Fremont Board of Education
Board of Education Regular Meeting
Board Room
130 E 9th St
Fremont, NE 68025
Monday, July 13, 2026 Meeting will start following the Hearing at 6:30 pm

AGENDA SUMMARY

1. **CALL TO ORDER AND ROLL CALL**

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE MEMBER UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1.1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. **CONSENT SECTION**

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting(s)

2.4. **Policy & Board Reports**

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. **Personnel Reports**

2.5.1. Certified / Classified Monthly Personnel Report

2.6. **Business Reports**

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

3. **REPORT ITEMS**

3.1. FEA

3.2. FHS Senior Survey Results

3.3. FMS Construction Project Update

3.4. District Budget Timeline

3.5. District Accreditation

4. **ACTION ITEMS**

4.1. **Board Items**

4.1.1. Board Policy Updates

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of Internal Board Operations and Board Authority as well as legal updates.

Motion to approve the recommended policies and waive the second reading passed with a motion by Board Member #1 and a second by Board Member #2.

4.2. **Elementary/Secondary Items**

4.2.1. 2026-2027 FPS Student Handbooks: Elementary, Johnson Crossing, Middle School, High School, Pathfinder, Young Adult and Learning Center

See attachments

Motion to approve the 2026-2027 Student Handbooks for Elementary, Johnson Crossing, Middle School, High School, Pathfinder, Young Adult and Learning Center passed with a motion by Board Member #1 and a second by Board Member #2.

4.2.2. JCAC Donation Request

First Lutheran Church is donating 4 4'x8' riser stages to JCAC. The value of the donation is approximately $5,500.00.

Motion to approve a donation of 4 4'x8' riser stages from First Lutheran Church to JCAC passed with a motion by Board Member #1 and a second by Board Member #2.

4.3. Curriculum and Instruction Items

4.4. **Personnel Items**

4.4.1. 2026-2027 Employee Handbooks - Certified, Classified, Substitute

See attachments

Motion to approve the 2026-2027 Certified and Classified Handbooks and Substitute Teacher Handbooks passed with a motion by Board Member #1 and a second by Board Member #2.

4.4.2. Annual Staff Training

In 2024 the Nebraska Legislature passed LB 1329 (2024) which requires an annual presentation to the Board of Education regarding required training including the estimated time for completion of each required training.

Board Policy 4141 states: "At least annually, the administration will present to the Board the planned staff training as required by law. The Board will then approve those training requirements if the Board determines that the length of each training is reasonable."

It is the recommendation of the administration that the Board of Education approve the training/professional development plan for the 2026-27 school year.

Motion to approve the training/professional development plan for the 2026-27 school year passed with a motion by Board Member #1 and a second by Board Member #2.

4.5. **Business/Facility Items**

4.5.1. Tuition Rates 2026-2027

Student Tuition Rates for the 2026-2027 school year

See Attachment

Motion to approve 2026-2027 Tuition Rates as presented passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.2. Nutrition Services Uncollectable Debt

Periodically based on auditors recommendation the District clears the Nutrition Services Fund of uncollectable debt. The mechanism outlined in rule and USDA guidelines requires the District's General Fund to provide payment for the negative lunch balances. Negative lunch balances through July 1, 2026 are $35,234.01.

It is the recommendation of the administration to clear the nutrition services fund uncollectable debt utilizing a transfer from the general fund.

Motion to authorize the administration to transfer $35,234.01 from the general fund to the nutrition services fund to clear outstanding student debt passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.3. LB243 Additional Property Tax Request Resolution

See attachment

Motion to approve the resolution as presented passed with a motion by Board Member #1 and a second by Board Member #2.

5. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice. Motion to go into Closed Session passed with a motion by Board Member #1 and a second by Board Member #2.

6. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.

Posted Locations:

- Fremont Tribune
  Posted Date: 5/30/26

- Dodge County Courthouse
- City of Fremont Municipal Building
- Main Street Education and Administration Center
  Posted Date: 6/3/26

Board of Education Regular Meeting
Monday, June 8, 2026 6:30 PM
Board Room
130 E 9th St
Fremont, NE 68025
Attendance Taken at 6:30 PM.

Todd Hansen:	Present
Jon Ludvigsen:	Present
Pam Murphy:	Present
Mike Petersen:	Present
Sandi Proskovec:	Present
Terry Sorensen:	Present

1. CALL TO ORDER AND ROLL CALL

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2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Mike Petersen and a second by Sandi Proskovec.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

2.1. Legality of Meeting
Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda
Approval of the agenda as published. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting

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2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.6.3. Facility Rental Report

2.7. Surplus/Salvage Items

- Bell Field Elementary
- Deer Pointe Elementary
- Grant Elementary
- Linden Elementary
- Fremont Middle School
- Fremont High School

3. REPORT ITEMS

3.1. FEA
FEA President, Keith Cunnings had staff in the audience introduce themselves.

3.2. Strategic Plan Report
Dr. Brad Dahl presented the 5-year Strategic Plan.

3.3. Teaching & Learning Summer Report
Kate Heineman presented the work the teaching and learning department is engaged in this summer.

3.4. Review Board Policy 5008 Attendance
Dr. Jen Robinson reviewed Board Policy 5008.

3.5. Review Board Policy 5101 Student Discipline
Dr. Jen Robinson reviewed Board Policy 5101.

3.6. Review Board Policy 5415 Anti-Bullying
Dr. Jen Robinson reviewed Board Policy 5415.

3.7. Review Board Policy 12A Parent Engagement
Dr. Jen Robinson reviewed Board Policy 12A.

4. ACTION ITEMS

4.1. Board Items

4.1.1. Policy Hearing - Student Fees 5416
JCAC, FMS, FHS
Statutes require that there be a public hearing each year concerning the revenues under student fees and any policy revisions. The President will call for a motion to open the hearing on Student Fees. We will present any appropriate information and obtain any public comment after which the President will close the hearing.
Motion to open the hearing on the Student Fee Policy passed with a motion by Pam Murphy and a second by Terry Sorensen.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

There was no public comment.

Motion to close the hearing on the Student Fee Policy passed with a motion by Terry Sorensen and a second by Mike Petersen.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.1.2. Revised Policy 5416 Student Fees
Changes to student fees including

- Meal prices
- High School admission fees
- TigerCare

Motion to approve the changes to Board Policy 5416 Student Fees and waive the second reading passed with a motion by Jon Ludvigsen and a second by Sandi Proskovec.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.1.3. Policy Hearing - Board Policy 6400 Parental/Community Involvement in Schools
State statute requires that the board hold a public hearing on this policy to discuss, consider, and receive input, and then either alter and adopt the revised policy or adopt the policy as written.
Motion to open the hearing on the Parental/Community Involvement Policy passed with a motion by Pam Murphy and a second by Terry Sorensen.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

There was no public comment.

Motion to close the hearing on the Parental/Community Involvement Policy passed with a motion by Terry Sorensen and a second by Sandi Proskovec.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.1.4. Board Policy Updates
The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of Internal Board Operations and Board Authority as well as legal updates.

Motion to approve the recommended policies and waive the second reading passed with a motion by Pam Murphy and a second by Jon Ludvigsen.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.1.5. 5 year Strategic Plan Adoption
The Executive Committee of the Board of Education has been working on a Strategic 5-year plan for Fremont Public Schools. At this time they are recommending an adoption of the plan by the full Board.
Motion to approve the 5-year strategic plan for Fremont Public Schools passed with a motion by Mike Petersen and a second by Pam Murphy.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.2. Elementary/Secondary Items

4.2.1. FHS Foreign Exchange Student 2026-2027
See attachment
Motion to approve one foreign exchange student at Fremont High School for the 2026-2027 school year passed with a motion by Mike Petersen and a second by Pam Murphy.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.2.2. Fremont High School Cooperative Agreement
Renew boys and girls bowling cooperative agreement with Archbishop Bergan and Logan View High Schools for the 2026-2027 and 2027-2028 school years.
Motion to approve the renewal of the FHS Bowling cooperative agreement with Archbishop Bergan and Logan View High Schools for the 2026-27 and 2027-28 school years passed with a motion by Jon Ludvigsen and a second by Sandi Proskovec.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.2.3. Bell Field Donation Request
Bell Field Elementary has received a donation from First United Methodist Church for $1,820 to eliminate lunch debt.
Motion to approve the $1,820 donation from First United Methodist Church to Bell Field Elementary passed with a motion by Terry Sorensen and a second by Pam Murphy.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.3. Curriculum and Instruction Items

4.4. Personnel Items

4.5. Business/Facility Items

4.5.1. Authorization of Assurances
Each year the Board of Education needs to authorize a representative of the District to sign State and Federal Grant Assurances. Approval of the Superintendent as the authorized representative to sign State and Federal Grant Assurances is requested for the 2026-2027 school year.
Motion to approve Superintendent Brad Dahl as authorized representative to sign State and Federal Grant Assurances passed with a motion by Terry Sorensen and a second by Sandi Proskovec.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.5.2. Real Estate Purchase Agreement (CTE House #2) 1490 E 2nd St
Motion to approve the Real Estate Purchase Agreement between Hunter Bacon and Peytyn

Winterstein and Fremont Public Schools - (Richards Court Block 3 Lot 19), Dodge County Nebraska (1490 E 2nd St, Fremont, NE) Motion to approve that the Board of Education of this School District should and does hereby ratify, authorize and approve the real estate sale and sale agreement ("Purchase Agreement") by and between Dodge County School District #0001, as Seller, and (Hunter Bacon and Peytyn Winterstein), as Buyer, for the purchase of real property located at 1490 E 2nd St, Fremont, Dodge County, Nebraska, in the amount of $238,000 in the form on file with official records of the School District or with such changes as are deemed necessary and in the best interest of the School District and approved by the Board President, Superintendent of Schools, or designee of either, and authorize and ratify the Board President or Superintendent of Schools, or designee to sign and deliver the Purchase Agreement, to sign and deliver any documents, or other agreements called for in such Purchase Agreement, to retain any necessary professionals for assistance, to pay the purchase price and all other related costs and expenses, and to take all other action necessary to close the purchase and conveyance transaction and to carry such Purchase Agreement into effect passed with a motion by Sandi Proskovec and a second by Pam Murphy.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.5.3. Revised - City of Fremont Interlocal Agreement - SRO Attachment
Fremont Public Schools and the City of Fremont are updating the Interlocal Agreement regarding School Resource Officers. The updated terms have been approved by the Fremont City Council and will go into effect August 1, 2026 upon Fremont Public Schools Board of Education approval.
Motion to approve the revised School Resource Officer Interlocal Agreement with the City of Fremont as presented passed with a motion by Pam Murphy and a second by Terry Sorensen.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.5.4. Technology Cabling Prject
The Technology Department has obtained pricing from Computer Cable Connection to complete cabling infrastructure upgrades at the Main Street and Facilities buildings. Through the successful use of E-Rate funding, the District has modernized network cabling at all other district locations. Main Street and Facilities are the final two sites requiring upgrades to bring the District's cabling infrastructure to a consistent standard.

Computer Cable Connection has provided a proposal with a not-to-exceed cost of $87,115.00 for Main Street and $19,357.00 for Facilities.

The Board, by approving this agreement with Computer Cable Connection is approving the contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Assistant Superintendent or a designee, and the Board is hereby delegating to and authorizing the Assistant Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and

to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Co-Directors of Technology, or another person as selected by the Assistant Superintendent or a designee from time to time as its program administrator under this agreement.
Motion to approve the cabling infrastructure upgrades at MSEAC and Facilities buildings for a not to exceed price of $106,472.00 passed with a motion by Mike Petersen and a second by Pam Murphy.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

5. CLOSED SESSION

6. ADJOURNMENT
Motion to adjourn passed with a motion by Jon Ludvigsen and a second by Terry Sorensen.
Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

Time: 7:34 pm

_____
Board Secretary

FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
July 13, 2026

ENTER 2026-27	Grade	From

EXIT 2026-27	Grade	To
Fees, Adyson	7	Arlington
Harrington, Adalynn	4	Arlington
Harrington, Aubree	2	Arlington
Johnsen, Trent	7	Arlington

Change of Status

Beam, Addyson
Previous option to Arlington; return to FPS

Bost, Avery
Bost, Lucas
Previous option to Arlington; Homeschool

Gonzales, Carmyn
Previous option to Arlington; return to FPS

Kindler, Benjamin
Previous option to Arlington; moved to Arlington

Stankey, Jeremiah
Previous option to Arlington; return to FPS

DENIED

Fees, Adyson
Paul, Ryder
Schleiger, Darly
Schleiger, Gavin
Stewart, Hayden
Denied by Logan View; program at capacity

GRADUATED

From Arlington

Kallhoff, Sydney
Molzahn, Jenna
Osborne, Dustin
Rohn, Emma
Taylor, Jonathan
Walraven, Ava
Yager, Audrey

From Millard

Gallatin, Coriahnn
Meismer, Sophia

From Wahoo

Estudillo, Elena
Muller, Morgan

Elementary–Julie Anderson; Elementary Office Associates; Elementary Operations-Jen Robinson; Middle School Counseling; High School Counseling; Secondary Operations-Scott Jensen; Athletic Director–Seth McClain; Transportation–Jeff Rump; Registrars–Lori Essen and Abdiel Jimenez; K-12 Principals; Director of Special Education-Joel Kerkman; Director of Student Information-Ginger Fredericksen; Assistant Superintendents-Kate Heineman and Chris Loofe; Superintendent-Brad Dahl

FPS Human Resources Report

July 13, 2026

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Board Action items are bold/highlighted and are new to the report.

*Classified employee is staying on in a substitute status

ACTION ITEMS

CERTIFIED PERSONNEL

Line No.	Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
NO ACTION ITEMS							

CLASSIFIED PERSONNEL

Line No.	Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
1	**Administrative Assistant (8 hrs)**	**Kellie Middlebrooks**	**Resignation**	**6/30/2026**	**MSEAC/Human Resources**	**Will Not Be Replaced (position changing to HR Specialist)**	**N/A**
2	**Behavior Support Technician (7.5 hrs)**	**Bobbi Munson**	**Transfer**	**2026-27 School Year**	**Pathfinder**	**Posted/Pending Hire**	**TBD**
3	**Co-Director of Student Information & Data Systems (Exempt)**	**N/A**	**New Position**	**9/1/2026**	**MSEAC**	**Hired/Pending Onboarding**	**9/1/2026**
4	Custodian II (8 hrs)	Mark Ankersen	Discharged	5/12/2026	Milliken Park	**Sandra Ochoa**	7/13/2026
5	**Custodian II (8 hrs)**	**Sandra Ochoa**	**Transfer**	**7/13/2026**	**MSEAC**	**TBD**	TBD
6	**ELL Paraeducator (was 7 hours, will now be 7.5 hours)**	**Andrea Garcia Garcia**	**Resignation**	**06/15/2026**	**Washington**	**Posted/Pending Hire**	**TBD**
7	**Food Service Supervisor (Was 7 hrs, will now be 7.5 hrs)**	Lori Modlin	Retirement	5/20/2026	Bell Field	**Amy Heimann**	**6/29/2026**
8	**Food Service Worker (5.5 hrs)**	**Allyson Barr**	**Transfer**	**8/1/2026**	**Bell Field**	**Alissa Linares**	**TBD**
9	**Food Service Worker (5.5 hrs)**	**Shea Peters**	**Resignation**	**5/5/20026**	**Milliken Park**	**Nancy Hernandez**	**2026-27 School Year**
10	**Food Service Worker (7 hrs)**	**Amy Lafferty**	**Resignation**	**6/22/2026**	**Washington**	**Posted/Pending Hire**	**TBD**
11	**Food Service Worker (7.25 hrs)**	**Gracie Conner**	**Transfer**	**2026-2027 School Year**	**Middle School**	**Posted/Pending Hire**	**TBD**
12	Food Service Worker (7.5 hrs)	Bonnie Warner	Retirement	5/21/2026	JCAC	**Diana Bray**	**7/2/2026**
13	**Human Resources Specialist (8 hrs)**	**N/A**	**New Position (Replacing unfilled Administrative Assistant position)**	**TBD**	**MSEAC/Human Resources**	**Kristyn Drey**	**TBD**
14	**Library/Media Para (was 7.5 hours, will now be 7 hours)**	**Courtney Norton**	**Resignation**	**6/25/2026**	**Linden**	**Posted/Pending Hire**	**TBD**
15	Office Assistant (8 hrs)	Teresa Martin	Transfer	07/22/2026	High School (Media Center)	**Erica Lesko**	**2026-27 School Year**
16	Office Associate-T/I (8 hrs)	Karina Cerritos	Transfer	2026-2027 School Year	High School	**Gabriela Zrust**	**7/22/2026**
17	**Paraeducator (was 7 hours, will now be 7.5 hrs)**	**Evelyn Pena Alarcon**	**Change to Position**	**2026-2027 School Year**	**Linden**	**N/A**	**N/A**
18	**Payroll Specialist (Was Payroll Associate) (8 hrs)**	**Kristyn Drey**	**Transfer**	**TBD**	**MSEAC/Business Services**	**Posted/Pending Hire**	**TBD**
19	**Special Education Para (7.5 hrs)**	**Jackson Jones**	**Resignation**	**5/20/2026**	**Johnson Crossing**	**Posted/Pending Hire**	**TBD**

20	**Special Education Para (7.5 hrs)**	**Jillian Valentine**	**Resignation**	**05/20/2026**	**Middle School**	**Gracie Conner**	**2026-27 School Year**
21	**Special Education Para, BR (7.25 hrs)**	**Kimberly Still**	**Resignation**	**5/20/2026**	**Pathfinder**	**Bobbi Munson**	**2026-27 School Year**
22	**Special Education Para, Prek (7 hrs)**	**Rashelle Herre**	**Transfer**	**2026-2027 School Year**	**Bell Field**	**Allyson Barr**	**2026-2027 School Year**
23	**Special Education Para, R3 (7.5 hrs)**	**N/A**	**New Position**	**2026-2027 School Year**	**Bell Field**	**Rashelle Herre**	**2026-2027 School Year**

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Line No.	Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
NO ACTION ITEMS							

General Fund Expenditures
JUNE 2026

Accounts Payable	$1,267,314.22
Payroll	$5,208,199.75
TOTAL General Fund	$6,475,513.97

Fremont Public Schools
Check Listing
2025-2026

Bank Account: RVR Account 451126 From: 6/1/26 To: 6/30/26

Check Number	Date	Payee	Amount
131154	6/8/2026	ACE HARDWARE	$300.75
131230	6/30/2026	ACE HARDWARE	$585.79
131155	6/8/2026	ADVENTURE ENTERPRISES, LLC	$1,604.50
131156	6/8/2026	AMAZON.COM LLC	$17,370.50
131231	6/30/2026	AMAZON.COM LLC	$42,640.46
131232	6/30/2026	AMERGIS HEALTHCARE STAFFING, INC	$7,989.10
DDP	6/15/2026	ANDERSON, SCOTT MICHAEL	$240.70
131157	6/8/2026	ANTHONY SCOTT	$641.48
131233	6/30/2026	APPLE INC	$4,935.00
131234	6/30/2026	ARBOR DAY FARM - LIED LODGE	$531.96
131158	6/8/2026	ATHLETICO EXCEL NEBRASKA LLC	$60.00
131235	6/30/2026	AWARDS UNLIMITED, INC.	$126.97
131159	6/8/2026	AWARENESS COUNSELING	$3,000.00
131236	6/30/2026	B & H PHOTO-VIDEO	$764.48
131160	6/8/2026	BAUER BUILT INC	$2,055.44
131237	6/30/2026	BAUER BUILT INC	$3,407.94
131238	6/30/2026	BENICOMP INC	$6,478.79
131161	6/8/2026	BIG DAY RECOGNITION, LLC	$10,750.00
131239	6/30/2026	BLICK ART MATERIALS	$1,145.14
131240	6/30/2026	BOMGAARS SUPPLY INC	$183.93
131162	6/8/2026	BORDER STATES INDUSTRIES INC	$346.80
131241	6/30/2026	BOSSELMAN PUMP & PANTRY INC	$168.17
131163	6/8/2026	BOUND TO STAY BOUND BOOKS	$755.63
131242	6/30/2026	BOUND TO STAY BOUND BOOKS	$86.73
DDP	6/15/2026	BRAUN, KRISTA	$18.85
131164	6/8/2026	CAPPEL AUTO SUPPLY INC	$146.79
DDP	6/15/2026	CASPER, COURTNEY	$14.50
131243	6/30/2026	CHARLESTON INC	$176.96
131244	6/30/2026	CITY OF FREMONT	$900.00
DDP	6/15/2026	COLLIER, NATHAN	$51.46
131245	6/30/2026	COLUMN SOFTWARE PBC	$157.87
131165	6/8/2026	CONTROL DEPOT, INC	$149.86
131246	6/30/2026	CONTROL DEPOT, INC	$1,273.50
DDP	6/15/2026	CORTEZ, CLAUDIA	$11.17
131166	6/8/2026	CULLIGAN	$624.75
131247	6/30/2026	CULLIGAN	$950.75
131167	6/8/2026	D B NEBRASKA SERVICE CO	$370.00
131168	6/8/2026	DALTON CHIROPRACTIC	$190.00
131248	6/30/2026	DECKER INC	$174.17
131249	6/30/2026	DIETZE MUSIC HOUSE	$20.70

Check Number	Date	Payee	Amount
DDP	6/15/2026	DOSTAL, ERIN	$40.46
131250	6/30/2026	EAKES OFFICE PLUS	$1,040.00
131251	6/30/2026	ECHO ELECTRIC SUPPLY	$115.14
DDP	6/15/2026	EDGECOMBE, LAUREN	$28.49
131169	6/8/2026	EDUCATIONAL SERVICE UNIT #2	$106,007.90
131252	6/30/2026	EDUCATIONAL SERVICE UNIT #2	$260.00
131253	6/30/2026	EGAN SUPPLY CO	$778.70
131170	6/8/2026	ELEMENOT SERVICES	$19,161.34
DDP	6/15/2026	ELSASSER, KIERSTEN	$199.23
131215	6/23/2026	EMANUEL PRINTING, INC.	$509.54
131216	6/23/2026	FAARSP	$137.50
131254	6/30/2026	FAIRFIELD INN & SUITE GRAND ISLAND	$404.85
131255	6/30/2026	FAMILY PHYSICAL THERAPY & SPORTS CENTER	$14,484.88
131171	6/8/2026	FASTENAL COMPANY	$4,653.41
131172	6/8/2026	FBG SERVICE CORPORATION	$75,796.50
DDP	6/15/2026	FELDHAUS, JAMES	$176.10
131173	6/8/2026	FIRST NATIONAL BANK OMAHA	$351.90
131212	6/16/2026	FIRST NATIONAL BANK OMAHA	$547.90
131217	6/23/2026	FIRST NATIONAL BANK OMAHA	$692.96
131256	6/30/2026	FIRST STUDENT INC	$189,108.94
131174	6/8/2026	FLOORS, INC	$1,552.50
131257	6/30/2026	FOLLETT CONTENT SOLUTIONS, LLC	$17,837.07
DDP	6/15/2026	FOXHOVEN, RICK	$121.75
131175	6/8/2026	FPS FOOD SERVICE	$730.80
131218	6/23/2026	FPS FOUNDATION	$861.98
131258	6/30/2026	FREMONT AREA UNITED WAY	$800.00
131259	6/30/2026	FREMONT CONTRACTORS ASSOCIATION	$30.00
131176	6/8/2026	FREMONT DEPT OF UTILITIES	$19,137.42
131219	6/23/2026	FREMONT DEPT OF UTILITIES	$67,872.94
131260	6/30/2026	FREMONT DEPT OF UTILITIES	$29,924.58
131177	6/8/2026	FREMONT ELECTRIC INC	$4,210.00
131261	6/30/2026	FREMONT ELECTRIC INC	$5,411.31
131178	6/8/2026	FREMONT RENTALS	$4,303.00
131220	6/23/2026	FREMONT ROTARY CLUB	$350.00
131179	6/8/2026	FREMONT WASTE TRANSFER	$60.06
131226	6/29/2026	FREMONT WASTE TRANSFER	$127.82
131262	6/30/2026	FREMONT WASTE TRANSFER	$174.72
131180	6/8/2026	FREMONT WINNELSON CO	$553.27
131263	6/30/2026	FREMONT WINNELSON CO	$180.21
131181	6/8/2026	GARTNER & ASSOCIATES INC	$312.00
131264	6/30/2026	GARTNER & ASSOCIATES INC	$1,470.50
DDP	6/15/2026	GILDOW, JULIE	$38.86
131182	6/8/2026	GLASS HOUSE	$1,224.76
DDP	6/15/2026	GRAHAM, ALLISON	$18.78
131183	6/8/2026	GRAINGER	$185.70
131265	6/30/2026	GRAINGER	$39.95

Check Number	Date	Payee	Amount
131221	6/23/2026	GREAT PLAINS COMMUNICATIONS	$3,200.60
131266	6/30/2026	GRIZZLY INDUSTRIAL INC	$655.90
DDP	6/15/2026	GRUBB, BAILEY	$54.81
131184	6/8/2026	HD SUPPLY, INC	$6,003.04
131267	6/30/2026	HD SUPPLY, INC	$1,814.67
131185	6/8/2026	HEARTLAND BUSINESS SYSTEMS, LLC	$29,326.94
131268	6/30/2026	HENRY DOORLY ZOO	$123.50
DDP	6/15/2026	HILGENKAMP, DAVE	$15.23
131269	6/30/2026	HireRight LLC	$37.85
131270	6/30/2026	HOLIDAY INN KEARNEY	$595.30
131186	6/8/2026	HOMETOWN LEASING	$15,457.13
DDP	6/15/2026	HULTGREN, MARTA	$75.55
131213	6/16/2026	HY-VEE INC	$644.29
DDP	6/15/2026	IBARRA BOJORQUEZ, BRENDA	$13.70
131271	6/30/2026	IOWA SCHOOL FOR THE DEAF	$35,747.27
131187	6/8/2026	JOHN DEER FINANCIAL	$766.56
131272	6/30/2026	JOHN DEER FINANCIAL	$140.33
131188	6/8/2026	JOSTENS INC	$28.35
131273	6/30/2026	JUNIOR LEARNING INC	$168.87
131189	6/8/2026	JUNIOR LIBRARY GUILD	$2,035.00
131274	6/30/2026	JUNIOR LIBRARY GUILD	$1,994.30
131190	6/8/2026	KANSAS CITY AUDIO-VISUAL INC	$9,596.30
131275	6/30/2026	KANSAS CITY AUDIO-VISUAL INC	$5,464.86
DDP	6/15/2026	KERKMAN, RITA	$10.44
131276	6/30/2026	LANGUAGE TESTING INTERNATIONAL INC	$101.00
DDP	6/15/2026	LEINDECKER, JEANNIE	$32.98
131222	6/23/2026	Lipsys, Chase Robert	$290.33
131277	6/30/2026	Lotus Behavioral Health, LLC	$3,571.74
DDP	6/15/2026	MARTIN, KARIE	$11.89
DDP	6/15/2026	MARY JANE ROBINSON	$2,824.12
131278	6/30/2026	MAX D. SIGNS	$788.63
131223	6/23/2026	MCKESSON MEDICAL-SURGICAL INC	$249.83
131191	6/8/2026	MENARDS	$183.73
131279	6/30/2026	MENARDS	$3,567.96
131224	6/23/2026	MIDDLE SCHOOL ACTIVITY FUND	$5,204.40
131192	6/8/2026	MIDWEST BUS PARTS, INC	$360.67
131280	6/30/2026	MIDWEST LUBRICANTS, INC	$1,117.25
DDP	6/15/2026	MOENNING, AMANDA	$40.67
131281	6/30/2026	MOLLY HAWKINS WHOLESALE	$417.08
DDP	6/15/2026	MORSE, CHRISTINE	$2.61
DDP	6/15/2026	MOTTL, LISA	$33.27
131153	6/5/2026	NASPA	$530.00
131282	6/30/2026	NATIONAL SCHOOL PUBLIC RELATIONS ASSOC	$315.00
DDP	6/15/2026	NEAL, SARAH	$27.91
131283	6/30/2026	NEBRASKA HEALTH CARE ASSOCIATION	$500.00
DDP	6/15/2026	NELSON, DEBRA	$7.25

Check Number	Date	Payee	Amount
131285	6/30/2026	OMAHA PAPER CO.	$15,524.00
131286	6/30/2026	ONE SOURCE	$300.00
131284	6/30/2026	O'REILLY AUTOMOTIVE INC	$104.05
131193	6/8/2026	PAPER TIGER SHREDDING INC	$612.00
131194	6/8/2026	PAPIO TRANSPORT SCHOOL SERVICE INC	$38,750.00
131229	6/29/2026	Parisi & Venturini Corp	$2,945.00
131227	6/29/2026	Parisi & Venturini Corp	$5,316.00
131195	6/8/2026	PERFORMANCE DIESEL SERVICE	$29,907.13
131287	6/30/2026	PERFORMANCE DIESEL SERVICE	$786.60
131196	6/8/2026	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	$2,248.85
DDP	6/15/2026	PETERS, MARIAN	$10.44
131288	6/30/2026	PITSCO EDUCATION	$1,080.80
131289	6/30/2026	PLANK ROAD PUBLISHING	$130.45
131197	6/8/2026	PRIME COMMUNICATIONS, INC	$900.00
131290	6/30/2026	PROGRESS PUBLICATIONS	$465.00
131198	6/8/2026	QUADIENT FINANCE USA, INC	$8,000.00
131199	6/8/2026	Quadient, Inc	$329.25
131291	6/30/2026	RAWHIDE CHEMOIL INC	$29.00
DDP	6/15/2026	REYNOLDS, DEBRA	$18.48
DDP	6/15/2026	ROBERTSON, APRIL	$47.49
131200	6/8/2026	S2 ROLL-OFFS, LLC	$1,206.25
131292	6/30/2026	S2 ROLL-OFFS, LLC	$4,495.37
131201	6/8/2026	SAPP BROS, INC	$10,860.03
131293	6/30/2026	SAUNDERS COUNTY CLERK	$100.00
131202	6/8/2026	Scenario Learning, LLC	$10,008.14
DDP	6/15/2026	SCHLEICHER, MICHAEL	$111.65
131203	6/8/2026	SCHMIDT SPEECH LANG PATHOLOGY SRV, LLC	$15,943.20
131204	6/8/2026	SCHOOL SPECIALTY, LLC	$525.96
131225	6/23/2026	SENIOR HIGH ACTIVITY FUND	$6,730.00
131294	6/30/2026	SENIOR HIGH ACTIVITY FUND	$185,659.84
131228	6/29/2026	Sharp, Alan Jack	$235.12
131295	6/30/2026	SHERWIN-WILLIAMS CO.	$208.01
131205	6/8/2026	STAPLES ADVANTAGE	$19,294.43
131296	6/30/2026	STAPLES ADVANTAGE	$6,345.95
131297	6/30/2026	STERLING COMPUTERS	$1,858.70
DDP	6/15/2026	STEWART, COURTNEY	$29.07
DDP	6/15/2026	STOKLASA, LAUREN	$56.33
DDP	6/15/2026	STYSKAL, STEVE	$199.20
131298	6/30/2026	T SQUARE SUPPLY LLC	$56.77
DDP	6/15/2026	TALKINGTON, BEVERLY	$13.99
131299	6/30/2026	TAYLOR'S	$673.15
131206	6/8/2026	TENNIS WAREHOUSE	$65.00
131300	6/30/2026	TERRY WALLERSTEDT	$500.00
131301	6/30/2026	THE BRIDGE	$1,031.66
131207	6/8/2026	TNTP, INC	$62,672.50
131208	6/8/2026	TODD VALLEY FARMS	$1,097.00

Check Number	Date	Payee	Amount
131209	6/8/2026	TOTAL FIRE & SECURITY INC	$3,454.45
131210	6/8/2026	TRUCK CENTER COMPANIES	$65.45
DDP	6/15/2026	TURNER, DENNIS	$27.53
DDP	6/15/2026	TURNER, ELIZABETH	$22.91
131302	6/30/2026	U.S. CELLULAR	$59.58
131303	6/30/2026	US OMNI & TSACG COMPLIANCE SERVICES	$91.96
131214	6/16/2026	WALNUT RADIO LLC	$3,400.00
DDP	6/15/2026	WESCH, SARAH	$113.61
131304	6/30/2026	WILDLIFE ENCOUNTERS	$350.00
DDP	6/15/2026	WILSON, MEGHAN	$79.24
131211	6/8/2026	ZONAR SYSTEMS INC	$665.75
131305	6/30/2026	Zum Services, Inc	$3,925.46
		TOTAL	$1,267,314.22

Fremont Public Schools
Financial Reports

Recommendation June 30, 2026

Submitted by: Susan Plank

The attached reports are for your information, review and approval:

Summary Statement of General Fund Accounts (at June 30)
Activity Fund Balance Sheets

This Summary of General Fund accounts for the Fiscal Year 2025-26 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the June 2026 Financial Statements be accepted by the Board of Education as presented.

Moved by: _____

Seconded by: _____

Roll Call Vote --
Aye: _____

No: _____

Absent: _____

Fremont Public Schools
June 30, 2026

Fund Name	Balance 5/31/2026	Receipts June	Disbursements June	Statement Balance 6/30/2026	Interfund Transfers	Account Balance Without Transfers
First National Bank Fremont:						
General Fund	$27,411,528.16	$4,689,954.37	$6,104,174.63	$25,997,307.90	$0.00	$25,997,307.90
Payroll	$19,749.04	$5,217,240.50	$4,571,827.38	$665,162.16	$0.00	$665,162.16
Flex Benefit Fund	$61,180.05	$18,159.45	$28,294.32	$51,045.18	$0.00	$51,045.18
Special Building Fund	$6,295,389.22	$12,623.55	$62,502.25	$6,245,510.52	$0.00	$6,245,510.52
Bond District 11	$7,824.18	$0.00	$0.00	$7,824.18	$0.00	$7,824.18
FPS 2022 GO Bond	$3,377,788.89	$6,607.23	$31,608.50	$3,352,787.62	$0.00	$3,352,787.62
Pinnacle Bank:						
General Fund	$26,561.76	$20.96	$0.00	$26,582.72	$0.00	$26,582.72
QCPUF Fund	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
District Activity Fund	$32,498.74	$6,886.81	$6,979.48	$32,406.07	$0.00	$32,406.07
Elementary Activity Fund	$22,855.63	$17.00	$519.17	$22,353.46	$0.00	$22,353.46
RVR Bank:						
Disbursing Account	$295,876.16	$886,135.37	$911,971.50	$270,040.03	$0.00	$270,040.03
Depreciation Fund	$3,176,545.16	$6,624.69	$382,900.00	$2,800,269.85	$0.00	$2,800,269.85
US Bank:						
All Accounts Closed						

Fremont Public Schools
FPS 2022 GO Bond Detail
June 2026

Beginning Balance 5/31/2026				**$3,377,788.89**
June Receipts:				**$6,607.23**
6/30/2026	Sweep Interest		$6,607.23	
June Expenditures:				**-$31,608.50**
6/23/2026	ck 433 BVH Architects	Services rendered thru May 31,2026	-$31,608.50	
Ending Balance 6/30/26 - FPS 2022 GO Bond				**$3,352,787.62**
FNBO Capital Markets Par Value				**$0.00**
				$3,352,787.62

Fremont Public Schools
Pledged Securities
6/30/2026

Fremont National Bank

Description	Receipt #	Maturity Date	Current Face

Pooled Pledged Securities with Nebraska Bankers Insurance and Services Company

Description	Receipt #	Maturity Date	Current Face
Douglas Cnty NE SD #59 GO Unltd	259353MV9	12/15/2027	$143,361.56
Fairbury NE Go Unltd	303665GH0	10/15/2026	$169,485.86
Fremont NE GO Unltd	357406DV6	8/1/2026	$199,776.60
Gretna NE GO Unltd	397802MJ5	8/15/2027	$218,154.04
Sarpy Cnty NE SD#37 GO Unltd	803770VP8	12/15/2036	$276,996.35
Scottsbluff Cnty NE SD#32 Go Unltd	810181GG6	12/1/2026	$198,680.89
			$1,206,455.30

Fremont Public Schools
Pledged Securities Recap
June 30, 2026

Fund Name	Statement Balance 6/30/2026	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
First National Bank Fremont:					
General Fund	$25,997,307.90			All FNBO Accounts Covered	
Payroll	$665,162.16			by Pooled Securities through	
Flex Benefit Fund	$51,045.18			Nebraska Bankers Insurance	
Special Building Fund	$6,245,510.52			and Services Company	
Bond District 11	$7,824.18				
FPS 2022 GO Bond	$3,352,787.62				
Learning Center	$249.78				
FDIC Insured $250,000		$36,319,887.34	----------	----------	----------
Pinnacle Bank:					
General Fund	$26,582.72				
QCPUF Fund	$0.00				
District Activity Fund	$32,406.07				
Elementary Activity Fund	$22,353.46				
FDIC Insured $250,000		$81,342.25	$0.00	$0.00	**$0.00**
RVR Bank:					
High School Activity	$28,967.51				
MS/JCAC Activity	$90,000.36				
HS House Build	$31,747.09				
FDIC Insured $250,000		$150,714.96	$0.00		
Disbursing Account	$270,040.03				
Food Service	$215,122.07				
Depreciation	$1,000.00				
FDIC Insured $250,000		$486,162.10	$236,162.10		
Food Service Sweep	$0.00				
ICS Sweep		$2,799,269.85	$0.00		
Depreciation Sweep	$20.32				
ICS Sweep		$2,799,267.47	$0.00		
			$0.00		
Total Pledging Required			$236,162.10		
Pledging Requirement 102% of Above Balance			$240,885.34	$1,206,455.30	**$965,569.96**

US Bank:
All Account Closed

Fremont Public Schools
General Fund
School Year 2025-2026
June 2026

FPS GENERAL FUND

Receipts:

	Budgeted	Actual Receipts	% Received
Local Sources	2,903,328	2,904,449	100.04%
County Sources	433,500	436,025	100.58%
State Aide	19,955,987	19,955,987	100.00%
State Sources	8,385,659	20,332,720	242.47%
Federal Sources	2,988,377	3,824,514	127.98%
Personal and Property Taxes	35,205,699	22,373,930	63.55%
Cash Reserve	1,657,550	0	0.00%
	71,530,100	69,827,625	97.62%

Expenditures:

	Budgeted	Expenditures YTD	% Disbursed
Regular Instruction	32,821,167	26,900,067	81.96%
Special Education	8,820,765	7,297,519	82.73%
Pupil Support Services	7,049,600	6,114,855	86.74%
Instruct Support Services	3,295,102	2,624,661	79.65%
Board of Education	585,000	772,315 *	132.02%
General Administration	1,600,757	1,579,620	98.68%
School Administration	2,460,447	2,073,065	84.26%
Business Support	2,310,022	1,715,174	74.25%
Facilities & Operations	6,993,699	5,920,731	84.66%
Regular Transportation	1,068,812	838,874	78.49%
Special Ed Transportation	1,717,970	1,812,152	105.48%
State Grants	561,990	306,228	54.49%
Debt Services	0	0	0.00%
Federal Programs	4,737,024	2,983,532	62.98%
Summer Programs	15,296	0	0.00%
Transfers to Other Funds	250,000	205,830	82.33%
	74,287,651	61,144,623	82.31%

*Includes District Liability Insurance Premiums

Fremont Elementary School Activities Fund
Balance Sheet 2025-2026
As of June 30, 2026

	Jun 30, 26
ASSETS	
Current Assets	
Checking/Savings	
1000 · Checking	22,135.02
Total Checking/Savings	22,135.02
Total Current Assets	22,135.02
TOTAL ASSETS	**22,135.02**
LIABILITIES & EQUITY	
Equity	
Net Income	22,135.02
Total Equity	22,135.02
TOTAL LIABILITIES & EQUITY	**22,135.02**

Fremont Middle School and Johnson Crossing Academic Center
Balance Sheet 2025-2026
June 2026

	Jun 30, 26
ASSETS	
Current Assets	
Checking/Savings	
FMS Checking	88,153.20
Total Checking/Savings	88,153.20
Total Current Assets	88,153.20
TOTAL ASSETS	**88,153.20**
LIABILITIES & EQUITY	
Equity	
1110 · Fund Balance	902.50
Net Income	87,250.70
Total Equity	88,153.20
TOTAL LIABILITIES & EQUITY	**88,153.20**

Fremont High Activities Fund
Balance Sheet
As of June 30, 2026

	Jun 30, 26	May 31, 26
ASSETS		
Current Assets		
Checking/Savings		
CTE Checking	29,844.43	32,349.71
Checking	8,541.52	25,657.34
Total Checking/Savings	38,385.95	58,007.05
Total Current Assets	38,385.95	58,007.05
TOTAL ASSETS	**38,385.95**	**58,007.05**
LIABILITIES & EQUITY		
Equity		
Net Income	38,385.95	58,007.05
Total Equity	38,385.95	58,007.05
TOTAL LIABILITIES & EQUITY	**38,385.95**	**58,007.05**

LC Activity Account
Balance Sheet
As of June 30, 2026

	Jun 30, 26	Jun 30, 25
ASSETS		
Current Assets		
Checking/Savings		
Fremont National Bank	249.78	469.06
Total Checking/Savings	249.78	469.06
Total Current Assets	249.78	469.06
TOTAL ASSETS	**249.78**	**469.06**
LIABILITIES & EQUITY		
Equity		
Retained Earnings	197.85	757.06
Net Income	51.93	-288.00
Total Equity	249.78	469.06
TOTAL LIABILITIES & EQUITY	**249.78**	**469.06**

Fremont Public School Food Service

957 North Pierce Street
Fremont, Nebraska 68025
Jeff Glosser
Director of Operational Services

Monthly Report of: June 2026

Fund Balance: 5/31/26			$ 201,056.39
Receipts:			
1510	Interest		$ 346.80
1611	School Lunch Program		$ 1,555.22
1990	Other Misc Income		$ 1,160.30
3150	State Reimbursement		
4210	Federal Reimbursement		$ 213,736.30
5200	Funds Transfer In		
Total Monthly Income			$ 216,798.62
Expenditures:			
110	Labor		$ 124,571.20
430	Repairs & Maintence		$ 1,864.61
610	General Equipment		$ 581.36
630	Food		$ 75,705.97
810	Dues & Fees		$ 10.00
890	Misc Expenditures		$ 2,446.30
Total Expenditures			$ 205,179.44
Fund Balance: 6/30/25			$ 212,675.57

Deb Nelson, Food Service Accounting Office





Fremont High School

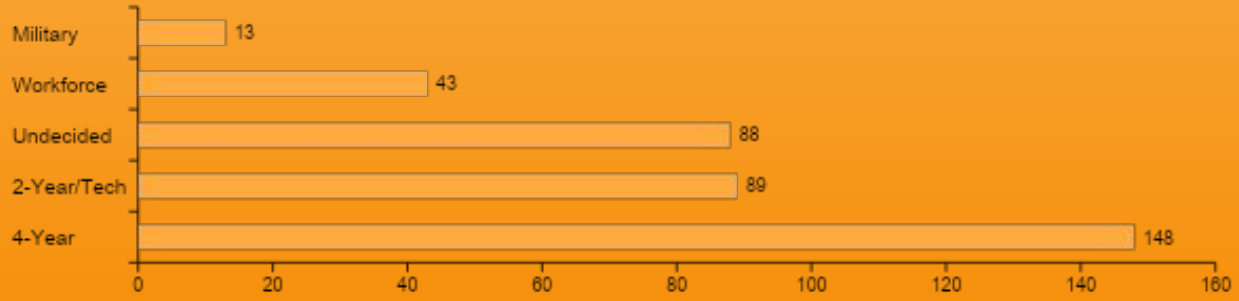
Senior Graduation Survey Results
2025/2026 - Class of 2026

Presentation to the FPS Board of Education
July 13, 2026

After Graduation, Students Plan To:

Class of 2026 compared with the Class of 2025 data.

