

## **Madison Board of Education, Madison District #1**

Board of Education Regular Meeting  
Monday, March 10, 2025 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 for agenda items.
4. Administrator and Other Reports
5. Board Committee Reports/Meeting dates  
Classified Employees committee meets before the meeting at 6:30.  
Building and Grounds will meet sometime before the April meeting, waiting on a playground company to come out and give a quote.  
  
Need two members to join the Madison Education Foundation.
6. Action Items
  - 6.1. Discuss, consider, and take all necessary action to approve hiring Corra Harrold for EL teacher for 2025-26.
  - 6.2. Discuss, consider, and take all necessary action to approve resignation of Carter Tegeler, Kristen Herchenbach, and Katrina Hughes.
  - 6.3. Discuss, consider, and take all necessary action to approve BOE policies 4011-4020.
  - 6.4. Discuss, consider, and take all necessary action to approve classified compensation for 2025-26 school year.
7. Public forum for non agenda items.
8. Topics for next month's Board of Education meeting  
American Civics Committee meeting  
BOE Policy
9. 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 2025 Meeting**

Front door of high school	12-18-2024
Library	12-18-2024
City Office	12-18-2024
Star Mail	01-30-2025

Oscar Calderon: Present, Kate Ebeling: Present, Harlow Hanson: Present, Jim Knapp: Present, Matthew Reeves: Present, Steve Ruh: Present. Present: 6.

1. Call the Meeting to Order

- 1.1. Roll Call
- 1.2. Pledge of Allegiance
- 1.3. Open Meetings Act
- 1.4. Madison Public Schools Mission Statement
- 1.5 Oath of office for new board members

2. Consent Agenda

Motion to approve consent agenda items 2.1, 2.2 & 2.3 as presented Passed with a motion by Kate Ebeling and a second by Jim Knapp. Oscar Calderon: Yea, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Matthew Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

A to Z Vac.N.Sew	Supplies	5,762.75
ACT INC	Testing	42.00
Advisor, The	Publications	277.40
Albracht Disposal Service	Waste Disposal	675.00
Alpha Workforce Health	DOT Physical	90.00
Appeara	Supplies	776.17
Bauer Built Tire & Service	Repairs	185.00
Brady & Amy's	Fuel	3,248.07
Choice Foods	Supplies/Fuel	697.03
City of Madison	Utilities	9,414.90
Copperline Electric Co	Maintenance	607.50
Curriculum Associates LLC	Supplies	559.77
Eakes Office Solutions	Supplies	2,983.38
Ecolab Pest Elimination Division	Pest Control	139.50
Educational Service Unit #7	Services	493.00
Educational Service Unit #8	Tech, Registration, PD	136,639.80
Estech Systems Inc	Phone Service	1,295.19
Father Flanagans Boys Home	Services	5,200.00
Flinn Scientific, Inc.	Supplies	227.43
Go Physical Therapy LLC	Services	4,483.90
GreatAmerica Financial Services Corporation	Copier Lease	849.74
HD Supply	Supplies	239.32
Heartland Communications	Maintenance	4,282.00
Helvie, Cathy	Mileage	627.20
Hireright LLC, Inc	Testing	77.10
Hy-Vee Food Store	Supplies	123.72
Jackson Services	Supplies	480.32
Ken's Band Instrument Repair	Repairs	57.00
Krier Technoloies	Supplies	15,370.00
KSB School Law	Legal Services	40.00
Lunchtime Solutions, Inc.	Supplies	2,270.77
Madison County Clerk	Election Fee	200.00

Madison Star Mail	Publications	373.32
Matheson Tri-Gas Inc	Supplies	93.74
Meisinger Oil Company	Supplies	1,285.44
Menards - Norfolk	Supplies	2,319.80
Midwest Alarm Services	Alarm Service	5.87
MPS Activity Fund	Supplies Reimb	295.00
MPS-Petty Cash	Shipping	400.00
NE Regional Deaf Ed Program	Services	279.00
Nebr Rural Community Schools	Registration	100.00
Nebraska Association of School Boards	Registration	4,923.00
One Source	Background Check	235.00
Pinkelman Truck and Trailer	Maintenance	9,754.90
Pitney Bowes Bank Inc Reserve Account	Postage	1,000.00
PV Business Solutions	Supplies	298.50
Quill Corporation	Supplies	383.36
RS Electric	Maintenance	330.97
Timeclock Plus LLC	License	70.00
Trane US Inc	Repairs	2,249.10
Uline	Supplies	1,129.92
University of Nebraska - Lincoln	Registration	860.00
Volkman Plumbing & Heating	Repairs	8,751.91
Walmart Community	Supplies	27.23
Water Engineering Inc	Water Service	502.54
White Castle Roofing	Maintenance	1,285.00
Woodriver Energy	Utilities	7,769.32
Zeptive Inc	Supplies	2,586.00

3. Public Forum for agenda items.

4. Administrator and Other Reports

5. Board Committee Reports/Meeting dates

Admin Negotiations before the meeting at 6:30

Would like to meet with classified before March meeting and building and grounds over the next couple of months.

6. Action Items

7. Discuss, consider, and take all necessary action to approve BOE policies 4002-4010.

Motion to approve BOE policies 4002-4010 passed with a motion by Jim Knapp and a second by Harlow Hanson. Oscar Calderon: Yea, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Matthew Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

8. Discuss, consider, and take all necessary action to approve Rose Murcek as elementary teacher hire for 2025-26.

Motion to approve Rose Murcek as elementary teacher hire for 2025-26 passed with a motion by Steve Ruh and a second by Oscar Calderon. Oscar Calderon: Yea, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Matthew Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

9. Discuss, consider, and take all necessary action to approve the year's calendar for 2025- 26.

Motion to approve the year's calendar for 2025-26 passed with a motion by Kate Ebeling and a second by Matthew Reeves. Oscar Calderon: Yea, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Matthew Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

10. Discuss, consider, and take all necessary action to approve administrative compensation for the 2025-26.

Motion to approve administrative compensation for the 2025-26 as per Administration Compensation Committee recommendation passed with a motion by Steve Ruh and a second by Oscar Calderon. Oscar Calderon: Yea, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Matthew Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

11. Public Forum for non agenda items.

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

Classified compensation  
BOE policy

13. Adjournment

Motion to Adjourn at 7:50pm passed with a motion by Kate Ebeling and a second by Oscar Calderon. Oscar Calderon: Yea, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Matthew Reeves: Yea, Steve Ruh: Yea. Yea: 6, Nay: 0

