

Board of Education Regular Meeting  
Monday, December 9, 2024 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
2. Reports
  - 2.1. Principal's Reports – “What's Happening With The PIONEERS!
  - 2.2. Committee Reports
    - 2.2.1. Education, Americanism and Civics
    - 2.2.2. Buildings and Grounds
    - 2.2.3. Finance
    - 2.2.4. Policy
  - 2.3. Curriculum, Instruction, and School Improvement Update
  - 2.4. Superintendent's Report
3. Business
  - 3.1. Non-Action Items
    - 3.1.1. Policy Review Cycle
    - 3.1.2. Superintendent Evaluation
  - 3.2. Action Items
    - 3.2.1. Policy Revisions
      - 3.2.1.1. Policy 3024-External Booster Clubs and Parent-Teacher Organizations
      - 3.2.1.2. Policy Revisions: 3004.1-Fiscal Management for Purchasing and Procurement Using Federal Funds and 2008-Meetings
    - 3.2.2. MS / HS Intercom
    - 3.2.3. Bleachers - HS Old Gym
    - 3.2.4. Approve Semester Graduates
    - 3.2.5. Personnel
      - 3.2.5.1. Resignation
      - 3.2.5.2. Hiring
      - 3.2.5.3. Leave of Absence Request
      - 3.2.5.4. Policy 4070-Early Voluntary Separation Offer
      - 3.2.5.5. Superintendent's Contract

3.2.6. Executive Session

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 Meeting**  
**Monday, November 11, 2024**  
**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, November 1, 2024 and on the Nebraska City Public Schools website on Tuesday, October 15, 2024 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, November 1, 2024 and Tuesday, October 15, 2024 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 Nemeec, called the meeting to order at 6:00 PM.

**1.1. Roll Call**

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

**1.2. Pledge of Allegiance**

President Nemeec recognized veterans past and present for their service and sacrifice prior to leading the Pledge of Allegiance.

**1.3. Requests from Board Members to be Absent from this Meeting**

**Order #17236-Motion Passed:** Motion to approve the request to be absent from this meeting on November 11, 2024 from Lisa Chaney passed with a motion by Jim Nemeec and a second by Kent Blum. No discussion.

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

**1.4. Welcome to Visitors and Public**

**1.5. Approval of Agenda**

**Order #17237-Motion Passed:** Motion to approve the agenda for this meeting on November 11, 2024 passed with a motion by Kent Blum and a second by Don Loseke. No discussion.

Kent Blum: Yea  
Lisa Chaney: Absent  
Don Loseke: Yea  
Jeff Frields: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea

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

**1.6. Public Comment Time**

No one addressed the Board during Public Comment Time.

**1.7. Approval of Minutes**

**Order #17238-Motion Passed:** Motion to approve the minutes from the American Civics Work Session and Regular Meeting on October 14, 2024 passed with a motion by Kent Blum and a second by Stacie Higgins. No discussion.

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

**1.8. Claims and Accounts**

**Order #17239-Motion Passed:** Motion to approve the claims and accounts as presented passed with a motion by Jim Nemeec and a second by Stacie Higgins. Jim Nemeec reviewed the bills and found everything to be in order with one correction on an amount paid. Some payments were for two months of service.

**General Fund:** \$214,851.23; **Payroll Fund:** \$1,330,732.26; **Payroll Benefits Fund:** \$234,193.86.; **School Nutrition Fund:** \$130,837.93; **OCPUF Fund:** \$11,346.90

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

**1.9. Financial Report**

**Order #17240-Motion Passed:** Motion to approve the financial report as presented passed with a motion by Jim Nemeec and a second by Kent Blum. The current balance in the treasury being \$2,727,273.82. Mr. Nemeec gave a review of the monthly financials and compared fund balances to this time last year. He noted state aid and tax revenue is up. Title 1 grant reimbursements are still outstanding from the 2023-2024 school year. The last ESSER funding has been received which has been covering some staffing costs and maintenance repairs.

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

**2.0. Reports**

**2.1. Principal's Reports- "What's Happening with the Pioneers!"**

## **2.2. Committee Reports**

### **2.2.1. Education, Americanism and Civics Committee**

Don Loseke gave the report of the committee highlighting the information shared by Principal Kaiser and Principal Davis on the positive impact the additional EL, SPED and Counseling staff have had on their buildings. He also shared information from the update given by Kate Sherwin that included an inservice recap, upcoming AQUEST reports as well as the learning walks that will be taking place with board members in the buildings.

### **2.2.2. Building and Grounds Committee**

Rob Elson gave the report of the committee highlighting the work on the monthly maintenance list provided by Jenny Gawart. There will be extensive repair work done on a restroom at the high school. They are expecting additional bids on the intercom systems at the middle school and high school. The cooling tower at Hayward will be replaced over Thanksgiving break. There are continued discussions about replacing bleachers in the old gym and outdoor visitors section at the high school.

### **2.2.3. Finance Committee**

Kent Blum gave the report of the committee highlighting discussions about budgeting for payroll and how that will influence negotiations for next year.

### **2.2.4. Policy Committee**

Stacie Higgins gave the report of the committee highlighting the report given to them by Jason Hippen regarding the increase in PreK and K-2 student evaluations. Policies were reviewed and recommendations for revisions are on the agenda.

## **2.3. Superintendent Report**

Mr. Fritch shared information regarding the election results and presented new board member information packets. He shared the possibility of the district participating in the Engaging Educators Conference with ESU 4 in February 2026. He also gave an update on the Crisis Team, its members and processes.

## **3.0. Business**

### **3.1. Non-Action Items**

#### **3.1.1. Policy Reviews**

##### **3.1.1.1. Policy Cycle Review**

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

3017 Press Releases  
3032 Copying Fees for School District Records  
3041 Crisis Team Duties

##### **3.1.1.2. Annual Review of Policy 4070 and 4070.R1-Early Voluntary Separation**

The Policy Committee and Administration recommended the Board of Education review the following policies as outlined in the annual policy review cycle. The board discussed the need, purpose and effectiveness of this policy as well as how it currently impacts the district and its teachers.

4070 Early Voluntary Separation Program  
4070.R1 Early Voluntary Separation Program Application and Agreement

##### **3.1.2. Superintendent Evaluation**

Per his contract, Superintendent Fritch must notify the board of education in writing prior to the November board meeting of the Superintendent Evaluation to be an agenda item for the December regular board meeting. Written notice provided via email on October 30, 2024.

##### **3.1.3. Use of High School Spaces**

The Board of Education discussed possible alternatives to the use of spaces in the high school that will meet the changing needs of the students and programs.

### 3.2. Action Items

#### 3.2.1. Policy 3024-External Booster Clubs and Parent-Teacher Organizations

**Order #17241-Motion Passed:** Motion to approve on first reading and advance to second reading at the December Regular Meeting the revisions to Policy 3024-External Booster Clubs and Parent-Teacher Organizations passed with a motion by Stacie Higgins and a second by Don Loseke. This change will add grants requests to the fundraising statement that requires administrative approval.

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

#### 3.2.2. Hayward Door Project

**Order #17242-Motion Passed:** Motion to approve Hayward Door Project Design 1L as presented passed with a motion by Jeff Frields and a second by Stacie Higgins. This design provides for the least amount of lost square footage, demolition and rebuild while meeting the safety requirements.

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

#### 3.2.3. High School Old Gym Air Handlers

**Order #17243-Motion Passed:** Motion to approve the purchase and installation of 2, 15-ton air handler units for the High School Old Gym from Facility Advocates as presented passed with a motion by Stacie Higgins and a second by Rob Elson. The Board has been considering this project for years and has determined this option is the best way to meet the current and future needs of the high school.

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

#### 3.2.4. Scoreboards-Old Gym

**Order #17244-Motion Passed:** Motion to approve the design of the new scoreboards in the Nebraska High School Old Gym as presented passed with a motion by Jim Nemeec and a second by Jeff Frields. The new scoreboards will be purchased from the activity fund budget and installed by the maintenance staff and an electrician.

Kent Blum: Yea  
Lisa Chaney: Absent  
Don Loseke: Yea  
Jeff Frields: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea

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

### 3.2.5. Disposal of High School Old Gym Scoreboards

**Order #17245-Motion Passed:** Motion to grant the Superintendent permission to dispose of the old scoreboards in the old gym at the High School passed with a motion by Jim Nemeec and a second by Stacie Higgins. Mr. Fritch will offer an opportunity to submit sealed bids for the old scoreboards.

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

### 3.2.6. Executive Session

**Order #17246-Motion Passed:** Motion to go into Executive Session for a strategy session with respect to collective bargaining clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law passed with a motion by Jim Nemeec and a second by Kent Blum. No discussion.

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

The Board entered Executive Session at 7:34 p.m.

**Order #17247-Motion Passed:** Motion to reconvene the Regular Meeting passed with a motion by Kent Blum and a second by Rob Elson. No discussion.

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

The Board reconvened the Regular Meeting at 8:14 p.m.

### 4.0. Adjournment

**Order #17248-Motion Passed:** Motion to adjourn at 8:15 p.m. passed with a motion by Kent Blum and a second by Jeff Frields. No discussion.

Kent Blum: Yea  
Lisa Chaney: Absent  
Don Loseke: Yea

Jeff Frields: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Nick Schmitz: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea 8, Nay: 0, Absent: 1

Submitted by:  
Mark Fritch, Secretary

DRAFT

AFFIDAVIT OF PUBLICATION

See Proof on Next Page

STATE OF NEBRASKA  
SS.  
COUNTY OF OTOE

I, Jennifer Spencer, of lawful age, being duly sworn upon oath, deposes and says that I am the Agent of Nebraska City News Press, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 2 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates:

**PUBLICATION DATES:**

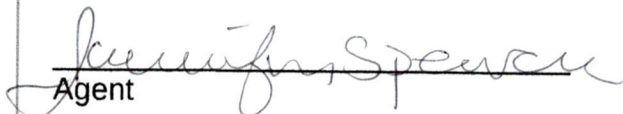
Nov. 1, 2024

**Notice ID:** dOY1u1ckBC6m0d2SndSY

**Publisher ID:** 2789710

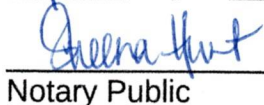
**Notice Name:** November 2024 Meeting Notice

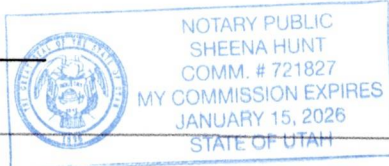
**PUBLICATION FEE:** \$12.86

  
Agent

Signed or attested before me on this

1 day of Nov., A.D. 2024.

  
Notary Public



**NOTICE OF MEETING  
OTOE COUNTY SCHOOL DIS-  
TRICT 111  
IN THE STATE OF NEBRASKA**

NOTICE IS HEREBY GIVEN that the **Regular 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., November 11, 2024 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. The agenda is not final until 24 hours prior to the meeting.

Mark Fritch  
Superintendent of Schools  
Published in the Nebraska City  
News Press on November 1, 2024.  
2789710 ZNEZ



## NOTICE OF REGULAR MEETING-NOVEMBER 11, 2024

Carla Zaroban

October 15, 2024

NOTICE IS HEREBY GIVEN that the **Regular 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.**, November 11, 2024 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. The agenda is not final until 24 hours prior to the meeting.

Mark Fritch  
Superintendent of Schools

## Nebraska City Public Schools

## Board Report - Bill Listing

Nov-24

Vendor Name	Description	Check Total
Checking Account ID	09	QCPUF Fund
BOK FINANCIAL	BOND DEBT SERVICE	227,613.75
Fund Number	09	<u>227,613.75</u>
Checking Account ID	09	<u>227,613.75</u>
Checking Account ID	1	<u>General Fund</u>
A-1 LOCKSMITH	FILE CABINET REKEY	170.00
AMAZON CAPITAL SERVICES	MISC CHARGES	1,782.87
AMERICAN COMMUNITY CORRECTIONS	LIFESKILLS PROGRAM	2,500.00
AMERICAN NATIONAL BANK	LOAN PAYMENT	2,995.50
AMERICAN RECYCLING AND SANITATION	TRASH SERVICE	2,559.38
AMY BECKER	CONTRACTED SERVICES	453.70
APACE	CONTRACTED SERVICES	2,074.99
AUTOMATED ENERGY SOLUTIONS INC	HVAC SERVICE CONTRACT	6,721.50
BOUNDLESS AT SALES OFFICE	JOYSTICK FOR STUDENT	499.78
CAPITAL BUSINESS SYSTEMS	EXTRA COPIES	397.85
CAPITAL ONE	MISC CHARGES	876.31
CARD SERVICES	MISC CHARGES	1,512.03
CHI HEALTH ST. MARY'S OCCUPATIONAL	DOT PHYSICAL	100.00
COLUMN SOFTWARE PBC	PUBLIC NOTICE	141.93
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	292.87
DIETZE MUSIC	INSTRUMENT REPAIRS	400.90
EGAN SUPPLY CO.	CUSTODIAL SUPPLIES	4,466.42
ESU #4	CONTRACTED SERVICES	4,313.85
FACILITY ADVOCATES	HVAC REPAIRS/SERVICE CALLS	7,133.70
FBG SERVICE CORPORATION	CUSTODIAL SERVICES	29,751.00
FIRST CLASS PLUMBING AND HEATING	SEWER LINES	1,261.50
FIRST STUDENT INC	TRANSPORTATION CONTRACT	26,456.74

GROWING WORDS THERAPY	CONTRACTED SERVICES	1,238.74
HOME DEPOT CREDIT SERVICES	REISSUE PAYMENT	566.00
JOHNSON CONTROLS FIRE PROTECTION LP	FIRE PANEL	473.91
JW PEPPER & SON, INC	VOCAL MUSIC SUPPLIES	61.39
LANT HARDWARE, INC	MISC CHARGES	125.83
LASER ETCHED 4 U	NAME PLATES	30.00
MATHESON TRI-GAS INC.	BOTTLE RENTAL AND SUPPLIES	310.58
MEAD LUMBER	SHOP SUPPLIES	117.53
MECHANICAL SALES PARTS, INC.	MS FAN MOTOR	261.00
NASB	FALL CONVENTION	1,820.00
NATIONAL ART AND SCHOOL SUPPLY	SUPPLIES	81.58
NCSA	MEMBERSHIP RENEWAL	435.00
NCSPEARSON	TESTING SUPPLIES	135.40
NE SAFETY CENTER@UNK	DRIVER TRAINING	200.00
NEBRASKA CITY NEWS PRESS INC	PAPER RENEWAL	76.00
NEBRASKA CITY UTILITIES	UTILITIES	37,980.62
NEBRASKA SCIENTIFIC	HS SCIENCE SUPPLIES	72.52
ONE SOURCE	BACKGROUND CHECKS	313.50
PAYROLL ACCOUNT-NC PUBLIC SCH	NOV 2024 PAYROLL	1,331,687.47
PERCUSSION SOURCE	BAND SUPPLIES	374.60
PERU STATE COLLEGE	JAZZ ENTRY FEE	100.00
PURCHASE POWER	POSTAGE	1,000.00
QUALITY INN KEARNEY	ADMIN DAYS	345.00
RIVER VIEW PEST CONTROL, INC.	PEST CONTROL	350.00
RIVERSIDE CONSTRUCTION INC	NS GYM ROOF	642.50
SARAH ROBERTS	CONTRACTED SERVICES	6,745.59
TAMMY BLOBAUM	SUPPLY REIMB	82.81
UPS	SHIPPING	1.43
VERIZON WIRELESS	CELL PHONES	711.67
VOSS LIGHTING	DISTRICT LIGHT BULBS	1,061.70
VOYAGER FLEET SYSTEMS	FUEL CHARGES	5,721.31

WEX BANK		FUEL CHARGES	96.89
WINDSTREAM		PHONE	1,111.55
ZULTYS INC		PHONE	3,939.59
Fund Number	01		<u>1,495,134.53</u>
Checking Account ID	1		<u>1,495,134.53</u>
Checking Account ID	2		<u>General Fund</u>
BLUE CROSS BLUE SHIELD		NOV HEALTH AND DENTAL PREMIUMS	221,276.75
MADISON NATIONAL LIFE		NOV LIFE INS PREMIUMS	1,597.05
TRANSAMERICA LIFE INS COMPANY		NOV PREMIUMS	3,787.30
VSP, INC		NOV VISION PREMIUMS	2,121.36
Fund Number	01		<u>228,782.46</u>
Checking Account ID	2		<u>228,782.46</u>
Checking Account ID	6		<u>Nutrition Services</u>
JODY BOSSUNG		STUDENT REFUND	49.15
LUNCHTIME SOLUTIONS, INC.		OCT FOOD SERVICE	118,174.40
Fund Number	06		<u>118,223.55</u>
Checking Account ID	6		<u>118,223.55</u>
Checking Account ID	7		<u>Bond Fund</u>
BOK FINANCIAL		BOND DEBT SERVICE	1,439,225.00
Fund Number	07		<u>1,439,225.00</u>
Checking Account ID	7		<u>1,439,225.00</u>

Nebraska City Public Schools  
 November 2024  
 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 2024-25 .865308

	<b>2024</b>	<b>2023</b>
Balance Forward	2,521,160.24	
Revenue	398,589.40	
Expenses	<u>1,495,229.74</u>	
Balance	1,424,519.90	1,381,041.83

**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 2024-25 .052995

	<b>2024</b>	<b>2023</b>
Balance Forward	54,129.31	
Revenue	7,053.68	
Expenses	<u>0.00</u>	
Balance	61,182.99	175,155.91

**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 the 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 2024-25 .020631

	<b>2024</b>	<b>2023</b>
Balance Forward	387,676.17	
Revenue	3,451.82	
Expenses	<u>227,613.75</u>	
Balance	163,514.24	217,445.85

**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.

	<b>2024</b>	<b>2023</b>
Balance Forward	3,473,265.44	
Revenue	569.39	
Expenses	<u>0.00</u>	
Balance	3,473,834.83	1,796,694.56

**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.

	<b>2024</b>	<b>2023</b>
Balance Forward	460,742.23	
Revenue	173,051.13	
Expenses	<u>118,494.90</u>	
Balance	515,298.46	509,122.02

**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.

	<b>2024</b>	<b>2023</b>
Balance Forward	40,683.67	
Revenue	1,331,687.47	
Expenses	<u>1,330,912.47</u>	
Balance	41,458.67	42,278.08

**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.

	<b>2024</b>	<b>2023</b>
Balance Forward	35,251.82	
Revenue	6,343.61	
Expenses	<u>5,902.49</u>	
Balance	35,692.94	31,520.73

**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.

	<b>2024</b>	<b>2023</b>
Balance Forward	229,323.96	
Revenue	3.05	
Expenses	<u>0.00</u>	
Balance	229,327.01	229,318.63

**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 2024-25 .137968

	<b>2024</b>	<b>2023</b>
Balance Forward	2,886,614.17	
Revenue	20,049.43	
Expenses	<u>1,439,225.00</u>	
Balance	1,467,438.60	1,346,676.32

