

Madison Board of Education, Madison District #1

Board of Education Regular Meeting
Monday, December 11, 2017 7:00 PM
Middle School/High School Conference Room
700 South Kent St.
Madison, NE 68748-0450

The sequence of items on the agenda is provided as a courtesy. The board reserves the right to consider items in any sequence deemed appropriate. Therefore, visitors are encouraged to attend the meeting from the beginning.

1. Call the Meeting to Order
 - 1.1. Roll Call
 - 1.1.1. Excuse absent Board members
 - 1.2. Pledge of Allegiance
 - 1.3. Open Meetings Act
 - 1.4. Madison Public Schools Mission Statement
2. Consent Agenda
3. Facility Tour
4. Public Forum
5. Administrator and Other Reports
6. Board Committee Reports/Meeting dates
7. Action Items
 - 7.1. Discuss, consider, and take all necessary action to reaffirm Board policies 4033-4061.
8. Discuss, consider, and take all necessary action to approve Chris Witulski Land Survey Tech to conduct a survey of the MS/HS campus with the estimated cost of \$7,750.00
9. Discussion on the Fiscal impact the Keystone XL Pipeline might have on the school district.
10. Executive Session
 - 10.1. Discuss Superintendent compensation and benefit package and consider for the to protect the public interest and prevent needless injury to a staff member's reputation.
11. Any Action resulting from Executive Session.
 - 11.1. Discuss, consider, and take all necessary action on Superintendents contract for the 2018-2019, 2019-2020 & 2021-2022 school years.
12. Topics for next month's Board of Education meeting
13. Adjournment

The board reserves the right to enter executive session if it deems it necessary to prevent needless injury to a staff member's reputation or for the protection of the public interest.

MADISON ACTIVITY FUND - November, 2017

Fund (account name)	Beginning Balance	Receipts	Disbursements	Ending Balance
AD Account	\$18,749.34	\$60.00	\$2,014.26	\$16,795.08
Art Club	\$902.24	\$0.00	\$0.00	\$902.24
Band	\$4,039.10	\$0.00	\$0.00	\$4,039.10
Boys BB	\$3,046.82	\$0.00	\$480.00	\$2,566.82
Boys BB FR	\$2,515.99	\$2,130.86	\$0.00	\$4,646.85
Cheerleaders	\$3,321.33	\$139.00	\$1,420.00	\$2,040.33
Class of 2018	\$270.82	\$0.00	\$0.00	\$270.82
Class of 2019	\$1,295.32	\$0.00	\$0.00	\$1,295.32
Class of 2020	\$562.72	\$0.00	\$0.00	\$562.72
Class of 2021	\$340.00	\$0.00	\$0.00	\$340.00
Concessions	\$7,766.06	\$861.74	\$173.08	\$8,454.72
Courtesy	\$3,404.76	\$0.00	\$0.00	\$3,404.76
Cross Country	-\$6.70	\$0.00	\$36.00	-\$42.70
Cross Country FR	\$916.49	\$0.00	\$0.00	\$916.49
Dance Line	\$992.36	\$0.00	\$403.92	\$588.44
District Funds	\$7,099.71	\$638.24	\$164.50	\$7,573.45
Dragon Pride Acct	\$7,111.43	\$0.00	\$476.24	\$6,635.19
Educators Rising	\$1,250.00	\$0.00	\$0.00	\$1,250.00
Elem. Activity Acct	\$1,537.73	\$0.00	\$0.00	\$1,537.73
Elem. Fundraiser	\$562.85	\$0.00	\$0.00	\$562.85
Elem. PTO	\$1,100.82	\$0.00	\$0.00	\$1,100.82
Elem. Student Council	\$7,833.08	\$1,331.00	\$1,785.00	\$7,379.08
ELL Class	\$141.39	\$0.00	\$30.00	\$111.39
Emergency Assist.	\$1,533.24	\$0.00	\$0.00	\$1,533.24
Ethnic Diversity Club	\$284.62	\$0.00	\$0.00	\$284.62
FBLA	\$284.05	\$0.00	\$0.00	\$284.05
FFA	\$3,873.78	\$1,640.00	\$1,014.56	\$4,499.22
Football	\$4,372.94	\$0.00	\$692.15	\$3,680.79
Football FR	\$1,353.92	\$0.00	\$850.67	\$503.25
Girls BB	\$3,144.15	\$0.00	\$767.08	\$2,377.07
Girls BB FR	\$2,337.71	\$2,747.00	\$3,393.16	\$1,691.55
Golf	\$1,010.43	\$0.00	\$0.00	\$1,010.43
Golf FR	\$85.55	\$0.00	\$0.00	\$85.55
History Club	\$2.88	\$0.00	\$0.00	\$2.88
Homecoming	-\$699.66	\$0.00	\$0.00	-\$699.66
Honor Society	\$830.23	\$0.00	\$66.54	\$763.69
HS Student Council	\$1,149.99	\$0.00	\$0.00	\$1,149.99
M-Club	\$7,353.65	\$0.00	\$517.66	\$6,835.99
Marketing Comm.	\$2,128.70	\$0.00	\$0.00	\$2,128.70
MS Activity Acct	\$6,406.50	\$0.00	\$0.00	\$6,406.50
MS Houses	\$1,053.00	\$0.00	\$0.00	\$1,053.00
Music Boosters	\$3,858.57	\$0.00	\$0.00	\$3,858.57
Musical	\$4,419.30	\$51.30	\$650.00	\$3,820.60
One-Act Play	\$841.89	\$380.00	\$748.74	\$473.15
Quiz Bowl	\$663.01	\$0.00	\$0.00	\$663.01
Resale	\$123.03	\$0.00	\$0.00	\$123.03
Scholarships	\$11,816.38	\$0.00	\$0.00	\$11,816.38
Secondary Act Acct	\$5,284.24	\$15.00	\$1,523.35	\$3,775.89
SkillsUSA	\$150.37	\$0.00	\$0.00	\$150.37
Soccer	\$16,328.27	\$0.00	\$0.00	\$16,328.27
Soccer FR	\$1,322.60	\$0.00	\$0.00	\$1,322.60
Softball	-\$1,324.61	\$0.00	\$100.00	-\$1,424.61
Softball FR	\$2,413.66	\$0.00	\$0.00	\$2,413.66
Speech	\$1,500.00	\$0.00	\$0.00	\$1,500.00
Teachers	\$1,921.46	\$0.00	\$0.00	\$1,921.46
Track	\$2,967.03	\$0.00	\$0.00	\$2,967.03
Track FR	\$289.25	\$0.00	\$0.00	\$289.25
Uniform Replacement	\$0.00	\$0.00	\$0.00	\$0.00
Volleyball	\$807.53	\$764.07	\$155.39	\$1,416.21
Volleyball FR	\$631.26	\$0.00	\$39.81	\$591.45
Water Quality Project	\$741.52	\$0.00	\$0.00	\$741.52
Weightroom	\$1,697.81	\$0.00	\$0.00	\$1,697.81
Wrestling	\$655.63	\$1,672.00	\$2,466.67	-\$139.04
Wrestling FR	\$1,033.07	\$0.00	\$84.00	\$949.07
Yearbook	\$366.81	\$0.00	\$0.00	\$366.81
TOTALS	\$169,767.42	\$12,430.21	\$20,052.78	\$162,144.85
Student Act. Fee Fund	\$5,326.01	\$0.44	\$0.00	\$5,326.45
Lunch Fund	\$88,426.27	\$37,377.61	\$40,701.07	\$85,102.81

Liability Activity Fund
Account QuickReport
As of November 30, 2017

Date	Num	Name	Memo	Split	Amount	Balance
Activity Fund						169,767.42
11/01/17	DEBIT	NCA	Sportsmanship Summit	AD	-125.00	169,642.42
11/01/17		Deposit	Pennies for patients	HS Student Council	90.98	169,733.40
11/02/17	23309	Wisner-Pilger High School	VB "B" Team entry fee (9-9-17)	Volleyball	-75.00	169,658.40
11/02/17	23310	Columbus Lakeview High School	SB Invite	Softball	-100.00	169,558.40
11/02/17	23311	Teri Eurek	Reimb. VB FR (food)	Volleyball FR	-39.81	169,518.59
11/02/17	23312	North Bend Central High School	EHC meal tickets (10 lunch/11 dinner)	District Funds	-135.00	169,383.59
11/02/17	23313	Rob Fite	Reimb. for M-Club supper	M-Club	-326.68	169,056.91
11/02/17	23314	Suzy Goedeken	Reimb. FFA supplies	FFA	-80.92	168,975.99
11/02/17	23315	NAC Development Corp.	Bus Grant excess refund	Elem. Student Co...	-454.00	168,521.99
11/02/17	23316	Stadium Sports	Inv. 54820 - FFA shirts	FFA	-432.00	168,089.99
11/02/17		Deposit	Pennies for Patients	HS Student Council	178.82	168,268.81
11/02/17	23317	Kennedy Industries, Inc.	Skin creme/cleaning supplies (Inv 81760)	Wrestling	-1,074.47	167,194.34
11/03/17		Deposit	Pennies for Patients	HS Student Council	874.23	168,068.57
11/03/17	1872	Deposit		-SPLIT-	4,029.75	172,098.32
11/07/17	23318	Custom Sports	Shirts	-SPLIT-	-2,070.00	170,028.32
11/07/17	23319	Discount Dance Supply	Inv. 17788244 (Daneline dresses)	Dance Line	-403.92	169,624.40
11/07/17	23320	HyVee Accounts Receivable	Acct 44144 (Parent's night flowers)	-SPLIT-	-85.50	169,538.90
11/07/17	23322	Choice Foods	Acct 3336	-SPLIT-	-114.01	169,424.89
11/07/17	23321	Mahaska	Concession	Concessions	-167.25	169,257.64
11/07/17	23323	Amazon	VB Tandem Velcro Net	Volleyball	-15.97	169,241.67
11/07/17	23324	Walmart Community/RFC5LLC	FFA food (Feed a farmer)	FFA	-145.94	169,095.73
11/07/17	23325	MHS Lunch Fund	Concession Supplies/cookies	-SPLIT-	-165.48	168,930.25
11/09/17	23326	Eric Brandl	Official - Jr Hi Wrestling Tourn.	Wrestling	-165.00	168,765.25
11/09/17	23327	Austin Coufal	Official - Jr Hi Wrestling Tourn.	Wrestling	-165.00	168,600.25
11/09/17	23328	Chuck Sherer	Official - Jr Hi Wrestling Tourn.	Wrestling	-165.00	168,435.25
11/09/17	23329	Leonard Hawkins	Official - Jr Hi Wrestling Tourn.	Wrestling	-165.00	168,270.25
11/10/17	DEBIT	Tag Sports Gear	Traction Mat replacement	AD	-73.68	168,196.57
11/10/17	1873	Deposit		-SPLIT-	5,092.22	173,288.79
11/10/17	23330	The Leukemia & Lymphoma Soci...	Donation (penny competition)	-SPLIT-	-2,475.03	170,813.76
11/10/17	23331	Jordan Nelson	Reimb. Play Book binding	Girls BB	-107.10	170,706.66
11/10/17	23332	Hudl	1 year renewal - Inv. 167149	-SPLIT-	-3,390.98	167,315.68
11/10/17	23333	Nebraska FFA Association	State/National Due	FFA	-216.00	167,099.68
11/16/17		Direct Deposit	Gen. Fund Reimb.	District Funds	98.64	167,198.32
11/16/17	23334	BSN Sports	Inv 8759548/8785177/8786528/900877...	-SPLIT-	-3,706.13	163,492.19
11/16/17	23335	Menards	Inv. 27658 (Acct 31030309) One-Act set	One-Act Plays	-42.24	163,449.95
11/16/17	23336	Winners' Circle	Awards	-SPLIT-	-754.66	162,695.29
11/16/17	23337	Newman Grove Public Schools	7/8 Tourn. entry fee	Wrestling	-50.00	162,645.29
11/16/17	23338	Howells-Dodge Public Schools	7/8 Tourn. entry fee	Wrestling	-75.00	162,570.29
11/16/17	23339	Walnut Middle School	7/8 Wr. Tourn. entry fee	Wrestling	-56.00	162,514.29
11/16/17	23340	R & H Theatricals	Customer Acct 212308 (Contract 175184)	Musical	-650.00	161,864.29
11/16/17	DEBIT	The ACT	ACT registration for Liz Ortega	District Funds	-29.50	161,834.79
11/21/17	23341	David Davis	Official - V B/G-BB (Randolph)	-SPLIT-	-120.00	161,714.79
11/21/17	23342	Lonnie Moore	Official - V B/G-BB (Randolph)	-SPLIT-	-120.00	161,594.79
11/21/17	23343	Regg Carnes	Official - V B/G-BB (Randolph)	-SPLIT-	-120.00	161,474.79
11/21/17	DEBIT	Pizza Ranch	Concessions/Reward parties/etc.	Wrestling FR	-84.00	161,390.79
11/21/17	1874	Deposit		-SPLIT-	2,794.50	164,185.29
11/27/17	23344	Randy Rood	One-Act Judge - EHC	One-Act Plays	-237.50	163,947.79
11/27/17	23345	Julie Harley	One-Act Judge - EHC	One-Act Plays	-234.50	163,713.29
11/27/17	23346	Ruth Zrust	One-Act Judge - EHC	One-Act Plays	-234.50	163,478.79
11/27/17	DEBIT	Zazzle.com	Brag Buttons	Secondary Act Acct	-11.35	163,467.44
11/28/17	23347	BSN Sports	Inv. 900364045/Inv. 900468308	-SPLIT-	-1,409.45	162,057.99
11/30/17	23348	Pat Eurek	Official - MS G-BB (Elgin Public-Pope John)	Girls BB	-45.00	162,012.99
11/30/17	23349	Merlin Oswald	Official - MS G-BB (Elgin Public-Pope John)	Girls BB	-45.00	161,967.99
11/30/17		Interest on NOW Account		District Funds	176.86	162,144.85
Total Activity Fund					-7,622.57	162,144.85
TOTAL					-7,622.57	162,144.85

Jane Daberkow: Present, Harlow Hanson: Present, Jim Knapp: Present, Deb Neidig Present, Jim Reeves: Present, Steve Ruh: Present. Present: 6.