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President

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Secretary

Madison Public Schools					
ACTIVITY FUND	Fund 05				
February 2025					
Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
AD	6,747.00	562.35	0.00	0.00	6,184.65
Art Club	1,426.16	0.00	0.00	0.00	1,426.16
Band	1,264.92	0.00	0.00	0.00	1,264.92
Boys BB	5,427.29	912.00	808.50	0.00	5,323.79
Boys BB FR	502.83	0.00	0.00	0.00	502.83
Cheerleaders	3,429.83	0.00	0.00	0.00	3,429.83
Class of 2025	1,432.85	0.00	0.00	0.00	1,432.85
Class of 2026	4,563.65	350.00	0.00	0.00	4,213.65
Class of 2027	1,540.00	0.00	0.00	0.00	1,540.00
Class of 2028	780.00	0.00	0.00	0.00	780.00
Concessions	16,957.19	1,936.17	782.38	0.00	15,803.40
Courtesy	2,132.59	0.00	0.00	0.00	2,132.59
Cross Country	1,102.66	0.00	0.00	0.00	1,102.66
Cross Country FR	1,096.25	0.00	0.00	0.00	1,096.25
Danceline	1,580.07	0.00	0.00	0.00	1,580.07
District Funds	2,371.48	965.44	2,950.25	0.00	4,356.29
Elem Activity Acct	8,808.25	0.00	0.00	0.00	8,808.25
Elem Student Council	264.84	0.00	0.00	0.00	264.84
Elementary ASP	243.80	0.00	0.00	0.00	243.80
ELL Class	521.82	0.00	0.00	0.00	521.82
Emergency Assistance	1,533.24	0.00	0.00	0.00	1,533.24
Ethnic Diversity Club	2,662.04	0.00	0.00	0.00	2,662.04
FCCLA	2,238.79	256.63	0.00	0.00	1,982.16
FFA	12,559.58	237.36	0.00	0.00	12,322.22
Football	3,682.17	0.00	0.00	0.00	3,682.17
Football FR	1,718.59	585.00	195.00	0.00	1,328.59
Girls BB	3,073.44	210.00	177.50	0.00	3,040.94
Girls BB FR	385.47	127.95	193.78	0.00	451.30
Golf	2,094.74	0.00	0.00	0.00	2,094.74
Golf FR	658.20	0.00	0.00	0.00	658.20
Homecoming	182.18	0.00	0.00	0.00	182.18
Honor Society	932.86	450.51	0.00	0.00	482.35
HS Girls Wrestling Fundraiser	1,726.75	0.00	0.00	0.00	1,726.75
HS Girls Wrestling	4,023.29	0.00	0.00	0.00	4,023.29
HS Student Council	1,695.80	95.00	193.00	0.00	1,793.80
M Club	3,769.07	0.00	0.00	0.00	3,769.07
MS Activity Acct	4,371.70	34.15	492.80	0.00	4,830.35
MS Houses	1,761.25	0.00	0.00	0.00	1,761.25
Music Boosters	7,114.00	220.00	0.00	0.00	6,894.00
Musical	381.07	0.00	0.00	0.00	381.07
One Act Plays	1,771.12	81.00	0.00	0.00	1,690.12
Quiz Bowl	1,560.91	0.00	0.00	0.00	1,560.91
Resale	741.53	0.00	0.00	0.00	741.53
Scholarships	14,914.25	0.00	0.00	0.00	14,914.25
Secondary Act Acct	3,699.56	449.00	285.00	0.00	3,535.56
Soccer	3,440.63	0.00	0.00	0.00	3,440.63
Soccer FR	4,238.06	184.97	20.00	0.00	4,073.09
Speech	591.00	364.00	0.00	0.00	227.00
Teachers	3,063.71	0.00	0.00	0.00	3,063.71
Track	3,076.84	9.99	0.00	0.00	3,066.85
Track FR	3,105.46	0.00	0.00	0.00	3,105.46
Uniform Replacement	0.00	0.00	0.00	0.00	0.00
Volleyball	2,043.88	0.00	0.00	0.00	2,043.88

Volleyball FR	1,941.78	0.00	0.00	0.00	1,941.78
Water Quality Project	4,038.94	0.00	0.00	0.00	4,038.94
Weightroom	1,359.19	0.00	0.00	0.00	1,359.19
Wrestling	3,637.25	712.51	753.00	0.00	3,677.74
Wrestling FR	1,141.27	0.00	0.00	0.00	1,141.27
Yearbook	1,327.93	746.25	0.00	0.00	581.68
	<b>174,451.02</b>	<b>9,490.28</b>	<b>6,851.21</b>	<b>0.00</b>	<b>171,811.95</b>

Madison Public Schools					
LUNCH FUND	Fund 06				
February 2025					
<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	182,167.73	63,054.01	38,757.39	0.00	157,871.11
	<b>182,167.73</b>	<b>63,054.01</b>	<b>38,757.39</b>	<b>0.00</b>	<b>157,871.11</b>

Madison Public Schools					
STUDENT ACTIVITY FEE	Fund 12				
February 2025					
Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
FUND BALANCE	7,183.17	0.00	1.38	0.00	7,184.55
	<b>7,183.17</b>	<b>0.00</b>	<b>1.38</b>	<b>0.00</b>	<b>7,184.55</b>

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
Checking	06		
<b>Checking</b>	<b>06</b>	<b>Fund: 06 SCHOOL NUTRITION FUND</b>	
HOBART SALES & SERVICE	OC104611	Door gasket	196.54
HOBART SALES & SERVICE	OC104768	Elementary Dishwasher	660.71
HOBART SALES & SERVICE	OC104769	Install new Oven, hook up and remove old	2,363.00
		<b>Vendor Total:</b>	<b>3,220.25</b>
KATOM RESTAURANT SUPPLY, INC	I5346534	Blodgett Double Gas Oven for Elementary	10,708.00
		<b>Vendor Total:</b>	<b>10,708.00</b>
LUNCHTIME SOLUTIONS, INC.	NE00000988	January 2025 FFVP	1,638.47
LUNCHTIME SOLUTIONS, INC.	NE00000998	January 2025 Breakfast & Lunch	45,526.13
LUNCHTIME SOLUTIONS, INC.	NE00001000	Trinity January 25 Meals	1,252.44
		<b>Vendor Total:</b>	<b>48,417.04</b>
MAJOR REFRIGERATION	D4786	Elementary Walkin Freezer	708.72
		<b>Vendor Total:</b>	<b>708.72</b>
		<b>Fund Total:</b>	<b>63,054.01</b>
		<b>Checking Account Total:</b>	<b>63,054.01</b>

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
Checking	5		
<b>Checking</b>	<b>5</b>	<b>Fund: 05 ACTIVITY FUND</b>	
ALA Cornhusker Girls State	2025GirlsStateE	2025 Girls State	425.00
	ntryF		
		<b>Vendor Total:</b>	<b>425.00</b>
BARTEE, JIM	2.4.25 Ref	additional for mileage	7.00
BARTEE, JIM	2.4.25EHCBBBRef	2.4.25 EHC BBB Ref	162.00
		<b>Vendor Total:</b>	<b>169.00</b>
BATTLE CREEK PUBLIC SCHOOLS	2025 BC Speech	Speech fees	94.00
	Meet		
		<b>Vendor Total:</b>	<b>94.00</b>
BOONE CENTRAL SCHOOLS	2.15.	2.15.25 Reserves BBB Entry	50.00
	25BBBReserves	Fee	
BOONE CENTRAL SCHOOLS	2.21.	2.21.25 MS BBB Tournament	50.00
	25MSBBBTourney	Entry Fee	
BOONE CENTRAL SCHOOLS	V*2.15.	2.15.25 Reserves BBB Entry	(50.00)
	25BBBReserves	Fee	
		<b>Vendor Total:</b>	<b>50.00</b>
BSN SPORTS, LLC	928728268	Protein (Gatorade)	585.00
BSN SPORTS, LLC	928769160	Coaches Polos	365.80
		<b>Vendor Total:</b>	<b>950.80</b>
CARGILL, TREVOR	2.4.25 EHC BB	2.4.25 EHC BB Ref	169.00
	Ref		
		<b>Vendor Total:</b>	<b>169.00</b>
CASH	2025StateWrestl	Per diem for State	425.00
	ingPe	wrestling	
		<b>Vendor Total:</b>	<b>425.00</b>
CHOICE FOODS	001046511251	NHS Blood Drive Bread	4.58
CHOICE FOODS	001075250747	Wrestling hospitality and	23.28
		concessions	
CHOICE FOODS	001077300828	GBB Snacks	75.07
CHOICE FOODS	002001881131	GBB Food	52.88
CHOICE FOODS	002006031322	Wrestling hospitality and	23.93
		concessions	
CHOICE FOODS	002081891406	Blood Drive food	60.93
CHOICE FOODS	002094701516	concessions	20.16
CHOICE FOODS	002096181537	8th grade businesses	34.15
		<b>Vendor Total:</b>	<b>294.98</b>
Clarkson Public Schools	2025 Clarkson	Entry fee	75.00
	Speech		
		<b>Vendor Total:</b>	<b>75.00</b>
DOLLAR GENERAL	244450050520008	FFA Pep Rally	10.28
	65062		
DOLLAR GENERAL	244450050560008	FFA CDEs	16.05
	91808		
		<b>Vendor Total:</b>	<b>26.33</b>
ENTOURAGE YEARBOOKS	10510330002	Yearbooks	298.75
ENTOURAGE YEARBOOKS	1051038002	Yearbooks	447.50
		<b>Vendor Total:</b>	<b>746.25</b>