NEBRASKA CITY PUBLIC SCHOOLS 66-0111							24-25	23-24
GENERAL FUND MONTHLY FINANCIAL REPORT			REC'D MONTH	REC'D THRU:	REC'D THRU		% OF BUDGET TO	% OF BUDGET TO
	RECEIPTS:	BUDGETED	NOVEMBER	11/30/2024	11/30/2023	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	9,815,871.00	97,068.93	2,762,760.68	2,642,974.12	119,786.56	71.85%	
	CARLINE TAX	10,000.00		1,023.92	2,052.97	(1,029.05)	89.76%	
	IN LIEU OF TAX, 5% GROSS	5,800.00				0.00	100.00%	
	MOTOR VEHICLE TAX	835,000.00	70,890.74	227,804.30	222,625.80	5,178.50	72.72%	
	PENALTIES AND INTEREST ON TAXES	0.00				0.00		
	TUITION FROM OTHER DISTRICTS-SPED	0.00				0.00		
	LOCAL LICENSE FEES, CITY	3,000.00	300.00	600.00	600.00	0.00	80.00%	
	RENTAL OF SCHOOL FACILITIES	2,000.00	210.00	1,610.00		1,610.00	19.50%	
	OTHER LOCAL REVENUE	1,500.00			1,177.55	(1,177.55)		
	COUNTY FINES & LICENSE FEES	140,000.00	12,903.63	40,853.27	38,364.63	2,488.64	70.82%	
	ESU RECEIPTS					0.00		
	OTHER COUNTY SOURCES	1,200.00		1,177.60		1,177.60		
	STATE AID	4,686,159.00		937,232.00	1,382,691.00	(445,459.00)	80.00%	
	SPECIAL EDUCATION PROGRAM	2,300,000.00				0.00	100.00%	
	SPECIAL EDUCATION TRANSP.	20,000.00				0.00	100.00%	
	HOMESTEAD EXEMPTION	295,000.00				0.00	100.00%	
	RELIEF TO PROPERTY TAXPAYERS	625,000.00				0.00	100.00%	
	PERSONAL PROPERTY TAX CREDIT					0.00		
	RAILROAD CREDIT					0.00		
	HIGH ABILITY LEARNERS	9,000.00	7,159.00	7,159.00	8,305.00	(1,146.00)	20.46%	
	RULE 4 TEXTBOOK LOAN					0.00		
	PRO-RATE MOTOR VEHICLE	30,000.00	3,030.91	3,308.09	3,488.59	(180.50)	88.97%	
	STATE APPORTIONMENT	270,000.00				0.00	100.00%	
	IN LIEU OF SCHOOL LAND TAX					0.00		
2,247.00	STATE EARLY CHILDHOOD	25,000.00		9,541.00	5,278.00	4,263.00	61.84%	
	CTE EXTENSION GRANT	8,551.00				0.00		
	SAFETY AND SECURITY GRANT					0.00		
51,041.24	PROJECT AWARE	200,000.00		8,827.50	23,920.56	(15,093.06)	95.59%	
95,799.00	TITLE I	350,000.00	185,208.00	185,208.00	27,520.00	157,688.00	47.08%	
26,526.00	TITLE II PART A	50,000.00		60,365.00	802.00	59,563.00	-20.73%	
98,029.00	IDEA BASE	350,611.00		110,756.00	14,743.00	96,013.00	68.41%	
2,118.00	IDEA PRESCHOOL BASE	8,379.00		17,142.00		17,142.00	-104.58%	
7,035.00	IDEA NON PUBLIC	41,010.00				0.00	100.00%	
	IDEA PRESCHOOL BASE-ARP					0.00		
	IDEA BASE-ARP					0.00		
	IDEA NON PUBLIC -ARP					0.00		
	MEDICAID IN PUBLIC SCHOOLS	35,000.00		30,360.22		30,360.22		
	MAAPS RECEIPTS	40,000.00			8,997.84	(8,997.84)	100.00%	
	HOMELESS GRANT			1,696.00		1,696.00		
	ESSERS II	0.00				0.00		
	ESSERS III			62,605.00	69,185.00	(6,580.00)		
	N-SPDG GRANT					0.00		
51,181.00	TITLE IV, PART B, NCLB 21ST CENTURY	170,000.00	10,777.00	10,777.00	1,000.00	9,777.00	93.66%	
	SUMMER CLUB EXTENSION (6989)					0.00		
	CLUBS EXTENSION (6988)		9,213.00	26,858.00		26,858.00		
	LONG TERM LOAN-LOC	0.00				0.00		
	TAX ANTICIPATION NOTES	0.00				0.00		
	SALE OF BONDS					0.00		
	TRANSFERS FROM FUNDS					0.00		
	OTHER NON-REVENUE RECEIPTS					0.00		
	TOTAL WITHOUT INTERCOMPANY RECEIPT	20,328,081.00	396,761.21	4,507,664.58	4,453,726.06	53,938.52	77.83%	78.19%
	NON PROGRAM RECEIPTS							
333,976.24	GRAND TOTAL	20,328,081.00	396,761.21	4,507,664.58	4,453,726.06			

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	NOVEMBER	11/30/2024	11/30/2023	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	6,160,340.00	424,526.29	1,316,742.25	1,259,117.71	57,624.54	78.63%	
1150	ELL	407,050.00	33,357.11	100,610.84	90,852.40	9,758.44	75.28%	
1160	POVERTY	2,450,170.00	224,487.91	666,303.72	549,802.57	116,501.15	72.81%	
1190	PRESCHOOL LOCAL FUNDS	313,850.00	28,296.84	78,962.44	51,860.34	27,102.10	74.84%	
1200	SPECIAL EDUCATION	2,836,250.00	236,549.33	676,534.48	654,869.38	21,665.10	76.15%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00		1,740.23		1,740.23	91.49%	
2120	GUIDANCE	316,315.00	25,317.67	75,953.00	30,242.92	45,710.08	75.99%	
2130	HEALTH/NURSE	88,675.00	6,775.78	22,988.18	24,673.05	(1,684.87)	74.08%	
2140	PSYCHOLOGY	242,900.00	19,531.63	60,822.70	82,673.75	(21,851.05)	74.96%	
2150	SPEECH/AUDIOLOGY	307,700.00	31,285.81	96,746.61	63,375.55	33,371.06	68.56%	
2160	OCCUPATIONAL THERAPY	400.00				-	100.00%	
2170	PHYSICAL THERAPY	64,200.00	4,731.96	14,277.55	15,997.89	(1,720.34)	77.76%	
2180	VISION	600.00			775.11	(775.11)	100.00%	
2190	OTHER SUPPORT SERVICES	93,000.00	1,467.49	3,801.89	7,007.26	(3,205.37)	95.91%	
2212	CURRICULUM DIRECTOR	141,750.00	11,701.30	35,634.90	8,280.57	27,354.33	74.86%	
2214	STANDARDS DIRECTOR	9,500.00			550.00	(550.00)	100.00%	
2220	LIBRARY	193,615.00	12,457.70	38,981.70	53,147.79	(14,166.09)	79.87%	
2290	EARLY RETIREMENT	105,000.00		105,000.00	95,609.20	9,390.80	0.00%	
2310	SCHOOL BOARD	129,000.00	2,039.64	10,723.30	37,448.71	(26,725.41)	91.69%	
2320	SUPERINTENDENT	334,625.00	27,421.95	82,936.84	79,907.92	3,028.92	75.21%	
2410	PRINCIPALS	1,091,200.00	92,457.41	275,464.51	269,898.28	5,566.23	74.76%	
2510	BUSINESS OFFICE	246,050.00	19,254.02	61,847.37	55,070.58	6,776.79	74.86%	
2580	TECHNOLOGY	486,400.00	8,996.05	76,086.57	67,028.07	9,058.50	84.36%	
2610	PLANT OPERATION	1,143,500.00	81,284.92	477,012.35	421,480.09	55,532.26	58.28%	
2620	MAINTENANCE	1,102,850.00	50,680.94	172,054.19	170,743.84	1,310.35	84.40%	
2700	PUPIL TRANSPORTATION	383,925.00	34,925.83	90,037.06	84,821.63	5,215.43	76.55%	
3535	HIGH ABILITY LEARNERS	4,670.00	300.88	902.64	1,265.29	(362.65)	80.67%	
3540	STATE EARLY CHILDHOOD	26,175.00	2,247.69	6,743.07	26,000.90	(19,257.83)	74.24%	
3551	CTE EXTENSTION GRANT	8,551.00		1,430.00				
3552	SAFETY AND SECURITY GRANT	200,000.00		3,825.00				
3599	TEXTBOOK LOAN					-		
5000	DEBT SERVICES	40,000.00	2,995.50	8,986.50		8,986.50		
6200	TITLE I	386,415.00	31,933.91	95,801.73	89,567.45	6,234.28	75.21%	
6310	TITLE II PART A	116,650.00	8,842.68	26,528.04	27,302.48	(774.44)	77.26%	
6406	IDEA PART B PRESCHOOL	8,562.00	707.07	2,121.21	10,586.67	(8,465.46)	75.23%	
6408	IDEA BASE/ENROLLMENT/POVERTY	363,000.00	34,508.96	98,031.36	114,871.81	(16,840.45)	72.99%	
6412	NON-PUBLIC SPED	41,010.00	2,144.68	7,038.51	19,009.44	(11,970.93)	82.84%	
6418	PEAK GRANT	0.00		9,637.75		9,637.75		
6421	IDEA BASE-ARP	0.00				-		
6423	IDEA NON PUBLIC -ARP	0.00				-		
6700	PERKINS	0.00				-		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	192,190.00	23,323.21	52,971.47	54,594.52	(1,623.05)	72.44%	
6988	EXTENDED CLUBS					-		
6989	SUMMER CLUBS					-		
6990	PROJECT AWARE	224,045.00	8,849.39	27,166.05	18,948.78	8,217.27	87.87%	
6994	HOMELESS GRANT							
6996	ESSERS/CARES GRANT	0.00				-		
6997	ESSERS II	0.00				-		
6998	ESSERS III	0.00			126,996.56	(126,996.56)		
	SUBTOTAL	20,280,588.00	1,493,401.55	4,882,446.01	4,664,378.51	212,812.50	71.40%	76.36%
	TRANSFER TO FUND							
	TOTAL DISBURSEMENTS:	20,280,588.00	1,493,401.55	4,882,446.01	4,664,378.51			

	Balance on hand District Treasury 8-31-24	1,862,626.63						
	Receipts through: 8-31-2025	4,507,664.58						
	TOTAL BALANCE & RECEIPTS	6,370,291.21						
	Outstanding warrants 8-31-2024	63,325.30						
	Warrants issued through: 8-31-2025	4,882,446.01						
	TOTAL WARRANTS	4,945,771.31						
	BALANCE	1,424,519.90						
	Balance in District Treasury	1,532,006.30 *						
	Outstanding warrants	107,486.40						
	BALANCE	1,424,519.90						

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

11/2024 - 11/2024

Regular; Beginning Month 11/2024; Processing Month 11/2024; Accounts to Include Accounts with Activity; Fund Balance Account 136 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	(6,536.20)	0.00	0.00	0.00	(6,536.20)
05 704 0002	9TH FOOTBALL BALANCE	(2,457.59)	0.00	0.00	0.00	(2,457.59)
05 704 0003	7-8 FOOTBALL BALANCE	(2,232.66)	42.00	0.00	0.00	(2,274.66)
05 704 0004	VARSITY BBB BALANCE	(2,125.00)	0.00	0.00	0.00	(2,125.00)
05 704 0007	7-8 BBB BALANCE	0.00	930.00	1,192.00	0.00	262.00
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,698.31	0.00	0.00	0.00	4,698.31
05 704 0010	TRAVELING GIRLS BB BALANCE	3,775.89	0.00	0.00	0.00	3,775.89
05 704 0012	VARSITY WRESTLING BALANCE	32.30	1,441.60	0.00	0.00	(1,409.30)
05 704 0013	7-8 WRESTLING BALANCE	0.00	100.00	0.00	0.00	(100.00)
05 704 0014	CROSS COUNTRY BALANCE	(1,333.95)	0.00	515.00	0.00	(818.95)
05 704 0015	VARSITY GIRLS TRACK BALANCE	192.30	0.00	0.00	0.00	192.30
05 704 0016	VARSITY GBB BALANCE	(2,125.00)	0.00	0.00	0.00	(2,125.00)
05 704 0018	VARSITY VOLLEYBALL BALANCE	726.94	39.00	92.59	0.00	780.53
05 704 0019	9TH VOLLEYBALL BALANCE	(125.67)	0.00	0.00	0.00	(125.67)
05 704 0020	7-8 VOLLEYBALL BALANCE	1,734.25	0.00	0.00	0.00	1,734.25
05 704 0021	BOYS TENNIS BALANCE	(99.65)	284.03	2,550.00	0.00	2,166.32
05 704 0022	GIRLS TENNIS BALANCE	(90.50)	0.00	0.00	0.00	(90.50)
05 704 0023	UNIFIED ACTIVITIES	1,281.03	0.00	0.00	0.00	1,281.03
05 704 0025	FFA BALANCE	8,712.22	1,623.36	1,030.00	0.00	8,118.86
05 704 0026	FCCLA BALANCE	6,683.62	705.69	229.00	0.00	6,206.93
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	3,206.24	0.00	0.00	0.00	3,206.24
05 704 0028	NS BOOK FUND BALANCE	(3,440.93)	0.00	0.00	0.00	(3,440.93)
05 704 0029	SINGERS BALANCE	732.47	0.00	0.00	0.00	732.47
05 704 0030	MUSICAL BALANCE	9,283.20	0.00	0.00	0.00	9,283.20
05 704 0031	DECA BALANCE	167.16	0.00	0.00	0.00	167.16
05 704 0032	MS CONCESSIONS BALANCE	2,029.77	643.74	1,369.05	0.00	2,755.08
05 704 0033	FBLA BALANCE	6,779.21	0.00	40.00	0.00	6,819.21
05 704 0034	HS POP MONEY BALANCE	14.16	0.00	0.00	0.00	14.16
05 704 0035	MS POP BALANCE	3,176.07	630.85	0.00	0.00	2,545.22
05 704 0036	HS BAND RESALE BALANCE	(521.19)	180.00	0.00	0.00	(701.19)
05 704 0037	MS BAND RESALE BALANCE	3,362.30	0.00	0.00	0.00	3,362.30
05 704 0038	MS WRESTLING CLUB BALANCE	3,206.91	0.00	0.00	0.00	3,206.91
05 704 0039	PIONEER FOOTBALL BALANCE	3,271.79	0.00	154.00	0.00	3,425.79
05 704 0040	WEIGHTLIFTING BALANCE	481.95	0.00	0.00	0.00	481.95
05 704 0041	MS TRACK CLUB BALANCE	483.77	0.00	0.00	0.00	483.77
05 704 0042	CHILDRENS CHOIR BALANCE	275.71	0.00	0.00	0.00	275.71

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

11/2024 - 11/2024

Regular; Beginning Month 11/2024; Processing Month 11/2024; Accounts to Include Accounts with Activity; Fund Balance Account 136 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 0043	HW BOOK FUND BALANCE	1,522.61	0.00	13.25	0.00	1,535.86
05 704 0044	WRESTLING MATMAIDS BALANCE	322.14	0.00	0.00	0.00	322.14
05 704 0045	CHEERLEADERS BALANCE	4,828.53	6,674.00	898.00	0.00	(947.47)
05 704 0046	CLASS OF 2027 BALANCE	1,082.95	0.00	0.00	0.00	1,082.95
05 704 0048	SPEECH CONTEST BALANCE	2,237.05	0.00	0.00	0.00	2,237.05
05 704 0049	DRAMA ACTIVITY BALANCE	2,667.35	0.00	711.50	0.00	3,378.85
05 704 0050	MS STUDENT COUNCIL BALANCE	9,864.20	58.73	745.50	0.00	10,550.97
05 704 0051	HS STUDENT COUNCIL BALANCE	2,500.94	0.00	0.00	0.00	2,500.94
05 704 0052	JOURNALISM BALANCE	11,475.43	0.00	470.00	0.00	11,945.43
05 704 0053	BIG MAC MATH BALANCE	595.35	0.00	0.00	0.00	595.35
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	(387.05)	0.00	0.00	0.00	(387.05)
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	11,227.33	562.50	0.00	0.00	10,664.83
05 704 0058	HS BAND ACTIVITY BALANCE	1,088.18	0.00	0.00	0.00	1,088.18
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,330.27	0.00	0.00	0.00	4,330.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0064	HS SCIENCE CLUB BALANCE	250.54	0.00	20.00	0.00	270.54
05 704 0065	HS COLOR GUARD BALANCE	(1,587.58)	0.00	0.00	0.00	(1,587.58)
05 704 0066	HS METALS BALANCE	104.82	0.00	0.00	0.00	104.82
05 704 0067	MS HOME EC. LAB BALANCE	50.03	0.00	0.00	0.00	50.03
05 704 0068	HS CONCESSIONS BALANCE	14,230.18	770.98	0.00	0.00	13,459.20
05 704 0069	PRECORDERS BALANCE	655.20	433.98	0.00	0.00	221.22
05 704 0070	VARSITY CLUB BALANCE	29,945.45	145.44	1,850.00	0.00	31,650.01
05 704 0071	WELLNESS BALANCE	12,518.43	0.00	0.00	0.00	12,518.43
05 704 0072	DRIVER EDUCATION BALANCE	12,119.78	0.00	0.00	0.00	12,119.78
05 704 0073	MS SHOP ACTIVITY BALANCE	1,513.46	50.92	0.00	0.00	1,462.54
05 704 0075	SPECIAL EQUIPMENT BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0077	HS GOLF FUNDRAISING	621.25	0.00	0.00	0.00	621.25
05 704 0078	HS WRESTLING FUNDRAISER	426.12	0.00	0.00	0.00	426.12
05 704 0079	HORTICULTURE BALANCE	603.27	0.00	0.00	0.00	603.27
05 704 0082	NC DRUG FEE BALANCE	183.32	0.00	0.00	0.00	183.32
05 704 0084	MS SCIENCE BOWL BALANCE	0.00	0.00	91.00	0.00	91.00
05 704 0085	HW PURPLE JAM BALANCE	500.32	0.00	0.00	0.00	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	(16.75)	0.00	0.00	0.00	(16.75)

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

11/2024 - 11/2024

Regular; Beginning Month 11/2024; Processing Month 11/2024; Accounts to Include Accounts with Activity; Fund Balance Account 136 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	3,122.11	0.00	0.00	0.00	3,122.11
05 704 0088	MS BOOK SALES BALANCE	(2,098.71)	0.00	0.00	0.00	(2,098.71)
05 704 0090	VOLLEYBALL CLUB BALANCE	4,648.64	0.00	0.00	0.00	4,648.64
05 704 0091	GIRLS SOCCER CLUB BALANCE	2,247.45	0.00	0.00	0.00	2,247.45
05 704 0092	CLASS OF 2024 BALANCE	309.28	0.00	0.00	0.00	309.28
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	585.13	0.00	0.00	0.00	585.13
05 704 0097	NS FUNDRAISER BALANCE	2,751.44	342.86	189.00	0.00	2,597.58
05 704 0098	BBB SUMMER LEAGUE BALANCE	4,650.36	449.80	0.00	0.00	4,200.56
05 704 0099	DISTRICT WELLNESS BALANCE	3,365.07	0.00	0.00	0.00	3,365.07
05 704 0100	HW DARE BALANCE	79.52	0.00	0.00	0.00	79.52
05 704 0101	PIONEER CROSS COUNTRY BALANCE	831.98	0.00	0.00	0.00	831.98
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	41.54	1,025.00	0.00	0.00	(983.46)
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	351.51	0.00	0.00	0.00	351.51
05 704 0105	B&G SOCCER BALANCE	(2,125.00)	0.00	0.00	0.00	(2,125.00)
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	GIRLS GOLF BALANCE	(366.40)	1,800.66	240.00	0.00	(1,927.06)
05 704 0108	EXPRESSIONS BALANCE	4,740.80	352.03	0.00	0.00	4,388.77
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	1,089.87	0.00	0.00	0.00	1,089.87
05 704 0112	SUMMER GBB BALANCE	1,241.78	0.00	0.00	0.00	1,241.78
05 704 0115	GIRLS TENNIS CLUB BALANCE	(1,246.21)	0.00	0.00	0.00	(1,246.21)
05 704 0116	STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	0.00	707.00
05 704 0117	BOYS SOCCER CLUB BALANCE	2,636.04	0.00	0.00	0.00	2,636.04
05 704 0118	Girls Wrestling Club Balance	2,860.21	0.00	0.00	0.00	2,860.21
05 704 0119	WASHINGTON TRIP BALANCE	789.49	0.00	0.00	0.00	789.49
05 704 0121	CLASS OF 2026 BALANCE	692.38	0.00	0.00	0.00	692.38
05 704 0123	SOFTBALL BALANCE	1,283.73	0.00	873.00	0.00	2,156.73
05 704 0124	CD/INTEREST BALANCE	(10,130.87)	0.00	399.09	0.00	(9,731.78)
05 704 0126	MUSIC TRIP BALANCE	1,247.70	0.00	0.00	0.00	1,247.70
05 704 0127	HAL BALANCE	370.46	0.00	0.00	0.00	370.46
05 704 0128	BASEBALL CLUB BALANCE	849.55	0.00	1,000.00	0.00	1,849.55
05 704 0129	CAREER & HUMAN DEVELOPMENT BALANCE	2.00	0.00	0.00	0.00	2.00
05 704 0130	HS SOUND SYSTEM BALANCE	846.25	0.00	0.00	0.00	846.25

