

Madison Board of Education, Madison District #1

Board of Education Regular Meeting
Monday, March 13, 2023 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
 - 1.2. Pledge of Allegiance
 - 1.3. Open Meetings Act
 - 1.4. Madison Public Schools Mission Statement
2. Consent Agenda
 - 2.1. Accept the amended agenda as the official agenda
 - 2.2. Approve minutes of the previous meetings
 - 2.3. Accept submitted bills and payroll request and authorize payment of both
3. Public Forum
4. Administrator and Other Reports
5. Board Committee Reports/Meeting dates
6. Action Items
 - 6.1. Discuss, consider, and take all necessary action to accept new EL teacher-Katrina Hughes as recommended by the administration.
 - 6.2. Discuss, consider, and take all necessary action to accept new Math teacher-Ken Newcomb as recommended by the administration.
 - 6.3. Discuss, consider, and take all necessary action to purchase skid steer from AKRS.
 - 6.4. Discuss, consider, and take all necessary action to accept bid to do either both floors or just the new gym.
 - 6.5. Discuss, consider, and take all necessary action to approve classified compensation for 2023-24 as recommended by the classified negotiations board committee.
 - 6.6. Discuss, consider, and take all necessary action to accept resignation of Ag education/FFA advisor Kara Wondercheck.
 - 6.7. Discuss, consider, and take all necessary action to reaffirm board policies 3051, 4001-4014, 4016-4020.
7. Executive Session
8. Any Action resulting from Executive Session.
9. Topics for next month's Board of Education meeting
10. 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.

Meeting Notice Posted for February 2023 Meeting

City Office	02-06-2023
Library	02-06-2023
Front door of high school	02-06-2023
Madison Star Mail (Mtg Notice)	02-02-2023

Kate Ebeling: Present, Harlow Hanson: Present, Jim Knapp: Present, Deb Neidig: Present, Jim Reeves: Present, Steve Ruh: Present. Present: 6, Absent: 0.

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 items 2.1, 2.2 & 2.3 as presented passed with a motion by Steve Ruh and a second by Jim Knapp. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

Albracht Disposal Service	Waste Disposal	650.00
Alpha Workforce Health	DOT Physical	75.00
Appeara	Supplies	277.15
Apple Computer, Inc.	Supplies	99.90
BCN	Phone Service	120.13
Big Country Auto	Repairs & Maintenance	1,665.53
Brady & Amy's	Fuel	3,959.34
Brandl Electric	Repairs	414.63
Central Nebraska Rehab Services	SPED Services	3,421.63
Choice Foods	Supplies	256.12
Chona's	Supplies	44.75
City of Madison	Utilities	8,515.07
Computer Hardware	Repairs	496.00
Crilly, Jim	Mileage	140.17
Dakota Truck Underwriters	Insurance	10,016.00
Dent Specilists	Maintenance	72.15
Eakes Office Solutions	Supplies	2,552.09
Ecolab Pest Elimination Division	Pest Control	121.85
Educational Service Unit #8	SPED Services	42,297.60
Fields Hardware	Supplies	12.97
Floor Maintenance	Supplies	1,411.74
Frontier	Phone Service	814.73
Grainger	Supplies	99.18
Great America Financial Services Corporation	Copier Lease	2,035.34
Hal-Leonard Corporation	Supplies	125.22
J W Pepper & Son Inc	Supplies	67.24
Jackson Services	Supplies	215.32
Johnson's Inc	Repairs	1,781.27
Josten's Inc	Supplies	12.40
La Hacienda	Supplies	122.00
Madison County Clerk	Election Fee	200.00
Madison Star Mail	Publications	125.90

Meisinger Oil Company	Supplies	623.04
Menards - Norfolk	Supplies	234.90
NE Center for the Ed of Children/Blind	SPED Services	1,530.00
NE Regional Deaf Ed Program	SPED Services	150.00
Nebraska Air Filter, Inc.	Supplies	1,074.80
Nebraska Aquatic Supply	Supplies	300.00
Nebraska Association of School Boards	Registration	152.00
Nebraska Council of School Administrator	Membership	125.00
NETA Spring Conference	Registration	1,063.00
Norfolk Specialties, Inc.	Supplies	400.00
Northeast Nebraska Juvenile Services	Reimbursement	6,132.63
One Source	Background Check	40.00
Pitney Bowes Bank Inc Reserve Account	Postage	1,000.00
Sparklight	Box Rental	27.02
Stanton County Clerk	Election Fee	22.05
SYNCB/Amazon	Supplies /Membership	4,309.12
Volkman Plumbing & Heating	Repairs	7,282.00
Walmart Community	Supplies	137.90
Water Engineering Inc	Water Service	502.54
Woodriver Energy	Utilities	19,196.15

3. Public Forum

4. Administrator and Other Reports

5. Board Committee Reports/Meeting dates

6. Action Items

7. Discuss, consider, and take all necessary action to reaffirm board policies 3041-3042, 3044-3054.

Motion made to reaffirm board policies 3041,3044-3050, 3052-3053 passed with a motion by Jim Knapp and a second by Harlow Hanson. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

8. Discuss, consider, and take all necessary action on Lunchtime Solutions RFP.

Motion made to take all necessary action on Lunchtime Solutions RFP passed with a motion by Jim Reeves and a second by Steve Ruh. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

9. Discuss, consider, and take all necessary action to accept the resignations of Mrs. Julie Engelmann and Ms. Melissa Freudenberg.

Motion to accept resignations from Mrs. Julie Engelmann and Ms. Melissa Freudenberg passed with a motion by Deb Neidig and a second by Jim Knapp. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

10. Discuss, consider, and take all necessary action to hire high school special education paraeducator.

Motion to hire Kerry Crilly for a high school special education paraeducator passed with a motion by Steve Ruh and a second by Jim Reeves. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

11. Discuss, consider, and take all action on administration compensation as set by administrative negotiations committee.

Motion to take action on administrative compensation increase as suggested by the administrative negotiations committee passed with a motion by Jim Reeves and a second by Kate Ebeling. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

12. Discuss, consider, and take all necessary action on NASB membership for 2023-24.

Motion made to pay NSAB membership dues for 2023-2024 passed with a motion by Deb Neidig and a second by Jim Knapp. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

13. Discuss, consider, and take all necessary action on the Superintendent's evaluation.

Discuss, consider, and take all necessary action on the Superintendent's evaluation passed with a motion by Jim Knapp and a second by Jim Reeves. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

14. Executive Session

15. Any Action resulting from Executive Session.

16. Topics for next month's Board of Education meeting

17. Adjournment

Motion to Adjourn at 8:55pm passed with a motion by Kate Ebeling and a second by Deb Neidig. Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

President

Secretary

<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	2388	SUPPLIES	155.80	
		Vendor Total:		155.80
ALBRACHT DISPOSAL SERVICE	59544	WASTE DISPOSAL	155.00	
ALBRACHT DISPOSAL SERVICE	59545	WASTE DISPOSAL	170.00	
		Vendor Total:		325.00
APPEARA	0837806	SUPPLIES	28.20	
APPEARA	0837808	SUPPLIES	27.59	
APPEARA	0839794	SUPPLIES	28.20	
		Vendor Total:		83.99
APPLE COMPUTER, INC.	AL11068873	SUPPLIES	200.00	
		Vendor Total:		200.00
BCN	23489041	PHONE SERVICE	116.37	
		Vendor Total:		116.37
BRADY & AMY'S	57930	FUEL	79.71	
		Vendor Total:		79.71
CENTRAL NEBRASKA REHAB SERVICES	13500	SPED SERVICES	4,669.65	
		Vendor Total:		4,669.65
CHAMPLIN TIRE RECYCLING INC	151606	SUPPLIES	6,880.00	
		Vendor Total:		6,880.00
CHARTWELLS	316513507	SUPPLIES	85.00	
		Vendor Total:		85.00
CHOICE FOODS	001023371724	SUPPLIES	5.01	
CHOICE FOODS	002008121617	SUPPLIES	34.99	
CHOICE FOODS	002018460935	SUPPLIES	2.98	
CHOICE FOODS	002040550916	SUPPLIES	63.27	
CHOICE FOODS	002040621141	SUPPLIES	28.20	
CHOICE FOODS	002040811346	SUPPLIES	13.57	
		Vendor Total:		148.02
CHONA'S	021623 RECEIPT	SUPPLIES	125.00	
CHONA'S	030123 ORDER	SUPPLIES	32.50	
CHONA'S	030123 RECEIPT	SUPPLIES	37.00	
		Vendor Total:		194.50
CIOX HEALTH	0404407976	SPED SERVICES	29.98	
		Vendor Total:		29.98
CITY OF MADISON	0223 5045001	UTILITIES	802.04	
CITY OF MADISON	0223 5095001	UTILITIES	36.81	
CITY OF MADISON	0223 5097002	UTILITIES	157.49	
CITY OF MADISON	0323 7007001	UTILITIES	2,196.14	
		Vendor Total:		3,192.48
COMPUTER HARDWARE	G20505	REPAIRS	75.00	
COMPUTER HARDWARE	G20599	REPAIRS	280.00	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
			Vendor Total:	355.00
CORNERSTONES OF CARE	190012	BIST SERVICES	3,750.00	
			Vendor Total:	3,750.00
DAKOTA TRUCK UNDERWRITERS	3690527	INSURANCE	10,083.00	
			Vendor Total:	10,083.00
DEMCO	7269756	SUPPLIES	1,751.52	
			Vendor Total:	1,751.52
DENT SPECIALISTS	136054	REPAIRS	63.89	
DENT SPECIALISTS	136581	MAINTENANCE	66.50	
DENT SPECIALISTS	136856	MAINTENANCE	31.49	
DENT SPECIALISTS	137509	MAINTENANCE	72.15	
DENT SPECIALISTS	137510	MAINTENANCE	72.15	
DENT SPECIALISTS	137992	MAINTENANCE	72.15	
DENT SPECIALISTS	138074	REPAIRS	24.00	
			Vendor Total:	402.33
EAKES OFFICE SOLUTIONS	3675775-0	SUPPLIES	545.38	
EAKES OFFICE SOLUTIONS	8664901-0	SUPPLIES	310.51	
EAKES OFFICE SOLUTIONS	8669597-0	SUPPLIES	325.44	
EAKES OFFICE SOLUTIONS	C8653698-0	SUPPLIES	(65.80)	
			Vendor Total:	1,115.53
ECOLAB PEST ELIMINATION DIVISION	9064476	PEST CONTROL	121.85	
			Vendor Total:	121.85
EDUCATIONAL SERVICE UNIT #7	2142023-3	REGISTRATION	90.00	
			Vendor Total:	90.00
EDUCATIONAL SERVICE UNIT #8	INV-009149	SPED SERVICES	23,580.80	
EDUCATIONAL SERVICE UNIT #8	INV-009167	SPED SERVICES	12,900.00	
EDUCATIONAL SERVICE UNIT #8	INV-009176	SPED SERVICES	3,840.00	
EDUCATIONAL SERVICE UNIT #8	INV-009186	SPED SERVICES	1,438.80	
EDUCATIONAL SERVICE UNIT #8	INV-009204	TRAINING	20.00	
EDUCATIONAL SERVICE UNIT #8	INV-009250	TRAINING	20.00	
EDUCATIONAL SERVICE UNIT #8	INV-009268	TRAINING	20.00	
EDUCATIONAL SERVICE UNIT #8	INV-009271	TRAINING	20.00	
EDUCATIONAL SERVICE UNIT #8	INV-009276	TRAINING	80.00	
			Vendor Total:	41,919.60
FAIRFIELD INN & SUITES, KEARNEY	434C400011352	TRAVEL	119.95	
			Vendor Total:	119.95
FIELDS HARDWARE	183146	SUPPLIES	29.98	
FIELDS HARDWARE	183176	SUPPLIES	27.99	
FIELDS HARDWARE	183206	SUPPLIES	27.98	
FIELDS HARDWARE	183259	SUPPLIES	127.90	
FIELDS HARDWARE	183268	SUPPLIES	279.80	
FIELDS HARDWARE	183309	SUPPLIES	57.98	
			Vendor Total:	551.63
FOLLETT SCHOOL SOLUTIONS	1475658	SUBSCRIPTION	3,310.70	
			Vendor Total:	3,310.70