Post-Graduation Plan	2026 #	2026 %	2025 %	Change
Attend 4-year college/university	148	38.8%	40.3%	-1.5 pts
Attend 2-year college/technical-trade school	89	23.4%	21.0%	+2.4 pts
Undecided	88	23.1%	22.6%	+0.5 pts
Enter workforce full time	43	11.3%	12.3%	-1.0 pts
Join the military	13	3.4%	3.8%	-0.4 pts



Trend Snapshot

The overall distribution remains similar, with a modest shift toward 2-year/technical pathways and undecided status.

- 4-year college/university remains the largest single pathway at 148 students (38.8%).
- 2-year college/technical-trade school increased to 89 students (23.4%), up 2.4 percentage points from last year.
- Undecided students remain a significant planning group: 88 students (23.1%).
- Workforce and military plans remain stable: 43 workforce-bound students and 13 military-bound students.
    - *The results reinforce the need to support college readiness, technical pathways, workforce transitions, and career exploration at the same time—because one size does not fit all.*

College / Trade School Areas of Study

Among students planning to attend a 4-year, 2-year, or technical/trade program.

Area of Study	Students	% of College/Trade-Bound
Health Sciences	59	24.9%
Human Sciences & Education	52	21.9%
Skilled & Technical Sciences	43	18.1%
Business, Marketing & Management	41	17.3%
Communication Arts	31	13.1%
Agriculture, Food & Natural Resources	7	3.0%
Information Technology	4	1.7%

Undecided Students: Career Interest Areas

Students could mark more than one area; percentages are based on 88 undecided students.

Career Interest Area	Selections	% of Undecided
Human Sciences & Education	29	33.0%
Skilled & Technical Sciences	27	30.7%
Health Sciences	24	27.3%
Communication Arts	24	27.3%
Business, Marketing & Management	23	26.1%
Agriculture, Food & Natural Resources	15	17.0%
Information Technology	10	11.4%

Pathway Follow-Up Responses

Additional questions help counselors and staff connect students with next steps.

Workforce-bound students

- 43 students plan to enter the workforce full time.
- 24 report currently having a job; 19 report they do not currently have a job.
- Responses listed current employers, current jobs, and students still exploring options.

Military-bound students

- 13 students plan to join the military.
- Branch interest: Army 6, Marines 4, Air Force 2, National Guard 1.
- ASVAB completed: 7 yes / 6 no; working with recruiter: 6 yes / 7 no.

Follow-up questions asked of students

What is one thing Fremont High School can do better?

What did you like most about your time at Fremont High School?

What Can FHS Do Better?

Open-ended responses were categorized by recurring theme.

Theme	Comments	%
No specific comment	73	19.2%
Facilities, passes, bathrooms, environment	57	15.0%
Student support, communication, and inclusion	57	15.0%
Academic/career support and course options	53	13.9%
Food/lunch/cafeteria	42	11.0%
Rules, discipline, safety, and consistency	36	9.4%
Other / Various	28	7.3%
Student voice, activities, and engagement	23	6.0%
Positive/no major change needed	12	3.1%

Most common themes . . .

Facilities/passes/bathrooms/s school environment and student support/ communication were the largest actionable categories.

Food/lunch remains a student concern, similar to what schools everywhere hear.

Academic/career support comments pointed toward more course options, hands-on learning, technical classes, and transition planning.

Rules/discipline comments emphasized consistency, bullying response, phone/pass policies, and safety expectations.

Representative comment themes

> “More mental health awareness…”
>
> “More clubs for people with different interests.”
>
> “Show more options of colleges… applying and scholarships.”

What Students Liked Most

The strongest positive themes centered on relationships, friends, learning opportunities, and activities.

Theme	Comments	%
Friends, peers, and memories	141	37.0%
Teachers, staff, and relationships	69	18.1%
Other positive comments	61	16.0%
Classes, learning, CTE, and college credit	52	13.6%
Activities, athletics, fine arts, and clubs	27	7.1%
No specific positive/negative response	16	4.2%
School culture, belonging, and diversity	8	2.1%
Food/lunch	3	0.8%
Graduating/leaving or schedule-related	2	0.5%

Key takeaways

- ❏ Friends, peers, and memories were the largest theme at 141 comments (37.0%).
- ❏ Teachers, staff, and relationships were the second-largest clearly positive theme.
- ❏ Students specifically valued CTE, college credit, Metro classes, clubs, sports, fine arts, and school events.
- ❏ The results support continued focus on belonging, adult-student connections, and programs that help students find their “place” at FHS.

Representative comment themes

“I enjoyed the memories… with my friends.”

“The opportunity to take college courses…”

“The wide availability of clubs and sports…”

How the Results Will Be Used

The survey supports planning, advising, and continuous improvement work.

- Inform Continuous Improvement Process planning around student engagement, belonging, and transition readiness.
- Support students in selecting a personal career paths, employment options, military pathways, or educational institutions.
- Guide staff professional development and counselor/student conversations about career exploration and postsecondary planning.
- Create follow-up opportunities for student leadership groups to respond to themes such as belonging, student voice, activities, and school environment.

Next Steps

Next steps based on the Class of 2026 response trends.

- ★ Share survey data with administrative team, counselors, CTE teachers, department chairs, and CIP teams for 2026–2027 continuous improvement conversations and goal setting.
- ★ Use undecided-student interest data to target career exploration activities, job shadows, speaker panels, and college/trade/military visits through the counseling department.
- ★ Continue tracking survey data year over year to monitor shifts in college, technical, workforce, military, and undecided plans.

Summer Facilities Update

July 13, 2026
Board of Education Meeting
Dr. Loofe and Mr. Pierce

Fremont Middle School

SCOPE OF WORK:

- Interior Painting
- Carpet Replacement
- Cooling Tower Replacement
- LED Lighting Upgrades
- Fire Alarm Upgrade
- Hausmann Estimate: $4.928 million

Bell Field

SCOPE OF WORK:

- Demo & Reinstall Fluid Cooler
- Replacement of Concrete Under Tower
- Electrical and Controls Hookup
- Hausmann Estimate: $342,841.00

Lenihan Gym

SCOPE OF WORK:

- Equipment Rental
- Abatement and Demo
- Bleacher and Hoops Removal
- Door and Hardware Installation
- Fire Alarm Upgrade
- Paint, Carpet and Turf Installation
- Hausmann Estimate: $513,961.00

FMS Steel Storage Facility

SCOPE OF WORK:

- Building plans approved by the City on June 18
- Brett moving approx. 20 truck loads of dirt to the site. His team will level and prepare final grade.
- CTE program to begin footing, flooring and beam installation work once school begins in Aug.
- Anticipate completion sometime in October 2026.

Schedule and Recommendation

SCHEDULE:

- Bids due July 16, 2026
- Brett to attend Kick off meeting to review bids (2 week process to review and award.)
- Construction to begin in early Sept. due to lighting lead times

RECOMMENDATION:

- Estimated total is $5,779,872.00. This includes CMR and design fees
- This total is below the approved amount of $6.00 million for all three projects.
- Recommend that we proceed will all projects with anticipated completion in 2027.

FREMONT PUBLIC SCHOOLS

Main Street Education & Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

Fremont Public Schools
2026-2027 School District Budget Timeline

Date	Budget Activity
Feb. 27	• 2026/27 State Aid Certification • 2026/27 Budget Authority & Allowable Reserve Percentage Certification
April 15	Reduction in Force Deadline
Mid-June	School District Budget Form and LC-2 Documents become available
May/July	District Budget Development
July 13	Additional Property Tax Request Authority (5%) Hearing & Vote at Board of Education Meeting
*August 20	Assessed Valuation and real growth % certified by Counties
August 24 - 28	Schedule and hold small group budget review meetings
*September 4	Deadline to notify and submit information to County Clerk if Joint Public Hearing required
*September 14-24th	Joint Public Hearings scheduled during this timeframe when allowable growth % exceeds 2% and real growth % increase (tentatively scheduled by County for Thursday, September 17th)
*Wednesday, September 23th @ 6:00PM	**Special Meeting** • Hold 2026/27 FPS Budget Hearing • Hold 2026/27 FPS Tax Request Hearing • Approve 2026/27 FPS Budget • Approve 2026/27 FPS Tax Request
*September 30	Filing deadline for Budget and LC-2 to NDE, Auditor of Public Accounts (APA), and County Clerk. (Submit the following documents to NDE through the LC-2 collection) • Documents from the School District Budget Form ✔ Interlocal Form ✔ Cover Page through Page 6 ✔ Schedules A, B, D ✔ Property Tax Resolution ✔ Notices of Budget Hearing and Special Hearing (Special Hearing is eliminated it Joint Public hearing was required) • Proof of Publications for: ✔ Notice of Budget Hearing ✔ Notice of Special Hearing to Set the Final Tax Request (Eliminated if joint public hearing was required) ✔ Notice of Property Tax Authority Hearing (If applicable) ✔ Certification(s) of Taxable Value ✔ Board minutes showing approval of district budget ✔ Election Ballot and Certification of Election Results for a successful election to override the levy limitation (if applicable) ✔ Election Ballot and Certification of Election Results for a successful election to exceed the expenditure limitation (if applicable) ✔ Lid Computation Form (LC-2) submitted to the Nebraska Department of

FREMONT PUBLIC SCHOOLS

Main Street Education & Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

	Education through the NDE Portal ***Budget Submission for Auditor of Public Accounts (APA) and your County Clerk
October 15	Resolutions setting all tax requests filed
October 28	County Boards set tax request
November 5	District Tax Requests become final

Respectfully submitted,

Dr. Chris Loofe
Assistant Superintendent
Fremont Public Schools

DR. BRIAN L. MAHER, COMMISSIONER
TEL 402.471.2295
FAX 402.471.0117
P.O. Box 94987
Lincoln, NE 68509-4987
education.ne.gov

June 8, 2026

Administrator
Fremont Public Schools
130 E 9th St
Fremont, NE 68025

RE: Accreditation for 2026-2027 School Year

Dear Administrator,

On June 5, 2026, the State Board of Education voted to grant accreditation to Fremont Public Schools for the 2026–2027 school year.

This action is based upon records indicating that Fremont Public Schools operated in compliance with Title 92, *Nebraska Administrative Code*, Chapter 10 (Rule 10), *Regulations and Procedures for the Accreditation of Schools*.

This grants Fremont Public Schools the legal authority to satisfy the provisions of the compulsory education law. The approval period is effective from July 1, 2026, through June 30, 2027.

Thank you for your ongoing commitment to educational excellence and the students you serve.

Sincerely,

Decua Jean-Baptiste Ed. D.
Director of Accreditation
Office of Accreditation, Certification, & Approval
Nebraska Department of Education

Policy Committee

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The intent of the policy committee is that the listed policies would be adopted as a group, waiving a second reading.

Perry Policy - Board Authority			
	Policy:	FPS Policy:	Notes:
Board Member Attendance	9141	83C.9	Adopt 9141, rescind 83C.9
Formulation, Adoption, Amendment of Policies	9200		Adopt 9200
Adoption and Amendment of Bylaws	9210	80	Adopt 9210 and rescind 80
Approval and Amendment of Administrative Regulations	9220		Adopt 9220
Regular Meetings	9300	11A.2, 11A.2a	Adopt 9300
Special Meetings	9301		Adopt 9301
Advance Delivery of Meeting Materials	9310		Adopt 9310
Order of Business	9320	86F.8	Adopt 9320 and rescind 86F.8
Parliamentary Procedure	9330		Adopt 9330
Minutes	9340	87G.3	Adopt 9340, rescind 87G.3
Voting	9341		Adopt 9341
Methods of Operation/Quorum	9350		Adopt 9350

Board/School District Records	9360	89I	Adopt 9360, rescind 89I
Open Sessions	9370(a)		Adopt 9370(A)
Closed Sessions	9370(b)	86F.2	Adopt 9370(B), rescind 86F.2
Other Sections			
Annual Report	1040		Update wording
Business Operations	3540		Update wording
Asthma, Anaphylaxis, and Allergic Reaction Protocol	5601		Update wording
School Library Materials and Parent Access	5209		Update wording
Use of Restraints and Seclusion	5421		Update wording
Citizens' Advisory Committees	1420	12B.1	Adopt 1420, rescind 12B.1
Student Production of Goods and Services	1460		Adopt 1460
Safety	3240	39I.3 39I.4	Adopt 3240, rescind 39I.3, 39I.4
Qualifications for Appointment as Teacher	4100		Adopt 4100
Contract	4110	40A.2	Adopt 4110, rescind 40A.2

Professional Growth	4140F	41B.2 - renumber to 4140F 41B.4: rescind	Keep 41B.2 and renumber to 4140F Rescind 41B.4
Evaluation of Teachers	4150	40A.5	Adopt 4150, rescind 40A.5
Resignation of Certificated Employees	4171	40A.6c	Adopt 4171, rescind 40A.6c

Title:	Policy	Perry Rec.	Notes and policy numbering
Community Relations	1	Rescind	Rescind
Legal Basis	2	Rescind	Rescind
School Board Authority	3	Rescind	Rescind
Philosophy & Goals	4	Rescind	Rescind
Purpose of Policies	6	Rescind	Rescind
Community Relations 10 Series	11A	Rescind	Rescind
Communication with the Public	11A.1	Rescind	Rescind
Printed Materials	11A.1a	Rescind	Rescind
Required Communication with the Public	11A.1b	Rescind	Rescind
Relations with Local Govt	11.2a1	Rescind	Rescind
School Dist Organization Plan	11.2b	Rescind	Rescind
Wed. Night Reserved	11.2b1 Re-number	-	Reworded and renumbered to 6330
Textbooks and Supplies	11A.3	Rescind	Rescind
Role of Educators	11A.4	Rescind	Rescind
Teacher Citizen & First Amendment Rights	11A.4c2	Rescind	Rescind
Joint Cooperation agreement Govt Agencies	11A.5aa	Rescind	Rescind

School Volunteers	11A.5e	Rescind	Rescind
Distribution of Materials to School	11A.7	-	Rename to policy 1103
Parent Engagement	12A	-	Put in as Guidelines and regulations in to 6400A
Sped Advisory Committee	12B.1a	Rescind	Rescind
School Annexation Policy	12B.2c1	Rescind	Rescind
Title I Advisory Committee	12B.3	Rescind	Rescind
Student Contests	16F.1	Rescind	Rescind
Free Advertising Materials Distribution in Schools	18H.2	Rescind	Rescind
Relations with Private Schools	19I	Rescind	Rescind

Title:	**Policy**	**Perry Rec.**	**Notes and policy numbering**
Administration	20	Rescind	Rescind
Superintendent Qualifications	21A.1	Rescind	Rescind
Superintendent Appointment of	21A.1a	Rescind	Rescind
Board Superintendent Relations	21A.3	Rescind	Rescind
Superintendent Separation	21A.5	Rescind	Rescind
Consultants	21A.7	Rescind	Rescind
Administrative Rules	22B	Rescind	Rescind
Policy Implementation	22B.1	Rescind	Rescind
Research Evaluation Planning	22B.3	Rescind	Rescind

Administrative Personnel	23C	Rescind	Rescind
Administrative Position Review	23C.1	Rescind	Rescind
Hiring of Administrative Personnel	23C.1a	Rescind	Rescind
Councils, Cabinets Committees	23C.2	Rescind	Rescind
Vacation Days	23C.5	Rescind	Rescind
Staff Development	24D	Rescind	Rescind
Professional Library	25E	Rescind	Rescind

Title:	**Policy**	**Perry Rec.**	**Notes and policy numbering**
Business & Non-instructional Operation	30	Rescind	Rescind
Fiscal Responsibility	31A	Rescind	Rescind
Fiscal Management Goals & Objectives	31A.1	Rescind	Rescind
Management Goals & Objectives	31A.2	Rescind	Rescind
Financial Report	31A.4	Rescind	Rescind
Copying Fees for School District Records	31B	Rescind	Rescind
Preparation of Budget Document	32B.2	Rescind	Rescind
Developing , Applying, & Controlling the Budget	32B.3	Rescind	Rescind
Budget Hearings & Review	32B.4	Rescind	Rescind
Budget Reporting & Transfers	32B.5	Rescind	Rescind

Regular Accounting to the Board	32B.7	Rescind	Rescind
District Funds	33C.1	Rescind	Rescind
State Funds	33C.2	Rescind	Rescind
Every Student Succeeds Act	33C.a	Rescind	Rescind
Imprest Account	36F.1a	Rescind	Rescind
Settlement Agreements	36G 40a.5a3	Rescind	Rescind
Transportation Plan-Student Safety	37G.2	Rescind	Rescind
Food Service Financial Records	37G.7	Rescind	Rescind
Advertising in the Schools	39I	Rescind	Rescind
Safety of Personnel and Possessions	39I.3	Rescind	Rescind
Establishment of Safety Committee	39I.4	Rescind	Rescind
Gifts, Grants & Bequests	39I.6	Rescind	Rescind

Bylaws of the Board - Board Members

Board Member Attendance

A Board Member who does not physically attend an entire Board meeting will be deemed to be unexcused and absent from the Board meeting. If a Board Member is absent for more than two consecutive regular meetings of the Board, then the Board Member's seat becomes vacant.

If a Board Member desires to request their absence be excused, then such Board Member must submit the following information to the Board President and Superintendent at least three days' prior to the Board Meeting: (1) an explanation of why the Board Member is unable to attend the Meeting; (2) an explanation of what steps, if any, the Board Member took to make arrangements to attend the Meeting (such as rescheduling a work commitment); and (3) what "good cause" exists to deem the absence to be excused. "Good cause" is to be determined by the Board, in its sole discretion. If the Board Member submitting the request is the Board President, then the Board President shall submit the request to the Vice President and Superintendent. Any requests submitted within three days of the Board Meeting shall be denied, unless the Board determines that unforeseen or extenuating circumstances have occurred to cause the short notice. The Board President and Superintendent shall have the authority to implement any other reasonable measures to facilitate the request process.

After receipt of such request, the Board President will present the Board Member's request at the Board Meeting. The Board, in its sole discretion, may vote on the request. If the request fails to secure an affirmative vote of the Board, then the Board Member's request shall be denied, and the Board Member's absence shall be unexcused.

Legal Reference: Neb. Rev. Stat. Sec. 32-570

Date of Adoption: [Insert Date]

Bylaws of the Board - Bylaws, Policies and Regulations

Formulation, Adoption, Amendment of Policies

Policy proposals and suggested amendments to or revisions of existing policies shall normally be submitted to all members of the Board of Education by the Superintendent in writing prior to a regularly scheduled Board of Education meeting in which such proposed policies, amendments, or revisions thereof shall be read and discussed.

Policies will be adopted or amended after consideration at two (2) meetings of the Board of Education. The agenda and minutes shall be marked to indicate policy matters.

The formal adoption of policies shall be by majority vote of all members of the Board of Education and the actions shall be recorded in the minutes of the Board of Education. Only those written statements so adopted and so recorded shall be regarded as official policy.

Policies shall be reviewed at least every three (3) years or at such other periodic time periods as may be required by law.

Reference: Robert's Rules of Order

Date of Adoption: [Insert Date]

Bylaws of the Board - Bylaws, Policies and Regulations

Adoption and Amendment of Bylaws

Proposed new bylaws and suggested amendments to or revisions of existing bylaws may be adopted by a majority vote of ALL members of the Board during the second of two (2) regularly scheduled meetings of the Board not less than four (4) weeks apart in the calls for which meeting the proposed additions, amendments or revisions shall have been described in writing.

Legal Reference: Neb. Rev. Stat. Sec. 79-526
Reference: Robert's Rules of Order

Date of Adoption: [Insert Date]

Bylaws of the Board - Bylaws, Policies and Regulations

Approval and Amendment of Administrative Regulations

The Board does not adopt administrative regulations unless specifically required to do so by law, or unless requested to do so by the Superintendent, or as required by negotiated agreements with employee organizations, in which case, any such regulation shall become a part of any such agreement and shall be subject to amendment as provided in any such agreement. Adoption and amendment of such Board adopted regulations shall be by the same procedure as that specified for policies at 9200.

The Board reserves the right to review and demand revisions of administrative regulations should they, in the Board's judgment, be inconsistent with the policies adopted by the Board.

Legal Reference: Neb. Rev. Stat. Sec. 79-526

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Regular Meetings

The Board shall meet in regular session on the second Monday of each calendar month, unless otherwise designated by the president with the approval of the Board. Such meetings shall begin at 6:30 p.m.

All meetings shall be held in the boardroom at the Fremont School District Office unless otherwise designated by the president with the approval of the Board.

Legal Reference: Neb. Rev. Stat. Sec. 79-554
Neb. Rev. Stat. Sec. 79-555
Neb. Rev. Stat. Sec. 84-1401

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Special Meetings

A special meeting of the Board may be called by the president when in his opinion it is necessary, or upon recommendation of the Superintendent of Schools, or any two (2) Board members.

No business shall be transacted at any special meeting which does not come within the purpose or purposes set forth in the call for the meeting unless it is of an emergency nature.

All meetings shall be held in the Fremont School District Office unless otherwise designated by the president with the approval of the Board.

Special Board sessions may be adjourned to a definite date and time.

Legal Reference: Neb. Rev. Stat. Sec. 79-554
Neb. Rev. Stat. Sec. 79-520
Neb. Rev. Stat. Sec. 79-555
Neb. Rev. Stat. Sec. 84-1401

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Advance Delivery of Meeting Materials

The Board shall require the Superintendent to prepare an agenda which, with the minutes, shall be mailed or delivered to the Board members on Friday or prior to each regular monthly Board meeting.

Items not placed on the regular agenda may be shelved until the regular meeting on the following month to provide the Board adequate time to research the item in question. Citizens may have an item placed on the agenda by permission of the President of the Board or the Superintendent of Schools.

Legal Reference: Neb. Rev. Stat. Sec. 79-520

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Order of Business

The following may be the order of business for the regular meetings, subject to the discretion of the Board President. This order of business may be changed when the Board President or Superintendent establish the Agenda, by consent of the Board or when the Board President believes it would be in the best interests of the District.

1. Call to Order, Announce Location of Open Meetings Poster
2. Public Forum (if any)
3. Consent Agenda--Approve
4. Reports
5. Action Items
6. Closed Session
7. Adjournment

The Board President may, at any meeting, elect not to take up any business or act on any of the items of business. The Board reserves the right not to have any public forum or public comment for any meeting or for any meetings during a particular month. In the event that the Board President elects not to have any Public Forum or public comment, then the Board President may so elect without giving any reason.

The Board may enter into closed session for any lawful purpose, even if not specifically designated on the agenda.

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Parliamentary Procedure

The rules of parliamentary procedures as embodied in Robert's Rules of Order, latest edition, may guide the school Board in the conduct of Board meetings. Exceptions shall be made when the issue in question is covered by Board policies or bylaws, and as to minutes, adjournment and as otherwise required by statute. The President, or meeting chair, shall decide all questions of procedure and order, subject to an appeal to the Board, with the object that Board meetings be conducted with order, decency, and regularity and to accomplish the work of the school Board in the best possible manner.

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Minutes

The Board of Education shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. The resignation of a Board member or any other circumstance that results in a vacancy in office shall be made a part of the minutes.

The minutes shall be prepared by the secretary immediately following the meeting, shall be written, shall be available on the District's website and for inspection by the public and for distribution to the members of the Board within ten (10) working days, or prior to the next convened meeting, whichever occurs earlier, and shall be a part of the agenda for the next regular meeting at which time they shall be corrected, if necessary, and approved.

The minutes shall be kept in the office of the Superintendent and shall be public records and open to public inspection during normal business hours. The minutes shall also be available on the District's website for at least six (6) months.

Legal Reference: Neb. Rev. Stat. Sections 79-555; 79-570; and 79-577
Neb. Rev. Stat. Sections 84-1408 to 1414

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Voting

Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or not voting. The requirements of a roll call or viva voce vote may be satisfied by use of an electronic voting device which allows the yeas and nays of each member of the Board to be readily seen by the public.

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Methods of Operation/Quorum

The Board of Education shall transact business only when it is in session, has a quorum present, and minutes are kept. A majority of all members of the Board shall constitute a quorum.

Legal Reference: Neb. Rev. Stat. Sec. 79-554

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Board/School District Records

The Board of Education accepts its responsibility to conduct its meetings in public and in compliance with law. The Superintendent shall post at least one current copy of the Open Meetings Act in the meeting room at a location accessible to members of the public. At the beginning of each meeting the public shall be informed about the location of the posted information by announcement of the Board President or Chairperson or via notice given in the Agenda.

Legal Reference: Neb. Rev. Stat. Sections 84-1408 to 84-1414
Neb. Rev. Stat. Sec. 84-712

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Open Sessions

Subject to the provisions of the public meeting law of the State of Nebraska and the policies of the District, the public shall have the right to attend and the right to speak at meetings of the Board except any part thereof held in closed session, and all or any part of a meeting of the Board except that held in closed session may be recorded by any person in attendance by means of a tape recorder or any other means of sonic reproduction or in writing.

The Board may make and enforce reasonable rules and regulations regarding the conduct of persons attending its meetings and regarding their privilege to speak. The Board is not required to allow citizens to speak at each meeting, nor may it forbid public participation at all meetings.

Any person or group may attend the regular or special meeting of the Board of Education. Undue interruption or other interference with the orderly conduct of business cannot be allowed. Defamatory or abusive remarks are always out of order. A speaker's privilege of address may be terminated if he persists in improper remarks.

At a public meeting of the Board no person shall orally initiate charges or complaints against an individual employee of the District or challenge instructional materials used in the District. All such complaints, charges or challenges shall be presented to the Superintendent or Board in writing and signed by the complainant. All such charges, if presented to the Board directly, shall be referred to the Superintendent for investigation and report.

The Board is not obligated to act on any request unless the same has been submitted in writing to the Superintendent or to the president of the Board sufficiently in advance to allow the same to have been incorporated into the agenda for the meeting.

Date of Adoption: [Insert Date]

Bylaws of the Board - Meetings

Closed Sessions

The Board of Education may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. Closed sessions may be held for, but shall not be limited to, such reasons as: (a) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations or misconduct; or (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; provided, however a closed meeting shall never be held for the purpose of discussing the appointment or election of a new member to the Board of Education.

The vote to hold a closed session shall be taken in open session. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The Board shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken.

Any member of the Board shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reasons stated in the original motion to hold a closed session. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

The term "closed session" as used in the policies, regulations and Bylaws of the District shall include within its meaning any "executive session" or "executive meeting" authorized or prescribed by said policies, regulations and Bylaws, all of said terms being interchangeable.

Legal Reference: Neb. Rev. Stat. Sections 84-1407 to 84-1414

Date of Adoption: [Insert Date]

Community Relations

Annual Report and School Improvement

The Superintendent shall prepare and distribute each year an Annual Report in accordance with Nebraska Department of Education Rule 10. The Annual Report shall be distributed or made available to residents of the School District each year. The report shall include information required by NDE Rule 10 and applicable NDE guidance. The results of the annual report shall be used to plan and make needed changes to improve instruction for all students.

The Superintendent shall further ensure that the School District implements a systematic on-going process that guides planning, implementation, and evaluation and renewal of school improvement activities to meet local and statewide goals and priorities. The school improvement process shall focus on improving student learning and include a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals. The school improvement process shall further include the following activities at least once within each five years:

A. Review and update of the mission and vision statements.
B. Collection and analysis of data about student performance, demographics, learning climate, and former high school students.
C. Selection of improvement goals. At least one goal is directed toward improving student academic achievement.
D. Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.
E. Evaluation of progress toward improvement goals.

The school improvement process shall further include a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the school system's improvement plan and the written recommendations shall be provided to the Nebraska Department of Education, when appropriate. The external team visits shall be conducted at least once each five years.

Legal Reference: NDE Rule 10.01, 10.5.02, 10.9 and 10.10
Neb. Rev. Stat. § 79-3305

Date of Adoption: [Insert Date]

Business Operations

Procedures—Bidding Construction Projects

The District shall bid every project for the construction, remodeling, or repair of any school-owned building or for site improvements when the contemplated expenditures for the project is in excess of one hundred nine thousand dollars ($109,000), or such sum as adjusted pursuant to Section 73-106. The bidding procedures shall comply with the requirements of state law and shall include the following:

1. Notice to Bidders: The Administration shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders, when the hour is reached for the bids to close.

2. Regular Manner of Advertisement for Bids: The notice to bidders shall be published one time in a newspaper of general circulation in the School District. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board of Education or Administration may, in its sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.

3. Bid Opening: When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.

4. Contract Award: The contract shall be awarded to the lowest responsible bidder as to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria determined appropriate by the Board or administration.

5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of ten thousand dollars ($10,000) or less unless the School Board or Administration includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the district.

6. Retention of an Architect or Engineer. The School District shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an architect, a professional engineer, or a person under the direct supervision of an architect, professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed one hundred and eighteen thousand dollars ($118,000), as adjusted from time to time by Section 81-3445 or other applicable law.

7. Additional Procedures. Each bid for which a labor and material bond is required shall be accompanied by a bid bond or certified check in the amount of five percent (5%) of such bid unless the School Board or Administration waives such requirement. The Board of Education or Administration may provide for additional procedures for the procurement, opening and acceptance of bids as deemed appropriate for a particular project.

Legal Reference: Neb. Rev. Stat. Sec. 52-118; Neb. Rev. Stat. Sec. 73-101 *et seq.;* Neb. Rev. Stat. Sec. 73-106; Neb. Rev. Stat. Sec. 81-3445

Date of Adoption: [Insert Date]

Students

Asthma and Allergic Reaction Protocol

The District will adopt and implement the Emergency Response to Life-Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis Protocol as required by the Nebraska Department of Education.

The Superintendent, in conjunction with licensed health personnel, shall establish administrative regulations for the implementation of this policy. The regulations established shall comply with NDE rules regarding the protocol to follow in case of a life-threatening asthma or systemic allergic reaction and use of an EpiPen and albuterol. These regulations and protocols shall also ensure that each school building will procure and maintain the equipment and medication necessary under the protocol in the case of any student or school staff emergency. Staff training in using the protocol shall occur periodically. Records of such training and occurrences of administering medication under the protocol shall be maintained.

The Emergency Protocol shall be implemented, and the equipment and medication necessary to implement the Emergency Protocol shall be maintained, at each school building while school is in session. For purposes of the Emergency Protocol, the phrase "while school is in session" is defined as the core instructional school day. The “core instructional school day” is defined as that portion of each day school is in session during which teachers are on duty to provide and students are scheduled to receive instruction in the School District’s curriculum, generally beginning at 8:00 a.m. and ending at 3:30 p.m. The Emergency Protocol shall not be required to be implemented other than in the school buildings while school is in session, and as such is not required to be implemented at extracurricular activities, on school buses, or during school field trips. Implementation of the Emergency Protocol at such non-mandatory times or places shall be made in the discretion of the administration and shall be subject to the availability of the employees designated or trained in implementation of the Emergency Protocol and the availability of the necessary equipment and medication at such times or places.

The parent or guardian of a student of minority age may sign a waiver requesting that their student not receive emergency treatment under this protocol.

Legal Reference: NDE Rule 59.006

Date of Adoption: [Insert Date]

WAIVER OF EMERGENCY RESPONSE TO LIFE THREATENING ASTHMA OR SYSTEMIC ALLERGIC REACTIONS PROTOCOL

[Name] Public School District

Student Name:_____ Date of Birth:_____

School:_____ Grade:_____

I am aware of the school policy that provides a protocol to follow by school personnel to administer EpiPen/albuterol to a student when it is determined that the student is suffering a life-threatening asthma or systemic allergic reaction while school is in session.

After considering the school policy and the best interests of my child, _____ _____, I do not wish to have him/her given or administered albuterol or medication from an Epi-Pen by school personnel under any circumstances for the 20____ - 20____ school year.

DATED:_____ _____
Signature of Parent/Guardian/Custodian

DATED:_____ _____
Signature of Physician

DO NOT return this form **without** a physician's signature supporting your request to remove your child from the protocol.

Students

School Library Materials and Parent Access

The District will provide parents, guardians, and educational decision makers access to information regarding books available in the District's school library, and an opportunity to receive notification when their student checks out a library book.

For purposes of this Policy, the "school library" means the collection of books maintained by the District in a library or media center, as designated by the Superintendent or designee, located on school property and managed by District staff for student circulation. The term "school library" does not include: (1) classroom libraries or book collections maintained by individual teachers; (2) instructional textbooks or curriculum materials issued to students; (3) digital instructional materials, online databases, or subscription research services; and (4) materials accessed through a library not managed or supervised by the District. For purposes of this policy, a "book" means a bound or printed work cataloged within the District's school library circulation system.

The District will maintain a catalog of books available in each designated library. Such catalog will be made available for viewing by parents, guardians, and educational decisionmakers through a method designated by the Superintendent or designee.

The District will provide parents, guardians, and educational decisionmakers the opportunity to opt-in to receive notification when their student checks out a book from a designated library. If a parent, guardian, or educational decisionmaker elects to receive such notifications, the District shall provide such notice, which will include the: (1) title of the book; (2) author(s); and (3) date the book must be returned.

Requests to receive library checkout notifications must be submitted through a written request or through a process identified by the Superintendent or designee.

The Superintendent or designee may develop procedures to implement this Policy, and staff, parents, guardians, and educational decisionmakers must follow these procedures.

Legal Reference: Neb. Rev. Stat. §79-533.04

Date of Adoption: [Insert Date]

Students

Use of Restraints and Seclusion

This policy sets forth the requirements, restrictions and procedures related to the use of physical restraints and seclusions at Fremont Public Schools.

1. Definitions

A. Physical Restraint. Physical restraint means one or more persons using a physical hold to restrict a student's freedom of movement as a response to student behavior. A light touching of a student while conducting a physical escort or a touching to provide instructional assistance is not a physical restraint for purposes of this Guidance.

B. Seclusion. Seclusion is the involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving as a response to student behavior.

Seclusion is distinguishable from an in-school suspension, in which other students or adults may be present. While students are required to remain in the in-school suspension area, the students are not physically prevented from leaving.

2. Physical Restraint

A. When Physical Restraint May be Used. Physical restraint may be used in the following circumstances:

- To prevent a student from completing an act that would result in injury to the student or others when there is a substantial risk that the student would commit the act.
  - A verbal threat by a student does not present a substantial risk that a student would commit an aggressive act unless the student also demonstrates the ability and intent to carry out the threat.
  - Destruction of or damage to property does not present a substantial risk of personal injury unless personal injury would be caused as a result of the destructive act (for example, throwing sharp or heavy objects when others are present, or the person whose property is about to be destroyed is likely to react physically if the person's property were destroyed). (Note: If a student is about to destroy or damage property, the act of grasping the student's arm or leg solely to prevent the striking, throwing or kicking of the item is not prohibited).
- To move a student to a seclusion room, or to remove a student to another location because the student is creating a substantial disruption to others, in

circumstances where the student is unable to be moved or removed without the use of physical restraint; and

- In circumstances where the student's IEP or a Behavioral Plan provides for the use of physical restraint in circumstances other than the foregoing. If it is anticipated that physical restraint may need to be used with a special education student, the IEP team is to discuss and include use of physical restraint in the student's IEP if the IEP team determines use of physical restraint to be appropriate. (Note: IEPs or Behavioral Plans should not provide for such physical restraint except in those circumstances where the professional staff determines that non-aversive or positive intervention strategies would not be effective).

Physical restraint may not be used:

- When a known medical or psychological condition contraindicates its use.

- As a form of punishment.

B. Conditions. Use of physical restraint shall take into consideration the safety and security of the student.

In determining whether a student who is being physically restrained should be removed from the area where such restraint was initiated, the staff shall consider the potential for injury to the student, the student's privacy interests, and the educational and emotional well-being of other students in the vicinity.

If physical restraint is imposed upon a student whose primary mode of communication is sign language or an augmentative mode, the student shall be permitted to have his or her hands free of restraint for brief periods, unless staff determines that such freedom appears likely to result in harm to the student or others.

C. Timeline. Physical restraint is to be used only as long as necessary to resolve the reason for which it was initiated.

D. Training. Physical restraint shall be applied only by individuals who have received systematic training that includes all the elements described below. An individual who applies physical restraint shall use only techniques in which he or she has received such training within the preceding two (2) years.

Training with respect to physical restraint may be provided either by the School District or by an external entity and shall include, but need not be limited to:

- Appropriate procedures for preventing the need for physical restraint, including the de-escalation of problematic behavior, relationship-building, and the use of alternatives to restraint;

- A description and identification of dangerous behaviors on the part of students that may indicate the need for physical restraint and methods for

evaluating the risk of harm in individual situations in order to determine whether the use of restraint is warranted;

- The simulated experience of administering and receiving a variety of physical restraint techniques, ranging from minimal physical involvement to very controlling interventions;
- Instruction regarding the effects of physical restraint on the person restrained, including instruction on monitoring physical signs of distress and obtaining medical assistance;
- Instruction regarding documentation and reporting requirements and investigation of injuries and complaints; and
- Demonstration by participants of proficiency in administering physical restraint.

An individual may provide training to others in a particular method of physical restraint only if he or she has completed training in that technique that meets the foregoing requirements within the preceding -year period.

3. Seclusion

A. When Seclusion May be Used. Seclusion may be used in the following circumstances:

- When a student's behavior is so out of control that the student's behavior creates a risk of injury to the student or others;
- When a student's behavior is so out of control that the student is causing a substantial disruption to school activities and there is no other technique and no other place the student may be moved to prevent continued disruption;
- When a student's behavior is so out of control that the student is unable to engage in educational activities and there is no other technique that could reasonably be employed to allow the student's emotions to cool down and engage in appropriate behaviors and educational activities; and
- The student has an IEP or a Behavioral Plan which provides for the use of seclusion in circumstances other than the foregoing. If it is anticipated that seclusion may need to be used with a special education student, the IEP team is to discuss and include use of seclusion in the student's IEP if the IEP team determines use of seclusion to be appropriate. (Note: IEPs or Behavioral Plans should not provide for use of seclusion except in those circumstances where the professional staff determines that non-aversive or positive intervention strategies would not be effective).

Seclusion may not be used:

- When a known medical or psychological condition contraindicates its use.

- As a form of punishment.