Vendor Name	Invoice	Description	Amount
FINKE, KYLE	2.4.25EHCBBBRef	2.4.25 EHC BBB Ref	162.00
FINKE, KYLE	V*2.4. 25EHCBBBRef	2.4.25 EHC BBB Ref	(162.00)
<b>Vendor Total:</b>			<b>0.00</b>
HOLIDAY INN OF KEARNEY	106390, 106391	Hotel rooms for UNK Honor Choir	220.00
<b>Vendor Total:</b>			<b>220.00</b>
HUMPHREY PUBLIC SCHOOL	SweetheartSpeec hMeet	Speech	56.00
HUMPHREY PUBLIC SCHOOL	V*SweetheartSpe echMe	Speech	(56.00)
<b>Vendor Total:</b>			<b>0.00</b>
HY-VEE FOOD STORE	4883876808	Flowers for Cheer Parents Night.	24.00
HY-VEE FOOD STORE	4884091352	Wrestling hospitality room	114.00
HY-VEE FOOD STORE	4884091965	Wrestling hospitality room	39.96
<b>Vendor Total:</b>			<b>177.96</b>
JULES SELFIE PHOTO BOOTH	367681-000124	photo booth	350.00
<b>Vendor Total:</b>			<b>350.00</b>
LOGAN VIEW HIGH SCHOOL	2025 SpeechMeetEntry	Speech fees	84.00
<b>Vendor Total:</b>			<b>84.00</b>
MAHASKA	7005125	concessions	744.24
MAHASKA	7005537	concessions	372.24
<b>Vendor Total:</b>			<b>1,116.48</b>
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.11. 25OnlinePmtFees	2.11.25OnlinePmtFees	2.93
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.12. 25OnlinePmtFees	2.12.25OnlinePmtFees	0.75
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.13. 25OnlinePmtFees	2.13.25OnlinePmtFees	1.00
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.19. 25OnlinePmtFees	2.19.25OnlinePmtFees	0.29
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.21. 25OnlinePmtFees	2.21.25OnlinePmtFees	1.09
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.25. 25OnlinePmtFees	2.25.25OnlinePmtFees	0.55
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.26. 25OnlinePmtFees	2.26.25OnlinePmtFees	0.21
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.28. 25OnlinePmtFees	2.28.25OnlinePmtFees	0.27
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.4. 25OnlinePmtFees	2.4.25OnlinePmtFees	2.64
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.5. 25OnlinePmtFees	2.5.25OnlinePmtFees	1.92
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	2.6. 25OnlinePmtFees	2.6.25OnlinePmtFees	2.31
<b>Vendor Total:</b>			<b>13.96</b>
NAPIER, KYLE	2.4.25 ref	additional mileage	7.00
NAPIER, KYLE	2.4.25EHCBBBRef	2.4.25 EHC BBB Ref	162.00
<b>Vendor Total:</b>			<b>169.00</b>
NATIONAL ASSOCIATION OF SECONDARY	9001956447	Student Council Renewal	95.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
SCHOOL PRINCIPALS NATIONAL ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS	9001976689	NHS Renewal	385.00	
		<b>Vendor Total:</b>		<b>480.00</b>
NE SCHOOL ACTIVITIES ASSOC	2025 CoachesStateWR	Coaches tickets for state wrestling	120.00	
		<b>Vendor Total:</b>		<b>120.00</b>
NORFOLK PUBLIC SCHOOLS	2.20.25 Speech Meet	Speech meet fee	111.00	
		<b>Vendor Total:</b>		<b>111.00</b>
PIZZA HUT OF NORFOLK	2.16.25 Ticket 0004	FFA Food	36.00	
		<b>Vendor Total:</b>		<b>36.00</b>
REECE, KAITLIN	2025Trainer forWrest	Trainer for Wrestling Invite	405.00	
		<b>Vendor Total:</b>		<b>405.00</b>
SCHIEFFER SIGNS	49010	Record board updates	35.00	
		<b>Vendor Total:</b>		<b>35.00</b>
STAAB MANAGEMENT COMPANY- PIZZA HUT MADISON	1.24 #27,#35, 1.27 6	concessions	162.00	
STAAB MANAGEMENT COMPANY- PIZZA HUT MADISON	2.13.25 #10, #26	Concessions	108.00	
STAAB MANAGEMENT COMPANY- PIZZA HUT MADISON	2.4.25 #24	concessions	54.00	
		<b>Vendor Total:</b>		<b>324.00</b>
STAGE SPOT SOUTH	INV-000489	Lighting gels for musical	81.00	
		<b>Vendor Total:</b>		<b>81.00</b>
STANTON COMMUNITY SCHOOLS	2025 Honor Band	Honor Band Fees	210.00	
		<b>Vendor Total:</b>		<b>210.00</b>
SUBCO MADISON, LLC	FFA 2.19.25	FFA Week Awards	100.00	
		<b>Vendor Total:</b>		<b>100.00</b>
SVEHLA, RANDY	2.13.25G& BBBvsDavidC	2.13.25 G&B BB vs David City Ref	140.00	
		<b>Vendor Total:</b>		<b>140.00</b>
SYNCB/AMAZON	240113450375000 98675	concessions	33.99	
SYNCB/AMAZON	246921650301048 33353	concessions	293.58	
SYNCB/AMAZON	246921650371007 70118	Soccer Coaches Jackets	184.97	
SYNCB/AMAZON	246921650381016 74524	Teammates rubber ducks	128.97	
		<b>Vendor Total:</b>		<b>641.51</b>
THOMS, CHRIS	2.13.25G& BBBvsDavidC	2.13.25 G&B BB vs David City Ref	140.00	
		<b>Vendor Total:</b>		<b>140.00</b>
US BANK	242390050379000	Fashion Show tickets	256.63	

**Board Report**

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
	19509		
US BANK	244310650521537	State Wrestling supper	13.51
	59298		
US BANK	244450050510008	Pep Rally	14.18
	64717		
US BANK	Anet 2.2025	Anet subscription	9.99
<b>Vendor Total:</b>			<b>294.31</b>
VOLKER, DEREK	2.10.	2.10.25 Boys Reserve BB vs	55.00
	25ResBBBvsClark	Clarkson-Leig	
VOLKER, DEREK	2.18.	2.18.25 MS BBB vs Howells-	70.00
	25MSBBBvsH-D	Dodge Ref	
VOLKER, DEREK	2.24.	2.24.25 MS BBB vs Neligh-	90.00
	25MSBBBvsNeligh	Oakdale Ref	
VOLKER, DEREK	V*2.18.	2.18.25 MS BBB vs Howells-	(70.00)
	25MSBBBvsH-D	Dodge Ref	
<b>Vendor Total:</b>			<b>145.00</b>
WALMART COMMUNITY	244550150471410	FFA Week Decorations	75.03
	00982		
WALMART COMMUNITY	626935 1.2.25	concessions	65.42
WALMART COMMUNITY	626935 1.22.25	Hospitality & concessions	188.88
WALMART COMMUNITY	626935 1.6.25	ice machine for wrestling	174.00
		building	
WALMART COMMUNITY	626935 1.7.25	Markers & erasers for	27.37
		locker rooms	
<b>Vendor Total:</b>			<b>530.70</b>
WOOLDRIK, CHRIS	2.13.25G&	2.13.25 G&B BB vs David	140.00
	BBBvsDavidC	City Ref	
<b>Vendor Total:</b>			<b>140.00</b>
<b>Fund Total:</b>			<b>9,490.28</b>
<b>Checking Account Total:</b>			<b>9,490.28</b>