- 1: Call the meeting to order
- 1.1. Roll Call
- 1.2. Pledge of Allegiance
- 1.3. Open Meetings Act
- 1.4. Madison Public Schools Mission Statement

2: Consent Agenda

Motion to approve consent agenda. Passed with a motion by Steve Ruh and a second by Jim Knapp. Jane Daberkow: Abstain (with conflict), Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 5, Nay: 0, Abstain (with conflict): 1

A to Z Vac.N.Sew	Supplies	40.00
Albracht Disposal Service	Trash removal	30.35
Amazon.Com Credit	Supplies	3,663.84
Assetgenie, Inc. (Ag Parts)	Repairs & maintenance	3,518.00
Barone Security Solutions	Repairs & maintenance, contract services	1,347.00
Binswanger Glass	Repairs & maintenance	758.29
Brady & Amy's	Fuel	3,021.72
BSN Sports	Supplies	80.80
Cable One	Cable	31.80
CCS Presentation Systems	Supplies	4,685.90
Centerpoint Energy Services, Inc.	Natural gas	428.88
Central Nebraska Rehab Services	SpEd services	1,992.40
Chartwells	Meals	71.50
City of Madison	Utilities	7,556.31
Jim Crilly	Reimbursement	11.16
Culligan of Norfolk	Repairs	21.00
Demco	Supplies	163.33
Discount School Supply	Supplies	474.36
Eakes Office Solutions	Supplies	279.83
Ecolab Pest Elimination Division	Pest control	79.08
Educational Service Unit #8	SpEd therapy, contracted services	40,553.20
Denise Ehlers	Stipend	15.00
Eisenmann Supplies	Supplies	242.85
Julie Engelmann	Reimbursement	8.99
Ewell Educational Services, AET	Renewal fee	165.00
Explore Learning	Supplies	3,295.00
Fairfield Inn & Suites, Kearney	Lodging	101.95
Federal Express Corporation	Shipments	74.61
Field's Hardware	Supplies	54.40
Celine Filsinger	Reimbursement	34.50
Richard Fleury	Stipend	15.00
Floor Maintenance	Supplies	458.19
Lori Frauendorfer	Reimbursement	63.33
Frontier	Phone services	639.51
Gopher Sports Equipment	Supplies	466.83
Greatamerica Financial Services Corporation	Copier lease	2,494.28

Michaela Grubb	Reimbursement	143.93
Guaranteed Lawn Care	Lawn service	3,035.00
Gordon and/or Mary Haskell	Reimbursement	122.00
Hireright LLC, Inc.	DOT testing	29.40
Hy-Vee Food Stores, Inc.	Supplies	282.24
J. W. Pepper & Son Inc.	Supplies	69.49
Jackaon Services	Supplies	91.01
Vicky Jones	Reimbursement	36.07
KSB School Law	Legal fees	1,458.00
Karla Kush	Reimbursement	23.74
Lutheran Education Association	Membership renewal	432.00
Madison Chamber of Commerce	Supplies	25.00
Madison Food Pride	Fuel/supplies	267.27
Major Refrigeration	Repairs & maintenance	545.70
Bill Masters	Reimbursement	280.72
Menards – Norfolk	Supplies	129.25
Microsoft Corporation	Supplies	1,081.23
Midwest Music Center (Barnhill Enterprises)	Supplies	87.90
MPS Activity Fund	Reimbursement	98.64
MPS Lunch Fund	Reimbursement	1,082.52
NE Regional Deaf Ed Program	SpEd therapy	190.00
Nebraska Association of School Boards	Registration	2,246.00
Nebraska Public Health Environmental Lab	Water testing	15.00
Norfolk Daily News	Advertising	346.95
Northeast Community College	Contracted services	36.00
Omaha World Herald Media Group	Advertising	1,335.00
One Source	Background check	25.00
Otis Elevator Company	Repairs & maintenance	384.00
Pizza Hut of Madison	Supplies	429.64
Quill Corporation	Supplies	35.56
Erin Reeves	Reimbursement	232.93
Teryn Rother	Reimbursement	31.00
Scholastic Book Fair	Books	11.98
School Datebooks	Supplies	893.98
Shoutpoint, Inc.	Renewal	690.00
Strong Fathers-Strong Families LLC	Fees	2,250.00
The UPS Store #4267	Supplies	529.20
Volkman Plumbing & Heating	Repairs & maintenance	359.00
Walmart Community	Supplies	190.85
Water Engineering Inc.	Service agreement	425.04

3: Public forum

4: Administrator and other reports

- 4.1 Athletic Director's Report
- 4.2 Elementary Principal's Report
- 4.3 Middle School Principal's Report
- 4.4 Secondary Principal's Report
- 4.5 Superintendent's Report

5: Board Committee Reports/Meeting dates

6: Action Items

- 6.1 Discuss, consider, and take all necessary action to declare for 8-man or 11-man football for the next two school years.

Motion to declare for 8-man football for two years. Passed with a motion by Jane Daberkow and a second by Steve Ruh. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

6.2 Discuss, consider, and take all necessary action to reaffirm the 4000's Board policies 4001-4032.

Motion to reaffirm the 4000's Board policies. Passed with a motion by Jim Reeves and a second by Harlow Hanson. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

6.3 Discuss, consider, and take all necessary action to approve the 2016-17 audit.

Approve the 2016-17 school district audit. Passed with a motion by Steve Ruh and a second by Jim Reeves. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

6.4 Discussion of Boards Self-Evaluation

6.5 Discussion on Superintendent annual evaluation

7: Topics for next month's board of education meeting.

8: Adjournment

Motion to adjourn at 8:45 PM. Passed with a motion by Jane Daberkow and a second by Jim Knapp. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

President

Secretary

Jane Daberkow: Present, Harlow Hanson: Present, Jim Knapp: Present, Deb Neidig Present, Jim Reeves: Present, Steve Ruh: Present. Present: 6.

1: Call the meeting to order

1.1 Roll Call

1.2 Pledge of Allegiance

1.3 Declare the meeting to be open, legal, and properly advertised

1.4 Reading of the Mission Statement

2: Board Work Session Topics (Discussion Topics)

2.1 Presentation from D. A. Davidson (Paul Grieger) 6:00 - 6:30 PM

3: Supper 6:30 - 7:00 PM

4: Review of Madison Public Schools Demographics & Strategic Plan Goals (Ehlers) 7:00 - 7:15 PM

5: To retain and attract students to Madison Public Schools (Crilly & Ehrisman) 7:15 - 8:15 PM

6: Improve instruction for students, especially at-risk students 8:15 - 8:45 PM

7: Increase community involvement in the schools 8:45 - 9:00 PM

8: Develop and implement a facilities plan (Ehlers) 9:00 - 9:30 PM

9: Review building benchmarks (building principals) 9:30 - 10:00 PM

10: Adjournment

Motion to adjourn meeting at 10:08 PM. Passed with a motion by Deb Neidig and a second by Jane Daberkow. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

President

Secretary

1: Call Meeting to Order

1.1 Roll Call

Motion to open meeting at 7:03 PM. Passed with a motion by Jim Knapp and a second by Deb Neidig. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

1.2 Pledge of Allegiance

1.3 Declare the meeting to be open, legal, and properly advertised

1.4 Reading of the Mission Statement

2. Consent Agenda

2.1 Accept the agenda as the official agenda.

Motion to approve consent agenda. Passed with a motion by Jane Daberkow and a second by Steve Ruh. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

3. Negotiations Meeting #1 with representatives of the Madison Education Association

4. Discussion on ground rules for negotiations, array of schools, current cost of insurance

A suggestion was made from the MEA to add the additional language to the ground rules for negotiations. All items to be negotiated need to be brought up by the second offer made by each side. After some discussion, the board wanted to seek the advice of their attorney.

5. Consider possible proposal #1 for the MEA

6. Possible request to caucus from the Board of Education

7. Possible counter offer from the Board of Education

8. Settle or schedule the next meeting date

The next meeting was scheduled for January 4th at 7:00 PM

9. Executive Session

Motion to enter executive session at 7:31 PM for discussion of certified staff compensation and benefit package to protect the public interest and prevent needless injury to a staff member's reputation. Passed with a motion by Jim Reeves and a second by Jim Knapp. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

9.1 Strategy session to discuss collective bargaining for the 2018-19 school year. The board concluded executive session at 8:05 PM with no action taken.

10. Adjournment

Motion to adjourn at 8:07 PM. Passed with a motion by Jim Knap and a second by Jim Reeves. Jane Daberkow: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
Checking	1			
Checking	1	Fund: 01 GENERAL FUND		
A TO Z VAC.N.SEW	1097	SUPPLIES	2,080.00	
		Vendor Total:		2,080.00
ALBRACHT DISPOSAL SERVICE	1117 STMT	TRASH REMOVAL	325.00	
		Vendor Total:		325.00
ALPHA WORKFORCE HEALTH	7482	PHYSICAL	85.00	
ALPHA WORKFORCE HEALTH	7483	PHYSICAL	85.00	
		Vendor Total:		170.00
AMAZON.COM CREDIT	059500799024	SUPPLIES	13.90	
AMAZON.COM CREDIT	447544543585	SUPPLIES	21.95	
AMAZON.COM CREDIT	466944343459	SUPPLIES	432.89	
AMAZON.COM CREDIT	576583497649	SUPPLIES	84.50	
AMAZON.COM CREDIT	749495847663	SUPPLIES	5.50	
AMAZON.COM CREDIT	977448846569	SUPPLIES	597.99	
		Vendor Total:		1,156.73
APPLE COMPUTER, INC.	6700832754	SUPPLIES	500.00	
		Vendor Total:		500.00
ASSETGENIE, INC (AG PARTS)	1231461	REPAIRS & MAINTENANCE	378.00	
ASSETGENIE, INC (AG PARTS)	1232682	REPAIRS & MAINTENANCE	299.00	
		Vendor Total:		677.00
BCN	22371193	TELEPHONE SERVICES	212.65	
		Vendor Total:		212.65
BIG COUNTRY AUTO	60554	REPAIRS & MAINTENANCE	566.26	
BIG COUNTRY AUTO	60569	REPAIRS & MAINTENANCE	125.27	
BIG COUNTRY AUTO	60570	REPAIRS & MAINTENANCE	323.82	
BIG COUNTRY AUTO	60575	REPAIRS & MAINTENANCE	105.60	
BIG COUNTRY AUTO	60606	REPAIRS & MAINTENANCE	105.60	
BIG COUNTRY AUTO	60612	REPAIRS & MAINTENANCE	317.72	
BIG COUNTRY AUTO	60630	REPAIRS & MAINTENANCE	141.65	
BIG COUNTRY AUTO	60640	REPAIRS & MAINTENANCE	88.85	
BIG COUNTRY AUTO	60684	REPAIRS & MAINTENANCE	165.60	
BIG COUNTRY AUTO	60695	REPAIRS & MAINTENANCE	85.70	
BIG COUNTRY AUTO	60759	REPAIRS & MAINTENANCE	261.74	
		Vendor Total:		2,287.81
BRADY & AMY'S	1117 STMT	FUEL	216.28	
		Vendor Total:		216.28
BTS INC	32286	REPAIRS & MAINTENANCE	899.60	
		Vendor Total:		899.60
BULLSEYE FIRE PROTECTION	71114	CONTRACTED SERVICES	340.00	
BULLSEYE FIRE PROTECTION	71123	CONTRACTED SERVICES	440.68	
		Vendor Total:		780.68
CABLE ONE	1117 STMT	CABLE BOX RENTAL	31.80	
		Vendor Total:		31.80