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

11/2024 - 11/2024

Regular; Beginning Month 11/2024; Processing Month 11/2024; Accounts to Include Accounts with Activity; Fund Balance Account 136 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 0131	SUMMER SCHOOL BALANCE	7,240.32	0.00	0.00	0.00	7,240.32
05 704 0132	HS ART FEES BALANCE	5,090.07	0.00	20.00	0.00	5,110.07
05 704 0133	HS SPANISH FEES BALANCE	274.72	0.00	0.00	0.00	274.72
05 704 0134	MS FCS BALANCE	796.47	0.00	0.00	0.00	796.47
05 704 0135	MS ART FEES BALANCE	2,494.96	0.00	0.00	0.00	2,494.96
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	2,181.82	0.00	20.00	0.00	2,201.82
05 704 0138	COLLEGE TUITION FEES BALANCE	735.17	0.00	0.00	0.00	735.17
05 704 0139	CONSUMER MATH SCHOLARSHIP BALANCE	1,654.00	0.00	0.00	0.00	1,654.00
05 704 0140	Education Quest	9,707.97	1,260.27	5,000.00	0.00	13,447.70
05 704 0141	CO BALANCE	26,002.49	1,081.90	327.97	0.00	25,248.56
05 704 0144	PIONEER PETE BALANCE	2,966.52	0.00	0.00	0.00	2,966.52
05 704 0145	HS TRACK CLUB BALANCE	509.28	0.00	0.00	0.00	509.28
05 704 0148	NAT'L JR. HONOR SOCIETY BALANCE	1,795.08	274.28	0.00	0.00	1,520.80
05 704 0150	MS VOLLEYBALL CLUB BALANCE	569.53	0.00	0.00	0.00	569.53
05 704 0152	ACTIVITY ADMIN. BALANCE	5,695.31	0.00	0.00	0.00	5,695.31
05 704 0153	ROBOTICS BALANCE	(3.64)	0.00	0.00	0.00	(3.64)
05 704 0155	MS ROBOTICS BALANCE	2,341.80	0.00	0.00	0.00	2,341.80
05 704 0157	TECHNOLOGY BALANCE	43,803.88	0.00	210.00	0.00	44,013.88
05 704 0158	MS LIFE SKILLS BALANCE	3,579.68	59.49	179.00	0.00	3,699.19
05 704 0159	CA CONSTRUCTION BALANCE	6,571.20	0.00	0.00	0.00	6,571.20
05 704 0160	CLASS OF 2025 BALANCE	(147.89)	697.99	56.00	0.00	(789.88)
05 704 0161	CA WELDING BALANCE	413.61	0.00	0.00	0.00	413.61
05 704 0162	CA-INFORMATION TECHNOLOGY BALANCE	600.59	0.00	0.00	0.00	600.59
05 704 0163	YOUTH TENNIS CLUB BALANCE	747.30	0.00	0.00	0.00	747.30
05 704 0164	JAG BALANCE	431.61	0.00	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	729.63	0.00	0.00	0.00	729.63
05 704 0166	TURF AND DIRT BALANCE	650.00	650.00	700.00	0.00	700.00
Fund Total: 05		328,667.93	23,311.10	21,184.95	0.00	326,541.78

		12/2/2024	Board Meeting Mileage Sheet								
DATE											
PURCHASED	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	202520
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	GNDV23107D159355	6	15570	51495	182489
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	21000	58436	145048
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER LS	7	GNDV23118D104608	6	15926	55997	170507
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	GNDV23128D130117	6	15926	51678	195139
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	9014	51494	113758
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	22249	53021	91960
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	17500	56540	178219
12/17/2021	2016	CHEVY	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886	8		60892	80835
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6		60384	96400
6/2022	2019	DODGE VAN (SPED)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6		60884	41247
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10	1GAWGPFA7D1176079	6		60382	38211
12/2022	2019	DODGE VAN (Activity)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGEG1KR739509	6		60890	87027
11/1/2023	2021	NISSAN VAN	VAN	SILVER		10	5BZAF0AA8MN850607	6		60902	67577
11/2023	2023	CHEVY	TRUCK	WHITE	2500 HD	3	1GC0YLE70PF209343	8		60898	15850
12/2023	2023	FORD	VAN	WHITE	TRANSIT	10	1FBAX2C89PKB95953	8		62998	5034
7/2024	2023	FORD	SUV	BLACK	EXPEDITION	6		8		68001	4522
7/2024	2019	DODGE VAN	VAN	DARK GRAY	GRAND CARAVAN	6		6		56539	70698

**NCPS Board of Education Report  
Northside Elementary  
December 9, 2023**

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

- We continued to build our understanding of the Fastbridge system that offers resources for reading intervention.
- Teachers worked in teams during professional development time to create curriculum guides for each math unit.

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

- Teachers helped students celebrate Thanksgiving with activities in their classrooms.
- Students are encouraged to bring in canned goods in December. If they bring in a canned good, they get to put an ornament on our Christmas tree.



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

- Teachers collaborated to extend their understanding of the EPIC reading program and the successmaker math app.

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

- We held our Turkey Bingo night November 25 from 6:00-7:00 at Northside. Families attended to try their luck at earning one of the donated Turkeys. Thank you Cargill for the donation.
- We have continued doing building-level newsletters each month. Our monthly average views of the newsletters have been over 300.




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

- We had a paraeducator leave our building, but we were able to find a quality candidate to replace her position.

# Hayward Board Report

Dec. 9, 2024

<b>Guiding Principle 1</b>	<b>High Quality Instruction and Learning Expectations</b>
	<p><b>Dec. 2nd Teacher Inservice</b></p> <ul style="list-style-type: none"><li>● <b>Hayward</b><ul style="list-style-type: none"><li>○ NSCAS readiness prep</li><li>○ Data discussions</li><li>○ PBIS 5 to 1 Staff Incentive</li></ul></li><li>● <b>District</b><ul style="list-style-type: none"><li>○ ELA Adoption Continues</li><li>○ Math- Curriculum maps and unit plans</li></ul></li></ul>
<b>Guiding Principle 2</b>	<b>Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence</b>
	<p><b>PJ Celebration 11-25-24</b></p> <ul style="list-style-type: none"><li>● HW Heroes- Jacob Gripenstroh &amp; Gavin Avery</li><li>● Respect is our Col. Character focus for November</li><li>● Restroom Expectations is our behavior focus</li></ul> <p><b>EDGE 3rd Grade Food Can Drive</b></p> <ul style="list-style-type: none"><li>● 3rd, 4th &amp; 5th Grade student brought food for our local food pantry</li><li>● 3rd grade students will walk over the food on 12-9</li></ul> 
<b>Guiding Principle 3</b>	<b>Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches</b>
	<p><b>Attendance</b></p> <ul style="list-style-type: none"><li>● 124 Students received the November Monthly Perfect Attendance Award</li><li>● 3 Students won the \$25 Family Gift Card Rahsta Leslie-Boone, Yeiren Valquier Robles &amp; Nicole Ervin</li></ul>

<b>Guiding Principle 4</b>	<b>Communication and Stakeholder Engagement; Communication, Engagement, and Transparency</b>		
<b>Guiding Principle 5</b>	<b>District Resources; Budget, Facilities, and Staffing</b>		
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p style="text-align: center;"><b>August</b></p> <ul style="list-style-type: none"> <li>○ 3rd= 106</li> <li>○ 4th= 110</li> <li>○ 5th= 114</li> </ul> <p style="text-align: center;"><b>Total= 330</b></p> </td> <td style="width: 50%; vertical-align: top;"> <p style="text-align: center;"><b>Dec.</b></p> <p style="text-align: center;">3rd= 103</p> <p style="text-align: center;">4th= 113</p> <p style="text-align: center;">5th= 112</p> <p style="text-align: center;"><b>Total= 328</b></p> </td> </tr> </table>	<p style="text-align: center;"><b>August</b></p> <ul style="list-style-type: none"> <li>○ 3rd= 106</li> <li>○ 4th= 110</li> <li>○ 5th= 114</li> </ul> <p style="text-align: center;"><b>Total= 330</b></p>	<p style="text-align: center;"><b>Dec.</b></p> <p style="text-align: center;">3rd= 103</p> <p style="text-align: center;">4th= 113</p> <p style="text-align: center;">5th= 112</p> <p style="text-align: center;"><b>Total= 328</b></p>
<p style="text-align: center;"><b>August</b></p> <ul style="list-style-type: none"> <li>○ 3rd= 106</li> <li>○ 4th= 110</li> <li>○ 5th= 114</li> </ul> <p style="text-align: center;"><b>Total= 330</b></p>	<p style="text-align: center;"><b>Dec.</b></p> <p style="text-align: center;">3rd= 103</p> <p style="text-align: center;">4th= 113</p> <p style="text-align: center;">5th= 112</p> <p style="text-align: center;"><b>Total= 328</b></p>		

# **NCPS Board of Education Report**

## **Nebraska City Middle School**

### **December 9th, 2024**

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

- Peru State College students observed NCMS teachers on Monday, November 25th. They were then also able to work with students one-on-one. We appreciate our continued partnership with Peru State College. Mrs. Lemon, our EL teacher, has continued a great relationship with the PSC and uses the partnership to aid our EL students.

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

- During Inservice, the Middle School staff have continued to work on their building level committees in MTSS-A, MTSS-B, and PBIS. A focus this month was reviewing SAEBRS scores taken from assessment from staff and students and making sure that all students feel supported and have trusted adults in the building. We also continue collaborating on best assessment practices and how that impacts our instructional strategies.

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

- 8th Grade ELA students wrote thank you letters to current military members and veterans for Veterans Day. For National Kindness Day, they colored encouraging pictures for clients at Mission Field Recovery Center and cheerful holiday pictures for the local nursing homes.



- Staff at Mission Fields Recovery Center presented Ms. Sjulín an appreciation drawing for her 8th grade students. These students recently expressed their support and encouragement to the members who are struggling with drug addiction. Ms. Sjulín's NC DRUG FREE group and Mission Fields Owner, Jeri Johns, are partnering together for future projects to help our youth choose and celebrate a drug-free lifestyle.



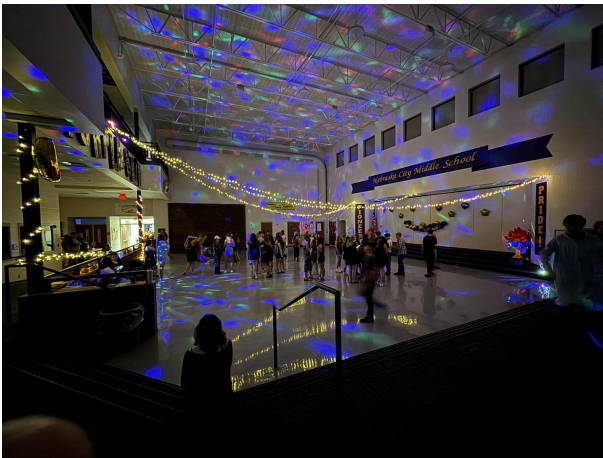
- 
- 8th Grade ELA students wrote thank you letters to current military members and veterans for Veterans Day. For National Kindness Day, they colored encouraging pictures for clients at Mission Field Recovery Center and cheerful holiday pictures for the local nursing homes.
- Thankful Tom the Turkey was officially pardoned by Nebraska City Middle School. This beloved tradition encouraged students and staff to reflect on the people in their lives who have made a positive impact. It was a meaningful reminder, especially as we head into the Thanksgiving break. As part of the celebration, students showcased their creativity by tracing handprints and writing heartfelt messages about the individuals they are grateful for.



○

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

- NCMS Student Council sponsored the Night Under the Stars dance for 7th and 8th grade tonight. Thank you to Mrs. Ward for helping organize and decorate.

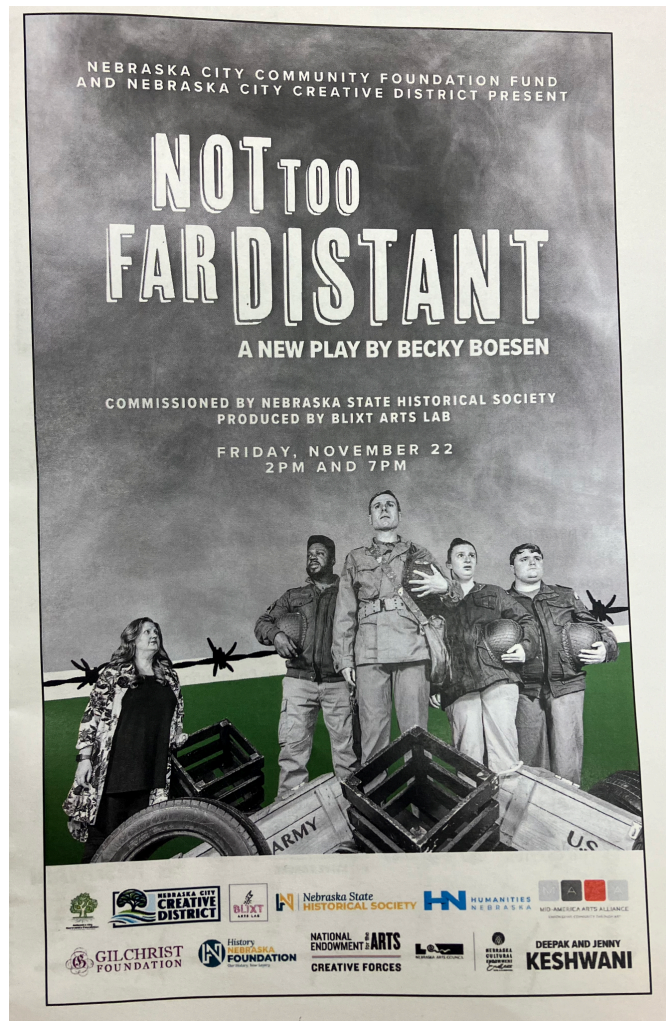




- The National Junior Honor Society put on the Veterans Day Breakfast at the Memorial Building on November 9, 2024. They also raised money during the month of October to raise money for the Disabled American Veterans. Disabled American Veterans assists in helping them gain access to the medical, financial, and educational benefits they deserve. People who donated money could dedicate a flag to a Veteran they know. The NJHS had such great success and surpassed their goal of \$250 and raised \$600! They also set up the Field of Flags in front of the middle school for Veterans Day.



- 8th Graders were invited to the Memorial Building on Friday, November 22nd, to watch the play *Not Too Far Distant* by Nebraska Playwright Becky Boesen. The Nebraska City Community Fund Foundation sponsored the production for our students and the community. We thank them for the opportunity.



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

- Current Enrollment (December 6th, 2024):
  - 6th Grade: 86 Students
  - 7th Grade: 93 Students
  - 8th Grade: 92 Students
  - Total Enrollment: 271 Students (-3 from August 2024 Enrollment)

# NCPS Board of Education Report High School December 9th, 2024

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

- Thanks to the in-service time during the 1st semester, our Leadership team was able to meet for 3 hours (*which would have been after school otherwise*), our whole staff was able to meet for 3 hours (*time would have been limited to 15 minutes each Friday*), and our departments, both grade level and curricular, were able to meet for 5 hours total (*which wouldn't have happened at all due to scheduling*). We appreciate the time! Due to this time to focus on academics, we have had a very successful semester.
- Congratulations to all of our National Honor Society members. New members include: Jady Lawrence, Katelynn Moser, Mylie Lane, Trevor Flash, Jayda Sammons, Micah Shimmel, Kaitlyn Esser, Austin Lewis, Mitchell Hodges, Colton Cook, Landon Ferguson.



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

- NCHS students volunteered to serve Thanksgiving Dinner at the Ambassador. With this opportunity, Nebraska City High School students have volunteered nearly 500 hours this semester!





- Thank you to Mayor Bequette for speaking to NCHS at the Veterans Day celebration on November 11th.



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

- Finals will be held on December 18th, 19th, and 20th.
- JAG students recently visited local businesses to engage with employers and gain insights into the local economy. This initiative not only helped students connect with potential job opportunities but also provided valuable experiences. To celebrate the 2024-2025 JAG class officers, students enjoyed a luncheon at Little Ted's.

The businesses visited included Self-Art Gallery, The Local, Sass & Frass, The Fort, and Little Ted's. A huge shoutout goes to the employers who shared their business journeys and gave tours.

If any local businesses are interested in hosting students for future visits, please contact Mrs. DeVorss at the high school at [kdevorss@nebcityps.org](mailto:kdevorss@nebcityps.org)



**SENIOR PARENT MEETING**

**FAFSA, SCHOLARSHIPS, FINANCIAL AID**  
Did you know that the FAFSA is now a graduation requirement in the state of Nebraska? In this session, parents will learn about that requirement, how to complete a FAFSA, and how to help their senior find scholarships and financial aid to help pay for college, trade school, a certificate program, etc.

**WEDNESDAY, NOVEMBER 20TH 6:00 PM**  
NCHS Auditorium

**OR VIA ZOOM**

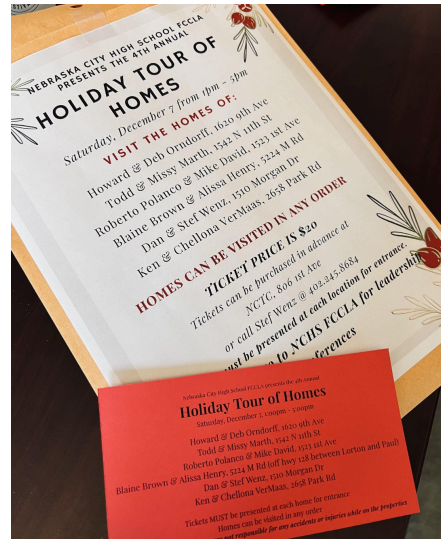
**THURSDAY, NOVEMBER 21ST 1:00PM**  
Email Mrs. Howell for the link

402-873-3360 | [jhowell@nebcityps.org](mailto:jhowell@nebcityps.org)



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

- Mrs. Howell has held FAFSA informational meetings for parents. Around 20 parents were able to attend with 2 parents in attendance via Zoom. Approximately, 20 more parents have asked for the slideshow.
- Thank you NCTC for their promotion of Nebraska City Schools activities over the course of the semester!



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

- Planning continues for the Pathways program at the High School.

# NCPS Board of Education Report

## Middle School Activities

### December 6th, 2024

#### Prepared by Dave Purdham

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

- On Friday, November 15, 2024 the NCMS Student council hosted the 7th and 8th grade Fall Stuco Dance. Students had to meet certain criteria to be eligible to attend. The students were dressed very nicely and had a great time. I wanted to express my appreciation for Mrs. Ward and the student council for putting on such a great event for our students!







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

- The NMCS Jazz Band traveled to Lincoln to watch a Jazz music concert on the University of Nebraska-Lincoln campus. Our students were able to attend the free concert, ask questions of the jazz band participants, receive autographs, and enjoy a dinner in downtown Lincoln, Nebraska. This was an awesome experience for our students and a first live music experience for some of our students! Thank you to Mrs. Purdham for organizing the event.