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>		
FRONTIER	0223 STMT	PHONE SERVICE	874.73		
				Vendor Total:	874.73
GRAINGER	9604436973	SUPPLIES	87.50		
GRAINGER	9616408770	SUPPLIES	10.86		
				Vendor Total:	98.36
GREATAMERICA FINANCIAL SERVICES CORPORATION	33526243	COPIER LEASE	1,894.58		
				Vendor Total:	1,894.58
HAL-LEONARD CORPORATION	40279186	SUPPLIES	7.19		
HAL-LEONARD CORPORATION	40340569	SUPPLIES	14.38		
				Vendor Total:	21.57
HENRY DOORLY ZOO	1546494	SUPPLIES	361.00		
				Vendor Total:	361.00
HERMITAGE ART COMPANY, INC.	1359539	SUPPLIES	34.68		
				Vendor Total:	34.68
HY-VEE FOOD STORE	012023 RECEIPT	SUPPLIES	27.96		
HY-VEE FOOD STORE	020323 RECEIPT	SUPPLIES	135.92		
				Vendor Total:	163.88
J W PEPPER & SON INC	365130149	SUPPLIES	45.00		
				Vendor Total:	45.00
JACKSON SERVICES	4997473	SUPPLIES	122.41		
JACKSON SERVICES	4997474	SUPPLIES	97.78		
				Vendor Total:	220.19
JOHNSON'S, INC	15893	REPAIRS	150.00		
				Vendor Total:	150.00
JOSTENS BIG DAY RECOGNITION LLC	6197-TIO21723-1	SUPPLIES	38.00		
				Vendor Total:	38.00
K & S DOOR CO INC	23s-447	REPAIRS	98.00		
				Vendor Total:	98.00
KSB SCHOOL LAW	13605	LEGAL SERVICES	60.00		
				Vendor Total:	60.00
KUSH, KARLA	0323 REIMB	SUPPLIES REIMB	471.99		
				Vendor Total:	471.99
LA HACIENDA	020623 RECEIPT	SUPPLIES	43.50		
LA HACIENDA	021323 RECEIPT	SUPPLIES	43.50		
LA HACIENDA	022023 RECEIPT	SUPPLIES	43.50		
LA HACIENDA	022723 RECEIPT	SUPPLIES	43.50		
				Vendor Total:	174.00
LUNCHTIME SOLUTIONS, INC.	INV-34546	SUPPLIES	1,095.64		
LUNCHTIME SOLUTIONS, INC.	INV-34992	SUPPLIES	1,209.56		
				Vendor Total:	2,305.20

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
MADISON CHAMBER OF COMMERCE	0323 STMT	SUPPLIES	300.00	
MADISON CHAMBER OF COMMERCE	2023 MEMBERSHIP	MEMBERSHIP	55.00	
		Vendor Total:		355.00
MADISON STAR MAIL	15430	PUBLICATIONS	97.31	
MADISON STAR MAIL	15434	SUPPLIES	1,100.00	
MADISON STAR MAIL	15437	PUBLICATIONS	9.82	
		Vendor Total:		1,207.13
MEISINGER OIL COMPANY	2075930	SUPPLIES	623.04	
		Vendor Total:		623.04
MENARDS - NORFOLK	36616	SUPPLIES	59.68	
MENARDS - NORFOLK	36689	SUPPLIES	14.99	
MENARDS - NORFOLK	36775	SUPPLIES	38.34	
MENARDS - NORFOLK	37319	SUPPLIES	241.35	
MENARDS - NORFOLK	37326	SUPPLIES	44.95	
MENARDS - NORFOLK	37383	SUPPLIES	39.99	
		Vendor Total:		439.30
MPS ACTIVITY FUND	022823 ORDER	SUPPLIES	173.00	
		Vendor Total:		173.00
NE REGIONAL DEAF ED PROGRAM	0323 STMT	SPED SERVICES	150.00	
		Vendor Total:		150.00
NEBR RURAL COMMUNITY SCHOOLS	LF-085	REGISTRATION	80.00	
		Vendor Total:		80.00
NEBRASKA AQUATIC SUPPLY	021123 RECEIPT	SUPPLIES	82.89	
		Vendor Total:		82.89
NEBRASKA ASSOCIATION OF SCHOOL BOARDS	23-24 MEMBERSHIP	MEMBERSHIP	4,557.00	
		Vendor Total:		4,557.00
NEBRASKA SCHOOLMASTERS CLUB	0223 STMT	MEMBERSHIP	30.00	
		Vendor Total:		30.00
NORTHEAST COMMUNITY COLLEGE	105807	REGISTRATION	195.00	
		Vendor Total:		195.00
NORTHEAST NEBRASKA JUVENILE SERVICES	0223 STMT	REIMBURSEMENT	6,132.06	
		Vendor Total:		6,132.06
ONE OFFICE SOLUTION	501186-00	SUPPLIES	98.00	
		Vendor Total:		98.00
OTIS ELEVATOR COMPANY	100401065940	ELEVATOR MAINTENANCE	9.04	
		Vendor Total:		9.04
PINKELMAN TRUCK AND TRAILER	20600	MAINTENANCE	642.18	
PINKELMAN TRUCK AND TRAILER	20638	MAINTENANCE	1,047.16	
PINKELMAN TRUCK AND TRAILER	20687	MAINTENANCE	780.91	
		Vendor Total:		2,470.25

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
SHORT STOP, THE	020323 RECEIPT	FUEL	34.81	
SHORT STOP, THE	87332826	FUEL	3,898.56	
		Vendor Total:		3,933.37
SPARKLIGHT	0323 STMT	BOX RENTAL	27.02	
		Vendor Total:		27.02
STERLING COMPUTERS	0143125	SUPPLIES	1,417.50	
		Vendor Total:		1,417.50
THORNBURG, JAMES	0323 REIMB	POSTAGE REIMB	19.10	
		Vendor Total:		19.10
TWD LOCK, SAFE & KEY	009912	REPAIRS	805.00	
		Vendor Total:		805.00
VOLKMAN PLUMBING & HEATING	211997	REPAIRS	862.54	
VOLKMAN PLUMBING & HEATING	212047	REPAIRS	525.00	
VOLKMAN PLUMBING & HEATING	212048	REPAIRS	347.00	
VOLKMAN PLUMBING & HEATING	212102	REPAIRS	410.54	
VOLKMAN PLUMBING & HEATING	212136	REPAIRS	8,399.00	
		Vendor Total:		10,544.08
WALMART COMMUNITY	1647075225	SUPPLIES	307.98	
		Vendor Total:		307.98
WATER ENGINEERING INC	IN106397	WATER SERVICE	295.04	
WATER ENGINEERING INC	IN106423	WATER SERVICE	207.50	
		Vendor Total:		502.54
		Fund Total:		120,901.09
		Checking Account Total:		120,901.09

September 2022 Board Meeting:

Bond Fund:

BOK Financial \$ 10,007.24

Depreciation Fund:

Heartland Communications \$ 3,650.00 Labor for Wireless Access Points

Special Building Fund:

DWB, INC. \$ 85,346.10 Elementary Project

Fakler Architects \$ 1,787.10 Construction Phase Services/Advertising

October 2022 Board Meeting:

Qualified Capital Projects Fund:

Computershare \$ 700.00 Paying Agent Fee

Special Building Fund:

DWB, Inc. \$ 180,436.35 Elementary/Bus Barn Projects

November 2022 Board Meeting:

Bond Fund:

BOK Financial \$ 199,240.00 Bond payment

Depreciation Fund:

Complete Floors \$ 40,421.00 Summer floor projects

Special Building Fund:

DWB, Inc. \$ 368,411.90 Elementary/Bus Barn Project

December 2022 Board Meeting:

Special Building Fund:

DWB, Inc. \$ 422,039.72 Elementary/Bus Barn Project

Five Points Bank \$ 730,000.00 Payment on debt (New Gym /Commons)

January 2023 Board Meeting:

Special Building Fund:

City of Madison \$ 4,291.80 Building Permit Resolution
Offset by \$2,500 from DWB

DWB, Inc. \$ 198,685.85 Elementary/Bus Barn Project

Fakler Architects \$ 10,367.50 Elementary/Bus Barn Project Services

Madison County Bank \$ 20.00 Wire Fee for Building Project Advance

February 2023 Board Meeting:

Special Building Fund:

DWB, INC. \$ 236,607.00 Elementary/Bus Barn Project

Fakler Architects \$ 367.50 Elementary/Bus Barn Project Services

March 2023 Board Meeting:

Bond Fund:

BOK Financial \$ 711.68 Bond interest expenses

Special Building Fund:

DWB, Inc. \$ 199,762.66 Elementary/Bus Barn Project

Fakler Architects \$ 551.25 Elementary/Bus Barn Project Services

Five Points Bank \$ 61,276.04 Interest Payment on leasing funds

Elementary Addition/Bus Barn Project Financial Report

Expenses paid prior to September 1, 2022 closing on debt leasing:

Fakler Architect	\$ 1,875.00	Architectural Design
Rega Engineering	\$ 2,100.00	Boundary and Warranty Deed
Fakler Architect	\$ 2,000.00	Topography on Elementary Addition
Fakler Architect	\$ 2,233.32	Topography on Bus Barn
Fakler Architect	\$ 20,056.00	Elementary Addition
Fakler Architect	\$ 5,300.00	Bus Barn
Fakler Architect	\$ 66,445.61	Elementary Addition
Fakler Architect	\$ 31,073.25	Bus Barn
Fakler Architect	\$ 193.94	Review of Morton Specifications
	<u>\$ 131,277.12</u>	

Expenses paid after September 1, 2022 closing:

Advance from Debt Leasing:	\$ 500,000.00	Advance #1
DWB, Inc.	\$ (85,346.10)	Elementary/Bus Barn Project Construction
Fakler Architect	\$ (1,787.10)	Construction Phase Service/Advertising
DWB, Inc.	\$ (180,436.35)	Elementary/Bus Barn Project Construction
	<u>\$ 232,430.45</u>	Remaining from Advance #1
DWB, Inc. - Paid in November	\$ 500,000.00	Requested Advance #2 12/2022
	\$ (368,411.90)	
	<u>\$ 364,018.55</u>	
DWB, Inc. - Paid in December	\$ (422,039.72)	
	<u>\$ 500,000.00</u>	Requested Advance #3 01/2023
	\$ 441,978.83	
DWB, Inc. - Paid in January	\$ (198,865.85)	
Fakler Architects	\$ (10,367.50)	
	<u>\$ 232,745.48</u>	Remaining from Advance #3
DWB, Inc. Paid in February	\$ (236,607.00)	(this will cover the February payment to DWB)
Fakler Architects	\$ (367.50)	
	<u>\$ (4,229.02)</u>	(Celine is requesting another advance to cover the March bills)

MADISON PUBLIC SCHOOLS
TREASURER'S REPORT

February 28, 2023

General Fund

				<u>BALANCE</u>	<i><u>Last year's balance</u></i>
Balance Forward as of	<u>January 31, 2023</u>			\$2,395,213.69	
Receipts		+	\$ 328,765.35		
Expenditures		-	\$ 701,730.46		
Balance as of	<u>February 28, 2023</u>			<u>\$2,022,248.58</u>	\$2,416,142.63

Employee Benefit Fund

Balance Forward as of	<u>January 31, 2023</u>			\$11,171.00	
Receipts		+	\$ 3,554.12		
Expenditures		-	\$ 5,077.78		
Balance as of	<u>February 28, 2023</u>			<u>\$9,647.34</u>	\$14,107.69

Petty Cash Fund

Balance Forward as of	<u>January 31, 2023</u>			\$2,389.01	
Receipts		+	\$ 1,322.68		
Expenditures		-	\$ 1,321.63		
Balance as of	<u>February 28, 2023</u>			<u>\$2,390.06</u>	\$2,382.64

Total Assets for General Fund

\$2,034,285.98 \$2,432,632.76

Depreciation Fund

Balance Forward as of	<u>January 31, 2023</u>			\$435,192.01	
Receipts		+	\$ 971.01		
Expenditures		-			
Balance as of	<u>February 28, 2023</u>			<u>\$436,163.02</u>	\$701,770.61

Bond Fund

Balance Forward as of	<u>January 31, 2023</u>			\$174,277.35	
Receipts		+	\$ 3,173.66		
Expenditures		-			
Balance as of	<u>February 28, 2023</u>			<u>\$177,451.01</u>	\$196,554.40

Qualified Capital Purpose Fund

Balance Forward as of	<u>January 31, 2023</u>			\$571,933.11	
Receipts		+	\$ 1,935.82		
Expenditures		-			
Balance as of	<u>February 28, 2023</u>			<u>\$573,868.93</u>	\$571,874.69

Special Building Fund

Balance Forward as of	<u>January 31, 2023</u>			\$1,470,451.24	
Receipts		+	\$ 19,276.69		
Expenditures		-	\$ 236,974.50		
Balance as of	<u>February 28, 2023</u>			<u>\$1,252,753.43</u>	\$1,095,625.66

Investment Checking

Balance Forward as of	<u>January 31, 2023</u>			\$335,399.21	
Receipts		+	\$ 748.35		
Expenditures		-	\$ -		
Balance as of	<u>February 28, 2023</u>			<u>\$336,147.56</u>	\$330,325.64

LINE #	GENERAL FUND RECEIPTS		through February 28, 2023		Remaining
	DESCRIPTION	BUDGET		CURRENT RECEIPTS	
	TOTAL LOCAL	\$ 6,401,010.00		\$ 2,892,925.08	
	TOTAL STATE AID	\$ 81,316.00		\$ 48,792.00	
	TOTAL FEDERAL	\$ 1,135,872.00		\$ 1,183,317.03	
1510	Interest			\$ 21,620.72	
1800	Community Service			\$ 28,163.50	
1920	Grants/Donations				
2210	ESU Receipts			\$ 140.00	
3120	SPED			\$ 157,004.00	
3125	SPED - Transportation				
3155	Textbook Loan				
3400	State Apportionment			\$ 112,258.24	
3551	Education Quest				
3512	Distance Learning				
3535	High Ability Learners			\$ 5,634.00	
3590/3599	Other State Receipts			\$ 5,073.02	
4105	ERate			\$ 10,034.00	
4212	Title I - Support For Improvement				
4310	REAP				
4421/22/23	IDEA - ARP			\$ 31,663.00	
4505	Title I			\$ 86,889.00	
4508	Title ID Delinquent Ed			\$ 41,489.00	
4509	Title IIA			\$ 25,029.00	
4510	Title IV ESSA			\$ 10,956.21	
4512	IDEA Base				
4516/4518	Idea Prop Share/Poverty			\$ 115,793.00	
4521	IDEA PS			\$ 22,706.00	
4525	Perkins/Revision				
4526	Migrant			\$ 111,037.00	
4530	Family Literacy/Other Federal Receipts			\$ 8,106.30	
4531	21st Century			\$ 29,573.00	
4708	Medicaid in Public Schools			\$ 2,041.91	
4709	Neb-Mac Funds			\$ 5,385.85	
4969	ESSA Title IV			\$ 10,138.00	
4997	ESSER II			\$ 172,776.00	
4998	ARP			\$ 189,527.00	
5690	Non Revenue Receipts			\$ 1,900.00	
			ESTIMATED BUDGET OF EXPENDITURES		
		CURRENT BUDGET		CURRENT SPENDING	Remaining
1100	REGULAR EDUCATION	\$ 4,970,430.00		\$ 2,072,976.33	58%
1200	SPECIAL EDUCATION	\$ 850,000.00		\$ 373,479.33	56%
2100/2190	SUPPORT SERVICES - PUPILS	\$ 726,000.00		\$ 277,700.36	62%
2200	SUPPORT SERVICES - STAFF	\$ 100,000.00		\$ 86,880.02	13%
2310	BOARD OF EDUCATION	\$ 68,000.00		\$ 15,234.01	78%
2320	EXECUTIVE ADMINISTRATION	\$ 225,000.00		\$ 77,008.67	66%
2330	DISTRICT LEGAL SERVICES	\$ 25,000.00		\$ 1,019.00	96%
2410	OFFICE OF THE PRINCIPAL	\$ 475,000.00		\$ 182,575.14	62%
2500	GENERAL ADMINISTRATION/BS	\$ 325,000.00		\$ 109,689.43	66%
2600	MAIN. & OPERATION OF BLDG.	\$ 875,000.00		\$ 311,875.39	64%
2710	REGULAR TRANSPORTATION	\$ 150,000.00		\$ 52,049.15	65%
2712/2730	SCHOOL AGE SPED TRAN.	\$ 45,000.00		\$ 28,639.13	36%
3155	TEXTBOOK LOAN				
3300	COMMUNITY SERVICES	\$ 100,000.00		\$ 55,865.51	
3400	PRIVATE/CATEGORICAL GRANTS				
3535/3551	STATE PROGRAMS	\$ 14,570.00		\$ 7,061.32	
6000	FEDERAL PROGRAMS	\$ 1,350,000.00		\$ 667,514.99	51%
8000	TRANSFER TO DEPRECIATION				
8000	TRANSFER TO ATHLETICS/LUNCH				
8000	TRANSFER TO OTHERS	\$ 38,000.00			100%
	BUDGET GROWTH	\$ 200,000.00			100%
	TOTAL BUDGET	\$ 10,537,000.00		\$ 4,320,287.44	59%

Madison Public Schools					
ACTIVITY FUND	Fund 05				
February 2023					
<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
AD	5,388.73	2,193.99	3,291.00	0.00	6,485.74
Art Club	1,471.13	0.00	0.00	0.00	1,471.13
Band	2,579.03	225.00	0.00	0.00	2,354.03
Boys BB	3,731.58	1,382.38	1,425.50	0.00	3,774.70
Boys BB FR	2,327.27	240.00	0.00	0.00	2,087.27
Cheerleaders	1,280.61	0.00	0.00	0.00	1,280.61
Class of 2023	774.40	0.00	140.00	0.00	914.40
Class of 2024	4,545.17	200.00	20.00	0.00	4,365.17
Class of 2025	352.10	0.00	0.00	0.00	352.10
Class of 2026	286.65	0.00	10.00	0.00	296.65
Concessions	9,545.05	2,565.84	3,538.42	0.00	10,517.63
Courtesy	1,662.53	25.00	0.00	0.00	1,637.53
Cross Country	416.19	0.00	0.00	0.00	416.19
Cross Country FR	1,824.31	0.00	0.00	0.00	1,824.31
Danceline	1,560.54	0.00	0.00	0.00	1,560.54
District Funds	19,260.28	9,785.87	2,182.44	0.00	11,656.85
Elem Activity Acct	8,539.08	0.00	0.00	0.00	8,539.08
Elem PTO	2,306.47	0.00	529.20	0.00	2,835.67
Elem Student Council	372.00	0.00	0.00	0.00	372.00
ELL Class	138.91	0.00	0.00	0.00	138.91
Emergency Assistance	1,533.24	0.00	0.00	0.00	1,533.24
Ethnic Diversity Club	2,416.39	433.11	0.00	0.00	1,983.28
FCCLA	2,552.70	47.82	198.52	0.00	2,703.40
FFA	19,868.16	4,215.78	922.75	0.00	16,575.13
Football	3,174.99	2,775.75	0.00	0.00	399.24
Football FR	3,863.31	538.04	530.47	0.00	3,855.74
Football Youth	250.00	0.00	761.42	0.00	1,011.42
Girls BB	2,519.33	725.22	1,210.50	0.00	3,004.61
Girls BB FR	1,741.97	0.00	0.00	0.00	1,741.97
Golf	1,524.12	0.00	0.00	0.00	1,524.12
Golf FR	482.20	0.00	0.00	0.00	482.20
Homecoming	77.90	0.00	0.00	0.00	77.90
Honor Society	1,554.22	947.40	172.00	0.00	778.82
HS Girls Wrestling Fundraiser	1,666.98	0.00	0.00	0.00	1,666.98
HS Girls Wrestling	31.60	1,849.08	6,750.00	0.00	4,932.52
HS Student Council	1,626.86	25.00	291.50	0.00	1,893.36
M Club	4,195.97	81.00	0.00	0.00	4,114.97
Marketing Comm.	5,956.69	0.00	0.00	0.00	5,956.69
MS Activity Acct	6,959.03	530.41	158.80	0.00	6,587.42
MS Houses	1,208.25	0.00	0.00	0.00	1,208.25
Music Boosters	9,601.07	0.00	0.00	0.00	9,601.07
Musical	3,118.49	0.00	0.00	0.00	3,118.49
One Act Plays	1,677.49	0.00	0.00	0.00	1,677.49
Quiz Bowl	1,432.91	0.00	0.00	0.00	1,432.91
Resale	741.53	0.00	0.00	0.00	741.53
Scholarships	15,351.34	0.00	1,250.00	0.00	16,601.34