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
CEENBOT	11162017	SUPPLIES	249.00	
		Vendor Total:		249.00
CENTERPOINT ENERGY SERVICES, INC.	3934753	NATURAL GAS	410.73	
		Vendor Total:		410.73
CENTRAL NEBRASKA REHAB SERVICES	7106	SPED THERAPY	2,763.45	
		Vendor Total:		2,763.45
CITY OF MADISON	1117 50400	UTILITIES	430.75	
CITY OF MADISON	1117 50670	UTILITIES	83.66	
CITY OF MADISON	1117 50675	UTILITIES	96.00	
CITY OF MADISON	1117 70650	UTILITIES	1,994.33	
CITY OF MADISON	1117 70700	UTILITIES	3,704.53	
		Vendor Total:		6,309.27
COOPER, JAMES	1117 REIMBURSEMENT	REIMBURSEMENT	16.94	
		Vendor Total:		16.94
CORNERSTONES OF CARE	184130	CONTRACTED SERVICES	7,500.00	
		Vendor Total:		7,500.00
COURTYARD by MARRIOTT	6524G00024177	LODGING	114.45	
		Vendor Total:		114.45
DENT SPECIALISTS	123344	SUPPLIES	12.50	
DENT SPECIALISTS	123440	SUPPLIES	58.89	
DENT SPECIALISTS	123451	SUPPLIES	58.89	
DENT SPECIALISTS	123496	REPAIRS & MAINTENANCE	69.00	
DENT SPECIALISTS	123591	REPAIRS & MAINTENANCE	59.95	
DENT SPECIALISTS	123641	REPAIRS & MAINTENANCE	617.57	
		Vendor Total:		876.80
EAKES OFFICE SOLUTIONS	7378750-0	SUPPLIES	118.92	
		Vendor Total:		118.92
ECHO GROUP INC	S7421353.001	SUPPLIES	75.78	
ECHO GROUP INC	S7430579.001	SUPPLIES	12.00	
		Vendor Total:		87.78
ECOLAB PEST ELIMINATION DIVISION	3773123	PEST CONTROL	79.08	
		Vendor Total:		79.08
EDUCATIONAL SERVICE UNIT #8	INV-003481R	REGISTRATION	30.00	
EDUCATIONAL SERVICE UNIT #8	INV-003490R	REGISTRATION	240.00	
EDUCATIONAL SERVICE UNIT #8	INV-003609R	CONTRACTED SERVICES	2,816.00	
EDUCATIONAL SERVICE UNIT #8	INV-003632R	REGISTRATION	105.00	
EDUCATIONAL SERVICE UNIT #8	INV-003773R	SPED SERVICES	18,198.20	
EDUCATIONAL SERVICE UNIT #8	INV-003791R	SPED SERVICES	17,200.00	
EDUCATIONAL SERVICE UNIT #8	INV-003804R	SPED SERVICES	1,839.00	
EDUCATIONAL SERVICE UNIT #8	INV-003831	SPED THERAPY	21,109.70	
EDUCATIONAL SERVICE UNIT #8	INV-003849	SPED THERAPY	17,200.00	
EDUCATIONAL SERVICE UNIT #8	INV-003863	SPED THERAPY	2,027.50	
EDUCATIONAL SERVICE UNIT #8	INV-003889	REGISTRATION	105.00	
EDUCATIONAL SERVICE UNIT #8	INV-003906	REGISTRATION	2,487.50	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
			Vendor Total:	83,357.90
EHLERS, DENISE	1117 STIPEND	STIPEND	15.00	
			Vendor Total:	15.00
FIELDS HARDWARE	1117 STMT	SUPPLIES	68.45	
			Vendor Total:	68.45
FLEURY, RICHARD	1117 STIPEND	STIPEND	15.00	
			Vendor Total:	15.00
FLOOR MAINTENANCE	23816	SUPPLIES	123.00	
			Vendor Total:	123.00
FRAUENDORFER, LORI	1117 MILEAGE	REIMBURSEMENT	59.39	
			Vendor Total:	59.39
FRONTIER	1117 STMT	PHONE SERVICES	639.51	
			Vendor Total:	639.51
GREATAMERICA FINANCIAL SERVICES CORPORATION	21699449	COPIER LEASE	2,697.98	
			Vendor Total:	2,697.98
GUARANTEED LAWN CARE	2687	LAWN SERVICE	3,910.00	
			Vendor Total:	3,910.00
HANSON, HARLOW	1117 REIMBURSEMENT	REIMBURSEMENT	32.60	
			Vendor Total:	32.60
HASKELL, GORDON AND/OR MARY	1117 MILEAGE	REIMBURSEMENT	115.90	
			Vendor Total:	115.90
HEARTLAND FIRE PROTECTION INC	33708	MAINTENANCE	355.15	
			Vendor Total:	355.15
HERZ, PAUL	1117 REIMBURSEMENT	REIMBURSEMENT	3.00	
HERZ, PAUL	1117 REIMBURSEMENTS	REIMBURSEMENT	216.02	
			Vendor Total:	219.02
HIATT, LARRY	1117 STMT REVIEW	PROFESSIONAL SERVICES	340.00	
			Vendor Total:	340.00
HY-VEE FOOD STORE	5809337684	SUPPLIES	61.24	
			Vendor Total:	61.24
HY-VEE FOOD STORES, INC	5809317861	SUPPLIES	156.94	
			Vendor Total:	156.94
INTERNATIONAL ACADEMY OF SCIENCE, ACELLUS EDUCATION CENTER	827981	SUPPLIES	4,760.00	
			Vendor Total:	4,760.00
JACKSON SERVICES	3717153	SUPPLIES	57.27	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
JACKSON SERVICES	3717154	SUPPLIES	33.74	
		Vendor Total:		91.01
JONES, VICKY	1117 REIMBURSEMENT	REIMBURSEMENT	28.93	
		Vendor Total:		28.93
KEN'S BAND INSTRUMENT REPAIR	1117 STMT	REPAIRS & MAINTENANCE	236.00	
		Vendor Total:		236.00
KNIGHTS OF COLUMBUS	1117 BANQUET	BANQUET MEAL	1,040.00	
		Vendor Total:		1,040.00
KSB SCHOOL LAW	3832	LEGAL FEES	322.50	
		Vendor Total:		322.50
M & O DOOR PRODUCTS	0087749-IN	SUPPLIES	225.00	
		Vendor Total:		225.00
MADISON CHAMBER OF COMMERCE	17-18 BANQUET	FEE	40.00	
		Vendor Total:		40.00
MADISON FOOD PRIDE	1117 STMT	SUPPLIES	200.08	
		Vendor Total:		200.08
MATHESON TRI-GAS INC	16482765	SUPPLIES	354.96	
		Vendor Total:		354.96
MENARDS - NORFOLK	27658	SUPPLIES	42.24	
MENARDS - NORFOLK	29316	SUPPLIES	127.81	
MENARDS - NORFOLK	29793	SUPPLIES	20.65	
MENARDS - NORFOLK	29881	SUPPLIES	25.98	
MENARDS - NORFOLK	30397	SUPPLIES	21.45	
MENARDS - NORFOLK	30398	SUPPLIES	21.94	
		Vendor Total:		260.07
MIDTOWN HEALTH CENTER	404	BEHAVIORAL HEALTH SERVICES	132.50	
MIDTOWN HEALTH CENTER	418	BEHAVIORAL HEALTH SERVICES	238.50	
		Vendor Total:		371.00
MIDWEST MUSIC CENTER (Barnhill Enterprises)	170272	SUPPLIES	30.00	
		Vendor Total:		30.00
MORROW DAVIES TOELLE PC	2017 1053	AUDIT	10,750.00	
		Vendor Total:		10,750.00
MPS ACTIVITY FUND	1117 REIMBURSEMENT	REIMBURSEMENT	85.76	
		Vendor Total:		85.76
NEBRASKA PUBLIC HEALTH ENVIRONMENTAL LABORATORY	495147	WATER TESTING	2.00	
		Vendor Total:		2.00
NEBRASKA SAFETY CENTER PUPIL TRANSPORTATION	57-5732BUS	REGISTRATION	150.00	
		Vendor Total:		150.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
O'KEEFE ELEVATOR CO., INC.	R403324	CONTRACTED SERVICES	644.00	
		Vendor Total:		644.00
OMAHA WORLD HERALD MEDIA GROUP	SUBSCRIPTION 1359238	SUBSCRIPTION	149.80	
		Vendor Total:		149.80
ONE OFFICE SOLUTION	1719781-0	REPAIRS	97.50	
		Vendor Total:		97.50
ONE SOURCE	2877-20171130	BACKGROUND CHECKS	40.00	
		Vendor Total:		40.00
RENAISSANCE LEARNING, INC	1827099	RENEWAL	2,780.00	
		Vendor Total:		2,780.00
SCHOLASTIC MAGAZINES	M6382442 9	SUPPLIES	121.00	
		Vendor Total:		121.00
SHOPLTS.COM	26986	SUPPLIES	225.00	
		Vendor Total:		225.00
SHORT STOP, THE	1117 STMT	FUEL	2,497.00	
		Vendor Total:		2,497.00
US BANK CARDMEMBER SERVICES	1117 STMT	SUPPLIES	3,882.11	
		Vendor Total:		3,882.11
VOLKMAN PLUMBING & HEATING	179880	REPAIRS & MAINTENANCE	2,959.75	
VOLKMAN PLUMBING & HEATING	179892	REPAIRS & MAINTENANCE	120.00	
		Vendor Total:		3,079.75
WATER ENGINEERING INC	IN30784	SERVICE AGREEMENT	175.00	
WATER ENGINEERING INC	IN30839	SERVICE AGREEMENT	250.04	
		Vendor Total:		425.04
		Fund Total:		152,919.56
		Checking Account Total:		152,919.56

MADISON PUBLIC SCHOOLS
TREASURER'S REPORT

November 30, 2017

<u>General Fund</u>				<u>BALANCE</u>	<u>Last year's balance</u>
Balance Forward as of	<u>October 31, 2017</u>			\$3,156,830.00	
Receipts		+	\$ 281,770.77		
Expenditures		-	\$ 513,380.51		
Balance as of	<u>November 30, 2017</u>			\$2,925,220.26	\$2,654,433.58
 <u>Employee Benefit Fund</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$6,622.41	
Receipts		+	\$ 2,688.69		
Expenditures		-	\$ 1,587.50		
Balance as of	<u>November 30, 2017</u>			\$7,723.60	\$4,553.07
 <u>Petty Cash Fund</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$1,348.43	
Receipts		+	\$ 0.11		
Expenditures		-	\$ -		
Balance as of	<u>November 30, 2017</u>			\$1,348.54	\$1,347.23
Total Assets for General Fund				\$2,934,292.40	\$2,660,333.88
<hr/>					
<u>Depreciation Fund</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$1,362,519.89	
Receipts		+	\$ 1,291.78		
Expenditures		-	\$ 712,886.22		
Balance as of	<u>November 30, 2017</u>			\$650,925.45	\$854,890.00
 <u>Bond Fund</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$299,147.64	
Receipts		+	\$ 1,270.45		
Expenditures		-	\$ 186,770.00		
Balance as of	<u>November 30, 2017</u>			\$113,648.09	\$106,106.92
 <u>Qualified Capital Purpose Fund</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$358,443.09	
Receipts		+	\$ 957.52		
Expenditures		-	\$ -		
Balance as of	<u>November 30, 2017</u>			\$359,400.61	\$301,487.29
 <u>Special Building Fund</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$851,553.30	
Receipts		+	\$ 6,560.43		
Expenditures		-	\$ (450,033.98)		
Balance as of	<u>November 30, 2017</u>			\$1,308,147.71	\$579,161.37
<hr/>					
<u>Investment Checking</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$258,353.25	
Receipts		+	\$ 263.31		
Expenditures		-	\$ -		
Balance as of	<u>November 30, 2017</u>			\$258,616.56	\$255,769.24
 <u>Certificate of Deposit-Madison County Bank</u>					
Balance Forward as of	<u>October 31, 2017</u>			\$50,917.23	
Receipts		+			
Expenditures		-	\$ -		
Balance as of	<u>November 30, 2017</u>			\$50,917.23	\$50,651.71

Non-General Fund Monthly Transactions

September Board Meeting

Bond Fund

BOK Financial-\$10168.30

Qualified Capital Purpose Fund

Wells Fargo-\$700.00

Special Building Fund

J & J Floors-\$3496.00

DWB, INC-\$198,639.74

DWB, INC-\$246,080.34

October Board Meeting

Special Building Fund

Fakler Architects, LLC-\$1817.90

November Board Meeting

Bond fund

BOK Financial-\$186,770.00

Special Building

DWB-\$262,852.24

December Board Meeting

Depreciation fund

Pettitt Plumbing-\$1,669.80

**Madison Public Schools
Alan Ehlers, Superintendent
Lease Purchase Agreement**

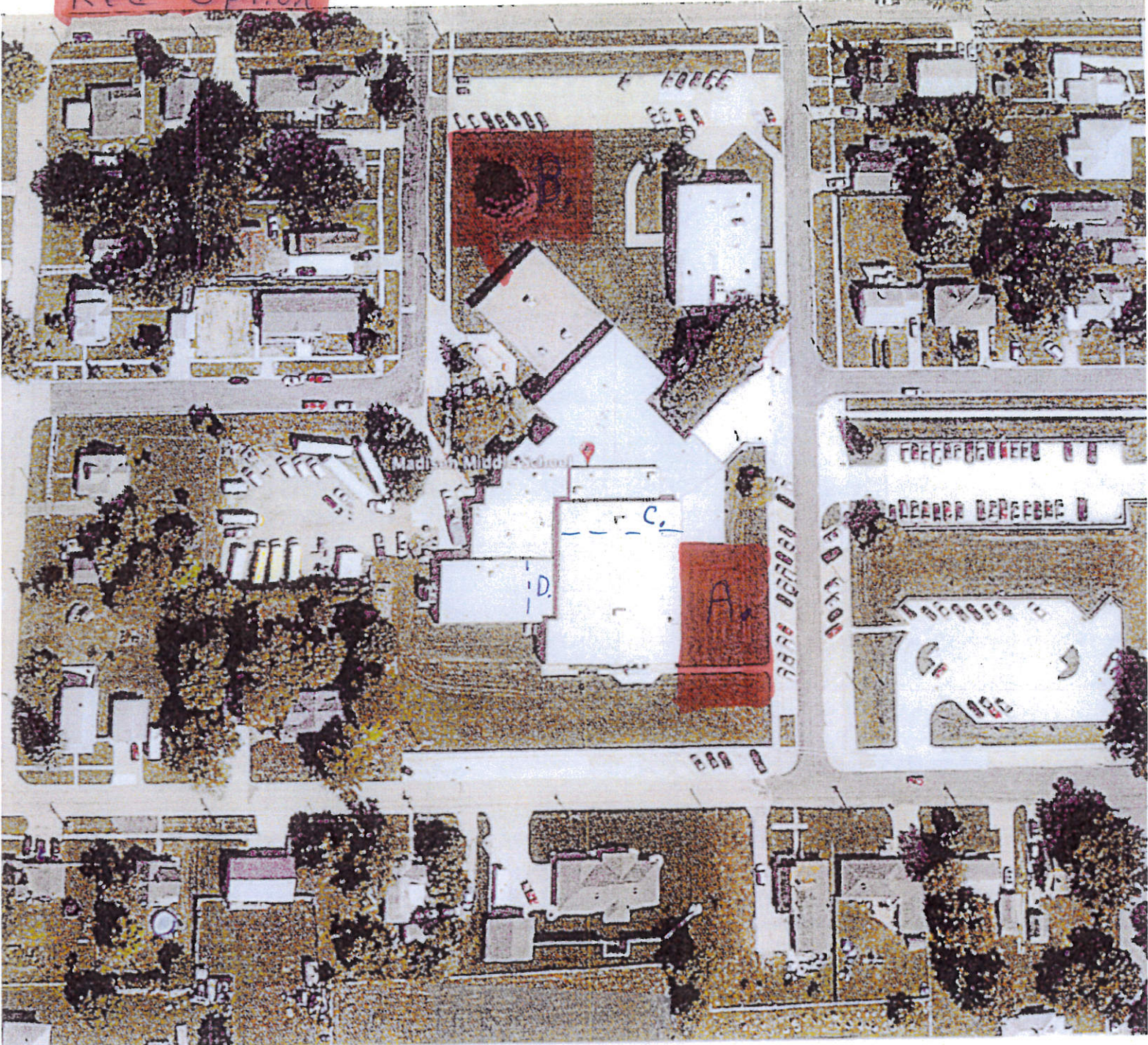
	Board approves parameters for the lease purchase agreement
	Superintendent signs off on final terms
	Closing

<u>Amount</u>	<u>Term</u>	<u>Estimated Payment</u>	<u>Estimated Levy</u>
\$2,000,000	6 years	\$360,000	\$0.044
\$2,000,000	7 years	\$310,000	\$0.038
\$3,000,000	6 years	\$540,000	\$0.066
\$3,000,000	7 years	\$460,000	\$0.056
\$4,000,000	6 years	\$710,000	\$0.087
\$4,000,000	7 years	\$620,000	\$0.076
\$5,000,000	6 years	\$890,000	\$0.109
\$5,000,000	7 years	\$770,000	\$0.094

**Madison Public Schools
Alan Ehlers, Superintendent
Lease Purchase Agreement**

<u>Amount</u>	<u>Term</u>	<u>Estimated Payment</u>	<u>Estimated Levy</u>
\$3,750,000	6 years	\$680,000	\$0.083
\$3,750,000	7 years	\$590,000	\$0.072
\$6,300,000	6 years	\$1,150,000	\$0.140
\$7,300,000	7 years	\$1,150,000	\$0.140

