0092	CLASS OF 2024 BALANCE	1,598.70	0.00	0.00	0.00	1,598.70
05 704 0094	HS SHOP RESALE BALANCE	62.77	0.00	0.00	0.00	62.77
05 704 0095	HS ENGLISH BALANCE	291.86	0.00	0.00	0.00	291.86
05 704 0096	PIONEER PERKS BALANCE	1,579.53	0.00	0.00	0.00	1,579.53
05 704 0097	NS FUNDRAISER BALANCE	2,748.68	0.00	0.00	0.00	2,748.68
05 704 0098	BBB SUMMER LEAGUE BALANCE	7,019.62	1,866.32	449.00	0.00	5,602.30
05 704 0100	HW DARE BALANCE	79.52	0.00	0.00	0.00	79.52
05 704 0101	PIONEER CROSS COUNTRY BALANCE	686.48	0.00	0.00	0.00	686.48
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	281.25	0.00	0.00	0.00	281.25
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	67.51	0.00	400.00	0.00	467.51
05 704 0105	B&G SOCCER BALANCE	(1,042.36)	0.00	0.00	0.00	(1,042.36)
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	GIRLS GOLF BALANCE	(1,799.88)	0.00	0.00	0.00	(1,799.88)
05 704 0108	EXPRESSIONS BALANCE	3,810.22	445.30	0.00	0.00	3,364.92
05 704 0109	FB JERSEYS BALANCE	60.83	0.00	0.00	0.00	60.83
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	323.91	0.00	0.00	0.00	323.91
05 704 0112	SUMMER GBB BALANCE	153.87	0.00	1,090.00	0.00	1,243.87
05 704 0115	GIRLS TENNIS CLUB BALANCE	(287.64)	0.00	0.00	0.00	(287.64)
05 704 0116	STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	0.00	707.00
05 704 0117	BOYS SOCCER CLUB BALANCE	2,994.88	0.00	0.00	0.00	2,994.88
05 704 0118	Girls Wrestling Club Balance	684.75	1,185.00	0.00	0.00	(500.25)
05 704 0119	WASHINGTON TRIP BALANCE	789.49	0.00	0.00	0.00	789.49
05 704 0120	COOP BASEBALL BALANCE	(27.50)	0.00	0.00	0.00	(27.50)
05 704 0121	CLASS OF 2022 BALANCE	150.30	0.00	0.00	0.00	150.30
05 704 0123	SOFTBALL BALANCE	275.39	0.00	0.00	0.00	275.39
05 704 0124	CD/INTEREST BALANCE	(20,828.07)	0.00	215.72	0.00	(20,612.35)
05 704 0126	MUSIC TRIP BALANCE	8,748.43	0.00	1,232.00	0.00	9,980.43
05 704 0127	HAL BALANCE	370.46	0.00	0.00	0.00	370.46
05 704 0128	BASEBALL CLUB BALANCE	335.24	0.00	0.00	0.00	335.24
05 704 0129	CAREER & HUMAN DEVELOPMENT BALANCE	2.00	0.00	0.00	0.00	2.00
05 704 0130	HS SOUND SYSTEM BALANCE	995.21	0.00	0.00	0.00	995.21