Secondary Act Acct	5,787.47	200.65	110.00	0.00	5,696.82
Soccer	3,909.33	0.00	0.00	0.00	3,909.33
Soccer FR	4,551.93	0.00	0.00	0.00	4,551.93
Softball	0.00	0.00	0.00	0.00	0.00
Softball FR	0.00	0.00	0.00	0.00	0.00
Speech	574.13	32.00	0.00	0.00	542.13
Teachers	1,791.07	0.00	0.00	0.00	1,791.07
Track	3,259.52	51.00	0.00	0.00	3,208.52
Track FR	6,203.28	0.00	0.00	0.00	6,203.28
Uniform Replacement	4,638.02	0.00	0.00	0.00	4,638.02
Volleyball	2,732.38	47.50	67.45	0.00	2,752.33
Volleyball FR	366.13	0.00	525.00	0.00	891.13
Water Quality Project	4,038.94	0.00	0.00	0.00	4,038.94
Weightroom	1,475.15	0.00	0.00	0.00	1,475.15
Wrestling	2,036.98	230.73	748.32	0.00	2,554.57
Wrestling FR	1,837.90	14.99	0.00	0.00	1,822.91
Yearbook	557.98	0.00	308.25	0.00	866.23
Fund Total: 05	207,248.98	29,363.56	25,141.54	0.00	203,026.96

Madison Public Schools					
LUNCH FUND	Fund 06				
February 2023					
<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
FUND BALANCE	256,271.04	29,144.51	35,246.79	0.00	262,373.32
	256,271.04	29,144.51	35,246.79	0.00	262,373.32

Madison Public Schools					
STUDENT ACTIVITY FEE	Fund 12				
February 2023					
<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
FUND BALANCE	6,516.22	0.00	3.25	0.00	6,519.47
	6,516.22	0.00	3.25	0.00	6,519.47

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
Checking	5		
Checking	5	Fund: 05 ACTIVITY FUND	
ALLDAYSHIRTS.COM	DQ-708723	Hoodies	230.41
		Vendor Total:	230.41
ALLEN CONSOLIDATED SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	4.47
		Vendor Total:	4.47
ARENS, JAMIE	2.10.23G& BBBvsHLHF	2.10.23 Varsity Girls & Boys BB vs HLHF	130.00
ARENS, JAMIE	V*2.10.23G& BBBvsHLHF	2.10.23 Varsity Girls & Boys BB vs HLHF	(130.00)
		Vendor Total:	0.00
BANCROFT-ROSALIE PUBLIC SCHOOLS	2023GirlsDistri ctWR	2023 Girls District Wrestling NSAA	3.83
		Vendor Total:	3.83
BATTLE CREEK PUBLIC SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestling NSAA split	3.70
BATTLE CREEK PUBLIC SCHOOLS	23SpeechMeetEnt ryFee	2023 Speech Meet Entry Fee	24.00
BATTLE CREEK PUBLIC SCHOOLS	V*2023GirlsDist rictW	2023GirlsDistrictWrestling NSAA split	(3.70)
BATTLE CREEK PUBLIC SCHOOLS	V*23SpeechMeetE ntryF	2023 Speech Meet Entry Fee	(24.00)
		Vendor Total:	0.00
BIRD, ANDY	2.10.23G& BBBvsHLHF	2.10.23 G&B JV/V BB vs HLHF	130.00
		Vendor Total:	130.00
BOMGAARS	2LeafBlowers	Leaf Blowers for New Gym	199.98
		Vendor Total:	199.98
BOONE CENTRAL SCHOOLS	2.11. 23BBBReserve	2.11.23 Boy's BB Reserves Tourney Entry	25.00
BOONE CENTRAL SCHOOLS	2.18. 23MSBBBTourney	2.18.23 MS Boy's BB Tourney Entry Fee	50.00
BOONE CENTRAL SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	7.20
		Vendor Total:	82.20
BRADY & AMY'S	58449	Student Council Spirit week Gift Cards	25.00
		Vendor Total:	25.00
BSN SPORTS, LLC	920641731	New Gym Score table	7,727.62
		Vendor Total:	7,727.62
CASH	2.3.23CASH	Cash for Nacho Bar, District Shirts & Ga	875.00
		Vendor Total:	875.00
CENTRAL CITY SCALE, INC	225379	Girls Wrestling Scale Certifications Dis	150.00
		Vendor Total:	150.00
CHOICE FOODS	001024590740	concessions	44.59

Vendor Name	Invoice	Description	Amount
CHOICE FOODS	001039920934	Concessions,FB FR, WR, AD, SchoolBoard	24.26
CHOICE FOODS	001041690747	Concessions,FB FR, WR, AD, SchoolBoard	28.24
CHOICE FOODS	001042181127	Concessions,FB FR, WR, AD, SchoolBoard	18.90
CHOICE FOODS	002066791337	Food for Blood Drive	13.45
CHOICE FOODS	002087721645	Concessions,FB FR, WR, AD, SchoolBoard	18.24
CHOICE FOODS	002095561354	Concessions & Boys BB Hospitality	85.52
Vendor Total:			233.20
COLUMBUS HIGH SCHOOL	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	3.50
Vendor Total:			3.50
COLUMBUS YMCA	23Boys3v3 BBall	3 v 3 Basketball entry fee COL YMCA	240.00
Vendor Total:			240.00
CREIGHTON PUBLIC SCHOOLS	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	3.89
Vendor Total:			3.89
CRILLY, COLLIN	1.19.23G& BBBvsHLHF	1.19.23 G&B BB vs HLHF Ref	55.00
CRILLY, COLLIN	2.10.23JVG& BvsHLHF	2.10.23 JV Girls & Boys BB vs HLHF	110.00
CRILLY, COLLIN	2.14. 23MSBBBvsHowell	2.14.23 MS BBB vs Howells-Dodge Ref	90.00
CRILLY, COLLIN	2.9. 23GJVvsDavidCity	2.9.23 GJV BB vs David City	55.00
CRILLY, COLLIN	V*1.19.23G& BBBvsHLHF	1.19.23 G&B BB vs HLHF Ref	(55.00)
Vendor Total:			255.00
CRILLY, JIM	1.19.23G& BBBvsHLHF	1.19.23 G&B BB vs HLHF Ref	55.00
CRILLY, JIM	2.10.23JVG& BBvsHLHF	2.10.23 JV Girls & Boys BB vs HLHF	110.00
CRILLY, JIM	2.9.23G& BBBvsDavidCi	2.9.23 GJV BB vs David City	55.00
CRILLY, JIM	V*1.19.23G& BBBvsHLHF	1.19.23 G&B BB vs HLHF Ref	(55.00)
Vendor Total:			165.00
CROFTON COMMUNITY SCHOOLS	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	8.82
Vendor Total:			8.82
DAVID CITY PUBLIC SCHOOLS	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	7.13
Vendor Total:			7.13
DROESCHER, JAMES	2.3. 23GWRDistricts	2.3.23 Girls Wrestling District Official	100.00
Vendor Total:			100.00
EHRISMAN, REID	2.14. 23MSBBBvsHowell	2.14.23 MS BBB vs Howells-Dodge	90.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
EHRISMAN, REID	2.20.	2.20.23 MS BBB vs Neligh- 23MSBBBvsNeligh	90.00	
EHRISMAN, REID	2.6.23 G&B BBvsCL	2.6.23 G& B Reserve BB vs Clarkson-Leigh	100.00	
		Vendor Total:		280.00
ELGIN PUBLIC SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	2.85	
		Vendor Total:		2.85
ELKHORN VALLEY HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	2.20	
		Vendor Total:		2.20
FERGUSON, JONITA	MemorialforMom	25.00 Memorial Check	25.00	
		Vendor Total:		25.00
GIBBENS, DAVID	2.3. 23GWRDistricts	2.3.23 Girls Wrestling District Official	100.00	
		Vendor Total:		100.00
HARCO ATHLETIC RECONDITIONING, INC	27922	Football Helments Reconditioning	2,595.00	
		Vendor Total:		2,595.00
HEDRICK, TOM	2.6.23 G&BBBvsCL	2.6.23 G&B Reserve BB vs Clarkson-Leigh	100.00	
HEDRICK, TOM	2.9. 23JVBvsDavidCit y	2.9.23 JV Boys BB vs David City	55.00	
		Vendor Total:		155.00
HENRY DOORLY ZOO	2023NHSFieldTri p	NHS field trip	313.50	
		Vendor Total:		313.50
HERZ, PAUL	592847	Hospitality Room for Girls District Wres	1,200.00	
		Vendor Total:		1,200.00
HOMER COMMUNITY SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	5.64	
		Vendor Total:		5.64
HUMPHREY PUBLIC SCHOOL	23SpeechEntryFe e	Activities (speech)	32.00	
		Vendor Total:		32.00
HY-VEE FOOD STORE	4854566629	Coaches Donuts	135.92	
HY-VEE FOOD STORE	4855199326	Girls Wrestling Hospitality	67.96	
HY-VEE FOOD STORE	4855436970	Flowers for Girls/Boys BB Parents Night	54.00	
HY-VEE FOOD STORE	4855437093	Flowers for Dance/Cheer Parents Night	27.00	
		Vendor Total:		284.88
JULES SELFIE PHOTO BOOTH	Deposit Photo Booth	Photo Booth for Prom	200.00	
		Vendor Total:		200.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
KEN'S BAND INSTRUMENT REPAIR	2023-000014	Band instrument repairs for grades 5-12	225.00	Vendor Total: 225.00
KESTER, BROCK	2.3. 23GWRDistricts	2.3.23 Girls Wrestling District Official	100.00	Vendor Total: 100.00
LOGAN VIEW HIGH SCHOOL	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	3.89	Vendor Total: 3.89
LYONS-DECATUR NORTHEAST HIGH SCHOOL	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	6.61	Vendor Total: 6.61
MACKEY, LANDONN	2.20. 23MSBBBvsNeligh	2.20.23 MS BBB vs Neligh-Oakdale Ref	90.00	
MACKEY, LANDONN	2.9. 23BJVBBvsDavidCi	2.9.23 BJV BB vs David City	55.00	Vendor Total: 145.00
MAHASKA	9906516	NHS machine	144.96	
MAHASKA	9906846	concessions	1,112.00	
MAHASKA	9907782	Concession beverages	662.40	Vendor Total: 1,919.36
MCCOOK PUBLIC SCHOOLS	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	15.62	Vendor Total: 15.62
MENARDS - NORFOLK	35632	Paint for Fairplay F's	49.84	Vendor Total: 49.84
MPS ACTIVITY FUND	Fall& WinterDragonSou	Dragon Dollars, soup dinner & yearbook i	878.85	
MPS ACTIVITY FUND	NachoBarLeftovers	ConcessionsPurchaseLeftover NachoBarSuppl	90.94	Vendor Total: 969.79
NATIONAL ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS	9001691718	NHS Pins & cards	475.49	Vendor Total: 475.49
NE SCHOOL ACTIVITIES ASSOC	2023GirlsDistrictWR	2023 Girls District Wrestling NSAA	382.40	Vendor Total: 382.40
Nebraska FCCLA	1027CVP	FFA - State Officer Visit	50.00	Vendor Total: 50.00
NELIGH-OAKDALE SCHOOLS	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	2.98	Vendor Total: 2.98
NIOBRARA PUBLIC SCHOOLS	2023GirlsDistrictWR	2023GirlsDistrictWrestlingN SAAsplit	5.71	Vendor Total: 5.71