Red Option



Project Red

Estimated costs

SQ Feet

Cost per Sq Ft

Estimated Cost

A. Practice Gym & Lockerroom 77x130

10,018

\$185.00

\$1,853,330

B. Performing Arts 75x120

8,400

\$140.00 Steel

\$1,176,000

8,400

\$190.00 Brick

C. Remodel Stage with Concessions and Restrooms and Athletic Storage

\$400,000

Sprinkle the buildings

\$1,000,000

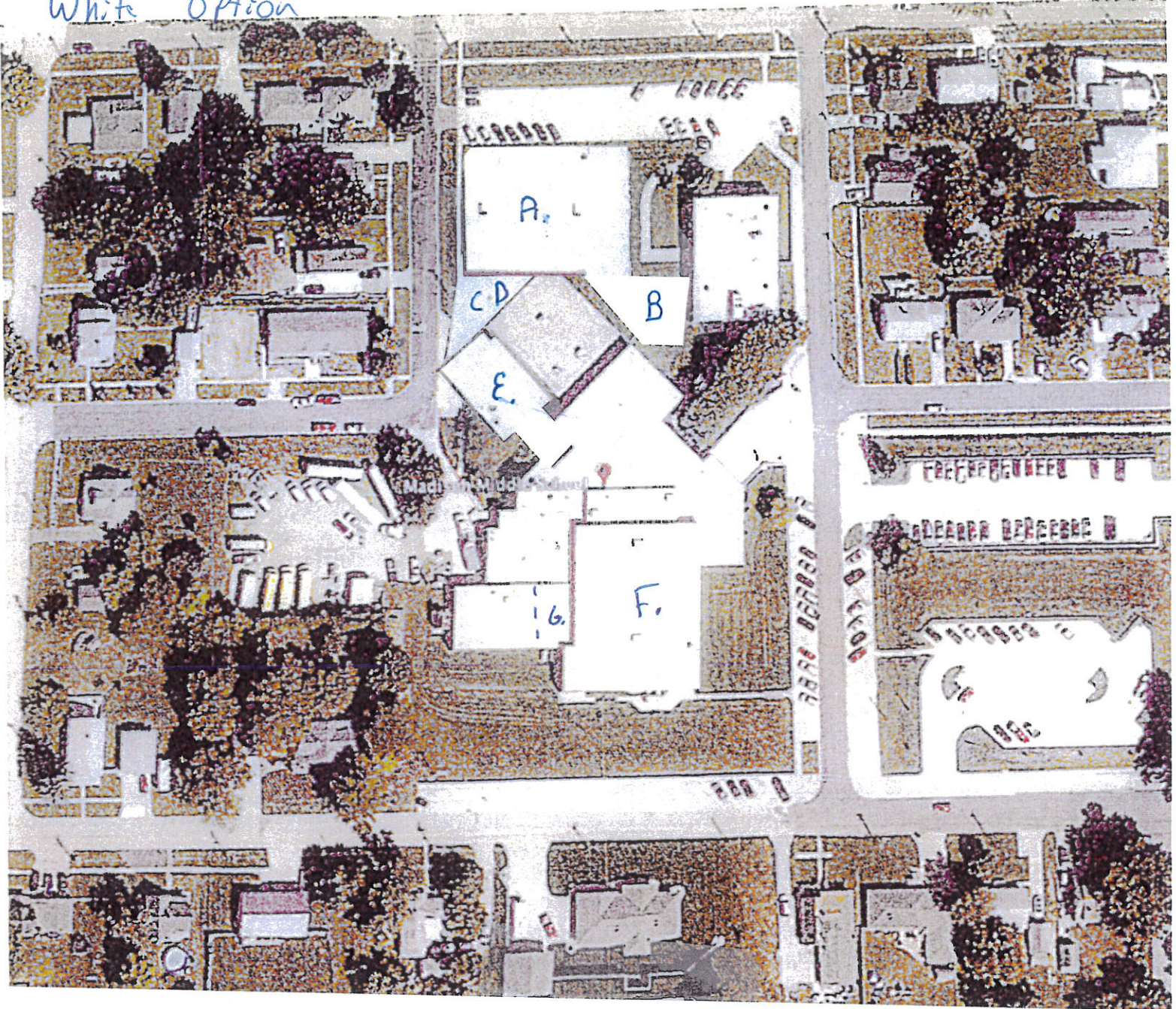
D. Storage areas in woodshop

\$100,000.00

Estimated Total

\$4,529,330

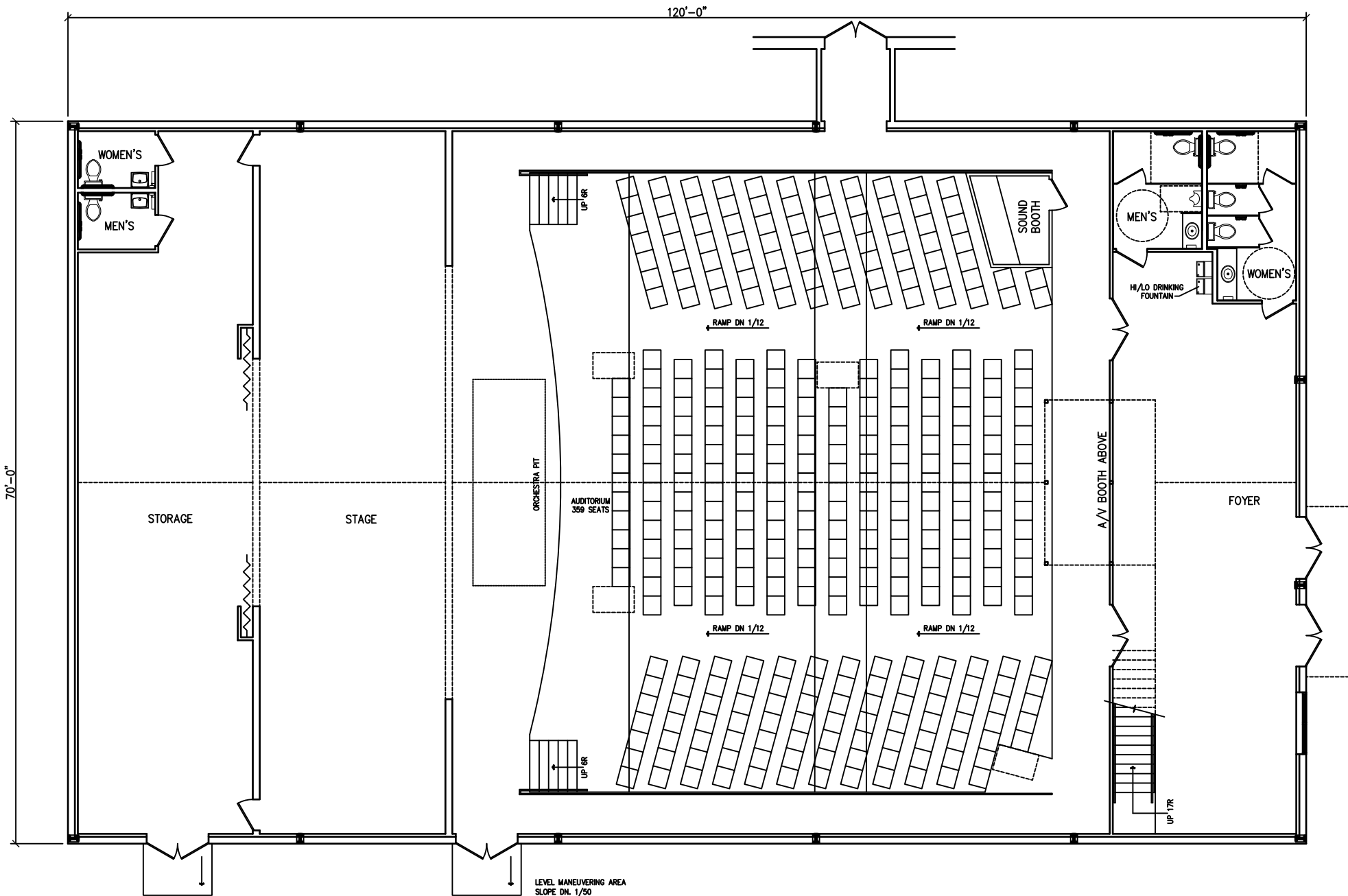
White Option



Project White

Estimated costs

	SQ Feet	Cost per Sq Ft	Estimated Cost
Competition Gym/Lockerrooms/Concessions/Bathrooms ^{A B C D}			\$4,250,000
MS Commons ^E			\$250,000
Remodel current gym ^F			
		Stage	\$75,000
		Gym Floor	\$30,000
		BB Hoops	\$10,000
		Bleachers	\$60,000
		Weightroom	\$30,000
Sprinkle the buildings			\$1,000,000
Storage areas in woodshop ^G			\$100,000.00



FAKLER ARCHITECTS, L.L.C.

1001 N. 6th ST., BEATRICE, NE 68310

PH 402-228-3020 FAX 402-228-3018

E-MAIL michael@faklerarchitects.com

THEATER

SCALE: 3/16" = 1'-0"

SCALE: 8400 SQ. FT.

Madison Public Schools

"Annual Report"

December 2017

www.madison.esu8.org

K-12 Enrollment for 2017-18

(As of September 2017)

Kindergarten	25
1 st Grade	29
2 nd Grade	35
3 rd Grade	34
4 th Grade	38
5 th Grade	24
6 th Grade	38
7 th Grade	32
8 th Grade	36
Freshmen	44
Sophomores	39
Juniors	42
Seniors	47
TOTAL K-12	463

** We also have 48 pre-schoolers

School Finance Receipts Data from 2016-17

% of School District Revenue from Various Sources

	Local/Prop. Taxes	State	Federal
Madison	75.0%	11.0%	14.0%

Mill Levy and Valuation Data

School Year	Tax Levy	District Valuation
2016-2017	\$0.87	\$819,593,464
2015-2016	\$0.87	\$806,293,018
2014-2015	\$0.96	\$710,147,947
2013-14	\$1.05	\$556,327,404
2012-13	\$1.09	\$469,289,442

Number of School Meals Served

	2016	2017
K-12 Breakfasts	24,579	23,353
K-12 Lunches	72,273	70,989

Parent-Teacher Conference Data

	Fall 2017	Fall 2016
Elem.	100%	100%
MS/HS	100%	100%

Board of Education

Harlow Hanson	Jim Knapp
Jane Daberkow	Steve Ruh
Jim Reeves	Deb Neidig

Recent K-12 Enrollment Totals

2016-17	469
2015-16	474
2014-15	495
2013-14	518

* Taken from State of the Schools Report

State Aid, Property Tax Request, and Total

School Year	State Aid	Property Tax Request	Total
2016-17	\$0000	\$7,192,866	\$7,192,866
2015-16	\$9173	\$7,058,194	\$7,067,367
2014-15	\$ 90,224	\$6,804,521	\$6,894,745
2013-14	\$112,280	\$5,894,589	\$6,006,869
2012-13	\$348,735	\$5,115,442	\$5,464,177

Student Participation Data

% of Students involved in at least one school-sponsored activity

	MMS	MHS
2015-16	52%	47%

Option Student Data

	In	Out	Total
2016-17	17	52	-35
2015-16	16	62	-46
2014-15	15	50	-35

School Finance Disbursements Data from 2016-17

	MPS
% of budget spent on "direct instruction"	59.0%

Total General Fund Disbursements

2016-17	\$7,390,704
2015-16	\$7,296,396
2014-15	\$7,155,502
2013-14	\$6,812,445
2012-13	\$7,089,265

Avg. Years Teaching Experience

	MPS
2016-17	13.0
2015-16	12.0
2014-15	12.0
2013-14	11.0

Student Population Characteristics from 2017-18

	MPS
Enrolled in Special Education	16.63%
Highly Mobile (moving in/out during year)	2.8%
Eligible for free/reduced school meals	79.13%

** 79.13% of MPS students are on free/reduced meals

Teachers' with Masters' Degrees/Higher

	MPS
2016-17	30%
2015-16	28%
2014-15	29%
2013-14	37.0%

Avg. Teacher's Salary Data

Year	MPS
2016-17	\$51,340
2015-16	\$50,027
2014-15	\$48,536
2013-14	\$48,876

Class of 2015 -16 Data

Total Number of 2016 MPS graduates	40
Number of graduates that received at least one scholarship	30
Total dollar amount of scholarships earned by Class of 2016	\$394,606

Dual Credit Information

School Year	# of college credits enrolled in by our Juniors/Seniors
2017-18	87
2016-17	84
2015-16	25

AQuESTT for Nebraska 2016 & 2017 Classification Report

District Classification	
Madison Elementary	Needs Improvement (One point short of the " Good" classification)
Madison Middle School	Needs Improvement
Madison High School	Good

Graduation Rate Data

School Year	MPS
2017 Cohort Graduation Rate	94.70%
2016 Cohort Graduation Rate	91.30%
2015 Cohort Graduation Rate	90.91%

Nebraska State Accountability Percentage of District Students Performing at Proficient Level

	Math	Reading	Science	Writing
2016-2017	62%	25% New Test	55%	N/A
2015-2016	62%	69%	43%	51%
2014-2015	58%	61%	53%	51%
2013-2014	51%	49%	44%	N/A
2012-2013	54%	59%	55%	62%

NWEA/MAPS Nationally-Normed Assessments Average Student Scores Report from 2016-17

District	Reading	Math
4 th Grade	202.4	210.8
8 th Grade	222.4	228.6
10 th Grade	219.3	232.8
NATIONAL		
4 th Grade	203.6	208.7
8 th Grade	219.1	229.1
10 th Grade	220.4	231.5

Nebraska school districts chose one national standardized test to measure their students' performance at a certain grade and to compare their results to the performance of students across the country. Results show the average RIT score for the district and the nation.

ACT Average Score Data from 2017

	MPS	State	National
English	16.9	21.1	20.3
Math	19.1	20.9	20.7
Reading	17.4	21.9	21.4
Science	19.1	21.5	21.0
Composite	18.3	21.4	21.0

ACT Average Score Data from 2016

	MPS	State	National
English	18.5	20.9	20.3
Math	20.5	20.8	20.8
Reading	21.1	21.8	21.3
Science	21.2	21.5	20.8
Composite	20.5	21.4	20.9

#weRmadison on Twitter

Madison Public Schools

Alan Ehlers
Superintendent
Jim Crilly
Secondary Principal
Andrew Offner
Elem Principal/CD

700 So Kent St.
P.O. Box 450
Madison, NE 68748
District Phone (402) 454-3336 Fax (402) 454-2238
Elementary Phone (402) 454-2656 Fax (402) 454-3978

Karla Kush
MS Principal/IPM/EL
Reid Ehrisman
Athletic Director
Christine Knapp
Office Manager

The mission of Madison Public Schools is to prepare students to be competent, confident, productive, and responsible citizens.

December Board Meeting- High school report- Jim Crilly 2017

Enrollment

High School Enrollment

9th grade- 43 students

10th grade- 39 students

11th grade- 41 students

12th grade –46 students

169 Students

<u>Student Report-</u>	Sept.	Oct.	Nov.	Dec.
Attendance %	96.65%	94.89%	98.57%	94.12%
Down List %	26.47%	18.20%	16.45%	24.11%
Down List May 2017	35.46%			

- Juniors in ACT prep study skills class will be taking first full practice test December 13th. This is a 4-hour practice test. The Actual test will be April 4th 2018.
- We will begin to start 2017–2018 registration with getting class information of what classes are available in January and registration starting in February.
- Teammates currently has almost 50 mentor /matches and are always looking for more. Officers will be helping out with soup supper during the HS Holiday BB tournament.
- Facebook continues to be a valuable way of communication for Madison Public Schools. We averaged last week over 4,000 looks for the week on things posted. We will also start to use the notification piece on the new Madison App as well as our daily bulletin.
- The semester will be ending December 20th and semester tests will be taking place December 18th and 19th.

- One Act Play season ended with districts at CCC. Congratulations to all actors and sponsors, Mrs. Wagner, Mr. Swedberg, Ms. Lafleur on a job well done.
- Graduation rate estimates continue to be above 90%, Ms. Malone and myself continue to monitor progress pretty closely.
- Myself, Mr. Ehrisman, Ms. Malone and Mr. Fite traveled to Lexington HS and met with Lexington Administration and teachers. We picked up a few ideas on some things we may try initiate here at MHS and also reaffirmed we are doing some really good things here. Trip was very informative, and Lexington expressed they would like to visit Madison in the future.