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

- The Middle School Boys Basketball team is nearing the end of their season with their last conference regular season game yesterday at Ralston. They will participate in the Trailblazer Conference Tournament in Malcolm on Saturday, December 14. The Pioneers remaining schedule includes: home events on 12/9 vs. Syracuse, 12/16 vs. Louisville, and end the season on 12/19 vs. Falls City. The NCMS Boys Basketball team is coached by Kevin Mohr and Clay Stovall.
- The NCMS Girls Wrestling team is nearing the end of their season with a few events to go in the season. The team placed 4th out of 15 teams with 74.0 total team points at the Oakland-Craig wrestling invitational! The NCMS wrestlers will host their home event on December 7th at Nebraska City High School starting at 10am! They will finish their season on the road in Falls City on Monday, December 8

2024 O-C Girls Junior High Tournament					
<a href="#">Hub</a> <a href="#">Brackets</a> <a href="#">Results</a> <a href="#">Information</a> <a href="#">Divisions</a> <a href="#">Wrestlers</a> <a href="#">Teams</a>					
Print Scores					
Groups					
	Team	Season Team	Abbr	Count	Points
1	Blair, NE	No Match (GET)	BLA	18	119.5
2	Waverly, NE	Waverly Middle School, NE (GET)	WAV	15	105.5
3	Elkhorn Ridge/Valley View, NE	Elkhorn Valley View, NE (GET)	ERVV	15	102.0
4	Nebraska City, NE	No Match (GET)	NC	19	74.0
5	Elkhorn Grandview/North Ridge, NE	No Match (GET)	GVNR	13	40.5
6	Archbishop Bergan, NE	No Match (GET)	ARBE	7	30.5
7	Elkhorn Middle, NE	No Match (GET)	ELK	9	30.5
8	Oakland - Craig, NE	Oakland-Craig, NE (GET)	O-C	6	20.0

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

- We hosted our annual Veteran's day program on November 11, 2024. We had several Nebraska City Veteran's in the crowd who were honored during the Service Song Medley. The band program participated in the event as well as having Mr. Pellatz speak to the students and other community members who came to the event. Fantastic performance by all students involved. Go Pioneers!

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

- Our NCMS Boys and Girls Basketball team will be competing in new jerseys for the 2024-2025 seasons as we purchased new uniforms for the teams. These jerseys and shorts are reversible and lightweight and look very sharp on the court!





# **NCPS Board of Education Report**

## **High School Activities**

### **December, 2024**

#### **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**

- In November the cheer squad had one cheerleader, Jady Lawrence, inducted into the National Honor Society, and another, Taelynn Sammons, perform with the All-American Cheer Squad over Thanksgiving in Miami, Florida. Our entire squad prepares to support our varsity basketball teams at the home games and some away games. While the competition cheerleaders are gearing up for the competition season in January and February. Most of our practices are focused on the routines we will perform at four different competitions this year. Our first is the TrailBlazer Cheer Competition January 25th. We hope to have an opportunity to perform for the student body at a pep rally in January or February.
- Unified Bowling has wrapped up the 2024 season with a 3rd place finish in the District Tournament. The Pioneer district team consisted of Coral Mankin, Noah Wenz, Makensie Briley, Landon Ferguson, Brooke Barton. The Unified Bowlers fell short of a State Tournament appearance but bowled a season high score of 726.

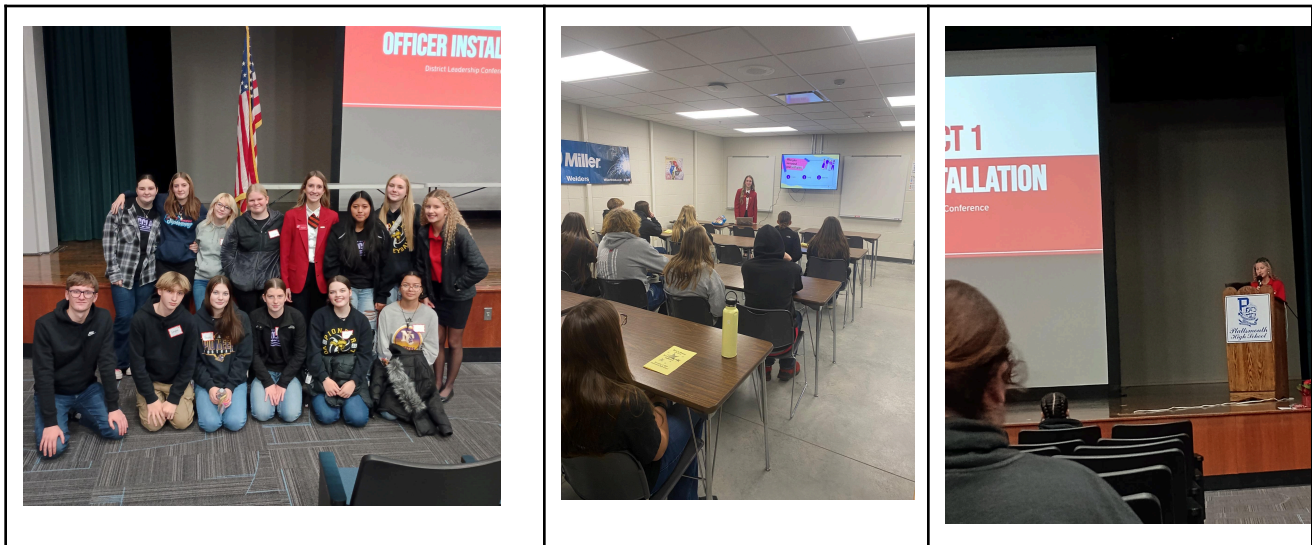
This season we had 15 bowlers that could have been our #1 Team on any given day, with only one or two pins separating them to be a part of the top five. It was great to see the encouragement to get better and dedication of students bowling on the weekends to improve their averages to be one of the top five bowlers.

Bowling started and ended the season with 8 athletes, 37 partners, and 2 student managers. We will be graduating 1 athlete, 8 partners and looking forward to all the rest returning next season.

It was amazing to see such great participation and friendships flourish through the season..

- Boys basketball is preparing for their first Varsity and JV games in Beatrice on Thursday. Boys basketball has around 28 boys out for the team this year and we've had 10 practices thus far. The boys are working hard and we are excited about our upcoming contests.
- The girls wrestling program has 22 girls out this season, largest group we have had. This is the first year for two classes in girls wrestling and the Pioneers will be competing in class A. We kick off our season on December 5th at Standing Bear and are at home for the Friday Night Fracas on December 6th. We are looking forward to a great season!
- Fourteen FCCLA members attended the District 1 Leadership Conference on Monday, December 2 at Plattsmouth High School. Jadyn Lawrence was installed as the District 1 President and led a breakout session for members. Natalie Nelson also led a breakout session as part of her State Peer Officer duties.

18 members are working on STAR projects and will compete with their projects on January 31 at Peru State College



- Nebraska City FFA attended the National Convention in Indianapolis where we collected our 2-star Rated National Chapter Award. 6 Students attended.



- The Pioneers had 3 students selected to perform with the All-State Band in November. Over 600 auditions were submitted for the event and 160 were selected. Lizzie Ely on flute, Jayden Bailey 3rd overall on trumpet, and Stella Young 2nd overall on trombone.

On November 11th the band performed for the student body and community members for the Veteran's Day Program and we are currently preparing for our Winter Concert which will take place on Sunday, December 8th at 2 pm in the high school auditorium. The Pioneers will also be hosting our concert/fundraiser, "Cocoa and Carols" with the jazz band and show choir on December 20th starting at 6:30 pm in the high school commons!

- The NC Softball team has started their off-season workouts with some pitching and catching work. The Pioneers will continue to find opportunities to get some extra work over the next several months with building a schedule around all the current activities that our girls are involved with.
- Pioneer Boys Wrestling has had a great start to the season with a lot of upperclassmen stepping into new leadership roles. Practices are intense, high energy, and fast paced which is mainly due to the peer leadership in the room being both vocal leaders and models of how we attack each day. Wrestle-Offs were on November 30th and our athletes (boys and girls) were able to get a couple live matches in with officials before the season gets underway. We are looking forward to our first competition with a dual against Elkhorn North on Thursday December 5th at home. We will look a little different in terms of the new mat, new singlets, and new warm-up jackets, but the consistency of our wrestling will be the same if not better. On December 6th the varsity wrestlers travel to Blair for a dual tournament that consists of Millard North, Blair, South Sioux City, Schuyler, and Lincoln North Star.

Boys Wrestling Community Outreach: Pioneer Wrestlers attended/served at The Ambassador Thanksgiving Day Lunch and were able to meet and have great conversations with residents while they dined. The 2024-25 NC Wrestle-Offs Canned Food Drive provided us with a sizable donation to the Nebraska City Food Pantry at First United Methodist Church to restock following Thanksgiving!

- Girls Basketball has doubled our numbers from a few years ago and we are now one of the bigger teams in our area. With several returners who have varsity experience and the addition of our freshmen/newcomers we will have great depth on both Varsity and JV. The girls worked hard during pre-season conditioning and practices have been competitive. Their hard work has been showing on and off the court--We had 81% of our team on first-quarter honor roll and are hoping to add even more 2nd quarter. Our season opener is Dec. 5 at Beatrice.

- Girls soccer had 35 girls attend a meeting showing interest in soccer this Spring. This is pretty exciting since I had 12 girls two years ago. We have a ton of girls that are recruiting to get more girls into our sport! I have encouraged my girls to go out for Wrestling and Basketball to stay in shape and to build different skills. The girls that aren't in either of those sports will start conditioning in January for our Spring season.

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

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

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

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# Nebraska City Public Schools



## District Report Card 2024

Data sourced from the Nebraska Education Profile (NEP), 2023-2024.

### AQuESTT District Classification 2023-2024: Needs Support to Improve

- Dually accredited by Nebraska Continuous Improvement (K-8) and Cognia (grades 9-12).
- Nebraska City High School earns Cognia's Values Driven Award for excellence in student achievement (23-24).

## ENROLLMENT & DEMOGRAPHIC PROFILE

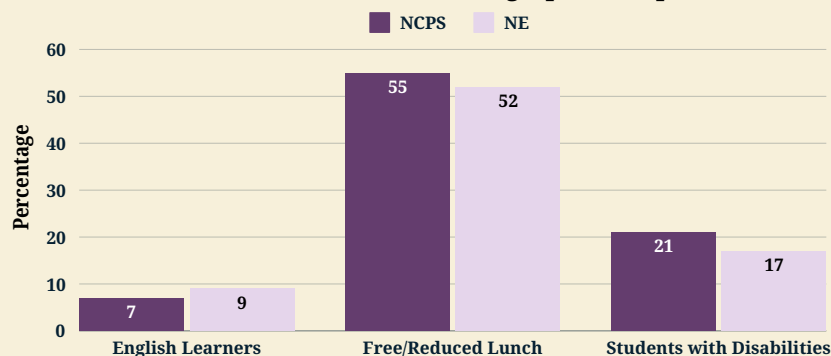
### Student Membership **1,402**

Additionally, we provide essential services to 85 students in our community who are not included in our official enrollment count.

### Teacher Membership **97**

71% hold master's degrees - far exceeding the state average of 59%.

### NCPS vs. NE State: Student Demographic Comparisons

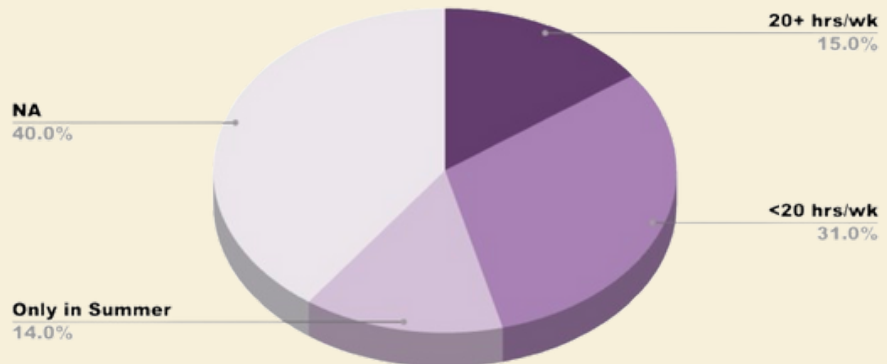


## STUDENTS INVESTED IN SCHOOL & COMMUNITY

**58%**

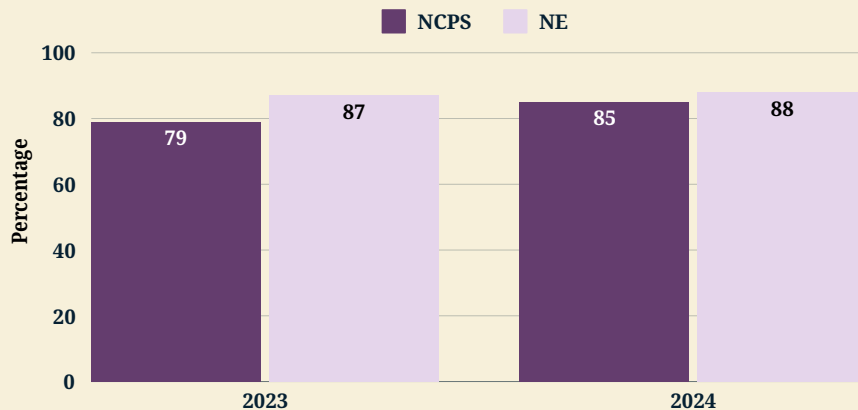
of high school students are involved in 2 or more activities

### Student Employment Rate During the School Year



## GRADUATION RATE

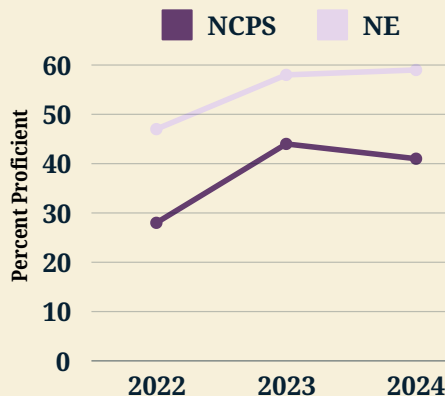
### NCPS vs. NE State: 4-Year Graduation Rate



Our 4-year graduation rate rose to 85% in 2024, reflecting steady progress toward closing the gap with the state average of 88% and supporting on-time graduation.

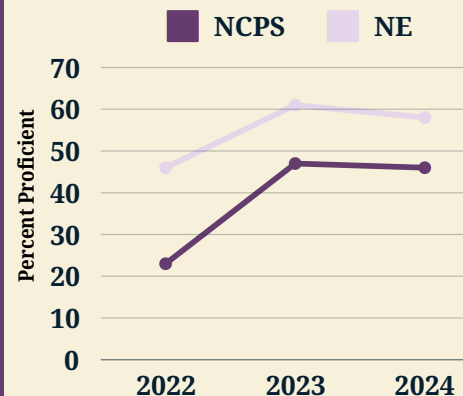
## STUDENT ACADEMIC PROFICIENCY

### English Language Arts



High-quality instructional materials (HQIM) in math has boosted NCPS proficiency, narrowing the state gap. ELA gains are expected with future HQIM adoption.

### Math





# Beyond the Numbers

## NASB Legislative Issues Conference

January 26-27, 2025 - Cornhusker Marriott Lincoln

Be Engaged. Get Involved. Know Your Story.

# 2025 Legislative Issues Conference

## TO REGISTER:

Go to <https://nasb.envisiams.com/> and log in using your email and password.

If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

\$25 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for each event are as follows:

- Sunday dinner and program \$70
- Conference Registration \$115
  - \*On-Site Registration \$150

*Registration Deadline - January 21, 2025*

## TO REST:

To reserve a hotel room visit [www.NASBonline.org](http://www.NASBonline.org) and navigate to the LIC page for a direct booking link. Deadline for hotel reservations is January 5, 2025.

## TO REDEEM:

Awards of Achievement Points can be earned by attending these events

- 10 points = Sunday dinner and program
- 15 points = Legislative Issues Conference

## SUGGESTED AUDIENCE:

- School Board Members, Superintendents, ESU Administrators

# Beyond The Numbers

## SUNDAY, JANUARY 26 - AGENDA

6:00 PM Reception, Dinner, and Program  
Beyond Tornado Drills: The New Challenges of School Safety  
Jay Martin - NDE Safety & Security Director

Jay Martin returned home after 24 years in Colorado, where he retired from law enforcement. In 2009, he was named D.A.R.E. Officer Of The Year and created a nationally recognized youth prevention program in all 50 states and beyond. His career involved responding to critical incidents, including school and domestic shootings, and led to partnerships with organizations like the National Association of School Resource Officers and Internet Crimes Against Children. He has also collaborated with psychologists, authors, and movie producers, and has ghostwritten on digital best practices. Committed to educating school communities, he has also taught in Omaha Public Schools and other districts in Nebraska and Colorado.



## MONDAY, JANUARY 27 - AGENDA

8:00 AM Registration  
8:30 AM Welcome and Introductions - NASB Legislative Committee Chair  
2025 Bill Review & Looking Beyond the Numbers  
Speaker Arch - Session Preview  
Senator Murman - Education Committee Update  
A Conversation with the New Revenue Chair  
Senator Hughes - School Funding Legislation Update  
School Spending/Caps: Bills & Strategies to Help Share Your Story  
How Nebraska Compares. The Story Rarely Told  
Final Talking Points Prior to Your Lunch with the Senators  
12:00 PM Lunch with the Senators  
1:30 PM Adjournment

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)



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JORDAN JOHNSON <sup>NE, SD, WY</sup>



TYLER COVERDALE <sup>SD</sup>

SARA HENTO <sup>SD, NE</sup>

AMANDA DABNEY <sup>NE</sup>

SHARI RUSSELL, Paralegal

## ***Updated Legal Representation Agreement***

You are receiving this updated engagement agreement from KSB if you have already signed an engagement letter or have received training or services from KSB, such as digital citizenship or staff training. This document will update the terms of our representation, whether we work with your school, service agency, or entity regularly or on a limited basis. Our practice is to provide all clients who receive any type of services from KSB with a written engagement letter so that you have a clear understanding of the terms of our representation and KSB School Law's policy for billing you for legal services.

**Services.** We think of KSB School Law as a "full service" school law firm. When we founded KSB, we knew we only wanted to focus our practice on representing schools and related entities like cooperatives, associations, and service agencies that serve schools. As we like to say, it's literally in our name. If one of our clients has a legal issue or question, we've probably seen it. There are a few limits to the kinds of legal services we provide. We do not give tax advice, and we do not represent any individual board members, officials, or employees, unless we are ethically permitted to do so and arrange it in advance. For example, with the board's permission and when lawful, we have represented individual board members or employees when they are named in lawsuits or professional complaints. If we cannot represent an individual due to a conflict or cannot provide advice because it is outside our areas of expertise, we are always happy to help you find an attorney who can.

**Billing Practices.** We charge hourly rates for most of the day-to-day work performed for our clients. For hourly work, we record time in increments of one-tenth of an hour. We offer many services on a flat fee basis. We use flat fees for things like presentations, forms, and contracts. We also offer unique services and products on a flat fee basis on occasion. You always have the choice to decide whether you want to purchase them. Flat fees will

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SIOUX FALLS, SOUTH DAKOTA 57104

*ATTORNEYS LICENSED IN STATES INDICATED*

appear on your invoice as a single “hour” billed, but the invoice will specify that the service was billed on a flat fee basis and will list the flat fee amount.

**Work Sharing.** We often share work among all of our attorneys, based on expertise, cost, and availability. This helps us be most responsive, keeps costs down, and allows you to call any of us at any time. On any project or matter, you may see that another attorney worked on it. For example, an attorney with a lower rate or quicker availability may draft a document you requested in collaboration with the attorney you called for the advice. You will never be billed for duplicative work, but we do share work for these reasons.

**Use of Generative AI.** Another one of our founding principles is being innovative. We see artificial intelligence and other generative technology (AI) as a growing aspect of most professions, including the work of attorneys. We may leverage AI to better serve you. We also understand the current limitations of this technology. We will use it only when consistent with our ethical obligations and in light of the confidentiality obligations on KSB and our clients. We will always exercise independent professional judgment and supervision over the use of these tools, including ongoing training and collaboration amongst KSB attorneys and staff.

**Rates.** Our current hourly rates are as follows: Karen Haase, \$430.00; Steve Williams, \$400.00; Bobby Truhe, \$385.00; Coady Pruett, \$335.00; Jordan Johnson, \$290.00; Tyler Coverdale, \$290.00; Sara Hento, \$250.00; and Amanda Dabney, \$210.00. Shari Russell is our paralegal and her current hourly rate is \$230.00. Shari’s rate for comparability will be billed at \$250.00 per hour. Any work completed by our law clerks will be billed at the hourly rate of \$150.00. Our hourly rates may be adjusted periodically, and we will provide you with reasonable advanced notice if we adjust our rates.

**Expenses.** We bill certain expenses, such as mileage, larger copying costs, and court reporter services needed for things like student discipline or personnel hearings. These will appear on your invoice designated as expenses.