B. Conditions. Use of seclusion shall take into consideration the safety and security of the student.

Enclosures used for seclusion, other than enclosures used on a temporary basis, shall:

- Have the same ceiling height as the surrounding room or rooms and be large enough to accommodate not only the student being isolated but also any other individual who is required to accompany that student.
- Be constructed of materials that cannot be used by students to harm themselves or others, be free of electrical outlets, exposed wiring, and other objects that could be used by students to harm themselves or others, and be designed so that students cannot climb up the walls (including walls far enough apart so as not to offer the student being isolated sufficient leverage for climbing).
- If an enclosure used for isolated time out is fitted with a door, the door shall either be a steel door or a wooden door of solid-core construction. If the door includes a viewing panel, the panel shall be unbreakable.
- Be designed to permit visual monitoring of and communication with the student sufficient to ensure the student's safety and security. For students who do not communicate verbally, arrangements shall be made to permit the student to periodically communicate the student's needs.
- If a locking mechanism is used on the enclosure, the mechanism shall be constructed so that it will engage only when a key, handle, knob, or other similar device is being held in position by a person, unless the mechanism is an electrically or electronically controlled one that is automatically released when the building's fire alarm system is triggered. Upon release of the locking mechanism by the supervising adult, the door must be able to be opened readily.

The procedures for use of seclusion include:

- An adult who is responsible for supervising the student shall remain within close proximity of the enclosure.
- The adult responsible for supervising the student must periodically check on the student visually if possible.

C. Timeline. A student shall not be kept in seclusion for more than 20 minutes after the student ceases presenting the specific behavior for which isolated time out was imposed or any other behavior for which isolated time out would be an appropriate intervention.

D. Training. Orientation will be provided to staff members who are anticipated to be involved in the use of seclusion. The orientation shall cover the procedures contained in this Guidance.

4. Documentation and Evaluation

A. Documentation of Use of Physical Restraint or Seclusion. A written record of each use of seclusion or physical restraint shall be prepared and maintained in the student's temporary record. The student's case manager, if any, shall also maintain a copy of each such record. Each such record shall include:

- The student's name;
- The date of the incident;
- The beginning and ending times of the incident;
- A description of any relevant events leading up to the incident;
- A description of any interventions used prior to the implementation of physical restraint or seclusion;
- A description of the incident and/or student behavior that resulted in implementation of physical restraint or seclusion;
- A log of the student's behavior during physical restraint or seclusion, including a description of the restraint technique(s) used and any other interaction between the student and staff;
- A description of any injuries (whether to students, staff, or others) or property damage;
- A description of any planned approach to dealing with the student's behavior in the future;
- A list of the school personnel who participated in the implementation, monitoring, and supervision of physical restraint or seclusion;
- The date on which the parent or guardian was notified.

The record shall be completed by the beginning of the school day following the use of seclusion or physical restraint.

B. Notification of Administration. The Superintendent or Superintendent's designee shall be notified of the incident as soon as possible, but no later than the end of the school day on which it occurred.

C. Notification of Parent or Guardian. Within 24 hours after use of seclusion or physical restraint, the Superintendent or Superintendent's designee shall send written notice of the incident to the student's parents or guardians, unless the parent or guardian has provided the District a written waiver of this requirement for notification. The parent or guardian shall be informed of the date of the incident, a description of the intervention (physical restraint or seclusion) used, and who at the school may be contacted for further information.

D. Evaluation. An evaluation shall be conducted whenever a physical restraint exceeds 15 minutes or results in physical injury, whenever a seclusion exceeds 30

minutes, or use of physical restraint or seclusion is repeated with an individual student during any three-hour period:

- A certified staff person trained in the use of physical restraint, or knowledgeable about the use of seclusion, as applicable, shall evaluate the situation.

- The evaluation shall consider the appropriateness of continuing the procedure in use, including the student's potential need for medication, nourishment, or use of a restroom, and the need for alternate strategies (e.g., assessment by a mental health crisis team, assistance from police, or transportation by ambulance).

- The results of the evaluation shall be committed to writing and copies of this documentation shall be placed into the student's temporary student record and provided to the Superintendent or Superintendent's designee.

Date of Adoption: [Insert Date]

Community Relations

Citizens' Advisory Committees

From time to time the Board of education will exercise its judgment in appointing citizens' committees to perform specific duties or give general advice concerning school issues and activities. In addition, some committees will be appointed as adjuncts to educational programs in order to comply with the regulations set forth by accrediting agencies or other government bodies.

1. All of the above referenced committees serve at the pleasure of the Board, and they shall not assume duties or authority on any matters other than those explicitly defined by the Board.

2. Prior to establishing a committee the Board of education will discuss the need for establishing the committee with the Superintendent of schools. Recommendations for membership to the committee will be accepted from the Board, the administration, and former committee members, but all committee membership lists will be formally approved by the Board at an official meeting of the Board of education.

3. All committees, unless otherwise specified at the time they were formed, will be dissolved and cease to function at the close of each school year.

4. All committees will elect at least a chairperson and a recording secretary. These individuals shall be responsible for making timely progress reports to the Board of education on the committee's activities.

5. The logistics of meeting times and agendas shall be coordinated through the office of the Superintendent of schools or another administrative unit so designated at the time the committees are formed.

6. All Board members will be entitled to attend meetings of each citizens' committee and to information as to the status of the citizens' committee progress. Individual Board members may be designated as liaisons between the Board of education and the committees. Unless the citizens' committee is established with the declared intent of being subject to the public meetings requirements, the citizens' committees shall not hold hearings, make policy or take formal action on behalf of the Board, shall make their report or recommendations to the Superintendent (who shall make such report to the Board as determined appropriate) and not to the Board, and Board members shall not be members of such committees.

Date of Adoption: [Insert Date]

Community Relations

Student Production of Goods and Services

Students may produce services and materials for community organizations or groups only to the extent that such production furthers such students' educational development. Such activity is to be authorized by the building principal and supervised by assigned staff.

Community organizations or groups requesting students perform services and produce materials should only be to the extent that such production furthers such students' educational development. Such activity is to be authorized by the building principal and supervised by assigned staff.

Date of Adoption: [Insert Date]

Business Operations

Safety

Fremont Public Schools is committed to providing and maintaining a safe and healthy work environment. The administration is to make the safety of employees an integral part of the management function. Each employee is to make safety an integral part of their duties by following established safety regulations and procedures, assisting in accident prevention activities by reporting any job-related injury to the administration immediately, reporting unsafe conditions immediately, and providing suggestions to eliminate accidents and injuries. Failure to follow safety rules may lead to disciplinary action up to and including termination.

Safety and health management is the ultimate responsibility of the Board. Functional authority for continued development and implementation of health and safety is hereby delegated to the Superintendent or the Superintendent's designee.

The Superintendent is designated as and shall serve as the primary liaison between emergency personnel and the District in the event of an incident. The Superintendent shall designate individuals within each building to serve as a liaison between emergency personnel and the District in the event of an incident. The Superintendent shall inform emergency personnel of the persons designated as liaisons.

The Superintendent shall ensure that emergency drills are conducted at least as often as required by law, including fire drills conducted at least once a month with one additional drill being conducted during the first 30 days of school, tornado drills conducted at least once during the first two weeks of school and at least once during the month of March, and bus evacuation drills conducted at least two times during the school year involving all students and appropriate staff.

The Superintendent shall ensure that, in the event of an emergency, the District has methods of communication to reach all internal and external stakeholders and that the District has a plan for public communication to gather, verify, coordinate, and disseminate information during an incident.

The Superintendent shall ensure that multi-hazard training is provided for specified employees in required areas to comply with local, state, and federal regulations, as well as non-required areas to improve safety within the District.

Safety Committee

A Safety Committee is hereby created. The Superintendent shall coordinate and maintain the Safety Committee. The Safety Committee will be made up of community stakeholders willing to serve on the Committee. The Board hopes that the following members of the community are willing to serve on the Safety Committee: parents, law enforcement and local first responder professionals, teachers, administrators, mental health professionals, custodians, school nurses, local emergency managers, IT managers, and school transportation personnel.

The Safety Committee shall meet at least annually to review safety standards and protocols. The Safety Committee may designate subcommittees to report to the Safety Committee.

The Safety Committee shall:

- Prepare and communicate with local authorities (e.g., fire, police, rescue, emergency management personnel) at least annually. Such communications shall include collaborations with local authorities to identify and address safety and security issues.
- Consider, develop and implement guidelines for event and incident management. Such guidelines shall be reviewed and practiced by all employees, students and relevant stakeholders at least annually.
- Consider, develop and implement standard response and practice procedures for emergency situations, such as lock downs, lock outs, evacuations and shelter. Such procedures shall be reviewed and practiced by all employees, students and relevant stakeholders at least annually. Such procedures shall include a plan to identify and document crisis communication procedures with the following stakeholder groups: emergency responders, employees, students, parents/guardians, media, and others as needed. Such procedures shall also provide information to staff to empower staff to initiate protection actions, when appropriate.
- Take any reasonably necessary steps to ensure that the District is in compliance with all applicable fire and life safety codes.
- Take any reasonably necessary steps to ensure that the District has standardized and visible interior and exterior signage for emergency responders.
- Consider, develop and implement strategies and processes to assess observable, positive relationships between students and employees and students and other students.
- Consider, develop and implement strategies and processes to create a respectful, positive, and safe environment conducive to learning.
- Consider, develop and implement procedures to monitor school safety and security protocols for off-campus school sponsored events.
- Consider, develop and implement a student assistance process where problem solving can occur and intervention strategies are recommended and implemented.
- Consider, develop and implement a plan for behavioral threat assessments and conducting threat assessment protocols using trained staff.
- Consider, develop and implement safety and security procedures to monitor before and after-school activities, including other facility users.
- Identify mental health resources and use such resources when appropriate.
- Ensure that procedures are in place that require all District employees to participate annually in at least one hour of suicide prevention training.
- Ensure that all school buildings have designated multiple evacuation assembly locations for each building, and that staff and students within each building are aware of said locations.
- Review the District's bullying policy and student dating violence policy at least annually and recommend to the Board any proposed changes to the District's bullying policy and/or student dating violence policy.

- Consider, develop and implement a protocol for an annual inventory of all chemicals (e.g., classrooms, custodial, buildings, grounds), proper storage, and disposal of unused or outdated chemicals.
- Ensure that the District maintains immunization records for all students and uses the data for health and safety of students, when appropriate.
- Conduct a District-wide safety and security self-assessment for each building.
- Conduct a safety audit on an annual basis.
- Review at least annually the District's policies and protocols on active supervision throughout school buildings and campus, and recommend any changes in policies or protocols to the Board.
- Review at least annually the District's policies and protocols on security and visitors (including visitors in specialized areas, such as prekindergarten areas, playgrounds, science labs, and so forth) in school buildings, and compare the District's policies and protocols with guidance issued by the Readiness and Emergency Management for Schools Technical Assistance Center (REMS-TA), and recommend any changes in policies or protocols to the Board.
- Conduct a performance review of emergency drills and suggest any changes, when appropriate.
- For any safety and security procedures or protocols, review said procedures and protocols to ensure that such procedures and protocols accommodate individuals with special needs.
- Consider, develop and implement procedures supporting academic, physical, operational and psychological/emotional aspects of an incident, after an incident occurs. Such procedures shall ensure that students and employees are supported and given an opportunity to address psychological and emotional health needs after an incident. Such procedures shall also ensure that resource requests and management of the incident be conducted in a way that supports the psychological and emotional needs of students and staff after an incident. The Committee shall explore mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas, and make any recommendations to the Board.
- Adopt and maintain an effective written Injury Prevention Program for the District.

The Safety Committee shall maintain documentation of its compliance with this policy.

Legal Reference: Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 10, Rule 10 Accreditation of Schools, 011.01b, c, d, e, f, g (Seclusion and Restraints, Bullying, Dating Violence); 79-2,137 (Bullying); 79-2,138 to 79-2,142 (Dating Violence); 79-2,146 (Suicide Awareness, 2015-2016); Criminal Code Sec. 28-318 (Sexual Harassment); Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 11, Rule 11 Accreditation of Schools, 004.11g (Pre-K CPR and First Aid) Neb. Rev. Stat. Sections 48-443 to 48-445

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Qualifications for Appointment as Teacher

To be eligible for appointment as a teacher, an applicant must have a minimum of a Bachelor's Degree from an accredited or approved college or university and have a current teaching certificate, permit, or teaching authorization from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: Neb. Rev. Stat. Section 79-801 et. seq.

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Contract

Certificated employees shall be recommended for hiring by the Superintendent with the final approval by the Board of Education.

All contracts for employment of a teacher or administrator to be effective must meet the following conditions:

1. The contract must be in writing and contain such provisions as are required by law.

2. The employed person must hold a valid teaching or administrative certificate at all times.

3. The employed person must not be under contract with another school district at the time the person's contract with this District commences.

4. The contract must be approved by a majority of Board members and signed by a designated member of the Board.

No member of the Board of Education may cast a vote in favor of the election of any teacher when such member is related to the teacher by blood or marriage.

Legal Reference: Neb. Rev. Stat. Sec. 79-817
Neb. Rev. Stat. Sec. 79-818
Neb. Rev. Stat. Sec. 79-819

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Evaluation of Teachers

These evaluation procedures are applicable to certificated staff.

1. Communication of Evaluation Process.

Each year, the evaluation process shall be communicated to certificated staff at the beginning of each school year.

2. Duration and frequency of observations and written evaluations

The duration and frequency of observations and written evaluations for probationary and permanent (tenured) teachers are to be as follows:

a. Probationary Teachers.
   i. Formal observations of probationary teachers shall be based upon actual classroom observations for an entire instructional period.
   ii. Probationary teachers shall be formally observed and evaluated at least once each semester.
   iii. The responsible evaluator is expected to complete the second semester evaluations of probationary teachers prior to April 1 of each year.

b. Permanent Teachers.
   i. Formal observations and evaluations of permanent teachers are to be based upon actual classroom observations for an entire instructional period.
   ii. Permanent teachers are to be formally observed and evaluated at least once each school year.

c. Teachers' Responsibility. Teachers are expected to inform the responsible evaluator of instructional periods that would be conducive to an evaluation and to make themselves readily available for evaluations.

d. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the administration determines to be appropriate.

e. Additional Observations and Evaluations. The duration and frequency of observations and written evaluations is specified as a minimum. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the teacher or at the discretion of the evaluator.

3. Evaluation Criteria

Teachers shall be evaluated based upon the following district-defined evaluation criteria:

- Instruction, which includes:
  - Instructional Process
  - Instructional Climate, which includes Classroom Organization and Management
- Professionalism, which includes:
  - Professional Conduct
  - Personal Conduct

Certificated staff will also be evaluated based upon the descriptors set forth in the evaluation instrument approved by the Board of Education and Nebraska Department of Education.

In preparing summative evaluations, evaluators are to consider not only the formal observations conducted, but also informal observations and other relevant information concerning the performance of the teacher in each of the evaluation criteria.

4. Communication of Deficiencies

The evaluation process shall include written communication and documentation to the evaluated teacher specifying all noted deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.

As professionals, teachers may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, teachers shall have the duty to comply with such plans. Teachers are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the evaluator.

5. Teacher Responses to Evaluations

Teachers shall be provided seven calendar days from receipt of an evaluation in which to give a written response to the evaluation.

6. Plan for Training Evaluators

All evaluators shall possess a valid Nebraska Administrator's Certificate and be trained to use the evaluation system used in the District. Training sessions in the use of the District's teacher evaluation system will be provided by the Superintendent or designee to all evaluators prior to their participation in teacher evaluations. Refresher training is to be conducted as the Superintendent determines to be needed.

Legal Reference: Neb. Rev. Stat. Sec. 79-828 (Evaluation of Probationary Teachers)
NDE Rule 10

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Resignation of Certificated Employees

Certificated employees are encouraged to notify their immediate supervisor of their plans to resign as soon as practicable. The Board of Education will generally accept all tendered resignations, effective at the end of the current school year, submitted prior to March 15th.

The Board delegates to the Superintendent the authority to formally request certificated employees in writing whether they intend to accept employment with the District for the following school year. The Superintendent shall give employees a deadline to respond to such requests, so long as the deadline occurs after March 14th. Any employee who fails to respond or declines to accept employment for the following school year may be terminated from employment if they refuse to resign.

The Superintendent is further authorized to file a complaint with the Professional Practices Commission for any teacher who abrogates their contract with the District.

Notwithstanding anything to the contrary herein, the Board is not obligated to accept or reject any tendered resignation if the employee is involved in a disciplinary matter or for any other reason that the Board deems to be in the best interest of the District.

Legal Reference: Neb. Rev. Stat. Sec. 79-829

Date of Adoption: [Insert Date]

FREMONT

PUBLIC SCHOOLS



2026-27
SCHOOL YEAR

ELEMENTARY

STUDENT HANDBOOK

SAFE | RESPECTFUL | RESPONSIBLE

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Introduction:

Intent:

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Fremont Public Schools. Each student is responsible for becoming familiar with the handbook and knowing the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following the rules contained in this handbook.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise during any school day, or school year. This handbook does not create a "contract." The administration reserves the right to make decisions and make rule revisions at any time to implement the educational program and to assure the well-being of all students and the educational program. The administration will be responsible for interpreting the rules contained in the handbook. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, and state and federal statutes and regulations.

The Policies of the Board of Education may cover areas not addressed in this Handbook. Every parent or guardian and student should familiarize themselves with Board Policies online on the district website.

This handbook may also be found on our Fremont Public Schools website **www.fremonttigers.org** under the Elementary tab and listed on the left hand side.

DISTRICT MISSION STATEMENT

The mission of the Fremont Public Schools is to produce creative, adaptable, productive citizens committed to lifelong learning.

Notification of Rights Under FERPA:

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. They are:

1) The right to inspect and review the student's education records within 45 days of the day the District receives a request for access.

   Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.

   Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3) The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.

   One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests or otherwise allowed by law. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

   A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

   Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

   Office of the Chief Privacy Officer
   U.S. Department of Education
   400 Maryland Avenue, S.W.
   Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

A. A playbill, showing your student's role in a drama production;
B. The annual yearbook;
C. Honor roll or other recognition lists;
D. Graduation programs; and
E. Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

- Student's Name, address, telephone number, and the name, address, telephone number, e-mail address and other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
- School and dates of attendance;
- Student's current grade;
- Student's enrollment status (e.g. full-time or part-time);
- Student's extra-curricular participation;
- Student's achievement awards or honors;
- Student's weight and height if a member of an athletic team; and
- Student's image and likeness.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.

Notice Concerning Designation of Law Enforcement Unit:
The District designates the Fremont Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

Contact Information:

School	Address	Phone Number	Office Associate	Principal
Bell Field	1240 E. 11th St.	402-727-3178	Ashley McBratney	Chris Raasch
Deer Pointe	2943 E. Elkhorn Dr.	402-727-3175	Peggy Schutt	Jason Chicoine
Grant	226 N. Grant St.	402-727-3171	Julie Bechtel	Julie Muller
Howard	240 N. Howard St.	402-727-3169	Kelly Wusk	Brittney Kuhr
Linden	735 W. Linden Ave.	402-727-3150	Elena Fleck	Diane Beninato
Milliken Park	2950 Dale St.	402-727-3160	Angie Allgood	Lori McIntyre
Washington	317 W. Washington Street	402-727-3164	Sayra Garcia	Erica Kobza

Other District Contacts

Department	Phone Number	Contact Person	Supervisor
Transportation	402-727-3017	Jeff Rump	Jeff Glosser
Food Service	402-727-3111	Deb Nelson	Jeff Glosser
Facilities	402-727-3140	Joyce Shellgren	Brett Pierce
Afterschool Programming (21st Century)	402-727-3055	Leah Hladik	Leah Hladik

Other School Contacts

School	Address	Phone Number	Office Associate	Principal
Preschool Programming Early Childhood Birth to age 3	130 E. 9th	402-727-3084	Jazmine Jirsak	Bridget Corbin-Tipler
Johnson Crossing	200 Johnson Rd	402-721-2004	Sheri Holcomb	Jeff Manka
Fremont Middle School	540 Johnson Rd.	402-727-3100	Erendira Romero	Todd Niehaus
Fremont High School	1750 North Lincoln Ave	402-727-3979	Cintia Beck	Myron Sikora

Main Street Education & Administration Contact Information 130 E. 9th St.

Department	Phone Number	Contact Person	Administrator
Executive Director of Human Resources & Elementary Operations	402-727-3020	Julie Anderson	Dr. Jen Robinson
Assistant Superintendent Business Services	402-727-3084	Jazmine Rannells	Dr. Chris Loofe
Director of Special Education	402-727-3084	Jazmine Rannells	Joel Kerkman
Assistant Director of Special Education	402-727-3084	Jazmine Rannells	Jessica Kotrous
Assistant Superintendent of Teaching and Learning	402-727-3009	Deb Horrocks	Kate Heineman
Executive Director Secondary Operations	402-727-3979		Scott Jensen
Superintendent	402-727-3007	Laura LaDay	Dr. Brad Dahl
Board of Education Members: Todd Hansen, Jon Ludvigsen, Pam Murphy, Mike Petersen, Sandi Proskovec, Terry Sorensen	402-727-3007	Laura LaDay	Dr. Brad Dahl

Fremont Public Schools

2026-2027 Elementary School Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week
8/5 - • Includes 2 weather make-up days
8/5 - • Includes 3 days of Prof. Dev.
8/5 - (PD/Work/Opening Session)
8/12 - First day of school
8/12 - • K-8 Noon Dismissal
8/13 - • K-4 Noon Dismissal

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/28 - P/T Conferences (BF, DP, LN, MP)

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

10/5 - P/T Conferences (GT, HW, WSH)
10/6 - P/T Conferences (BF, DP, LN, MP)
10/8 - P/T Conferences (GT, HW, WSH)
10/9 - No School: All Day P/T Conferences
10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff (PD / Work)

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

11/9 - No School: Staff PD Day
11/25 - No School: Thanksgiving
11/25 - Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff
12/18 - 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
12/21 - • (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff
1/4 - 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

FEBRUARY 2027

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

2/1 - P/T Conferences (GT, HW, WSH)
2/2 - P/T Conferences (BF, DP, LN, MP)
2/4 - P/T Conferences (GT, HW, WSH)
2/5 - No School: All Day P/T Conferences
2/8 - P/T Conferences (BF, DP, LN, MP)
2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff
3/12 - 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
3/24 - • (3/24-3/29)

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
5/20 - • End of Quarter 4
5/20 - • Early Dismissal (Noon)
5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
- Q1:40
- Q2:43.5
- Q3:44
- Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days | No School | No Students | P/T Conferences | Special Events

Fremont Public Schools

2026-2027 ABCDE Elementary School Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week 8/5 -
• Includes 2 weather make-up days 8/5 -
• Includes 3 days of Prof. Dev.
8/5 - (PD/Work/Opening Session)
8/12 - First day of school
8/12 - • K-8 Noon Dismissal
8/13 - • K-4 Noon Dismissal

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14-A	15
16	17-B	18-C	19-D	20-E	21-A	22
23	24-B	25-C	26-D	27-E	28-A	29
30	31-B	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/28 - P/T Conferences (BF, DP, LN, MP)

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1-C	2-D	3-E	4-A	5
6	7	8	9-B	10-C	11-D	12
13	14-E	15-A	16-B	17-C	18-D	19
20	21-E	22-A	23-B	24-C	25-D	26
27	28-E	29-A	30-B	1	2	3

10/5 - P/T Conferences (GT, HW, WSH)
10/6 - P/T Conferences (BF, DP, LN, MP)
10/8 - P/T Conferences (GT, HW, WSH)
10/9 - No School: All Day P/T Conferences
10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff (PD / Work)

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1-C	2-D	3
4	5-E	6-A	7-B	8-C	9	10
11	12	13	14	15-D	16-E	17
18	19-A	20-B	21-C	22-D	23-E	24
25	26-A	27-B	28-C	29-D	30-E	31

11/9 - No School: Staff PD Day
11/25 - No School: Thanksgiving
11/25 - Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2-A	3-B	4-C	5-D	6-E	7
8	9	10-A	11-B	12-C	13-D	14
15	16-E	17-A	18-B	19-C	20-D	21
22	23-E	24-A	25	26	27	28
29	30-B	1	2	3	4	5

12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff
12/18 - 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
12/21 - • (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1-C	2-D	3-E	4-A	5
6	7-B	8-C	9-D	10-E	11-A	12
13	14-B	15-C	16-D	17-E	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff
1/4 - 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5-A	6-B	7-C	8-D	9
10	11-E	12-A	13-B	14-C	15-D	16
17	18	19-E	20-A	21-B	22-C	23
24	25-D	26-E	27-A	28-B	29-C	30

FEBRUARY 2027

S	M	T	W	T	F	S
31	1-D	2-E	3-A	4-B	5	6
7	8-C	9-D	10-E	11-A	12	13
14	15	16-B	17-C	18-D	19-E	20
21	22-A	23-B	24-C	25-D	26-E	27
28	1	2	3	4	5	6

2/1 - P/T Conferences (GT, HW, WSH)
2/2 - P/T Conferences (BF, DP, LN, MP)
2/4 - P/T Conferences (GT, HW, WSH)
2/5 - No School: All Day P/T Conferences
2/8 - P/T Conferences (BF, DP, LN, MP)
2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1-A	2-B	3-C	4-D	5-E	6
7	8-A	9-B	10-C	11-D	12	13
14	15-E	16-A	17-B	18-C	19-D	20
21	22-E	23-A	24	25	26	27
28	29	30-B	31-C	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff
3/12 - 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
3/24 - • (3/24-3/29)

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1-D	2-E	3
4	5-A	6-B	7-C	8-D	9-E	10
11	12-A	13-B	14-C	15-D	16-E	17
18	19-A	20-B	21-C	22-D	23-E	24
25	26-A	27-B	28-C	29	30	1

4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3-D	4-E	5-A	6-B	7-C	8
9	10-D	11-E	12-A	13-B	14-C	15
16	17-D	18-E	19-A	20-B	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
5/20 - • End of Quarter 4
5/20 - • Early Dismissal (Noon)
5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
• Q1:40
• Q2:43.5
• Q3:44
• Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

School Day:

School Hours:

Elementary: 8:00 a.m. - 3:20 p.m.

Preschool: AM Session: 7:50 a.m. - 10:50 a.m.
PM Session: 11:30 a.m. - 2:30 p.m.

Only the main entrance will remain unlocked once school begins at 8:00 a.m. Dismissal is at 3:20 p.m. Students are to leave the building and school campus **immediately after dismissal** unless under the direct supervision of school staff. There is no organized supervision for students after 3:20 p.m. (except for those in the 21st Century Afterschool Program). The office closes at 4:00 p.m. every day. The office opens at 7:30 a.m.

Breakfast & Lunch:

Fremont Public Schools operates a computerized meal account system. Each student has an account that can be accessed through a Personal Identification Number (PIN) provided to them. Deposits for the account can be given to teachers at any time. Students will be reminded when their lunch money account is nearly depleted. Parents can obtain account information and a balance at any time by calling the Food Service Accounting Office at 402-727-3111.

Pricing

Grades K-4					
Lunch	$2.25	Reduced Lunch	$ .40	Milk	$ .50
Breakfast	$1.30	Reduced Breakfast	$ .30		
Adult Lunch	$5.50				

At no time may a student have fast food (hamburgers, pizza, etc.) delivered to school by a restaurant or parent. Students bringing sack lunches are requested to bring only enough food for their personal consumption. Parents or visitors who wish to have lunch with a student must make prior arrangements with the office by 9:00 a.m., please bring exact change.

The U.S. Department of Agriculture prohibits discrimination against its customers, employees, and applicants for employment on the bases of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities.)

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at program.intake@usda.gov.

Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay

Service at (800) 877-8339; or (800) 845-6136 (Spanish).

USDA is an equal opportunity provider and employer.

PLEASE NOTE: As stated above, all protected bases do not apply to all programs. *The first six protected bases of race, color, national origin, age, disability and sex are the six protected bases for applicants and recipients of the Child Nutrition Programs.*

Recess:

Recess time is provided to students for short periods of time daily. Outside recess is preferred, but on occasion, the school will need to limit outside activities due to weather conditions.

- Should a Heat Advisory be issued by the National Weather Service, outside time (cut in half) and intensity of activities will be reduced and appropriate hydration will be provided. Should an Excessive Heat Warning be issued by the National Weather Service, recess will be limited to inside activities.
- Should the “feels like” temperature (including windchill) be below 15 degrees inside recess will be held. It is possible that a short outside walk around for those with appropriate dress will be used to give students a little outside time (approximately 5 minutes).
- Rain or heavy snow will also prompt inside recess.
- Naturally, any child with health issues may remain inside per parent instructions.

Student Success - Multi-tiered Systems of Supports (MTSS):

Fremont Public Schools is committed to a collaborative culture that uses data to inform instructional decisions as we work to maximize the learning and success for all students. Collaborative teaching teams review student data, including areas of success and challenges, through the MTSS process. The team makes recommendations for the next steps of learning to be implemented for each student to reach their full potential. The FPS MTSS teams meet on a regularly scheduled basis to accomplish this goal in improving student outcomes.

Signing Child In and Out of School:

Students who arrive late to school or who have been absent are required to have a written note or direct communication from a parent/guardian (such as a phone call, ParentSquare message, or email) is expected upon return to explain the student’s absence. If a parent/guardian needs to sign a student out of school before dismissal time, this must be done through the office. Parents are not to proceed directly to classrooms. The school will only release children to those adults designated by parents/guardians, law enforcement officials, or appropriate personnel from social services agencies. Any limitations, such as a court order, restricting contact with a parent must be reported to the Principal and a copy of the order must be provided.

Inclement Weather Make-Up Days:

Fremont Public Schools will not pre-schedule inclement weather make-up days for students. Instead, should the administration determine that an extraordinary number of days have been lost to inclement weather throughout the year; student days may be added to the end of the school year. Two (2) teacher Work/PD days are placed at the beginning of the school year to “make up” the assumed loss of at least two (2) days to inclement weather. Should we not lose two (2) days, the school year will be shortened accordingly.

Closing School:

The following are basic procedures to follow when closing school for inclement weather conditions or other conditions forcing us to not hold school. This includes, but is not limited to, storms, tornadoes, and hot/humid conditions. The decision to close school will be made by 6:15 am.

Notifications will be sent through ParentSquare. Closing information will also be posted to district social media, the district website, KMTV, WOWT, KETV tv stations and KHUB and KFMT radio stations.

Visitors:

Patrons are urged to visit classrooms in order to familiarize themselves with the programs offered to children. All visitors are to report to the school office before visiting the building. All children who are visiting in the school building shall be accompanied by a parent or guardian. All other persons who wish to visit in the building are to secure permission from the principal prior to visiting. To make parent visits more beneficial, it may be helpful to check with your child's teacher about the classroom schedule.

Also, when students are dropped off in the morning and picked up in the afternoon by a parent/guardian, we ask parents/guardians to either wait outside or in a designated waiting area, if available, and not go down the hall and to the classroom. Security efforts cause this to be an issue.

Busing - Transportation:

The Fremont Public Schools will provide transportation for all students who reside within school district boundaries and whose home is located four (4) or more miles from the school attended. This procedure is in compliance with State Statute. Students who request a transfer to another school will not be eligible for bus service. Students who ride a Fremont Public Schools (FPS) bus will be required to carry and scan a Zonar badge each time they board the bus. This system has been implemented to enhance the safety and security of all students by allowing accurate tracking of students riding the buses. Students are expected to have their badge with them daily and use it consistently when entering the bus. Student bus privileges may be suspended or revoked, depending upon bus behavior.

Student Behavior Expectations on School Provided Transportation:

Students, parents/guardians, bus drivers, and school officials must work together to provide for the safe transportation of students. The school buses, bus stops, and all other forms of transportation provided by the district, or provided to or from a school activity are considered school property. Students are to follow district expectations while waiting for, entering, and riding district transportation.

Fremont Public Schools endorses and uses Positive Behavior Interventions and Support (PBiS). PBiS focuses on teaching appropriate student behavior, and uses a continuum of strategies to reinforce positive behavior and correct student behavior.

Facility Surveillance:

The Fremont Public Schools Board of Education authorizes the use of video cameras on district property and within district facilities to assist in the protection of the health, welfare and safety of all staff, students and visitors to district property, and to safeguard district facilities and equipment. The Superintendent of Schools or his/her designee may use video cameras in locations as deemed appropriate. The district shall notify staff and students through student/parent and staff handbooks that video surveillance may occur on district property, within its facilities, and within transportation

equipment. Students or staff in violation of Board policies, administrative regulations, building rules or law shall be subject to appropriate disciplinary action. Individuals may be referred to law enforcement agencies if the administration deems it appropriate to do so. Video recordings may become a part of a student's educational record or a staff member's personnel record. The district shall comply with all applicable state and federal laws related to record maintenance and retention. (Policy 3231)

After School Supervision:

Playground supervision is **not** provided before or after school. Students are to go directly home or to daycare upon dismissal from school. After school programming is available at all elementary buildings. They are open from school dismissal until 6:00 PM on all school days. Contact the building principal for more information.

Attendance:

Regular and punctual student attendance is required. The Principals and teachers are required to maintain an accurate record of student attendance. (Policy 5008):

5 Days - Any time a student accumulates a total of five or more absences the parents will be contacted and notified of the total number of absences.

10 Days - Any time a student misses a total of ten days of school, the parents will be contacted and notified of the total number of absences and current policy to attendance at school.

15 Days - When a student misses a total of fifteen school days, the parent will be notified of the total number of unexcused absences and current policy to attendance at school and a conference will be held. At 15 days, parents may be told that all future absences will have to be verified by either a school nurse or a written excuse from a physician. The District Social Worker may be notified of school concerns regarding the student's attendance.

20 Days - When a student misses a total of twenty school days, the parents will be notified of the total number of absences and a conference may be held. The District Social Worker and County Attorney will be notified of school concerns regarding the student's attendance. At 20 days, parents may be told future absences will have to be verified by the school nurse or by written excuse from a physician.

Tardiness

Students are tardy if they arrive at school after 8:00 in the morning. Students are not tardy if they arrive late to school because of a dentist or doctor's appointment. Time missed due to tardiness is cumulative and viewed in the same manner as an absence.

Academic Information:

Grade/Report Cards

What is Standards Based Grading?

Standards-based grading measures your student's mastery of the essential standards for a class, or how well your student understands the material in class.

How is progress monitored and reported?

4	Extends Application of Grade Level Standards - Student consistently understands and applies skill/concept independently. Demonstrates ability to apply or infer beyond the standard expectation.
3 (This is where we want students to be)	Meets Grade Level Standards - Student Consistently meets grade level expectations. On-Target for Learning Goal (This is where we want students to be).
2	Progressing Toward Grade Level Standards - Student is beginning to show understanding of the basic skills / concepts of the standard. More instruction / practice is needed.
1	Below Grade Level Standard - Student demonstrates minimal understanding of basic skills / concepts. More intensive intervention / practice is needed.

What Level do we want our students to achieve?
3 is the desired level for students which indicates they have mastered that skill / concept.

Some skills will not have a Level 4 as a possibility to achieve. Skills such as letter or number identification are skills that would not have a Level 4 as there is no further application of that skill.

Testing

Testing is an important information gathering activity for students, parents and teachers. The information is used to determine if the students have learned what they need to have learned. This information helps the teachers decide what actions will be necessary to help each individual student and the class as a whole.

Students will take tests that have been developed by Fremont teachers to measure the state standards. The students will also be taking tests created at the state and national level to compare students from across the state and nationally. This information also allows teachers and administrators to assist all students in reaching their potential and evaluate our district systems, such as curriculum and instruction.

It is important that students do their very best when a test is given! All students need to give their best effort to have an accurate measure of their abilities.

Title I

Fremont Public Schools participate in the Title I Program, which is a federally funded program designed to insure that disadvantaged children receive full benefit from their public education. District funding is based on the percentage of children who qualify for free or reduced lunch. The following elementary schools have school-wide Title I programs: Bell Field, Deer Pointe, Grant, Howard, Linden, Milliken Park and Washington. FPS also consults with non-public schools who have eligible students for supplemental educational services.

An eligible school designs their Title I schoolwide program with assistance from staff and parents. The emphasis in

school wide program schools is on serving all students, improving all structures that support student learning and combining all resources, as allowed, to achieve a common goal. School wide programs maximize the impact of Title I. In a school wide program, accountability for results is shared throughout the school. All students are expected to meet the State's challenging standards, and students who experience difficulty mastering those standards are provided timely, effective, additional assistance.

Each Title I school creates a school wide plan to address the needs of their building. Title I funds are used for personnel, training, educational programs and educational materials in order to bring additional instructional support and opportunities for students based on each building's individual school wide plan. A variety of methods and materials are used to provide instruction best suited to the needs and learning style of each student.

All parents in the Title I school wide elementary programs are asked to assist in developing and implementing a Home-School Learning Compact, which encourages active parent participation in the education of the child. This compact will be distributed at each participating building. Additional information will be provided to parents by the elementary building throughout the year as outlined in the Title I Parent Involvement Plan of each elementary school wide program.

Promotion - Retention:

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the Principal, in consultation with the student's teachers and counselor, to be appropriate for the educational interests of the student and the school's educational program.

If a parent or guardian would like their student to retake a grade level, the parent or guardian must meet with the Superintendent or designee to discuss the student repeating a grade. At that meeting, the parent or guardian must provide evidence of academic needs, illness, or excessive absenteeism that would warrant the student to repeat the grade. A student in kindergarten through fourth grade may be retained due to academic needs, illness, or excessive absenteeism. A student in grades fifth through twelfth grade may be retained due to excessive absenteeism. At such a meeting, the Superintendent or designee shall identify any alternative educational opportunities, including remedial instruction, if applicable, and verify any special education supports available to such student. If the student's parent or guardian still intends for their student to repeat a grade, such parent or guardian shall then complete the required form and return such form to the District. Upon completion of the form and if all requirements pursuant to this policy and law are met, the District shall permit the student to repeat the student's grade for the next school year.

Field Trips:

A variety of field trips, available at the discretion of each classroom teacher, are appropriate for students in kindergarten through grade four. The field trips are centered around various academic disciplines, such as science or social studies, and correlate with units and chapters taught in those various areas. Parents/Guardians will be given information in advance of field trips and any time their child is taken off the school campus.

General Information:

Dress Code:

Personal hygiene and good grooming are the responsibilities of students and their parents. It is also important to be neatly and appropriately dressed for school and school activities. The school will operate following these guidelines:

1. No clothing with alcohol or tobacco advertising or suggestive/offensive pictures or slogans is allowed.
2. Clothing which is so **unusual** or **revealing** that it **creates a problem** will not be allowed.
3. Students shall be permitted to wear body piercing jewelry while at school or while participating in a school function, so long as it does not become a distraction or disruption to the educational process or learning environment.
4. Tattoos that advertise drugs, alcohol, tobacco, gang or cult affiliations and/or anything with a sexual connotation are inappropriate for students, employees and others associated with the school.
5. Clothing, headgear or grooming practices which distract or interfere with school purposes or call undue attention to a student will be dealt with by the office.

*No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin. A student dress code violation will be treated as a minor rule violation and may
not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy 5101.

Electronic Devices:

FPS provides a variety of technology devices for student use throughout the school day. All students are prohibited from accessing or using an electronic communication device while on school property or attending a school instructional function. (Policy 6113)

Emergency Preparedness:

The Fremont Board of Education grants discretionary authority to administrators to determine procedures in the event of an emergency.

- Each school has an emergency plan to deal with crises and reviews/practices these plans throughout the school year.
- Monthly fire drills are held.
- Regular tornado drills are held during the peak tornado season.
- Lockdown Drills are held in the Fall and Spring.
- Bus Evacuation Drills are held in the Fall and Spring
- Each school is prepared to cooperate fully with community civil defense procedures.

Fee Policy & Guidelines Applicable to Elementary Students:

The District's general policy is to provide for the free instruction in school in accordance with the Nebraska State Constitution and Nebraska statutes. The district also provides activities, programs, and services that extend beyond the minimum level of constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the district is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by

administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics. (Policy 5416)

(1) Guidelines for non-specialized attire required for specified courses and activities. Students have the responsibility to furnish and wear non-specialized attire meeting general District grooming and attire guidelines, as well as grooming and attire guidelines established for the building or programs attended by the students or in which the students participate. Students also have the responsibility to furnish and wear non-specialized attire reasonably related to the programs, courses and activities in which the students participate where the required attire is specified in writing by the administrator or teacher responsible for the program, course or activity.

(2.b.i) Personal or Consumable Items

Items necessary for students to benefit from courses will be made available by the District for the use of students during the school day. Students may be encouraged, but not required, to bring items needed to benefit from courses including, but not limited to, pencils, paper, pens, erasers, notebooks, trappers, protractors and math calculators. A specific class supply list will be published annually in a Board-approved student handbook or supplement or other notice. The list may include refundable damage or loss deposits required for usage of certain District property.

(8) Participation in Before-and-After-School or Prekindergarten Services

Students are responsible for fees required for participation in before-and-after-school or pre kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

(10) Breakfast and Lunch Programs

Students shall be responsible for items which students purchase from the District's breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations. Students are also responsible for the cost of food, beverages, and personal or consumable items which the students purchase from the District or at school, whether from a "school store," a vending machine, a booster club or parent group sale, a book order club, or the like. Students may be required to bring money or food for field trip lunches and similar activities.

Gifts and Deliveries:

It is strongly recommended that gifts (e.g., flowers, packages, etc.) for students not be delivered to school. If this occurs, a note will be given to the student informing them they are to pick up the item after school in the office.