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2023 - 01/2023

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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 Change</u>	<u>Balance</u>
05 704 0131	SUMMER SCHOOL BALANCE	4,796.56	0.00	0.00	0.00	4,796.56
05 704 0132	HS ART FEES BALANCE	4,517.43	0.00	0.00	0.00	4,517.43
05 704 0133	HS SPANISH FEES BALANCE	208.73	0.00	0.00	0.00	208.73
05 704 0134	MS FCS BALANCE	796.47	0.00	0.00	0.00	796.47
05 704 0135	MS ART FEES BALANCE	3,260.86	0.00	0.00	0.00	3,260.86
05 704 0136	MS IT FEES BALANCE	5,218.82	0.00	0.00	0.00	5,218.82
05 704 0137	HS FOOD FEES BALANCE	937.65	0.00	0.00	0.00	937.65
05 704 0138	COLLEGE TUITION FEES BALANCE	735.17	0.00	0.00	0.00	735.17
05 704 0139	CONSUMER MATH SCHOLARSHIP BALANCE	2,370.00	0.00	700.00	0.00	3,070.00
05 704 0140	READING SUPPLEMENT BALANCE	5,000.00	711.81	0.00	0.00	4,288.19
05 704 0141	CO BALANCE	12,128.34	112.49	449.10	0.00	12,464.95
05 704 0144	PIONEER PETE BALANCE	2,173.82	0.00	0.00	0.00	2,173.82
05 704 0145	HS TRACK CLUB BALANCE	561.28	0.00	0.00	0.00	561.28
05 704 0148	NAT'L JR. HONOR SOCIETY BALANCE	1,529.86	0.00	0.00	0.00	1,529.86
05 704 0150	MS VOLLEYBALL CLUB BALANCE	1,495.10	0.00	0.00	0.00	1,495.10
05 704 0152	ACTIVITY ADMIN. BALANCE	4,692.82	39.99	0.00	0.00	4,652.83
05 704 0153	ROBOTICS BALANCE	(3.64)	0.00	0.00	0.00	(3.64)
05 704 0154	DISTRICT VOLLEYBALL BALANCE	41.60	0.00	0.00	0.00	41.60
05 704 0155	MS ROBOTICS BALANCE	2,341.80	0.00	0.00	0.00	2,341.80
05 704 0157	TECHNOLOGY BALANCE	40,800.92	0.00	170.00	0.00	40,970.92
05 704 0158	MS LIFE SKILLS BALANCE	3,010.93	0.00	0.00	0.00	3,010.93
05 704 0159	CA CONSTRUCTION BALANCE	6,885.66	0.00	0.00	0.00	6,885.66
05 704 0160	CLASS OF 2025 BALANCE	1,085.43	126.61	0.00	0.00	958.82
05 704 0161	CA WELDING BALANCE	752.27	0.00	0.00	0.00	752.27
05 704 0162	CA-INFORMATION TECHNOLOGY BALANCE	(547.42)	0.00	0.00	0.00	(547.42)
05 704 0163	YOUTH TENNIS CLUB BALANCE	389.44	0.00	0.00	0.00	389.44
05 704 0164	JAG BALANCE	431.61	0.00	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	2,261.65	0.00	0.00	0.00	2,261.65
05 704 0166	TURF AND DIRT BALANCE	0.00	0.00	0.00	0.00	0.00
Fund Total: 05		272,766.00	35,558.35	20,575.52	0.00	257,783.17



2/1/2023


Board Meeting Mileage Sheet

DATE	YEAR	TRADE NAME	STYLE	NUMBER	BODY TYPE	CAPACITY	VEHICLE ID#	CYLINDERS	COST	LICENSE #	MILEAGE
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	19549	53028	192873
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	GNDV23107D159355	6	15570	51495	176121
8/12/2008	2004	CHEVY	PICKUP	SILVER	HEAVY DUTY	6	1GCHK23G64F153924	8	14880	44965	204892
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	21000	58436	129010
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER LS	7	GNDV23118D104608	6	15926	55997	164685
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	GNDV23128D130117	6	15926	51678	187796
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	9014	51494	107319
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	22249	53021	73167
7/29/2011	2000	FORD	VAN	WHITE	ECONOLINE	2	1FTRE1422YHB91542	6	5480	55989	167714
11/16/2011	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG5BR626494	6	17500	56539	122407
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	17500	56540	173341
12/17/2021	2016	CHEVY	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886			60892	75306
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6		60384	75060
6/2022	2019	DODGE VAN	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6		60884	38711
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10				60382	25805
12/2022	2019	DODGE VAN	VAN	WHITE	GRAND CARAVAN	6		6		60890	72873

February, Board Report

Feb. 14, 2023


Guiding Principle 1	High Quality Instruction and Learning Expectations
Guiding Principle 2	Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence
	<p>Valentines day celebrations were held on Tuesday, the 14th with students getting to share cards with each other. The teachers used this as an opportunity to help reinforce positive behavior skills for students. Lots of varieties on valentines boxes are showing up.</p>  

<p>Guiding Principle 3</p>	<p>Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches</p>
	<p>1st Grade is finalizing their Space project and students have completed their research and planet presentation. Here is a Video with some examples.</p> <p>https://drive.google.com/file/d/1QuyDXyP37uYoTQbt5D2Tx0rZEC1wxO1t/view?usp=share_link</p> <p>Mrs. Barnard has been working with a group of students who have been reading about Eagles and have completed a report and scale drawing of their eagles.</p> 
<p>Guiding Principle 4</p>	<p>Communication and Stakeholder Engagement; Communication, Engagement, and Transparency</p>
	<p>February continues to be a quiet month at Northside as far as activities or events. Teachers and students are focused on instruction and skill development.</p> <p>PTO Update: We have partnered with CRUSH Boutique on a line of Spirit Wear. ORDERING is now OPEN. Visit https://www.crushboutiqueclothing.com/collections/pioneers to view options and to order. There is a lot to choose from including items sized 2T-4XL. CRUSH is donating part of the proceeds to the PTO. We are very thankful for their support and the support of all our Pioneer Family.</p>
<p>Guiding Principle 4</p>	<p>District Resources; Budget, Facilities, and Staffing</p>