OFFICE OF
MADISON COUNTY CLERK
NANCY SCHEER, COUNTY CLERK
P.O. BOX 290
MADISON NE 68748-0290
(402) 454-3311, EXT. 136

November 8, 2017

Alan Ehlers, Superintendent
Madison Public Schools
P.O. Box 450
Madison, Nebraska 68748

RE: 2018 Elections

Dear Mr. Ehlers:

Enclosed herewith is a certification for the nomination and election of school board members at the 2018 elections. Please review this information for accuracy, date, sign, and return in the enclosed self addressed envelope. Pursuant to §32-404 Nebraska Revised Statutes, this certification must be filed in my office no later than January 5, 2018.

The incumbent filing deadline for the May 15, 2018 Primary Election is February 15, 2018 and the filing deadline for all other candidates is March 1, 2018. All filing forms must be in the possession of the County Clerk by 5:00 P.M. on the deadline.

If you have any questions concerning the 2018 elections, please call me.

Sincerely,



Nancy Scheer
County Clerk

Enclosures

CERTIFICATION OF OFFICES - 2018 ELECTION

Due in the Office of the County Clerk no later than January 5, 2018

Pursuant to §32-404 Nebraska Revised Statute, the governing board of each political subdivision which will hold an election in conjunction with a statewide primary election shall certify to the Election Commissioner/County Clerk the name of the subdivision, the number of officers to be elected, the length of the terms of office, the vacancies to be filled by election and length of remaining term. The certification must be completed in full. If you have any questions regarding the certification, do not hesitate to contact my office.

NAME OF SUBDIVISION: School District #1

COMPLETE ADDRESS: P.O. Box 450, Madison, Nebraska 68748

CONTACT PERSON: Alan Ehlers, Superintendent PHONE NUMBER: 402-454-3336 E-MAIL: aehlers@esu8.org

Office to be Elected	Name of Present Officeholder(s)	Length of Term	Annual Salary (if any)
<u>Board of Education</u>	<u>Harlow Hanson</u>	<u>4 years</u>	<u>None</u>
<u>Board of Education</u>	<u>Jane Daberkow</u>	<u>4 years</u>	<u>None</u>
<u>Board of Education</u>	<u>James Knapp</u>	<u>4 years</u>	<u>None</u>

HOW MANY OFFICERS WILL BE ELECTED FROM THE DISTRICT: 3
(Listed on the ballot as: Vote for up to Three)

I hereby certify that the above information is true and correct in regard to the nomination and election of officials to be elected for the above named subdivision. I further certify that officials for the above named offices will be nominated in the May 15, 2018 Primary Election and elected in the November 6, 2018 General Election.


Signature of Certifying Officer and Title

11-14-2017
Date

Return to: Nancy Scheer
Madison County Clerk
P.O. Box 290
Madison, Nebraska 68748-0290

****Reminders****

February 15, 2018 - Incumbent Filing Deadline
March 1, 2018 - Last day for Non-Incumbents to file

There is no filing fee for School Board or Airport Authority. Filing fees for Mayor, City Council, and Village Boards is 1% if the salary exceeds \$500.00 payable to the City or Village. The receipt for the fee must accompany the filing. Statements of financial interest are not required for these positions.

FREEDOM FROM RELIGION *foundation*

P.O. BOX 750 | MADISON, WI 53701 | (608) 256-8900 | FFRF.ORG

November 30, 2017

Alan Ehlers
Superintendent
Madison Public Schools
P.O. Box 450
Madison, NE 68748-0450

Re: Unconstitutional Religious Assemblies

Dear Superintendent Ehlers:

We are writing on behalf of the Freedom From Religion Foundation (FFRF) to alert you to serious constitutional concerns regarding religious programming that was hosted by Madison Public Schools. FFRF is a national nonprofit organization with more than 30,000 members across the country. Our purposes are to protect the constitutional principle of separation between state and church, and to educate the public on matters relating to nontheism.

It is our understanding that Madison High School hosted an assembly by the Todd Becker Foundation in the past, and may do so again in the future. We are writing to inform the District of its obligation to protect students from proselytizing adults while they are at school, and to warn of the legal ramifications of permitting religious ministries to proselytize to your students. We also want the District to be aware of the divisiveness created in the community when schools invite speakers who are not welcoming of all students.

Please review the enclosed memo, which explains how the Todd Becker Foundation utilizes public schools, like Madison High School, to convert children to their brand of evangelical Christianity and why the District cannot allow the Foundation to present in its schools. We request your assurance that the Todd Becker Foundation will not be invited or allowed to present at District schools again in the future. Thank you for your time and attention to this matter.

Sincerely,



Patrick Elliott
Senior Counsel
Freedom From Religion Foundation



Christopher Line
Patrick O'Reiley Legal Fellow
Freedom From Religion Foundation

Grant Report for Board

New:

<u>Name of Grant:</u>	<u>Amount:</u>	<u>General overview of purpose:</u>	<u>Status:</u>
Follette Learning Challenge	To be determined	Highlighting Watershed project / 21st century skills Engagement between students/community/industry	Written grant portion completed - Collaborating with students to submit 3-5 minute video on Watershed project
21st Century Continuation Grant		Continuation of existing 21st Century Grant	Letter of intent and accompanying information submitted November 30. Letter of Intent accepted and approved November 31, grant application due February 2018
National School Lunch Program Equipment Assistance Grant	\$7,776.85	Extra large, refrigerated salad bar to be purchased for the middle/high school building for increased options and expansion of salad bar. Existing salad bar to be installed at elementary school with "walk around" ramp so elementary students can have access to fresh fruits and vegetables on a salad bar	Application was submitted November 7, 2017 Notification by December
Education Quest College Access	\$20,000 over four years	Institute and continue programs in the following areas: Visiting a college campus Attending a College Fair or Educational Planning Program Attending a Financial Aid Presentation Completing the Free Application for Federal Student Aid (FAFSA) Finding and applying for scholarships Encouraging family involvement	Letter of intent to apply submitted October 25th (If we are accepted as eligible - application will open and be submitted by June 11th, 2018) Accepted and approved as eligible - will submit by June 11, 2018

Update on previous submissions:

REAP	\$32,975.00	Lease payment for student computers	Received notification September 18th that grant has been funded
Title IV-A	Total: \$122,000.00		Application submitted September 1
	Including:	Robotics expansion Watershed project expansion Greenhouse supply expansion Development of drone program Resource Officer D.A.R.E. program Midtown Counseling expansion B.I.S.T. training for staff Motivational speaker for students Strong Fathers program Apple professional development/training Canvas training Infinite Campus training	Notification by late October/Early November 2017 Received notification November 3 that the request was not funded
Education Quest 8th Grade Grant	\$500.00	Encourage college dreams for our 8th grade students Visit to Northeast Community College and a business Grant would pay: Students/sponsors/bus driver lunch Substitute teacher for sponsor Bus driver's wages for the trip	Application submitted September 22 Notification by October 2017 Received notification October 6th that grant has been funded
Farm Credit - FFA	\$2,000	"Native Nebraska Garden" project Grant would pay: Purchase of plants and grasses Benches Mulch, fertilizer, hoses, tools Plaques to designate each plant as educational tool	Application submitted September 29, 2017 Notification in late October / early November 2017 Received notification October 24 that \$1,500 has been funded
Perkins	\$2,516.97	Three STEMBoT fully assembled robots with accompanying windows laptop computers for expansion and increased access regarding the robotics program	Application submitted October 10th Received notification November 3 that grant has been funded
Perkins	\$450.00	Institute a mock "job fair" program for businesses to be invited to the school - students would create resumes, write thank yous, practice marketing and interview skills	Application submitted October 10th Received notification November 3 that grant was not funded
Total to date:	\$37,491.97		

Madison Public Schools

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Superintendent
Jim Crilly
Secondary Principal
Andrew Offner
Elem Principal/CD

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 P.O. Box 450
 Madison, NE 68748
 District Phone (402) 454-3336 Fax (402) 454-2238
 Elementary Phone (402) 454-2656 Fax (402) 454-3978

Karla Kush
MS Principal/IPM/EL
Reid Ehrisman
Athletic Director
Christine Knapp
Office Manager

The mission of Madison Public Schools is to prepare students to be competent, confident, productive, and responsible citizens.

Mrs. Kush – December 11, 2017

Middle School Principal, Intervention Project Manager, English Learners Coordinator

Number of Students in Middle School

Grade Level	Start of Year (8/9/17)	Current as of 12/4/17
6 th Grade	39	39
7 th Grade	30	31
8 th Grade	38	35
Middle School Total	107	105

Student Report

	August- September	September- October	October- November	November- December
Attendance %	95.16%	95.88%	96.60%	95.89%
Tardy %	3.7% 4 students (all less than 5)	18.09% 19 students 1 with >5	20.95% 22 students 4 with >5	11.43% 12 students 2 with >5
After School Program % (weekly)	14.15%	14.15% 7.6% 8.5% 8.5%	3.8% 9.5% 10.5% 6.6%	12.4% 16.2% 10.5% 13.3%

1. November 20th was K-8 Dad & Kid Science Night. Approximately 100 parents.
2. Middle School MAPs testing complete. Teachers have access to data and we are creating student folders with multiple areas for students set personal goals and track progress.
3. English Learner (EL) teachers and I went to a EL Program Review workday on December 1st. It is great to be able to compile everything we are doing to help our students succeed!
4. Visit to Lexington Middle School on December 8th. Take away: 2 good practices to consider implementing in Madison AND 2 good practices that we are doing that they could consider.

5. BIST consultant continues to provide support two days each month. She held an 8th grade class meeting where the students came up with a plan of 3 Ways to Help Myself Succeed: 1) move myself, 2) ignore or say, “please stop,” 3) keep my eyes on my job.
6. There will be a team of teachers attending a MTSS training Dec. 14. There are monthly training days with plans to implement MTSS in the Middle School 2018-19 school year.
7. “Houses” are looking to sell more gear. And the end of 2nd quarter “House” winner will be announced prior to semester break. Student morale is positive
8. Continuation of referring students and communicating with Midtown Health Center. Some students have been reduced down to every-other-week sessions.



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Mr. Offner –December 11th, 2017

Elementary Principal/ Curriculum & Assessment Director

Grade Level	(As of 12/05/17)
Preschool	JT – 34 TR – 13 total 47 Plus 1
Kindergarten	24 same
1 st	29 same
2 nd	36 same
3 rd	33 – 2 in mid Nov
4 th	38 same
5 th	24 same
Total Preschool-5 th	231
	Total of K – 5 - 184

Elementary Principal:

1. Bring your Dads to Science Night November 20th Excellent night!! Thank you to Mrs. Kush and everyone that helped make the night a success
2. Carnival – March 23rd
3. Elementary Concert March 15th at 7 pm at the high school
4. Went to Lexington with Brisa Calderon and Erin Reeves – was a great experience and nice to see reading, math, preschool, and EL in a different environment

Curriculum:

1. English Language Arts – this will be accelerated to 2017 – 2018
2. Science – spring 2021 current 2nd and 5th grade students will be the first assessed – Reminder
3. Math CCR Assessed this year - This assessment will be more rigorous

Assessment:

1. NAEP – Have not heard
2. MAP assessment – Done – students will set goals for next MAP round

Attendance and Tardy tracking:

Month	September	October	November
Monthly Attendance Avg.	96.46%	96.55%	96.99%
Tardy 1 day per month	15	16	13
Tardy 5 or less per month	11	13	10 (2 over 5)
Total students tardy per month	26	29	23

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December Board Report- Reid Ehrsmann- Athletic Director

- Winter sports are underway. We had very good parent attendance at the parent/athlete meeting. The girl's basketball team has 25 girls out, the boy's basketball team has 28 out, and we have 11 wrestlers out.
- MS wrestling and MS girl's basketball season's are starting to wind down. The girls team has 17 girls out and there are 14 wrestlers out.
- I attend the Leadership Summit at Midland College with Mr. Fuhs and Madison HS students.
- Fall coaches shared their program plans with the board. A lot of work and preparation was put into these, hopeful and excited to see our coaches follow through with their plans.
- I traveled to Lexington HS with other Madison HS staff to gain a better understanding of what they are doing. It was a very valuable trip in learning what they do and things we can pull from them to utilize here at Madison

Scoreboard

Wrestling:

Broken Bow Tournament: Nick Oltmer finished 1st at 170lbs and Ryan Haskell finished 2nd at the 160lb weight class. Four other wrestlers missed placing by one match.

Boy's Basketball (2-1)

Randolph-Exhibition Game (11/21)- Lost
Riverside (11/30)- Lost 29-72
Clarkson-Leigh (12/2)- Won 67-60
Elkhorn Valley (12/5)- Won 56-40

Girl's Basketball (0-3)

Randolph-Exhibition Game (11/21)- Lost
Riverside (11/30)- Lost 22-41
Clarkson-Leigh (12/2)- Lost 26-55
Elkhorn Valley (12/5)- Lost 38-60

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Superintendent Report December 2017

- Fall Projects update:

Aaron Beckman (Ag Specialties) is planning to finish up the process of placing the dragon statue on December 7th and 8th. If all goes well it should be in place prior to the December Board Meeting.

- Staffing update:

Preschool Teacher - At this time Terynn Rother has agreed to teach the half-day section of Preschool until the end of the school year. We conducted several interviews but did not find the person that would align with the long term needs of our students. We also considered a long-term substitute to fill the position with no luck.

The administrative team realizes that this is not ideal for the full day support of our elementary school counseling program but still provides the best support at this time. The plan is to advertise again in March and April to fill this position for next year.

AG Teacher - Four interviews have been completed at this point. The search has been unable to bring positive results at this time. So, our hope is to move into the Second Semester much like we did in the first semester. The search will remain open until filled for next year and we will re-advertise in March.

Secondary Special Education Para - Melissa Freudenburg has started working as a High School Special Education para.

Elementary Custodian: Doug S. has returned on light duty at this time. He is hoping to be cleared to drive the bus after his appointment on December 11th.

- Please come out on December 20th and Join our Principal's as the will be flipping pancakes for the students and community. This will take place down at the city Auditorium from 8:30-12:30.
- Administrative evaluations will be completed in December.
- The Expedition will be going out to Pfeifer Auto Body for repair on the rear hatch During the holiday break. The paint is starting to bubble and after taking it to Big Country Ford they said this is a common issue due to the type of metal ford used to make the hatch.
- During the time, Christine was on Maternity leave it was discovered the payroll taxes were not made. When Christine return, we paid them once she discovered the error. We have written a letter to explain the error and hopefully avoid the fine. We will need to pay the fine and wait and see if the will have mercy on the district.
- Included in you board materials is a letter from the Freedom from Religion foundation. The letter is in regards to us hosting the speakers from the Todd Becker Foundation. If this presentation is scheduled in the future I would suggest that we have board approval as this might place the district in harm's way. This is the second time in six years we have hosted the Todd Becker foundation. I have heard their presentation in the past which does tip toe on the line of religion.
- Reminder of dates to file for the Board of Education, incumbents February 15th deadline and non-incumbents March 1st. If you have questions please feel free to contact Mr. Ehlers. Statewide Primary Election Day is May 15th.