<u>Vendor Name</u>		<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
<u>Checking</u>	1				
<b>Checking</b>	<b>1</b>	<b>Fund: 01</b>	<b>GENERAL FUND</b>		
A TO Z VAC.N.SEW		2417	MAINTENANCE	154.90	
			<b>Vendor Total:</b>		<b>154.90</b>
ALBRACHT DISPOSAL SERVICE		98944	WASTE DISPOSAL	350.00	
ALBRACHT DISPOSAL SERVICE		98945	WASTE DISPOSAL	325.00	
			<b>Vendor Total:</b>		<b>675.00</b>
APPEARA		0225 STMT	SERVICE	601.46	
			<b>Vendor Total:</b>		<b>601.46</b>
CHOICE FOODS		020325 RECEIPT	SUPPLIES	58.83	
CHOICE FOODS		021925 RECEIPT	SUPPLIES	51.96	
CHOICE FOODS		022025 RECEIPT	SUPPLIES	64.45	
CHOICE FOODS		022325 RECEIPT	SUPPLIES	9.90	
CHOICE FOODS		022425 RECEIPT	SUPPLIES	4.25	
CHOICE FOODS		022425 RECEIPT	SUPPLIES	98.12	
		- 1			
CHOICE FOODS		022525 RECEIPT	SUPPLIES	144.56	
CHOICE FOODS		022625 RECEIPT	SUPPLIES	17.55	
CHOICE FOODS		022725 RECEIPT	SUPPLIES	9.99	
			<b>Vendor Total:</b>		<b>459.61</b>
CITY OF MADISON		0225 5045001	UTILITIES	896.86	
CITY OF MADISON		0225 5095001	UTILITIES	39.76	
CITY OF MADISON		0225 5097002	UTILITIES	153.35	
CITY OF MADISON		0225 5181001	UTILITIES	225.26	
CITY OF MADISON		0325 7007001	UTILITIES	2,967.66	
CITY OF MADISON		0325 7008001	UTILITIES	4,551.04	
			<b>Vendor Total:</b>		<b>8,833.93</b>
COURTESY FORD OF NORFOLK		664164	MAINTENANCE	955.54	
COURTESY FORD OF NORFOLK		664457	MAINTENANCE	1,148.04	
			<b>Vendor Total:</b>		<b>2,103.58</b>
EAKES OFFICE SOLUTIONS		9086750-0	SUPPLIES	22.04	
EAKES OFFICE SOLUTIONS		9086750-1	SUPPLIES	11.02	
EAKES OFFICE SOLUTIONS		9088079-0	SUPPLIES	0.00	
EAKES OFFICE SOLUTIONS		9090991-0	SUPPLIES	41.61	
EAKES OFFICE SOLUTIONS		9091803-0	SUPPLIES	90.00	
EAKES OFFICE SOLUTIONS		9095313-0	SUPPLIES	48.20	
			<b>Vendor Total:</b>		<b>212.87</b>
ECOLAB PEST ELIMINATION DIVISION		7374594	PEST CONTROL	139.50	
			<b>Vendor Total:</b>		<b>139.50</b>
EDUCATIONAL SERVICE UNIT #7		0125 STMT	SERVICES	473.00	
			<b>Vendor Total:</b>		<b>473.00</b>
ESTECH SYSTEMS INC		191434	PHONE SERVICE	1,295.50	
			<b>Vendor Total:</b>		<b>1,295.50</b>
FIELDS HARDWARE		188628	SUPPLIES	14.94	
FIELDS HARDWARE		188827	SUPPLIES	7.48	
			<b>Vendor Total:</b>		<b>22.42</b>

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
FOLLETT SCHOOL SOLUTIONS	1560757	SUPPLIES	294.61	
		<b>Vendor Total:</b>		<b>294.61</b>
FORWARD CPA, LLC	022025	AUDIT	6,500.00	
		<b>Vendor Total:</b>		<b>6,500.00</b>
FRESH IDEAS	6638600401	SUPPLIES	92.00	
		<b>Vendor Total:</b>		<b>92.00</b>
GO PHYSICAL THERAPY LLC	MAD22025	SERVICES	4,332.40	
		<b>Vendor Total:</b>		<b>4,332.40</b>
GREATAMERICA FINANCIAL SERVICES CORPORATION	38629488	COPIER LEASE	2,629.44	
		<b>Vendor Total:</b>		<b>2,629.44</b>
HD SUPPLY	849188065	SUPPLIES	61.04	
HD SUPPLY	851051144	SUPPLIES	788.84	
		<b>Vendor Total:</b>		<b>849.88</b>
HEARTLAND COMMUNICATIONS	75597	MAINTENANCE	3,064.00	
		<b>Vendor Total:</b>		<b>3,064.00</b>
HELVIE, CATHY	0225 STMT	MILEAGE	358.40	
		<b>Vendor Total:</b>		<b>358.40</b>
JACKSON SERVICES	5494406	SERVICE	81.89	
JACKSON SERVICES	5494407	SERVICE	158.43	
JACKSON SERVICES	5504435	SERVICE	81.89	
JACKSON SERVICES	5504436	SERVICE	158.42	
		<b>Vendor Total:</b>		<b>480.63</b>
JOSTEN'S INC	36056996	SUPPLIES	12.90	
		<b>Vendor Total:</b>		<b>12.90</b>
LUNCHTIME SOLUTIONS, INC.	NE00001162	SUPPLIES	1,604.11	
		<b>Vendor Total:</b>		<b>1,604.11</b>
MATHESON TRI-GAS INC	0031024856	SUPPLIES	94.80	
MATHESON TRI-GAS INC	0031097152	REPAIRS	81.98	
MATHESON TRI-GAS INC	0031106616	SUPPLIES	113.17	
		<b>Vendor Total:</b>		<b>289.95</b>
MENARDS - NORFOLK	70034	SUPPLIES	23.94	
MENARDS - NORFOLK	70183	SUPPLIES	41.21	
MENARDS - NORFOLK	70240	SUPPLIES	30.00	
MENARDS - NORFOLK	70688	SUPPLIES	52.45	
MENARDS - NORFOLK	70744	SUPPLIES	167.32	
MENARDS - NORFOLK	70781	SUPPLIES	48.55	
MENARDS - NORFOLK	70837	SUPPLIES	190.00	
MENARDS - NORFOLK	70838	SUPPLIES	(190.00)	
		<b>Vendor Total:</b>		<b>363.47</b>
MPS-PETTY CASH	0325 REIMB	REIMBURSEMENT	100.00	
		<b>Vendor Total:</b>		<b>100.00</b>