**Invoices.** We send invoices electronically each month for services rendered that month. We send the invoices to the superintendent, director, or head administrator, or to anyone else that person designates. For example, some clients request that the statements be sent to their business officials. Our statements are due and payable each month. We send invoices out as close as possible to the end of each month so you have plenty of time to include them in your board claims at your next meeting.

We also encourage you to call or email us if you ever have any questions or concerns about your bill. Our most important founding principle is being client-centered. Sure, we like getting paid, and all we have to sell is our time. But we value our relationships with our clients most. Please never hesitate to reach out with any questions or concerns about our invoices.

**Ongoing Representation.** We serve at the pleasure of your board, and we value long-term relationships we develop with our clients. We like to learn about your staff, students you serve, and community. We hear from some clients daily and others less frequently. This agreement is designed to allow us to provide ongoing services to you at your request, hopefully for years to come. There is no legal obligation for any school or other entity to work with only one lawyer or law firm, and there are no minimum use requirements from us. You will not need to sign a new letter like this one each year even if your board designates law firms each year. We consider our agreement to serve you as ongoing and as-needed, until you terminate our representation or we withdraw from representing you.

**Terminating Representation.** You may terminate our representation at any time and for any reason. Once you notify us of the identity of your new attorney, we will forward your files to that person. However, terminating our representation does not relieve you of payment for any outstanding fees and expenses. Likewise, we reserve the right to withdraw from representation when doing so is permitted by our ethical rules.

**Records.** We retain your legal files for a period of 7 years after we close our files. At the expiration of the 7-year period, we may destroy these files unless you confirm in writing that you wish to take possession of them. We try to digitize older files when possible, but we reserve the right to charge administrative fees and costs associated with researching, retrieving, copying, and delivering your files.

**NSAA Representation.** KSB provides legal services to the Nebraska School Activities Association (NSAA). In order to avoid any possible conflicts, we cannot assist any Nebraska school or other client with questions or situations which may create a conflict with the NSAA. The next section describes conflicts and our practice for notifying you in the event of an actual or possible future conflict, whether with the NSAA or another entity.

**Conflicts.** Unless we have spoken with you directly, there are no current conflicts of interest in our representation. However, it is possible new circumstances that arise could present a conflict of interest. For example, there are cases where one client asks us for advice that would be adverse to another client. If we can answer the question without creating a conflict, we

will do so. If we become aware of a conflict, we will let you know right away and explain how the attorney ethics rules apply to the situation. In some cases, such a conflict could prohibit us from representing you, another entity, or anyone involved. In other cases, both you and the other entity could waive the conflict in writing if you desire to do so. When these situations arise, one of our attorneys will explain the process and your options to you.

Please give one of us a call or drop us an e-mail at [ksb@ksbschoollaw.com](mailto:ksb@ksbschoollaw.com) if you have any questions about this engagement agreement, any bill for services, or any other matter pertaining to our representation of you.

We consider it a privilege to advocate for members of the education community. Thank you for giving us the opportunity to serve you.

Yours Very Truly,  
KSB School Law, PC, LLO

Karen, Steve, Bobby, Coady, Jordan, Tyler, Sara, and Amanda

## **5010 Immunizations**

### **1. General Rule**

- a. Each student wishing to enroll in the school district must be immunized as required by state law and the rules and regulations promulgated by the Nebraska Department of Health and Human Services in effect at the time of the student's enrollment.
- b. The district is not responsible for the cost of such immunizations.
- c. Any student who does not comply with this policy shall not be permitted to continue attending school.
- d. The building principal shall be responsible for maintaining immunization records for the students enrolled in his/her building and shall share that information with the school's threat assessment and crisis teams as appropriate.

### **2. Exceptions**

#### a. Provisional Enrollment

Students who meet the statutory requirements for provisional enrollment may be allowed to attend school for sixty days without the necessary immunizations.

- b. Immunization shall not be required if the student's parent or guardian submits one of the following to the superintendent of schools:
  - i. A statement signed by a medical professional stating that the required immunization would be injurious to the health and well-being of the student or any member of the student's household; or
  - ii. An affidavit signed by the student or a legally authorized representative of the student, stating that the immunization conflicts with the student's sincerely held religious beliefs.

- c. Students who are excepted from the immunization requirement may be excluded from school in the event of an outbreak of any contagious disease in the school population.

Adopted on: December 21, 2016

Revised on:

Reviewed on: June 13, 2022

## **5011**

### **Physical Examination and Visual Evaluation of Students**

#### **I. Physical Examination**

The following students shall provide evidence of a physical examination by a qualified health care provider:

- all incoming students in the beginner grade;
- students in seventh grade; and
- all out-of-state transfer students.

Evidence of a physical examination must be dated no more than six months prior to entrance

#### **II. Visual Evaluation for Students**

The following students shall provide evidence of a vision evaluation by a qualified vision health care provider:

- all incoming students in the beginner grade and
- all out-of-state transfer students

The health care provider must test the student for amblyopia, strabismus and internal and external eye health, with testing sufficient to determine visual acuity. Evidence of a visual evaluation must be dated no more than six months prior to entrance.

Parents or guardians who wish to receive information regarding free or reduced-cost visual evaluations may contact Kids Connection at (877)-NEB-KIDS or the Nebraska Optometric Association at (800) 766-4466.

#### **III. Objection to Examination**

Any parent(s) or guardian(s) who object to a physical and/or vision examination and evaluation must submit a signed and dated refusal form to the school.

Adopted on: December 21, 2016

Revised on:

Reviewed on: June 13, 2022

**5040**  
**Work Permits**

The building principal or other authorized school official shall be responsible for the issuance of work permits for children in accordance with state law.

Adopted on: December 21, 2016

Revised on:

Reviewed on: June 13, 2022

**5048**  
**Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (ANAPHYLAXIS)**

School employees will comply with the requirements of "Protocol: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)". The district shall procure and maintain the equipment and medication necessary to implement the protocol.

The superintendent shall obtain the required signature(s) of one or more physicians licensed to practice medicine in Nebraska on the form entitled "Protocol: Emergency Response to Life Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis)" ("Protocol"). The superintendent shall publish this policy and Protocol in each employee handbook.

The superintendent shall arrange to have a qualified medical person train employees, and for training updates as necessary.

Adopted on: December 21, 2016

Revised on:

Reviewed on: June 13, 2022

## **5053**

### **Self-Management of Diabetes or Asthma/Anaphylaxis**

Upon receiving the written request of a student's parent or guardian and the written medical authorization described in the applicable provisions below, the school district will work with the parent or guardian in consultation with appropriate medical professionals to develop a medical management plan for a student with diabetes, asthma, or anaphylaxis (referred to herein as "medical condition").

A student with diabetes must obtain written authorization to self-manage from the student's physician. The plan for a student with diabetes will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, and (d) be signed by the student's parent or guardian and the physician responsible for the student's medical condition.

A student with asthma or anaphylaxis must obtain written authorization to self-manage from the student's physician or from the health care professional who prescribed the medication for treatment of the student's condition. The plan for a student with asthma or anaphylaxis will (a) identify the health care services the student may receive at school, (b) evaluate the student's understanding of and ability to self-manage his or her medical condition, (c) permit regular monitoring of the student's self-management by an appropriately credentialed health care professional, (d) include the name, purpose, and dosage of the prescription asthma or anaphylaxis medication prescribed for such student, (e) include procedures for storage and access to backup supplies of such prescription asthma or anaphylaxis medication, and (f) be signed by the student's parent or guardian and the physician or other health care professional responsible for the student's medical condition.

The plan will permit the students to self-manage his or her medical condition in any part of the school or on school grounds during any school-related activity, or in a private location. The parent or guardian of a student for whom such a medical management plan has been developed shall sign a statement acknowledging that (a) the school and its employees and agents are not liable for any injury or death arising from a student's self-management of his or her medical condition and (b) the parent or guardian will indemnify and hold harmless the school district and its employees and agents against any claim arising from a student's self-management of his or her medical condition. The student's parent or guardian will be personally responsible for any and all costs associated with any injury to school personnel or another student resulting from the a

student's misuse of necessary medical supplies.

The district may prohibit a student who is self-managing his or her diabetic condition from possessing medical supplies for self-management and may establish other necessary and appropriate restrictions or conditions when the district determines that the student has endangered himself, herself, or others through misuse or threatened misuse of such medical supplies. The district will promptly notify the parent or guardian of any such prohibition, restriction, or condition.

The district may impose disciplinary consequences on a student with asthma or anaphylaxis who uses his or her prescription asthma or anaphylaxis medication other than prescribed. These disciplinary consequences shall not include limitations on the student's access to necessary medication. The district will promptly notify the parent or guardian of any disciplinary action imposed.

Adopted on: December 21, 2016

Revised on:

Reviewed on: June 13, 2022

**5059**  
**Emergency Medical Treatment**

If a child becomes ill or is injured while at school or while being supervised by a member of the school district's staff, the staff member shall take reasonable steps to render assistance and, when appropriate, summon medical assistance. Staff will notify a student's parent or guardian when a student needs medical attention.

The school district is not qualified under law to comply with directives to physicians limiting medical treatment and will not accept such directives. School district staff members will not honor "do not resuscitate/do not intubate" (DNR/DNI) orders, requests for transport to particular medical facilities, and any similar requests. Parents/Guardians must arrange for all such requests with rescue squad and medical providers directly.

Adopted on: December 21, 2016

Revised on:

Reviewed on: June 13, 2022

## 3024

### **External Booster Clubs and Parent-Teacher Organizations**

Parent-teacher organizations and booster clubs (collectively, "External Supporting Entities" or "ESE") create good will in the community and strengthen education programs by promoting parental and community involvement with the district. However, the district's involvement in an ESE may result in negative legal and political consequences.

**External Supporting Entities.** ESEs are separate entities from the district and board. They are independent, not formed under school sponsorship, and should be separately incorporated as Nebraska Nonprofit Organizations or determined to be tax-exempt organizations by the Internal Revenue Service. ESEs include parent-teacher organizations, booster clubs, and any other non-school sponsored or non-student sponsored organizations formed to support the school district and its students.

As a condition of the school district's accepting funds or materials from an ESE and as a condition of an ESE using the school district's name, nickname, logo, or mascot, the ESE shall comply with the following conditions:

1. The ESE shall apply for and receive formal recognition and approval from the board of education.
2. Upon application for recognition and on or before September 1<sup>st</sup> of each school year after receiving recognition, the ESE shall designate a representative for communicating with and providing true and accurate information to the school district.
3. The ESE treasurer shall handle all funds.
4. Two signatures shall be required on all ESE checks.
5. ESE funds shall be deposited only into ESE-authorized bank accounts.
6. Two individuals shall count all money received by the ESE and provide the treasurer with a signed proceeds receipt.
7. Proof of payment in the form of a sales slip, receipt, or invoice shall be provided for every ESE expenditure.
8. Bank statements shall be reconciled by the ESE treasurer on a monthly basis and reviewed by another individual who does not have check signing authority.
9. A copy of the ESE budget shall be provided to the school district superintendent no later than the first day of each school year.
10. ESE funds shall not be deposited into school district accounts.
11. No school district employee is authorized to sign checks on behalf of the ESE.
12. The ESE shall provide a full and complete accounting of all funds raised as well as a full and complete accounting of all funds

- expended no later than the last day of each school year and upon request at any other time. The ESE shall also provide audited financial records concerning its activities upon request.
13. The ESE shall submit a list of activities planned for the school year to the superintendent, activities director, and liaison no later than the first day of each school year and at least 7 days in advance of any proposed change to the schedule. Each activity must be approved in writing by the superintendent or liaison.
  14. The ESE must obtain prior approval from the [superintendent/school board/school district] before conducting any fundraising activity or grant requests which will be used to support the school or its students and before including any students in a fundraising activity. In no event shall student participation include door-to-door sales.
  15. All ESE donations of equipment, improvements, cash, or any other item shall be in accordance with all applicable laws and shall belong to the school district without restriction.
  16. The ESE shall maintain adequate liability insurance as determined by the school district with the school district named as an additional insured.
  17. All ESE flyers, advertisements, newsletters, announcements, websites, or other written or electronic materials shall include a disclaimer that the ESE is a separate and legally distinct entity from the school district and contact information for the ESE.
  18. The ESE and its members shall comply with all applicable laws and regulations and all school policies.
  19. The ESE shall provide all information requested by the school district for purposes of determining compliance with Title IX of the Educational Amendments of 1972 (Title 20, U.S.C. 1681-1687, *et seq.*) and shall refrain from engaging in any activity which, in the opinion of the school district, adversely affects the school district's ability to comply with Title IX.
  20. The ESE shall provide a list of its members upon request by the school board, superintendent, or liaison.
  21. All ESE actions shall comply with any Nebraska School Activities Association rules, regulations, or bylaws.

**Formal Recognition.** To receive formal recognition from the board of education, an ESE must:

1. Submit evidence that the ESE is incorporated as a Nebraska Nonprofit Organization or has been determined to be a tax-exempt organization by the Internal Revenue Service
2. Submit to copies of all organizational documents and bylaws to the superintendent.

3. Submit a list of names, address, e-mail address, of all officers, updated annually and upon the occurrence of any changes.
4. Require bonding of the treasurer, and restrict access to banking accounts.
5. Implement the financial policies required by this policy, including, but not limited to, requiring deposits in an FDIC insured bank, proper accounting practices, with a submission of the annual (or more frequent) accounting to the liaison.
6. Submit proof of adequate liability insurance as determined by the school district with the school district named as an additional insured.

The board of education reserves the right to revoke recognition of any ESE at any time and for any reason.

**School District Liaison.** The board of education or superintendent shall appoint a school district liaison to the ESE after formal recognition.

**Use of School District Facilities.** ESE use of school district facilities shall be in accordance with school district policies.

**Tax Identification Number.** An ESE is not permitted to use the district's federal or state tax identification number.

**School District Employees.** District employees may not participate in an ESE in their capacity as a district employee and may not direct or receive ESE funds for their benefit. Nothing in this paragraph shall prevent a district administrator or liaison employed by the district from attending ESE meetings.

Adopted on: December 12, 2016

Revised on:

Reviewed on: April 11, 2022

## **3004.1**

### **Fiscal Management for Purchasing and Procurement Using Federal Funds**

#### **I. Applicability of Policy**

This policy applies only to non-construction related purchases undertaken with federal funds which are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department and General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy conflicts or is otherwise inconsistent with mandatory provisions of the UGG, EDGAR or other applicable federal law, the mandatory provisions of the laws shall control.

All other non-construction purchases will be governed by the Board's general purchasing policy, which can be found earlier in this subsection. In the event of a conflict between state and federal law, the more stringent requirement shall apply.

This procurement policy shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. The district's goal is to fully implement all required procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the Nebraska Department of Education.

#### **II. Procurement System**

The District maintains the following purchasing procedures.

- **A. Responsibility for Purchasing**

The authority to make purchases shall be governed by the District's purchasing policy, which can be found elsewhere in this section. Except as otherwise provided in the District's purchasing policy, the acquisition of services, equipment, and supplies shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the purchasing program of the school district. Purchases or commitments of district funds that are not

authorized by this policy will be the responsibility of the person making the commitment.

○ **B. Methods of Purchasing**

The type of purchase procedures required depends on the cost of the item(s) being purchased.

**1. Purchases up to \$10,000 (Micro-Purchases)**

Micro-purchase means an individual procurement transaction for supplies or services using simplified acquisition procedures, the annual aggregate amount of which does not exceed \$10,000. Micro-purchases may be made or awarded without soliciting competitive quotations, to the extent district staff determine that the cost of the purchase is reasonable. For purposes of this policy "reasonable" means the purchase is comparable to market prices for the geographic area.

To the extent practicable, the District distributes micro-purchases equitably among qualified suppliers. The District will follow its standard policy on purchasing, which can be found earlier in this subsection.

**2. Purchases between \$10,000 and \$250,000 (Simplified Acquisition Procedures)**

Simplified acquisitions are purchases that, in the aggregate amount, are more than \$10,000 and less than \$250,000 annually. For simplified acquisitions, price or rate quotes shall be obtained in advance from a reasonable number of qualified sources as detailed in the district's standard policies on purchasing and on bid letting and contracts, which can be found earlier in this subsection.

**3. Purchases Over \$250,000**

• a) Sealed Bids (Formal Advertising)

For purchases over \$250,000, the district will generally follow the bidding process outlined in the board's policy on Bidding for Construction, Remodeling, Repair or Site Improvement. **If sealed bids are not accepted for a purchase of over \$250,000, the district will retain an explanation for that decision.**

• b) Contract/Price Analysis

The District performs a cost or price analysis in connection with every procurement action in excess of \$250,000, including contract modifications. The district will make an independent estimate of costs prior to receiving bids or proposals.

■ 4. **Noncompetitive Proposals (Sole Sourcing)**

● a) Procurement by noncompetitive proposals is procurement through solicitation of a proposal from only one source and may be used only when one or more of the following circumstances apply:

○ 1) The procurement transaction can only be fulfilled by a single source;

○ 2) The public exigency or emergency for the requirement will not permit a delay resulting from providing public notice of a competitive solicitation;

○ 3) The federal awarding agency or pass-through entity expressly authorizes written approval of noncompetitive proposals in response to a written request from the District; or

○ 4) After solicitation of a number of sources, competition is determined inadequate.

● b) Noncompetitive proposals may only be solicited with the approval of the superintendent or the board. Sufficient and appropriate documentation that justifies the sole sourcing decision must be maintained by the superintendent or designee.

●—c) A cost or price analysis will be performed for noncompetitive proposals when the price exceeds \$250,000.

■

■ 5. **Competitive Proposals.**

● a) The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost-reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used, the following requirements apply:

- 1) Requests for proposals must be publicized and identify all evaluation factors and their relative importance. Any response to publicized requests for proposals must be considered to the maximum extent practical;

- 2) Proposals must be solicited from an adequate number of qualified sources; and

- 3) Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.

- b) The District may use competitive proposal procedures for qualifications-based procurement of architectural/engineering (A/E) professional services whereby competitors' qualifications are evaluated and the most qualified competitor is selected, subject to negotiation of fair and reasonable compensation. The method, where price is not used as a selection factor, can only be used to procure A/E professional services. The method may not be used to purchase other types of services provided by A/E firms are a potential source to perform the proposed effort.

- c) The District may select a proposal that offers the best value and that is based upon the proposer's responsiveness to the proposal, experience, reputation, staff qualifications, ability and capacity to carry on the work, price, honesty, integrity, skills, business judgment, financial stability, past performance, and other relevant factors. The evaluation may be conducted by the school board, a designated committee, or another designee of the school board.

- **C. Use of Purchase (Debit & Credit) Cards**

District use of purchase cards is subject to the policy on purchase cards which can be found elsewhere in this subsection.

- **D. Federal Procurement System Standards**

The district's procurement transactions will be conducted in a manner providing full and open competition consistent with 2 C.F.R §200.319.

- The District will maintain and follow general procurement standards consistent with 2 C.F.R. §200.318.

- **E. Debarment and Suspension**

The District awards contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, compliance with public policy compliance, proper classification of employees (see the Fair Labor Standards Act, 29 U.S.C. 201, chapter 8), record of past performance, and financial and technical resources when conducting a procurement transaction.

- The District may not subcontract with or award subgrants to any person or company who is debarred or suspended. For all contracts over \$25,000 the District verifies that the vendor with whom the District intends to do business with is not excluded or disqualified. 2 C.F.R. Part 200, Appendix II(1) and 2 C.F.R. §§ 180.220 and 180.300.

The District will verify debarment or suspension by revising the excluded parties list on SAM.gov, collecting a certification through the bidding process, and/or by including a debarment and suspension provision in the bid and contract documents. The Superintendent or his/her designee shall be responsible for such verification.

- **F. Settlements of Issues Arising Out of Procurements**

The District alone is responsible, in accordance with good administrative practice and sound business judgment, for the settlement of all contractual and administrative issues arising out of procurements. These issues include, but are not limited to, source evaluation, protests, disputes, and claims. These standards do not relieve the District of any contractual responsibilities under its contracts. Violations of law will be referred to the local, state, or federal authority having proper jurisdiction.

- **III. Conflict of Interest and Code of Conduct**

- A. Board and staff member conflicts of interest are governed by the district's conflict of interest policies.
- B. Purchases covered by this policy are subject to the following additional provisions.