The amount of time board members spend carrying out their duties varies greatly from district to district. Some boards hold regular meetings once a month, others meet twice or more each month. Board members are also called upon to attend committee meetings, special meetings, and hearings as required, and to spend time read- ing board materials and participating in professional development activities. It is imperative that those who choose to run for local boards of education be prepared to commit the substantial amount of time necessary to serve effectively. (NASB)

**NEBRASKA SCHOOL ACTIVITIES ASSOCIATION
COMMITTEE ON NSAA STATE DUALS WRESTLING**

Minutes of October 24, 2017

The Committee on State Duals Wrestling met telephonically on Tuesday, October 24, 2017 at 10:00 a.m. Nolan Beyer, NSAA District II Board of Director, chaired the meeting. Dr. Tenopir reviewed the three proposals brought forward for discussion.

Committee members present were Nolan Beyer, Millard Public Schools; Dr. Troy Unzicker, Alliance; Dean Davis, Centennial; Erich Warner, Blair; Jeff Wagner, Bellevue East; Cody Wintz, Battle Creek; Darron Arlt, Plainview; Dan Stokey, Ogallala; Dr. James Haley, Wood River; Matt Springer, Southwest; Daren Hatch, Elwood; James Miller, Scottsbluff; and Chuck Lambert, Bridgeport. Ex-officio members included NSAA Staff, Dr. Jim Tenopir, Debra Velder, Ron Higdon, Jennifer Schwartz and Jeff Stauss.

The three proposals discussed were:

- #1 Move the NSAA Dual State Wrestling Championships to the Saturday of Week 32. Move the district tournaments to Week 33, and the Individual Championship to Week 34. Qualifying format would implement wildcard criteria for duals.
- #2 Move the NSAA Dual State Wrestling Championships to the Saturday of Week 31. Keep the district tournaments on Week 32 and the State Championships on Week 34. Qualifying format would implement wildcard criteria for duals.
- #3 Move the NSAA State Dual State Wrestling Championships to the middle of the season. A series of duals would be scheduled to qualify for the championship beginning with Week 24. The NSAA State Duals Championship would be held Week 27.

After discussion on the three proposals presented, the committee was in agreement that Proposal #2 with some modifications be formulated into a proposal to be submitted through the NSAA Legislative process.

With no further business, the committee adjourned at 11:00 a.m.

Debra Velder, Associate Director

4033
[Intentionally Left Blank]

4034
Staff Handbook

The superintendent or designee shall annually formulate, review and revise a staff handbook that will contain information about the district's employment policies and practices. The staff handbook is an extension of these policies and has the force and effect of board policy when approved by the board of education.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4035
[Intentionally Left Blank]

Adopted on: _____

Revised on: _____

Reviewed on: _____

4036
Crisis Response Policy

I. The following objectives apply to dealing with a crisis situation:

- A. Ensuring the safety and emotional security of students.
- B. Formulating a plan of action immediately that provides uniformity in the treatment of each crisis.
- C. Identifying those students and staff who will likely be most strongly affected by grief.
- D. Preserving, to the extent possible, the daily school routine and pre-scheduled activities so as not to draw others into deeper levels of grief than they would normally experience.
- E. Monitoring students' progress through the stages of the grief process.
- F. Making the school's resources available to parents and guardians who become concerned about their child's reaction to a crisis.

II. Policy

- A. School Hours
 - 1. During a crisis situation, the administration will maintain established school hours and proceed with all co-curricular activities as scheduled whenever possible.
 - 2. If, during a crisis situation, the parent(s) or guardian of a student decide that the student needs to be absent, this absence will be excused.
- B. Access to School Facilities
 - 1. The school's facilities may not be used for funeral or memorial services during the school day.

2. This policy does not discourage the presentation of traditional American Legion memorial services which promote patriotism.

C. Memorials

1. Memorials often create a visual reminder of a particular crisis that may reintroduce feelings of grief for students. Therefore, memorials may not be displayed anywhere on the school premises without board approval.

This policy is not intended to discourage the acceptance of memorial funds or specific items.

Adopted on: 2/8/2016

Revised on: 7/10/2017

Reviewed on: _____

4036.1 Crisis Response Team Duties

The school district will use a Crisis Response Team (CRT) to plan and coordinate efforts to deal with an emergency that involves the school, staff, and students. The primary concern will be the safety and welfare of students and staff, followed by the protection and salvaging of property.

The CRT will consist of the superintendent or designee (who will serve as general coordinator), the principal (who will serve as staff/operations coordinator), the counselor (who will serve as counseling services coordinator), one secondary and one elementary staff member, and one male and one female secondary student. Examples of situations that the CRT would address are the death of a student, staff member, local or national leader; an accident or illness involving any of the previously mentioned people; a threat to the safety of students or staff; weather-related disaster; or other incidents that seriously affect the school.

The superintendent will direct and coordinate CRT members. The principal will assume these responsibilities in the absence of the superintendent, and a designated board member will assume the responsibilities of the superintendent and principal in their absence. Team appointments and assignments may change annually based upon the district's needs.

During a crisis, school will be conducted in as normal and routine a manner as possible. To help provide students and staff with the services to cope with an emergency, the CRT may call upon patrons and school and community professionals who are skilled in providing counseling.

A careful balance must be maintained between the right of the public to information and the rights of the student and staff to privacy and normalcy. The general coordinator will be responsible for dealing with the media and providing information to the public.

Responsibilities of General Coordinator:

1. Pre-Crisis:
 - a. Appoint team members;
 - b. Call meetings;
 - c. Serve as chair of CRT; and

- d. Inform staff and community of functions of CRT.
2. When Crisis Occurs:
 - a. Compile checklist of activities that must be addressed prior to meeting with CRT;
 - b. Decide whether to convene or postpone school with necessary transportation and scheduling adjustments; and
 - c. Communicate with president of the board. President of the board will communicate with remainder of board.
 - d. Conduct secretarial and custodial meetings to tell them what information to give out and to direct all visitors to the crisis headquarters.
 - e. Communicate as needed with police, civil defense, fire and emergency personnel;
 - f. See that students and staff are appropriately notified after CRT meeting;
 - g. Approve press releases and schedule news conferences;
 - h. Serve as approval authority on plans presented by other coordinators; and
 - i. Handle unexpected details as they arise.
 3. Post Crisis:
 - a. Critique the response strategy of the CRT after the crisis with the CRT; and
 - b. Report on the incident at the next regular (or emergency) board meeting.

Responsibilities of Staff/Operations Coordinator:

1. Pre-Crisis:
 - a. Attend meetings;
 - b. Assist in informing staff and community of functions of CRT;
 - c. Arrange for special training as needed.
2. When Crisis Occurs:
 - a. Meet with general coordinator;
 - b. Meet with CRT as needed;
 - c. Provide staff with necessary information.
 - d. Provide support services for staff: refer the staff to counseling services coordinator as needed, arrange for substitutes to be in the building, arrange for class coverage as needed, and keep staff updated.

- e. Support services for family: express condolences and offer support, check on financial matters for the family as needed (social security, insurance, retirement).
 - f. Check on funeral arrangements if needed, notify staff and students, and arrange substitutes as needed.
 - g. Support services for students: refer those needing support to counseling services coordinator and assist in calling community personnel as needed.
 - h. Keep records of occurrences as they happen.
3. Post Crisis:
- a. Critique the response strategies and turn in recommendation to the general coordinator; and
 - b. Meet with the CRT.

Responsibilities of Counseling Services Coordinator:

1. Pre-Crisis:
- a. Compile a list of support staff from the community and other area support services, with names and phone numbers; and
 - b. In-service CRT members and selected building personnel regarding specific counseling interventions for crises, especially the student members of CRT.
2. When Crisis Occurs:
- a. Meet with the general coordinator;
 - b. Meet with the CRT as needed;
 - c. Evaluate counseling needs for the day; involve support staff from the community and other agencies as needed;
 - d. Arrange for small group and individual counseling sessions for students, staff, and parents as needed;
 - e. Contact area mental health agencies if necessary for referral or additional assistance;
 - f. Arrange to visit classes as needed to make announcements, give details, answer questions, etc.;
 - g. Oversee the use of student records;
 - h. Maintain counseling records for follow-up;
 - i. Liaison with parents if necessary; and
 - j. Liaison with student representatives to CRT.
3. Post Crisis:

- a. Critique the response strategies used, update the crisis plan, and update counseling records and turn in recommendations to the general coordinator; and
- b. Be observant for support needed by CRT members and other involved staff.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4037
Reduction In Force

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

1. **Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number or percentage of employment of the certificated staff overall may be increased by other hiring's or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.

2. **Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

3. **Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.
 - a. Programs to be offered;
 - b. Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the

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

- c. State and federal laws or regulations that may mandate certain employment practices;
- d. Involvement in the programs and activities sponsored by the school district;
- e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district;
- f. The organizational and educational effect caused by multiple part-time certificated employees;
- g. Formal and informal evaluation of staff performance by supervising administrators and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the Nebraska Department of Education for the district;
- h. Any other reasons that are rationally related to the instruction in or administration of the school district.

4. **Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.

- a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
- b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
- c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year full-time equivalent employment.
- d. A break in service will terminate a teacher's seniority and length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of

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

5. **Rights of Recall.**

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

6. **Current Teaching Certificate.**

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

7. **Address Records.**

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

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

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4038
Classified Staff Defined

The term "classified staff" means all employees other than certificated teachers and administrators. Classified staff employees are employed at will, and their employment may be amended or terminated at any time and without any cause.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4039

Employment of Classified Staff

The superintendent or designee shall hire classified staff to meet personnel needs consistent with the district's budget, instructional needs, and non-instructional operations. The superintendent or designee may, but is not required to, conduct a criminal background check on any classified staff applicant, provided that such check shall occur only after the school district has determined that the applicant meets the minimum employment qualifications. This policy shall not prevent the school district from requiring an applicant to disclose his or her criminal record or history relating to sexual or physical abuse prior to any minimum employment qualification determination.

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

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4040
Employment Terms for Classified Staff

Each position listed below shall be hired by the superintendent on the terms stated.

Head Custodian

Employed on a 12-month basis
Provided appropriate level of full single coverage insurance
Allowed 5 days of paid vacation during your first year of employment, 10 days from years 2-9, then 15 days after 9 years, cumulative to 15 days.
Allowed 10 days of paid sick leave per year, adding one more day for every year employed, up to 15 days, cumulative to 45 days
Allowed 3 days of paid personal leave per year, these days do not accumulate
Paid holidays to include Labor Day, Thanksgiving, Christmas Day, New Year's Day, Easter, the Fourth of July and Memorial Day

Business Manager

Employed on a 12-month basis
Provided appropriate level of Employee-Children coverage insurance
Allowed 5 days of paid vacation during your first year of employment, 10 days from years 2-9, then 15 days after 9 years, cumulative to 15 days.
Allowed 10 days of paid sick leave per year, adding one more day for every year employed, up to 15 days, cumulative to 45 days
Allowed 3 days of paid personal leave per year, these days do not accumulate
Paid holidays to include Labor Day, Thanksgiving, Christmas Day, New Year's Day, Easter, the Fourth of July and Memorial Day

Principal's Secretary

Employed on an hourly basis only as needed
Offered paid single coverage insurance, if declined, employee is given cash in lieu
Allowed 5 days of paid vacation during your first year of employment, 10 days from years 2-9, then 15 days after 9 years
Allowed 10 days of paid sick leave, cumulative to 45 days
Allowed 3 days of paid personal leave per year, these days do not accumulate

Paid holidays to include Labor Day, Thanksgiving, Christmas Day, New Year's Day, Easter, the Fourth of July and Memorial Day

Allowed 2 personal days per year

Prior agreements allowed per superintendent's approval on an individual basis

Cooks

Employed on an hourly basis only as needed

Offered paid single coverage insurance, if declined, employee is given cash in lieu

Allowed 10 days of paid sick leave, cumulative to 45 days

Allowed 2 days of paid personal leave per year, these days do not accumulate

Paid holidays to include Labor Day, Thanksgiving, Christmas Day, New Year's Day, and Easter

Paid from the Hot Lunch Fund

Para Educators

Employed on an hourly basis only as needed

Offered paid single coverage insurance, if declined, employee is given cash in lieu

Allowed 10 days of paid sick leave, cumulative to 45 days

Allowed 2 days of paid personal leave per year, these days do not accumulate

Paid holidays to include Labor Day, Thanksgiving, Christmas Day, New Year's Day, and Easter

Physical Exam

Any non-certified school employees who are required to do so by law must have a yearly physical examination.

Required physical exams will be paid for by the district and a written notice given to the superintendent previous to September 1 of the ensuing year.

The physical from a doctor may be specified by the board on a proper form to be provided by the superintendent.

If the employee wishes to go to a doctor other than the one specified by the board, the expenses will not be borne by the district.

Summer Workshops for Food Handlers

Those employed to handle and prepare food for the Hot Lunch Program are asked to attend the school provided by the State Department of Food Services.

All costs of the school and registration fees will be paid by the board of education. Transportation will be provided.

Non-Certified Substitute Pay

A substitute for a non-certified staff member will be paid on an hourly rate set each year at the regular April school board meeting.

Other Provisions Applicable to All Classified Staff

Rate of Pay

All classified staff shall be paid an hourly rate.

Classified employees who work more than 40 hours in a workweek shall receive 1½ times their regular hourly rate for each hour over 40 worked.

Adopted on: 1/11/16

Revised on: 7-10-2017

Reviewed on: _____

4041 Staff Dress and Appearance

The attire worn by staff members conveys an important image to students and the general public.

Certified staff, para-educators and office staff should generally dress in business casual attire.

Classroom staff **may not** wear the following types of clothing during the traditional school day from, when students or visitors are in attendance, or when the employee is supervising, directing or coaching students when the public is in attendance:

- For men: shirts worn without ties, except when the shirt has a logo which identifies the school and/or the school's mascot.
- Sweat, jogging and wind suits, except when teaching a physical education activity in the gymnasium or on a playing field or at athletic or other activity practices.
- Shorts, except when teaching physical education class or at athletic or other activity practices.
- Blue jeans, except at athletic or other activity practices.
- Any clothing which is immodest and may distract other employees or students in the learning environment.

The building principal may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special "casual days").

The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community. To help meet that end, jeans of any color may not be worn except on Friday which is considered a "dress down" day.

Custodial, maintenance and transportation staff should dress in attire appropriate to the work they are performing.

Adopted on: 6-12-2017

Reviewed on _____

Revised on _____

4042

Employee Social Security Numbers

Nebraska law prohibits employers from using or publishing an employee's social security number except under certain specified circumstances. This district shall comply with this law and take reasonable steps to protect the confidentiality of employees' social security numbers. However, neither state law nor this policy prohibits the district from using the last four digits of an employee's social security number as an employee identification number or in any other reasonable manner.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4043

Professional Boundaries Between Employees and Students

School district employees are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and other social networking sites including, but not limited to, MySpace, Facebook, and Twitter. The posting or publication of messages or pictures or other images that diminish an employee's professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

Unless an employee has a legitimate educational purpose, the following behavior is a violation of the professional boundaries that employees are expected to maintain with students. The following list is intended to illustrate inappropriate behavior involving students but not to describe every kind of prohibited behavior.