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
NORFOLK CATHOLIC SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	1.94	
				Vendor Total: 1.94
NORTH BEND CENTRAL SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	2.01	
				Vendor Total: 2.01
NORTHEAST COMMUNITY COLLEGE	FFA Lunches	Lunches for FFA @ NECC	280.00	
				Vendor Total: 280.00
OAKLAND-CRAIG HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestling	1.65	
				Vendor Total: 1.65
OBERMILLER, EIN	2.3. 23GirlsDistmila g	2.3.23 Girls District Ref Mileage	126.00	
OBERMILLER, EIN	2.3. 23GWRDistricts	2.3.23 Girls Wrestling District Official	100.00	
				Vendor Total: 226.00
OMAHA CENTRAL HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	5.71	
				Vendor Total: 5.71
OMAHA MARIAN HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	6.81	
				Vendor Total: 6.81
OMAHA NORTH HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	5.51	
				Vendor Total: 5.51
ORD HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	3.27	
				Vendor Total: 3.27
OSNES, TRENT	GasforStateWres tling	Gas for State Wrestling	15.00	
				Vendor Total: 15.00
PAPILLION-LA VISTA SENIOR HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	7.20	
				Vendor Total: 7.20
PIZZA HUT OF MADISON	1.26.23 FCCLA	FCCLA Pizza Hut	47.82	
PIZZA HUT OF MADISON	1.28.23	Boy's BB Coaches hospitality	118.00	
PIZZA HUT OF MADISON	1.28.23 Concessions	Concessions	54.00	
PIZZA HUT OF MADISON	1.31.23 BBBHospitali	Boys BBall EHC Consolation Hospitality	65.18	
PIZZA HUT OF MADISON	1.31.23 Concessions	Concessions EHC Consolation BB	54.00	
PIZZA HUT OF MADISON	12.15.22 FFA	Pizza for Dec. FFA Meeting	123.42	
PIZZA HUT OF MADISON	2.10. 23concessions	Concessions	243.00	
PIZZA HUT OF MADISON	2.16. 23PizzaSPEDvan	pizza	50.82	
PIZZA HUT OF MADISON	2.6.23	FFA Meeting Pizza	107.08	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
	FFAMeeting		
		Vendor Total:	863.32
PIZZA RANCH -NORFOLK	2.8.23MSReward	House Reward CC 300 to PR in Norfolk	300.00
		Vendor Total:	300.00
RANDOLPH HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	3.76
		Vendor Total:	3.76
RED CLOUD HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	5.09
		Vendor Total:	5.09
RODRIGUEZ, LETICIA	12.14.22Hams	HAMS Reimbursement diversity club	433.11
		Vendor Total:	433.11
SCRIBNER-SNYDER COMMUNITY SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	3.44
		Vendor Total:	3.44
SHOPFFA.ORG	1777431	FFA Official Dress	275.00
		Vendor Total:	275.00
ST PAUL PUBLIC SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	2.98
		Vendor Total:	2.98
SUMMERLAND PUBLIC SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	4.08
		Vendor Total:	4.08
SVEHLA, RANDY	2.9.23G& BVBBvsDavidC	2.9.23 G&B V BB vs David City	130.00
		Vendor Total:	130.00
SYNCB/AMAZON	CDzoClpdszJm	Nacho Bar for WR Invite fundraiser	152.88
SYNCB/AMAZON	CNdCVGpTKmIA	Nacho Bar for WR Invite fundraiser	132.00
SYNCB/AMAZON	CwSKphDYSTow	Urinalysis testing strips. Please order.	18.99
SYNCB/AMAZON	CXVyHMglxDnu	Nacho Bar for WR Invite fundraiser	112.63
SYNCB/AMAZON	IVKGZNGDLNra	Nacho Bar for WR Invite fundraiser	11.99
SYNCB/AMAZON	jkGIEWMcKAYJ	Nacho Bar for WR Invite fundraiser	106.40
		Vendor Total:	534.89
THOMS, CHRIS	2.9.23G& BVBBvsDavidC	2.9.23 G&B V BB vs David City	130.00
		Vendor Total:	130.00
VALUE UP INC.	2.15. 23Presentation	2.15.23 Half Day Presentation	2,000.00
		Vendor Total:	2,000.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
WAKEFIELD HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	5.58	
				Vendor Total: 5.58
WALMART COMMUNITY	523016699615886	concessions	100.32	
WALMART COMMUNITY	743018034881617	Concessions	27.52	
				Vendor Total: 127.84
WEST POINT-BEEMER SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	7.59	
				Vendor Total: 7.59
WESTRING, DEREK	2.10.23G& BBBvsHLHF	2.10.23 Varsity Girls & Boys BB vs HLHF	130.00	
				Vendor Total: 130.00
WILD ROOTS GREENHOUSE & MARKET	1010	Yearly Greenhouse Supplies	2,339.78	
WILD ROOTS GREENHOUSE & MARKET	1030	Poinsettias for resale	995.50	
				Vendor Total: 3,335.28
WINNERS' CIRCLE	54578	Boys & Girls bb holiday tourney trophies	145.44	
WINNERS' CIRCLE	54632	Track 3rd place ribbons	51.00	
				Vendor Total: 196.44
WINSIDE PUBLIC SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	2.40	
				Vendor Total: 2.40
WISNER-PILGER SCHOOLS	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	2.66	
				Vendor Total: 2.66
WOOLDRIK, CHRIS	2.9.23G& BVBBvsDavidC	2.9.23 G&B V BB vs David City	130.00	
				Vendor Total: 130.00
WRESTLING MART	February 23 Renewal	Rokfin subscription (\$9.99/month)	14.99	
				Vendor Total: 14.99
YUTAN HIGH SCHOOL	2023GirlsDistri ctWR	2023GirlsDistrictWrestlingN SAAsplit	2.20	
				Vendor Total: 2.20
ZESSIN, MANDY	2023FFAweekCook ies	Cookies for FFA Week	45.00	
				Vendor Total: 45.00
				Fund Total: 29,233.56
				Checking Account Total: 29,233.56

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
Checking	06		
Checking	06	Fund: 06 SCHOOL NUTRITION FUND	
JAYMAR BUSINESS FORMS INC	062505	Lunch Checks	113.00
		Vendor Total:	113.00
LUNCHTIME SOLUTIONS, INC.	20230215	Jan 2023 Breakfast & Lunch	27,852.92
LUNCHTIME SOLUTIONS, INC.	34836	Jan 23 Fresh Fruit & Vegetables	1,178.59
		Vendor Total:	29,031.51
MPS GENERAL FUND	VictoriaRojasLu	Victoria Rojas Lunch bal to	16.15
	nch	cover Book c	
		Vendor Total:	16.15
		Fund Total:	29,160.66
		Checking Account Total:	29,160.66

Madison Public Schools

Justin Frederick
Interim Superintendent

Jim Crilly
HS Principal

Reid Ehrisman
MS Principal/EL

Karla Kush
Elementary Principal

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

Travis Jordan

Director of CAI

Crystal Ernst

Instructional Coach

Landonn Mackey

Athletic Director

Celine Filsinger

Office Manager

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

Mrs. Ernst's March Board Report

• **Professional Development**

- Principals met with their staff during the last early out to go over ordering materials for the next year.
- During our next early out and CSI day, we will finish our study of "Culturally Responsive Teaching and the Brain". The last two early out days will be used to reflect and revise on our instructional framework and teacher expectations and to celebrate our growth over the past year. Math teachers will meet with Instruction Partners and work on Unit and Lesson design within our curriculum materials.
- LETRS Volume 2 has been ordered and teachers will start the online modules in order to be prepared for the first training in May. In order to be eligible for training, teachers had to first complete LETRS Vol. 1. We had 15 teachers volunteer to complete the units. I am so excited for them to have the opportunity to build their expertise in the teaching of reading, and I really feel this will improve our instruction even more than Volume 1.
- 7 teachers will be attending the NETA conference March 16th-17th. Those teachers will bring back some tips, tricks, or technology ideas and present them to the staff at the beginning of next year.

• **School Improvement**

- ESU 8 has continued to support us in aligning our systems. Megan met with some of the Elementary team to make some revisions to our MTSS process to continue to improve how we support all students. I think we did some good things this year while establishing some processes, and next year will be even better!