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Hayward Board Report

February 10, 2023

Guiding Principle 1	High Quality Instruction and Learning Expectations
	<ul style="list-style-type: none">● NSCAS Prep for all grade level<ul style="list-style-type: none">○ IXL Skill practice○ Spiral review warm-ups○ NE Test Sampler items○ Small groups
Guiding Principle 2	Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence
	<ul style="list-style-type: none">● PJ 12-20-22● HW Heroes- Morgan Barrett & Nathan Allison● Self-Control is our Col. Character focus for January● Bus Expectations is our behavior focus 
Guiding Principle 3	Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches
Guiding Principle 4	Communication and Stakeholder Engagement; Communication, Engagement, and Transparency
Guiding	District Resources; Budget, Facilities, and Staffing

Principle 5		
	<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>February</p> <p>3rd= 101 4th= 88 5th= 91</p> <p style="text-align: center;">Total= 280</p>

NCPS Board of Education Report
Nebraska City Middle School
February 13th, 2023

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

- Mrs. Meredith took a group of Student Council members to the ESU4 leadership academy on Thursday, January 26th. Students got to work with other area students on leadership building activities and are working on doing a project together.

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



- Two staff members were recognized for Staff Shout-Outs.
 - “Paul Dewey was recognized for helping students feel welcome in the classroom. Thank you for going above and beyond to make learning an inviting experience!”
 - “Scott Kinnison was recognized for creating engaging lessons in the classroom. He is also recognized for helping his students achieve their goals in the classroom, and outside the classroom, through coaching. We appreciate your leadership throughout the district, Mr. Kinnison!”
- During the 5 days of remote learning, NCMS averaged just below 90% attendance through our Google Classroom online sessions. Students and staff both remarked at how well it went and how the preparation and organization of the staff allowed for a simple transition to and from remote learning.

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

- In the month of February, NCMS is celebrating Random Acts of Kindness Month. Mrs. Meredith and Mrs. Pickerill are organizing challenges for students to celebrate and demonstrate kindness.

FEBRUARY 2023

RANDOM ACTS OF KINDNESS
FOUNDATION*

SUN	MON	TUE	WED	THU	FRI	SAT
29	30	31	1	2	3	4
			Send a thank you email to a colleague or supervisor.	Eat lunch with someone new.	Leave a note of gratitude for your mail carrier.	Practice empathy with a family member.
Leave positive notes on the shelves of a grocery store.	Stay after class to help a teacher clean the classroom.	Take time for yourself when overwhelmed. Take a walk and get a glass of water.	Instead of asking how someone is doing, ask about something good that's happened since the last time you met.	"Shower" a classmate with an "horror" of kindness today.	Introduce yourself to someone you haven't met at your school.	Relax and do something you enjoy.
12	13	14	15	16	17	18
Follow The Random Acts of Kindness Foundation on social media for RAK Day activities and resources.	Give an envelope containing a gift card to a tea/coffee shop to a teacher with a note inviting them to take some relaxing time.	Today, remember how proud you were of something you did as a child and do it again!	Write a letter or card and email it to someone who isn't expecting it.	Take \$0 or five \$1 dollar bills and get out in your community and see what opportunities present themselves.	Do something extra kind today!	Plant a local pollinator friendly plant or flower.
Encourage your family members to become a RAKivist at randomactsofkindness.org	Ask your family about their "highs and lows" for the day during a family dinner.	Share positive thoughts with a teacher.	Volunteer to read to a younger student.	Pass on your favorite books.	Send a text to let someone know you're thinking of them.	Handwrite a note thanking an older for their impact on your life.
26	27	28	1	2		
Take the day to do whatever YOU want.	Post a happy dance on social media to make others smile.	Wish the first person you see an amazing day.				

Visit www.randomactsofkindness.org for more kindness ideas.

© The Random Acts of Kindness Foundation

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

- Due to the boiler issues, NCMS went to remote learning from Thursday, February 2nd to Wednesday, February 8th. Students were still able to get in the building at that time to gather supplies, get food, and check-in with teachers as necessary. Due to this, the MS sent to families over a dozen communications from Sunday, January 29th through Wednesday, February 8th. Our Social Media connected with over 4,000 unique users over that span and our Thrillshare system was heavily utilized.

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

- The Middle School was closed for students from Monday, January, 30th to Wednesday, February 8th due to issues with the boilers and inability to heat the building. We thank our maintenance staff and all the external crews that came into the building for helping us get back up and running in that short of time.
- Current Enrollment (February 9th, 2023):
 - 6th Grade: 96 Students
 - 7th Grade: 115 Students
 - 8th Grade: 113 Students
 - Total Enrollment: 324 Students

NCPS Board of Education Report High School February 13th, 2023

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

- Classroom Vision Spotlight:
 - Stefanie Wenz: We will feel valued and respected while engaging in meaningful and real-world content through hands-on experiences in order to become contributing members of society.
 - Angie Rovetto: To be a safe, supportive, helpful resource to all I come in contact with. To facilitate connections between students, staff, administration and parents/guardians, with the objective of advancing and enhancing students' daily experiences.
 - Dominic Martacho: Create a team culture in which students take ownership of shop operations.
- UNL College of Engineering will be coming to present to Mr. Nielson's classes on March 13th. Thank you Mr. Nielson for setting up this opportunity.