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by e-mail, text messaging, or instant messaging) on a matter that does not pertain to a school matter. Electronic communications with students generally are to be sent simultaneously to multiple recipients and not just to one student except when the communication is clearly school related

and inappropriate for persons other than the individual student to receive (i.e. grades).

- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior which exploits the special position of trust and authority between an employee and student.

This list is not exhaustive. Any behavior which exploits a student is unacceptable. If in doubt, ask yourself, "Would I be doing this if my family or colleagues were standing next to me?"

An employee is required to make a report to the superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Minor concerns or violations shall be reported within 24 hours. Major concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to President of the School Board.

A student who feels his or her boundaries have been violated should directly inform the offender that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offender or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, administrator, counselor, or other school employee with whom she or he feels comfortable.

All reports made under this policy will remain confidential to the extent allowed by law.

Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

A violation of this policy will form the basis for employee discipline up to and including termination or cancellation of employment, filing a report with law enforcement officials, and filing a report with the Commissioner of Education.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4044
Staff Election Conduct

The Board recognizes its individual employees' rights of citizenship, including, but not limited to, engaging in political activities. An employee of the District may seek an elective office, provided that the staff member does not campaign on school property during working hours, and provided all other legal requirements are met. The District assumes no obligation beyond making such opportunities available.

The following activities are prohibited during an employee's work time (including duty-free lunch and planning periods):

1. Soliciting votes or contributions for or against a particular candidate or ballot proposition.
2. Discussing with students opinions regarding a political candidate or ballot proposition unless the topic is part of the approved curriculum.
3. Preparing, displaying, wearing or distributing campaign literature, materials, or signs for or against a candidate or ballot proposition (this prohibition does not apply to bumper stickers on personal vehicles).
4. Soliciting volunteers to assist with a campaign for or against a political candidate or ballot proposition.
5. Preparing for, organizing, or participating in any political meeting, petition, rally, or event.
6. Other prohibited political activity as defined by state law.

The following activities are prohibited at all times:

1. Using any school district resources including, but not limited to, facsimile machines, copy machines, computers or e-mail accounts, for political campaign activities.

2. Using school district property or facilities for any political campaign activities, unless such use is approved pursuant to school board rules or policy.
3. Spending district funds to urge votes to vote for or against a candidate or ballot proposition
4. Requiring employees to engage in political campaign activities as part of their job duties.
5. Providing employees with additional compensation or benefits for engaging in political activities.
6. Representing an employee's personal political position as the position of the school district or the board of education.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4045
Milk Expression

The district will provide reasonable break time for an employee who wishes to express breast milk for her nursing child in a place, other than a bathroom, which is shielded from view and free from intrusion from co-workers and the public for one year after the child's birth.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4046

Internet Searches Regarding Potential Employees

Members of the administrative team or of a hiring committee (hereinafter "the committee") may conduct internet research about job applicants by using the following protocol, except that no criminal history record information check shall be made until the school district has determined that the applicant meets the minimum employment qualifications:

1. The committee may Google candidates' full names and any aliases. Other search engines such as Yahoo or Bing may also be used. The committee may also search candidates' full names and any aliases on Facebook, MySpace, LinkedIn, Twitter, YouTube, SocialMention and other social networking websites.
2. All applicants or all finalists must have the same research conducted about them. For example, if the committee conducts a search on Google using the name of one applicant in order to determine whether to include that applicant in the list of finalists, the committee must also conduct an identical search of all applicants' names.
3. The committee may not use deception to gain access to applicants' social networking pages, blogs or other on-line media.
4. The committee must take reasonable steps to verify the reliability of the information obtained in the search, including consulting with the applicant for confirmation of accuracy, if appropriate.
5. The committee will consider the following information to be relevant in making hiring decisions about an applicant based on information obtained through internet research:
 - a. Disparaging remarks made about current or former co-workers, supervisors or employers,
 - b. Discriminatory, harassing or demeaning behavior or comments,
 - c. Unprofessional, lewd or obscene behavior or remarks,

- d. Criminal activity
 - e. Information which indicates the applicant will or will not be able to perform the essential functions of the position sought,
 - f. Information which indicates that the applicant is particularly suited or unsuited to the position sought.
6. The committee will retain documents to demonstrate its compliance with this policy with other documentation relevant to the job search.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4047

Implementation of Student Assistance Team Process

Pursuant to the Rules of the Nebraska Department of Education, the school district uses general education student assistance teams (SATs). SATs consider and create problem-solving and intervention strategies to assist classroom teachers to meet the needs of students who may be struggling in the general curriculum.

All teaching staff must:

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

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

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4048

Assessment Administration and Security

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

1. Assessment Responsibilities

- a. Each building principal, in consultation with the Superintendent and classroom teachers, will be responsible for:
 - overseeing the scheduling of state administered assessments, and ensuring that all assessments, including make-up testing, is completed within relevant testing windows
 - obtaining Standards, Assessment and Accountability Updates from the Department of Education and circulating the relevant portions of those updates to other staff members
 - informing the board of education of changes to the Nebraska State Accountability Security Procedures; and
 - signing and enforcing the Nebraska State Accountability Test Security Agreement.
- b. Every classroom teacher or other staff member who administers assessments is responsible for:
 - complying with the Nebraska State Accountability Security Procedures; and
 - taking all reasonable and prudent steps to ensure the accuracy and integrity of all academic testing, including statewide assessments.

2. Security Violations and Cheating

a. **Classroom assessments**

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

b. **State Accountability Tests**

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

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

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4049

[INTENTIONALLY LEFT BLANK]

Adopted on: _____

Revised on: _____

Reviewed on: _____

4050
Overtime and Compensatory Time

Employees who are "non-exempt" under the Fair Labor Standards Act and who work more than 40 hours in a workweek will be paid at the rate of time-and-one-half (1½) times their regular rate of pay for all overtime hours or will be provided compensatory time. All overtime must be approved in advance by the employee's supervisor. Scheduled holidays, vacation days, time off for jury duty, and time off for sickness, emergencies or other personal reasons will not be considered hours worked for overtime purposes.

The district may grant compensatory time in lieu of overtime pay at a rate of one and one-half (1½) hours off for each hour of overtime the employee worked. Employees may accrue a maximum of 240 hours of compensatory time, which represents 160 hours of actual overtime worked. When an employee has accrued 240 hours of compensatory time, the district shall pay him/her at the rate of one and one-half (1½) times his/her regular rate of pay for each additional hour of overtime. An employee who asks to use compensatory time shall be permitted to use it within a reasonable period after the request if its use does not unduly disrupt the district's operations.

Upon termination of employment, an employee shall be paid for unused compensatory time at a rate of compensation not less than: (1) the average regular hourly rate paid to the employee during the last three years of his/her employment, or (2) the final regular hourly rate paid to the employee, whichever is higher.

Payment for unused compensatory time shall be at the employee's regular rate of pay for each hour of compensatory time, not one and one-half (1½) times the regular rate of pay.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4051
Staff and District Social Media Use

Social media is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching, and learning skills. The district also uses social media accounts to provide information to district stakeholders. This policy is intended to ensure (1) appropriate use of social media by staff and (2) appropriate control of social media accounts belonging to or affiliated with the district. Staff should also refer to the district's policy on Staff Computer and Internet Usage.

I. Personal Versus School-Affiliated Social Media Use

A. Personal Social Media Use

1. The school district will not require staff members or applicants for employment to provide the district with their username and password to personal social media accounts.
2. The district will not require staff to add anyone to the list of contacts associated with the staff member's personal social media accounts or require a staff member to change the settings on his or her personal social media accounts so that others can or cannot view their accounts.
3. Staff members whose personal social media use interferes with the orderly operation of the school or who use social media in ways that are not protected by the First Amendment may be subject to discipline by the district.
4. Staff members who wish to begin using or to continue using the school district name, programs, mascot, image or likeness as part of any social media profile must notify their supervising administrator of the use, and must secure the administrator's permission to do so.

B. School-Affiliated Social Media Use

1. Any social media account which purports to be "the official" account of the school district (e.g., "Dragon Football"), or any of its programs, classes or entities will be considered to be an account that is used exclusively for the school district's business purpose. Staff members may not use "official" accounts for personal use.
2. Staff may be required to provide their supervising administrator with the username and password to school-affiliated social media accounts.
3. Staff may be required to interact with specified individuals on school-affiliated social media accounts.
4. When staff use school-affiliated social media accounts to comment on school-related matters, they do not do so as private citizens and are therefore not entitled to First Amendment protections.

II. Staff Expectations in Use of Social Media – Applicable to Both Personal and School-Affiliated Use

A. General Use and Conditions

Staff must comply with all board policies, contract provisions, and applicable rules of professional conduct in their social media usage. They must comply with the board's policy on professional boundaries between staff and students at all times and in both physical and digital environments.

Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information in order to make sure that the publication does not violate the Federal Education Records Privacy Act or any other laws. Staff must also comply with all applicable state and federal record retention requirements, even with regard to personal social media usage.

Staff must comply with all applicable laws prohibiting the use or disclosure of impermissible content, such as copyright laws, accountability and disclosure laws, and any other law governing the use of resources of a political subdivision. Questions about

appropriate content should be referred to the staff member's supervising administrator.

B. Acceptable Use

1. Staff may use social media for instructional purposes.
2. Staff may use social media for school-related communication with fellow educators, students, parents, and patrons.
3. Teachers should integrate the use of electronic resources, which may include social media, into the classroom. As the quality and integrity of content on social media is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter.

C. Unacceptable Use

1. Staff shall not access obscene or pornographic material while at school, on school-owned device or on school-affiliated social media accounts.
2. Staff shall not engage in any illegal activities, including the downloading and reproduction of copyrighted materials.
3. Staff shall not access social media networking sites such as Facebook, Twitter, and Instagram on school-owned devices or during school time unless such access is for an educational activity which has been preapproved by the staff member's immediate supervisor. This prohibition extends to using chat rooms, message boards, or instant messaging in social media applications and includes posting on social networking sites using personal electronic devices.

III. School-Affiliated Digital Content

A. General Use and Conditions for School-Affiliated Accounts

Staff must obtain the permission of their supervising administration prior to creating, publishing, or using any school-affiliated web pages, microblogs, social media pages or handles, or any other digital content which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any content which identifies the school district by name in the account name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated accounts and must only publish content appropriate for the school setting. Staff may not provide the username and password to school-affiliated accounts to any unauthorized individual, including students and volunteers.

B. Moderation of Third Party Content

The purpose of school-related social media accounts is to disseminate information. No school-related or school-affiliated social media account covered by this policy shall permit comments by the public unless otherwise approved by the superintendent. All comment functions for applications such as Facebook and Instagram must be turned to "off" without this approval.

In the event the superintendent permits content created by anyone other than the administrator of the account to appear on the account's pages, such as comments made by students, parents, and patrons, the account administrator must monitor the content to ensure it complies with this policy. Posts, comments, or any other content made on the account's pages may be removed when the content meets any of the following conditions:

1. Is obscene, lewd, or appeals to prurient interests;
2. Contains information relating to a student matter or personnel matter which is protected under or prohibited by state or federal law;
3. Contains threatening, harassing, or discriminatory words or phrases;

4. Incites or is reasonably anticipated to incite violence, illegal activity, or a material and substantial disruption to school operations or activities; or
5. Contains any other threat to the safety of students and staff.

Every account administrator must keep a copy of any removed content and must provide a copy to the superintendent along with written notification for the reason the post has been removed. All questions about the appropriateness of removal must be directed to the superintendent.

Adopted on: 6/13/16

Revised on: 7/10/2017

Reviewed on: _____

4053
Conflict of Interest

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

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

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

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

3. Employing Members of the Immediate Family.

- a. An employee may employ or recommend or supervise the employment of an immediate family member if:

(1) The employee does not abuse his or her position.

(a) Abuse of official position shall include, but not be limited to, employing an immediate family member:

(i) who is not qualified for and able to perform the duties of the position;

(ii) for any unreasonably high salary;

(iii) who is not required to perform the duties of the position.

(2) The employee makes a reasonable solicitation and consideration of applications for employment.

(3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.

(4) The board approves the employment or supervisory position.

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

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

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4054

Reporting Child Abuse or Neglect

Because of their daily contact with school-age children, educators and other school employees are in a unique position to identify abused and/or neglected children. Nebraska law defines child abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child to be (1) placed in a situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; or (6) sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

Reporting Procedure. School employees who have reasonable cause to believe that a child has been subjected to child abuse or neglect or observe a child being subjected to conditions or circumstances which reasonably would result in child abuse or neglect will report the suspected abuse or neglect according to the following procedure.

1. Any school employee who has reasonable cause to believe that a child has been abused or neglected shall report the suspicion to the building principal immediately. Employees shall also personally report or cause a report to be made to local law enforcement or to the Department of Health and Human Services.
2. When the principal makes a report of suspected child abuse or neglect, he/she shall inform the employee(s) who made the initial report.
3. Nothing in the paragraph above shall hinder a school employee from fulfilling his/her/their obligation to report suspected abuse or neglect if he, she or they have reasonable cause to believe that a child has been abused or neglected.
4. Any doubt or question in reporting such cases shall be resolved in the favor of reporting the suspected abuse or neglect. Consultation between the administrator and school employee is encouraged, keeping in mind that prompt reporting is essential.

Contents of the Report. The report to authorities shall contain the following information to the extent it is available: (1) name and position of reporting person; (2) name, address, and age of abused or neglected person; (3) address of the person or persons having custody of the abused or neglected person; (4) the nature and extent of the abuse or neglect, or the conditions and circumstances which would reasonably result in such abuse or neglect; and (5) any other information that may be useful in establishing the identity of the persons involved and cause of the abuse or neglect.

Legal Immunity. Nebraska statutes give legal immunity from any civil or criminal liability to any person who makes a good faith report of child abuse or neglect or participates in a judicial proceeding resulting from such a report.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4055
Head Teacher Position

The Board of Education finds that in order to provide for the effective management of the school system, to provide for harmonious working relationships among teaching staff, and to facilitate coordination of curriculum and extracurricular instruction, the district should create the position Head Teacher.

- 1) Assignment and Compensation
 - a) The Superintendent shall recommend an existing staff member to the Board of Education and the board shall approve or disapprove that recommendation. If the board disapproves the Superintendent's recommendation, the Superintendent shall recommend another candidate.
 - b) The assignment of a staff member to the position of Head Teacher shall be for the upcoming school year only, although the same teacher may be reassigned to the position for as many successive years as the Superintendent and Board determine to be appropriate.
 - c) The Head Teacher assignment is not a part of the teacher's basic teaching contract with the district, and is not subject to any of the provisions of the continuing contract law set forth in section 79-824 through 79-842 of the Nebraska Statutes.
 - d) Compensation for Head Teacher duties will be negotiated with the Education Association and listed on the salary schedule for other extracurricular and non-curricular assignments.

- 2) Duties
 - a) The Head Teacher will be the Principal's designee for all circumstances contemplated by board policy or state statute.
 - b) The Head Teacher will act as the building administrator when the Principal is absent from the district or otherwise unable to perform administrative duties.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4056
Resignation of Certificated Staff

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements.