• **Instructional Coaching**

- We continued Reading Rounds at the elementary this semester, starting in February. I will continue to observe, score, and provide feedback for classroom reading instruction through April.

- Instruction Partners visited this week, and observed and scored Math instruction at the elementary. It was rewarding to see the score improve and have some quantitative data to see instructional growth.



Madison Public Schools

Justin Frederick
Interim Superintendent

Jim Crilly
HS Principal

Reid Ehrisman
MS Principal/EL

Karla Kush
Elementary Principal

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

Travis Jordan

Director of CAI

Crystal Ernst

Instructional Coach

Landonn Mackey

Athletic Director

Celine Filsinger

Office Manager

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

March 2023 Board Report Landonn Mackey, Athletic Director

MS Sports Participation by Season

	Fall (10/18)	Winter (3/2)	Spring
Boys	23 (48%)	26 (54%)	TBD
Girls	29 (49%)	16 (28%)	TBD
Total	52 (49%)	42 (40%)	

MS Sports Participation by Sport

	Start	Complete
Football	22	19
Volleyball	23	20
Cross Country	11	10
Girls Basketball	13	11
Boys Basketball	17	16
Girls Wrestling	5	5
Boys Wrestling	10	10

HS Sports Participation by Season

	Fall (10/26)	Winter (3/2)	Spring
Boys	33 (44%)	39 (51%)	TBD
Girls	29 (34%)	28 (32%)	TBD
Total	62 (39%)	67 (41%)	

HS Sports Participation by Sport

	Start	Complete
Football	26	24
Volleyball	26	23
Cross Country	17	15
Girls Basketball	21	21
Boys Basketball	25	20
Girls Wrestling	12	7
Boys Wrestling	13	7

- Girls Sub-District Basketball held at Pierce.
- Boys Sub-District Basketball held at Norfolk Catholic.
- Spring conditioning plans are in the final planning for those not involved in a spring sport set to begin in April.
- New gym score table arrived on February 24th.
- Youth Sports – Youth WR continues to practice twice per week with weekend tournaments, BB teams continue to practice and participate in tournaments, VB skills camps set for April, and FB skills camps set for May.
- HS Spring sports started on Monday, February 27th. MS Track will start practice Monday, March 13th.
- MS Lifting Club continues on Tuesday/Thursday from 7:15am-7:45am with Mr. Kaps & Mr. Miller along with HS students.

February Varsity Scoreboard

Girls Wrestling

State Wrestling

125 – Hser Thein – 0-2

Boys Wrestling

District Wrestling

113 – Hugo Sanchez – 3-0 (1st)

113 – Kevin Pedraza – 3-1 (3rd)

132 – Alex Molina – 2-2

152 – Ulises Avila – 2-2

160 – Cameron Hanson – 1-2

170 – Mauricio Hernandez – 2-2 (4th)

220 – Gabe Casarrubias – 2-2

State Wrestling

113 – Hugo Sanchez – 3-2 (4th)

113 – Kevin Pedraza – 2-2

170 – Mauricio Hernandez – 1-2

Girls Basketball (3-17)

West Point-Beemer (2/7) – Lost 56-17

David City (2/9) – Lost 55-32

HLHF (2/10) – Lost 50-13

Pierce (2/14) – Lost 54-17

Boys Basketball (12-12)

West Point-Beemer (2/7) – Lost 57-31

David City (2/9) – Lost 63-46

HLHF (2/10) – Lost 49-47

Wisner-Pilger (2/17) – Lost 58-48

Stanton (2/20) – Lost 55-49

Madison Public Schools

Justin Frederick
Interim Superintendent

Jim Crilly
HS Principal

Reid Ehrisman
MS Principal/EL

Karla Kush
Elementary Principal

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

Travis Jordan
Director of CAI

Crystal Ernst
Instructional Coach

Landon Mackey
Athletic Director

Celine Filsinger
Office Manager

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

Curriculum, Assessment

March 2023

Curriculum:

- We are taking a look at the High School Math materials to make sure we have solid materials in place for new staff to continue meeting our Curricular needs.
- Inventory and Purchasing is taking place to make sure we can continue with all programs form the 2022-2023 School year.

Assessment:

- ELPA21 Testing is almost Complete
- ACT Prep is Scheduled and the ACT will be administered to all Juniors on April 5.
- PreACT for Sophomores will be Wednesday, April 19.
- NSCAS testing for 3-8 is being Scheduled for the April 3 - May 12 Window. Each grade will be tested in Math and ELA. 5th and 8th Grade will be tested in Science.
 - As we review data, we are setting goals and creating action plans to help identify how to maximize this last month and a half of instruction.
 - The Special Education Department is looking at use of accommodations on the Winter Test. We are developing a modified schedule to maximize our students' opportunity to have success on the state test in the Spring.
- Acadience Spring Benchmark for K-6 will be May 1-5.

Madison Public Schools

Justin Frederick
Interim Superintendent
Jim Crilly
HS Principal
Reid Ehrisman
MS Principal/EL
Karla Kush
Elementary Principal

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

Travis Jordan
Director of CAI
Crystal Ernst
Instructional Coach
Landonn Mackey
Athletic Director
Celine Filsinger
Office Manager

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

Mrs. Kush – March 7, 2023
Elementary Principal

Grade Level	3/7/23	2/9/23	1/12/23	10/4/22	9/7/22	8/3/22
PreK-3	30	30	29	30	29	18
PreK-4	30	30	29	30	31	24
Kindergarten	36	36	36	37	37	39
1 st Grade	34	34	34	33	33	37
2 nd Grade	38	38	35	34	34	36
3 rd Grade	44	44	44	44	44	44
4 th Grade	32	32	32	32	32	34
5 th Grade	30	30	30	28	28	29
Total	274	274	269	268	268	261
						Last school year ended with 267

Number of Students in Elementary School

Aug. 2022	Sept. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2022	Feb. 2022
94.88%	96.05%	94.31%	92.33%	91.76%	96.22%	96.11%

Attendance Percentage

1. Teacher evaluations are complete. I have been so pleased with what I've observed from our teachers and students. There are creative lessons I've witnessed and routine consistency that all help our students get exactly what they are needing..
2. Parent Teacher Conferences had 93% of parents/guardians come into our school. At about 98% if we consider the parents that came in a later scheduled time.
3. K-8 Math Night on Feb. 23rd was enjoyable. We had a lower number of people come out due to the weather. I was able to hear the conversations and observe the interactions parents, students, and teachers had with one another and it was a pleasant evening worth participating in. I really appreciate the elementary staff that all pitch in to make this event so wonderful. It also counted as our Title I meeting that we are to have annually.

4. Instruction Partners were at the elementary on March 6th. They are an outside company that the ESU8 brought in for schools interested in support in Reading, Math, or Science. We had them in for walk-throughs in Math and have seen growth in our Math instruction from August to March. We meet with them two more times this school year and will create an action plan for what we want to do next.
5. There is a PreK Family Night that will be on March 23rd.
6. Kindergarten Round-up and Preschool Registration will be on March 31st.



Madison Public Schools

Justin Frederick

Superintendent

Jim Crilly

HS Principal

Reid Ehrisman

MS Principal/EL

Karla Kush

Elementary Principal

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

Travis Jordan

Director of CAI

Crystal Ernst

Instructional Coach

Landon Mackey

Athletic Director

Celine Filsinger

Office Manager

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

March 2023 School Board Meeting- Jim Crilly High School Principal

Enrollment

9th Grade- 48 Students

10th Grade- 33 Students

11th Grade- 47 Students

12th Grade- 38 Students

TOTAL ENROLLMENT- 166

Last Month 167

Attendance

9th Grade- 94.68%

10th Grade- 90.85%

11th Grade- 90.30%

12th Grade- 90.96%

OVERALL 91.84%

Parent Teacher Conferences were a success, the average attendance was over 88%. Lots of good conversations between parents and teachers.

Graduation is May 7th, In April if Board Members could tell Mr. Frederick who will be attending and reading. Seniors graduation rate still looks to remain above 90%.

Registration for next year classes has begun. All students in grades 8th-11th have filled out tentative classes for next year. Ms. Jurries is giving teachers class enrollment numbers.

FFA had Districts February 27th, Josie Stoffel (Junior) received first place out of 72 contestants in Vet Science and qualified for State FFA. Also qualifying for State FFA, Makayla Books, Wyatt Zessin and Raymond Sanchez.

Handbook modifications will be brought to the meeting with approval at the April Meeting.

Dance and Cheer participated in state competition February 17th and 18th. Speech Team District were March 6th at Oakland-Craig.

Madison Public Schools

Justin Frederick
Interim Superintendent

Jim Crilly
HS Principal

Reid Ehrisman
MS Principal/EL

Karla Kush
Elementary Principal

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

Travis Jordan

Director of CAI

Crystal Ernst

Instructional Coach

Landon Mackey

Athletic Director

Celine Filsinger

Office Manager

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

Buildings and grounds committee went through the elementary addition on 3-8-2023. Drywall is all up and a crew was working late on the mud and tape. Doug from DWB says we are ahead of schedule on this project, which is a great thing to be ahead on. If all works out, we can move in before school starts in August. The entry doors might be the only hiccup, but we could start with temporary doors, as they won't be used for drop off and pickup. Bus barn shell is all done and concrete and inside finish inside walls when it warms up.

We will have the lunch RFP meeting on March 22 to get bids for lunch contract. I have sent the RFP information to three companies to date, so will hopefully have multiple bids for the school to select in May or June.

Nurse Lisa is process of getting Naloxone for the MS/HS. She will train selected members of the staff to administer if needed. I have included BOE policy 3051 on the policies to affirm this meeting. I have also included 4001-4014, and 4016-4020. BOE policy 4015 Prohibition Against Employment of Board Members from KSB was not adopted by the board originally, so it is not included. This essentially means you can't be on the school board and be employed as a teacher.

We have one certified resignation to act on. I also have action items on the two certified contracts for HS Math and EL.

Classified negotiations committee met on February 28, so that is on as action item.

The Title I visit on February 21 and Migrant visit on February 22 both went well.

I attended the NRCSA Legislative Forum on March 7 in Lincoln. There are 821 bills to be introduced this session but it is all moving very slowly at this point. I will keep you all up to date on bills that would affect education via text or email.

The skid steer lease is up. I have it as an action item. We can purchase the one we have with a little over 100 hours or we can start a new lease. The price of these machines, like many other things, has gone up a lot over the last few years, so payments would be much higher. AKRS representative thought we had one year left on the lease, but quote clearly shows we do not.