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- 1. Employees, officers, and agents engaged in the selection, award, and/or administration of district contracts which are prohibited from engaging in such actions if a real or apparent conflict of interest is present.

- 2. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

- 3. The board may determine at its discretion that a financial interest is not substantial enough to give rise to a conflict of interest.

- **C. Favors and Gifts**

An employee, officer, agent, and board member of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, except that this provision does not prohibit the receipt of unsolicited items of nominal value. For purposes of this policy, "nominal value" means a fair market value of \$25 or less.

- **D. Enforcement**

Disciplinary Actions including, but not limited to, counseling, oral reprimand, written reprimand, suspensions without pay, or termination of employment, will be applied for violations of such standards by officers, employees, board members or agents of the District.

- **IV. Property Management Systems**

- **A. Property Classifications**

- 1. Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost that equals or exceeds the lesser of the capitalization level established by the District for financial statement purposes, or \$10,000.

2. Supplies means all tangible personal property other than those described in §200.33 Equipment. A computing device is a supply if the acquisition cost is less than the lesser of the capitalization level established by the District for financial statement purposes or \$5,000, regardless of the length of its useful life. 2 C.F.R. §200.94.

3. Computing Devices means machines that acquire, store, analyze, process, and publish data and other information electronically, including accessories (or “peripherals”) for printing, transmitting and receiving, or storing electronic information. 2 C.F.R. §200.20.

■ 4. Capital Assets means tangible or intangible assets used in operations having a useful life of more than one year which are capitalized in accordance with GAAP. Capital assets include:

- a) Land, buildings (facilities), equipment, and intellectual property (including software) whether acquired by purchase, construction, manufacture, lease-purchase, exchange, or through capital leases; and

- b) Additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance). 2 C.F.R. §200.12.

○ **B. Inventory Procedure**

Newly purchased property shall be received and inspected by the staff member who ordered it to ensure that it matches the purchase order, invoice, or contract and that it is in acceptable condition.

Equipment, Computing Devices, and Capital Assets must be tagged with an identification number, manufacturer, model, name of individual who tagged the item, and date tagged).

○ **C. Inventory Records**

For equipment, computing devices, and capital assets purchased with federal funds, the following information is maintained in the property management system:

1. Serial number;
2. District identification number;

3. Manufacturer;
  4. Model;
- 5. Date tagged and individual who tagged it;
  - 6. Source of funding for the property;
  - 7. Who holds title;
  - 8. Acquisition date and cost of the property;
  - 9. Percentage of federal participation in the project costs for the federal award under which the property was acquired;
  - 10. Location, use and condition of the property; and
  - 11. Any ultimate disposition data including the date of disposal and sale price of the property.

The inventory list shall be adjusted by the superintendent of schools or his/her designee for property that is sold, lost, stolen, cannot be repaired, or that cannot be located.

○ **D. Physical Inventory**

1. A physical inventory of the property must be taken and the results reconciled with the property records at least once every two years;
2. The Superintendent or his/her designee will ensure that the physical inventory is performed. The physical inventory will generally occur during the months of June or July, but may be conducted during other time periods with the approval of the superintendent.

○ **E. Maintenance**

In accordance with 2 C.F.R. 313(d)(4), the District maintains adequate maintenance procedures to ensure that property is kept in good condition.

○ **F. Lost or Stolen Items**

The District maintains a control system that ensures adequate safeguards are in place to prevent loss, damage, or theft of the property. The District

will notify the Federal agency or pass-through entity of any loss, damage, or theft of equipment that will have an impact on the program.

- **G. Use of Equipment**

Equipment must be used in the program or project for which it was acquired as long as needed, whether or not the project or program continues to be supported by the federal award, and the District will not encumber the property for any non-federal program use without prior approval of the federal awarding agency and the pass-through entity.

- **H. Disposal of Equipment**

When it is determined that original or replacement equipment acquired under a federal award is no longer needed for the original project or program or for other activities currently or previously supported by a federal awarding agency, the Superintendent or his/her designee will contact the awarding agency (or pass-through for a state-administered grant) for disposition instructions.

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If the item has a current fair market value of \$10,000 or less, it may be retained, sold, or otherwise disposed of with no further obligation to the federal awarding agency or pass-through entity. **The Superintendent or his/her designee will utilize sales procedures which ensure the highest possible return on the disposal of the equipment.**

- **I. Equipment Retention**

When included in the terms and conditions of the Federal award, the Federal agency may permit the recipient to retain equipment, or authorize a pass-through entity to permit the recipient to retain equipment, with no further obligation to the Federal Government unless prohibited by Federal statute or regulation.

- **J. Equipment and Capital Expenditures**

All equipment and capital expenditures shall comply with the rules and requirements of 2 CFR 200.439.

- **K. Depreciation**

All depreciation shall comply with the rules and requirements of 2 CFR 200.436.

- L. Reporting and Recording Federal Property Interest**

The district will comply with federal interest reporting and submit annual reports, if required, regarding a real property interest due to a renovation, major remodeling, construction, or real property project funded by federal grant funds.

- **V. Financial Management**

- A. Identification-

The District will identify, in its accounts, all federal awards received and expended and the federal programs under which they were received. Federal program and award identification include, as applicable, the CFDA title and number, federal award identification number and year, name of the federal agency, and, if applicable, name of the pass-through entity.

- **B. Financial Reporting**

The District will make an accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with the financial reporting requirements set forth in the Education Department General Administrative Regulations (EDGAR).

- **C. Accounting Records**

The District maintains records which adequately identify the source and application of funds provided for federally-assisted activities. These records must contain information pertaining to grant or subgrant awards, authorizations, obligations, unobligated balances, assets, expenditures, income and interest and be supported by source documentation.

- **D. Internal Controls**

The Superintendent or his/her designee must maintain effective control and accountability for all funds, real and personal property, and other assets through board review and approval of claims, an annual audit of the district's finances pursuant to the applicable Nebraska Department of Education and federal rules and regulations, and comparison of expenditures and outlays to budgeted amounts. The District adequately safeguards all such property and assures that it is used solely for authorized purposes. **The District takes reasonable cybersecurity and other measures to safeguard information including protected personally identifiable information.**

○ **E. Budget Control**

Actual expenditures or outlays will be compared with budgeted amounts for each federal award at least annually and more often as required by law or deemed prudent by the board or administrative staff.

○ **F. Payment Methods**

The District will comply with applicable methods and procedures for payment that minimize the time elapsing between the transfer of funds and disbursement by the District, in accordance with the Cash Management Improvement Act at 31 CFR Part 205. Generally, the District receives payment from the Nebraska Department of Education on a reimbursement basis. 2 CFR § 200.305. However, if the District receives an advance in federal grant funds, the District will remit interest earned on the advanced payment quarterly to the federal agency. The District may retain interest amounts up to \$500 per year for administrative expenses. 2 CFR § 200.305(b)(9).

Consistent with state and federal requirements, the District will maintain source documentation supporting the federal expenditures (invoices, time sheets, payroll stubs, etc.) and will make such documentation available for the Nebraska Department of Education to review upon request.

○ **G. Allowability of Costs**

Expenditures must be aligned with approved budgeted items. Any changes or variations from the state-approved budget and grant application need prior approval.

When determining how the District will spend its grant funds, the Superintendent or his/her designee will review the proposed cost to determine whether it is an allowable use of federal grant funds before obligating and spending those funds on the proposed good or service. All costs supported by federal education funds must meet the standards

outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part. The Superintendent or his/her designee must consider these factors when making an allowability determination.

The Superintendent or his/her designee will consider Part 200's cost guidelines when federal grant funds are expended. The Superintendent or his/her designee will also consider whether all state - and District-level requirements and policies regarding expenditures have been followed.

○ **H. Use of Program Income – Deduction, Addition, or Cost Sharing or Matching**

The default method for the use of program income for the District is the deduction method. 2 C.F.R. § 200.307(e). Under the deduction method, program income is deducted from total allowable costs to determine the net allowable costs. Program income will only be used for current costs unless the District is otherwise directed by the federal awarding agency or pass-through entity. 2 C.F.R. § 200.307(e)(1). The District may also request prior approval from the federal awarding agency to use the addition method. Under the addition method, program income may be added to the Federal award by the Federal agency and the non-Federal entity. The program income must then be used for the purposes and under the conditions of the Federal award. 2 C.F.R. § 200.307(e)(2). The District may also request prior approval from the federal awarding agency to use the cost sharing or matching method.



While the deduction method is the default method, the District always refers to the grant award notice prior to determining the appropriate use of program income.

○ **I. Cost Sharing or Matching**

For all Federal awards, any shared costs or matching funds and all contributions, including cash and third-party in-kind contributions, must be accepted as part of the non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity's records;
- (2) Are not included as contributions for any other Federal award;
- (3) Are necessary and reasonable for accomplishment of project or program objectives;

- (4) Are allowable under subpart E (Cost Principles) of this part;
- (5) Are not paid by the Federal Government under another Federal award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- (6) Are provided for in the approved budget when required by the Federal awarding agency; and
- (7) Conform to other provisions of this part, as applicable.

○ **J. Documentation of Personnel Expenses**

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

● **VI. Written Compensation Policies**

○ **A. Time and Effort Standards**

All employees who are paid in full or in part with federal funds must keep specific documents to demonstrate the amount of time they spent on grant activities. This includes an employee whose salary is paid with state or local funds but is used to meet a required "match" in a federal program. These documents, known as time and effort records, are maintained in order to charge the costs of personnel compensation to federal grants. Charges to federal awards for salaries and wages must be based on records that accurately reflect the work performed. These records must:

- (1) Be supported by a system of internal controls which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (2) Be incorporated into official records;
- (3) Reasonably reflect total activity for which the employee is compensated, not exceeding 100% of compensated activities;
- (4) Encompass both federally assisted and all other activities compensated by the District on an integrated basis;
- (5) Comply with the established accounting policies and practices of the District and
- (6) Support the distribution of the employee's salary or wages among specific activities or costs objectives.

- **B. Time and Effort Procedures**

Time and effort procedures will follow and comply with 2 CFR 200.430(i).

- **C. Fringe Benefits**

Except as provided otherwise by federal law, the costs of fringe benefits will be allowable provided that the benefits are reasonable and required by law, a district-employee agreement, or another policy of the District.

- **D. Leave**

The cost of fringe benefits in the form of regular compensation paid to employees during periods of authorized absences from the job, such as for annual leave, family-related leave, sick leave, holidays, court leave, military leave, administrative leave, and other similar benefits, are allowable if they are provided under established written District leave policies.

- **E. Unexpected or Extraordinary Circumstances**

In the event of a pandemic or other unexpected or extraordinary circumstance, the District may close school or individual buildings. In such cases, the District may compensate federally funded or other employees during such closure to ensure the return of staff to employment after the closure as allowed by state or federal law.

- **F. Documentation for Personnel Expenses**

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

- **VII. Other Contract Matters.**

- A. Required Terms**

The non-Federal entity's contracts must contain the applicable provisions required by section 200.326 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

○ **B. Contracting with Certain Vendors**

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, veteran-owned businesses, and labor surplus area firms are used when possible consistent with state law.

**Buy American.** The District participates in the National School Lunch Program and School Breakfast Program and is required to use the nonprofit food service funds, to the maximum extent practicable, to buy domestic commodities or products for Program meals. A "domestic commodity or product" is defined as one that is either produced in the U.S. or is processed in the U.S. substantially using agricultural commodities that are produced in the U.S. as provided in 7 CFR 210.21(d).

The District may deviate from this general requirement only if:

- The product is not produced or manufactured in the U.S. in sufficient and reasonably available quantities of a satisfactory quality; or
- Competitive bids reveal the costs of a U.S. product are significantly higher than the non-domestic product.

○ **C. Record Keeping**

1. Record Retention

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R. §§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.

- b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding federal awards for a minimum of six (6) years. Consequently, the

District shall retain records for a minimum of six (6) years from the date on which the final Financial Status Report is submitted, unless otherwise notified in writing to extend the retention period by the awarding agency, cognizant agency for audit, oversight agency for audit, or cognizant agency for indirect costs. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.

- c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.

## 2. Maintenance of Procurement Records

- a) The District must maintain records sufficient to detail the history of all procurements. These records will include, but are not necessarily limited to the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.

- b) Retention of procurement records shall be in accordance with applicable law and Board policy.

## ○ **D. Privacy**

The District has protections in place to ensure that the personal information of both students and employees is protected. These include the use of passwords that are changed on a regular basis; staff training on the requirements of the Family Educational Rights and Privacy Act (FERPA) and State confidentiality requirements; and training on identifying whether an individual requesting access to records has the right to the documentation.

Adopted on: November 14, 2016

Revised on: July 10, 2018; June 10, 2019; December 14, 2020; September 13, 2021, June 13, 2022; July 10, 2023; June 10, 2024; **December 9, 2024**

Reviewed on:



## 2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

### 1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

### 2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

**Publication Procedure if the Newspaper Will Be Finalized for Printing Prior to the Time and Date of the Meeting.** Notice of regular and special meetings shall be (1) published in a newspaper of general circulation within the district that is finalized for printing prior to the time and date of the meeting, (2) posting on the newspaper's website, if available, and (3) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. ~~and, if available, on the newspaper's website.~~

**Publication Procedure if the Newspaper Will Not Be Finalized for Printing Prior to the Time and Date of the Meeting.** Notice of regular and special meetings shall be (1) posting on the newspaper's website, if available, and (2) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the school district's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Newspapers of general circulation in the district include, ~~but are not necessarily limited to,~~ the Nebraska City News Press ~~or the Omaha~~

~~World Herald.~~ Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, ~~and~~ (2) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

### 3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

### 4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s)

of the meeting notice, and the substance of all matters discussed.

- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: November 14, 2016

Revised on: July 10, 2017; November 9, 2020; June 13, 2022; June 10, 2024; **December 9, 2024**

Reviewed on:



Mark Fritch <mfritch@nebcityps.org>

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## Updated Telecor Proposals

1 message

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**Anthony Wilkason** <awilkason@kidwellinc.com>

Mon, Nov 25, 2024 at 8:02 AM

To: Bryan Escobar <bescobar@nebcityps.org>

Cc: Mark Fritch <mfritch@nebcityps.org>

Good morning Both, With doing some of the options we talked about and getting an extra discount from my management team we were able to get the High school IP version down to \$71,395, about 16k off of the original project. The analog speaker option for the High school came in at \$62,195. The speakers did save quite a bit, but there were a few small additional pieces required for power due to the configuration.

The Middle school is now coming in at \$72,245 for IP speakers, which is almost 13k off the original price. The Analog speaker option is coming in at \$53,945.

Both projects can be completed this upcoming summer as discussed. Mark, I'm listing a few of the larger schools that we have put these systems in below. There are 26 additional schools that are a bit smaller that we have completed or worked on their Intercom / PA system in the past 5 years as well. Please let me know if there's any additional questions at all. Thank you,

Milford Public Schools-Principal, Brandon Mowinkel 402-761-2525

Kearney Public Schools- Director of IT, Troy DeHaven 308-698-8014

Papillion Public Schools- Director of IT, Tim Serta 402-537-9998

Millard Public Schools- Director of IT, Lucas Bingham 402-715-8200

**Anthony Wilkason**  
Solutions Expert – Phone Sales

**Kidwell** >>

Office: 402.475.9151


Direct: 402-473-7780


[awilkason@kidwellinc.com](mailto:awilkason@kidwellinc.com) | [www.kidwellinc.com](http://www.kidwellinc.com)

KIDWELL CONFIDENTIALITY NOTICE: This e-mail and any files transmitted with it are strictly confidential and are intended solely for the use of the individual or entity to whom it is addressed. If you are not the intended recipient or the person responsible for delivering the e-mail to the intended recipient, be advised that you have received this e-mail in error and that any use, dissemination, forwarding, printing, or copying of this e-mail and any file attachments is strictly prohibited. If you have received this e-mail in error, please immediately notify us by sending a reply e-mail to the sender. You must destroy the original transmission and its contents.

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## 2 attachments

 **KIDQ21728-01.pdf**  
651K

 **KIDQ21622-02.pdf**  
654K



**Proposal:**  
**High School Intercom System**

**Prepared for:**  
Nebraska City Public Schools

**Prepared by:**  
Anthony Wilkason

---

We see beyond in everything we do. Beyond titles or tasks. Beyond today's challenges and tomorrow's goal. When someone, colleague or client, is in need we are there ready to find a way to help. This philosophy carries through our office locations, in the field, and across our communities. Doing what's right, even when no one is watching. That's Kidwell.



Prepared For:

## Nebraska City Public Schools

Damien Bertwell  
215 N. 12th Street  
Nebraska City, NE 68410  
United States

Prepared By:

## Anthony Wilkason

awilkason@kidwellinc.com  
KIDQ21622-02  
11/22/2024

## High School Intercom System

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### Project Scope:

Kidwell will provide and install a new IP paging system for Nebraska City High School.

Kidwell is not responsible for schedule delays caused by others and/or material delays.

### Engineering:

Option #1 - IP-Based System:  
eConsole station phone.

eMessage Host Master Clock for calendar bell scheduling and notifications. Web GUI for administrating from any web browser. PoE powered speakers:

- o (55) IP classroom speakers
- o (30) hallway speakers which will include one primary PoE speaker that can power upto four 25V analog speakers.

Both gyms will get a PoE-powered station breakout module to power a horn speaker, plus raceway & wireguard.

Includes required data cabling for speaker locations.

Owner to provide required PoE network switches for IP paging system.

Option #2 - Hybrid System:  
eConsole station phone.

eMessage Host Master Clock for calendar bell scheduling and notifications. Web GUI for administrating from any web browser.

- o (55) 25V analog classroom speakers.
- o (30) hallway speakers which will include one primary PoE speaker that can power upto four 25V analog speakers.

Both gyms will get a PoE-powered station breakout module to power a horn speaker, plus raceway & wireguard

Includes required data cabling for speaker locations.

Owner to provide required PoE network switches for IP paging system.

Option #2 - Telecor Clock:

Kidwell will provide and install a single digital clock with a 4" display, surface mount box, data cabling, and installation.

## Notes:

Proposal assumes that all existing/owner-provided equipment is functioning properly and is in good working condition.

Proposal assumes that existing conduits and raceways are free from obstructions and can be re-used.

Kidwell assumes all new cabling locations are accessible from a drop ceiling environment. No conduit is included.

Proposal does not include any cabinets or shelves for equipment.

Pricing includes one (1) hour of owner training.

---

Important Contact Information:

Kidwell Support: [dispatch@kidwellinc.com](mailto:dispatch@kidwellinc.com) - 402.473.7788

## Items Not Included:

Clock (unless option #3 is approved).

Virtual Server.

(PoE) Network switches.

Lift Rental (additional charge if needed).

Patching or painting.

Any 120V work.

Conduit or raceway, unless noted above.

Configurations to owners' network.

PC.

Warranty on any existing equipment.

Network connection between buildings.