Internet Access & Safety:

Students are expected to use computers and the Internet as an educational resource. The Fremont Public School Board has adopted the following procedures and guidelines to ensure appropriate use of the Internet at Fremont Public Schools. (Policy 39J.3b)

Acceptable Use

1. Students may use the Internet to conduct research assigned by teachers.
2. Students may use the Internet to conduct research for classroom projects.
3. Students may use the Internet to access information about current events.
4. Students may use the Internet to conduct research for school-related activities.
5. Students may use the Internet for any other appropriate educational purpose including electronic mail, specifically g-mail and district authorized and provided g-mail accounts.

Kindergarten Registration:

Children will be eligible to attend kindergarten if they turn 5 on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. PK-12 Student Registration Information can be found at: https://fremonttigers.org/student-registration/

Library:

Parents have the opportunity to annually request in writing through the building's administration that they receive a notice when their student checks out library material including the materials title, author, date checked out and date due. Please note that students may begin checking material out the first day of each school year. (Policy 5209)

Medication:

It is fully understood that there are times when children need medication, as prescribed by a doctor, to be given during the school hours. The following regulations are necessary for the safety of all children:

1. A physician/dentist/APRN/PA's authorization and written parent/guardian authorization is required for all prescription medication. The prescriber's authorization may be on the pharmacy label attached to the original container or a separate prescription provided to the health office
2. A written parent/guardian authorization is required for all non prescription medication. All medications will be safeguarded by the principal or school nurse and given by the person so designated. This includes over the counter medication such as Ibuprofen, Tylenol and cough medications.
3. Qualified students may be allowed to carry an asthma inhaler or Epinephrine injector for severe allergies with proper permission. This includes a CARE PLAN AND MEDICATION PERMIT signed by BOTH the parent/guardian AND the prescriber (physician, PA, APRN).

If your child must have medicine at school, we ask that you do the following:

Over the counter medication must be

- In the original container and labeled with the child's name
- The permit must include
    - name of the medicine
    - dose to be given
    - time it is to be given
    - route of administration

Prescription medication must be

- In the original container from the pharmacy and must be labeled with
    - child's name
    - name of the medication
    - dose to be given
    - when it is to be given
    - route of administration
- The label must also include the doctor's name and be currently dated.

The use of essential oils in school will follow the FPS medication administration policy for non prescription medication. MEDICATION IN BAGS OR ANY OTHER FORM OF "HOME PACKAGING" WILL NOT BE ADMINISTERED.

Permission slips are available at school or online on the FPS website. Expired medication will not be accepted by the school. Medication orders must be renewed every school year.

Nurses:

Building	Phone Number
Bell Field School	402-727-3133
Deer Pointe School	402-727-3185
Grant School	402-727-3957
Howard School	402-727-3098
Linden School	402-727-3152
Milliken Park School	402-727-3315
Washington School	402-727-3038
JCAC	402-721-2065

Parties & Treats:

- Valentine's Day is the only time students have a classroom party and treats.
- Birthday treating is **not** permitted.
- Students may receive a "treat" as part of an educational experience.
    - This treating will be at the discretion of the principal.
- Invitations to birthday parties may be distributed on school property only if every student in the classroom receives an invitation.

Pets at School:

Due to many students having allergies, teachers and students should refrain from bringing pets to school. Instead, they may choose to share a picture or video of their pet. The only exception would be a pet from a zoo for an educational experience, service animals, and therapy dogs.

Pictures:

The opportunity for students in grades kindergarten through fourth to have their pictures taken is available in all of the elementary schools. Regular pictures with more formal poses are taken early in the fall. The fall pictures are used for school records. Pictures with a more casual pose are offered in the spring. Information on the various packets available for purchase is sent home with each individual child.

Safety & Security:

Security: School doors, except the front main entrance doors, shall be locked during school hours. All school staff members are to wear personalized identification badges. Visitors and volunteers are to report to the school office immediately upon entering school. A temporary identification badge will be issued.

Safety: A critical ingredient in the safe school recipe is the classroom response to an incident at school. Weather events, fire, accidents, intruders and other threats to student safety are scenarios that are planned and trained for by students, teachers, staff and administration.
Standard Response Protocol (SRP). The SRP is based on these five actions: Secure, Lockdown, Evacuate, Hold, and Shelter. :

- SECURE, GET INSIDE, LOCK OUTSIDE DOORS Secure is called when there is a threat or hazard outside of the school building.
    - STUDENTS: • Return to inside of building • Do business as usual
    - TEACHERS • Recover students and staff from outside building • Increased situational awareness • Do business as usual • Take roll, account for students
- LOCKDOWN LOCKS, LIGHTS, OUT OF SIGHT Lockdown is called when there is a threat or hazard inside the school building.
    - STUDENTS: •Move away from sight • Maintain silence
    - TEACHERS: • Lock classroom door • Lights out • Move away from sight • Maintain silence • Wait for First Responders to open door • Take roll, account for students
- EVACUATE TO A LOCATION Evacuate is called to move students and staff from one location to another.
    - STUDENTS: • Bring your phone • Leave your stuff behind • Form a single file line • Show your hands • Be prepared for alternatives during response.
    - TEACHERS: • Grab roll sheet if possible • Lead students to Evacuation Location • Take roll, account for students
- SHELTER FOR A HAZARD USING SAFETY STRATEGY Shelter is called when the need for personal protection is necessary.
    - SAMPLE HAZARDS: • Tornado • Hazmat
    - SAMPLE SAFETY STRATEGIES: • Evacuate to shelter area • Seal the room
    - STUDENTS: • Appropriate hazards and safety strategies
    - TEACHERS: • Appropriate hazards and safety
- HOLD IN YOUR ROOM OR AREA Hold is called when we need the hallways or area to be clear of staff and students
    - An example of this may be a medical emergency.
    - “Students and staff, please HOLD in your room or area. We are attending to a medical situation near the office.
    - When resolved,the announcement would state, “Students and staff, the HOLD is released, Thank you!”

Transfers:

Parents who request a transfer from one school attendance center to another must use the district on-line application form. The process must be **completed by March 15** and forms turned into the student’s current attendance center (no late requests will be considered). The parent will be notified by the receiving school.. The district reserves the right to hold a decision on transfer requests until August 1 when the availability of space at the receiving school is in question. Transportation of transfer students is the responsibility of the parents and is not provided by the school district. Should populations shift or change, the school district reserves the right to revoke attendance area assignments. Administration may also revoke a transfer for reason of such misconduct or if it is judged to be in the child’s best interest.

Student Conduct:

PBIS:

Positive Behavior Intervention Supports (PBiS) is a proactive systems approach to put behavioral and social strategies in place for all students while building support for those at risk. PBiS methods are research based and proven to significantly reduce the occurrence of problem behaviors in schools.

PBiS is a three-tiered system of support:

- Tier 1: Universal/primary prevention strategies are implemented schoolwide and classroom wide.
- Tier 2: After the universal/primary strategies are in place, some students could need more intensive efforts.
- Tier 3: With the other two tiers in place, there may be a small percentage of students who require specific, individualized behavioral interventions.

PBiS is currently being implemented in all FPS schools, Pre-kindergarten through high school. Each building has a matrix of overarching expectations, and specifically what those expectations look like in each area of the building (see example below.) These skills are taught and reinforced to students daily. Educators are working to catch students doing these things correctly, and look at misbehavior as an opportunity to reteach and practice.

PBiS focuses on establishing school environments that support the long-term success of effective practices. PBiS aims to be proactive when dealing with behavior. When we teach and support students in learning the expectations, fewer misbehaviors occur.

Schools, pre-kindergarten through high school, that implement and consistently use PBiS find many benefits. Some of these benefits include improved school climate, improved student achievement, reduced suspension and referral rates, and increased attendance.

*If you feel that your child needs more intensive support, please reach out to your child's classroom teacher or school counselor.

Code of Conduct:

The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.
For more information refer to (Policy 5101)

Anti-Bullying:

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned,leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events (Policy 5415).

Sexual Harassment:

Fremont Public Schools is committed to providing its employees and students with a positive learning and working environment that is free from sexual harassment and sexual violence. It shall be a violation of this policy for any student or employee of Fremont Public Schools to harass a student or employee through conduct or communication of a sexual nature as defined by this policy. The School District will investigate all complaints, either formal or informal, oral or written, of sexual harassment or sexual violence, and will discipline any person who sexually harasses an individual or is sexually violent to an individual.

Student Services:

Counseling Services:

What does the elementary school counselor/psychologist do?

- helps students
- helps parents
- assists teachers

How does the counselor provide services?

- individual counseling
- small group counseling
- classroom activities
- consultation with parents
- consultation with teachers

How does a child receive counseling services?

- The child may request counseling or may be referred by parents or teachers.

What if a child is referred for counseling?

- Counseling is a voluntary service. No child is required to talk to the counselor.

How do I find out more about the counseling program?

- Call your building principal or call to set up a time to meet with the counselor.

Behavioral Health Point of Contact:

Fremont Public Schools assigns a Behavioral Health Point of Contact for each school building. These individuals have knowledge of community behavioral health service providers and other resources available for students and families. The following is the list of contacts and their assigned buildings:

1. School Social Worker Assistant (Nathan Collier) = FHS, Learning Center
2. School Social Worker (Bailey Grubb) = Milliken Park, Linden, Howard, Pathfinder/YAP/JCAC
3. School Social Worker (Lauren Edgecombe) Bell Field, DP, Washington, Grant, FMS

Immunizations:

Each board of education and the governing authority of each school in this state shall require each student to be protected against measles, mumps, rubella, hepatitis B, poliomyelitis, diphtheria, pertussis, tetanus and varicella by immunization before enrollment. Any student not in compliance shall not be permitted to continue in school until he or she shall so comply. There will be only two circumstances for which exemptions shall be granted. They are as follows:

1. Medical exemptions for health reasons substantiated by a signed statement from a physician; or
2. Religious conflict substantiated by a signed affidavit (notarized) from the student's legal guardian.

Physical Examinations and Visual Evaluation:

Evidence of a physical examination and visual evaluation by a qualified physician, PA or APRN within six months prior to the entrance of a child into the beginner grade is required by state law. In the case of a transfer from out-of-state to any other grade of the local school, a physical and visual evaluation is also required. No physical examination or visual evaluation shall be required of any child whose parent or guardian shall object thereto in writing.

Birth Certificates:

State law requires that upon enrollment of a student for the first time in the Fremont School District, the school of enrollment shall notify in writing the person enrolling the student that within thirty (30) days he/she must provide one of the following:

1. A certified copy of the student's birth certificate that will become part of the student's permanent school records, or
2. Other reliable proof (i.e., hospital verification, court document) of the student's identity and age accompanied by an affidavit explaining the inability to produce a certified copy of the birth certificate.

Injuries:

1. Scrapes and superficial injuries are attended to by school personnel. If the injury requires further medical attention, the school nurse and the parents will be contacted.
2. If a student becomes ill, or is injured while at school and needs to be sent home, school personnel will contact the parent or the person designated by the parent before dismissing the student.
3. It is imperative that the school has a current emergency telephone number on file.

Head Lice Procedures:

The following guidelines are in place to better control a nuisance condition, reduce absenteeism due to head lice, and involve parents as partners with the school in control efforts:

- Children will be sent home from school for live head lice. In the event a child has two (2) cases of live lice in a semester, the child will be sent home until free of both live lice and nits (eggs).
- Health office staff will provide written treatment information and instructions,including how to check and identify head lice.
- A child who is sent home from school for head lice should miss no more than two (2) school days.
- A child who has been sent from school due to head lice must come to the health office for inspection before returning to class.
- A child who returns to class with nits (eggs) will be checked again in 7-10 days.
- Families are encouraged to report head lice to the school health office.

Re-Entry Policy After Absence Due To Illness

1. No child should be sent to school with a **fever of 100 or greater, vomiting or diarrhea**. They should not return to school until they are **symptom free for 24 hours** without the use of acetaminophen or ibuprofen (Tylenol, Motrin, Advil, etc.). Giving this medication in the morning before school does not prevent the child from spreading his/her illness throughout the classroom and infecting other students. Children with any possibly contagious illness, rash, cold or sore throat should also not come to school.
   * When a child is absent for any reason, please call the school.
2. A doctor's permit will be required for admittance after communicable diseases, such as chicken pox.
3. Doctor's permit is required if your child is not to participate in physical education and/or for an extended excuse from recess.

If you have any doubt as to whether your child is ready to return, please call the school office. The school is intensely interested in the health of each child and every precaution is taken to make it possible for your child to continue building good health habits.

Homeless Students

Homeless students in the Fremont Public Schools are entitled to all the programs and processes in place for every child. For assistance with issues of access to programs or processes contact Brent Cudly, Federal Programs Director, 402-727-1906.

Student Restraint

As a part of the emergency procedures in place in our schools, any student who poses an imminent risk of injury to him/herself or others may be physically restrained and/or placed in seclusion by school staff in accordance with School Board policies.

Child Find

It is law in Nebraska that Special Education Services (SPED) must be provided for children who have a verified disability which has an adverse affect on their education. Special Education services may be made available from birth or date of diagnosis through the student's 21st birthday, or as long as the student is deemed eligible while attending a school district program. Fremont Public Schools provides many services and programs for special needs students at all grade levels from Preschool through Senior High School. Diagnostic services are available to determine if a child is eligible for SPED services under Federal and State verification guidelines. For children who have a verified disability, continued eligibility will be reviewed every three years.

Multilingual Learner (ML)

Fremont Public Schools provides special Multilingual instruction services for limited-English proficient (LEP) students whose principal language is one other than English. The primary objective of ML services is to assist students in acquiring English language skills. Depending on the student's level of English language proficiency and needs, students may participate in classroom and/or individual and small group instructional sessions. The length and type of service/program provided is determined on an individual basis depending on the needs and abilities of the students. ML students participate in district and school wide activities and are encouraged to participate in the general curriculum as much as possible. The emphasis is on teaching communication and English language skills, including reading, writing, speaking and listening skills. LEP students learn the same content as their English proficient peers.

Bell Field, Deer Pointe, Howard, Linden, Milliken Park and Washington Schools house the elementary (grades K-4) ML programs, providing a combination of integrated and self-contained instructional services. ML programs continue for students attending grades 5-12. There is a formal assessment process to help determine which students are eligible for ML services.

PROBLEM-SOLVING PROCESS

This process is available for any student at any time he or she may be experiencing difficulty such as academic, social/emotional or behavioral. It is designed to further identify and accommodate the individual needs of students.

A referral for assistance may be made by a parent, teacher, student or other staff member. A problem-solving meeting is then scheduled to discuss relevant issues and an intervention plan is developed, if needed. The intervention plan and progress of the student are monitored and the plan is revised, if necessary. The problem-solving team determines what, if any, additional interventions or evaluations may be needed. This process is a prerequisite for any special education assessment.

Special Education

Special Education services represent several but not all of the student support services available under the umbrella of "Student Services". District wide Student Services programs include the following: Alternative Programs, Assistive Technology, Behaviorally Disordered, Blind/Visually Impaired, Early Childhood (birth to age five special needs children), Elementary Counseling, English Language Learners, Extended School Year Services, Gifted/High Ability Learners, Health, School Social Worker, Psychological, Speech Language, Student Records, Transition/Coordination.

Parent Information:

Civility Pledge/Mutual Respect:

Fremont Public School staff will treat students, parents and other members of the public with respect and will expect the same in return. We encourage positive interactions and discourage violent, hostile, aggressive or profane communication of any kind. "Uncivil behavior" will not be tolerated by any members of the FPS community or the public. "Uncivil behavior" is any behavior or language that is coercive, intimidating, violent or harassing that is directed toward employees, students, parents, patrons, visitors or other members of the public. Examples of this behavior include, but are not limited to, the use of profanity; personally insulting remarks; attacks on a person's race, gender, nationality, religion, disabling condition or any other personal characteristic; or behavior that is out of control. This behavior may occur during telephone conversations, voice mail, correspondence, personal conversations, or emails. If any member of the public uses obscenities or speaks in a loud, insulting, or demeaning manner in school or at a school activity, the administrator or other designated employee will calmly and politely ask the speaker to communicate with civility and respect. This behavior can lead to an exclusion from entering FPS or participating in any FPS activities.

Complaints & Grievances By Students:

Communication is a key component to your child's education. Please keep an open line of communication with your child's school including the classroom teacher and principal for problem solving. It is the policy of the District that all grievances be resolved quickly and at the lowest step possible. (Policy 5401)

Complaints By The Public:

Constructive criticism of the school or its employees (including federal programs) is welcome when it is motivated by a sincere desire to improve the quality of the educational program to equip the schools more effectively for the tasks they are designed to perform. Complaints and communications shall be initiated in the following manner: discuss the matter with the teacher. If the problem is not resolved an appeal may be extended to the Principal. If the problem is not resolved at this level, an appeal may be extended to the Superintendent (may be asked for in writing). The next level of appeal is the Board of Education, through the President in writing (no anonymous correspondence may be considered officially by the Board). (Policy 5401)

Contact Information:

It is the responsibility of the parent to notify the school office of any changes in the following information:

- ❏ Parent's first & last name(s)
- ❏ Address(es)
- ❏ Phone numbers
- ❏ Parent's employment locations/phone numbers
- ❏ Emergency names
- ❏ Emergency phone numbers

For your child's safety it must be continually updated. This information is routinely used to contact someone when emergency situations arise such as illness, injury, etc. Also, classroom teachers use cell phone numbers to send reminders and alerts through District approved communication systems. If you have any questions regarding the message please contact your child's classroom teacher via email or calling the school.

Please notify the school as far in advance as possible when you plan to relocate. When relocating within Fremont School District 1, call the school office for assistance. All records and materials will be sent by school mail to the new attendance area. When relocating to another school district, call the school office for assistance. You will receive a form to take to the new school and will be able to sign a release of records form so that your child's records can be sent to the new school as soon as possible.

Parent Teacher Association (PTA)

The overall purpose of PTA is to make every child's potential a reality by engaging and empowering families and communities to advocate for all children. PTA is a powerful voice for all children, a relevant resource for families and communities, and a strong advocate for public education. Parents are encouraged to belong to their school's Parent Teacher Association.

Search & Seizure

Administrators, teachers, and other supervisory personnel may hold students responsible regarding the student's own conduct and/or the contents of school lockers, desks assigned to the student and/or vehicles driven to school by the student. (5406)

Telephone & Emergency Messages

As much as possible, parents should work out after-school arrangements before the beginning of the school day. An attempt will be made to deliver emergency messages to students during school hours. Telephones in the school office are for business purposes and should be used by students only in emergencies.

Volunteering

The Board of Education recognizes that volunteers can make many valuable contributions to our schools. The Board endorses a volunteer program in the Fremont Schools, subject to suitable regulations and safeguards. This shall be the responsibility of the individual building principals. (Policy 1410)

Preschool Information:

It is the goal of Fremont Public Schools to make quality, early childhood experiences available for our Fremont residents at no cost to the individual student or family.

Application

Preschool application registrations can be completed online year round. Please visit our Fremont Public Schools website to submit your information - https://fremonttigers.org/student-registration/ Families will be notified regarding acceptance of their application during the summer.

Children who are four years of age on or before July 31 are welcome to apply for our Pre-Kindergarten program. Children must live in the Fremont Public Schools attendance boundaries.

The Nebraska Department of Education grants priority eligibility to families…

1) who fall within poverty guidelines with proof of income.
2) who reside in a home where a language other than spoken English is the primary means of communication.
3) whose parents gave birth when younger than eighteen or who have not completed high school.
4) whose child was born prematurely or at low birth weight as verified by a physician.

Sessions

Sessions run 5 days per week with 2 sessions per day, morning or afternoon.

Morning Session:
M/T/W/Th/F
Drop off: 7:50 AM
Pick up: 10:50 AM

Afternoon Session:
M/T/W/Th/F
Drop off: 11:30 AM
Pick up: 2:30 PM

Extra Clothing:

Parents are encouraged to provide an extra set of clothing to be kept at school in the event that children get wet or dirty during outside play.

Meals:

Breakfast will be served during morning session. Lunch will be served for the afternoon session. Students may bring their own meal from home to school if they wish.

Transportation:

Fremont Public Schools provides free transportation for students to their neighborhood school who meet the special education transportation criteria due to a disability. Parents must make their own transportation arrangements for children who do not meet this criteria.

Academic And Social-Emotional Preparation:

The following pre-academic and social-emotional skills will be introduced in preparation for kindergarten:

- Social-emotional development
- Cognitive learning in the areas of language and literacy
- Mathematics, Science and problem solving
- Creative arts
- Health and nutrition
- Physical and motor development

Added Benefits From The Preschool Program

Home Visits

The family will receive two home visits (one before school starts in August and one in April). Home visits are a great way for the teacher to get to know you and your child. This is a perfect time to ask questions, get additional information about the program, and/or receive additional paperwork to return on your child's first day of school.

FPS Board Policy Resources

In the event of any conflict, inconsistency, or omission between this handbook and a Board policy, the Board policy shall govern and control. The Board of Education reserves the right to adopt, amend, or revise its policies at any time. Any such action shall take precedence over this handbook, whether or not the handbook has been updated. Applicable federal and state laws and regulations shall also govern where required.

LINK to FPS Board Policy

FPS Board Policy Quick Reference Guide

Anti-discrimination, Anti-harassment and Anti-retaliation	4003
Attendance Policy and Excessive Absence	5008
Behavioral Intervention and Classroom Management	6931
Dating Violence	5420
Drug Abuse	5104
Electronic Communication Devices and Cell Phones Policy	6113
Grading System	5204
Parent/Community Involvement in Schools	6400

Pregnant and Parent Students	5422
Promotion and Retention	5201
School Library Materials and Parent Access	5209
Special Education	6600
Student Discipline	5101
Student Fees	5416
Title IX- Procedure for Complaints of Sexual Harassment	1210
Video Surveillance	3231

2026-2027

JOHNSON CROSSING ACADEMIC CENTER



STUDENT HANDBOOK

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INTENT OF HANDBOOK

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Johnson Crossing Academic Center. Each student is responsible for becoming familiar with the handbook and the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following school rules.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to cover every situation and circumstance that may arise. This handbook does not create a contract. The administration reserves the right to make decisions and revisions at any time to implement the educational program and ensure the well-being of all students. In addition, it will be the responsibility of the administration to interpret the rules of this handbook. Should a situation arise that is not covered in this handbook, the administration will act fairly and promptly to make a decision based upon all applicable district policies, state and federal statutes, and the interests of the student, parents, school district, and community.

This handbook may also be found on our Fremont Public Schools website, www.fremonttigers.org, under the Johnson Crossing Academic Center tab, and listed under the Parents tab.

DISTRICT MISSION STATEMENT

The mission of Fremont Public Schools is to produce creative, adaptable, productive citizens committed to lifelong learning.

JOHNSON CROSSING ACADEMIC CENTER MISSION STATEMENT

Johnson Crossing Academic Center is committed to helping develop all students with the knowledge, skills, and character to thrive in school, life, and as active, responsible citizens.

JOHNSON CROSSING ACADEMIC CENTER VISION STATEMENT

Our vision unites safety, belonging, rigorous learning, and student agency—so success is possible in the present and future.

PHONE INFORMATION

Johnson Crossing Academic Center / Attendance / Spanish Interpreter	(402) 721-2003/(402) 721-2004
Principal - Jeff Manka	(402) 721-2003
Assistant Principal - Carrie Alvarez	(402) 721-2003
Dean of Students - Kylee Neville	(402) 721-2003
Guidance Office - Angel Filter	(402) 721-2040
6th Grade Counselor - Mike Maxwell	(402) 721-2044
5th Grade Counselor - Gretchen Golladay	(402) 721-2089
School Social Worker - Bailey Grubb	(402) 721-2003
Nurse's Office - Jamie Vanek	(402) 721-2065

FREMONT PUBLIC SCHOOLS DISTRICT LEADERSHIP

Superintendent	Dr. Brad Dahl	(402) 727-3000
Assistant Superintendent of Business	Dr. Chris Loofe	(402) 727-3000
Assistant Superintendent of Teaching & Learning	Kate Heineman	(402) 727-3000
Executive Director of Secondary Operations	Scott Jensen	(402) 727-3000
Executive Director of Elementary Operations/Human Resources	Dr. Jen Robinson	(402) 727-3000

FPS SCHOOL BOARD

Todd Hansen	Sandi Proskovec	Pam Murphy
Jon Ludvigsen	Mike Petersen	Terry Sorensen

TIGER FIGHT SONG

"We're the Fremont Tigers. Tigers are we. We'll stick together. For our team will lead us on to victory. Wherever we may wander North, South, East or West. We know the Fremont Tigers are the Best. We are the Best – Yes."

MESSAGE FROM THE JCAC ADMINISTRATIVE TEAM:

Welcome to Johnson Crossing Academic Center! We are excited about the opportunities that await our students as they learn, grow, and develop throughout the year. The staff at Johnson Crossing Academic Center is committed to providing a safe, supportive, and engaging learning environment where every student can be successful.

At JCAC, we believe that student success is strongest when students, parents, and school staff work together as a team. Open and ongoing communication between home and school is essential. We encourage parents and guardians to stay involved, ask questions, and partner with us as we make decisions that are in the best interest of each student.

Daily attendance is one of the most important factors in a student's academic success. Every day of learning matters. Regular attendance helps students stay connected to their teachers, build positive relationships with their peers, and fully participate in the educational opportunities available to them. We encourage all families to make attendance a priority and work with us to ensure students are present, engaged, and ready to learn each day.

Our building-wide expectations are simple and guide everything we do:

- Be Respectful
- Be Responsible
- Be Safe

These expectations help create a positive school culture where students feel valued, supported, and prepared to succeed both academically and socially.

If you ever have questions, concerns, or need assistance, please do not hesitate to contact us or visit Johnson Crossing Academic Center. We are here to help and support you throughout the school year.

We look forward to a fantastic year filled with engaging learning opportunities, meaningful experiences, and strong, positive relationships between students, parents, teachers, and staff.

It's always a great day to be a Fremont Tiger!

Fremont Public Schools

2026-2027 Johnson Crossing Academic Center Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week
8/5 - • Includes 2 weather make-up days
8/5 - (PD/Work)
8/5 - • Includes 3 days of Prof. Dev.
8/5 - (PD/Work/Opening Session)
8/12 - First day of school
8/12 - • K-8 Noon Dismissal

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/29 - JCAC Parent/Teacher Conferences

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

10/1 - JCAC Parent/Teacher Conferences
10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff
10/14 - 1/2 PD Day, 1/2 Work

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

11/9 - No School: Staff PD Day
11/25 - No School: Thanksgiving
11/25 - Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff
12/18 - 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
12/21 - • (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff
1/4 - 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day
1/26 - JCAC Parent/Teacher Conferences
1/28 - JCAC Parent/Teacher Conferences

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

FEBRUARY 2027

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff
3/12 - 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
3/24 - • (3/24-3/29)

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
5/20 - • End of Quarter 4
5/20 - • Early Dismissal (Noon)
5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
- Q1:40
- Q2:43.5
- Q3:44
- Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days | No School | No Students | P/T Conferences | Special Events

JOHNSON CROSSING ACADEMIC CENTER DAILY CLASS SCHEDULE

All doors open at 7:00 a.m. and school begins at 7:55 a.m. Dismissal is at 3:15 p.m. JCAC operates on a 7 period schedule. Students are to leave the building and school campus immediately after dismissal unless under the direct supervision of school staff. The main office closes at 4:30 p.m. every day.

7 Period Bell Schedule:

1st Period (60 minutes)
7:55 - 8:55

2nd Period (60 minutes)
8:58 - 9:58

3rd Period (60 minutes)
10:01 - 11:01

4th Period (60 minutes)
11:04 - 12:04

5th Period (60 minutes)
12:07 - 1:07

6th Period (60 minutes)
1:10 - 2:10

7th Period (62 minutes)
2:13 - 3:15

***Passing Periods
3 minutes

Lunch/Recess Schedule:

Team 5A — 11:34 - 12:04

Team 5B — 11:34 - 12:04

Team 5C — 11:04 - 11:34

Team 5D — 11:04 - 11:34

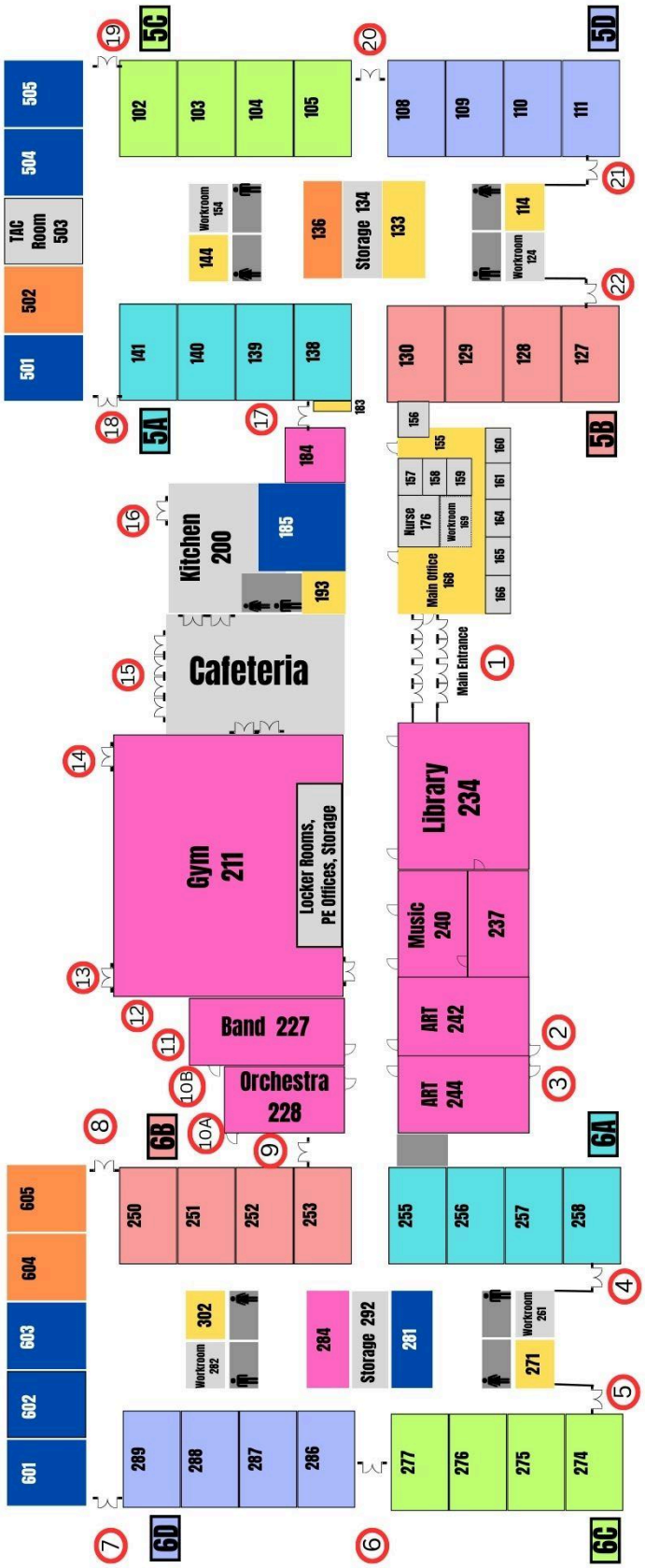
Team 6A — 12:07 - 12:37

Team 6B — 12:07 - 12:37

Team 6C — 12:37 - 1:07

Team 6D — 12:37 - 1:07

Johnson Crossing Academic Center Map



Inclement Weather Information

The following are basic procedures to follow when closing school for inclement weather conditions or other conditions forcing us to not hold school. This includes, but is not limited to, storms, tornadoes, and hot/humid conditions. The decision to close school will be made by 6:15 am.

Notifications will be sent through ParentSquare. Closing information will also be posted to district social media, the district website, KMTV, WOWT, KETV TV stations and KHUB and KFMT radio stations.

JCAC GUIDELINES/PROCEDURES

Academic Honors:
The following academic honors are available to all students providing they meet the identified criteria.

Honor Roll – Any student earning a 3.75 cumulative GPA for a quarter is eligible for Honor Roll.

Academic Integrity: [See also Board Policy]
Academic integrity is a fundamental value of teaching, learning, and behavior. Maintaining high standards of academic integrity ensures the sustainability of the educational process. Therefore, students are expected to commit to and be responsible for demonstrating fundamental values, even in the face of adversity. The following activities show a lack of academic integrity: cheating, collusion, falsifying records, lying, plagiarism (including electronic), alteration of materials, forgery, and providing or using external assistance relating to an examination, test, quiz, or daily assignment, without the expressed permission of the teacher, including looking at another student's work, sharing answers, or copying another student's work or any act designed to give unfair academic advantage to the student. Cheating may result in possible disciplinary consequences outlined in this handbook and may include the loss of class (or assignment/exam) credit. Using artificial intelligence (AI) to generate work bypassing the learning process and owning it as one's work constitutes a breach of academic integrity.

Accidents:
If a student is involved in an accident during school hours, please contact the nurse or a school administrator.

Attendance:
Regular attendance is required by state law and is the responsibility of parents as well as students. Students with excessive absences, twenty (20) or more per school year, may be required to verify that absences are a result of medical illness or extraordinary circumstances. Information and recommendations from teachers, guidance counselors, and/or administrators will also be submitted for consideration. Days absent from school due to disciplinary suspension or in-house suspension will not be considered absences. Any work missed due to an absence must be made up in the time specified by each teacher. This may require doing additional work after school. The accumulation of more than twenty (20) days may be referred to the school district's social worker and the County Attorney.

Signing a Child In and Out of School:
Students who arrive late to school or who were absent are expected to have a note or other form of communication from a parent/guardian to explain the attendance issue. If a parent/guardian needs to sign a student out of school before dismissal time, this must be done through the office. Parents are not to proceed directly to classrooms. The school will only release children to those adults designated by parents/guardians, law enforcement officials, or appropriate personnel from social services agencies. Any limitations, such as a court order, restricting contact with a parent must be reported to the Principal or Assistant Principal and a copy of the order must be provided.

Attendance Procedure:

Attendance is recorded on a class by class basis. A student could be absent for his first class but present for his second class, such as when a student arrives late to school.

UNDER NO CIRCUMSTANCES IS A STUDENT TO LEAVE SCHOOL DURING THE SCHOOL DAY WITHOUT PERMISSION FROM THE PRINCIPAL, ASSISTANT PRINCIPAL, OR SCHOOL NURSE.

When absences arise, please follow these procedures below:

- ***Planned Absence***: If a student knows of an upcoming absence, prior arrangements should be made by bringing a note signed by a parent to the attendance office, stating the date and reason.
- ***Unexpected Absence***: Parents should report the absence by calling 402-721-2004 to avoid an "unverified" absence. Students should report to the Attendance Office when returning to school following an absence. A note from home is not necessary if parents/guardians have notified the attendance secretary by phone.

·***Appointments During School Hours***: When possible, dental, medical, and personal appointments should not be scheduled during school hours. However, when it is necessary, permission to leave for such appointments will be granted when the office is given a note from parents and/or an appointment card. Students will be expected to be in school before and after such appointments when possible.

·***Unexcused or Truancy***: A "truancy" is an absence from all or a portion of the school day for which a parent or guardian has not given permission. An "unexcused absence" occurs when a student is absent from all or a portion of the school day but the reason for the absence is not considered to be valid. A student, for instance, who oversleeps would be considered unexcused if a parent or guardian verified the absence. It would be truancy if the student did not provide any parental verification. "Skipping" all or part of a class will be treated as a truancy.

·***Tardiness***: Students are expected to be in their assigned rooms on time. A "tardy" is issued to students who are less than five minutes late to class. A student late to first period must get a tardy slip from the office. For other periods, students should report directly to class and the teacher will record the tardy. Excessive tardiness to school will be referred to the Assistant Principal.

Reporting Excessive Absenteeism to the County Attorney.

The school may report to the county attorney of the county in which the student resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per year. The school shall notify the child's family in writing prior to referring the child to the county attorney. **[See also Board Policy]**

Automated External Defibrillators:

Fremont Public Schools and the Fremont Public School Foundation have partnered to provide each building with AEDs (Automated External Defibrillators). These AEDs provide medical intervention in the event of cardiac arrest. Designated staff, certified in CPR/AED, or others may utilize an AED should the need arise. The use of AEDs is to be in accordance with Health and Human Services AED Protocol.

Behavior/Conduct

Johnson Crossing Academic Center utilizes a Multi-Tiered System of Support (MTSS) to teach, reinforce, and correct student behavior. This system was created using the Positive Behavior Intervention Supports (PBIS) framework.

Positive Behavior Intervention Supports (PBIS) is a proactive systems approach to put behavioral and social strategies in place for all students while building support for those at risk. PBIS methods are research based and proven to significantly reduce the occurrence of problem behaviors in schools.

PBIS is a three-tiered system of support:

- Tier 1: Universal/primary prevention strategies are implemented school-wide and classroom wide.
- Tier 2: After the universal/primary strategies are in place, some students could need more intensive efforts.
- Tier 3: With the other two tiers in place, there may be a small percentage of students who require specific, individualized behavioral interventions.

PBIS is currently being implemented in all FPS schools, pre-kindergarten through high school. Each building has a matrix of overarching expectations, and specifically what those expectations look like in each area of the building (see example below.) These skills are taught and reinforced to students daily. Educators are working to catch students doing these things correctly, and look at misbehavior as an opportunity to reteach and practice.

PBIS focuses on establishing school environments that support the long-term success of effective practices. PBIS aims to be proactive when dealing with behavior. When we teach and support students in learning the expectations, fewer misbehaviors occur.

Schools, prekindergarten through high school, that implement and consistently use PBIS find many benefits. Some of these benefits include improved school climate, improved student achievement, reduced suspension and referral rates, and increased attendance.

*If you feel that your child needs more intensive support, please reach out to your child's classroom teacher or school counselor.

JOHNSON CROSSING ACADEMIC CENTER STUDENT EXPECTATIONS



	ALL SETTINGS	HALLWAY	LOCKERS	LUNCHROOM	RESTROOM	RECESS	CLASSROOM
Be Safe	• Keep hands and feet to yourself • Walk single file	• Walk	• Walk	• Carry the tray with two hands • Walk	• Walk • Wash your hands	• Use equipment appropriately • Walk	• Walk
Be Responsible	• Use school materials appropriately • Use appropriate language • Be prepared • Be on time	• Use appropriate voice tone	• Use appropriate voice tone	• Clean up your area • Use appropriate voice tone • Sit on seat with feet on the floor, facing table	• Flush the toilet • Respect other's privacy	• Stay in the boundaries • Wait your turn • Play by the rules during all games/ activities • Show sportsmanship	• Raise your hand if you need help • Return to class promptly
Be Respectful	• Include others • Follow instructions • Use kind words and actions	• Use soft voices	• Use soft voices	• Use soft voices • Sit on seat with feet on the floor, facing table	• Respect other's privacy	• Wait your turn • Play by the rules during all games/ activities • Show sportsmanship	• Let others focus on their work

Possible Inappropriate Behavior Consequences:
Students must recognize that all behaviors have consequences. Consequences assigned will involve a teaching component to support students in learning appropriate behaviors and may include one or more of the following:

1. After School Detention: As a consequence for receiving an inappropriate behavior referral or excessive tardies, a student may be assigned an after school detention from 3:25 – 4:30 (5:00) P.M. The number of after school detention assigned will depend upon the frequency, duration, and intensity of the inappropriate behavior.
2. Lunch Detention: As a consequence for receiving an inappropriate behavior referral or excessive tardies, a student may be assigned a lunch detention.
3. Restitution: Paying for loss, damage, or injury.
4. In-School Suspension: Exclusion of a student from attending regular classes; students assigned to in-school suspension report to a designated room at school, are supervised by school staff members, and complete schoolwork in order to keep up with their academic classes. Students assigned to in-school suspension may not participate in any school activities, unless approved by school administration.
5. Short-term Out-of-School Suspension: Exclusion of a student from attendance in all schools within the district for a period of up to five school days. Suspended students may not participate in any school activities and are not allowed to be on school property, except to pick up assignments or to complete assignments after regular school hours.
6. Long-term Out-of-School Suspension: Exclusion of a student from attendance in all schools within the district for a period exceeding five school days and fewer than twenty days. Suspended students may not participate in any school activities and are not allowed to be on school property, except to pick up assignments or to complete assignments after regular school hours.
7. Emergency Exclusion: Any student may be excluded from school if the student's conduct presents a clear threat to the physical safety of himself, herself, others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.
8. Expulsion: Exclusion of a student from attendance in all schools within the district for the remainder of the semester in which the expulsion took effect and potentially the next full semester to the extent permitted by the Nebraska Student Discipline Act.

Note: Police may be contacted whenever a student has allegedly been involved in any illegal activity, and charges may be filed by the Johnson Crossing Academic Center Administration.