Staff members who submit their resignations to the board of education by May 1 will be released from the next school year's contract so long as the board is able to obtain the services of a suitable replacement. Staff members who refuse to fulfill their contractual obligations will be reported to the Professional Practices Committee of the Nebraska Department of Education.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4057 Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

Purpose. The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

Dates. Unless otherwise provided for in the superintendent's employment contract, the first year evaluations shall take place (1) at or prior to the October board meeting, and (2) at or prior to the January board meeting. Annual evaluations shall take place at a board meeting held during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation shall take place at or prior to the December board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

Evaluation Document. The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The

superintendent shall submit the evaluation document to the Nebraska Department of Education.

Evaluation Procedures. Each board member shall have the opportunity to individually evaluate the superintendent and complete an evaluation document. The board shall compile the individual evaluations into a single evaluation, provide a copy to the superintendent, and discuss it with him or her. The superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and he or she has not requested it be done in open session.

Deficiencies. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

Personnel File. The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

Policy Limitation. The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal or cancellation of the employment contract.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

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Evaluation.docx

Employment\4057

Superintendent

4058

Confidentiality in Counseling and Guidance

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors is confidential but not legally privileged. The counselor will attempt to respect the privacy of student disclosures, but will share all relevant information with other education professionals as appropriate or as directed. The counselor will also contact parents and law enforcement officials as appropriate.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor is in doubt about what information to release, he or she should discuss the matter with the building principal or with the superintendent.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4059
Suicide Prevention Training

The following employees are required to complete at least one hour of suicide awareness and prevention training every year:

- school nurses
- teachers
- counselors
- school psychologists
- administrators
- school social workers
- community coaches
- paraeducators
- bus drivers
- kitchen staff
- custodians
- secretarial and clerical staff

These employees must complete the online training provided by the Nebraska Department of Education no later than October 31 of each school year or within 30 days of their initial employment. Failure to complete this training shall constitute just cause for the termination or nonrenewal of an employee's contract.

Adopted on: 9-12-2016

Revised on: 7-10-2017

Reviewed on: _____

4060 School Vehicle Use

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

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

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

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

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

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

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

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

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

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

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

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4061

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

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

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

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

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

The district may make such employment determinations regardless of whether the employee has returned to work and regardless of whether a medical professional has certified that the employee has reached maximum medical

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

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

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

CONTRACT OF SUPERINTENDENT EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the Madison School District No. 1 located in Madison County, in the State of Nebraska, hereinafter referred to as “the Board”, and Alan Ehlers, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meetings held on **November 13, 2017 and December 11, 2017**, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

Section 1. Term of Contract. The Superintendent shall be employed for a period of three (3) years, beginning on the 1st day of July, 2018 and expiring on the 30th day of June, 2021. During each of these three years, the Superintendent shall render at least 225 working days of service, as that term is defined herein, in the performance of his duties as Superintendent. The Superintendent shall be provided with 5 days of personal leave to be used at his discretion. The Superintendent shall keep complete and accurate records of his working days and shall provide the Board of Education with an annual report of his accumulated working days.

Section 2. Salary & Benefits. In consideration of an annual gross salary of **\$143,571** for the 2018-19 school year, and \$145,006 for 2019-2020, **an amount to be negotiated** for the 20-21 school year, and of further agreements and considerations hereinafter stated, the Superintendent agrees to perform faithfully duties of the Superintendent of Schools in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder. Annual net salary shall be paid in equal installments in accordance with the policy of the Board governing payment of the professional staff employees of the District. The Superintendent’s salary shall not be reduced during the term of this Contract except for just and sufficient cause as authorized by law.

*Annual net salary shall be defined (and calculated) as annual gross salary less the cost of (1) annuities; (2) disability insurance; and (3) pension and retirement plans all for the Superintendent and/or his family, if any.

* The Superintendent shall receive a \$65.00 a month stipend to use toward cell phone costs.

Health Insurance. The Board shall provide to the Superintendent family health insurance which is equivalent or superior to the specifications to Blue Preferred \$900 or \$3500 (HSA) deductible.

Section 3. Professional Status. The Superintendent hereby affirms that he is not under contract with another school board or board of education covering any part of or all of the same term provided in this contract. The Superintendent further affirms that throughout the term of this contract, he will hold a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska.

Section 4. Superintendent’s Duties. The Superintendent shall organize and arrange the administrative and supervisory staff of the District in a manner which best serves the schools of the District. The administration of instruction and business affairs shall be vested in the

Superintendent and administered by him with the assistance of his staff. The Superintendent shall have the responsibility for selection, placement and transfer of personnel. He shall be responsible for initiating all personnel matters which require action by the Board, which includes making recommendations to the Board concerning the termination or discharge of any personnel. The Superintendent agrees to devote his time, skill, labor and attention to his duties as Superintendent of Schools throughout the term of this Contract; provided, however, the Superintendent, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.

Section 5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief executive officer for the District, and shall have primary responsibility for implementation of Board policy. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

Section 6. Discharge. The Contract of the Superintendent may be cancelled or amended by a majority of the members of the School board during the term of the contract for any of the following reasons: (a) upon cancellation, termination, revocation, or suspension of the Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate by the State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality; (i) physical or mental incapacity; or (j) any other conduct or condition that substantially interferes with the continued performance of the superintendent's duties. The procedures for cancellation during the term of the contract shall be in accordance with the applicable *Nebraska Revised Statutes*.

Section 7. Transportation. The Board shall provide the Superintendent with transportation required in the performance of his official duties or shall reimburse him for such transportation at the state reimbursement rate.

Section 8. Leaves.

- a) Sick Leave: The Superintendent shall be entitled to ten working days of sick leave during each year of this Contract. The superintendent may take sick leave only when he is too ill to work or when a member of his immediate family is too ill to be left alone. Sick leave may not be taken for any other purpose and the Superintendent can carry no more than 5 days of sick leave over to the following year for a maximum of 15 days.
- b) Definition of "Working Days." For the purpose of this section, the term "working days" shall not include any Saturday, Sunday, or legal holiday. "Working days" shall include, but not be limited to, all days that school is in session for students or certificated employees, together with Christmas break, fall break, spring break, and any other Board-approved days when school is otherwise not in session.

Section 9. Professional Development. The Superintendent shall attend appropriate professional meetings at the local, state and national levels, provided that such attendance does

not interfere with the proper performance of his duties under this Contract. The expenses of attendance, when attendance has been discussed with the Board of Education, shall be paid by the District.

Section 10. Fringe Benefits. The Board will provide the Superintendent with the fringe benefits described below.

- a) Professional Dues: shall provide the Superintendent with Professional dues to NCSA/AASA.

Section 11. Physical Examination. The Superintendent will undergo an annual physical examination by a licensed physician or physicians of the Board's choosing during the term of this Contract. Additionally, the Superintendent will submit to a mental health examination by a licensed mental health practitioner of the Board's choosing at the Board's request. The Superintendent agrees that he will authorize the physician(s) performing each such examination(s) to provide the Board with all records, results and medical judgments of the examination. The cost of such physical examinations and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.

Section 12. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

Section 13. Compensation Upon Termination. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, shall be refunded by the Superintendent.

Section 14. Renewal of Contract .

Not later than the first Tuesday in December each year the Board shall notify the Superintendent in writing of the Board's intention to continue or not to renew this Contract. Failure to provide written notification of non-renewal shall result in an automatic renewal of this Contract for a period of one year. Any written offer by the Board of Education to continue this contract shall expire at 5:00 p.m. on the 10th calendar day after the written offer is delivered to the Superintendent.

Section 15. Annual Review of Superintendent. An annual review of the Superintendent's performance will be conducted by the Board at its regular meeting in November, at which time an extension of the Superintendent's contract will be discussed. It shall be the Superintendent's responsibility to place the annual review on the board's November agenda.

Section 16. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

Section 17. Amendments to be in Writing. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 18. Severability. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Section 19. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by his carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

EXECUTED BY THE BOARD this _____ day of _____, 200_____

President or Chairman
Board of Education

Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT this _____ day of _____,

Superintendent

Superintendent Pay Transparency Notice—Proposed Contract Alan Ehlers

Notice is hereby given that Madison Public Schools will consider the approval of a proposed superintendent employment contract extension on its agenda for the board meeting to be held on December 11, 2017 at 7:00 pm in the MS/HS Conference Room, Madison Nebraska.

After Year 1 of Contract, how many years remain on the contract: 2
 (Column F must be completed if additional years remain on contract.)

Superintendent Contract covers the following year(s): 018-19,2019-2020,2020-2021

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$143,571	\$290,012	\$ 433,583.00

Compensation for activities outside of the regular salary:

● <i>Extended contracts / Activities outside of regular salary</i>			\$ -
● <i>Bonus/Incentive/Performance Pay</i>			\$ -
● <i>Stipends</i>			\$ -
● <i>All other costs not mentioned above</i>			\$ -

Benefits and Payroll Costs Paid by district:

● <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 20,309.88	\$ 40,619.76	\$ 60,929.64
● <i>Cafeteria Plan Stipend</i>			\$ -
● <i>Cash in lieu of insurance</i>			\$ -
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 14,184.00	\$ 28,652.00	\$ 42,836.00
● <i>IRS value of housing allowance</i>			\$ -
● <i>IRS value of vehicle allowance</i>			\$ -
● <i>Additional leave days</i>	\$3,190	\$ 6,440.00	\$ 9,630.00
● <i>Annuities</i>			\$ -
● <i>Service credit purchase</i>			\$ -
● <i>Association / Membership dues</i>	\$ 900.00	\$ 1,800.00	\$ 2,700.00
● <i>Cell Phone/Internet reimbursement</i>	\$780.00	\$ 1,560.00	\$ 2,340.00
● <i>Relocation reimbursement</i>			\$ -
● <i>Travel allowance/reimbursement</i>	\$ 1,000.00	\$ 2,000.00	\$ 3,000.00
● <i>Mileage Allowance</i>			\$ -
● <i>Educational tuition assistance</i>			\$ -
● <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 183,934.88	\$ 371,083.76	\$ 555,018.64

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Section 2. Salary & Benefits. In consideration of an annual gross salary of **\$143,571** for the 2018-19 school year, and \$145,006 for 2019-2020, an amount to be negotiated for the 20-21 school year, and of further agreements and considerations hereinafter stated, the Superintendent agrees to perform faithfully duties of the Superintendent of Schools in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder. Annual net salary shall be paid in equal installments in accordance with the policy of the Board governing payment of the professional staff employees of the District. The Superintendent’s salary shall not be reduced during the term of this Contract except for just and sufficient cause as authorized by law.

*Annual net salary shall be defined (and calculated) as annual gross salary less the cost of (1) annuities; (2) disability insurance; and (3) pension and retirement plans all for the Superintendent and/or his family, if any.

* The Superintendent shall receive a \$65.00 a month stipend to use toward cell phone costs.

Health Insurance. The Board shall provide to the Superintendent family health insurance which is equivalent or superior to the specifications to Blue Preferred \$900 or \$3500 (HSA) deductible.

Section 3. Professional Status. The Superintendent hereby affirms that he is not under contract with another school board or board of education covering any part of or all of the same term provided in this contract. The Superintendent further affirms that throughout the term of this contract, he will hold a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska.

Section 4. Superintendent’s Duties. The Superintendent shall organize and arrange the administrative and supervisory staff of the District in a manner which best serves the schools of the District. The administration of instruction and business affairs shall be vested in the

Superintendent and administered by him with the assistance of his staff. The Superintendent shall have the responsibility for selection, placement and transfer of personnel. He shall be responsible for initiating all personnel matters which require action by the Board, which includes making recommendations to the Board concerning the termination or discharge of any personnel. The Superintendent agrees to devote his time, skill, labor and attention to his duties as Superintendent of Schools throughout the term of this Contract; provided, however, the Superintendent, by agreement with the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.

Section 5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief executive officer for the District, and shall have primary responsibility for implementation of Board policy. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

Section 6. Discharge. The Contract of the Superintendent may be cancelled or amended by a majority of the members of the School board during the term of the contract for any of the following reasons: (a) upon cancellation, termination, revocation, or suspension of the Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate by the State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality; (i) physical or mental incapacity; or (j) any other conduct or condition that substantially interferes with the continued performance of the superintendent's duties. The procedures for cancellation during the term of the contract shall be in accordance with the applicable *Nebraska Revised Statutes*.

Section 7. Transportation. The Board shall provide the Superintendent with transportation required in the performance of his official duties or shall reimburse him for such transportation at the state reimbursement rate.

Section 8. Leaves.

- a) Sick Leave: The Superintendent shall be entitled to ten working days of sick leave during each year of this Contract. The superintendent may take sick leave only when he is too ill to work or when a member of his immediate family is too ill to be left alone. Sick leave may not be taken for any other purpose and the Superintendent can carry no more than 5 days of sick leave over to the following year for a maximum of 15 days.
- b) Definition of "Working Days." For the purpose of this section, the term "working days" shall not include any Saturday, Sunday, or legal holiday. "Working days" shall include, but not be limited to, all days that school is in session for students or certificated employees, together with Christmas break, fall break, spring break, and any other Board-approved days when school is otherwise not in session.

Section 9. Professional Development. The Superintendent shall attend appropriate professional meetings at the local, state and national levels, provided that such attendance does

not interfere with the proper performance of his duties under this Contract. The expenses of attendance, when attendance has been discussed with the Board of Education, shall be paid by the District.

Section 10. Fringe Benefits. The Board will provide the Superintendent with the fringe benefits described below.

- a) Professional Dues: shall provide the Superintendent with Professional dues to NCSA/AASA.

Section 11. Physical Examination. The Superintendent will undergo an annual physical examination by a licensed physician or physicians of the Board's choosing during the term of this Contract. Additionally, the Superintendent will submit to a mental health examination by a licensed mental health practitioner of the Board's choosing at the Board's request. The Superintendent agrees that he will authorize the physician(s) performing each such examination(s) to provide the Board with all records, results and medical judgments of the examination. The cost of such physical examinations and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.

Section 12. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

Section 13. Compensation Upon Termination. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, shall be refunded by the Superintendent.

Section 14. Renewal of Contract .

Not later than the first Tuesday in December each year the Board shall notify the Superintendent in writing of the Board's intention to continue or not to renew this Contract. Failure to provide written notification of non-renewal shall result in an automatic renewal of this Contract for a period of one year. Any written offer by the Board of Education to continue this contract shall expire at 5:00 p.m. on the 10th calendar day after the written offer is delivered to the Superintendent.

Section 15. Annual Review of Superintendent. An annual review of the Superintendent's performance will be conducted by the Board at its regular meeting in November, at which time an extension of the Superintendent's contract will be discussed. It shall be the Superintendent's responsibility to place the annual review on the board's November agenda.

Section 16. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

Section 17. Amendments to be in Writing. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 18. Severability. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Section 19. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by his carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

EXECUTED BY THE BOARD this _____ day of _____, 200_____

President or Chairman
Board of Education

Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT this _____ day of _____,

Superintendent