**Option #1 - IP-Based System:****\$71,395.00**

## Hardware

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1.00	Management Interface Model A
1.00	Master Clock & Message Host
1.00	eConsole
55.00	Ethernet 8" Ceiling Speaker Round Baffle
6.00	Talkback Master Speaker, 8" Round Baffle
1.00	Talk Back Master Speaker Square
2.00	Station Breakout Module
61.00	Channel Supports
61.00	Round Recessed Enclosure
4.00	Square Surface Enclosure
1.00	Ethernet 25W Amplifier
1.00	Power Bar Rack Mount
2.00	15 Watt Re-Entrant Horn Loudspeaker
20.00	Speaker Kit C/W H7 Enclosure, T7 Support Bridge and STB-10 Sprk/TX/Baffle
3.00	8" Speaker 25/70 xfmr Assembly
3.00	Square Speaker Baffle
3.00	Square Surface Enclosure
2.00	Pan-Way Low Voltage Surface Raceway, 10', White

## Services &amp; Other Totals

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Shipping & Handling	Included
New Plenum-Rated CAT6 Cabling Runs (64)	Included
New Telecor Clock	Not Included

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<b>LINCOLN</b> 3333 Folkways Circle Lincoln, NE 68504	<b>OMAHA</b> 7050 S. 110th St. La Vista, NE 68128	<b>KEARNEY</b> 414 E. 6th St. Kearney, NE 68847	<b>COLUMBUS</b> 118 23rd St. #118 Columbus, NE 68601	<b>SIOUX FALLS</b> 100 E. 6th St. Sioux Falls, SD 57104	<b>DES MOINES</b> 4224 Fleur Dr. #202 Des Moines, IA 50321
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**Quote Valid 30 Days from Proposal Date**

## Hardware

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1.00	Management Interface Model A
1.00	Master Clock & Message Host
1.00	eConsole
6.00	Talkback Master Speaker, 8" Round Baffle
1.00	Talk Back Master Speaker Square
2.00	Station Breakout Module
6.00	Channel Supports
6.00	Round Recessed Enclosure
4.00	Square Surface Enclosure
1.00	Ethernet 25W Amplifier
3.00	Ethernet Termination Board Unit (Multi Input)
6.00	15' Cable Assembly
3.00	Standard CAT5 Patch Panel for eTBU-MI
1.00	Rack Mount Brackets for eAMP
1.00	Power Bar Rack Mount
2.00	15 Watt Re-Entrant Horn Loudspeaker
75.00	Speaker Kit C/W H7 Enclosure, T7 Support Bridge and STB-10 Sprk/TX/Baffle
3.00	8" Speaker 25/70 xfmr Assembly
3.00	Square Speaker Baffle
3.00	Square Surface Enclosure
2.00	Pan-Way Low Voltage Surface Raceway, 10', White

## Services &amp; Other Totals

---

Shipping & Handling	Included
New Plenum-Rated CAT6 Cabling Runs (64)	Included
New Telecor Clock	Not Included

---

<b>LINCOLN</b> 3333 Folkways Circle Lincoln, NE 68504	<b>OMAHA</b> 7050 S. 110th St. La Vista, NE 68128	<b>KEARNEY</b> 414 E. 6th St. Kearney, NE 68847	<b>COLUMBUS</b> 118 23rd St. #118 Columbus, NE 68601	<b>SIOUX FALLS</b> 100 E. 6th St. Sioux Falls, SD 57104	<b>DES MOINES</b> 4224 Fleur Dr. #202 Des Moines, IA 50321
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**Quote Valid 30 Days from Proposal Date**

**Option #3 - Telecor Clock:****\$1,505.00**Hardware

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- 1.00 4" Ethernet Digital Clock
- 1.00 Surface Backbox for 4" Ethernet Digital Clock

Services & Other Totals

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- Shipping & Handling Included
- New Plenum-Rated CAT6 Cabling Run (1) Included

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<b>LINCOLN</b> 3333 Folkways Circle Lincoln, NE 68504	<b>OMAHA</b> 7050 S. 110th St. La Vista, NE 68128	<b>KEARNEY</b> 414 E. 6th St. Kearney, NE 68847	<b>COLUMBUS</b> 118 23rd St. #118 Columbus, NE 68601	<b>SIOUX FALLS</b> 100 E. 6th St. Sioux Falls, SD 57104	<b>DES MOINES</b> 4224 Fleur Dr. #202 Des Moines, IA 50321
---	---	---	--	---	--

**Quote Valid 30 Days from Proposal Date**



## Contract Terms & Conditions

The following terms and conditions are incorporated into the Agreement between Kidwell and the Customer:

**Payments.** All payments must be made in U.S. currency. Unless otherwise set forth, all payments are due upon receipt of the statement, and are delinquent 30 days after the date of the statement. Customer is responsible to pay all sales, use, excise and similar taxes, whether or not separately set forth on the statement. If any amount is not paid in full within 30 days of the date of the statement, interest will accrue on the unpaid balance at the rate of one percent (1%) per month until paid. Credit cards will not be accepted as payment of any amount.

**Facilities.** For services provided on the Customer's premises, Customer shall provide a safe work site for performance of the services, and shall provide such assistance as may be reasonably necessary for the efficient performance by Kidwell employees.

**Standard of Performance; Disclaimer.** The services will be performed in accordance with the Customer's approved work plan in a workmanlike manner determined by Kidwell to be most appropriate under the circumstances. This warranty is void if Customer has modified the system. Kidwell disclaims all warranties either express or implied, including the warranties of merchantability and fitness for a particular purpose or use. Kidwell does not warrant that (i) the services will meet Customer requirements or expectations; (ii) the operation of the system will be uninterrupted, secure, virus-free, security breach intrusion-free, or error-free; (iii) Kidwell will detect or report intrusions or attempted intrusions; or (iv) all system related errors will be corrected. Kidwell will transfer third party equipment warranties to the extent available and assignable. In the absence of a separate written agreement, Kidwell is not obligated to provide services, or to supply any software, parts or services, to rectify a problem, fault, or incident arising from, or to repair or replace a system which fails or develops an error due to: (i) external causes including force majeure events, (ii) hacking the network or other data security intrusion; or (iii) the effects of a virus.

**Employees.** Customer shall not hire, engage or employ any employee of Kidwell during the period ending twelve (12) months after the earlier of (i) the last date that Kidwell renders any services to Customer; or (ii) termination of the employee's employment with Kidwell. Kidwell shall be entitled to specific performance of this provision.

**Confidentiality.** Each party covenants and agrees to hold and keep the other party's confidential information in confidence and it will not disclose such confidential information to anyone without the other's prior written consent. The party receiving such confidential information will not use, or permit others to use, such confidential information for any purpose other than in accordance with this Agreement, and shall not make any unauthorized copy of any confidential information and will use its best efforts to avoid disclosure, dissemination or unauthorized use of the other's confidential information.

**Remedies.** The parties shall have the following remedies:

**Correction.** Customer's exclusive remedy for any error in services rendered by Kidwell shall be limited to correction of the error in workmanship through its time and efforts at no additional charge to Customer; provided, however, that if the error results from incorrect or incomplete data or information provided to Kidwell, Customer shall be liable to Kidwell for the cost to correct the error at its customary time and material charges.

**Performance.** If Customer defaults in payment or otherwise, Kidwell in its sole discretion, shall have the right to suspend performance of the services until such default is cured, and such suspension shall be without liability or obligation to Customer or any third party, and without prejudice to the rights and remedies of Kidwell pursuant to this Agreement.

**Limitation of Liability.** Neither party shall be liable for incidental, consequential, indirect, special, punitive or exemplary damages of the other arising out of or in connection with this Agreement, including, but not limited to, loss of profits, revenue, data or use, incurred or suffered by the other party or any third party even if advised of the possibility of such damages. In no event shall Kidwell's liability for damages, losses or expenses as a result of negligence or otherwise exceed the amount of fees paid by Customer to Kidwell in the six (6) month period immediately preceding the act or omission causing such damage or loss. The amount of Kidwell's fee for services is a consideration in the limitation of its liability hereunder.

**Independent Contractor.** Kidwell and Customer have the relationship of independent contractors and neither is the agent, partner, joint venturer, or employee of or with the other and no fiduciary relationship between the parties exists. Neither party shall have the right to bind or obligate the other in any manner, nor shall it represent that it has any such right to do so.

**Governing Law.** This Agreement shall be governed by and construed in accordance with substantive laws of the State of Nebraska.

**Force Majeure.** The performance by either party of any of the undertakings set forth in this Agreement shall not be deemed untimely to the extent any late performance or nonperformance is due to acts of God, acts of war, civil disturbance, natural disaster, fire, accident, neglect, misuse, vandalism, water, lightning, power failure, power surge or power spike, acts of government or court orders, pandemic, supply chain interruption, or any other act or event beyond the control of the affected party.

**Entire Agreement.** This Agreement sets forth the entire agreement between the parties concerning the subject hereof, and supersedes all prior and contemporaneous written or oral negotiations and agreements between them concerning the subject matter hereof. No statement by any Kidwell employee or agent, whether oral or in writing, will create any warranty or obligation not set forth herein or otherwise modify this Agreement in any way whatsoever.



**Customer Address Verification**

Please verify the following JOB SITE address and BILLING address.  
If changes are required, please use the provided lines. If correct, please sign at bottom of page.

**JOB SITE ADDRESS**

Job Site Contact: Damien Bertwell  
Email Address: dbertwell@nebcityps.org  
Company Name: Nebraska City Public Schools  
Address: 215 N. 12th Street  
Nebraska City, NE 68410

If CHANGES need made to the JOB SITE ADDRESS, use these lines:

Job Site Contact: \_\_\_\_\_  
Email Address: \_\_\_\_\_  
Company Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_

**BILLING ADDRESS**

Billing Contact: Damien Bertwell  
Email Address: dbertwell@nebcityps.org  
Company Name: Nebraska City Public Schools  
Address: 215 N. 12th Street  
Nebraska City, NE 68410

If CHANGES need made to the BILLING ADDRESS, use these lines:

Billing Contact: \_\_\_\_\_  
Email Address: \_\_\_\_\_  
Company Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_

I verify all address information is correct or I have provided the correct address information.

Customer Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**Proposal:**  
**Middle School Telecor System**

**Prepared for:**  
Nebraska City Public Schools

**Prepared by:**  
Anthony Wilkason

---

We see beyond in everything we do. Beyond titles or tasks. Beyond today's challenges and tomorrow's goal. When someone, colleague or client, is in need we are there ready to find a way to help. This philosophy carries through our office locations, in the field, and across our communities. Doing what's right, even when no one is watching. That's Kidwell.



Prepared For:

**Nebraska City Public Schools**

Damien Bertwell  
215 N. 12th Street  
Nebraska City, NE 68410  
United States

Prepared By:

**Anthony Wilkason**

awilkason@kidwellinc.com  
KIDQ21728-01  
11/22/2024

**Middle School Telecor System**

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**Project Scope:**

Kidwell will provide and install a new IP paging system for Nebraska City Middle School.

Kidwell is not responsible for schedule delays caused by others and/or material delays.

**Engineering:**

Option #1 - IP-Based System:

eConsole station phone.

eMessage Host Master Clock for calendar bell scheduling and notification any web browser.

PoE powered speakers:

- o (40) Classroom speakers
- o (25) Hallway speakers.

Gyms will get a PoE powered station breakout module, horn speaker, race

Outdoor horns will be powered by a 60-watt power amplifier.

Includes required data cabling for speaker locations.

Owner to provide required PoE network switches for IP paging system.

Option #2 - Hybrid System:

eConsole station phone.

eMessage Host Master Clock for calendar bell scheduling and notification any web browser.

25V speakers:

- o (40) Classroom speakers

IP based speaker with that can power up to four 25V speakers.

- o (25) Hallway speakers

Gyms will receive a PoE-powered station breakout module, horn speaker, race

Outdoor horns will be powered by a 60 watt power amplifier.

Includes required data cabling for speaker locations.

Owner to provide required PoE network switches for IP paging system.

## Notes:

Proposal assumes that all existing/owner-provided equipment is functioning properly and is in good working condition.

Proposal assumes that existing conduits and raceways are free from obstructions and can be re-used.

Kidwell assumes all new cabling locations are accessible from a drop ceiling environment. No conduit is included.

Proposal does not include any cabinets or shelves for equipment.

Pricing includes one (1) hour of owner training.

---

Important Contact Information:

Kidwell Support: [dispatch@kidwellinc.com](mailto:dispatch@kidwellinc.com) - 402.473.7788

## Items Not Included:

Virtual Server.

Lift Rental (additional charge if needed).

PoE Network switches.

Patching or painting.

Any 120V work.

Conduit or raceway, unless noted above.

Configurations to owners' network.

PC.

Warranty on any existing equipment.

Network connection between buildings.

## Hardware

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1.00	Management Interface Model A
1.00	Master Clock & Message Host
1.00	eConsole
40.00	Ethernet 8" Ceiling Speaker Round Baffle
5.00	Talkback Master Speaker, 8" Round Baffle
1.00	Talk Back Master Speaker Square
2.00	Station Breakout Module
45.00	Channel Supports
45.00	Round Recessed Enclosure
3.00	Square Surface Enclosure
1.00	Ethernet 25W Amplifier
1.00	Rack Mount Brackets for eAMP
1.00	60 Watt Amplifier - Rack Mount
1.00	Power Bar Rack Mount
3.00	15 Watt Re-Entrant Horn Loudspeaker
17.00	Speaker Kit C/W H7 Enclosure, T7 Support Bridge and STB-10 Sprk/TX/Baffle
2.00	8" Speaker 25/70 xfmr Assembly
2.00	Square Speaker Baffle
2.00	Square Surface Enclosure
1.00	Wire Guard, 14" x 14" x 13"D
1.00	Pan-Way Low Voltage Surface Raceway, 10', White

## Services &amp; Other Totals

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Shipping & Handling	Included
New Plenum-Rated CAT6 Cabling Runs (49)	Included
New 18/2 Cabling Runs	Included
New Telecor Clock	Not Included

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<b>LINCOLN</b> 3333 Folkways Circle Lincoln, NE 68504	<b>OMAHA</b> 7050 S. 110th St. La Vista, NE 68128	<b>KEARNEY</b> 414 E. 6th St. Kearney, NE 68847	<b>COLUMBUS</b> 118 23rd St. #118 Columbus, NE 68601	<b>SIOUX FALLS</b> 100 E. 6th St. Sioux Falls, SD 57104	<b>DES MOINES</b> 4224 Fleur Dr. #202 Des Moines, IA 50321
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**Quote Valid 30 Days from Proposal Date**

Hardware

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- 1.00 Management Interface Model A
- 1.00 Master Clock & Message Host
- 1.00 eConsole
- 6.00 Talkback Master Speaker, 8" Round Baffle
- 1.00 Talk Back Master Speaker Square
- 1.00 Station Breakout Module
- 6.00 Channel Supports
- 6.00 Round Recessed Enclosure
- 3.00 Square Surface Enclosure
- 1.00 Ethernet 25W Amplifier
- 2.00 Ethernet Termination Board Unit (Multi Input)
- 4.00 15' Cable Assembly
- 2.00 Standard CAT5 Patch Panel for eTBU-MI
- 1.00 Rack Mount Brackets for eAMP
- 1.00 60 Watt Amplifier - Rack Mount
- 1.00 Power Bar Rack Mount
- 3.00 15 Watt Re-Entrant Horn Loudspeaker
- 57.00 Speaker Kit C/W H7 Enclosure, T7 Support Bridge and STB-10 Sprk/TX/Baffle
- 2.00 8" Speaker 25/70 xfmr Assembly
- 2.00 Square Speaker Baffle
- 22.00 Channel Supports
- 22.00 Round Recessed Enclosure
- 1.00 Wire Guard, 14" x 14" x 13"D
- 1.00 Pan-Way Low Voltage Surface Raceway, 10', White

Services & Other Totals

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Shipping & Handling	Included
New Plenum-Rated CAT6 Cabling Runs (49)	Included
New 18/2 & 20/2 Cabling Runs	Included
New Telecor Clock	Not Included

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<b>LINCOLN</b>	<b>OMAHA</b>	<b>KEARNEY</b>	<b>COLUMBUS</b>	<b>SIOUX FALLS</b>	<b>DES MOINES</b>
3333 Folkways Circle Lincoln, NE 68504	7050 S. 110th St. La Vista, NE 68128	414 E. 6th St. Kearney, NE 68847	118 23rd St. #118 Columbus, NE 68601	100 E. 6th St. Sioux Falls, SD 57104	4224 Fleur Dr. #202 Des Moines, IA 50321

**Quote Valid 30 Days from Proposal Date**



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**Facilities.** For services provided on the Customer's premises, Customer shall provide a safe work site for performance of the services, and shall provide such assistance as may be reasonably necessary for the efficient performance by Kidwell employees.

**Standard of Performance; Disclaimer.** The services will be performed in accordance with the Customer's approved work plan in a workmanlike manner determined by Kidwell to be most appropriate under the circumstances. This warranty is void if Customer has modified the system. Kidwell disclaims all warranties either express or implied, including the warranties of merchantability and fitness for a particular purpose or use. Kidwell does not warrant that (i) the services will meet Customer requirements or expectations; (ii) the operation of the system will be uninterrupted, secure, virus-free, security breach intrusion-free, or error-free; (iii) Kidwell will detect or report intrusions or attempted intrusions; or (iv) all system related errors will be corrected. Kidwell will transfer third party equipment warranties to the extent available and assignable. In the absence of a separate written agreement, Kidwell is not obligated to provide services, or to supply any software, parts or services, to rectify a problem, fault, or incident arising from, or to repair or replace a system which fails or develops an error due to: (i) external causes including force majeure events, (ii) hacking the network or other data security intrusion; or (iii) the effects of a virus.

**Employees.** Customer shall not hire, engage or employ any employee of Kidwell during the period ending twelve (12) months after the earlier of (i) the last date that Kidwell renders any services to Customer; or (ii) termination of the employee's employment with Kidwell. Kidwell shall be entitled to specific performance of this provision.

**Confidentiality.** Each party covenants and agrees to hold and keep the other party's confidential information in confidence and it will not disclose such confidential information to anyone without the other's prior written consent. The party receiving such confidential information will not use, or permit others to use, such confidential information for any purpose other than in accordance with this Agreement, and shall not make any unauthorized copy of any confidential information and will use its best efforts to avoid disclosure, dissemination or unauthorized use of the other's confidential information.

**Remedies.** The parties shall have the following remedies:

**Correction.** Customer's exclusive remedy for any error in services rendered by Kidwell shall be limited to correction of the error in workmanship through its time and efforts at no additional charge to Customer; provided, however, that if the error results from incorrect or incomplete data or information provided to Kidwell, Customer shall be liable to Kidwell for the cost to correct the error at its customary time and material charges.

**Performance.** If Customer defaults in payment or otherwise, Kidwell in its sole discretion, shall have the right to suspend performance of the services until such default is cured, and such suspension shall be without liability or obligation to Customer or any third party, and without prejudice to the rights and remedies of Kidwell pursuant to this Agreement.

**Limitation of Liability.** Neither party shall be liable for incidental, consequential, indirect, special, punitive or exemplary damages of the other arising out of or in connection with this Agreement, including, but not limited to, loss of profits, revenue, data or use, incurred or suffered by the other party or any third party even if advised of the possibility of such damages. In no event shall Kidwell's liability for damages, losses or expenses as a result of negligence or otherwise exceed the amount of fees paid by Customer to Kidwell in the six (6) month period immediately preceding the act or omission causing such damage or loss. The amount of Kidwell's fee for services is a consideration in the limitation of its liability hereunder.

**Independent Contractor.** Kidwell and Customer have the relationship of independent contractors and neither is the agent, partner, joint venturer, or employee of or with the other and no fiduciary relationship between the parties exists. Neither party shall have the right to bind or obligate the other in any manner, nor shall it represent that it has any such right to do so.

**Governing Law.** This Agreement shall be governed by and construed in accordance with substantive laws of the State of Nebraska.

**Force Majeure.** The performance by either party of any of the undertakings set forth in this Agreement shall not be deemed untimely to the extent any late performance or nonperformance is due to acts of God, acts of war, civil disturbance, natural disaster, fire, accident, neglect, misuse, vandalism, water, lightning, power failure, power surge or power spike, acts of government or court orders, pandemic, supply chain interruption, or any other act or event beyond the control of the affected party.

**Entire Agreement.** This Agreement sets forth the entire agreement between the parties concerning the subject hereof, and supersedes all prior and contemporaneous written or oral negotiations and agreements between them concerning the subject matter hereof. No statement by any Kidwell employee or agent, whether oral or in writing, will create any warranty or obligation not set forth herein or otherwise modify this Agreement in any way whatsoever.



**Customer Address Verification**

Please verify the following JOB SITE address and BILLING address.  
If changes are required, please use the provided lines. If correct, please sign at bottom of page.

**JOB SITE ADDRESS**

Job Site Contact: Damien Bertwell  
Email Address: dbertwell@nebcityps.org  
Company Name: Nebraska City Public Schools  
Address: 215 N. 12th Street  
Nebraska City, NE 68410

If CHANGES need made to the JOB SITE ADDRESS, use these lines:

Job Site Contact: \_\_\_\_\_  
Email Address: \_\_\_\_\_  
Company Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_

**BILLING ADDRESS**

Billing Contact: Damien Bertwell  
Email Address: dbertwell@nebcityps.org  
Company Name: Nebraska City Public Schools  
Address: 215 N. 12th Street  
Nebraska City, NE 68410

If CHANGES need made to the BILLING ADDRESS, use these lines:

Billing Contact: \_\_\_\_\_  
Email Address: \_\_\_\_\_  
Company Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
\_\_\_\_\_

I verify all address information is correct or I have provided the correct address information.