- **Bullying:**
  Bullying is behavior where one person or group engages in harmful action towards another person or group acting on a real or perceived imbalance of power or view of superiority. The behavior may include verbal (e.g. teasing, or name-calling) and physical aggression (e.g., hitting, pushing, threatening, excluding or ignoring, spreading rumors, or taking, defacing, or destroying the others' property). **[See also Board Policy]**
- **Conduct in School Building and at School Activities:**
  Conduct yourself with dignity in all places. Remember this is your school and that your conduct as individuals makes possible all the privileges and freedoms which are granted. Violation of school rules at school activities will result in discipline procedures as outlined in Code of Conduct policies for competition or performing groups. **[See also Extracurricular and School Activities Policy]**
- **Assembly Programs:**
  During programs in the gymnasium, decency in conduct is expected from each student. Good manners demand attentiveness of students, not conversation with friends or some other disturbance. Remember that you have an obligation to show respect to all who are present. Failure to conduct yourself in an acceptable manner will result in your removal from assembly programs.
- **Forgery:**
  Disciplinary consequences may be assigned to students who forge or alter a note, medical form, or pass.
- **Gangs:**
  Possession, use, distribution, display, or sale of anything that suggests, implies, or is associated with gangs or gang activity will not be tolerated. This includes soliciting others for membership in any gangs; any symbols, gestures, tattoos, graffiti, or clothing suggestive of gangs as identified by the Fremont Public Schools.
- **Harassment:**
  Harassment of any kind (the act of systematic and/or continued unwanted and annoying actions of one person or a group directed at another person or group, including threats and demands) is unacceptable in Fremont Public Schools. **[See also Board Policy]**
- **Threats-Intimidations:**
  A student who in any way threatens or intimidates another student or employee for any reason infringes upon that individual's right to attend school or work free from these kinds of abuses. Reports of this kind of activity to the office shall be investigated and, if proven to be true, will result in disciplinary action and may be referred to law enforcement.
- **Insubordination:**
  If a student is insubordinate, argumentative, confrontational, challenges authority, leaves the classroom without permission, or displays an attitude which disturbs/disrupts the teaching/learning process, the student will be subject to disciplinary action.
- **Make-up Work:**
  Students will have two (2) days to make up work for each day of excused absence. In the case of a known absence, family vacation, athletic event, etc., work shall be completed prior to the student leaving. Individual arrangements shall be made with each teacher.
- **Make-up Work During Suspension:**
  The guidelines for make-up work and tests during the time when a student is on suspension are as follows: Students will be given an opportunity and must assume responsibility for making up work, including tests, missed during suspension. A grade will be recorded for all work completed. Classes missed while a student is suspended will be waived in regard to the attendance requirement. Students on suspension may not be on district property during the suspension and may not participate in school activities.
- **Mutual Respect:**
  Individuals associated with Johnson Crossing Academic Center will treat students, parents, and other members of the public with respect and will expect the same in return. We encourage mutual respect in all forms of communication: telephone calls, conversations, voice-mail messages, face-to-face conversations, written letters, and/or e-mail message

Bicycles/Scooters/Skateboards:
All bicycles are to be placed in designated bike racks on the west sides of the building. Bikes are to be secured with locks. Bicycle safety rules must be followed when entering and leaving the school campus. Bicycles, skateboards, and /scooters must not be ridden on school property except as transportation to and from school. The school is not responsible for stolen or damaged property, but may provide appropriate consequences for any identified vandalism or theft on school grounds.

Book Bags/Backpacks:
Students may carry book bags to and from school and place them in their locker once school begins. Clothing and bags for physical education or sports are to be kept in locker room lockers. Large purses or other bags may be disallowed in classrooms if they are too large to place under the desk and/or present a safety hazard.

Books and Book Fines:
Books and technology tools are loaned to students by the taxpayers of the district. Students are expected to take good care of these items and return them in good condition. Fines for misuse or replacement occur if these tools are damaged or lost. Lost or damaged library materials must be paid for in order to maintain all library privileges.

Building Hours:
Johnson Crossing Academic Center does not provide supervision by staff before 7:00 AM and after 3:30 PM.

Care of School Property:
Students will be required to pay for any unnecessary and/or deliberate or defacing damage to school equipment or property. Violators will be subject to disciplinary action and, if damage occurs, will pay for replacement or repair of equipment or property.

Change of Information:
To keep school records up to date, report any change of address or telephone number to the office immediately. This includes changes in work numbers or emergency numbers. This information is used when emergency situations arise, such as illness, injury, etc.

Closed Campus:
JCAC has a closed campus for all students. Students are not to leave the building without permission from the office and may not leave during the lunch period. Students who leave the building without prior approval from the office may be considered truant.

Complaints:
Constructive criticism of the school or its employees, including federal programs, is welcome when it is motivated by a sincere desire to improve the quality of the educational program to equip the schools more effectively for the tasks they are designed to perform. Complaints and communications shall be initiated in the following manner:

1. The parent should first discuss the matter with the teacher.
2. If the problem is not resolved at this level, an appeal may be extended to the Principal.
3. If the problem is not resolved at this level, an appeal may be extended to the Superintendent [may be asked for in writing].
4. The next level of appeal is the Board of Education, through the President in writing [no anonymous correspondence may be considered officially by the Board].

Copyright Protection:
The fair use of a copyrighted work, including such use by reproduction in copies or by any other means specified by that section, for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship, or research, is not an infringement of copyright. In determining whether the use made of a work in any particular case is a fair use, the factors to be considered shall include:

1. The purpose and character of the use, including whether the use made of a work is of a commercial nature or is for nonprofit educational purposes.
2. The nature of the copyrighted work.
3. The amount and substantiality of the portion used in relation to the copyrighted work as a whole.
4. The effect of the use upon the potential market for or value of the copyrighted work.
5. The fact that a work is unpublished shall not itself bar a finding of fair use if such finding is made upon consideration of all the above factors.

Counseling Department:
All Johnson Crossing Academic Center students are assigned a counselor who is primarily concerned with their social, personal, and academic development. The counselors also provide guidance on courses and career choices. In addition, they work closely with teachers and parents on behalf of students. Students may visit with their counselors before or after school or during WIN Time. Parents may contact the Counseling Department for any questions related to concerns about their student's academic or personal/social/issues. Any questions about placement, testing, or progress should begin with the school counselor.

Behavioral Health Point of Contact:
Fremont Public Schools assigns a Behavioral Health Point of Contact for each school building. These individuals have knowledge of community behavioral health service providers and other resources available for students and families. The following is a list of contacts and their assigned buildings:

- Lauren Edgecombe – JCAC, Washington, Bell Field, Grant
- Bailey Grubb – JCAC, Linden, Milliken Park, Howard, Birth-3
- Nathan Collier – FHS/LC, Deer Pointe, Pathfinder/YAP/Independent

Display of Affection: [Inappropriate Public Display of Affection (PDA)]
A school setting is not an appropriate place to display overly affectionate behavior. This includes body contact such as walking arm-in-arm, embracing, making out, or kissing. Your cooperation is appreciated.

District Crisis Team:
The purpose of the Crisis Response Team is to provide direction and support to students, staff, and community following the sudden death, suicide, or other tragic events involving a student or staff member. Please contact your counselor if you become aware of such events.

Dress Code: [Also see Board Policy]
The atmosphere of the school is dedicated to the business of learning. Student appearance contributes to a positive atmosphere. Any clothing that detracts from the educational process or that is offensive in nature is prohibited. The following guidelines have been established to assist students in determining what is proper attire.

- Clothing that shows an inappropriate amount of bare skin or underwear or clothing that is too tight, revealing, or baggy, or tops and bottoms that do not overlap, or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
- Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
- Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage "horseplay" or that would damage property (e.g. cleats).
- Head wear including hats, caps, bandannas, and scarves.
- Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.
- Clothing or jewelry that is gang related.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the student is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration. Further, students will also be permitted to wear attire, including religious attire, natural and protective hairstyles, adornments, or other characteristics associated with race, national origin, or religion, as long as the attire does not interfere with the educational process and does not endanger another person, as determined by the administration.

No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin. No school staff shall permanently or temporarily alter or cut a student's hair.

The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school's guidelines, the student should contact the Principal for approval and may also review such additional postings of prohibited items or grooming which may be available in the Principal's office.

A student dress code violation will be treated as a minor rule violation and may not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy. **[See also Board Policy]**

Electronic / Technological Devices:
An electronic device policy at school is essential to ensure students and teachers are able to enjoy the instructional benefits associated with using technology, while also ensuring the electronic devices don't become a distraction from learning."Electronic devices" include, but are not limited to, cell phones, iPads, tablets/laptop computers, digital watches, earbuds, headphones, AirPods, video game devices, and other electronic or battery-powered instruments which transmit voice, text, or digital data from one person to another.

Electronic devices (except school-issued chromebooks) **are NOT allowed at JCAC from 7:55-3:15. During school hours, if a student has a personal electronic device, the device should remain in the student's bookbag/locker. Students are NOT allowed to have electronic devices in the classroom, during lunch, in the hallway, or in the restroom** except when specifically approved in advance by a school building administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a cell phone to participate in an online quiz, student use of a laptop computer for a class presentation, etc.).

Students shall not use electronic devices for:

- Activities which disrupt the educational environment
- Illegal activities in violation of state or federal laws or regulations
- Unethical activities, such as cheating on assignments or tests
- Immoral or pornographic activities
- Activities in violation of Board or school policies and procedures relating to student conduct and harassment
- Recording others (photographs, videotaping, sound recording, etc.) without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public
- "Sexting;"
- Activities which invade the privacy of others

Personal electronic device violations will result in the following consequences:

- 1st Violation = Teacher takes the device from the student. The student gets it back from the teacher at the end of the day.
- 2nd Violation = Teacher turns the device into the main office. Parent/guardian or designated adult must pick up from the main office.
- 3rd Violation = Teacher turns the device into the main office. Parent/guardian or designated adult must pick up from the main office. The student serves an after school detention.
- 4th Violation = Teacher turns the device into the main office. Parent/guardian or designated adult must pick up from the main office. The student is no longer allowed to have the device at school.
- 5th Violation = The student will serve one day of ISS for insubordination.

Johnson Crossing Academic Center is not responsible for the security and safekeeping of students' electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.

Emergency Procedures:

All classroom locations have posted exit plans for use in evacuation drills and tornado (or other disaster) situations. Practice drills are held during the year to familiarize students with emergency plans. Johnson Crossing Academic Center has an emergency plan to deal with crisis and will cooperate fully with community civil defense procedures. In the event of the need to evacuate the building, an alternate site is available and plans are in place to release students safely to parents.

- **Lockdown:**
  Faculty members will explain the evacuation procedure for each classroom at the beginning of the year; these instructions will be posted.
- **Evacuation (fire):**
  Faculty members will explain the evacuation procedure for each classroom at the beginning of the year; these instructions will be posted.
- **Shelter (tornado):**
  Faculty members will explain the shelter procedure for each classroom at the beginning of the year. These instructions will be posted.
- **Bus Evacuation:**
  Transportation members will explain bus evaluation procedures for students at the beginning of the year.

Standard Response Protocols:

Fremont Public Schools uses the action-based framework of the Standard Response Protocol to manage emergency situations.

IN AN EMERGENCY
TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS
Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS
Close and lock the door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS
Return to inside of building
Do business as usual

TEACHERS
Bring everyone indoors
Lock outside doors
Increase situational awareness
Do business as usual
Take attendance



LOCKDOWN! Locks, lights, out of sight.

STUDENTS
Move away from sight
Maintain silence
Do not open the door

ADULTS
Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS
Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS
Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS
Use appropriate safety strategy for the hazard

Hazard	Safety Strategy
Tornado	Evacuate to shelter area
Hazmat	Seal the room
Earthquake	Drop, cover and hold

ADULTS
Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults

Expenses/Fees: [Also see Board Policy]
To help you plan to meet the expenses that can be part of your participation in school classes and activities you choose, you will find listed items in the Fremont Public Schools fees board policy.

Flower/Gift Deliveries:
Flowers/gifts that are delivered/brought to JCAC will remain in the main office. Students may pick-up from the main office at the end of the school day.

Food/Beverages:
Food and beverages are allowed at school unless they cause a disruption or distraction to the learning environment. However, food is not allowed in the classroom unless the student has permission from the teacher. Students may carry water bottles with them to class, but the only beverage allowed in the classroom is water.

Forgery:
Disciplinary consequences may be assigned to students who forge or alter a note, medical form, or pass.

Fund Raising:
Only approved fund raising projects by school organizations may sell or take orders in the school.

Grading:

1. Grades will be reported in all core subjects using traditional grade reporting in alignment with Fremont Middle School and Fremont High School. We will continue to only grade work/assessments that are tied directly to state standards. This gives us a system that grades based upon proficiency on state standards and reports out in a traditional manner.

2. Retakes are offered and encouraged for all students. Each student is guaranteed the ability to retake one assessment per quarter in each content area. Any additional retakes are at the discretion of the individual teacher. If a student is failing the class and fails the assessment, the student is expected to retake the assessment. To be included in that current quarter grade, students must complete the retake prior to the last week of the quarter. Students will be assigned the highest score earned during the retake process.

3. Even though it is extremely important that students stay current with assigned work, late work will be accepted. Zeros can be used as a placeholder throughout the quarter to show students how it impacts the grade. Zeros will not be used in the final grade unless the student fails to make arrangements with the teacher to complete the work prior to the end of the quarter.

4. Formative assessments can count as a maximum of 20% of the final grade. Formative assessment means information gathered and reported for use in the development of knowledge and skills. Formative assessments would include practice and homework. Summative assessments can count as a minimum of 80% of the final grade. Summative assessment means information gathered and reported for use in judging the outcome of that development. Summative assessments would include projects, quizzes, and tests.

5. Grading Scale Grade Percentage **A** 90-100 **B** 80-89 **C** 70-79 **D** 60-69 **F** 59-Below

6. Explore Classes (Art, Music, PE, Integrated Technology) are Graded Pass/Fail **Pass** 60-100 **Fail** 59-below

Homework:

Homework is an extension of the classroom and provides opportunities to practice new skills. Students who continually fail to meet homework obligations may be required to come in during lunch for a teacher. Continuing issues with homework and failure to make progress may be referred to an administrator. Students who participate in extracurricular activities, such as music and sports, are expected to complete missed work in advance of their events.

Testing:

Throughout the school year, students take a variety of assessments to gather information about their academic proficiencies and to comply with state and federal mandates. Students also take nationally norm-referenced tests (which compare students across the nation and locally), NWEA-MAP tests two times a year, and a state test in the areas of language arts, math and 8th grade science.

Hall Passes:

JCAC utilizes Securly Pass, an electronic pass system. Students are limited to a certain number of passes per school day. No student shall be in the hallways during regular class time without permission/a pass from the staff member in charge of the student at that time. This includes trips to the restroom, media center, and/or offices, as well as any place other than the room to which the student is assigned. Passage shall be by the shortest and quickest route practical without stopovers and without disturbing/distracting other classes in session.

Law Violations:

Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student's maturity, mental capacity, and behavioral disorders, where applicable. When appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.

When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Lockers:
The office makes locker assignments and students are to use only the locker assigned to them. Each locker has its own combination lock. The combination is located on student class schedules. Bookbags, books, other school supplies, and outerwear are the only items that should be left in lockers and should be clearly marked for identification purposes. Money and other valuables should not be left in lockers. Students should not share their locker combinations with others for security purposes.

Loitering in or around the School after Dismissal of Classes:
When students have finished their school day and have been dismissed for the day, they are to leave the school or school vicinity immediately. Every student, unless directly supervised by a teacher/staff member, is to be out of the building by 3:30 P.M. Loitering in or around the school or the surrounding school neighborhood is prohibited and may result in behavior consequences.

Lost and Found:
Any article found on school grounds should be turned in to the lost and found in the office. Be sure to check the lost and found in the office if you have lost something. Items unclaimed may be donated to a local charity or discarded.

Lunchroom/Cafeteria:
Students are expected to report to the cafeteria during lunch. Students may purchase a hot lunch or bring a sack lunch. At no time may a student have fast food (hamburgers, pizza, etc.) delivered to school by a restaurant or brought by a parent. Students bringing sack lunches also eat in the cafeteria and are requested to bring only enough food for their personal consumption. Students may also purchase drinks from the food service staff. Energy drinks are not allowed to be brought in and consumed before/during the school day.

Our district operates a computerized meal account system. Each student is issued an account that can be accessed through a Personal Identification Number (PIN) provided to them. Students should deposit money in their lunch accounts in the morning before school or during their designated lunch time. Parents can obtain account information and a balance at any time by calling the Food Service Accounting Office at 402-727-3111. If parents go to www.myschoolbucks.com you can create an account to keep track of how much money is in your student's lunch account, you can also put money in your student's lunch account using a credit card.

Media Center/Library:
Library hours are from 7:30 a.m. - 3:30 p.m.

Checkout
- Books and magazines are checked out for two (2) weeks at a time and may be renewed as needed unless on hold for another student.
- Students may have up to three (3) items checked out.

Overdue/Lost Items
- Students assume full responsibility for items they check out from the library and are expected to return materials before they become overdue.
- There are no fines for overdue library materials, but repeat offenders will be placed on "alternative reading" status.
- Charges for lost items will be at their original cost; these costs must be paid in full before any further checkout is allowed. Refunds will be issued if the item is returned in good condition.
- Charges for damaged items will be set according to the severity of the damage and further usability of the items.

Alternative Reading Status
- Students who have lost or have overdue materials that have not been returned or paid for have the following options for reading materials:
    - Reading in the library only. No checkout available.
    - Checking out for classroom use only and no materials allowed to go home.

Medical Catastrophic Insurance:
Students participating in any extracurricular activity or practice that is supervised by a coach/sponsor/director are covered by a lifetime/liability medical catastrophic insurance policy. The activity must be approved by the Nebraska School Activities Association. This policy does not take the place of an individual's hospital/medical policy but covers the expenses of long term medical expenses.

Pandemic Plan:
According to the World Health Organization (WHO): "A pandemic is defined as an epidemic occurring worldwide, or over a very wide area, crossing international boundaries and usually affecting a large number of people." It is important to note that there are numerous variables pertaining to pandemics that cannot be determined. The Fremont Public Schools Pandemic Plan includes a system to assist in managing the impact of a pandemic, if one should transpire. The plan focuses on two main strategies which include, sustaining educational functions and reducing the spread of the illness within school facilities. Johnson Crossing Academic Center will work with external health officials and agencies to develop a specific plan of operation. Information regarding educational functions and the school's operation will be communicated with students and families as needed.

Parent/Teacher Conferences:
Parent/Teacher Conferences offer opportunities for discussion of student progress at school and to exchange ideas regarding any academic or behavioral concerns. Parent/Teacher Conferences are important in the development of positive relationships between school and home. Teachers, counselors, and administrators at all levels are urged to schedule informal parent/school conferences whenever noticeable changes occur.

Permanent Records:
Fremont Public Schools use an individual cumulative record, which follows each student from kindergarten through the twelfth grade. This record contains the following:

- Personal data
- Family data
- Health record
- Scholastic record
- Standardized test scores
- Attendance records
- Graduation data

Legislation makes it necessary for you to furnish written authorization for the release of your school records in many circumstances. A form will be offered to students and parents to permit records to be sent to educational institutions or prospective employers. No records will be sent without authorization in circumstances where consent is required. Students' permanent records are not stamped "graduated" until after commencement and when all obligations have been met.

Physical Education (PE):
All students must participate in physical education unless excused for medical reasons with a note from a doctor. The physical education teacher reserves the right to require an examination by the school nurse regarding participation.

- Requirements for Physical Education
    - Non-marking tennis shoes – no platforms or backless shoes
    - Students are expected to participate each time they have P.E. class.

Posters and Advertising:
Only posters and advertising promoting our school activities may be displayed on our campus. Posters/signs must be placed only in designated places and not be placed on painted or varnished surfaces. The tape removes the surface. Poster/signs promoting activities of worthwhile non-profit organizations such as churches, YMCA, charity drives, etc. can be displayed on a limited basis. These posters/signs must be approved by the Principal/Assistant Principal before being posted. All signs/posters are to be taken down as soon as possible after the activity is complete.

School Bus Expectations:
Students, parents/guardians, bus drivers, and school officials must work together to provide for the safe transportation of students. The school buses, bus stops, and all other forms of transportation provided by the district, or provided to or from a school activity are considered school property. Students are to follow district expectations while waiting for, entering, and riding district transportation.

Students who ride a Fremont Public Schools (FPS) bus will be required to carry and scan a Zonar badge each time they board the bus. This system has been implemented to enhance the safety and security of all students by allowing accurate tracking of students riding the buses. Students are expected to have their badge with them daily and use it consistently when entering the bus.

Fremont Public Schools endorses and uses a tiered system of support that focuses on teaching appropriate student behavior, and uses a continuum of strategies to reinforce positive behavior and correct student behavior.



Fremont Public Schools
Bus Expectations

Be Responsible	Get on and off the bus in an orderly manner Keep bus clean & take all personal items with you Use technology appropriately
Be Respectful	Follow adult instructions Treat all equipment and property appropriately Raise your hand to get the attention of the driver or aide Treat fellow bus riders with kindness
Be Safe	Stay seated with hands and feet to self Use appropriate language and voice volume Respond appropriately to all signals from bus driver and aide

Bus Safety Procedures, Routines, and Expectations
Expectations will be maintained at all times in order to have the safest possible ride to and from school. Whenever the driver must redirect his attention from his duties of driving the school bus, danger does exist. The following expectations have been developed to help ensure safe transportation for your child. If you have any questions or concerns, please call the Transportation Department at 402-727-3017.

Parents/Guardians are responsible for:
- The safety of their children going to and from the pick-up points.
- Seeing that their child meets the bus at the scheduled time.
- Discussing and promoting bus safety at home with their child.

Before boarding the bus students are expected to:
- Be on time at the approved bus stop.
- Wait at the school bus loading area and at the regular bus stop.
- Wait until the school bus stops before approaching to board the bus.

While riding the school bus students are expected to:
- Follow adult instructions
- Treat fellow bus riders with kindness
- Use technology appropriately
- Use appropriate language and voice volume
- Stay seated with hands and feet to self
- Remain quiet while the bus is crossing railroad tracks
- Keep the bus clean & take all personal items with you (Food and beverages are not appropriate for daily routes)
- Treat all equipment and property appropriately, report any seat or bus damage to the driver immediately
- Use the emergency doors only if an emergency exists (Assigned seating may be used to help students meet these expectations)

When leaving the bus students are expected to:
- Get on and off the bus in an orderly manner
- Unload at the assigned and approved school bus stops
- Wait for the driver's signal before walking behind or in front of the bus
- Go directly from their bus stop to their home

<u>School Nurse</u>:
The nurse's office is located in the main office for students with health problems or who become ill. The nurse does not prescribe medications or make diagnoses. Students should not stop at the nurse's office without written permission from a teacher unless it is an emergency. The nurse will make determinations about student health issues and contact parents when a student needs to be sent home due to illness or injury. Students are not to contact parents about going home without a meeting and decision by the nurse. The nurse should be contacted by parents to update her on any health issues or medications affecting their student at school. When a child is absent for any reason, please call the school.

No student should be sent to school with a fever of 100 or greater, vomiting (even once) or diarrhea. They should not return to school until they are symptom free for at least 24 hours WITHOUT the use of fever reducing medications (Tylenol or ibuprofen). Giving Tylenol or ibuprofen the morning before school could spread communicable illness to others, and should NOT be done to mask fever.

This means the student will be expected to stay home the day of the fever, AND the day AFTER the fever. Please consult the school nurse if you have questions.

When medications (such as antibiotics) are prescribed by a doctor, every effort should be made to take the necessary doses during out-of-school hours. If it is necessary to take medications during school hours, the following regulations are necessary for the safety of all children:

- A physician/dentist/APRN/PA's authorization and written parent/guardian authorization is required for all prescription medication. The prescriber's authorization may be on the pharmacy label attached to the original container or a separate prescription provided to the nurse's office.
- A written parent/guardian authorization is required for all non-prescription medication. All medications will be safeguarded by the principal or school nurse and given by the person so designated. This includes over-the-counter medication such as Ibuprofen, Tylenol and cough medications.
- Qualified students may be allowed to carry an asthma inhaler or Epinephrine injector for severe allergies with proper permission. This includes a CARE PLAN AND MEDICATION PERMIT signed by BOTH the parent/guardian AND the prescriber (physician, PA, APRN)
- Medication brought to school must be given to the school nurse at the beginning of the school day and medication must be kept in the nurse's office. This includes Tylenol, cough medicine, etc.
- Students are not to share medication with other students.

If your child must have medicine at school, we ask that you do the following:

- Over-the-counter medication must be in the original container and labeled with the child's name. The permission slip must include the name of the medicine, the dose to be given, the time it is to be given, and the route of administration.
- Prescription medication must be in the original container from the pharmacy and must be labeled with the child's name, the name of the medication, the dose to be given, when it is to be given and route of administration. The label must also include the doctor's name and be currently dated.

The use of essential oils in school will follow the FPS medication administration policy for non-prescription medication.

MEDICATION IN BAGS OR ANY OTHER FORM OF "HOME PACKAGING" WILL NOT BE ADMINISTERED. Permission slips are available at school or online on the FPS website. Expired medication will not be accepted by the school. Medication orders must be renewed every school year.

Students returning to school after being ill with communicable diseases such as strep throat, chicken pox, ringworm, scabies, impetigo or head lice are to check with the school nurse prior to attending classes. In the case of sudden illness or injury, every attempt will be made to notify a parent or guardian. If it is deemed necessary, the ill or injured student will be transported to the hospital by the safest means possible. Students who are sent home because of illness will be assumed to be unable to participate in any sport or extra-curricular activity after school.

School Resource Officer:

The purpose of School Resource Officer (SRO) is to enhance the relationship between local law enforcement, students, parents, and staff. The officer will perform a variety of professional and technical police work and necessary investigation for the protection of life, safety, health, welfare and property. All local, state, and federal ordinance, statutes and laws will be enforced. There may be occasions when circumstances arise that the SRO will need to provide direct assistance to school personnel. When assistance is requested and/or becomes necessary for law enforcement to become involved, law enforcement procedures and practices will be followed. The officer determines whether the student or students will be questioned, arrested, handcuffed, and/or taken to the police department. Parents will be contacted after the determination is made. The SRO is authorized to access school records on any student, without parental approval, in the course of his/her duties at school.

Searches:

All students are responsible for obeying state law, policies of the Board of Education, and the rules of the school. No student should bring anything to school which is prohibited by statute, policy, or school rule. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. The administration has the authority to search school property, student property (including vehicles), and students themselves when there is reasonable suspicion to believe a student has violated a statute, policy, or rule or that the search may reveal evidence of such violation. In order to maintain orderly and reasonable school operations and student discipline, students have no claim to the right not to allow a search of themselves, their belongings, vehicles, or school lockers if the search is based on a reasonable suspicion that the students themselves, their belongings, or school lockers hold material or substances prohibited by the school or local, state, or federal law.

The student's parent or guardian shall be notified if any prohibited articles or materials are found in a student's locker, vehicle parked on school property, among a student's belongings, or on the student's person as a result of a search conducted in accordance with this policy.

A student's refusal to submit to a search may lead to discipline for insubordination and may also constitute evidence for which the search was being conducted in the first place. For instance, if an administrator has reasonable suspicion that a student has violated the no vaping rule, a refusal to be searched to determine if the student has a vape device will support the conclusion that the student violated the no vaping rule. **[See also Board Policy]**

Secret Organizations:
State law prohibits secret organizations as part of the school program. Secret organizations outside of school are prohibited from bringing any part of their activities on the school grounds or into the building. This includes the wearing of any clothing that identifies a student as a part of a non-school secret organization.

Smoke-Free Environment:
All facilities and/or vehicles owned and operated by the Fremont Public Schools are to be smoke-free and smoking and/or use of all tobacco products is prohibited within those facilities and vehicles. For purposes of this restriction, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect.

Student Announcements for the Daily Bulletin:
Announcements will be read via the PA system at the beginning of 1st period.

Student Council:
Student Council is a group of selected students who foster school spirit within JCAC and our community. Each member of Student Council has the opportunity to actively participate in school-wide activities and promote school pride. Selection of Student Council members takes place during the first weeks of the school year. Student Council members who do not fulfill their obligations may be removed from the organization. All members reapply each year and positions are open to all students.

Student Emergency Information:
It is the responsibility of the parent to notify the school registrar of any changes in the following information: Parent/guardian name/Address/Phone number/Parent/guardian employment location and phone number/emergency contacts and phone numbers. This information must be continually updated for your child's safety in case of illness or injury.

Student IDs:
All students should wear their Student IDs at all times. Student IDs are required for lunch purchases, check out of materials from the Media Center, for checking in and out of school, and for general safety/security purposes. Replacement IDs are $3.00.

Student Handbook:
The student handbook will be emailed to all students at the beginning of the year. The student handbook is located and can be accessed on the Johnson Crossing Academic Center website.

Student Restraint:
As a part of the emergency procedures in place in our schools, any student who poses an imminent risk of injury to him/herself or others may be physically restrained and/or placed in seclusion by school staff in accordance with School Board policies.

Visitors:
JCAC utilizes the Raptor visitor management system. All visitors, including former students, must check in at the main office, announce their purpose for being in the school, present identification, and receive a visitor's name tag. Visitors in the building during school hours must wear the visitor's name tag. For the safety of our students, all visitors that wish to enter classrooms must notify the school Principal of their desire to visit prior to entering the classroom. Visits shall be scheduled. Visits before or after school are strongly recommended.

EXTRACURRICULAR AND SCHOOL ACTIVITIES

Activities/Athletics Expectations:
Because students represent not only themselves, but also their school and community, their actions must reflect a positive attitude toward each other, their opponents, and the requirements of their activity. All students participating in interscholastic athletics or performing under the supervision of JCAC are subject to "Code of Conduct" guidelines. A student athlete or performer may be held out of a contest or performance because of academic failure or a disciplinary violation. Students who are suspended from school are also suspended from any game, practice, performance or any other school activity that might occur during that time period.

Remember extracurricular activities are an opportunity to showcase the talents and hard work of students who choose to participate in an extracurricular activity. Spectator support is great, but when behavior draws attention away from those students who are participating, it becomes inappropriate. Even though many of these events are held after school, school rules and regulations apply.

Students who are serving after school detentions and/or struggled to follow basic directions during the school day, are not eligible to remain on campus for athletic events.

If it is determined that a student in these groups has broken a law, or has been guilty of, or admits to improper conduct, that student may be subject to immediate suspension from the activity. (Improper conduct would include violation of state law; destruction of property; possession or use of alcohol, tobacco, or drugs; or violation of handbook regulations.) Specific information on the Code of Conduct and enforcement will be made available from each coach/sponsor, the Athletic Director, the Assistant Principal, or the Principal.

Athletic Passes:
All JCAC students will be issued a free identification card for building security and identification purposes. This ID allows admission into home athletic events at JCAC and the Middle School. Students may purchase an athletic pass for a yearly/onetime fee of $30.00, which will allow admittance into High School athletic events. A coded sticker will be placed on the back of the identification card if students elect to buy an athletic pass. This athletic pass will not grant students admission into conference, district or state events hosted by Fremont Public Schools.

Students who participate in athletics at JCAC must pay a yearly/onetime fee. This participation fee allows students to participate in any number of activities. See pages 30 for more information on athletic passes and the student fee waiver procedures.

Optional TigerCare Program

Fremont Public Schools - 2026/2027

Tiger Care Program Agreement:
Please read this entire document to determine if this program is needed for you and your student's protection against accidental damage and loss of the loaned Chromebook in your care. Participation in this program is VOLUNTARY. A new application will be needed every school year.

PROGRAM DESCRIPTION: Fremont Public School District offers your student the opportunity to participate in this Chromebook Damage/Loss Cooperative Program. This program is designed to protect students and families in the event the loaned Chromebook is lost, stolen, or accidentally damaged.

COVERAGE AND BENEFIT: This program covers the Chromebook loaned to the student against accidental damage. Total value will be determined by the District at the time of loss or damage. Participants of this program will be allowed three (3) hardware items repaired to the Chromebook , due to accidental damage, at no additional out-of-pocket cost. All repairs after three (3) hardware items repaired will be charged full repair cost to the student.

PARTICIPATION COST: **Participation cost is $30.00* per school year** . In the event of student withdrawal from the District prior to the end of cooperative agreement, participation costs will not be refunded.
*Reduced for students who qualify, and are verified in PowerSchool, for the Free/Reduced Lunch Program, reduced cost is $15.00 per school year.

Damage due to gross negligence or intentional acts will not be covered under this cooperative loss program. Any part intentionally damaged (example: keys removed from keyboard) will be charged at full replacement cost. TigerCare does not apply to intentionally damaged parts.

The following items are not covered by this program: Lost Power Adaptor*.
*Replacements for lost Power Adaptors **must** be purchased from Fremont Public Schools.
The following types of claims are limited to ONE per school year: Chromebook replacement due to loss, theft, extensive accidental damage or any other reason. In the case of total loss resulting in Chromebook replacement, the student will be responsible to pay a $50.00 replacement fee before receiving the replacement Chromebook. Additional replacement Chromebooks, beyond one per school year, will be charged at full replacement cost of $300.00 per device.

In the event the Chromebook is reported STOLEN, Fremont Public Schools will require the student/parent to file a police report and submit a copy to the District in order to receive a replacement Chromebook

In the event the Chromebook is reported LOST, Fremont Public Schools will require the student to write a detailed report explaining how the Chromebook was lost and provide a signed and dated copy (signed by student and parent/guardian) to the District in order to receive a replacement Chromebook.

EFFECTIVE AND EXPIRATION DATES: This coverage is effective from the first day participation cost is received by the District through the first day of school of the following school year, or the date Chromebook is returned in good working order to the District.

Participation is totally voluntary. Students and families are not required to participate in the TigerCare Program to receive a District Chromebook. Refer to page 4 for repair costs without TigerCare participation.

Participation must be renewed each school year.

Optional TigerCare Program
Fremont Public Schools - 2026/2027

PARENT and STUDENT RESPONSIBLE USE AGREEMENT (RUA):

Parent Responsibilities	Student Responsibilities
Your son/daughter has been issued a Chromebook to improve and personalize his/her education. It is essential that the following guidelines be followed to ensure the safe, efficient, and ethical operation of this Chromebook. ● I will supervise my son's/daughter's use of the Chromebook while at home. ● I will discuss our family's values and expectations regarding the use of the Internet at home and will supervise my son's/daughter's use of the Internet. ● I will not attempt to repair the Chromebook. ● I will report to the school any problems with the Chromebook. ● I will make sure that my son/daughter recharges the Chromebook battery nightly. ● I will make sure my son/daughter brings the Chromebook to school every day. ● I agree to make sure that the Chromebook is returned to the school when requested and upon my son's/daughter's withdrawal from Fremont Public School District. ● I understand that my student will not be allowed to bring their personal ● laptop/Chromebook to school. Only school issued Chromebooks may be used at school. ● Any use deemed irresponsible or inappropriate by the District may result in the loss of student's privilege to possess and/or use the Chromebook and may also result in disciplinary or other action.	Your Chromebook is an important learning tool and is for educational purposes only. In order to take your Chromebook home each day, you must be willing to accept the following responsibilities. ● When using the Chromebook at home, at school, and anywhere else I may take it, I will follow the policies of the Fremont Public Schools - especially the Student Code of Conduct - and abide by all local, state, and federal laws. ● I will treat the Chromebook with care by not dropping it, throwing it, getting it wet, leaving it outdoors, using it with food or drink nearby or damaging the Chromebook in any way. ● My Chromebook is my responsibility and will stay in my possession at all times. ● I will honor my family's values when using the Chromebook. ● I will not release personal information to strangers when using the Chromebook. ● I will bring the Chromebook, battery fully charged, to school every day. ● I will keep all accounts and passwords assigned to me secure and will not share these with any other students. ● I will recharge the Chromebook battery each night. ● I will return the Chromebook when requested and upon my withdrawal from Fremont Public Schools.

NO EXPECTATION OF PRIVACY: Because the District owns the Chromebook, students have no expectation of confidentiality or privacy with respect to the device. The District may, without prior notice or consent, log into, view, monitor, and record use of the Chromebook and any corresponding technology tools at any time for any reason related to the operations of the District.

EFFECTIVE AND EXPIRATION DATES: This coverage is effective from the first day participation cost is received by the District through the first day of school of the following school year, or the date Chromebook is returned in good working order to the District.

COVERAGE AND BENEFIT: This program covers the Chromebook loaned to the student against accidental damage. Total value will be determined by the District at the time of loss or damage. Participants of this program will be allowed three (3) hardware items repaired to the Chromebook , due to accidental damage, at no additional out-of-pocket cost. All repairs after three (3) hardware items repaired will be charged full repair cost to the student.

Participation must be renewed each school year.

Fremont Public Schools, Fremont, NE
Chromebook Terms of Use Agreement

One Chromebook and charger are being loaned to the Student/Borrower and are in good working order. It is the Student/Borrower's responsibility to care for the equipment and ensure that it is retained in a safe environment. This agreement also applies to any Chromebook borrowed to the Student/Borrower in the case of repair or any Chromebook issued to the Student/Borrower in the case of replacement.

This equipment is, and at all time remains, the property of Fremont Public Schools of Fremont, NE ("District"), and is herewith lent to the Student/Borrower for educational purposes only.

Student/Borrower may not deface or destroy this property in any way. Inappropriate use of the Chromebook may result in the Student/Borrower losing his/her privilege to use this Chromebook. The equipment will be returned to the school when requested by Fremont Public Schools, or sooner, if the Student/Borrower withdraws from Fremont Public Schools.

The District Property may be used by Student/Borrower only for non-commercial purposes, in accordance with the District's policies and rules, the District's Code of Conduct, as well as, local, state, and federal statutes.

Student/Borrower may not install or use any software other than software owned or approved by the District and made available to Student/Borrower in accordance with this Receipt and Agreement.

A Google Apps for Education account is available for each Student/Borrower to use for appropriate academic communication with other students and staff members. This user account with specific privileges and capabilities has been set up for the exclusive use of the Student/Borrower to which the Chromebook has been assigned. The Student/Borrower agrees to make no attempts to change or allow others to change the privileges and capabilities of this user account.

The Student/Borrower agrees to make no attempts to add, delete, access, or modify other user accounts on the Chromebook and on any school-owned computer.

The Fremont Public Schools network is provided for the academic use of all students and staff. The Student/Borrower agrees to take no action that would interfere with the efficient, academic use of the network.

Identification and inventory labels/tags have been placed on the Chromebook. These labels/tags are not to be removed or modified. If they become damaged or missing, contact tech support for replacements. Additional stickers, labels, tags, or markings are not to be added to the Chromebook.

Nebraska statute allows the District to obtain reimbursement from, or on behalf of, students for any damage to, loss of, or failure to return school property. Student/Borrower acknowledges and agrees that his/her use of the District Property is a privilege and that by Student/Borrower's agreement to the terms hereof, Student/Borrower acknowledges his/her responsibility to protect and safeguard the District Property and to return the same in good condition and repair upon request by Fremont Public Schools.

Student Google Apps Permission Form
Fremont Public School District

Fremont Public Schools has the ability to create accounts for all students to allow for collaborative sharing using Google Apps for Education. These accounts will be used for school related projects. Students Grades K through 12 will be assigned an account. The rules governing proper electronic communications by students are included in the Internet Acceptable Use Policy that is part of the Student Code of Conduct. Once accounts are assigned, students gain access to the wealth of collaborative tools available through Google Apps.

Students Grade K through Grade 8 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal with other fpsmail.org users and other email domains as approved by FPS and website authoring tools. This will allow your student to collaborate and learn proper email use with teachers, other FPS students and communicate with specific users outside the fpsmail.org domain as approved by FPS).

Students Grade 9 through Grade 12 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal and external users) and website authoring tools. This will allow your student to collaborate with teachers, other students and other Internet users.

Official Email Address: Students will be assigned a *fpsmail.org* student email account. This account will be considered the student's official Fremont Public Schools email address until such time as the student is no longer enrolled in Fremont Public Schools. The naming convention will be:

Graduation Year.First_Name.Last_Name*@fpsmail.org*.

Conduct: Students are responsible for good behavior just as they are in a traditional school building.

- It is illegal to use obscene, profane, threatening, or disrespectful language.
- Communication with others should always be course related.
- Students should never say anything via email that they wouldn't mind seeing on the school bulletin board or in the local newspaper.
- Students should notify the teacher of anything inappropriate or that makes them uncomfortable.
- Bullying will not be tolerated and the privacy of others should be respected at all times.

Access Restriction: Access to and use of Google Apps for Education is considered a privilege accorded at the discretion of Fremont Public Schools. The District maintains the right to immediately withdraw the access and use of the account when there is reason to believe that violations of law or School Board policies have occurred. In such cases, the alleged violation will be referred to the Principal for further investigation and application of necessary consequences as indicated in the Student Code of Conduct.

Security: Fremont Public Schools cannot and does not guarantee the security of electronic files located on Google systems. Although Google does have a powerful content filter in place, the School Board cannot assure that users will not be exposed to non-educational material.

Privacy: The School Board reserves the right to access and review content in the Google Apps for Education system at any time. The School Board complies with all state and federal privacy laws.

As with any educational endeavor, we feel that a strong partnership with families is essential to a successful experience. Therefore, we are asking your permission to provide a Google Apps account to your child.

Optional TigerCare Program

Fremont Public Schools - 2026/2027

2026-2027 Estimated Chromebook Parts Fee Sheet

All Chromebooks (Acer, Lenovo, HP)

Part Description	Replacement Cost	*Cost With TigerCare	Cost Without TigerCare
11" screen	$30.00	$0.00	$30.00
Top plastic cover	$30.00	$0.00	$30.00
Bottom plastic base	$30.00	$0.00	$30.00
Keyboard/Palmrest	$30.00	$0.00	$30.00
AC Adapter	**$20.00**	**$20.00**	**$20.00**

Any part intentionally damaged (example: keys removed from keyboard) will be charged at full replacement cost. TigerCare does not apply to intentionally damaged parts.