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
NE REGIONAL DEAF ED PROGRAM	0225 STMT	SERVICES	186.00	
				<b>Vendor Total: 186.00</b>
NEBRASKA SCHOOLMASTERS CLUB	2025 DUES	DUES	35.00	
				<b>Vendor Total: 35.00</b>
NORFOLK SPECIALTIES, INC.	109298	SUPPLIES	40.00	
				<b>Vendor Total: 40.00</b>
NORTHEAST COMMUNITY COLLEGE	179405	ENTRY FEE	240.00	
				<b>Vendor Total: 240.00</b>
ONE SOURCE	2022174375	BACKGROUND CHECK	30.00	
				<b>Vendor Total: 30.00</b>
OTIS ELEVATOR COMPANY	CK15500001	ELEVATOR MAINTENANCE	1,125.00	
				<b>Vendor Total: 1,125.00</b>
PINKELMAN TRUCK AND TRAILER	24485	MAINTENANCE	306.32	
PINKELMAN TRUCK AND TRAILER	24562	MAINTENANCE	78.75	
				<b>Vendor Total: 385.07</b>
PITNEY BOWES GLOBAL FINANCIAL SERVICES LLC	3320353588	METER LEASE	165.54	
				<b>Vendor Total: 165.54</b>
REIGLE IMPLEMENT CO., INC.	INV-9633	SUPPLIES	16.88	
				<b>Vendor Total: 16.88</b>
SCHMIDT, COURTNEY	0125 STMT	MILEAGE	14.70	
				<b>Vendor Total: 14.70</b>
SHORT STOP, THE	811913	FUEL	2,805.90	
				<b>Vendor Total: 2,805.90</b>
SUBCO MADISON, LLC	1/A-330850	SUPPLIES	7.99	
				<b>Vendor Total: 7.99</b>
TIMECLOCK PLUS LLC	INV00403227	LICENSE	126.00	
				<b>Vendor Total: 126.00</b>
TRUCK CENTER COMPANIES, FREIGHTLINER	XA101141146:01	MAINTENANCE	154.10	
				<b>Vendor Total: 154.10</b>
ULINE	188774834	SUPPLIES	902.91	
				<b>Vendor Total: 902.91</b>
VOLKMAN PLUMBING & HEATING	218910	REPAIRS	602.00	
VOLKMAN PLUMBING & HEATING	219022	REPAIRS	1,636.00	
				<b>Vendor Total: 2,238.00</b>
WATER ENGINEERING INC	IN185057	WATER SERVICE	295.04	
WATER ENGINEERING INC	IN185073	WATER SERVICE	207.50	
				<b>Vendor Total: 502.54</b>
				<b>Fund Total: 44,919.19</b>

**Board Report**

Unposted; Batch Description MARCH 2025 GENERAL FUND INVOICES

Vendor Name

Invoice

Description

Amount

**Checking Account Total:**

**44,919.19**

**September 2024 Board Meeting:**

Bond Fund:

BOK Financial \$ 9,980.12 Bond Payment

Special Building Fund:

Five Points Bank \$ 62,291.66 Interest payment on elementary project

Volkman \$ 62,916.03 Billing #2 on Air Conditioner

**October 2024 Board Meeting:**

Depreciation Fund:

Complete Floors \$ 26,836.00 Elementary Classroom flooring

Complete Floors \$ 2,687.00 High School flooring

Special Building Fund:

Volkman \$ 33,786.80 Billing #3 on Air Conditioner

Volkman \$ 32,627.17 Billing #4 on Air Conditioner

**November 2024 Board Meeting:**

Bond Fund:

BOK Financial \$ 193,696.25 Bond payment

QP Fund:

ComputerShare \$ 700.00 Administrative Charge

Special Building Fund:

DWB, Inc. \$ 72,151.00 Walkway Construction

**December 2024 Board Meeting:**

Special Building Fund:

Volkman \$ 10,000.00 Final Billing on Air Conditioner

**January 2025 Board Meeting:**

No new bills

**February 2025 Board Meeting:**

Special Building Fund:

DWB, INC. \$ 5,033.00 Door Installation in New Gym

**March 2025 Board Meeting:**

Bond Fund:

BOK Financial \$ 684.64 Bond interest expenses

Special Building Fund:

Voss \$ 29,064.00 Down payment on Elementary LED upgrade

Five Points Bank \$ 61,276.04 Interest Payment on Elementary Project

# MADISON PUBLIC SCHOOLS

## TREASURER'S REPORT

February 28, 2025

<b><u>General Fund</u></b>					<b><u>BALANCE</u></b>	<i><u>Last year's balance</u></i>
Balance Forward as of	<u>January 31, 2025</u>				\$3,297,392.01	
Receipts		+	\$	475,844.85		
Expenditures		-	\$	901,058.60		
Balance as of	<u>February 28, 2025</u>				<u>\$2,872,178.26</u>	\$2,837,724.35
<b><u>Employee Benefit Fund</u></b>						
Balance Forward as of	<u>January 31, 2025</u>				\$14,344.26	
Receipts		+	\$	3,524.91		
Expenditures		-	\$	2,689.33		
Balance as of	<u>February 28, 2025</u>				<u>\$15,179.84</u>	\$15,357.19
<b><u>Petty Cash Fund</u></b>						
Balance Forward as of	<u>January 31, 2025</u>				\$880.56	
Receipts		+	\$	490.16		
Expenditures		-				
Balance as of	<u>February 28, 2025</u>				<u>\$1,370.72</u>	\$2,236.67
<b>Total Assets for General Fund</b>					<b><u>\$2,888,728.82</u></b>	<b>\$2,855,318.21</b>
<hr/>						
<b><u>Depreciation Fund</u></b>						
Balance Forward as of	<u>January 31, 2025</u>				\$366,457.77	
Receipts		+	\$	775.89		
Expenditures		-				
Balance as of	<u>February 28, 2025</u>				<u>\$367,233.66</u>	\$351,158.56
<b><u>Bond Fund</u></b>						
Balance Forward as of	<u>January 31, 2025</u>				\$146,419.91	
Receipts		+	\$	21,289.67		
Expenditures		-	\$	-		
Balance as of	<u>February 28, 2025</u>				<u>\$167,709.58</u>	\$179,455.04
<b><u>Qualified Capital Purpose Fund</u></b>						
Balance Forward as of	<u>January 31, 2025</u>				\$620,360.59	
Receipts		+	\$	2,035.94		
Expenditures		-				
Balance as of	<u>February 28, 2025</u>				<u>\$622,396.53</u>	\$609,187.17
<b><u>Special Building Fund</u></b>						
Balance Forward as of	<u>January 31, 2025</u>				\$1,829,091.46	
Receipts		+	\$	21,686.15		
Expenditures		-	\$	5,033.00		
Balance as of	<u>February 28, 2025</u>				<u>\$1,845,744.61</u>	\$1,898,741.17
<hr/>						
<b><u>Investment Checking</u></b>						
Balance Forward as of	<u>January 31, 2025</u>				\$363,220.62	
Receipts		+	\$	960.01		
Expenditures		-	\$	-		
Balance as of	<u>February 28, 2025</u>				<u>\$364,180.63</u>	\$349,476.58