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

- Student Council -
 - **Pioneers Spotlight-** Mr. Kenter, Ms. Tarryn Godsey, Robert Valdez, and Caleb Walker



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

- Congratulations to JAG Officers - Landen Clark (President), Damen Ruby (V-P), Daniel Adanza (Secretary)



Great job by the wrestling and “Reading with Wrestlers” this season!



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

- Mr. Anthony Robinson did a great job of representing NCPS at the NCTC banquet as he earned and accepted the scholarship on January 28th.



Thank you to Science Club and their work with the after school clubs



Thank you to Merz Ink for hosting our Marketing class this month!



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

NCPS Board of Education Report

Middle School Activities

February 13th, 2023

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

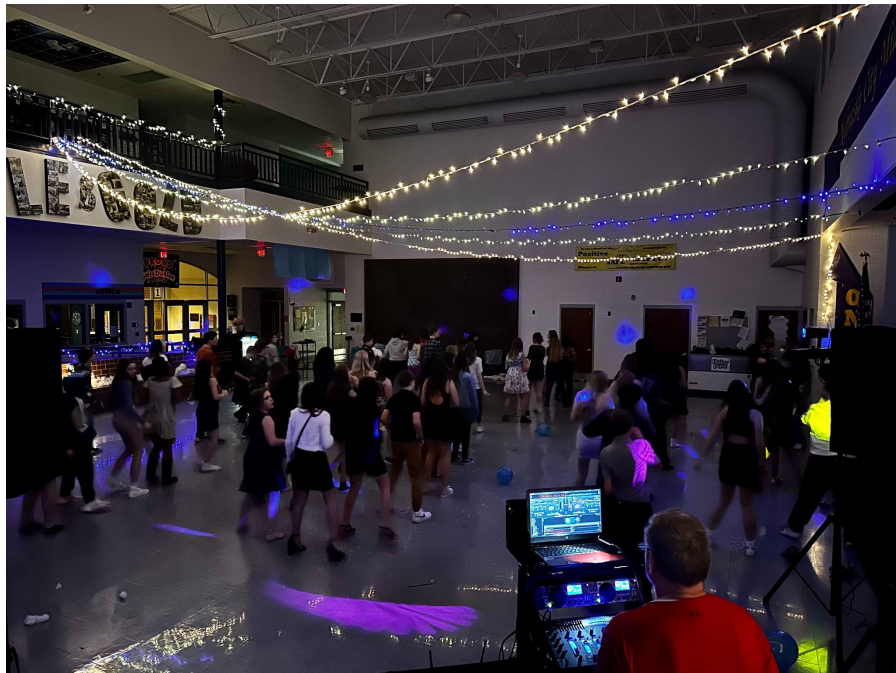
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Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

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

- Student Council:
 - On January 27th, the Nebraska City Middle School Student Council hosted the Frosty Feet 7th and 8th grade winter dance! All students had a great time dancing the night away, playing games, and listening to great music!





- Athletics:
 - Girls Basketball:
 - The girls basketball team has been competing and playing well! They competed in the Trailblazer Conference tournament on February 4th in Ralston and entered as the 5th seed. After a tough first round loss by 2 points to Wahoo the girls continue to play hard and look forward to non-conference games with Syracuse, Falls City, and Johnsons Brock later in February.
 - Wrestling:
 - The boys and girls wrestling teams have started competitions and wrestled in Waverly on January 31st in a four team quad (Nebraska City, Waverly, Elkhorn Grandview, and Norris). Many wrestlers won their matches and all agreed that it was a great way to start the season. The wrestlers are looking forward to their home dual against Beatrice on February 9th and their first large invitational in Falls City on February 23rd.

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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4037 Reduction In Force

The board of education may determine that a reduction in force of certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances. If the board, in its sole discretion, determines that a reduction of certificated staff is necessary, the superintendent shall notify those employees whose contracts may be reduced. However, the employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

1. **Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number or percentage of employment of the certificated staff overall may be increased by other hirings or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.
2. **Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.
3. **Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.
 - a. Programs to be offered;
 - b. Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the

endorsement(s) shown on each teacher's Nebraska Teaching Certificate;

- c. State and federal laws or regulations that may mandate certain employment practices;
 - d. Involvement in the programs and activities sponsored by the school district;
 - e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district;
 - f. The organizational and educational effect caused by multiple part-time certificated employees;
 - g. Formal and informal evaluation of staff performance by supervising administrators and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the Nebraska Department of Education for the district;
 - h. Any other reasons that are rationally related to the instruction in or administration of the school district.
4. **Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.
- a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
 - b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
 - c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year full-time equivalent employment.
 - d. A break in service will terminate a teacher's seniority and length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of

absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teacher's uninterrupted service.