***TigerCare participation includes up to three (3) hardware items repaired per school year. After three 3 hardware items are replaced, the student fee is the same as without TigerCare. Students are not allowed to choose which repairs are included, or not included, in TigerCare.**
"Remaining repairs", if less than three (3), are not carried over to the next year.

FREMONT PUBLIC SCHOOL BOARD POLICY

Student Fees Policy

The District's general policy is to provide free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District has set forth in policy its guidelines or policies for specific categories of student fees. This policy is subject to further interpretation or guidance by administrative or Board regulations which may be adopted from time to time. The policy includes specifics of student fees and materials required of students for the current school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics. The District's entire Student Fees Policy is available on the District's website.

2026-2027 Student Fees Specification of Required Materials and Fees

The following list represents the fees charged of students and the kinds of supplies and materials students are expected to provide for participation in various programs and activities. The student fee policy and guidelines will be published annually in the Student Handbook.

Minor personal and/or consumable items are requested of all students. Teachers may ask parents to voluntarily supply various personal or consumable items for use in school. The following list provides an example of the types of items that may be considered personal or consumable.

Pencils, colored pencils, pens, paper, graph paper, facial tissues, athletic shoes, tablets, notebooks, activity calendars, organizers, planners, crayons, markers, erasers, blunt end scissors, Elmer's Glue (other types may create usage difficulties), glue, white out, highlighters, school box to hold supplies, compass, protractor, calculator, blank computer disks, blank audio or video tapes, reeds for musical instruments, and make-up kits for drama.

Fines will be charged for books damaged in excess of what would be considered normal wear-and-tear. Fees will be charged for lost or retained books, uniforms normally provided by the District, and lost or retained equipment. The waiver option does not apply to these charges.

Attendance at summer school is optional, as is participation in summer driver education and summer band. Therefore, for the following examples of summer programs, ***the waiver option does not apply.***

Pursuant to Policy 5416 and *Neb. Rev. Stat* *79-135 et. seq.*, the District may, and hereby does, require and collect fees or other funds from or on behalf of the District students or require District students to furnish or provide supplies, equipment, or attire as provided for herein below:

ELEMENTARY SCHOOL (K–4) (waiver option does not apply unless specifically noted)

- Fines/fees may be charged, as indicated herein, for lost, stolen, or damaged books or materials.
- Prior to the commencement of the school year, each school publishes a listing of supplies requested of parents by that school.
- Orchestra: Students provide their own instruments. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Summer Orchestra Camp for Beginners - OPTIONAL - $20.00 - Fee waiver does not apply.
- Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts, and t-shirts.
- Elementary Athletic Tickets (K- 6) $30.00

JOHNSON CROSSING ACADEMIC CENTER (5-6)

- Activity Card ($30.00) – covers admission to all home HIGH SCHOOL athletic events except Conference, District or State contests. Fee Waiver does not apply!!
- Participation Fee ($15.00)—One-time fee that permits the student to participate in all 5th/6th grade Intramural Athletic activities. Fee Waiver applies.
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Music Performance Polo - $15.00. Fee waiver applies.
- Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts, and t-shirts.

MIDDLE SCHOOL (7–8) (waiver option does not apply unless specifically noted)

- Physical Education: Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts and t-shirts
- Student Activity Ticket $30.00
  Fee covers admission to Middle School & High School athletic events. Fee waiver does not apply.
- Student Participation Fee and Admission Ticket $60.00
  Admission to High School athletic events ***and*** participation in athletics. Fee waiver applies.
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Music Performance Polo - $15.00. Fee waiver applies.
- Participation in extracurricular activities. Fee waiver applies $30.00
- Optional Device Maintenance Program Paid $30.00
  Free & Reduced $15.00

Middle School Admission Fees

Adults	$2.00
FPS Students without ID	$1.00
FPS Students with ID	FREE
Visiting Students	$1.00

HIGH SCHOOL (waiver option does not apply unless specifically noted)

The following extracurricular activities require ***specialized equipment or specialized attire to be provided by participating students***. *Eligible for waivers unless the student wishes to keep the uniform at the end of the season in which case payment will be required.*

Participation in these organizations requires participation in team-building activities, fund-raisers, and similar events. Failure to participate in such activities will result in appropriate consequences that may include forfeiture of membership on the team.

Activity	***Description***
Cheerleading	Cheerleading Uniform
Flag Team	Flag Team Uniform
Dance Team	Performance Uniform

All sports programs: Students provide shorts, t-shirt, personal undergarments, socks, mouthpieces, shoes, and cold weather clothing.

Additionally, below are items the student must provide for membership on a specific team.

a. Baseball: Student provides glove and bat
b. Bowling: Student provides bowling ball and bag
c. Football: Student provides optional padding
d. Golf: Student provides golf clubs, bag, balls, tees and gloves
e. Soccer: Student provides shin guards
f. Softball: Student provides glove and bat
g. Swimming: Student provides suit, goggles, towels, fins, cap
h. Tennis: Student provides racquet
i. Volleyball: Student provides knee pads

Students may apply for waiver of fees for all of the athletic programs listed above.

Physical Education: Students are responsible for providing appropriate clothing for physical education - shoes, socks, personal undergarments, running shorts and t-shirts

The Student Fee Policy and guidelines will be published annually in the Student Handbook.

High School Admission Fees:
Varsity Football, Baseball, Volleyball, Basketball, Track, Wrestling, Softball, Soccer

Football ONLY

Adults	$8.00
Students K-12, no activity ticket – with ID	$6.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$6.00
Senior Citizens	$3.00

ALL other Varsity Admission Prices

Adults	$7.00
Students K-12, no activity ticket – with ID	$5.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$5.00
Senior Citizens	$3.00

Non-Varsity Athletic Activities Admission Prices

Adults	$7.00
Students K-12, no activity ticket – with ID	$5.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$5.00
Senior Citizens	$3.00

Other Fees

Homecoming Dance	$5.00 per person	
Junior-Senior Prom	$10.00 per person	
Cap and Gown Purchase: (depending on charges from vendor)	$65.00	
Student Parking Tag:		
Provides admission to school parking areas, no space is guaranteed available and purchase is not required.		$5.00
Student Participation Fee and Admission Ticket:		
Admission to High School athletic events ***and*** participation in athletics. Fee waiver applies.		$60.00
Band & Orchestra:		
Students provide their own instrument. Limited supply to rent from FPS for $50/year. Fee waiver applies.		
Optional Device Maintenance Program/Tiger Care (5-12)	Paid	$30
	Free/Reduced	$15

Lunch and Breakfast Programs

(LUNCH)

Elementary Grades K-4	$2.25
JCAC Grades 5-6	$2.60
Middle School Grades 7-8	$2.60
High School Grades 9-12	$2.65
Reduced-price Lunch	$0.40
Adult	$5.50
Milk	$0.50

(BREAKFAST)

Regular price all levels	$1.30
Reduced-price Breakfast	$0.30
Adult	$2.85

Notice of Nondiscrimination

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups.

Designation of Coordinators

Any person having concerns or needing information about the District's compliance with anti-discrimination laws or policies should contact the District's designated Coordinator for the applicable anti-discrimination law.

Law, Policy, or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race (including skin color, hair texture and protective hairstyles), color, or national origin; harassment	**Students:** Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org). **Employees and Others**: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jen.robinson@fpsmail.org).
Title IX	Discrimination or harassment based on sex; gender equity	Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org)
Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA)	Discrimination, harassment, or reasonable accommodations of persons with disabilities	Joel Kerkman, Director of Special Education, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (joel.kerkman@fpsmail.org)
Homeless student laws	Children who are homeless	Brent Cudly, Director of Federal Programs, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (brent.cudly@fpsmail.org)
Safe and Drug Free Schools and Communities	Safe and drug free schools	Jordan Pollack, School Safety and Security Specialist, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jordan.pollack@fpsmail.org)

Multicultural

The philosophy of the District's multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races (including but not be limited to African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans) and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races. The mission shall also include preparing students to eliminate stereotypes and discrimination, or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

Notice to Parents of Rights Afforded by Section 504 of the Rehabilitation Act of 1973

The following is a description of the rights granted to qualifying students with disabilities under Section 504 of the Rehabilitation Act. The intent of the law is to keep you fully informed concerning the decisions about your child and to inform you of your rights if you disagree with any of these decisions. You have the right to:

1. Have your child take part in, and receive benefits from, public education programs without discrimination because of his/her disability.
2. Have the school district advise you of your rights under federal law.
3. Receive notice with respect to identification, evaluation, or placement of your child.
4. Have your child receive a free appropriate public education.
5. Have your child receive services and be educated in facilities which are comparable to those provided to every student.
6. Have evaluation, educational and placement decisions made based on a variety of information sources and by persons who know the student and who are knowledgeable about the evaluation data and placement options.
7. Have transportation provided to and from an alternative placement setting (if the setting is a program not operated by the district) at no greater cost to you than would be incurred if the student were placed in a program operated by the district.
8. Have your child be given an equal opportunity to participate in nonacademic and extracurricular activities offered by the district.
9. Examine all relevant records relating to decisions regarding your child's identification, evaluation, and placement.
10. Request mediation or an impartial due process hearing related to decisions or actions regarding your child's identification, evaluation, educational program, or placement. (You and your child may take part in the hearing. Hearing requests are to be made to the Superintendent.)
11. File a local grievance.

Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. They are:

1) The right to inspect and review the student's education records within 45 days of the day the District receives a request for access.
   Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.
   Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3) The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.
   One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests or otherwise allowed by law. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.
   Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

   Office of the Chief Privacy Officer
   U.S. Department of Education
   400 Maryland Avenue, S.W.
   Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

1. A playbill, showing your student's role in a drama production;
2. The annual yearbook;
3. Honor roll or other recognition lists;
4. Graduation programs; and
5. Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone number, and the name, address, telephone number, e-mail address and other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;

2. School and dates of attendance;
3. Student's current grade;
1. Student's enrollment status (e.g. full-time or part-time);
2. Student's extra-curricular participation;
3. Student's achievement awards or honors;
4. Student's weight and height if a member of an athletic team; and
5. Student's image and likeness.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.

School Library Materials and Parent Access:
Parents have the opportunity to annually request in writing through the building's administration that they receive a notice when their student checks out library material including the materials title, author, date checked out and date due. Please note that students may begin checking material out the first day of each school year.

Notice Concerning Designation of Law Enforcement Unit:
The District designates the Fremont Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

Military Recruiters
The District will provide military recruiters with access to routine directory information of each high school student unless the student's parent or guardian requests in writing that their student's information not be shared with a military recruiter. Parents and guardians who do not want their student's information to be shared with a military recruiter must notify the high school principal in writing. If a parent or guardian does not notify the high school principal in writing, the District will provide a military recruiter with the student's routine directory information.

Combined District and School Title I Parent and Family Involvement
The written District parent and family engagement policy has been developed jointly with, updated periodically, and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents is available for review on the District's website.

Student Privacy Protection Policy

1. In the event any parent, guardian, or educational decisionmaker of a student has a complaint or objection to textbooks, tests, curriculum materials, activities, digital materials, websites or applications used for learning, training materials for teachers, administrators, or staff, and any other instructional materials, the parent, guardian, or educational decisionmaker may request a personal conference with appropriate school personnel to discuss such concerns. The Superintendent or designee shall prepare a complaint form which may be used by a parent, guardian, or educational decisionmaker to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent, guardian, or educational decisionmaker.

2. Upon reasonable advance request, a parent, guardian, or educational decisionmaker will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the parent's child, other students, and the educational staff.

3. Parents, guardians, and educational decisionmakers are encouraged to communicate to school staff when the parent, guardian, or educational decisionmaker believes it to be appropriate for their child to be excused from testing, classroom instruction, learning materials, activities, guest speaker events, and other school experiences that the parent, guardian, or

educational decisionmaker finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent, guardian, or educational decisionmaker concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection, and a proposed solution for dealing with the objection that would be satisfactory to the parent, guardian, or educational decisionmaker and consistent with the mission of the District and legitimate school interests. Parents, guardians, and educational decisionmakers are encouraged to contact the building principal with any questions about any test, curriculum, or surveys.

4. Upon request of a parent, guardian, or educational decisionmaker the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.

5. The District will notify parents, guardians, and educational decisionmakers when their child may be subjected to a standard norm referenced or criterion referenced test or standardized tests. When reasonable to do so or required by law, the parents, guardians, or educational decisionmakers will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent, or guardian, or educational decisionmaker of such student shall be prohibited unless a parent, guardian, or educational decisionmaker requests in writing that such tests be administered to their child.

6. Parents, guardians, and educational decisionmakers will be notified in advance of any school-sponsored survey administered to students of the District when the survey concerns one or more of the following areas:

    - Political affiliations or beliefs of the student or the student's parent, guardian, or educational decisionmaker;
    - Mental or psychological problems of the student or the student's family;
    - Sex behavior or attitudes;
    - Illegal, anti-social, self-incriminating, or demeaning behavior;
    - Critical appraisals of other individuals with whom respondents have close family relationships;
    - Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
    - Religious practices, affiliations, or beliefs of the student or student's parent, guardian, or educational decisionmaker; or
    - Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

    Any survey administered by the District that asks a student to disclose any of the aforementioned topics, including any non-anonymous survey requesting a student provide information relating to drug, vape, alcohol, or tobacco use, then the District will, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers that their students will receive the survey. This notice must describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed. After receiving such notice, parents, guardians, and educational decisionmakers may request a copy of the survey, review the survey, and/or exempt their student from participating in the survey.

    No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.

    No personally identifiable information of any student survey shall be disclosed unless permitted or required by state and federal law.

7. As a general matter substantive decision-making processes will be left to the judgment of the professional staff, administration, and the Board of Education, subject to an effort to receive information from parents, guardians, or educational decisionmakers as to any concerns, objections, or other information such parents, guardians, or educational decisionmakers would wish to provide to the school district concerning a parent's, guardian's, or educational decisionmaker's access, involvement, and participation in activities of the school.

Homeless Students

The District shall ensure that homeless children and youths shall have equal access to the same free, appropriate public education, including public preschool education, as provided to other children and youths. Any person with knowledge of a homeless student in the District should contact the District's Homeless Coordinator. A copy of the District's Homeless Policy is available on the District's website.

FPS Board Policy Resources

In the event of any conflict, inconsistency, or omission between this handbook and a Board policy, the Board policy shall govern and control. The Board of Education reserves the right to adopt, amend, or revise its policies at any time. Any such action shall take precedence over this handbook, whether or not the handbook has been updated. Applicable federal and state laws and regulations shall also govern where required.

LINK to FPS Board Policy

FPS Board Policy Quick Reference Guide

Anti-discrimination, Anti-harassment and Anti-retaliation	4003
Attendance Policy and Excessive Absence	5008
Behavioral Intervention and Classroom Management	6931
Dating Violence	5420
Drug Abuse	5104
Electronic Communication Devices and Cell Phones Policy	6113
Grading System	5204
Parent/Community Involvement in Schools	6400
Pregnant and Parenting Students	5422
Promotion and Retention	5201
School Library Materials and Parent Access	5209
Special Education	6600
Student Discipline	5101
Student Fees	5416
Title IX- Procedure for Complaints of Sexual Harassment	1210
Video Surveillance	3231

AVAILABILITY OF HANDBOOKS

The 2026-2027 Student-Parent Handbook of Fremont Public Schools is available on the internet at fremonttigers.org.

Because of the expense of printing the handbooks, we are asking that you consider using the internet to access and review the 2026-2027 Student-Parent Handbook. Using the internet to access the handbook will allow the district to direct printing dollars to instructional needs and eliminate the need for you to search for your handbook when you have questions throughout the year. Thank you for considering this use of technology to improve school-home communication.

If you intend to sign a paper copy, please return the bottom portion of this page to the Principal's Office by August 15, 2026.

If you intend to acknowledge the receipt of the Student Handbook electronically, please click and fill out the form below.

Parent Acknowledgement Form NEED JCAC

Student Acknowledgement Form NEED JCAC

***** The form below only needs to be completed if you are not completing the digital receipt form above.**

RECEIPT OF 2026-2027 STUDENT-PARENT HANDBOOK

This signed receipt acknowledges receipt of the 2026-2027 Student-Parent Handbook of Fremont Public Schools. We understand that the handbook contains student conduct and discipline rules and information about Safe and Drug-Free Schools and that we agree to follow such conduct and discipline rules. This receipt also serves to acknowledge that we understand the District's policies of non-discrimination and equity, and that specific complaint and grievance procedures exist, or are linked, in the handbook which should be used to respond to harassment or discrimination.

Date: _____ Date: _____

_____ _____
Student's Name (Printed) Parent or Legal Guardian's Name (Printed)

_____ _____
Student's Signature Parent or Legal Guardian's Signature

2026-2027

FREMONT MIDDLE SCHOOL



STUDENT HANDBOOK

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INTENT OF HANDBOOK

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Fremont Middle School. Each student is responsible for becoming familiar with the handbook and the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following school rules.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to cover every situation and circumstance that may arise. This handbook does not create a contract. The administration reserves the right to make decisions and revisions at any time to implement the educational program and ensure the well-being of all students. In addition, it will be the responsibility of the administration to interpret the rules of this handbook. Should a situation arise that is not covered in this handbook, the administration will act fairly and promptly to make a decision based upon all applicable district policies, state and federal statutes, and the interests of the student, parents, school district, and community.

This handbook may also be found on our Fremont Public Schools website, www.fremonttigers.org, under the M tab, and listed under the Parents tab.

DISTRICT MISSION STATEMENT

The mission of Fremont Public Schools is to produce creative, adaptable, productive citizens committed to lifelong learning.

FREMONT MIDDLE SCHOOL MISSION STATEMENT

Fremont Middle School is committed to excellence in academic performance and character development.

FREMONT MIDDLE SCHOOL VISION STATEMENT

Our vision is to build a growth-focused community that develops inclusive, supportive relationships and maintains high expectations in a positive, safe, and productive environment where everyone can thrive.

PHONE INFORMATION

Fremont Middle School / Attendance / Spanish Interpreter	(402) 727-3100
Principal - Todd Niehaus	(402) 727-3108
Assistant Principal - Scott Anderson	(402) 727-3122
Dean of Students - Jayme Bieker	(402) 727-3959
Counseling Office - Julie Kavan	(402) 727-3102
8th Grade Counselor - Devon Webben	(402) 727-3107
7th Grade Counselor - Amanda Chick	(402) 727-3120
School Social Worker - Lauren Edgecombe	(402) 727-3014
Nurse's Office - Tonja Frank	(402) 727-3109

FREMONT PUBLIC SCHOOLS DISTRICT LEADERSHIP

Superintendent	Dr. Brad Dahl	(402) 727-3000
Assistant Superintendent of Business	Dr. Chris Loofe	(402) 727-3000
Assistant Superintendent of Teaching & Learning	Kate Heineman	(402) 727-3000
Executive Director of Secondary Operations	Scott Jensen	(402) 727-3000
Executive Director of Elementary Operations/Human Resources	Dr. Jen Robinson	(402) 727-3000

FPS SCHOOL BOARD

Todd Hansen	Sandi Proskovec	Pam Murphy
Jon Ludvigsen	Mike Petersen	Terry Sorensen

TIGER FIGHT SONG

"We're the Fremont Tigers. Tigers are we. We'll stick together. For our team will lead us on to victory. Wherever we may wander North, South, East or West. We know the Fremont Tigers are the Best. We are the Best – Yes."

MESSAGE FROM THE FMS ADMINISTRATIVE TEAM:

Welcome to Fremont Middle School!! We are excited about the opportunities that await our students as they learn, grow, and develop throughout the year. The staff at Fremont Middle School is committed to providing a safe, supportive, and engaging learning environment where every student can be successful.

At FMS, we believe that student success is strongest when students, parents, and school staff work together as a team. Open and ongoing communication between home and school is essential. We encourage parents and guardians to stay involved, ask questions, and partner with us as we make decisions that are in the best interest of each student.

Daily attendance is one of the most important factors in a student's academic success. Every day of learning matters. Regular attendance helps students stay connected to their teachers, build positive relationships with their peers, and fully participate in the educational opportunities available to them. We encourage all families to make attendance a priority and work with us to ensure students are present, engaged, and ready to learn each day.

Our building-wide expectations are simple and guide everything we do:

- Be Respectful
- Be Responsible
- Be Safe

These expectations help create a positive school culture where students feel valued, supported, and prepared to succeed both academically and socially.

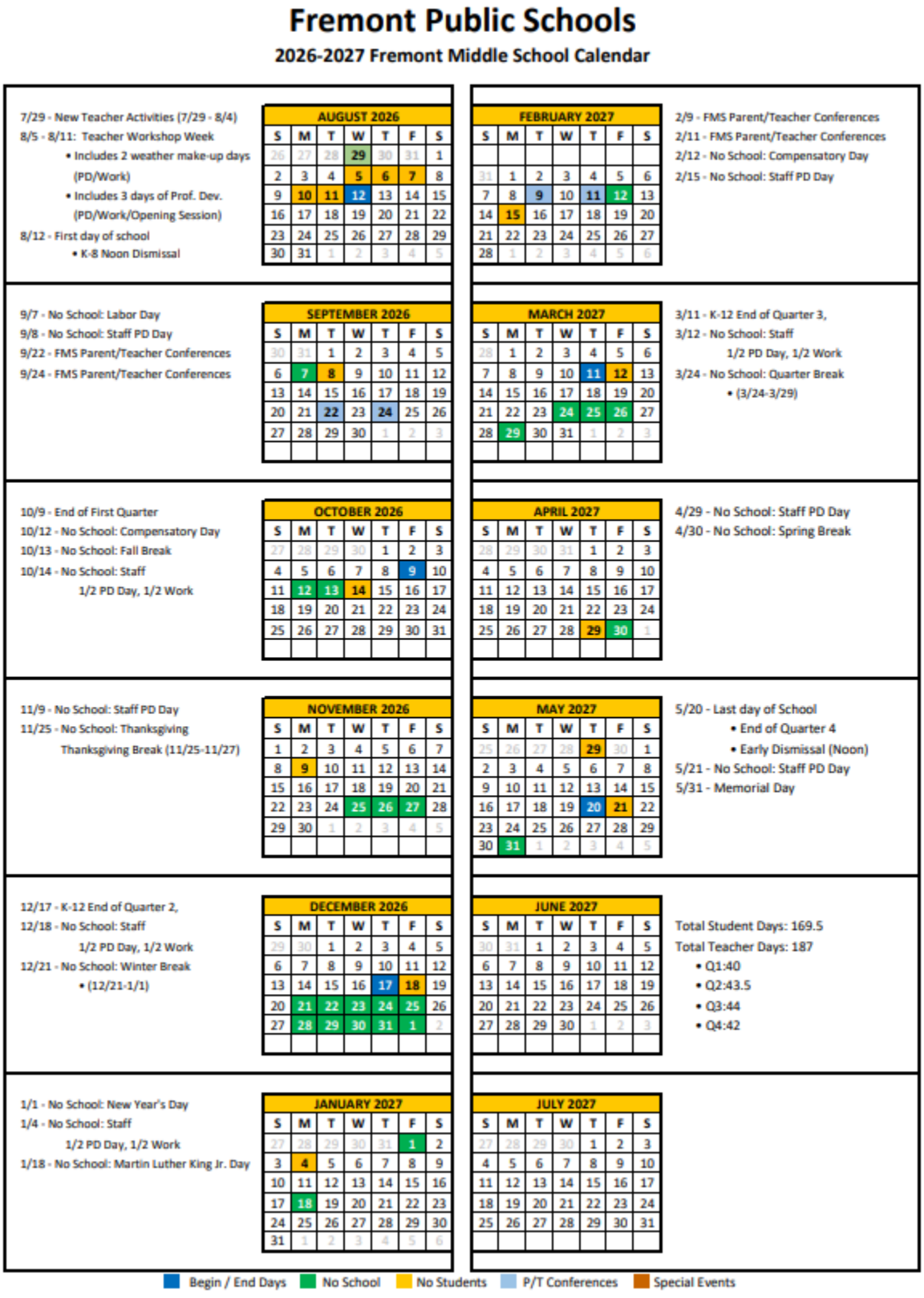
If you ever have questions, concerns, or need assistance, please do not hesitate to contact us or visit Fremont Middle School. We are here to help and support you throughout the school year.

We look forward to a fantastic year filled with engaging learning opportunities, meaningful experiences, and strong, positive relationships between students, parents, teachers, and staff.

It's always a great day to be a Fremont Tiger!

FMS CALENDAR / ATHLETIC AND ACTIVITIES SCHEDULE

Fremont Public Schools use Bound as an all-in-one athletic and activities management program to streamline scheduling, ticketing, and registration. Bound serves as a central hub where parents, students, community members, and fans can find schedules, live scores, rosters, and purchase tickets. Athletic and activities schedules for Fremont Middle School can be found by clicking on FREMONT MIDDLE SCHOOL ATHLETICS AND ACTIVITIES.



FREMONT MIDDLE SCHOOL DAILY CLASS SCHEDULE

All doors open at 7:00 a.m. and school begins at 8:05 a.m. Dismissal is at 3:25 p.m. FMS operates on an 8 period schedule. Students are to leave the building and school campus immediately after dismissal unless under the direct supervision of school staff. The main office closes at 4:30 p.m. every day.

8 Period Bell Schedule:

1st Period (57 minutes)
8:05 - 9:02

2nd Period (54 minutes)
9:05 - 9:59

3rd Period (54 minutes)
10:02 - 10:56

4th Period (54 minutes)
10:59 - 11:53

5th Period (54 minutes)
11:56 - 12:50

6th Period (53 minutes)
12:53 - 1:46

7th Period (53 minutes)
1:49 - 2:42

8th Period - WIN Time (40 minutes)
2:45 - 3:25

***Passing Periods
3 minutes

Lunch Schedule:

Team 7B — 10:59 - 11:29

Team 8B — 11:23 - 11:53

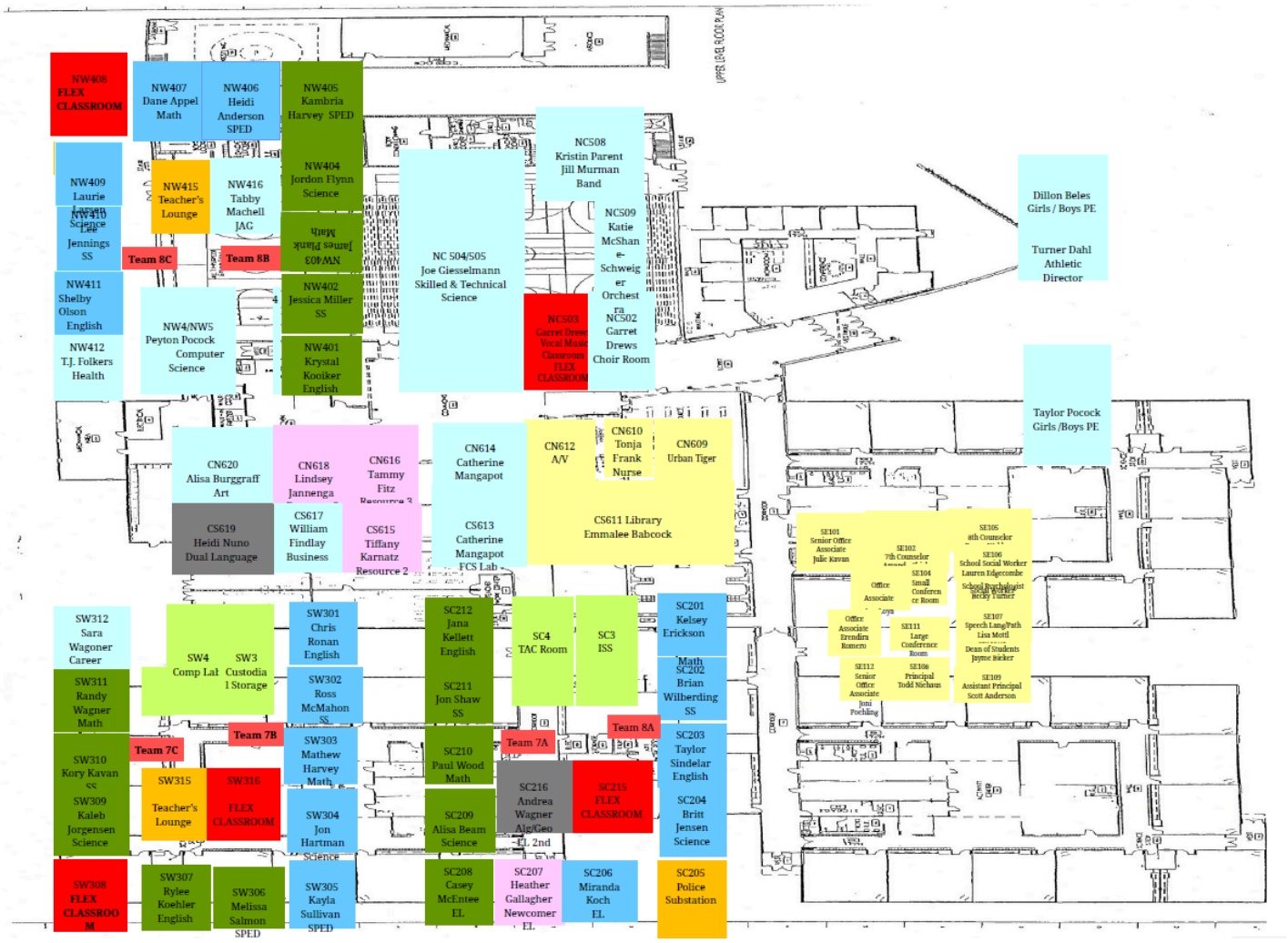
Team 7C/Team 10 — 11:56 - 12:26

Team 8C — 12:20 - 12:50

Team 7A — 12:53 - 1:23

Team 8A — 1:16 - 1:46

FREMONT MIDDLE SCHOOL



Inclement Weather Information

The following are basic procedures to follow when closing school for inclement weather conditions or other conditions forcing us to not hold school. This includes, but is not limited to, storms, tornadoes, and hot/humid conditions. The decision to close school will be made by 6:15 am.

Notifications will be sent through ParentSquare. Closing information will also be posted to district social media, the district website, KMTV, WOWT, KETV TV stations and KHUB and KFMT radio stations.

FMS GUIDELINES/PROCEDURES

Academic Honors:

The following academic honors are available to all students providing they meet the identified criteria.

Honor Roll – Any student earning a 3.75 cumulative GPA for a quarter is eligible for Honor Roll.

Growth Roll - Any student that increases their GPA by a 0.5 from quarter to quarter is eligible for Growth Roll.

Academic Integrity:

Academic integrity is a fundamental value of teaching, learning, and behavior. Maintaining high standards of academic integrity ensures the sustainability of the educational process. Therefore, students are expected to commit to and be responsible for demonstrating fundamental values, even in the face of adversity. The following activities show a lack of academic integrity: cheating, collusion, falsifying records, lying, plagiarism (including electronic), alteration of materials, forgery, and providing or using external assistance relating to an examination, test, quiz, or daily assignment, without the expressed permission of the teacher, including looking at another student's work, sharing answers, or copying another student's work or any act designed to give unfair academic advantage to the student. Cheating may result in possible disciplinary consequences outlined in this handbook and may include the loss of class (or assignment/exam) credit. Using artificial intelligence (AI) to generate work bypassing the learning process and owning it as one's work constitutes a breach of academic integrity.

Accidents:

If a student is involved in an accident during school hours, please contact the nurse or a school administrator.

Attendance:

Regular attendance is required by state law and is the responsibility of parents as well as students. Students with excessive absences, twenty (20) or more per school year, may be required to verify that absences are a result of medical illness or extraordinary circumstances. Information and recommendations from teachers, guidance counselors, and/or administrators will also be submitted for consideration. Days absent from school due to disciplinary suspension or in-house suspension will not be considered absences. Any work missed due to an absence must be made up in the time specified by each teacher. This may require doing additional work after school. The accumulation of more than twenty (20) days may be referred to the school district's social worker and the County Attorney.

Signing a Child In and Out of School

Students who arrive late to school or who were absent are expected to have a note or other form of communication from a parent/guardian to explain the attendance issue.. If a parent/guardian needs to sign a student out of school before dismissal time, this must be done through the office. Parents are not to proceed directly to classrooms. The school will only release children to those adults designated by parents/guardians, law enforcement officials, or appropriate personnel from social services agencies. Any limitations, such as a court order, restricting contact with a parent must be reported to the Principal or Assistant Principal and a copy of the order must be provided.

Attendance Procedure

Attendance is recorded on a class by class basis. A student could be absent for his first class but present for his second class, such as when a student arrives late to school.

UNDER NO CIRCUMSTANCES IS A STUDENT TO LEAVE SCHOOL DURING THE SCHOOL DAY WITHOUT PERMISSION FROM THE PRINCIPAL, ASSISTANT PRINCIPAL, OR SCHOOL NURSE.

When absences arise, please follow these procedures below:

- ***Planned Absence***: If a student knows of an upcoming absence, prior arrangements should be made by bringing a note signed by a parent to the attendance office, stating the date and reason.
- ***Unexpected Absence***: Parents should report the absence by calling 402-727-3100 to avoid an "unverified" absence. Students should report to the Attendance Office when returning to school following an absence. A note from home is not necessary if parent/guardians have notified the attendance secretary by phone.

·***Appointments During School Hours***: When possible, dental, medical, and personal appointments should not be scheduled during school hours. However, when it is necessary, permission to leave for such appointments will be granted when the office is given a note from parents and/or an appointment card. Students will be expected to be in school before and after such appointments when possible.
·***Unexcused or Truancy***: A "truancy" is an absence from all or a portion of the school day for which a parent or guardian has not given permission. An "unexcused absence" occurs when a student is absent from all or a portion of the school day but the reason for the absence is not considered to be valid. A student, for instance, who oversleeps would be considered unexcused if a parent or guardian verified the absence. It would be truancy if the student did not provide any parental verification. "Skipping" all or part of a class will be treated as a truancy.
·***Tardiness***: Students are expected to be in their assigned rooms on time. A "tardy" is issued to students who are less than five minutes late to class. A student late to first period must get a tardy slip from the office. For other periods, students should report directly to class and the teacher will record the tardy. Excessive tardiness to school will be referred to the Assistant Principal.

Reporting Excessive Absenteeism to the County Attorney.
The school may report to the county attorney of the county in which the student resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per year. The school shall notify the child's family in writing prior to referring the child to the county attorney. **[See also Board Policy]**

Automated External Defibrillators:
Fremont Public Schools and the Fremont Public School Foundation have partnered to provide each building with AEDs (Automated External Defibrillators). These AEDs provide medical intervention in the event of cardiac arrest. Designated staff, certified in CPR/AED, or others may utilize an AED should the need arise. The use of AEDs is to be in accordance with Health and Human Services AED Protocol.

Behavior/Conduct
Fremont Middle School utilizes a Multi-Tiered System of Support (MTSS) to teach, reinforce, and correct student behavior. This system was created using the Positive Behavior Intervention Supports (PBIS) framework.

Positive Behavior Intervention Supports (PBIS) is a proactive systems approach to put behavioral and social strategies in place for all students while building support for those at risk. PBIS methods are research based and proven to significantly reduce the occurrence of problem behaviors in schools.

PBIS is a three-tiered system of support:

- Tier 1: Universal/primary prevention strategies are implemented school-wide and classroom wide.
- Tier 2: After the universal/primary strategies are in place, some students could need more intensive efforts.
- Tier 3: With the other two tiers in place, there may be a small percentage of students who require specific, individualized behavioral interventions.

PBIS is currently being implemented in all FPS schools, pre-kindergarten through high school. Each building has a matrix of overarching expectations, and specifically what those expectations look like in each area of the building (see example below.) These skills are taught and reinforced to students daily. Educators are working to catch students doing these things correctly, and look at misbehavior as an opportunity to reteach and practice.

PBIS focuses on establishing school environments that support the long-term success of effective practices. PBIS aims to be proactive when dealing with behavior. When we teach and support students in learning the expectations, fewer misbehaviors occur.

Schools, prekindergarten through high school, that implement and consistently use PBIS find many benefits. Some of these benefits include improved school climate, improved student achievement, reduced suspension and referral rates, and increased attendance.

*If you feel that your child needs more intensive support, please reach out to your child's classroom teacher or school counselor.

Fremont Middle School Student Expectations 2026-2027

	Respectful	Responsible	Safe
All Settings	✓Follow adult instructions ✓Use school appropriate language, tone, and volume	✓Use school property/equipment appropriately ✓Clean/ take care of your area ✓Use personal electronic devices appropriately	✓Maintain personal space - hands and feet to self ✓Walk quietly and orderly ✓Report damaged property, accidents, and unsafe behavior
Classroom	✓Respect yourself and the rights and properties of others	✓Come prepared for class	✓Use kind words and actions
Hallway	✓Greet others appropriately ✓Close lockers quietly	✓Have a pass ✓Go directly to your destination	✓Walk facing forward at all times ✓Walk on the correct side of the hallway
Cafeteria	✓Be polite and use good manners ✓Stay quietly seated until dismissed ✓Keep your food and personal items to yourself	✓Quickly, quietly find your seat ✓Raise your hand for assistance	✓Push in chairs when you leave your seat
Assemblies & Activities	✓Listen attentively ✓Respond/Participate appropriately ✓Represent your school in a positive way	✓Remain seated with your class until dismissed	✓Enter and Exit with your class in an orderly manner
Bathrooms	✓Wait your turn ✓Keep private and allow others privacy	✓Return to class promptly ✓Flush toilet after use	✓ Wash hands
Arrival & Dismissal	✓Keep your conversations in your group	✓Have a pass to meet with teachers ✓Pick an area and stay in that area	✓Wait in designated areas ✓Be seated when in building ✓Use sidewalks/ crosswalks
Library	✓Allow others to work without distractions ✓Use kind words with adults and peers	✓Return items on time ✓Treat all resources with care	✓Use digital resources for school appropriate activities ✓Sign-in upon arrival

Possible Inappropriate Behavior Consequences:
Students must recognize that all behaviors have consequences. Consequences assigned will involve a teaching component to support students in learning appropriate behaviors and may include one or more of the following:

1. After School Detention: As a consequence for receiving an inappropriate behavior referral or excessive tardies, a student may be assigned an after school detention from 3:25 – 4:30 (5:00) P.M. The number of after school detention assigned will depend upon the frequency, duration, and intensity of the inappropriate behavior.
2. Lunch Detention: As a consequence for receiving an inappropriate behavior referral or excessive tardies, a student may be assigned a lunch detention.
3. Restitution: Paying for loss, damage, or injury.
4. In-School Suspension: Exclusion of a student from attending regular classes; students assigned to in-school suspension report to a designated room at school, are supervised by school staff members, and complete schoolwork in order to keep up with their academic classes. Students assigned to in-school suspension may not participate in any school activities, unless approved by school administration.
5. Short-term Out-of-School Suspension: Exclusion of a student from attendance in all schools within the district for a period of up to five school days. Suspended students may not participate in any school activities and are not allowed to be on school property, except to pick up assignments or to complete assignments after regular school hours.
6. Long-term Out-of-School Suspension: Exclusion of a student from attendance in all schools within the district for a period exceeding five school days and fewer than twenty days. Suspended students may not participate in any school activities and are not allowed to be on school property, except to pick up assignments or to complete assignments after regular school hours.
7. Emergency Exclusion: Any student may be excluded from school if the student's conduct presents a clear threat to the physical safety of himself, herself, others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

8. Expulsion: Exclusion of a student from attendance in all schools within the district for the remainder of the semester in which the expulsion took effect and potentially the next full semester to the extent permitted by the Nebraska Student Discipline Act.

Note: Police may be contacted whenever a student has allegedly been involved in any illegal activity, and charges may be filed by the Fremont Middle School Administration.