LINE #	GENERAL FUND RECEIPTS		Through February 28, 2025	
	DESCRIPTION	BUDGET		CURRENT RECEIPTS
	TOTAL LOCAL	\$ 6,624,321.00		\$ 2,746,575.14
	TOTAL STATE AID	\$ 844,893.00		\$ 422,445.00
	TOTAL FEDERAL	\$ 932,000.00		\$ 1,446,135.42
1510	Interest			\$ 41,237.62
1800	Community Service (ChildCare)			\$ 30,838.50
1920	Grants/Donations			
2210	ESU Receipts			\$ 650.00
3120	SPED			\$ 335,887.00
3125	SPED - Transportation			
3155	Textbook Loan			
3400	State Apportionment			\$ 208,947.19
3551	Education Quest			\$ 5,024.55
3512	Distance Learning			\$ 949.45
3535	High Ability Learners			
3590/3599	Other State Receipts			
4105	ERate			
4212	Title I - Support For Improvement			
4310	REAP			
4421/22/23	IDEA - ARP			
4505	Title I			\$ 90,280.00
4508	Title ID Delinquent Ed			\$ 77,540.00
4509	Title IIA			\$ 21,792.00
4510	Title IV ESSA			
4512	IDEA Base			
4516/4518	Idea Prop Share/Poverty			\$ 150,189.00
4521	IDEA PS			
4525	Perkins			\$ 12,656.72
4526	Migrant			\$ 59,238.00
4530	Family Literacy/Other Federal Receipts			
4531	21st Century			\$ 28,234.00
4708	Medicaid in Public Schools			\$ 893.73
4709	Neb-Mac Funds			\$ 5,490.38
4991/4969	ESSA			\$ 11,388.00
4988/4989	ARPELO			\$ 47,159.00
4996/4998	ARP			\$ 352,592.00
5301	Insurance Adjustments			\$ 6,304.00
9000	Misc Non Revenue Receipts			\$ 81.90
			<b>ESTIMATED BUDGET OF EXPENDITURES</b>	
		<b>CURRENT BUDGET</b>	<b>CURRENT SPENDING</b>	<b>Remaining</b>
1100	REGULAR EDUCATION	\$ 5,000,000.00	\$ 2,432,942.22	51%
1200	SPECIAL EDUCATION	\$ 1,500,000.00	\$ 501,541.47	67%
2100/2190	SUPPORT SERVICES - PUPILS	\$ 800,000.00	\$ 410,710.94	49%
2200	SUPPORT SERVICES - STAFF	\$ 400,000.00	\$ 99,570.07	75%
2310	BOARD OF EDUCATION	\$ 50,000.00	\$ 27,365.12	45%
2320	EXECUTIVE ADMINISTRATION	\$ 250,000.00	\$ 92,603.73	63%
2330	DISTRICT LEGAL SERVICES	\$ 10,000.00	\$ 6,437.70	36%
2410	OFFICE OF THE PRINCIPAL	\$ 400,000.00	\$ 173,978.80	57%
2500	GENERAL ADMINISTRATION/BS	\$ 350,000.00	\$ 123,959.82	65%
2600	MAIN. & OPERATION OF BLDS.	\$ 950,000.00	\$ 400,998.78	58%
2710	REGULAR TRANSPORTATION	\$ 150,000.00	\$ 52,132.56	65%
2712/2730	SCHOOL AGE SPED TRAN.	\$ 100,000.00	\$ 58,697.37	41%
3155	TEXTBOOK LOAN	\$ 5,000.00		
3300	COMMUNITY SERVICES (Childcare)	\$ 200,000.00	\$ 108,653.34	
3400	PRIVATE/CATEGORICAL GRANTS	\$ 7,500.00	\$ 10,918.33	
3535/3551	STATE PROGRAMS	\$ 7,500.00	\$ 12,001.26	
6000	FEDERAL PROGRAMS	\$ 1,500,000.00	\$ 230,907.75	85%
8000	TRANSFER TO DEPRECIATION	\$ -		
8000	TRANSFER TO ATHLETICS/LUNCH	\$ 50,000.00		
8000	TRANSFER TO OTHERS	\$ 100,000.00		
	BUDGET GROWTH	\$ 404,751.00		100%
	TOTAL BUDGET	\$ 12,234,751.00	\$ 4,743,419.26	61%

**Board Report**

Unposted; Batch Description MARCH 2025 GENERAL FUND BATCH #2

<u>Vendor Name</u>		<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
<u>Checking</u>	1			
<b>Checking</b>	<b>1</b>	<b>Fund: 01</b>	<b>GENERAL FUND</b>	
CITY OF MADISON		HIGH SCHOOL	HIGH SCHOOL	2,967.66
CITY OF MADISON		HIGH SCHOOL #2	HIGH SCHOOL	4,551.04
			<b>Vendor Total:</b>	<b>7,518.70</b>
FATHER FLANAGANS BOYS HOME		CINV-00013411	SERVICES	4,940.00
			<b>Vendor Total:</b>	<b>4,940.00</b>
VOLKMAN PLUMBING & HEATING		219092	HVAC LABOR AND MATERIALS	3,433.90
VOLKMAN PLUMBING & HEATING		219102	HVAC LABOR AND MATERIALS	422.15
			<b>Vendor Total:</b>	<b>3,856.05</b>
WOODRIVER ENERGY		438339	UTILITIES	7,668.43
			<b>Vendor Total:</b>	<b>7,668.43</b>
			<b>Fund Total:</b>	<b>23,983.18</b>
			<b>Checking Account Total:</b>	<b>23,983.18</b>

# Madison Public Schools

**Justin Frederick**

*Superintendent*

**Jim Crilly**

*HS Principal*

**Reid Ehrisman**

*MS Principal*

**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*

**Landonn Mackey**

*Athletic Director*

**Celine Filsinger**

*Office Manager/HR*

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

## **Jim Crilly Board Report- High School Principal March 2025**

### **Enrollment**

9<sup>th</sup> grade 41 students

10<sup>th</sup> grade 37 students

11<sup>th</sup> grade 46 students

12<sup>th</sup> grade 32 students

TOTAL ENROLLMENT 156 Students

### **Attendance**

9<sup>th</sup> 94.35%

10<sup>th</sup> 97.54%

11<sup>th</sup> 95.06%

12<sup>th</sup> 92.22 %

Total Average 94.87- Last year at this time was 91%

High School Parent Teacher Conference average attendance was 85.5% good rate for second semester.

High School Registration is complete. We will meet with all teachers 9-12 and discuss options, mandatory classes and new classes being introduced. We also gave teachers preliminary numbers for classroom prep for 25-26 school year.

Facebook continues to be a valuable source for communication for Madison Public School district. We averaged over 4000 looks of the things we have posted on behalf of the school the last couple weeks.

FFA Continues with good numbers (46). They are in the middle of getting plants ready for spring plant sales. The Nebraska Dept of School Agriculture stopped and checked out our green house. They were happy with what they saw.

**Graduation is May 4<sup>th</sup>**, If the First of April Board Members could tell Mr. Frederick who will be attending and Reading. Senior's graduation rate still looks to remain above 90%.

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

March 26<sup>th</sup> will ACT Test for all Juniors.



# Madison Public Schools

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Superintendent

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HS Principal

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Office Manager

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## March 2025 Board Report Landonn Mackey, Athletic Director

### MS Sports Participation by Season

	Fall (10/1)	Winter	Spring
Boys	16 (50%)	26 (76%)	TBD
Girls	20 (50%)	20 (50%)	TBD
<b>Total</b>	<b>36 (50%)</b>	<b>46 (62%)</b>	

### MS Sports Participation by Sport

	Start	Complete
Football	11	9
Volleyball	23	20
Cross Country	7	7
Girls Basketball	15	17
Boys Basketball	13	11
Girls Wrestling	3	3
Boys Wrestling	13	13

### HS Sports Participation by Season

	Fall (10/1)	Winter (12/7)	Spring
Boys	29 (35%)	47 (59%)	TBD
Girls	28 (35%)	19 (23%)	TBD
<b>Total</b>	<b>57 (35%)</b>	<b>66 (41%)</b>	

### HS Sports Participation by Sport

	Start	Complete
Football	26	25
Volleyball	30	24
Cross Country	14	8
Girls Basketball	12	11
Boys Basketball	24	23
Girls Wrestling	7	2
Boys Wrestling	17	11

- Girls Sub-District Basketball held at North Bend Central.
- Boys Sub-District Basketball held at Exeter-Milligan/Friend @ Friend.
- Thank you to Tyson Foods for continued support for organizing post-game meals for MS & HS athletes. Also, donation of basketballs for youth programs.
- Looking into new wrestling scoreclocks as we anticipate continued growth in the sport. Recommendation to split MS Wrestling into boys and girls starting next school year. Boys will continue to wrestle in Nov-Dec while Girls would wrestle in Jan-Feb. I will share more information at the meeting on both items.
- Soccer goals will need replaced in the immediate future.
- Beginning to gather information on track repairs/replacement to share in the future.
- Youth Sports – Thank you to our HS Coaches for organizing, promoting, & dedicating time to youth sports this winter. Coaches are going to work with the After School Program during early-outs to provide more instruction.
- HS Spring sports started on Monday, March 3<sup>rd</sup> & MS on March 17<sup>th</sup>.
- Track & Field sweats for MS & HS are being replaced. Several pairs were of poor quality. Uniform rotation for next spring will be Girls Soccer.