5. **Rights of Recall.**

- a. Any certificated employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.
- b. Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.
- c. Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district policies and the current negotiated agreement. Any year of years of absence from employment shall not be considered as a year or years of employment by the district.
- d. An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

6. **Current Teaching Certificate.**

- a. Upon initial employment with the district, each certificated employee shall file a copy of his or her teaching certificate, including endorsements with the superintendent of schools.
- b. The employee shall be responsible for filing any changes in certification or endorsements with the superintendent.

7. **Address Records.**

- a. A certificated employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be responsible for reporting any change of address to the superintendent of schools.
- b. If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United

States mail sent to the former employee's last known address. If the school district does not receive written acceptance of the offer within seven days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

Adopted on: December 12, 2016

Revised on:

Reviewed on: December 14, 2020

4039
Employment of Classified Staff

The superintendent or designee shall hire classified staff to meet personnel needs consistent with the district's budget, instructional needs, and non-instructional operations. The superintendent or designee shall obtain a criminal history or background check that includes information from the Nebraska State Patrol for all individuals that are to be employed as pupil transportation vehicle drivers (except certificated Nebraska school administrators or teachers) and keep a copy of that record on file and shall update it during the calendar year that coincides with the expiration of the driver's motor vehicle operator's license.

For classified staff not employed pupil transportation vehicle drivers, the superintendent or designee may, but is not required to, conduct a criminal history check on any classified staff applicant.

Criminal history or background checks shall occur only after the school district has determined that the applicant meets the minimum employment qualifications. This policy shall not prevent the school district from requiring an applicant to disclose his or her criminal record or history relating to sexual or physical abuse prior to any minimum employment qualification determination.

The superintendent or designee shall discipline and discharge classified staff as appropriate.

Adopted on: December 12, 2016
Revised on: September 16, 2019
Reviewed on:

4041 Staff Dress and Appearance

The attire worn by staff members conveys an important image to students and the general public. The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community.

I. General Expectations in Dress and Appearance

- Certified staff, paraeducators and office staff should generally dress in business casual attire that is clean and professional.
- Custodial, maintenance and transportation staff should dress in attire appropriate to the work they are performing.

II. Unacceptable Forms of Dress and Appearance

- Certified staff, paraeducators and office staff **may not** wear the following types of clothing during the traditional school day from 7:45 a.m. to 4:00 p.m. (Friday 7:30 a.m. to 3:45 p.m.), when students or visitors are in attendance, when attending workshops, conferences, or inservice days, or when the employee is supervising, directing or coaching students when the public is in attendance:
 - For men: shirts worn without collars, except when the shirt has a logo which identifies the school and/or the school's mascot, and unless the shirt can be deemed professional by other standards.
 - Sweat, jogging and wind suits, except when teaching a physical education activity in the gymnasium or on a playing field or at athletic or other activity practices.
 - Shorts, except when teaching physical education class or at athletic or other activity practices.
 - Jeans of any color except at athletic or other activity practices.
 - Hats or sunglasses except when worn outside for sun protection.
 - Any attire that is excessively wrinkled or torn, so that it is no longer neat and professional.
 - Any clothing that is excessively revealing, tight fitting, or immodest and may distract other employees or students in the learning environment.

III. Special Jeans Days

Jeans of any color may be worn on the last working Friday of the month, which is considered a “dress down” day. The superintendent may also authorize jeans to be worn on other additional designated days to celebrate achievements, recognize special events, or promote school spirit. Such days may only be designated and authorized by the superintendent.

IV. Enforcement

The superintendent or principal shall maintain the discretion to make determinations on staff dress and appearance. The superintendent may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special “casual days”, school celebrations, special events, or field days). Any violation of school policy and rules may result in disciplinary action.

Adopted on: December 12, 2016

Revised on: November 11, 2019

Reviewed on: July 10, 2017

4062 Locker Room Supervision

Staff members, coaches, sponsors, and students must comply with the requirements of this policy while using locker rooms at the school district or at other locations.

Staff members, coaches, and sponsors must appropriately supervise students in locker rooms and other locations where students dress, change, or engage in similar activities. This supervision must occur at all times during curricular and extracurricular activities and includes, but is not limited to, the following:

- Entering and walking through the entire locker room at regular and irregular intervals to provide direct supervision and to assess student behavior.
- Maintaining an orderly locker room free from "horseplay" and other prohibited conduct.
- Maintaining a visual presence.
- Adequately addressing any misbehaviors.
- Escorting students to and from the locker room and the activity or instructional area.
- Unlocking the locker room so that students may enter, and locking the locker room after all students have exited the locker room.
- Searching the locker room to determine that all students have exited the locker room before locking it.
- Ensuring that the locker room remains locked during any activity.