- **Bullying:**
  Bullying is behavior where one person or group engages in harmful action towards another person or group acting on a real or perceived imbalance of power or view of superiority. The behavior may include verbal (e.g. teasing, or name-calling) and physical aggression (e.g., hitting, pushing, threatening, excluding or ignoring, spreading rumors, or taking, defacing, or destroying the others' property). **[See also Board Policy]**
- **Conduct in School Building and at School Activities:**
  Conduct yourself with dignity in all places. Remember this is your school and that your conduct as individuals makes possible all the privileges and freedoms which are granted. Violation of school rules at school activities will result in discipline procedures as outlined in Code of Conduct policies for competition or performing groups. **[See also Extracurricular and School Activities Policy]**
- **Assembly Programs:**
  During programs in the auditorium or gymnasium, decency in conduct is expected from each student. Good manners demand attentiveness of students, not conversation with friends or some other disturbance. Remember that you have an obligation to show respect to all who are present. Failure to conduct yourself in an acceptable manner will result in your removal from assembly programs.
- **Forgery:**
  Disciplinary consequences may be assigned to students who forge or alter a note, medical form, or pass.
- **Gangs:**
  Possession, use, distribution, display, or sale of anything that suggests, implies, or is associated with gangs or gang activity will not be tolerated. This includes soliciting others for membership in any gangs; any symbols, gestures, tattoos, graffiti, or clothing suggestive of gangs as identified by the Fremont Public Schools.
- **Harassment:**
  Harassment of any kind (the act of systematic and/or continued unwanted and annoying actions of one person or a group directed at another person or group, including threats and demands) is unacceptable in Fremont Public Schools. **[See also Board Policy]**
  - **Threats-Intimidations:**
    A student who in any way threatens or intimidates another student or employee for any reason infringes upon that individual's right to attend school or work free from these kinds of abuses. Reports of this kind of activity to the office shall be investigated and, if proven to be true, will result in disciplinary action and may be referred to law enforcement.
- **Insubordination:**
  If a student is insubordinate, argumentative, confrontational, challenges authority, leaves the classroom without permission, or displays an attitude which disturbs/disrupts the teaching/learning process, the student will be subject to disciplinary action.
- **Make-up Work:**
  Students will have two (2) days to make up work for each day of excused absence. In the case of a known absence, family vacation, athletic event, etc., work shall be completed prior to the student leaving. Individual arrangements shall be made with each teacher.
- **Make-up Work During Suspension:**
  The guidelines for make-up work and tests during the time when a student is on suspension are as follows: Students will be given an opportunity and must assume responsibility for making up work, including tests, missed during suspension. A grade will be recorded for all work completed. Classes missed while a student is suspended will be waived in regard to the attendance requirement. Students on suspension may not be on district property during the suspension and may not participate in school activities.
- **Mutual Respect:**
  Individuals associated with Fremont Middle School will treat students, parents, and other members of the public with respect and will expect the same in return. We encourage mutual respect in all forms of communication: telephone calls, conversations, voice-mail messages, face-to-face conversations, written letters, and/or e-mail messages.

Bicycles/Scooters/Skateboards:
All bicycles are to be placed in designated bike racks on the southwest and west sides of the building. Bikes are to be secured with locks. Bicycle safety rules must be followed when entering and leaving the school campus. Skateboards and electric bikes/scooters may be stored in a designated location in the library. Bicycles, skateboards, and /scooters must not be ridden on school property except as transportation to and from school. The school is not responsible for stolen or damaged property, but may provide appropriate consequences for any identified vandalism or theft on school grounds.

Book Bags/Backpacks:
Students may carry book bags to and from school and place them in their locker once school begins. Clothing and bags for physical education or sports are to be kept in locker room lockers. Large purses or other bags may be disallowed in classrooms if they are too large to place under the desk and/or present a safety hazard.

Books and Book Fines:
Books and technology tools are loaned to students by the taxpayers of the district. Students are expected to take good care of these items and return them in good condition. Fines for misuse or replacement occur if these tools are damaged or lost. Lost or damaged library materials must be paid for in order to maintain all library privileges.

Building Hours:
Fremont Middle School does not provide supervision by staff before 7:00 AM and after 3:45 PM.

Care of School Property:
Students will be required to pay for any unnecessary and/or deliberate or defacing damage to school equipment or property. Violators will be subject to disciplinary action and, if damage occurs, will pay for replacement or repair of equipment or property.

Change of Information:
To keep school records up to date, report any change of address or telephone number to the office immediately. This includes changes in work numbers or emergency numbers. This information is used when emergency situations arise, such as illness, injury, etc.

Closed Campus:
FMS has a closed campus for all students. Students are not to leave the building without permission from the office and may not leave during the lunch period. Students who leave the building without prior approval from the office may be considered truant.

Complaints:
Constructive criticism of the school or its employees, including federal programs, is welcome when it is motivated by a sincere desire to improve the quality of the educational program to equip the schools more effectively for the tasks they are designed to perform. Complaints and communications shall be initiated in the following manner:

1. The parent should first discuss the matter with the teacher.
2. If the problem is not resolved at this level, an appeal may be extended to the Principal.
3. If the problem is not resolved at this level, an appeal may be extended to the Superintendent [may be asked for in writing].
4. The next level of appeal is the Board of Education, through the President in writing [no anonymous correspondence may be considered officially by the Board].

Copyright Protection:
The fair use of a copyrighted work, including such use by reproduction in copies or by any other means specified by that section, for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship, or research, is not an infringement of copyright. In determining whether the use made of a work in any particular case is a fair use, the factors to be considered shall include:

1. The purpose and character of the use, including whether the use made of a work is of a commercial nature or is for nonprofit educational purposes.
2. The nature of the copyrighted work.
3. The amount and substantiality of the portion used in relation to the copyrighted work as a whole.
4. The effect of the use upon the potential market for or value of the copyrighted work.
5. The fact that a work is unpublished shall not itself bar a finding of fair use if such finding is made upon consideration of all the above factors.

Counseling Department:
All Middle School students are assigned a counselor who is primarily concerned with their social, personal, and academic development. The counselors also provide guidance on courses and career choices. In addition, they work closely with teachers and parents on behalf of students. Students may visit with their counselors before or after school or during WIN Time. Parents may contact the Counseling Department for any questions related to concerns about their student's academic or personal/social/issues. Any questions about placement, testing, or progress should begin with the school counselor.

Behavioral Health Point of Contact
Fremont Public Schools assigns a Behavioral Health Point of Contact for each school building. These individuals have knowledge of community behavioral health service providers and other resources available for students and families. The following is a list of contacts and their assigned buildings:

- Lauren Edgecombe – FMS, Washington, Bell Field, Grant
- Bailey Grubb – JCAC, Linden, Milliken Park, Howard, Birth-3
- Nathan Collier – FHS/LC, Deer Pointe, Pathfinder/YAP/Independent

Credit Regulations:
FMS students in good standing must earn fifty (50) credits each year to be academically ready to move from one grade to the next. Thirty (30) credits must be earned in the areas of Math, English, Science and Social Studies. The remaining may be earned in explore courses. Students who fail 2 or more classes during a quarter grading period will be expected to participate in credit recovery. Credit recovery happens from 3:30 - 5:00 PM for 4-5 days during the beginning of the next quarter.

Credit Formula:

- Core Classes 3 credits each nine weeks
- Explore Classes 3 credits each nine weeks

Display of Affection: [Inappropriate Public Display of Affection (PDA)
A school setting is not an appropriate place to display overly affectionate behavior. This includes body contact such as walking arm-in-arm, embracing, making out, or kissing. Your cooperation is appreciated.

District Crisis Team:
The purpose of the Crisis Response Team is to provide direction and support to students, staff, and community following the sudden death, suicide, or other tragic events involving a student or staff member. Please contact your counselor if you become aware of such events.

Dress Code:
The atmosphere of the school is dedicated to the business of learning. Student appearance contributes to a positive atmosphere. Any clothing that detracts from the educational process or that is offensive in nature is prohibited. The following guidelines have been established to assist students in determining what is proper attire.

- Clothing that shows an inappropriate amount of bare skin or underwear or clothing that is too tight, revealing, or baggy, or tops and bottoms that do not overlap, or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
- Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
- Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage "horseplay" or that would damage property (e.g. cleats).
- Head wear including hats, caps, bandannas, and scarves.
- Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.
- Clothing or jewelry that is gang related.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the student is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration. Further, students will also be permitted to wear attire, including religious attire, natural and protective hairstyles, adornments, or other characteristics associated with race, national origin, or religion, as long as the attire does not interfere with the educational process and does not endanger another person, as determined by the administration.

No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin. No school staff shall permanently or temporarily alter or cut a student's hair.

The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school's guidelines, the student should contact the Principal for approval and may also review such additional postings of prohibited items or grooming which may be available in the Principal's office.

A student dress code violation will be treated as a minor rule violation and may not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy. **[See also Board Policy]**

Electronic / Technological Devices:
An electronic device policy at school is essential to ensure students and teachers are able to enjoy the instructional benefits associated with using technology, while also ensuring the electronic devices don't become a distraction from learning.“Electronic devices" include, but are not limited to, cell phones, iPads, tablets/laptop computers, digital watches, earbuds, headphones, AirPods, video game devices, and other electronic or battery-powered instruments which transmit voice, text, or digital data from one person to another.

Electronic devices (except school-issued chromebooks) **are NOT allowed at FMS from 8:05-3:25. During school hours, if a student has a personal electronic device, the device should remain in the student's bookbag/locker. Students are NOT allowed to have electronic devices in the classroom, during lunch, in the hallway, or in the restroom** except when specifically approved in advance by a school building administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a cell phone to participate in an online quiz, student use of a laptop computer for a class presentation, etc.).

Students shall not use electronic devices for:

- Activities which disrupt the educational environment
- Illegal activities in violation of state or federal laws or regulations
- Unethical activities, such as cheating on assignments or tests
- Immoral or pornographic activities
- Activities in violation of Board or school policies and procedures relating to student conduct and harassment
- Recording others (photographs, videotaping, sound recording, etc.) without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public
- “Sexting;”
- Activities which invade the privacy of others

Personal electronic device violations will result in the following consequences:

- 1st Violation = Teacher takes the device from the student. The student gets it back from the teacher at the end of the day.
- 2nd Violation = Teacher turns the device into the main office. Parent/guardian or designated adult must pick up from the main office.
- 3rd Violation = Teacher turns the device into the main office. Parent/guardian or designated adult must pick up from the main office. The student serves an after school detention.
- 4th Violation = Teacher turns the device into the main office. Parent/guardian or designated adult must pick up from the main office. The student is no longer allowed to have the device at school.
- 5th Violation = The student will serve one day of ISS for insubordination.

Fremont Middle School is not responsible for the security and safekeeping of students' electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.

Emergency Procedures:
All classroom locations have posted exit plans for use in evacuation drills and tornado (or other disaster) situations. Practice drills are held during the year to familiarize students with emergency plans. Fremont Middle School has an emergency plan to deal with crisis and will cooperate fully with community civil defense procedures. In the event of the need to evacuate the building, an alternate site is available and plans are in place to release students safely to parents.

- **Lockdown:**
  Faculty members will explain the evacuation procedure for each classroom at the beginning of the year; these instructions will be posted.
- **Evacuation (fire):**
  Faculty members will explain the evacuation procedure for each classroom at the beginning of the year; these instructions will be posted.
- **Shelter (tornado):**
  Faculty members will explain the shelter procedure for each classroom at the beginning of the year. These instructions will be posted.
- **Bus Evacuation:**
  Transportation members will explain bus evaluation procedures for students at the beginning of the year.

Standard Response Protocols:
Fremont Public Schools uses the action-based framework of the Standard Response Protocol to manage emergency situations.

IN AN EMERGENCY
TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS
Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS
Close and lock the door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS
Return to inside of building
Do business as usual

TEACHERS
Bring everyone indoors
Lock outside doors
Increase situational awareness
Do business as usual
Take attendance



LOCKDOWN! Locks, lights, out of sight.

STUDENTS
Move away from sight
Maintain silence
Do not open the door

ADULTS
Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS
Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS
Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS
Use appropriate safety strategy for the hazard

Hazard	Safety Strategy
Tornado	Evacuate to shelter area
Hazmat	Seal the room
Earthquake	Drop, cover and hold

ADULTS
Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults

Expenses/Fees:
To help you plan to meet the expenses that can be part of your participation in school classes and activities you choose, you will find listed items in the Fremont Public Schools fees board policy.

Flower/Gift Deliveries:
Flowers/gifts that are delivered/brought to FMS will remain in the main office. Students may pick-up from the main office at the end of the school day.

Food/Beverages:
Food and beverages are allowed at school unless they cause a disruption or distraction to the learning environment. However, food is not allowed in the classroom unless the student has permission from the teacher. Students may carry water bottles with them to class, but the only beverage allowed in the classroom is water.

Fund Raising:
Only approved fund raising projects by school organizations may sell or take orders in the school.

Grading:
At the end of each quarter, grades are either sent to parents/guardians electronically or sent via U.S. mail. Explore classes in grades 7 and 8 are graded on a nine-week cycle.

The following grade system is used with + or –

A+	98-100	C+	77-79	
A	93-97	C	73-76	
A-	90-92	C-	70-72	F 59-below
B+	87-89	C-	70-72	
B	83-86	D	63-66	
B-	80-82	D-	60-62	

Grading Policies:

1. Retakes
    a. Opportunities will be offered and encouraged for the students to attempt to demonstrate improved learning of the standard. Proof of additional learning of the material prior to these opportunities to improve their score is left up to the teacher. If a student is failing the class, the student is expected to take an opportunity offered to improve their grade. To be included in that current quarter grade, students must complete an opportunity provided to improve their grade before the grading period ends. Students will be assigned the highest score earned. The number of opportunities to improve an assessment score is up to teacher discretion. Opportunities may include assessment corrections, assessment retakes of the same assessment, or any other summative form of collecting learning data on that student.
2. No Zeros
    a. It is extremely important for students to stay current with assigned work, however, late work will be accepted up until the final week of a grading period. Zeros will not be used as a final grade for a summative assessment at the end of each quarter, but a zero might show up, as a placeholder, before the end of a quarter to reflect that the summative assessment has not been completed. Zeros may be used in the final grade for a formative assessment and will most likely reflect the work was not completed
3. Formative / Summative Assessments
    a. Formative assessments, information gathered and reported for use in the development of knowledge and skills, will count as 20% of the final grade and include anything used for practice and/or checks for understanding. Summative assessments, information gathered and reported for use in judging the outcome of that development, will count at 80% of the final grade. There will be a minimum of three formative assessments and three summative assessments per quarter. Grade level departments will use common summative assessments.
4. Extra Credit
    a. Extra credit points will not be offered. Enrichment activities may be provided. In this case, all students that do not choose to complete the activity will be exempted in the gradebook.
5. Department Consistency
    a. Grade level departments will be consistent with each of these grading policies. Grade level departments will use common summative assessments.

Homework:
Homework is an extension of the classroom and provides opportunities to practice new skills. Students who continually fail to meet homework obligations may be required to come in during lunch for a teacher. Continuing issues with homework and failure to make progress may be referred to an administrator. Students who participate in extracurricular activities, such as music and sports, are expected to complete missed work in advance of their events.

Testing:
Throughout the school year, students take a variety of assessments to gather information about their academic proficiencies and to comply with state and federal mandates. Students also take nationally norm-referenced tests (which compare students across the nation and locally), NWEA-MAP tests two times a year, and a state test in the areas of language arts, math and 8th grade science.

Hall Passes:
FMS utilizes Securly Pass, an electronic pass system. Students are limited to a certain number of passes per school day. No student shall be in the hallways during regular class time without permission/a pass from the staff member in charge of the student at that time. This includes trips to the restroom, media center, and/or offices, as well as any place other than the room to which the student is assigned. Passage shall be by the shortest and quickest route practical without stopovers and without disturbing/distracting other classes in session.

Law Violations:
Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student's maturity, mental capacity, and behavioral disorders, where applicable. When appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.

When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Lockers:
The office makes locker assignments and students are to use only the locker assigned to them. Each locker has its own combination lock. The combination is located on student class schedules. Bookbags, books, other school supplies, and outerwear are the only items that should be left in lockers and should be clearly marked for identification purposes. Money and other valuables should not be left in lockers. Students should not share their locker combinations with others for security purposes.

Loitering in or around the School after Dismissal of Classes:
When students have finished their school day and have been dismissed for the day, they are to leave the school or school vicinity immediately. Every student, unless directly supervised by a teacher/staff member, is to be out of the building by 3:30 P.M. Loitering in or around the school or the surrounding school neighborhood is prohibited and may result in behavior consequences.

Lost and Found:
Any article found on school grounds should be turned in to the lost and found in the office. Be sure to check the lost and found in the office if you have lost something. Items unclaimed may be donated to a local charity or discarded.

- **Valuables:**Report all lost articles to the office immediately. Do not leave money or other valuable items in your locker, the locker room, or in a classroom unattended.

Lunchroom/Cafeteria:
Students are expected to report to the cafeteria during lunch. Students may purchase a hot lunch or bring a sack lunch. Yogurt parfaits may be purchased for an additional charge with the purchase of a hot lunch. At no time may a student have fast food (hamburgers, pizza, etc.) delivered to school by a restaurant or brought by a parent. Students bringing sack lunches also eat in the cafeteria and are requested to bring only enough food for their personal consumption. Students may also purchase drinks from the food service staff. Parents or visitors who wish to have lunch with a student must make prior arrangements with an administrator. Generally, a private location will be designated for this lunch period. Energy drinks are not allowed to be brought in and consumed before/during the school day.
Our district operates a computerized meal account system. Each student is issued an account that can be accessed through a Personal Identification Number (PIN) provided to them. Students should deposit money in their lunch accounts in the morning before school or during their designated lunch time. Parents can obtain account information and a balance at any time by calling the Food Service Accounting Office at 402-727-3111. If parents go to www.myschoolbucks.com you can create an account to keep track of how much money is in your student's lunch account, you can also put money in your student's lunch account using a credit card.

Media Center/Library:
Library hours are from 7:30 a.m. ~ 3:45 p.m.

Checkout

- Books and magazines are checked out for two (2) weeks at a time and may be renewed as needed unless on hold for another student.
- Students may have up to three (3) items checked out.

Overdue/Lost Items

- Students assume full responsibility for items they check out from the library and are expected to return materials before they become overdue.
- There are no fines for overdue library materials, but repeat offenders will be placed on "alternative reading" status.
- Charges for lost items will be at their original cost; these costs must be paid in full before any further checkout is allowed. Refunds will be issued if the item is returned in good condition.
- Charges for damaged items will be set according to the severity of the damage and further usability of the items.

Alternative Reading Status

- Students who have lost or have overdue materials that have not been returned or paid for have the following options for reading materials:
    - Reading in the library only. No checkout available.
    - Checking out for classroom use only and no materials allowed to go home.

Medical Catastrophic Insurance:
Students participating in any extracurricular activity or practice that is supervised by a coach/sponsor/director are covered by a lifetime/liability medical catastrophic insurance policy. The activity must be approved by the Nebraska School Activities Association. This policy does not take the place of an individual's hospital/medical policy but covers the expenses of long term medical expenses.

Pandemic Plan:
According to the World Health Organization (WHO): "A pandemic is defined as an epidemic occurring worldwide, or over a very wide area, crossing international boundaries and usually affecting a large number of people." It is important to note that there are numerous variables pertaining to pandemics that cannot be determined. The Fremont Public Schools Pandemic Plan includes a system to assist in managing the impact of a pandemic, if one should transpire. The plan focuses on two main strategies which include, sustaining educational functions and reducing the spread of the illness within school facilities. Fremont High School will work with external health officials and agencies to develop a specific plan of operation. Information regarding educational functions and the school's operation will be communicated with students and families as needed.

Parent/Teacher Conferences:
Parent/Teacher Conferences offer opportunities for discussion of student progress at school and to exchange ideas regarding any academic or behavioral concerns. Parent/Teacher Conferences are important in the development of positive relationships between school and home. Teachers, counselors, and administrators at all levels are urged to schedule informal parent/school conferences whenever noticeable changes occur.

- 2026-2027 Parent/Teacher Conferences
    - Fall Conferences
        - Tuesday, September 22nd 4:30 - 8:00 PM
        - Thursday, September 24th 4:30 - 8:00 PM
    - Spring Conferences
        - Tuesday, February 9th 4:30 - 8:00 PM
        - Thursday, February 11th 4:30 - 8:00 PM

Permanent Records:
Fremont Public Schools use an individual cumulative record, which follows each student from kindergarten through the twelfth grade. This record contains the following:

- Personal data
- Family data
- Health record
- Scholastic record
- Standardized test scores
- Attendance records
- Graduation data

Legislation makes it necessary for you to furnish written authorization for the release of your school records in many circumstances. A form will be offered to students and parents to permit records to be sent to educational institutions or prospective employers. No records will be sent without authorization in circumstances where consent is required. Students' permanent records are not stamped "graduated" until after commencement and when all obligations have been met.

Physical Education (PE):
All students must participate in physical education unless excused for medical reasons with a note from a doctor. The physical education teacher reserves the right to require an examination by the school nurse regarding participation.

- Requirements for Physical Education
    - Non-marking tennis shoes – no platforms or backless shoes
    - Students are expected to participate each time they have P.E. class.

Posters and Advertising:
Only posters and advertising promoting our school activities may be displayed on our campus. Posters/signs must be placed only in designated places and not be placed on painted or varnished surfaces. The tape removes the surface. Poster/signs promoting activities of worthwhile non-profit organizations such as churches, YMCA, charity drives, etc. can be displayed on a limited basis. These posters/signs must be approved by the Principal/Assistant Principal before being posted. All signs/posters are to be taken down as soon as possible after the activity is complete.

School Bus Expectations:
Students, parents/guardians, bus drivers, and school officials must work together to provide for the safe transportation of students. The school buses, bus stops, and all other forms of transportation provided by the district, or provided to or from a school activity are considered school property. Students are to follow district expectations while waiting for, entering, and riding district transportation.

Students who ride a Fremont Public Schools (FPS) bus will be required to carry and scan a Zonar badge each time they board the bus. This system has been implemented to enhance the safety and security of all students by allowing accurate tracking of students riding the buses. Students are expected to have their badge with them daily and use it consistently when entering the bus.

Fremont Public Schools endorses and uses a tiered system of support that focuses on teaching appropriate student behavior, and uses a continuum of strategies to reinforce positive behavior and correct student behavior.



Fremont Public Schools
Bus Expectations

Be Responsible	Get on and off the bus in an orderly manner Keep bus clean & take all personal items with you Use technology appropriately
Be Respectful	Follow adult instructions Treat all equipment and property appropriately Raise your hand to get the attention of the driver or aide Treat fellow bus riders with kindness
Be Safe	Stay seated with hands and feet to self Use appropriate language and voice volume Respond appropriately to all signals from bus driver and aide

Bus Safety Procedures, Routines, and Expectations
Expectations will be maintained at all times in order to have the safest possible ride to and from school. Whenever the driver must redirect his attention from his duties of driving the school bus, danger does exist. The following expectations have been developed to help ensure safe transportation for your child. If you have any questions or concerns, please call the Transportation Department at 402-727-3017.

Parents/Guardians are responsible for:
- The safety of their children going to and from the pick-up points.
- Seeing that their child meets the bus at the scheduled time.
- Discussing and promoting bus safety at home with their child.

Before boarding the bus students are expected to:
- Be on time at the approved bus stop.
- Wait at the school bus loading area and at the regular bus stop.
- Wait until the school bus stops before approaching to board the bus.

While riding the school bus students are expected to:
- Follow adult instructions
- Treat fellow bus riders with kindness
- Use technology appropriately
- Use appropriate language and voice volume
- Stay seated with hands and feet to self
- Remain quiet while the bus is crossing railroad tracks
- Keep the bus clean & take all personal items with you (Food and beverages are not appropriate for daily routes)
- Treat all equipment and property appropriately, report any seat or bus damage to the driver immediately
- Use the emergency doors only if an emergency exists (Assigned seating may be used to help students meet these expectations)

When leaving the bus students are expected to:
- Get on and off the bus in an orderly manner
- Unload at the assigned and approved school bus stops
- Wait for the driver's signal before walking behind or in front of the bus
- Go directly from their bus stop to their home

School Nurse:
The nurse's office is located in an office just off the cafeteria for students with health problems or who become ill. The nurse does not prescribe medications or make diagnoses. Students should not stop at the nurse's office without written permission from a teacher unless it is an emergency. The nurse will make determinations about student health issues and contact parents when a student needs to be sent home due to illness or injury. Students are not to contact parents about going home without a meeting and decision by the nurse. The nurse should be contacted by parents to update her on any health issues or medications affecting their student at school. When a child is absent for any reason, please call the school.

No student should be sent to school with a fever of 100 or greater, vomiting (even once) or diarrhea. They should not return to school until they are symptom free for at least 24 hours WITHOUT the use of fever reducing medications (Tylenol or ibuprofen). Giving Tylenol or ibuprofen the morning before school could spread communicable illness to others, and should NOT be done to mask fever. This means the student will be expected to stay home the day of the fever, AND the day AFTER the fever. Please consult the school nurse if you have questions.

State law requires all seventh grade students to have a physical examination (after May 1) and complete immunization records before the first day of the student's 7th grade school year.

When medications (such as antibiotics) are prescribed by a doctor, every effort should be made to take the necessary doses during out-of-school hours. If it is necessary to take medications during school hours, the following regulations are necessary for the safety of all children:

- A physician/dentist/APRN/PA's authorization and written parent/guardian authorization is required for all prescription medication. The prescriber's authorization may be on the pharmacy label attached to the original container or a separate prescription provided to the nurse's office.
- A written parent/guardian authorization is required for all non-prescription medication. All medications will be safeguarded by the principal or school nurse and given by the person so designated. This includes over-the-counter medication such as Ibuprofen, Tylenol and cough medications.
- Qualified students may be allowed to carry an asthma inhaler or Epinephrine injector for severe allergies with proper permission. This includes a CARE PLAN AND MEDICATION PERMIT signed by BOTH the parent/guardian AND the prescriber (physician, PA, APRN)
- Medication brought to school must be given to the school nurse at the beginning of the school day and medication must be kept in the nurse's office. This includes Tylenol, cough medicine, etc.
- Students are not to share medication with other students.

If your child must have medicine at school, we ask that you do the following:

- Over-the-counter medication must be in the original container and labeled with the child's name. The permission slip must include the name of the medicine, the dose to be given, the time it is to be given, and the route of administration.
- Prescription medication must be in the original container from the pharmacy and must be labeled with the child's name, the name of the medication, the dose to be given, when it is to be given and route of administration. The label must also include the doctor's name and be currently dated.

The use of essential oils in school will follow the FPS medication administration policy for non-prescription medication.

MEDICATION IN BAGS OR ANY OTHER FORM OF "HOME PACKAGING" WILL NOT BE ADMINISTERED. Permission slips are available at school or online on the FPS website. Expired medication will not be accepted by the school. Medication orders must be renewed every school year.

Students returning to school after being ill with communicable diseases such as strep throat, chicken pox, ringworm, scabies, impetigo or head lice are to check with the school nurse prior to attending classes. In the case of sudden illness or injury, every attempt will be made to notify a parent or guardian. If it is deemed necessary, the ill or injured student will be transported to the hospital by the safest means possible. Students who are sent home because of illness will be assumed to be unable to participate in any sport or extra-curricular activity after school.

School Resource Officer:
The purpose of School Resource Officer (SRO) is to enhance the relationship between local law enforcement, students, parents, and staff. The officer will perform a variety of professional and technical police work and necessary investigation for the protection of life, safety, health, welfare and property. All local, state, and federal ordinance, statutes and laws will be enforced. There may be occasions when circumstances arise that the SRO will need to provide direct assistance to school personnel. When assistance is requested and/or becomes necessary for law enforcement to become involved, law enforcement procedures and practices will be followed. The officer determines whether the student or students will be questioned, arrested, handcuffed, and/or taken to the police department. Parents will be contacted after the determination is made. The SRO is authorized to access school records on any student, without parental approval, in the course of his/her duties at school.

Searches:
All students are responsible for obeying state law, policies of the Board of Education, and the rules of the school. No student should bring anything to school which is prohibited by statute, policy, or school rule. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. The administration has the authority to search school property, student property (including vehicles), and students themselves when there is reasonable suspicion to believe a student has violated a statute, policy, or rule or that the search may reveal evidence of such violation. In order to maintain orderly and reasonable school operations and student discipline, students have no claim to the right not to allow a search of themselves, their belongings, vehicles, or school lockers if the search is based on a reasonable suspicion that the students themselves, their belongings, or school lockers hold material or substances prohibited by the school or local, state, or federal law.

The student's parent or guardian shall be notified if any prohibited articles or materials are found in a student's locker, vehicle parked on school property, among a student's belongings, or on the student's person as a result of a search conducted in accordance with this policy.

A student's refusal to submit to a search may lead to discipline for insubordination and may also constitute evidence for which the search was being conducted in the first place. For instance, if an administrator has reasonable suspicion that a student has violated the no vaping rule, a refusal to be searched to determine if the student has a vape device will support the conclusion that the student violated the no vaping rule. **[See also Board Policy]**

Secret Organizations:
State law prohibits secret organizations as part of the school program. Secret organizations outside of school are prohibited from bringing any part of their activities on the school grounds or into the building. This includes the wearing of any clothing that identifies a student as a part of a non-school secret organization.

Smoke-Free Environment:
All facilities and/or vehicles owned and operated by the Fremont Public Schools are to be smoke-free and smoking and/or use of all tobacco products is prohibited within those facilities and vehicles. For purposes of this restriction, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Fremont High School utilizes vapor product/e-cigarette detection devices in various areas of the school building. Non-student adults may use/wear non-visible nicotine patches, or use nicotine gum without displaying the product container, as part of a smoking cessation program.

Student Announcements for the Daily Bulletin:
Announcements will be read via the PA system at the beginning of 1st period in English and in Spanish.

Student Council:
Student Council is a group of selected students who foster school spirit within FMS and our community. Each member of Student Council has the opportunity to actively participate in school-wide activities and promote school pride. Selection of Student Council members takes place during the first weeks of the school year. Student Council members who do not fulfill their obligations may be removed from the organization. All members reapply each year and positions are open to all students.

Student Emergency Information:
It is the responsibility of the parent to notify the school registrar of any changes in the following information: Parent/guardian name/Address/Phone number/Parent/guardian employment location and phone number/emergency contacts and phone numbers. This information must be continually updated for your child's safety in case of illness or injury.

Student IDs:
All students should wear their Student IDs at all times. Student IDs are required for lunch purchases, check out of materials from the Media Center, for checking in and out of school, and for general safety/security purposes. Student IDs must be presented to enter school dances. Replacement IDs are $3.00.

Student Handbook:
The student handbook will be emailed to all students at the beginning of the year. The student handbook is located and can be accessed on the Fremont Middle School website.

Student Restraint:
As a part of the emergency procedures in place in our schools, any student who poses an imminent risk of injury to him/herself or others may be physically restrained and/or placed in seclusion by school staff in accordance with School Board policies.

Visitors:
FMS utilizes the Raptor visitor management system. All visitors, including former students, must check in at the main office, announce their purpose for being in the school, present identification, and receive a visitor's name tag. Visitors in the building during school hours must wear the visitor's name tag. For the safety of our students, all visitors that wish to enter classrooms must notify the school Principal of their desire to visit prior to entering the classroom. Visits shall be scheduled. Visits before or after school are strongly recommended.

EXTRACURRICULAR AND SCHOOL ACTIVITIES

Activities/Athletics Expectations:
Because students represent not only themselves, but also their school and community, their actions must reflect a positive attitude toward each other, their opponents, and the requirements of their activity. All students participating in interscholastic athletics or performing under the supervision of FMS are subject to "Code of Conduct" guidelines. A student athlete or performer may be held out of a contest or performance because of academic failure or a disciplinary violation. Students who are suspended from school are also suspended from any game, practice, performance or any other school activity that might occur during that time period.

Remember extra-curricular activities are an opportunity to showcase the talents and hard work of students who choose to participate in an extra-curricular activity. Spectator support is great, but when behavior draws attention away from those students who are participating, it becomes inappropriate. Even though many of these events are held after school, school rules and regulations apply. Students who are serving after school detentions and/or struggled to follow basic directions during the school day, are not eligible to remain on campus for athletic events.

If it is determined that a student in these groups has broken a law, or has been guilty of, or admits to improper conduct, that student may be subject to immediate suspension from the activity. (Improper conduct would include violation of state law; destruction of property; possession or use of alcohol, tobacco, or drugs; or violation of handbook regulations.) Specific information on the Code of Conduct and enforcement will be made available from each coach/sponsor, the Athletic Director, the Assistant Principal, or the Principal.

FMS Eligibility Policy:
Participation in athletics and extracurricular activities is a privilege that carries academic responsibilities. During each athletic season, student grades will be monitored weekly. An eligibility report will be generated at the end of each week. Students will be identified on the report if they are failing two (2) or more classes at the time the report is run.

Students who appear on the eligibility report will be subject to the following progression of consequences during that season:

1. First Appearance: The student will be placed on Academic Probation and notified of their failing grades. The student will have one week to improve their academic performance with no participation restrictions.
2. Second Appearance: The student will be ineligible to participate in any competitions, contests, performances, or events for one week. The student may continue to attend practices.
3. Third Appearance: The student will be ineligible to participate in any competitions, contests, performances, or practices for one week.
4. Fourth Appearance: The student will be removed from participation for the remainder of the season. The student may regain eligibility and begin with a clean record at the start of the next athletic or activity season.

The purpose of this policy is to encourage academic success while providing students with opportunities to improve their grades and remain connected to school activities. Students, parents, coaches, and sponsors are encouraged to work together to support academic achievement throughout the season.

Athletic Passes:
All Middle School students will be issued a free identification card for building security and identification purposes. This ID allows admission into home athletic events at the Middle School. Students may purchase an athletic pass for a yearly/onetime fee of $30.00, which will allow admittance into High School athletic events. A coded sticker will be placed on the back of the identification card if students elect to buy an athletic pass. This athletic pass will not grant students admission into conference, district or state events hosted by Fremont Public Schools.

Students who participate in athletics at the Middle School must pay a yearly/onetime fee. This participation fee allows students to participate in any number of Fremont Middle School activities. See pages 30 for more information on athletic passes and the student fee waiver procedures.

Activity Participation Policy:
Prior to practice, students in grades 7 and 8 who are participating in athletics must have:

- A physical examination form completed by a doctor and parents after May 1. (This will also satisfy the requirement for the seventh grade physical.)
- Student and parent consent form signed by both athlete and parent. (Rules for each sport will be provided by coaches.) To get up to the minute information regarding sporting events, practices and school happenings, please check out https://gobound.com/ne/schools/fremontms. This website will have the most current information regarding events at the Middle School.
- Student must have paid the participation fee.

Optional TigerCare Program
Fremont Public Schools - 2026/2027

Tiger Care Program Agreement:
Please read this entire document to determine if this program is needed for you and your student's protection against accidental damage and loss of the loaned Chromebook in your care. Participation in this program is VOLUNTARY. A new application will be needed every school year.

PROGRAM DESCRIPTION: Fremont Public School District offers your student the opportunity to participate in this Chromebook Damage/Loss Cooperative Program. This program is designed to protect students and families in the event the loaned Chromebook is lost, stolen, or accidentally damaged.

COVERAGE AND BENEFIT: This program covers the Chromebook loaned to the student against accidental damage. Total value will be determined by the District at the time of loss or damage. Participants of this program will be allowed three (3) hardware items repaired to the Chromebook , due to accidental damage, at no additional out-of-pocket cost. All repairs after three (3) hardware items repaired will be charged full repair cost to the student.

PARTICIPATION COST: **Participation cost is $30.00* per school year** . In the event of student withdrawal from the District prior to the end of cooperative agreement, participation costs will not be refunded.
*Reduced for students who qualify, and are verified in PowerSchool, for the Free/Reduced Lunch Program, reduced cost is $15.00 per school year.

Damage due to gross negligence or intentional acts will not be covered under this cooperative loss program. Any part intentionally damaged (example: keys removed from keyboard) will be charged at full replacement cost. TigerCare does not apply to intentionally damaged parts.

The following items are not covered by this program: Lost Power Adaptor*.
*Replacements for lost Power Adaptors **must** be purchased from Fremont Public Schools.
The following types of claims are limited to ONE per school year: Chromebook replacement due to loss, theft, extensive accidental damage or any other reason. In the case of total loss resulting in Chromebook replacement, the student will be responsible to pay a $50.00 replacement fee before receiving the replacement Chromebook. Additional replacement Chromebooks, beyond one per school year, will be charged at full replacement cost of $300.00 per device.

In the event the Chromebook is reported STOLEN, Fremont Public Schools will require the student/parent to file a police report and submit a copy to the District in order to receive a replacement Chromebook

In the event the Chromebook is reported LOST, Fremont Public Schools will require the student to write a detailed report explaining how the Chromebook was lost and provide a signed and dated copy (signed by student and parent/guardian) to the District in order to receive a replacement Chromebook.

EFFECTIVE AND EXPIRATION DATES: This coverage is effective from the first day participation cost is received by the District through the first day of school of the following school year, or the date Chromebook is returned in good working order to the District.

Participation is totally voluntary. Students and families are not required to participate in the TigerCare Program to receive a District Chromebook. Refer to page 4 for repair costs without TigerCare participation.

Participation must be renewed each school year.

Optional TigerCare Program
Fremont Public Schools - 2026/2027

PARENT and STUDENT RESPONSIBLE USE AGREEMENT (RUA):

Parent Responsibilities	Student Responsibilities
Your son/daughter has been issued a Chromebook to improve and personalize his/her education. It is essential that the following guidelines be followed to ensure the safe, efficient, and ethical operation of this Chromebook. ● I will supervise my son's/daughter's use of the Chromebook while at home. ● I will discuss our family's values and expectations regarding the use of the Internet at home and will supervise my son's/daughter's use of the Internet. ● I will not attempt to repair the Chromebook. ● I will report to the school any problems with the Chromebook. ● I will make sure that my son/daughter recharges the Chromebook battery nightly. ● I will make sure my son/daughter brings the Chromebook to school every day. ● I agree to make sure that the Chromebook is returned to the school when requested and upon my son's/daughter's withdrawal from Fremont Public School District. ● I understand that my student will not be allowed to bring their personal ● laptop/Chromebook to school. Only school issued Chromebooks may be used at school. ● Any use deemed irresponsible or inappropriate by the District may result in the loss of student's privilege to possess and/or use the Chromebook and may also result in disciplinary or other action.	Your Chromebook is an important learning tool and is for educational purposes only. In order to take your Chromebook home each day, you must be willing to accept the following responsibilities. ● When using the Chromebook at home, at school, and anywhere else I may take it, I will follow the policies of the Fremont Public Schools - especially the Student Code of Conduct - and abide by all local, state, and federal laws. ● I will treat the Chromebook with care by not dropping it, throwing it, getting it wet, leaving it outdoors, using it with food or drink nearby or damaging the Chromebook in any way. ● My Chromebook is my responsibility and will stay in my possession at all times. ● I will honor my family's values when using the Chromebook. ● I will not release personal information to strangers when using the Chromebook. ● I will bring the Chromebook, battery fully charged, to school every day. ● I will keep all accounts and passwords assigned to me secure and will not share these with any other students. ● I will recharge the Chromebook battery each night. ● I will return the Chromebook when requested and upon my withdrawal from Fremont Public Schools.

NO EXPECTATION OF PRIVACY: Because the District owns the Chromebook, students have no expectation of confidentiality or privacy with respect to the device. The District may, without prior notice or consent, log into, view, monitor, and record use of the Chromebook and any corresponding technology tools at any time for any reason related to the operations of the District.

EFFECTIVE AND EXPIRATION DATES: This coverage is effective from the first day participation cost is received by the District through the first day of school of the following school year, or the date Chromebook is returned in good working order to the District.

COVERAGE AND BENEFIT: This program covers the Chromebook loaned to the student against accidental damage. Total value will be determined by the District at the time of loss or damage. Participants of this program will be allowed three (3) hardware items repaired to the Chromebook , due to accidental damage, at no additional out-of-pocket cost. All repairs after three (3) hardware items repaired will be charged full repair cost to the student.

Participation must be renewed each school year.

Fremont Public Schools, Fremont, NE
Chromebook Terms of Use Agreement

One Chromebook and charger are being loaned to the Student/Borrower and are in good working order. It is the Student/Borrower's responsibility to care for the equipment and ensure that it is retained in a safe environment. This agreement also applies to any Chromebook borrowed to the Student/Borrower in the case of repair or any Chromebook issued to the Student/Borrower in the case of replacement.

This equipment is, and at all time remains, the property of Fremont Public Schools of Fremont, NE ("District"), and is herewith lent to the Student/Borrower for educational purposes only.

Student/Borrower may not deface or destroy this property in any way. Inappropriate use of the Chromebook may result in the Student/Borrower losing his/her privilege to use this Chromebook. The equipment will be returned to the school when requested by Fremont Public Schools, or sooner, if the Student/Borrower withdraws from Fremont Public Schools.

The District Property may be used by Student/Borrower only for non-commercial purposes, in accordance with the District's policies and rules, the District's Code of Conduct, as well as, local, state, and federal statutes.

Student/Borrower may not install or use any software other than software owned or approved by the District and made available to Student/Borrower in accordance with this Receipt and Agreement.

A Google Apps for Education account is available for each Student/Borrower to use for appropriate academic communication with other students and staff members. This user account with specific privileges and capabilities has been set up for the exclusive use of the Student/Borrower to which the Chromebook has been assigned. The Student/Borrower agrees to make no attempts to change or allow others to change the privileges and capabilities of this user account.

The Student/Borrower agrees to make no attempts to add, delete, access, or modify other user accounts on the Chromebook and on any school-owned computer.

The Fremont Public Schools network is provided for the academic use of all students and staff. The Student/Borrower agrees to take no action that would interfere with the efficient, academic use of the network.

Identification and inventory labels/tags have been placed on the Chromebook. These labels/tags are not to be removed or modified. If they become damaged or missing, contact tech support for replacements. Additional stickers, labels, tags, or markings are not to be added to the Chromebook.

Nebraska statute allows the District to obtain reimbursement from, or on behalf of, students for any damage to, loss of, or failure to return school property. Student/Borrower acknowledges and agrees that his/her use of the District Property is a privilege and that by Student/Borrower's agreement to the terms hereof, Student/Borrower acknowledges his/her responsibility to protect and safeguard the District Property and to return the same in good condition and repair upon request by Fremont Public Schools.