## February Varsity Scoreboard

### **Boys Wrestling**

#### Wakefield Invite

113: Francisco Juan Lucas – 1<sup>st</sup>

126: Jonny Hinkel – 4<sup>th</sup>

157: Ulises Avila Dominguez – 2<sup>nd</sup>

#### Districts C1-1

113: Francisco Juan Lucas – 2<sup>nd</sup>

126: Kevin Pedraza – 2<sup>nd</sup>

157: Ulises Avila Dominguez – 2<sup>nd</sup>

#### State Class C

113: Francisco Juan Lucas – 1-2

126: Kevin Pedraza – 6<sup>th</sup> (3-2)

157: Ulises Avila Dominguez – 1-2

### **Girls Wrestling**

#### Districts B-3

Azul Pedraza – 1-2

Jenachie Zautke – 2-2

### **Girls Basketball (7-16)**

West Point-Beemer (2/11) – Lost 18-45

David City (2/13) – Lost 22-47

Boone Central (2/17) – Lost 33-55

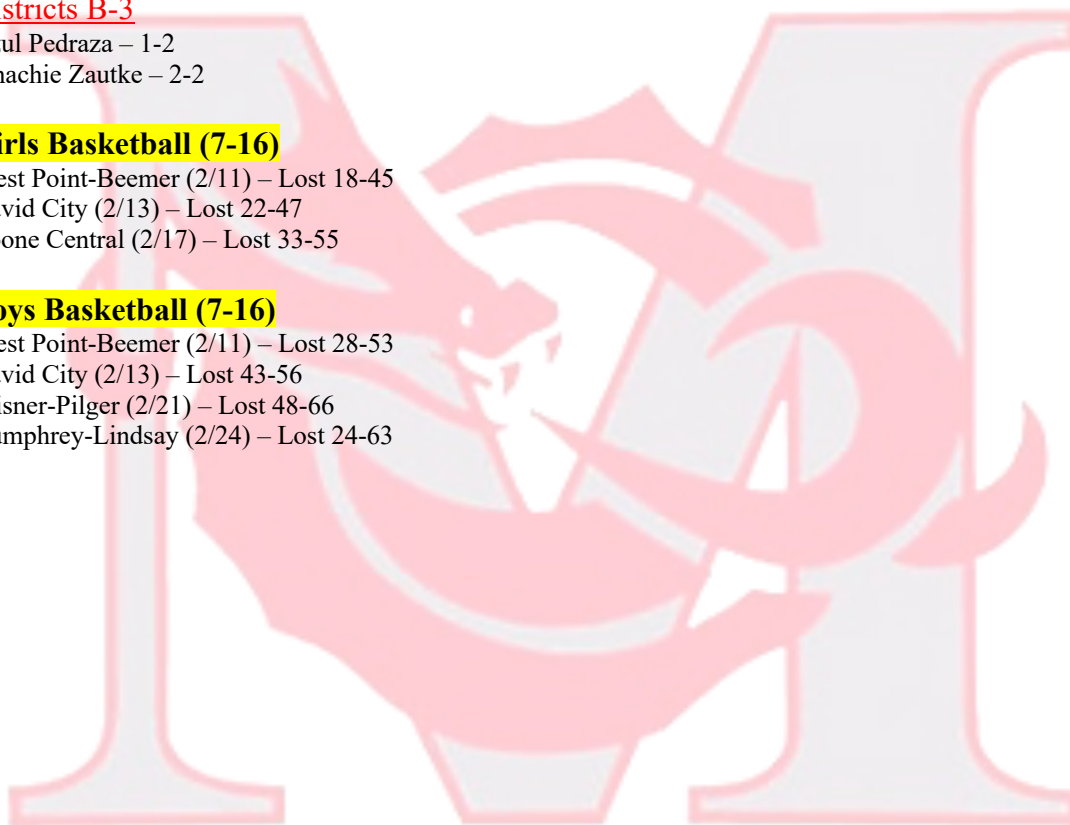
### **Boys Basketball (7-16)**

West Point-Beemer (2/11) – Lost 28-53

David City (2/13) – Lost 43-56

Wisner-Pilger (2/21) – Lost 48-66

Humphrey-Lindsay (2/24) – Lost 24-63



# 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*  
**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.**

## Curriculum, Assessment and Instruction

**March 2025**

### **Curriculum:**

- iReady Math PD is scheduled for the March 31st CSI Day
- We are starting to evaluate and plan for ordering and replacing materials for the 25/26 School Year.

### **Assessment:**

- ELPA Testing is Complete
- ACT Testing: March 26
  - Required by state for all Juniors
- NSCAS ELA/Math in Grades 3-8 and Science for grades 5 and 8.
  - Schedule has been shared with Teachers
- Spring Diagnostics (iReady Math/Reading and Acadience)
  - Acadience - April 30/May 1

### **Instruction:**

- The Admin team is meeting to discuss feedback from Staff about Walkthrough and Observation in order to develop and plan for supporting instruction consistently across the district.
- Our Continuous Improvement Planning (CIP) Team is continuing to work on goal setting and targeted steps for our next External Visit in 2029. The Admin team will be meeting March 31st.
  - **Priority Goal:** By the end of the 2028-2029 school year, student proficiency on **NSCAS ELA will increase from 47% to 60%** by strengthening instructional practices, coaching, and collaboration via intentional professional learning and implementation of the district-developed instructional model.
  - **Priority Outcome:** As a result of achieving the goal, students at Madison Public Schools will demonstrate **greater academic success, critical thinking, and ownership** over their learning, while educators foster a **collaborative, trust-based environment** that supports **consistent growth** and **equity** in the classroom.

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Mrs. Kush – March 6, 2025

Elementary Principal

## Number of Students in Elementary School

Grade Level	3/6/25	2/6/25	1/9/25	12/5/24	9/4/24	8/10/24
PreK-3	14	13	13	13	10	9
PreK-4	39	40	40	40	40	40
Kindergarten	48	47	47	47	43	43
1 <sup>st</sup> Grade	36	36	36	36	34	33
2 <sup>nd</sup> Grade	39	41	41	41	38	37
3 <sup>rd</sup> Grade	48	47	47	46	42	40
4 <sup>th</sup> Grade	41	43	42	41	39	37
5 <sup>th</sup> Grade	44	44	43	43	41	41
<b>Total</b>	<b>309</b>	<b>311</b>	<b>309</b>	<b>307</b>	<b>287</b>	<b>280</b>
						Last year ended with 285

## Attendance Percentage

Feb. 2025	Jan. 2025	Dec. 2024	Nov. 2024	Oct. 2024	Sept. 2024	August 2024	Last Year's Average
95.08%	95.67%	94.08%	96.13%	95.56%	96.49	97.35%	94.8%

1. Parent Teacher Conferences were February 19<sup>th</sup> & 20<sup>th</sup>. We had a 91% turnout.
2. Math Night was on February 27<sup>th</sup>. Mrs. Erin Reeves did a great job planning the activities, Mr. Hegemann and the student council students prepared the food, and we had many teachers helping make everything run smoothly. I always appreciate seeing everyone come together to make these special events a success.
3. Formal Evaluations in the classrooms are complete. I just need to meet with four more staff to go over them. The classrooms have positive cultures and teachers are doing a nice job promoting student ownership with their learning.
4. Our After School Program has their review on April 7<sup>th</sup>. Niko Gronenthal is working to make sure everything is running as it should to meet the

requirements and I appreciate her creativity and organization in the program. She make the ASP a fun and safe place for students while also providing academic and social emotional stability that many students need and parents appreciate.