Madison Public Schools

Justin Frederick
Interim Superintendent
Jim Crilly
HS Principal
Reid Ehrisman
MS Principal/EL
Karla Kush
Elementary Principal

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

Travis Jordan
Director of CAI
Crystal Ernst
Instructional Coach
Landonn Mackey
Athletic Director
Celine Filsinger
Office Manager

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

Mr. Ehrisman- March 8, 2023

Grade Level	Current as of 3/8/23	Start of the year 8/3/22
6th Grade	32	31
7th Grade	34	38
8th Grade	41	41
MS Total	107	110

Grade Level	Attendance as of 3/8/23	8/11-8/31	9/1-9/30	10/1-10/31	11/1-11/30	12/1-12/21	1/4-1/31	2/1-2/28
6th Grade	96.24%	97.80%	96.34%	96.41%	96.67%	94.03%	94.04%	97.44%
7th Grade	95.07%	97.12%	96.38%	96.06%	91.63%	93.32%	94.31%	95.42%
8th Grade	95.19%	97.33%	97.51%	94.49%	94.65%	92.18%	95.21%	94.97%
MS Total	95.57%	97.40%	96.77%	95.61%	94.24%	93.12%	94.55%	95.85%

# of students in AMP	
Week 17 (2/14)	13
Week 18 (2/21)	5
Week 19 (2/28)	3
Week 20 (3/7)	5

- ELPA21 testing is underway. Thank you to our EL teachers and Mr. Jordan in working to get students prepared and testing completed.
- 8th grade students have completed registration for HS classes.
- Jacquie Winbolt, BIST consultant, was in the MS on February 9th.
- Breakdown of attendance for 2023 spring PTC's:
 - 6th- 91%
 - 7th- 89%
 - 8th- 85%
 - Overall- 88%

- Representatives from the NDE Migrant program were in the district on February 22nd for their triennial monitoring visit.
- Mr. Jordan, Mrs. Ernst, Mr. Frederick and myself met with Nadia Nibbs from TNTP, on February 28th, to help start developing our CSI goals. The CSI grant application is due on March 20th.
- The 6th Annual House Olympics took place on March 7th. The House of Tiyaga won, making them back to back champions: Below are several pictures from the event:

1st place: Tiyaga- 67pts
2nd place: Daode- 56pts
3rd place: Rohkeus- 55 pts
4th place: Dragoste- 51 pts



**MADISON PUBLIC SCHOOLS**

PO BOX 450
 MADISON, NE 68748 -0450
 (402) 454-3336

Driver's Lic. Issuing State:
 Driver's Lic. Expiration Date:

Lease Account Detail ¹

Lease Begin Date:	02/19/2021	Scheduled Payment Amount ⁴ :	\$469.74
Load Date:	02/26/2021	Next Due Date:	01/19/2023
Maturity Date:	02/19/2023	Next Payment Amount ⁵ :	\$0.00
Term:	24	Amount Financed ⁶ :	\$37,518.00
Cash Price ² :	\$37,518.00	Security Deposit:	\$0.00
Customer Purchase Option ³ :	\$28,404.51	Amount Past Due:	\$40.84
Dealer Recourse:		Sum of Remaining Payments w/o taxes and fees:	-\$40.84
Recourse Type:	Catch all for unknown to avoid null exceptions	Payoff Quote Good Through Date:	03/15/2023
Recourse Term (# of payments):		Payoff with Sales Tax:	\$28,925.07
		Payoff Quote w/o tax:	\$28,925.07

Equipment for this Account

Type:	Serial #:	Original Cost \$:	Original Cost %:	Scheduled Payment:	Division Risk Share:	Residual Value Enhancement:	Dealer Residual Guarantee:
320G	1T0320GKLMJ396788	\$37,500.00	100%	\$469.74			



Estimate

Court Floors LLC.
 54638 837th Road
 Battle Creek Ne. 68715
 402-750-6049
courtfloors@gmail.com

DATE February 21, 2023

TO Justin Frederick
 Madison Public Schools
 PO Box 450
 Madison NE. 68748-0450

SALESPERSON	JOB	PAYMENT TERMS	DUE DATE
Jeff Heimes	High School Gym	Due after completion of work	

Completed	DESCRIPTION	UNIT PRICE	LINE TOTAL
	High School Gym Floor 8535 Square Ft.		\$ 3,075.00
	Screen and Recoat entire gym floor with TWO coats of Bona's Premium Super Sport Water Base Finish.		
	New High School Gym Floor 13000 Square Ft.	.36/Sq Ft	4,480.00
	Screen and Recoat entire gym floor with TWO coats of Bona's Premium Super Sport Water Base Finish.		
		TOTAL	\$ 7,555.00

THANK YOU FOR YOUR BUSINESS!

Kara Wondercheck

1591 340th Ave
Newman Grove, NE 68758
(308) 991-8984
Kara.mariephilips@gmail.com

March 1st, 2023

Madison School Board

Board President, Madison Public Schools
700 S Kent Street
Madison, NE 68748

Dear Madison School Board,

I am writing to inform you that I am resigning from my position as the Agriculture Teacher and FFA Advisor at Madison Public Schools. I plan to finish out my contract

Over the past three years, Madison Public Schools has become such an important part of my life. My reason for leaving is nothing but personal. I have thoroughly enjoyed my time in this community. The staff and students at MHS are nothing short of extraordinary.

My heart breaks to leave these students because I see so much potential in each and every one of them. As the next person transitions into their roll, I would be happy to provide advice, assistance, and resources as they need.

I want to thank you for giving me the opportunity to work at Madison Public Schools and for guiding me as a new teacher every step of the way. The experience I have gained here is something I will cherish forever.

Sincerely,

Kara Wondercheck

3051

Opioid Overdose Prevention and Response

The district will maintain an opioid antagonist in its schools, specifically naloxone, otherwise known by its brand name Narcan. Pursuant to Nebraska law and the Naloxone Standing Order issued by the Nebraska DHHS, Division of Public Health, the board will permit school nurses, trained school staff, or other individuals qualified by law to administer naloxone to any person at school or a school event displaying symptoms of an opioid overdose.

This policy shall not create a duty on the part of the school district and/or its personnel to administer naloxone. School representatives will not administer naloxone under the following circumstances:

- a. Naloxone is not available during the overdose emergency;
- b. There is no individual available who is qualified to administer naloxone; or
- c. School representatives are uncertain as to whether an opioid overdose is occurring.

Nothing in this policy is intended to regulate, restrict or otherwise deter a law enforcement officer, emergency medical technician, volunteer fire fighter, licensed medical professional or other authorized individual from administering his/her own supply of naloxone when responding in good faith to a suspected drug overdose occurring on school district property or at a school-sponsored event.

Procurement and Storage. The superintendent, in consultation with the school's nursing staff, will make the necessary arrangements to obtain naloxone. The naloxone will be stored unlocked in the nurses' office(s). The superintendent, in consultation with the school's nursing staff, will reorder naloxone.

Naloxone that is nearing its expiration date will be replaced. The school nurse shall maintain a log of naloxone supplies consistent with the district's practices for logging other medications.

Training. Licensed health care professionals and school resource officers employed on the high school and middle school levels shall all complete an approved naloxone training prior to carrying and/or administering naloxone. Other school staff members may be trained as determined by the administration. Once trained, staff members shall

review the DHHS standing order and applicable naloxone administration protocols as needed.

Recordkeeping and Reporting. Any individual who administers naloxone on behalf of the school district will promptly notify the building principal and superintendent of the facts and circumstances surrounding the drug overdose incident. The administration of naloxone to any student will be documented in his/her cumulative health record. The administration of naloxone to any staff member will be documented in his/her personnel file.

Adopted on: 6/10/2019

Revised on: _____

Reviewed on: _____

4001 Nondiscrimination

The School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963 as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights

to military reservists and National Guard members called to active duty

The Boy Scouts of America Equal Access Act which prohibits discrimination against groups that wish to access district facilities

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska – prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act – prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT §§ 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district's Title IX and/or Section 504/ADA Coordinator.

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4002
Drug Free Workplace

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4003 Drug Policy Regarding Drivers

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

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

Refusal to Submit to Testing. The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action which may include termination of the driver's employment.

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

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

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

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

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

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

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

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

Medical Resource Officer. All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day.

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

Retesting. An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4004

Employment of Relatives, Domestic Partners and Significant Others

It is in the school district's best interest to hire the best qualified candidate for employment. However, the district must use sound judgment in hiring and placing employees who are closely related, reside together as domestic partners, or are involved in close relationships for the following reasons: avoiding conflict of interest and the appearance of a conflict of interest; avoiding favoritism and the appearance of favoritism; promoting collegiality among employees; minimizing lost productivity; easing the task of managing employees; avoiding friction and conflict when marriages or relationships break down; and avoiding claims of sexual harassment.

For the purposes of this policy, the term "relative" refers to a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. "Domestic partner" refers to individuals who reside in the same household and are involved in a relationship, who may hold themselves out to the public as marital partners, but who are not legally married. "Significant others" refers to individuals who are dating or engaged to be married but may or may not reside together. This policy applies to all categories of employment including regular, temporary, and part-time classifications.

Generally, an employee's relative, domestic partner, or significant other should not be hired to work in the same department as the employee or in any other position in which the district believes a conflict or the appearance of a conflict may exist. Relatives, domestic partners, and significant others are permitted to work at the district provided one does not report directly to, supervise, or manage the other. The superintendent and/or board may make exceptions to this general rule.

Employees in a supervisory-subordinate relationship or employed in the same department who marry, become domestic partners, or become significant others while employed will be treated in accordance with these guidelines, and one of the employees will be transferred at the earliest practicable time. The transfer will be voluntary when possible. When a voluntary transfer is not possible, the superintendent will make the decision based upon the importance of each job, the needs of the district, and the availability of candidates to fill either position. The district shall endeavor to place the transferred

employee in a position which is similar in terms of pay and benefits. The superintendent and/or board may make exceptions to this general rule. The superintendent and/or board may make exceptions to this general rule.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4005

Communication Between the Board and District Employees

Employees have the same right to communicate with the board about matters of public concern as other patrons of the district. Regarding employment-related issues, employees must follow the applicable board policies and/or contractual procedures regarding the administrative chain of command, complaints, grievances and other applicable processes.

When appropriate, the superintendent shall inform employees of official board policies, directives, actions and concerns.

Adopted on: 1/11/16
Revised on: _____
Reviewed on: _____

4006
Insurance

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a contract or collective bargaining agreement.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4007
Personnel Records

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees (or individuals to whom employees have given written authorization) may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration.