If a student is found missing during an activity, the staff member, coach, or sponsor or adult designee shall check the locker room for the missing student.

The locker room must be locked at all times when unsupervised.

Only students whose team or activity is currently playing or are in-season or who are involved in a school-sponsored activity that requires or allows presence in the locker room are allowed access to the locker room before or after the regular school day.

Students are not allowed to enter or reenter the locker room without appropriate supervision.

If the staff member, coach, or sponsor is the opposite sex of the students, he or she may designate another adult of the same sex as the students to provide the required locker room supervision. This delegation does not

remove ultimate responsibility from the staff member, coach, or sponsor who is subject to the obligations under this policy to ensure that such obligations are met. By allowing their students to participate in an activity with a cross-gender coach, parents/guardians consent to the entry of the staff member or his or her designee into the locker room at any time as necessary to maintain student safety and order.

Staff members, coaches, and sponsors must remain with students until they are picked up by the parent, guardian, or other authorized person or the student leaves in his or her own transportation. Students must never be left unattended after a game, practice, or other school-sponsored activity. In other words, the staff member, coach, or sponsor should be the first one to arrive at the activity and the last one to leave.

Cell phones and other devices with visual or auditory recording capability may not be used in the locker room at any time or for any reason.

Under no circumstance may a staff member, coach, or sponsor delegate any responsibility under this policy to a student or other minor.

School administrators or their designees may make random checks to assess policy compliance.

Adopted on: August 10, 2020

Revised on:

Reviewed on:

5035 Student Discipline

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in this policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

In this policy, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this policy shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this policy may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

Short-Term Suspension

The Principal may exclude students from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or,
2. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, that occur on or off school grounds, if such conduct interferes

with school purposes or there is a connection between such conduct and school.

The following process applies to short-term suspension:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he or she is accused of having done, be given an explanation of the evidence the authorities have, and be given an opportunity to explain the student's version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal will send a written statement to the student, and the student's parent or guardian, describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.
4. Students who are short-term suspended will be given the opportunity to complete classwork, including but not limited to examinations, under the following conditions: To be determined by the Building Principal.

Emergency Exclusion

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

Weapons and/or Firearms

Students may be disciplined for the possession of weapons and/or firearms pursuant to the board's separate policy on weapons and firearms or state law.

Long-Term Suspension

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

Expulsion

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.
2. **Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise the student may be readmitted by action of the Superintendent.
3. **Suspension of Enforcement of an Expulsion:** Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not

more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.

4. **Alternative School or Pre-expulsion Procedures.** The school shall either provide an alternative school, class or educational program for expelled students or shall follow the pre-expulsion procedures outlined in NEB. REV. STAT. 79-266.

Grounds for Long-Term Suspension, Expulsion or Mandatory Reassignment:

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, NEB. REV. STAT. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes;
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term "under the influence" for school purposes has a less strict meaning*).

than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant);

7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
8. Engaging in bullying as defined in section 79-2,137 and in these policies;
9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;
10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
11. A repeated violation of any of the following rules if such violations constitute a substantial interference with school purposes:
 - a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion;
 - b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
 - c. Violating school bus rules as set by the school district or district staff;
 - d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, an electronic nicotine delivery system, or a tobacco imitation substance or packaging, regardless of form, including cigars, cigarettes, chewing tobacco, and any other form

- of tobacco, tobacco derivative product or imitation or electronic cigarettes, vapor pens, etc.;
- e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the actual substance possessed is a controlled substance by Nebraska law;
 - f. Possession of pornography;
 - g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically);
 - h. Engaging in hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault;
 - i. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;
 - j. Violation of the district's computer acceptable computer use policy are subject to discipline, up to and including expulsion;

- k. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a simulated or "look-a-like" weapon;
- l. Using any object to simulate possession of a weapon;
- m. Knowingly making a false statement or knowingly submitting false information during the Title IX grievance process or any other school investigation or making a materially false statement in bad faith in the course of a Title IX grievance proceeding or any other school investigation; and
- n. Any other violation of a rule or regulation established by a school district staff member pursuant to authority delegated by the board.

Due Process Afforded to Students Facing Long-term Suspension or Expulsion

The following procedures shall be followed regarding any long-term suspension, expulsion or mandatory reassignment

1. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:
 - a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
 - b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
 - c. A statement that, before long-term suspension, expulsion, or mandatory reassignment for disciplinary purposes can be invoked, the student has a right to a hearing, upon request, on the specified charges;

- d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
 - e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and
 - f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail.
3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the hearing stage.
5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below.
6. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below, except that the time constraints set forth may differ as provided by law and this policy.

The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.

7. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (NEB. REV. STAT. § 79-254 to 79-294). The school district will provide parents with copies of the relevant statutes upon request.

Reporting Requirement to Law Enforcement

Violations of this section will result in a report to law enforcement if:

1. The violation includes possession of a firearm;
2. The violation results in child abuse;
3. It is a violation of the Nebraska Criminal Code that the administration believes cannot be adequately addressed solely by discipline from the school district;
4. It is a violation of the Nebraska Criminal Code that endangers the health and welfare of staff or students;
5. It is a violation of the Nebraska Criminal Code that interferes with school purposes;
6. The report is required or requested by law enforcement or the county attorney.

Adopted on: December 21, 2016

Revised on: June 11, 2018; June 10, 2019; July 13, 2020

Reviewed on:

5067

Student Assistance Team or Comparable Problem Solving Team

Pursuant to the Rules of the Nebraska Department of Education, the school district uses general education student assistance teams (SATs) or a comparable problem solving team ("Team"). The SAT or Team will use and document problem-solving and intervention strategies to assist teachers in the provision of general education and to meet the needs of students who may be struggling in the general curriculum or who are struggling to comply with the student code of conduct or to meet acceptable behavioral and social norms.

If the SAT or Team feels that all viable alternatives have been explored, a referral for multidisciplinary evaluation shall be completed. The referral shall comply with the requirements of the Rules of the Nebraska Department of Education.

All teaching staff must:

- 1) Support the SAT or Team process by appropriately referring students who may benefit from the SAT or Team process; and
- 2) Faithfully and consistently implementing the intervention strategies recommended by the SAT or Team.

The failure to support the SAT or Team process is a serious matter and may constitute just cause for terminating or canceling a teacher's employment.

Adopted on: December 21, 2016

Revised on: November 9, 2020

Reviewed on:

4003 Drug Policy Regarding Drivers

Policy Statement. Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to insure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

Designated Contact. The school district has designated ~~Mid States School Bus Service of Wayne, NE~~ **First Student of Omaha NE** as the company any driver may contact with questions about this policy or the school district's drug testing program and procedures for drivers. This individual further maintains and will provide drivers informational materials concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life; signs and symptoms of an alcohol or a controlled substances problem (the driver's or a co-worker's); and available methods of intervening when an alcohol or controlled substances problem is suspected, including confrontation, referral to any employee assistance program and/or referral to management.

~~Dean Carroll, General Manager of Mid States School Bus Service may be contacted at 402-375-2887.~~ **Bryan Flanagan, Regional Manager of First Student may be contacted at 402-850-0261.**

Covered Drivers. Any person who operates a commercial motor vehicle on behalf of the school district is covered by this policy and the school district's drug testing program and procedures for drivers. All covered drivers must provide the school district a signed statement certifying that he or she has received a copy of this policy and related materials.

Covered Workday. A driver is required to comply with this policy and the terms of the school district's drug testing program and procedures for drivers at all times they are assigned, or may be assigned, to perform safety-sensitive functions. This includes all time from the time a driver begins to work or is required to be in readiness to work until the time he/she is relieved from work and all responsibility for performing work. Safety-sensitive functions include: (1) all time at a school district facility or property, contractor facility or property, or on any public property, waiting to be dispatched, unless the driver has been relieved from duty by the school district; (2) all time inspecting equipment as required by state or federal law or

regulation and any and all other time inspecting, servicing, or conditioning any commercial motor vehicle; (3) all time spent at the driving controls of a commercial motor vehicle in operation; (4) all time, other than driving time, in or upon any commercial motor vehicle; (5) all time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded; and (6) all time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

Prohibited Conduct. No driver shall: (1) report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater; (2) use alcohol while performing safety-sensitive functions; (3) perform safety-sensitive functions within four hours after using alcohol; or (4) refuse to submit to a pre-employment controlled substance, a post-accident alcohol or controlled substance test, a random alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, a return-to-duty alcohol or controlled substances test, or a follow-up alcohol or controlled substance test required under state or federal law or this policy. No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until he/she undergoes a post-accident alcohol test, whichever occurs first.

No driver shall: (1) report for duty or remain on duty requiring the performance of safety sensitive functions when the driver uses any drug or substance identified in 31 CFR 1308.11 Schedule 1; (2) report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any non-Schedule I drug or substance that is identified in the other Schedules in 21 CFR part 1308 except when the use is pursuant to the instructions of a licensed medical practitioner who is familiar with the driver's medical history and has advised the driver that the substance will not adversely affect the driver's ability to safely operate a commercial motor vehicle; or (3) report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive or has adulterated or substituted a test specimen for controlled substances.

Types of Testing. Pursuant to regulations promulgated by the Department of Transportation (DOT), the district has implemented four types of testing: (1) pre-employment testing, (2) reasonable cause testing, (3) post-accident testing and (4) random testing.