Customer Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**Heartland Seating Inc**  
spectator seating specialists



**Interkal**  
Spectator Seating World Wide  
www.interkal.com

Heartland Seating, Inc.	Phone: 913-268-0069
c/o Bryan Peterson	Fax: 913-962-0803
11222 Johnson Drive	
Shawnee, KS 66203	

**NEBRASKA CITY HIGH SCHOOL AUX GYM TELESCOPING BLEACHERS**  
**PRICING IS VALID UNTIL 12/30/24**

DATE: NOVEMBER 25, 2024

<p><b>One (1) bank wall attached forward fold electrically powered telescoping bleacher, 8 rows x 94'-10" with a 10 1/4" rise per row, 24" row spacing, and 12" Contour Seat Modules available in 15 standard colors</b></p> <ul style="list-style-type: none"> <li>• Wall to wall bleacher with access panel</li> <li>• Three (3) foot level aisles with self-storing aisle rails and intermediate steps</li> <li>• Four (4) recoverable 1 rows x 36" ADA notches without rails</li> <li>• Two (2) permanent 1 row x 36" ADA notches with rails</li> <li>• (208V 3Phase) with disconnect responsibility of others prior to installation</li> <li>• Removal and disposal of existing bleacher by owner</li> </ul>	<p align="center"><b>MATERIALS DELIVERED AND INSTALLED</b>    <b>\$69,685</b></p>
<p> </p>	

**IMPORTANT – TERMS AND CONDITIONS:**

**This quotation shall be included by attachment with contract and is based on delivery June – September 2025 (quarterly adjustments may apply).** Allow 4 to 5 weeks for approval drawings upon receipt of contract, project manual and plans. Allow for field check and approval time, then 90 to 120 days lead time to delivery (or call to discuss fast track options, if needed). For installations onto wood floors with finish coat, allow minimum 10 days cure for water base finished and 21 days for oil base finished before receipt of bleachers for installation. Site and gym are to be accessible for unload, staging materials in gym and beginning installation upon receipt of materials to avoid delays and added handling storage charges. **Multiple moves, extra handling and or storage are not included.** Up to 45 days prior to delivery, orders may be pulled from production and rescheduled to Interkal's next available production date. Unless listed in the above scope "description" pricing does not include any miscellaneous licensing, permits, or fees.

**Terms (unless specified otherwise):** Materials, Net 30 days. Labor, 90% monthly estimate, balance upon completion. 1.5% per month to be charged on past due amounts. Applicable taxes must be added.

Sincerely,

Bryan Peterson  
Heartland Seating, Inc.  
Sales Representative



Mark Fritch <mfritch@nebcityps.org>

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## RE: quotes Nebraska City HS

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**Bryan Peterson** <bryan@heartlandseating.com>  
To: Mark Fritch <mfritch@nebcityps.org>  
Cc: Tristina Snyder <tristina@heartlandseating.com>

Mon, Nov 25, 2024 at 11:23 AM

Mark,

I've attached a quote to replace the excel seat modules with the contoured modules just like the ones in the competition gym and also moved the delivery to September. There wasn't much of a price deduction for the September delivery as the manufacturer moved September into our third quarter for 2025. Reach out with any questions. Thanks and have a great Thanksgiving.

[Quoted text hidden]

[Quoted text hidden]



[Quoted text hidden]

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 **Nebraska City HS Aux Gym Bleacher Quote 112524.pdf**  
211K

## Nebraska City HS Aux Gym

QTY	DESCRIPTION	SEATS	RISE	SPAN
Bank #1	8 Row Friction Power Wall Attached 94'-10" W/ 12" Excel Seat Module -00 TBE	429	10.25	24
3	8 Row Foot Level Aisles W/ Self-Storing F-Rail			
3	8 Row Intermediate Steps			
2	1 Row 3'-0 1/4" Notchout W/ Front Rail			
4	1 Row Recoverable 3'-0 1/4" Notchout			
1	Access Panel (wall to wall)			

NOTES:

TOTAL SEATS

429



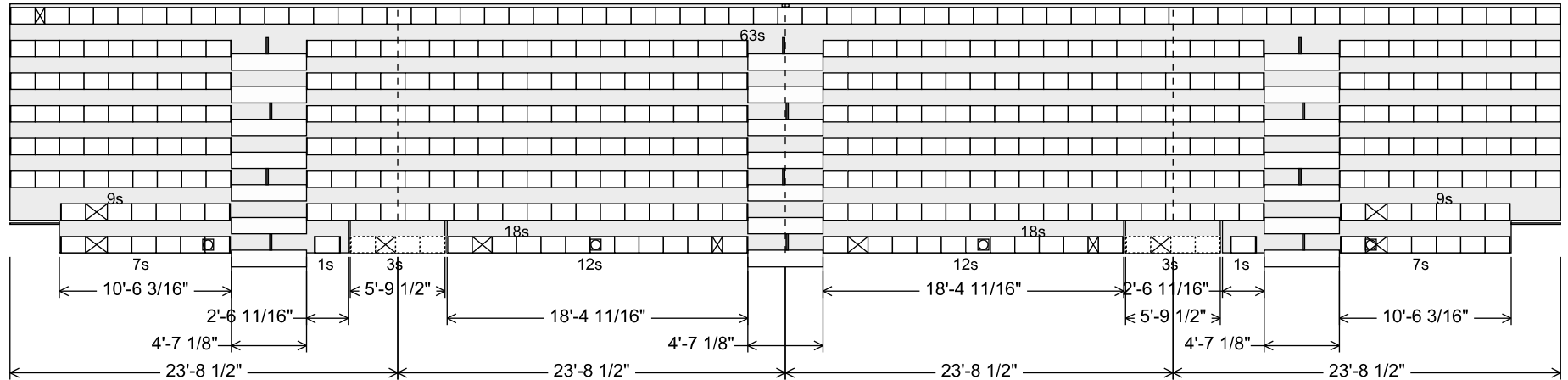
5981 East Cork Street, PO Box 2107, Kalamazoo, MI 49003-2107  
 telephone (269) 349-1521 fax (269) 349-6530

**POWER REQUIREMENTS:**

1. Wiring and non-fusible safety switch(es) suitable for the line voltage to be provided by electrical contractor or others with branch circuit protection to each not exceeding 15 amps.
2. Branch circuit protection devices by others to be accessible when platforms are closed.
3. Verify electrical information:  
Circuit 3 Phase, 208-230 Volts, 60 Hertz.  
Each 1/2 Horse Power Motor Draws 2.0-2.2 amps. Full Load.  
Motors run simultaneously.
4. Junction box(es) by electrical contractor to be mounted at locations TBD, 5' AFF.  
Typical location shall be at section joints.

# Nebraska City HS Aux Gym

Bank 1 - 94'-10" Friction Power  
 Building Code: IBC 2018  
 95'-3" Clear Dimension  
 8 Row - 24 Span - 10.25 Rise  
 429 seats (EM12)



5981 East Cork Street, PO Box 2107, Kalamazoo, MI 49003-2107  
 telephone (269) 349-1521 fax (269) 349-6530

Drawings produced by this program are only as good as the information provided. These drawings are PRELIMINARY only.  
 All drawings created are subject to Interkal approval for design and construction capability.  
 Printed: November 13, 2024 v2.8.0

# Nebraska City HS Aux Gym

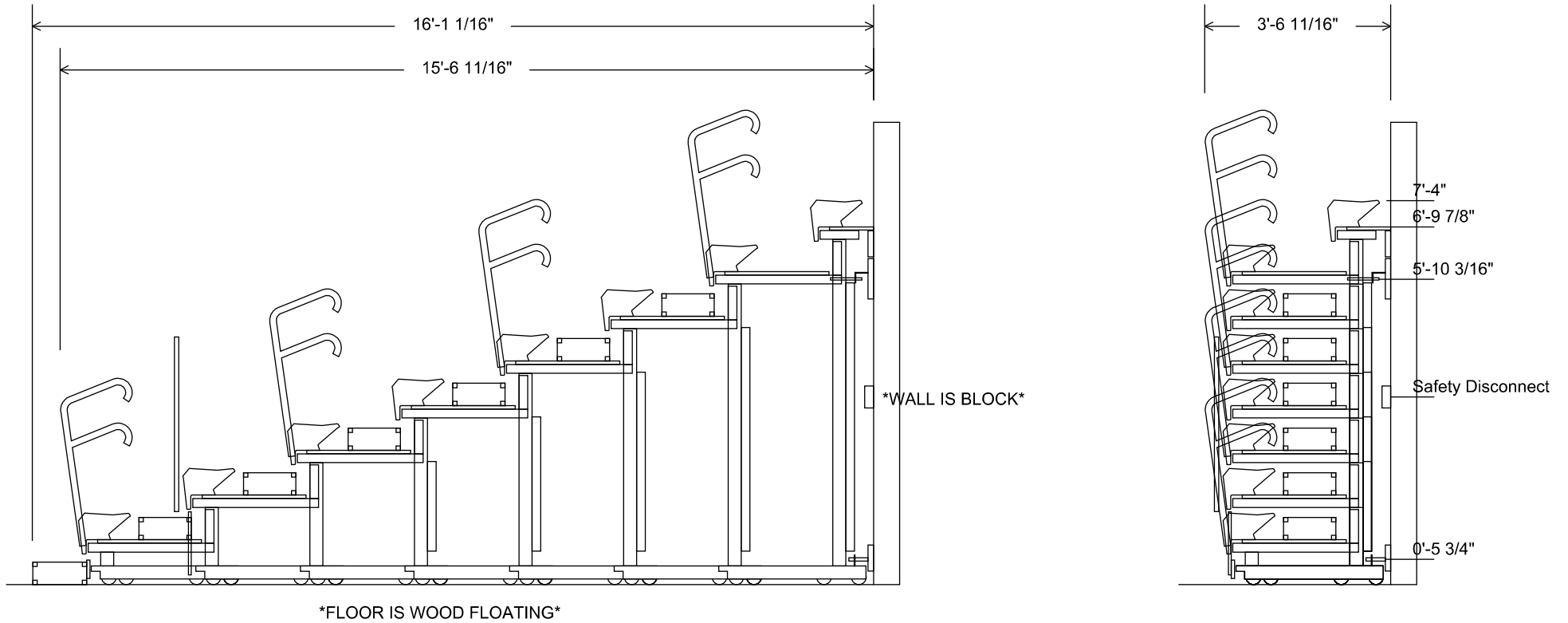
Bank 1 - 94'-10" Friction Power

Building Code: IBC 2018

8 Row - 24 Span - 10.25 Rise - Wall Attached  
429 seats (EM12)

6'-10 15/16" Court To Step Dimension

7'-5 5/16" Court To First Row Dimension



5981 East Cork Street, PO Box 2107, Kalamazoo, MI 49003-2107  
telephone (269) 349-1521 fax (269) 349-6530

Drawings produced by this program are only as good as the information provided. These drawings are PRELIMINARY only.  
All drawings created are subject to Interkal approval for design and construction capability.  
Printed: November 13, 2024 v2.8.0

Side Elevation View A1



**Heartland Seating Inc**  
spectator seating specialists



**Interkal**  
Spectator Seating World Wide  
www.interkal.com

Heartland Seating, Inc.	Phone: 913-268-0069
c/o Bryan Peterson	Fax: 913-962-0803
11222 Johnson Drive	
Shawnee, KS 66203	

**NEBRASKA CITY HIGH SCHOOL AUX GYM TELESCOPING BLEACHERS**  
**PRICING IS VALID UNTIL 01/13/24**

**DATE: DECEMBER 05, 2024**

<p><b>One (1) bank wall attached forward fold electrically powered telescoping bleacher, 8 rows x 94'-10" with a 10 ¼" rise per row, 24" row spacing, and 12" Contour Seat Modules available in 15 standard colors</b></p> <ul style="list-style-type: none"> <li>• Wall to wall bleacher with access panel</li> <li>• Three (3) foot level aisles with self-storing aisle rails and intermediate steps</li> <li>• Four (4) recoverable 1 rows x 36" ADA notches without rails</li> <li>• Two (2) permanent 1 row x 36" ADA notches with rails</li> <li>• (208V 3Phase) with disconnect responsibility of others prior to installation</li> </ul> <p align="right"><b>MATERIALS DELIVERED AND INSTALLED</b></p>	<b>\$66,485</b>
<b>Removal and disposal of 1 bank of existing bleachers (includes dumpsters)</b>	<b>\$7,900</b>

**IMPORTANT – TERMS AND CONDITIONS:**

**This quotation shall be included by attachment with contract and is based on delivery October - December 2025 (quarterly adjustments may apply).** Allow 4 to 5 weeks for approval drawings upon receipt of contract, project manual and plans.

Allow for field check and approval time, then 90 to 120 days lead time to delivery (or call to discuss fast track options, if needed). For installations onto wood floors with finish coat, allow minimum 10 days cure for water base finished and 21 days for oil base finished before receipt of bleachers for installation. Site and gym are to be accessible for unload, staging materials in gym and beginning installation upon receipt of materials to avoid delays and added handling storage charges. **Multiple moves, extra handling and or storage are not included.** Up to 45 days prior to delivery, orders may be pulled from production and rescheduled to Interkal's next available production date. Unless listed in the above scope "description" pricing does not include any miscellaneous licensing, permits, or fees.

**Terms (unless specified otherwise):** Materials, Net 30 days. Labor, 90% monthly estimate, balance upon completion. 1.5% per month to be charged on past due amounts. Applicable taxes must be added.

Sincerely,

Bryan Peterson  
Heartland Seating, Inc.  
Sales Representative

11222 Johnson Drive, Shawnee, KS 66203  
[www.heartlandseating.com](http://www.heartlandseating.com)

Phone: (913) 268-0069 Fax: (913) 962-0803  
[sales@heartlandseating.com](mailto:sales@heartlandseating.com)

**4070**  
**EARLY VOLUNTARY SEPARATION PROGRAM**

**A. PURPOSE**

The Early Voluntary Separation Program ("Program") is intended to benefit qualified certificated teachers who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term teachers who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried teachers with lesser salaried teachers; and
3. Providing a balance of teacher experience.

**B. QUALIFICATIONS**

**1. Certificated Teachers.** To participate in the Program, a person must be a certificated teacher and be employed by the School District in a capacity which requires such certification, and meet eligibility requirements as set forth in this section.

Administrators are not eligible for the Program. For the purposes of this policy, certificated teacher means a certificated employee who is regularly employed for the instruction of pupils in the school district. Certificated teachers include classroom teachers, guidance counselors, media specialists, school psychologists, therapists and speech pathologists. For the purposes of this policy, administrator means any certificated employee such as the superintendent, assistant superintendent, principal, assistant principal, school nurse, or other supervisory or administrative personnel who do not have as a primary duty the instruction of pupils in the school district.

**2. Full-Time Equivalency.** Certificated teachers who are employed 1.0 full-time equivalency (FTE) in a teaching position that requires a certificate from the Nebraska Department of Education may participate in the Program.

**3. Minimum Age and Years of Service.** To be eligible for this Program, a certificated teacher must: (a) be fifty-five (55) years of age on or before August 31<sup>st</sup> after the school year of application; (b) have completed twenty (20) total years of continuous, credited service in the employment of the School District; (c) be within the first four (4) years of eligibility based on the age and years of service requirements (see Section H); and (d) meet any other criteria established by the board of education at the regular December meeting. Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated teacher through the employee's last

year of service in a teaching position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of twenty (20) total years of service, less than full-time employment would reduce the teacher's full-time equivalent employment for a school year.

### **C. ENROLLMENT REQUIREMENTS**

**1. Resignation.** Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

**2. Application.** A certificated teacher must submit a signed Application and Agreement form to the board of education on or before February 1<sup>st</sup> of the certificated teacher's last intended school year of employment. The superintendent shall review the certificated teacher's record to determine whether the certificated teacher is eligible for the Program. The Board will notify the applicant on or before March 20<sup>th</sup> of its action on his or her application.

**3. Certificated Teacher's Ineligibility.** A certificated teacher who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration, or (2) after a hearing before the board of education, the board determines that said certificated teacher's employment should not be canceled or terminated. Certificated teachers who are receiving or who have applied to receive long-term disability benefits are also not eligible to participate in the Program.

### **D. BENEFITS**

**1. Calculation of Benefits:** The total benefit to be paid under this Program shall not exceed \$35,000.

**2. Payment of Benefit.** The benefit shall be paid in two (2) equal payments unless Medicare eligibility requires an accelerated payment. The first payment shall be made in September of the calendar year of the certificated teacher's resignation, with the remaining payments made in September of the following calendar year. The District will pay the benefit to a non-elective 403(b) fixed annuity. All payments shall be paid within five years after the voluntary termination of employment or prior to the certificated teacher becoming eligible for Medicare, whichever occurs first.

**3. Limitation on Payment.** The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Voluntary Separation Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

**4. Source of Funds.** The school district shall pay the entire cost of the plan.

**5. Administration of Program.** This Program shall be administered by the board of education by and through the administration of the school district.

**6. Beneficiary Designation.** In order for the application to be considered complete, a beneficiary must be designated.

**7. Income Tax Consequences.** Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

**8. COBRA Rights.** A separating certificated teacher will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The certificated teacher shall be responsible for any payments required to participate in the COBRA program.

## **E. ADMINISTRATION OF PROGRAM**

**Application and Waiver.** A certificated teacher who elects to participate in the Program, and the school district, through its board of education, shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the certificated teacher that the Voluntary Separation Program is totally voluntary in nature and provides each certificated teacher at least twenty-one (21) days to consider the ramifications of participation in the Program before making a decision. An certificated teacher may waive the twenty-one (21) day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and

regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after submitting the Application and Agreement, and advises the employee to consult with an attorney before signing the Application and Agreement.

A certificated teacher who submits an application to participate in the Program may withdraw the application within seven (7) days after submitting it, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the certificated teacher whose salary is higher.
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the certificated teacher who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the certificated teacher which was submitted earlier.

A certificated teacher's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of a certificated teacher's application will be considered the approval of the certificated teacher's voluntary resignation and termination of the certificated teacher's continuing contract. If the Board does not approve an certificated teacher's application, the certificated teacher's contract will continue in effect, and the certificated teacher will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

## **F. TERM OF PROGRAM**

This policy shall generally be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular December meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). In the event that no such determination is made, the program will not be available for that school year. This Program shall be offered only to eligible certificated teachers as defined herein, who satisfy the Program

requirements prior to the applicable deadline, and who submit an Application and Agreement prior to the applicable deadline.

## **G. LIMITATIONS OF APPLICATIONS**

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from certificated teachers within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple certificated teachers from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

## **H. ELIGIBILITY WINDOW**

The "eligibility window" requirement shall be administered as follows:

- ~~For the program approved by the Board of Education on December 14, 2020 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2021, and who have 20 years of continuous, credited service (or will have upon the completion of the 2020-21 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2024.~~
- For the program approved by the Board of Education on December 13, 2021 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2022, and who have 20 years of continuous, credited service (or will have upon the completion of the 2021-22 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2025.
- For the program approved by the Board of Education on December 12, 2022 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2023, and who have 20 years of continuous, credited service (or will have upon the completion of the 2022-23 school

year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2026.

- For the program approved by the Board of Education on December 11, 2023 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2024, and who have 20 years of continuous, credited service (or will have upon the completion of the 2023-24 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2027.
- For the program approved by the Board of Education on December 9, 2024 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2025, and who have 20 years of continuous, credited service (or will have upon the completion of the 2024-25 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2028.

## **I. MODIFY OR SUSPEND**

The Board of Education reserves the right to modify the various requirements, provisions, definitions, conditions, limitations, and benefits associated with this Program, or to suspend the Program. Separated certificated teachers participating in the Program will be governed by the requirements, provisions, definitions, conditions, limitations, and benefits of the Program that exist at the time of their approval by the Board to participate in the Program.

Approved: December 9, 2019

Reviewed: November 11, 2024

Revised: December 14, 2020; December 13, 2021; December 12, 2022; December 11, 2023; June 10, 2024; **December 9 2024**