An employee may respond to any document(s) in his or her personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4008
Outside Employment

1. An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.
2. Tutoring
 - a. Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day.
 - b. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher.
 - c. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or designee.
3. Employees shall attend to personal matters outside their assigned duty hours with the district whenever possible.
4. Employees may conduct business on behalf of the district during assigned duty hours, but at times that do not disrupt or interfere with teaching responsibilities or student activities.
5. Employees shall not misrepresent, either expressly or by implication, that any activity, solicitation, or other endeavor is sponsored, sanctioned, or endorsed by the district.
6. In any written or verbal presentation by an employee that might be perceived as being sanctioned, sponsored, or endorsed by the district, other than district-related instruction or presentation to district students or personnel, the employee shall communicate to the audience or recipients that the views expressed are those of the employee and not necessarily those of the district or board.

7. Sale of goods or services by employees.
 - a. Employees shall not sell, solicit or promote the sale of goods or services to students.
 - b. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale.
 - c. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s).
 - d. Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.
8. No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.
9. All written or artistic works, instructional materials, inventions, procedures, ideas, innovations, systems, programs, or other work product created or developed by any employee in the course and scope of performance of his or her employment duties on behalf of the district, whether published or not, shall be the exclusive property of the district; and the district has the sole right to sell, license, assign, or transfer any and all right, title, or interest in and to such property.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4009

Restrictions on Employees Receiving Gratuities

An employee who, because of his or her employment by the school district, receives any bonus merchandise or gift with a value over \$25.00 must disclose the receipt of such gift to the superintendent. The superintendent, at his or her discretion, may require that the gift become the property of the district.

Employees are directed to discourage merchants from offering bonus paraphernalia in exchange for the school's patronage.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4010
Inclement Weather

Unless the superintendent directs otherwise, the following personnel shall report to work when school is canceled because of inclement weather: the superintendent, principals, secretaries, and custodians/maintenance staff.

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

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

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

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

I. Qualifying for Leave

A. Qualified Employees

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

B. Qualified Circumstances Necessitating Leave

1. The school district will grant an eligible employee up to a total of 12 workweeks of ***unpaid*** leave under the following conditions:
 - a. For birth of a son or daughter, and to care for the newborn child;
 - b. For placement of a son or daughter with the employee for adoption or foster care;
 - c. To care for the employee's spouse, son, daughter, or parent with a serious health condition;
 - d. Because of a serious health condition that makes the employee unable to perform the functions of his or her job;
 - e. Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation; or

2. The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a Covered Servicemember a total of 26 workweeks of ***unpaid*** leave during a 12-month period to care for the service member as permitted under the FMLA. The leave described in this paragraph shall only be available during a single 12-month period.

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

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

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

C. Limitations on Leave

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

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

D. Qualifying Notice and Certification

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

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

5. Certification supporting the need for leave to care for a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness; and
6. Periodic reports during leave, at a frequency reasonably requested by the superintendent, regarding the employee's status and intent to return to work.

E. Scheduling Leave

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

II. Relationship with District During Leave

A. Leave to Be Unpaid

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

B. Substitution of Paid Leave

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

leave, the leave will not count against the number of workweeks of FMLA leave to which the employee is entitled.

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

C. Group Health Plan Benefits

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

D. Intermittent or Reduced-Schedule Leave

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

eligible employee may take leave intermittently or on a reduced-leave schedule when medically necessary.

- c. When leave is taken by an eligible employee because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation, the employee may take leave intermittently or on a reduced-leave schedule.
- d. When leave is taken by an eligible employee to care for a Covered Servicemember, including a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness
- e. Intermittent or reduced leave shall not result in a reduction in the employee's total amount of leave beyond the amount of leave actually taken.
- f. When an instructional employee seeks to take intermittent leave in connection with a family or personal illness (e.g. physical therapy or periodic care for a sick relative) or to care for a covered Veteran or Military Member, and when such leave would constitute at least 20 percent of the total number of working days in the period during which the leave would extend, the school district may require the employee

to elect to take leave in a block, instead of intermittently, for the entire period or to transfer to an available alternative position within the school system that is equivalent in pay, for which the employee is qualified, and which better accommodates the intermittent leave.

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

III. Return from Leave

A. Restoration to Position

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

position of employment other than to which the employee would have been entitled had the employee not taken leave.

B. Denial of Restoration

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

C. Failure to Return from Leave

- a. If an employee fails to return from FMLA leave after the period of leave to which the employee is entitled has expired, the employee shall reimburse the district for any premiums the employer paid for

maintaining health insurance coverage for the employee during the employee's FMLA leave unless the reason the employee does not return is due to: (1) the continuation, recurrence, or onset of the serious health condition which entitled the employee to FMLA leave and the employee provides the district with sufficient certification from the proper health care provider of such continuation, recurrence, or onset of the serious health condition or (2) other circumstances beyond the employee's control.

IV. Notice to Employees

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

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4011.1
Nebraska Family Military Leave Act

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

I. Qualifying for Leave

A. Qualified Employees

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

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

B. Qualified Circumstances for Requesting Leave

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

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

C. Qualifying Notice and Certification

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

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

II. Relationship with District During Leave

A. Leave to Be Unpaid

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

B. Benefits

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

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

III. Return from Leave

A. Restoration to Position

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

B. Failure to Return

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

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4012
Staff Internet and Computer Use

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

I. Staff Expectations in Use of the Internet

A. Acceptable Use While on Duty or on School Property

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

B. Unacceptable Use While on Duty or on School Property

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

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

II. School Affiliated Websites

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

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

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

III. Enforcement

A. Methods of Enforcement

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

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

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

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

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

IV. Off-Duty Personal Use

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

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

Adopted on: 6/11/2018

Revised on: _____

Reviewed on: _____

4013 Grievance Procedure

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4014

Employment-Related Sexual Harassment

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

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

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

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

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

using the district's complaint policy. Complaints involving sexual harassment may also be submitted at any time to the district's Title IX coordinator.

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

Sexual harassment of students is addressed in a separate policy.

Adopted on: 6/11/2018

Revised on: _____

Reviewed on: _____

4016

Jury Duty/Service as Witness in Court

An employee who has been called to serve as a juror will be granted paid leave. Employees must sign over to the district the compensation they receive for jury duty, but not compensation for expenses.

An employee who has been subpoenaed to testify as a witness in a court proceeding shall be entitled to one day of paid leave. To receive paid leave, the employee must sign over to the district his or her witness fee.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4017

Relations with Employee Collective Bargaining Associations

The board of education recognizes the right of staff members to belong to organizations for bargaining purposes pursuant to state statutes. The board will negotiate with employee associations that have been established in accordance with public employee bargaining statutes and will negotiate with local collective bargaining unit representatives at mutually agreeable times.

To facilitate an amicable relationship between the district and any local employee associations, the district will allow associations to make reasonable use of district facilities for meetings outside the school's and the employees' work hours. With administrative approval, associations may use district resources, post notices of meetings and other information on bulletin boards designated for this purpose, and use district e-mail and mail boxes for delivery of employment-related information. Associations must pay for all supplies used, damage caused, or the loss or theft of borrowed property.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4018
Corporal Punishment

Corporal punishment, defined as the infliction of bodily pain as a penalty for disapproved behavior, is prohibited. Some physical contact is inevitable, and most of it is appropriate. Therefore, physical contact, short of corporal punishment, is acceptable to promote personal interaction with students, to maintain order and control, and to protect persons and property.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____

4019

Workplace Injury Prevention and Safety Committee

The school district is committed to providing and maintaining a safe work environment, and to taking reasonable precautions for the safety of the students, employees, visitors, and all others having business with this school district. Every employee district should show concern for the safety of fellow employees, students, and members of the public. The district shall have a safety committee as required by Nebraska law. Members of the safety committee shall be established through the collective bargaining process.

The committee shall adopt and maintain a written injury prevention program. The committee shall participate in the development of safety education, training, and the establishment of safety rules, policies and procedures pursuant to this policy, the district's written injury prevention program, or as otherwise provided by law. Training for employees shall be conducted annually.

The workplace injury prevention and safety committee shall maintain minutes of all meetings and file them in the district office. The committee shall implement accident investigation, record keeping procedures, safety rules, safety and health training, and policies. The district shall maintain records for at least three years, or longer if directed by the Department of Labor.

The committee shall meet at least once every three months or more frequently in the event of an employee complaint or of a job-related injury or death. The workplace injury prevention and safety committee shall keep written minutes of all meetings, and provide a copy to the superintendent or designee who shall maintain the minutes in the district's administrative offices for a period of at least three years, unless otherwise instructed by the Department of Labor.

The workplace injury prevention and safety committee shall develop an injury prevention plan and present it to the board. The plan should be developed and presented in the spirit of employees working together in a cooperative, non-adversarial effort to promote safety at the work sites within the district.

The superintendent or designee shall assure that the safety training for employees is reviewed annually or more frequently, if needed. He or she shall provide the following, as set forth in the initial written Employer's Injury Prevention Plan:

1. Initial safety orientation on rules, policies, and job specific procedures for new employees or employees who are assuming new and different duties within the school district, if appropriate.
2. Job specific training for employees before they perform potential hazardous work.
3. Periodic refresher training and dissemination of information on an annual basis, or more frequently if so designated by the administrator, for employees regarding the injury prevention plan of the unit and safety rules, policies, and procedures pertaining to safety within the school district.

In the event of a death in the workplace, the workplace injury prevention and safety committee shall forward to the Department of Labor within 15 working days a copy of any review of the matter made by the workplace injury prevention and safety committee.

The superintendent or designee shall establish or cause to be established record-keeping procedures to control and maintain all accident and injury records pertaining to accidents and injuries within the district or activities under the control of the district. Such records shall be kept for at least three years, or longer if so advised by the Department of Labor.

The workplace injury prevention and safety committee will confer with the district's crisis team and shall review the district's All-Hazard School Safety Plan upon its adoption by the crisis team.

Adopted on: 6-12-2017

Revised on: _____

Reviewed on: _____

4020
Ownership of Copyrighted Works

Works created by district employees in the course and scope of their employment remain the property of the district. The board may enter into a written agreement with a staff member allowing the staff member to share ownership of a copyright in the covered work. The board will only enter into such an agreement if the written work was created apart from, and in addition to, what the district requires and if the district will not incur an expense to replace the work.

The board hereby expressly grants to other educational entities located within Nebraska a non-exclusive license to use the district's copyrighted works for educational purposes within Nebraska when those works have been placed onto collaborative learning systems within the State.

Adopted on: 1/11/16

Revised on: _____

Reviewed on: _____