Refusal to Submit to Testing. A driver shall not refuse to submit to testing. A driver will be considered to have refused to submit to testing if the driver fails to provide a sample or specimen necessary for testing upon a lawful request, consistent with the required testing protocols. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers.

Consequences for Violations. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action which may include termination of the driver's employment, and shall include the immediate removal from safety-sensitive functions in compliance with federal law. No driver tested pursuant to this policy and the school district's drug testing program and procedures who is found to have an alcohol concentration of 0.02 or greater but less than 0.04 shall perform or continue to perform safety-sensitive functions until the start of the driver's next regularly scheduled duty period, but not less than 24 hours following administration of the test.

Return to Duty Process. A driver who has violated this policy or the school district drug testing program and procedures cannot again perform any safety-sensitive functions until and unless the employee completes the return-to-duty process, including the substance-abuse professional's (SAP) evaluation, referral, and recommended education or treatment. The school district will provide employees the relevant contact information for available and acceptable SAPs as necessary, but the school district is not required under the law to provide a SAP evaluation or any subsequent recommended education or treatment for a driver. Any driver completing the return-to-duty process must complete a return-to-duty test and test negatively.

Disqualification. Any applicant who tests positive for the presence of the following drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

Pre-employment Testing. All applicants for employment must submit to drug and alcohol tests as a condition of being considered for employment.

Reasonable Cause Testing. The district shall have reasonable cause to require a driver to submit to drug testing when a driver manifests physical or physiological symptoms or reactions commonly attributed to the use of controlled substances or alcohol.

Post-Accident Testing. A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident.

Serious Injury to the Driver. If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

Random Testing. All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

Frequency of Random Testing. Under DOT regulations, the district must test at least 50 percent of its average number of driver positions for drugs and 25 percent of its average number of driver positions for alcohol each year. The tests must be unannounced and spread evenly throughout the year. DOT regulations also require that every driver selected at random must have his or her name placed back in the random pool for the next selection period.

Testing Procedure. All urine and blood specimens collected under the policy will be submitted to an approved laboratory for testing. Specimens that initially test positive for drugs will be subjected to a subsequent confirmation test before being reported by the laboratory as positive. All such specimens collected and submitted will be maintained securely to safeguard the validity of the test results and

maintain the integrity of the testing process while ensuring the results are attributed to the correct driver.

Medical Resource Officer. All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day. If required by DOT regulations, personal information collected and maintained pursuant to this policy shall be reported to the Clearinghouse by the MRO in the event of: (1) a verified positive, adulterated, or substituted drug test result; (2) an alcohol confirmation test with a concentration of 0.04 or higher; (3) a refusal to submit to any test required by this policy and the school district's drug testing program and procedures; (4) an employer's report of actual knowledge that a driver has used alcohol or controlled substances based on the employer's direct observation of the employee, information provided by the driver's previous employer(s), a traffic citation for driving a CMV while under the influence of alcohol or controlled substances or an employee's admission of alcohol or controlled substance use; (5) on duty alcohol use as prohibited above; (6) pre-duty alcohol use as prohibited above; (7) alcohol use following an accident as prohibited above; (8) controlled substance use as prohibited above; (9) a substance abuse professional report of the successful completion of the return-to-duty process; (10) a negative return-to-duty test; and (11) an employer's report of completion of follow-up testing.

Confidentiality. Pursuant to DOT regulations, individual test results for applicants and drivers will be released to the district and will be kept confidential unless the tested individual consents to their release or release is required by law (such as the release of information to the Clearinghouse.) Any person who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

Retesting. An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the

district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: December 12, 2016

Revised on: July 13, 2020, February 13, 2023

Reviewed on:

Ethan Pellatz
Nebraska City Middle School
Principal

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January 30, 2023

Mr. Mark Fritch
Nebraska City Public Schools Superintendent
1700 14th Ave
Nebraska City, NE 68410

Dear Mr. Fritch

I am sending this letter to inform you that I will be resigning from my positions as the Middle School Dean of Students/Activities Director and Head Varsity Football Coach effective June 30, 2023. Although I have very much enjoyed my time working with wonderful students and have seen much personal growth, I have decided to focus my efforts in a new school district. Please accept this letter as my official notice of resignation. I appreciate your cooperation in this matter.

I hope that no inconvenience is caused to you or the Pioneers by my resignation. If there are ways in which I can assist during this transition period I would be happy to assist in this manner. Please contact me if you wish to discuss this matter further.

I will always cherish the time that I have spent with these amazing students and representing the Pioneers with class and pride. I will fondly miss this position but look forward to what the future may hold. Thank you again for trusting me with such an important position and assisting me over the years.

Sincerely,

A handwritten signature in black ink, appearing to read "Kaleb Walker", with a long horizontal flourish extending to the right.

Kaleb Walker