5. We're getting into field trip season. 4<sup>th</sup> and 5<sup>th</sup> grade have plans made where 4<sup>th</sup> grade will go to Lincoln to the Nebraska State Capitol and 5<sup>th</sup> grade are going to the Kiewit Planatarium.
6. Kindergarten Round-up and Preschool Registration is on April 11<sup>th</sup>. We also added a registration form for preschool to our website this year to try to help the process easier for families.



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Mr. Ehrisman- March 6, 2025

Grade Level	Current as of 3/6/25	Start of the year 8/6/24
6th Grade	41	39
7th Grade	32	32
8th Grade	41	37
MS Total	114	108

Grade Level	Attendance as of 3/6/25	8/15-8/31	9/1-9/30	10/1-10/31	11/1-11/30	12/1-12/20	1/7-1/31	2/1-2/28
6th Grade	96.31%	98.51%	96.43%	96.67%	96.25%	96.70%	97.02%	95.44%
7th Grade	96.08%	97.67%	97.71%	95.82%	95.36%	92.91%	97.81%	95.39%
8th Grade	94.17%	95.36%	96.31%	94.63%	94.71%	92.99%	94.69%	92.56%
MS Total	95.50%	97.15%	96.77%	95.71%	95.46%	94.29%	96.43%	94.40%

# of students in Amp	
Week 22 (2/11)	6
Week 23 (2/25)	5
Week 24 (3/4)	6

- The Principal's Cadre was in the middle school on February 24<sup>th</sup>. We were able to do learning walks in six classrooms. I really appreciate their feedback!
- With help from Denise Ehlers, we complete and submitted the CSI-ATSI grant to the NDE on February 26<sup>th</sup>.
- Jacquie W. was in the middle school on February 25<sup>th</sup> and 26<sup>th</sup>. She supported the MS team in looking at individual student behavior data and putting behavior plans in to place.
- I have three formal observations remaining for the year.

- Several of our MS students competed at the annual ESU8 Quiz Bowl competition on February 25<sup>th</sup>. The team went 1-2, defeating Plainview, and falling to Atkison-St. Joseph's and Norfolk Public.
- We had 91% attendance at our spring Parent-Teacher conferences!
  - 2020- 92%
  - 2021- 83%
  - 2022- 86%
  - 2023- 88%
  - 2024- 88%



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State Aid certification is in for next year. We will be getting \$912,597. This is an increase of \$67,704. This is primarily due to increased student enrollment this fall. We are positive in the net option by 4 students as of now.

Single Audit was completed. This is typically done at the same time as the regular audit in Sept/Oct, but Porter said they didn't have the man power to do both this year. All things went great and the person was very thorough. She audited 2 accounts, one of the ESSA grants and nutrition services.

Dan Fulner called and we will need two board members to sit on the Madison School Foundation. Jim Reeves and Deb Neidig have been on for many years. If anyone is interested, we can talk about it when we get to committee reports.

ERate RFP had several bid for project. Total came in within a couple thousand of our total award of \$67,450, so that is great. One of the suggestions was to run fiber cable from office to weight room, and this included that. Each room will have 2 drops at MS/HS, we will get new switches, and access points.

I have included policies 4011-4020. 4014 is intentionally left blank, so don't go searching for it.

NRCSA legislative conference was informative. Two of the senators that were scheduled to speak didn't make it over due to hearings, but I was able to eat lunch with Senator Dover (our rep) and Senator Moser. The two bills that have taken a lot of time so far that affect schools is LB 140 on electronic communication (cell phones) and LB 300 on Supt/ESU admin salaries. LB 31 on school surveillance has also taken some time, but overall is supported by education groups.

Carter Tegeler is taking a job at Elkhorn Valley. He lives in Meadow Grove and has been a coach at EV for 9 years with their wrestling. We had hoped to keep him, but knew when they had an opening, that we would lose him. Emily Durest that we approved in November for EL has backed out to take a Spanish job at another district. Thankfully, Corra Harrold (student teacher) has an EL degree, so we recommend hiring her. We plan to continue to use Ms. McCartney for some EL and special education at the MS/HS, Corra will do half day at MS/HS and half at the elementary for EL.



Carter Tegeler  
Life Sciences Teacher  
Madison High School  
March 4<sup>th</sup>, 2025

Justin Frederick, Administrators, & School Board Members:

Please accept this as my official resignation from Madison Public Schools. I have accepted a new position at Elkhorn Valley Schools that is going to be the best opportunity for me and my family moving forward. This was a very difficult decision to make as I have made many outstanding relationships here at Madison. Please let me know what I can do to make the transition to a new science teacher smooth for everyone.

I truly appreciate the opportunity that you have all given me, and am very grateful to have been welcomed into Madison Schools. Again, thank you all I greatly appreciate it.

Sincerely,

Carter Tegeler

Katrina Hughes

1000 Canoe St Unit B

Norfolk, NE 68701

402-992-8804

[Klhughes.1993@gmail.com](mailto:Klhughes.1993@gmail.com)

3/10/25

Dear Madison Public Administration,

I am writing to inform you that I am resigning from my position as the high school English 2 and English 4 teacher at Madison Public Schools. My last day of work will be the end of the school year: May 22, 2025 required by my employment contract.

I have decided to stay at home with my newborn baby that will be arriving in July and work remotely. I have decided to do this after much consideration. I will also re-instate my substitute teaching license and would love to sub for MPS during the years to follow.

I want to express my gratitude to MPS for the flexibility, understanding, and kindness they have shown to me over the last 3 years. I have felt extremely supported as a single-mother and am so thankful for everything that the staff has done for me.

Please let me know if there's anything specific, I need to do to make the transition for replacement.

Thank you for understanding and supporting my decision.

Sincerely,

Katrina Hughes

March, 7th 2025

Madison Public Schools

700 S Kent

Madison NE, 68748

Dear School Board Members,

Due to relocation, I will not be renewing my 2025-2026 contract. This was not an easy decision to make as I have enjoyed working here for the past three years. I appreciate the opportunity you gave me to begin my teaching career. The faculty, students, and community have helped me grow as a teacher and I will forever be grateful for the time I was here.

Sincerely,

A handwritten signature in black ink that reads "Kristen Herchenbach". The signature is written in a cursive style with a large initial 'K'.

Kristen Herchenbach

**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 "rolling" 12-month period measured backward from the date an employee uses any FMLA leave.
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; or
  - 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
  
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**

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.** 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.
  
- C.** Employees may direct any questions or concerns regarding FMLA leave to the superintendent.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **4011.1**

### **Employee Leave Under the 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 1<sup>st</sup> 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: \_\_\_\_\_

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: \_\_\_\_\_

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.

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

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

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 4015

### **Prohibition Against Employment of Board Members**

Nebraska statutes prohibit board members from serving as a teacher on a regular teaching contract.

The board will allow a member of the board of education to be employed by the school district in a non-teaching capacity, including substitute teaching. Board members who are also employed by the district are strictly prohibited from discussing any issue with students, staff or parents in their capacity as an employee that may come before the board.

This policy does not prohibit the board from contracting with members of the board for services or products when the relationship is not one of employer/employee and such contracts are in compliance with the requirements of statute and board policy regarding conflicts of interest.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**4016**

**Jury Duty or 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: \_\_\_\_\_

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: \_\_\_\_\_

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: \_\_\_\_\_

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 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: \_\_\_\_\_  
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: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_