Student Google Apps Permission Form
Fremont Public School District

Fremont Public Schools has the ability to create accounts for all students to allow for collaborative sharing using Google Apps for Education. These accounts will be used for school related projects. Students Grades K through 12 will be assigned an account. The rules governing proper electronic communications by students are included in the Internet Acceptable Use Policy that is part of the Student Code of Conduct. Once accounts are assigned, students gain access to the wealth of collaborative tools available through Google Apps.

Students Grade K through Grade 8 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal with other fpsmail.org users and other email domains as approved by FPS and website authoring tools. This will allow your student to collaborate and learn proper email use with teachers, other FPS students and communicate with specific users outside the fpsmail.org domain as approved by FPS).

Students Grade 9 through Grade 12 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal and external users) and website authoring tools. This will allow your student to collaborate with teachers, other students and other Internet users.

Official Email Address: Students will be assigned an *fpsmail.org* student email account. This account will be considered the student's official Fremont Public Schools email address until such time as the student is no longer enrolled in Fremont Public Schools. The naming convention will be:

Graduation Year.First_Name.Last_Name*@fpsmail.org*.

Conduct: Students are responsible for good behavior just as they are in a traditional school building.

- It is illegal to use obscene, profane, threatening, or disrespectful language.
- Communication with others should always be course related.
- Students should never say anything via email that they wouldn't mind seeing on the school bulletin board or in the local newspaper.
- Students should notify the teacher of anything inappropriate or that makes them uncomfortable.
- Bullying will not be tolerated and the privacy of others should be respected at all times.

Access Restriction: Access to and use of Google Apps for Education is considered a privilege accorded at the discretion of Fremont Public Schools. The District maintains the right to immediately withdraw the access and use of the account when there is reason to believe that violations of law or School Board policies have occurred. In such cases, the alleged violation will be referred to the Principal for further investigation and application of necessary consequences as indicated in the Student Code of Conduct.

Security: Fremont Public Schools cannot and does not guarantee the security of electronic files located on Google systems. Although Google does have a powerful content filter in place, the School Board cannot assure that users will not be exposed to non-educational material.

Privacy: The School Board reserves the right to access and review content in the Google Apps for Education system at any time. The School Board complies with all state and federal privacy laws.

As with any educational endeavor, we feel that a strong partnership with families is essential to a successful experience. Therefore, we are asking your permission to provide a Google Apps account to your child.

Optional TigerCare Program
Fremont Public Schools - 2026/2027

2026-2027 Estimated Chromebook Parts Fee Sheet

All Chromebooks (Acer, Lenovo, HP)

Part Description	Replacement Cost	*Cost With TigerCare	Cost Without TigerCare
11" screen	$30.00	$0.00	$30.00
Top plastic cover	$30.00	$0.00	$30.00
Bottom plastic base	$30.00	$0.00	$30.00
Keyboard/Palmrest	$30.00	$0.00	$30.00
AC Adapter	**$20.00**	**$20.00**	**$20.00**

Any part intentionally damaged (example: keys removed from keyboard) will be charged at full replacement cost. TigerCare does not apply to intentionally damaged parts.

***TigerCare participation includes up to three (3) hardware items repaired per school year. After three 3 hardware items are replaced, the student fee is the same as without TigerCare. Students are not allowed to choose which repairs are included, or not included, in TigerCare.**
"Remaining repairs", if less than three (3), are not carried over to the next year.

FREMONT PUBLIC SCHOOL BOARD POLICY

Student Fees Policy

The District's general policy is to provide free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District has set forth in policy its guidelines or policies for specific categories of student fees. This policy is subject to further interpretation or guidance by administrative or Board regulations which may be adopted from time to time. The policy includes specifics of student fees and materials required of students for the current school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics. The District's entire Student Fees Policy is available on the District's website.

2026-2027 Student Fees Specification of Required Materials and Fees

The following list represents the fees charged of students and the kinds of supplies and materials students are expected to provide for participation in various programs and activities. The student fee policy and guidelines will be published annually in the Student Handbook.

Minor personal and/or consumable items are requested of all students. Teachers may ask parents to voluntarily supply various personal or consumable items for use in school. The following list provides an example of the types of items that may be considered personal or consumable.

Pencils, colored pencils, pens, paper, graph paper, facial tissues, athletic shoes, tablets, notebooks, activity calendars, organizers, planners, crayons, markers, erasers, blunt end scissors, Elmer's Glue (other types may create usage difficulties), glue, white out, highlighters, school box to hold supplies, compass, protractor, calculator, blank computer disks, blank audio or video tapes, reeds for musical instruments, and make-up kits for drama.

Fines will be charged for books damaged in excess of what would be considered normal wear-and-tear. Fees will be charged for lost or retained books, uniforms normally provided by the District, and lost or retained equipment. The waiver option does not apply to these charges.

Attendance at summer school is optional, as is participation in summer driver education and summer band. Therefore, for the following examples of summer programs, ***the waiver option does not apply.***

Pursuant to Policy 5416 and *Neb. Rev. Stat* *79-135 et. seq.*, the District may, and hereby does, require and collect fees or other funds from or on behalf of the District students or require District students to furnish or provide supplies, equipment, or attire as provided for herein below:

ELEMENTARY SCHOOL (K–4) (waiver option does not apply unless specifically noted)

- Fines/fees may be charged, as indicated herein, for lost, stolen, or damaged books or materials.
- Prior to the commencement of the school year, each school publishes a listing of supplies requested of parents by that school.
- Orchestra: Students provide their own instruments. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Summer Orchestra Camp for Beginners - OPTIONAL - $20.00 - Fee waiver does not apply.
- Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts, and t-shirts.
- Elementary Athletic Tickets (K- 6) $30.00

JOHNSON CROSSING ACADEMIC CENTER (5-6)

- Activity Card ($30.00) – covers admission to all home HIGH SCHOOL athletic events except Conference, District or State contests. Fee Waiver does not apply!!
- Participation Fee ($15.00)—One-time fee that permits the student to participate in all 5th/6th grade Intramural Athletic activities. Fee Waiver applies.
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Music Performance Polo - $15.00. Fee waiver applies.
- Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts, and t-shirts.

MIDDLE SCHOOL (7–8) (waiver option does not apply unless specifically noted)

- Physical Education: Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts and t-shirts
- Student Activity Ticket $30.00
  Fee covers admission to Middle School & High School athletic events. Fee waiver does not apply.
- Student Participation Fee and Admission Ticket $60.00
  Admission to High School athletic events ***and*** participation in athletics. Fee waiver applies.
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Music Performance Polo - $15.00. Fee waiver applies.
- Participation in extracurricular activities. Fee waiver applies $30.00
- Optional Device Maintenance Program Paid $30.00
  Free & Reduced $15.00

Middle School Admission Fees

Adults	$2.00
FPS Students without ID	$1.00
FPS Students with ID	FREE
Visiting Students	$1.00

HIGH SCHOOL (waiver option does not apply unless specifically noted)

The following extracurricular activities require ***specialized equipment or specialized attire to be provided by participating students***. *Eligible for waivers unless the student wishes to keep the uniform at the end of the season in which case payment will be required.*

Participation in these organizations requires participation in team-building activities, fund-raisers, and similar events. Failure to participate in such activities will result in appropriate consequences that may include forfeiture of membership on the team.

Activity	***Description***
Cheerleading	Cheerleading Uniform
Flag Team	Flag Team Uniform
Dance Team	Performance Uniform

All sports programs: Students provide shorts, t-shirt, personal undergarments, socks, mouthpieces, shoes, and cold weather clothing.

Additionally, below are items the student must provide for membership on a specific team.

a. Baseball: Student provides glove and bat
b. Bowling: Student provides bowling ball and bag
c. Football: Student provides optional padding
d. Golf: Student provides golf clubs, bag, balls, tees and gloves
e. Soccer: Student provides shin guards
f. Softball: Student provides glove and bat
g. Swimming: Student provides suit, goggles, towels, fins, cap
h. Tennis: Student provides racquet
i. Volleyball: Student provides knee pads

Students may apply for waiver of fees for all of the athletic programs listed above.

Physical Education: Students are responsible for providing appropriate clothing for physical education - shoes, socks, personal undergarments, running shorts and t-shirts

The Student Fee Policy and guidelines will be published annually in the Student Handbook.

High School Admission Fees:
Varsity Football, Baseball, Volleyball, Basketball, Track, Wrestling, Softball, Soccer

Football ONLY

Adults	$8.00
Students K-12, no activity ticket – with ID	$6.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$6.00
Senior Citizens	$3.00

ALL other Varsity Admission Prices

Adults	$7.00
Students K-12, no activity ticket – with ID	$5.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$5.00
Senior Citizens	$3.00

Non-Varsity Athletic Activities Admission Prices

Adults	$7.00
Students K-12, no activity ticket – with ID	$5.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$5.00
Senior Citizens	$3.00

Other Fees

Homecoming Dance	$5.00 per person	
Junior-Senior Prom	$10.00 per person	
Cap and Gown Purchase: (depending on charges from vendor)	$65.00	
Student Parking Tag:		
Provides admission to school parking areas, no space is guaranteed available and purchase is not required.		$5.00
Student Participation Fee and Admission Ticket:		
Admission to High School athletic events ***and*** participation in athletics. Fee waiver applies.		$60.00
Band & Orchestra:		
Students provide their own instrument. Limited supply to rent from FPS for $50/year. Fee waiver applies.		
Optional Device Maintenance Program/Tiger Care (5-12)	Paid	$30
	Free/Reduced	$15

Lunch and Breakfast Programs

(LUNCH)

Elementary Grades K-4	$2.25
JCAC Grades 5-6	$2.60
Middle School Grades 7-8	$2.60
High School Grades 9-12	$2.65
Reduced-price Lunch	$0.40
Adult	$5.50
Milk	$0.50

(BREAKFAST)

Regular price all levels	$1.30
Reduced-price Breakfast	$0.30
Adult	$2.85

Notice of Nondiscrimination

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups.

Designation of Coordinators

Any person having concerns or needing information about the District's compliance with anti-discrimination laws or policies should contact the District's designated Coordinator for the applicable anti-discrimination law.

Law, Policy, or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race (including skin color, hair texture and protective hairstyles), color, or national origin; harassment	**Students:** Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org). **Employees and Others**: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jen.robinson@fpsmail.org).
Title IX	Discrimination or harassment based on sex; gender equity	Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org)
Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA)	Discrimination, harassment, or reasonable accommodations of persons with disabilities	Joel Kerkman, Director of Special Education, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (joel.kerkman@fpsmail.org)
Homeless student laws	Children who are homeless	Brent Cudly, Director of Federal Programs, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (brent.cudly@fpsmail.org)
Safe and Drug Free Schools and Communities	Safe and drug free schools	Jordan Pollack, School Safety and Security Specialist, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jordan.pollack@fpsmail.org)

Multicultural

The philosophy of the District's multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races (including but not be limited to African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans) and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races. The mission shall also include preparing students to eliminate stereotypes and discrimination, or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

Notice to Parents of Rights Afforded by Section 504 of the Rehabilitation Act of 1973

The following is a description of the rights granted to qualifying students with disabilities under Section 504 of the Rehabilitation Act. The intent of the law is to keep you fully informed concerning the decisions about your child and to inform you of your rights if you disagree with any of these decisions. You have the right to:

1. Have your child take part in, and receive benefits from, public education programs without discrimination because of his/her disability.
2. Have the school district advise you of your rights under federal law.
3. Receive notice with respect to identification, evaluation, or placement of your child.
4. Have your child receive a free appropriate public education.
5. Have your child receive services and be educated in facilities which are comparable to those provided to every student.
6. Have evaluation, educational and placement decisions made based on a variety of information sources and by persons who know the student and who are knowledgeable about the evaluation data and placement options.
7. Have transportation provided to and from an alternative placement setting (if the setting is a program not operated by the district) at no greater cost to you than would be incurred if the student were placed in a program operated by the district.
8. Have your child be given an equal opportunity to participate in nonacademic and extracurricular activities offered by the district.
9. Examine all relevant records relating to decisions regarding your child's identification, evaluation, and placement.
10. Request mediation or an impartial due process hearing related to decisions or actions regarding your child's identification, evaluation, educational program, or placement. (You and your child may take part in the hearing. Hearing requests are to be made to the Superintendent.)
11. File a local grievance.

Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. They are:

1) The right to inspect and review the student's education records within 45 days of the day the District receives a request for access.
   Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.
   Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3) The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.
   One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests or otherwise allowed by law. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.
   Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

   Office of the Chief Privacy Officer
   U.S. Department of Education
   400 Maryland Avenue, S.W.
   Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

1. A playbill, showing your student's role in a drama production;
2. The annual yearbook;
3. Honor roll or other recognition lists;
4. Graduation programs; and
5. Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone number, and the name, address, telephone number, e-mail address and other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;

2. School and dates of attendance;
3. Student's current grade;
1. Student's enrollment status (e.g. full-time or part-time);
2. Student's extra-curricular participation;
3. Student's achievement awards or honors;
4. Student's weight and height if a member of an athletic team; and
5. Student's image and likeness.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.

School Library Materials and Parent Access:
Parents have the opportunity to annually request in writing through the building's administration that they receive a notice when their student checks out library material including the materials title, author, date checked out and date due. Please note that students may begin checking material out the first day of each school year.

Notice Concerning Designation of Law Enforcement Unit:
The District designates the Fremont Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

Military Recruiters
The District will provide military recruiters with access to routine directory information of each high school student unless the student's parent or guardian requests in writing that their student's information not be shared with a military recruiter. Parents and guardians who do not want their student's information to be shared with a military recruiter must notify the high school principal in writing. If a parent or guardian does not notify the high school principal in writing, the District will provide a military recruiter with the student's routine directory information.

Combined District and School Title I Parent and Family Involvement
The written District parent and family engagement policy has been developed jointly with, updated periodically, and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents is available for review on the District's website.

Student Privacy Protection Policy

1. In the event any parent, guardian, or educational decisionmaker of a student has a complaint or objection to textbooks, tests, curriculum materials, activities, digital materials, websites or applications used for learning, training materials for teachers, administrators, or staff, and any other instructional materials, the parent, guardian, or educational decisionmaker may request a personal conference with appropriate school personnel to discuss such concerns. The Superintendent or designee shall prepare a complaint form which may be used by a parent, guardian, or educational decisionmaker to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent, guardian, or educational decisionmaker.

2. Upon reasonable advance request, a parent, guardian, or educational decisionmaker will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the parent's child, other students, and the educational staff.

3. Parents, guardians, and educational decisionmakers are encouraged to communicate to school staff when the parent, guardian, or educational decisionmaker believes it to be appropriate for their child to be excused from testing, classroom instruction, learning materials, activities, guest speaker events, and other school experiences that the parent, guardian, or

educational decisionmaker finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent, guardian, or educational decisionmaker concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection, and a proposed solution for dealing with the objection that would be satisfactory to the parent, guardian, or educational decisionmaker and consistent with the mission of the District and legitimate school interests. Parents, guardians, and educational decisionmakers are encouraged to contact the building principal with any questions about any test, curriculum, or surveys.

4. Upon request of a parent, guardian, or educational decisionmaker the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.

5. The District will notify parents, guardians, and educational decisionmakers when their child may be subjected to a standard norm referenced or criterion referenced test or standardized tests. When reasonable to do so or required by law, the parents, guardians, or educational decisionmakers will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent, or guardian, or educational decisionmaker of such student shall be prohibited unless a parent, guardian, or educational decisionmaker requests in writing that such tests be administered to their child.

6. Parents, guardians, and educational decisionmakers will be notified in advance of any school-sponsored survey administered to students of the District when the survey concerns one or more of the following areas:

    - Political affiliations or beliefs of the student or the student's parent, guardian, or educational decisionmaker;
    - Mental or psychological problems of the student or the student's family;
    - Sex behavior or attitudes;
    - Illegal, anti-social, self-incriminating, or demeaning behavior;
    - Critical appraisals of other individuals with whom respondents have close family relationships;
    - Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
    - Religious practices, affiliations, or beliefs of the student or student's parent, guardian, or educational decisionmaker; or
    - Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

    Any survey administered by the District that asks a student to disclose any of the aforementioned topics, including any non-anonymous survey requesting a student provide information relating to drug, vape, alcohol, or tobacco use, then the District will, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers that their students will receive the survey. This notice must describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed. After receiving such notice, parents, guardians, and educational decisionmakers may request a copy of the survey, review the survey, and/or exempt their student from participating in the survey.

    No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.

    No personally identifiable information of any student survey shall be disclosed unless permitted or required by state and federal law.

7. As a general matter substantive decision-making processes will be left to the judgment of the professional staff, administration, and the Board of Education, subject to an effort to receive information from parents, guardians, or educational decisionmakers as to any concerns, objections, or other information such parents, guardians, or educational decisionmakers would wish to provide to the school district concerning a parent's, guardian's, or educational decisionmaker's access, involvement, and participation in activities of the school.

Homeless Students

The District shall ensure that homeless children and youths shall have equal access to the same free, appropriate public education, including public preschool education, as provided to other children and youths. Any person with knowledge of a homeless student in the District should contact the District's Homeless Coordinator. A copy of the District's Homeless Policy is available on the District's website.

FPS Board Policy Resources

In the event of any conflict, inconsistency, or omission between this handbook and a Board policy, the Board policy shall govern and control. The Board of Education reserves the right to adopt, amend, or revise its policies at any time. Any such action shall take precedence over this handbook, whether or not the handbook has been updated. Applicable federal and state laws and regulations shall also govern where required.

LINK to FPS Board Policy

FPS Board Policy Quick Reference Guide

Anti-discrimination, Anti-harassment and Anti-retaliation	4003
Attendance Policy and Excessive Absence	5008
Behavioral Intervention and Classroom Management	6931
Dating Violence	5420
Drug Abuse	5104
Electronic Communication Devices and Cell Phones Policy	6113
Grading System	5204
Parent/Community Involvement in Schools	6400
Pregnant and Parenting Students	5422
Promotion and Retention	5201
School Library Materials and Parent Access	5209
Special Education	6600
Student Discipline	5101
Student Fees	5416
Title IX- Procedure for Complaints of Sexual Harassment	1210
Video Surveillance	3231

AVAILABILITY OF HANDBOOKS

The 2026-2027 Student-Parent Handbook of Fremont Public Schools is available on the internet at fremonttigers.org.

Because of the expense of printing the handbooks, we are asking that you consider using the internet to access and review the 2026-2027 Student-Parent Handbook. Using the internet to access the handbook will allow the district to direct printing dollars to instructional needs and eliminate the need for you to search for your handbook when you have questions throughout the year. Thank you for considering this use of technology to improve school-home communication.

If you intend to sign a paper copy, please return the bottom portion of this page to the Principal's Office by August 15, 2026.

If you intend to acknowledge the receipt of the Student Handbook electronically, please click and fill out the form below.

Parent Acknowledgement Form

Student Acknowledgement Form

***** The form below only needs to be completed if you are not completing the digital receipt form above.**

RECEIPT OF 2026-2027 STUDENT-PARENT HANDBOOK

This signed receipt acknowledges receipt of the 2026-2027 Student-Parent Handbook of Fremont Public Schools. We understand that the handbook contains student conduct and discipline rules and information about Safe and Drug-Free Schools and that we agree to follow such conduct and discipline rules. This receipt also serves to acknowledge that we understand the District's policies of non-discrimination and equity, and that specific complaint and grievance procedures exist, or are linked, in the handbook which should be used to respond to harassment or discrimination.

Date: _____ Date: _____

_____ _____

Student's Name (Printed) Parent or Legal Guardian's Name (Printed)

_____ _____

Student's Signature Parent or Legal Guardian's Signature

2026-2027

FREMONT HIGH SCHOOL

STUDENT HANDBOOK

Designed by Lexi Gutierrez

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INTENT OF HANDBOOK

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Fremont High School. Each student is responsible for becoming familiar with the handbook and the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following school rules.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to cover every situation and circumstance that may arise. This handbook does not create a contract. The administration reserves the right to make decisions and revisions at any time to implement the educational program and ensure the well-being of all students. In addition, it will be the responsibility of the administration to interpret the rules of this handbook. Should a situation arise that is not covered in this handbook, the administration will act fairly and promptly to make a decision based upon all applicable district policies, state and federal statutes, and the interests of the student, parents, school district, and community.

This handbook may also be found on our Fremont Public Schools website, www.fremonttigers.org, under the High School tab, and listed under the Parents tab.

IMPORTANT FREMONT HIGH SCHOOL PHONE INFORMATION AND CONTACTS

Fremont High School	(402) 727-3050
Fremont High School Administration and Deans	(402) 727-3050
Attendance Secretary	(402) 727-3052
Spanish-Speaking Secretary	(402) 727-5533
Activities Office	(402) 727-3063
Activities Director	(402) 727-3969
Assistant Activities Director	(402) 727-3061
Counseling Offices	(402) 727-3056
Nurse's Office	(402) 727-3073
Box Office	(402) 727-3065
School-to-Career	(402) 727-3970

DISTRICT MISSION STATEMENT

The mission of Fremont Public Schools is to produce creative, adaptable, productive citizens committed to lifelong learning.

FREMONT HIGH SCHOOL MISSION STATEMENT

Fremont High School will develop successful, lifelong learners, skilled graduates, and productive members of a global society.

FREMONT HIGH SCHOOL VISION STATEMENT

In order to develop in our lifelong learners the ability to successfully compete in a global society, Fremont High School will provide direction through goals that are based upon student performance data.

TIGER FIGHT SONG

"We're the Fremont Tigers. Tigers are we. We'll stick together. For our team will lead us on to victory. Wherever we may wander North, South, East or West. We know the Fremont Tigers are the Best. We are the Best – Yes."

FREMONT PUBLIC SCHOOLS DISTRICT LEADERSHIP

Superintendent	Dr. Brad Dahl	(402) 727-3000
Assistant Superintendent of Business	Dr. Chris Loofe	(402) 727-3000
Assistant Superintendent of Teaching & Learning	Kate Heineman	(402) 727-3000
Executive Director of Secondary Operations	Scott Jensen	(402) 727-3000
Executive Director of Elementary Operations/Human Resources	Dr. Jen Robinson	(402) 727-3000

FPS SCHOOL BOARD

Todd Hansen
Jon Ludvigsen
Pam Murphy
Mike Petersen
Sandi Proskovec
Terry Sorensen

MESSAGE FROM THE FHS ADMINISTRATIVE TEAM:

Dear Students and Parents:

Welcome to the 2026-2027 school year at Fremont High School!

Whether you are joining us for the first time or returning as a proud Fremont Tiger, we are excited to begin another year of learning, growth, achievement, and opportunity together. At Fremont High School, we believe every student deserves to feel welcomed, valued, supported, and connected. Our commitment is simple: **Every Student. Every Day. Every Tiger Belongs.**

Fremont High School is more than a building—it is a community. We are dedicated to creating an environment where students are challenged academically, encouraged to explore their interests, and empowered to discover their strengths. Through engaging instruction, meaningful relationships, and high expectations, we strive to help every student reach their full potential.

Our staff is committed to educating the whole student. We recognize that academic success, attendance, well-being, and a sense of belonging are all connected. By utilizing research-based practices, data-informed decision making, and a student-centered approach, we work each day to provide the support, encouragement, and opportunities students need to thrive both inside and outside the classroom.

Fremont High School offers a wide range of academic, career, technical, fine arts, athletic, and extracurricular opportunities designed to help students prepare for their future. Students can explore career pathways through our academies in welding, diesel mechanics, education, emergency medical response, criminal justice, information technology, health sciences, and more. Opportunities for dual-credit coursework, industry certifications, and hands-on learning experiences allow students to gain valuable skills while still in high school.

Our Career & Technical Education Center continues to provide exceptional learning experiences in areas such as automotive technology, construction technology, mechatronics, and drafting. Students can also participate in outstanding fine arts programs, including music, theater, and visual arts, as well as a wide variety of athletic programs, clubs, organizations, speech, debate, journalism, cheerleading, and dance. We encourage every student to find a way to get involved and become an active part of Tiger Nation.

We also remain committed to helping students prepare for postsecondary success. Through ACT preparation resources, college and career planning, dual-credit opportunities, and individualized support from our staff, we aim to equip students with the knowledge, skills, and confidence needed to pursue their goals after graduation—whether that path includes college, technical training, military service, or entering the workforce.

As we begin this school year, we invite students and families to partner with us in creating a positive, respectful, and successful school community. Together, we can foster a culture where students attend regularly, engage fully, achieve at high levels, and develop the character and skills necessary for lifelong success.

Thank you for being part of Fremont High School. We are honored to serve our students and families and look forward to an outstanding year filled with learning, leadership, connection, and achievement.

Once a Tiger, Always a Tiger!

Sincerely,
The FHS Administrative Team

FHS CALENDAR / ATHLETIC AND ACTIVITIES SCHEDULE

Fremont Public Schools use Bound as an all-in-one athletic and activities management program to streamline scheduling, ticketing, and registration. Bound serves as a central hub where parents, students, community members, and fans can find schedules, live scores, rosters, and purchase tickets. Athletic and activities schedules for Fremont High School can be found by clicking on FREMONT HIGH SCHOOL ATHLETICS AND ACTIVITIES.

Fremont Public Schools

2026-2027 Fremont High School Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week
- Includes 2 weather make-up days (PD/Work)
- Includes 3 days of Prof. Dev. (PD/Work/Opening Session)

8/12 - First day of school

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/21 - HS Parent/Teacher Conferences

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff 1/2 PD Day, 1/2 Work

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

11/9 - No School: Staff PD Day
11/10 - 9-12 Registration Night
11/12 - 9-12 Registration Night
11/25 - No School: Thanksgiving
Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

12/4 - 9-12 Noon dismissal for
12/4 - • Wrestling invite
12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
• (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

FEBRUARY 2027

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

2/1 - HS Parent/Teacher Conferences
2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
• (3/24-3/29)
3/31 - 9-11 1:15 Dismissal - Testing
• Grade 12 No School

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

4/16 - 1:30 Dismissal Pat Murphy Relays
4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
• End of Quarter 4
• Early Dismissal (Noon)
5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
- Q1:40
- Q2:43.5
- Q3:44
- Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days | No School | No Students | P/T Conferences | Special Events

FREMONT HIGH SCHOOL DAILY CLASS SCHEDULE

7:45 and 7:49 – Warning Bell

Block 1 (88 minutes)
7:50 – 9:18

Passing (7 minutes)
Warning Bell – 9:22
Warning Bell – 9:24

Block 2 (93 minutes)—daily announcements/Pledge of Allegiance
9:25 – 10:58

Passing (7 minutes)
Warning Bell – 11:02
Warning Bell – 11:04

Block 3 (120 minutes)
11:05 – 1:05

A Lunch
Lunch: 11:05 – 11:33 (28 minutes)
Passing: 11:33 – 11:37 (4 minutes)
Class: 11:37 – 1:05 (88 minutes)

B Lunch
Class: 11:05 – 11:33 (28 minutes)
Lunch: 11:33 – 12:03 (30 minutes)
Passing: 12:03 – 12:06 (3 minutes)
Class: 12:06 – 1:05 (59 minutes)

C Lunch
Class: 11:05 – 12:03 (58 minutes)
Lunch: 12:03 – 12:33 (30 minutes)
Passing: 12:33 – 12:36 (3 minutes)
Class: 12:36 – 1:05 (29 minutes)

D Lunch
Class: 11:05 – 12:33 (88 minutes)
Lunch: 12:33 – 1:05 (32 minutes)

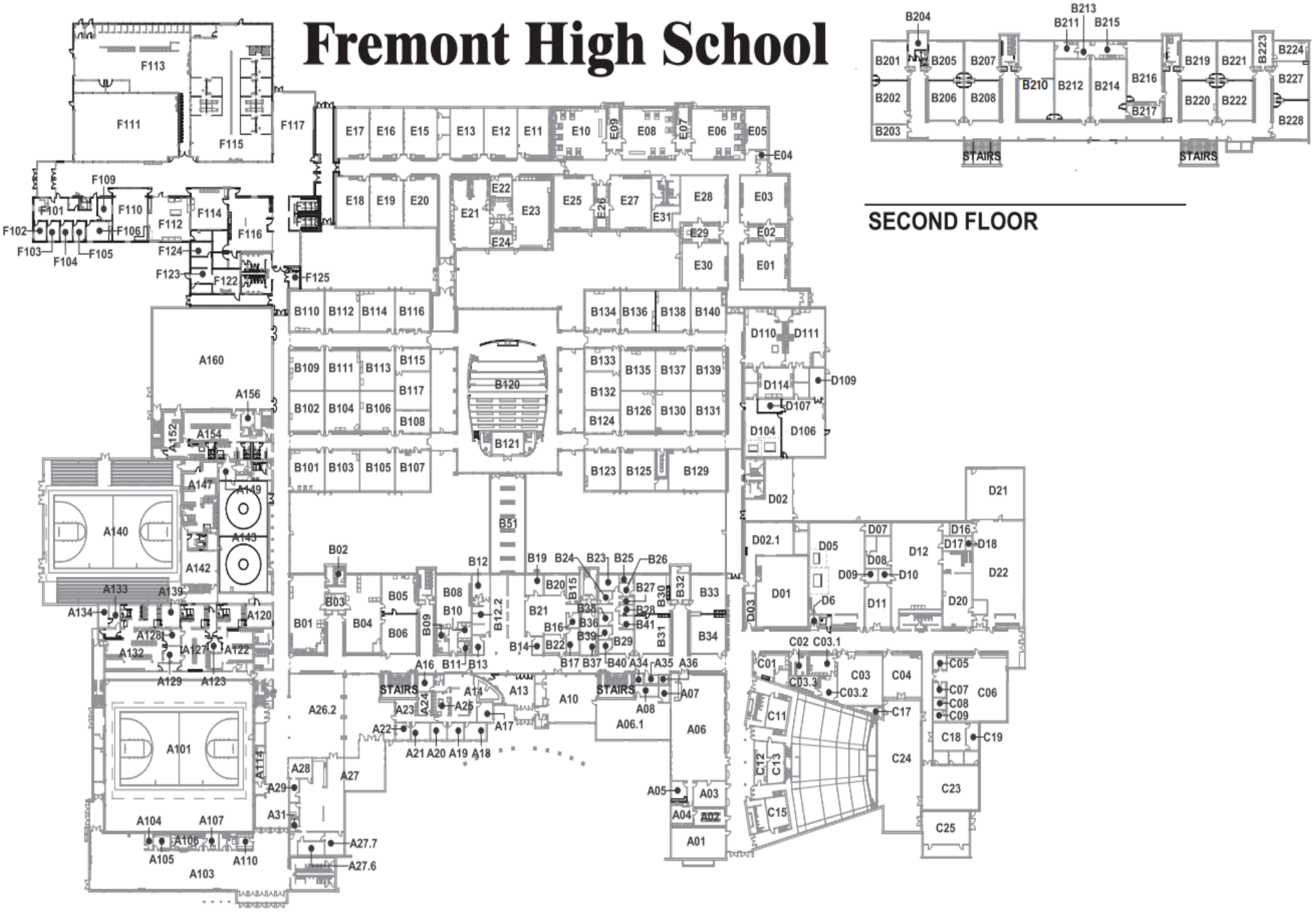
Passing (7 minutes)
Warning Bell 1:09
Warning Bell 1:11

Tiger Success Time (23 minutes)
1:12 – 1:35

Passing (7 minutes)
Warning Bell – 1:39
Warning Bell – 1:41

Block 4 (88 minutes)
1:42 – 3:10

Fremont High School



FIRST FLOOR

SECOND FLOOR

Inclement Weather Information

The following are basic procedures to follow when closing school for inclement weather conditions or other conditions forcing us to not hold school. This includes, but is not limited to, storms, tornadoes, and hot/humid conditions. The decision to close school will be made by 6:15 am.

Notifications will be sent through ParentSquare. Closing information will also be posted to district social media, the district website, KMTV, WOWT, KETV tv stations and KHUB and KFMT radio stations.

FHS GUIDELINES/PROCEDURES

Academic Honors:

The following academic honors are available to all graduates providing they meet the identified criteria.

Academic Achievement Award – Any student who has earned a grade point average of 3.7 for any two consecutive terms in grades 9 through 12 is eligible to receive this award. Recipients may qualify for level one, two, three, or four.

Honor Roll – Any full-time student earning a 3.75 cumulative GPA in 20 credits for a quarter is eligible for Honor Roll.

National Honor Society – Junior and senior students who have earned a minimum cumulative grade point average of 3.5 are eligible for consideration during the second term of the school year. Membership is based equally upon Scholarship, Character, Leadership, and Service and is determined by a vote of the faculty and a faculty committee.

Academic Integrity:

Academic integrity is a fundamental value of teaching, learning, and behavior. Maintaining high standards of academic integrity ensures the sustainability of the educational process. Therefore, students are expected to commit to and be responsible for demonstrating fundamental values, even in the face of adversity. The following activities show a lack of academic integrity: cheating, collusion, falsifying records, lying, plagiarism (including electronic), alteration of materials, forgery, and providing or using external assistance relating to an examination, test, quiz, or daily assignment, without the expressed permission of the teacher, including looking at another student's work, sharing answers, or copying another student's work or any act designed to give unfair academic advantage to the student. Cheating may result in possible disciplinary consequences outlined in this handbook and may include the loss of class (or assignment/exam) credit. Using artificial intelligence (AI) to generate work bypassing the learning process and owning it as one's work constitutes a breach of academic integrity.

Accidents:

If a student is involved in an accident during school hours, please contact the nurse or a school administrator.

Attendance:

Regular attendance is critical for success in school. Fremont High School offers an intensive block schedule with classes meeting for approximately 88 minutes each day. Students should realize that missing an excessive number of school days will make it difficult to keep up with instruction and class work and ultimately earn passing grades and credits in classes.

Circumstances of Absences—Definitions. The circumstances for all absences from school will be identified as School Excused or Not School Excused. Absences should be cleared through the Principal's office in advance whenever possible. All absences, except for illness and/or death in the family, require advance approval.

School Excused. Any of the following circumstances that lead to an absence will be identified as a School Excused absence, provided the required attendance procedures have been followed:

(1) Impossible or impracticable barriers outside the control of the parent or child prevent a student from attending school. The parent may be required to provide the school with documentation to demonstrate the absence was beyond the control of the parent or child. This could include, but is not limited to documented illness (including physical or mental illness), court, death of a family member, or suspension.

(2) Other absences as determined by the principal or the principal's designee.

Not School Excused. Absences that are not school excused may result in a report to the county attorney and may be classified as follows:

(1) Parent acknowledged absences are those in which the parent communicated with the school in the prescribed manner that the child is absent and is the parent's responsibility for the extent of the school day. This includes vacations or other events that do not meet the criteria for a School Excused absence.

(2) Other absences are those in which the parent has not communicated a reason for the student's absence.

Excessive Absenteeism. Students who accumulate five (5) unexcused absences in a quarter which are Not School Excused shall be deemed to have "excessive absences." Such absences shall be determined on a per day (or hourly equivalent) basis for elementary students and on a per class basis for secondary students. When a student has excessive absences, school officials will have verbal or written communication with the person or persons who have legal or actual charge or control of any child.

When a student continues thereafter to have absences of at least twenty days which are Not School Excused, one or more meetings will be held between the school, the child's parent or guardian, and the child, when appropriate, to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall include, if agreed to by the person who is responsible for making educational decisions on behalf of the child, an educational evaluation to determine whether any intellectual, academic, physical, or social-emotional barriers are contributing factors to the lack of attendance. The plan shall also consider, but not be limited to:

(a) The physical, mental, or behavioral health of the child.

(b) Educational counseling;
(c) Referral to community agencies for economic services;
(d) Family or individual counseling; and
(e) Assisting the family in working with other community services.

If the parent/guardian refuses to participate in such a meeting, the principal shall place documentation of such refusal in the child's attendance records.

Reporting Excessive Absenteeism to the County Attorney.

The school may report to the county attorney of the county in which the student resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per year. The school shall notify the child's family in writing prior to referring the child to the county attorney. **[See also Board Policy]**

1. Reporting Student Absences

Parents/Guardians are required to contact the school in the event of their child's absences. Absences should only be for the following reasons:

- Physical or mental illness or personal injury which prohibits or prevents a child from attending school.
- Professional appointments that cannot be scheduled outside of the regular school day.
- Personal or family circumstances or emergencies.
- Recognized religious holidays.

All notes must have a telephone number where the parent may be contacted. The child's absence will be considered unverified until a parent or physician verifies the reason for the absence. Student absences are to be reported by the parent/guardian to the high school attendance clerk as soon as the parents/guardians are aware of their child's absence. Parents/guardians may call the 24-hour voicemail of the attendance clerk (727-3052) to leave a message.

2. Leaving School Grounds without checking out

Students are not allowed to be outside the school building without permission anytime during the school day. Students will also not be allowed to leave the cafeteria during the lunch period. Students needing to leave school must receive clearance through the office prior to the student leaving school. After an absence has occurred, parents may not excuse students for leaving during the school day.

3. Doctor Notes

Doctor notes are recommended whenever a student is absent due to a medical/dental appointment. (Verification of appointments may be faxed to the attendance clerk at 727-3033.) Notes from the doctor's office stating, "Parent reported the student was ill." will not be considered or accepted as medical documentation.

4. Late Arrivals

If a student arrives for school any time after 7:50 a.m., the student must check in at the office before going to class.

5. Tardies

Punctuality is a life skill valued by employers and society at large. In order to minimize disruptions to learning and to help students learn life skills, Fremont High School expects students to be on time for school and on time for individual classes. As a consequence for arriving tardy to a class, a student may be required to attend a 30-minute tardy block either before school from 7:15 – 7:45 A.M. or after school from 3:20 – 3:50 P.M.

Automated External Defibrillators:

Fremont Public Schools and the Fremont Public Schools' Foundation have partnered to provide each building with AEDs (Automated External Defibrillators). These AEDs provide medical intervention in the event of cardiac arrest. Designated staff, certified in CPR/AED, or others may utilize an AED should the need arise. The use of AEDs is to be in accordance with Health and Human Services AED Protocol.

Behavior/Conduct [See also Board Policy]

- **Bullying:**
  Bullying is behavior where one person or group engages in harmful action towards another person or group acting on a real or perceived imbalance of power or view of superiority. The behavior may include verbal (e.g. teasing, or name-calling) and physical aggression (e.g., hitting, pushing, threatening, excluding or ignoring, spreading rumors, or taking, defacing, or destroying the others' property). **[See also Board Policy]**
- **Conduct in School Building and at School Activities:**
  Conduct yourself with dignity in all places. Remember this is your school and that your conduct as individuals makes possible all the privileges and freedoms which are granted. Violation of school rules at school activities will result in discipline procedures as outlined in Code of Conduct policies for competition or performing groups. **[See also Extracurricular and School Activities Policy]**
- **Convocation Programs:**
  During programs in the auditorium or gymnasium, decency in conduct is expected from each student. Good manners demand attentiveness of students, not conversation with friends or some other disturbance. Remember that you have an obligation to show respect to all who are present. Failure to conduct yourself in an acceptable manner will result in your removal from assembly programs.
- **Forgery:**
  Disciplinary consequences may be assigned to students who forge or alter a note, medical form, or pass.

- **Gangs:**
  Possession, use, distribution, display, or sale of anything that suggests, implies, or is associated with gangs or gang activity will not be tolerated. This includes soliciting others for membership in any gangs; any symbols, gestures, tattoos, graffiti, or clothing suggestive of gangs as identified by the Fremont Public Schools.
- **Harassment:**
  Harassment of any kind (the act of systematic and/or continued unwanted and annoying actions of one person or a group directed at another person or group, including threats and demands) is unacceptable in Fremont Public Schools. **[See also Board Policy]**
  - **Threats-Intimidations:**
    A student who in any way threatens or intimidates another student or employee for any reason infringes upon that individual's right to attend school or work free from these kinds of abuses. Reports of this kind of activity to the office shall be investigated and, if proven to be true, will result in disciplinary action and may be referred to law enforcement.
- **Insubordination:**
  If a student is insubordinate, argumentative, confrontational, challenges authority, leaves the classroom without permission, or displays an attitude which disturbs/disrupts the teaching/learning process, the student will be subject to disciplinary action.
- **Make-up Work:**
  Students will have two (2) days to make up work for each day of excused absence. In the case of a known absence, family vacation, athletic event, etc., work shall be completed prior to the student leaving. Individual arrangements shall be made with each teacher.
- **Make-up Work During Suspension:**
  The guidelines for make-up work and tests during the time when a student is on suspension are as follows: Students will be given an opportunity and must assume responsibility for making up work, including tests, missed during suspension. A grade will be recorded for all work completed. Classes missed while a student is suspended will be waived in regard to the attendance requirement. Students on suspension may not be on district property during the suspension and may not participate in school activities.
- **Mutual Respect:**
  Individuals associated with Fremont High School will treat students, parents, and other members of the public with respect and will expect the same in return. We encourage mutual respect in all forms of communication: telephone calls, conversations, voice-mail messages, face-to-face conversations, written letters, and/or e-mail messages.
- **Positive Behavioral Interventions & Supports (PBIS)**
  Positive Behavioral Interventions and Supports (PBIS) is an evidence-based, data-informed process that works to increase student achievement, school attendance, and school success while decreasing challenging student behaviors. By using a systemic approach incorporating all students, staff, parents, and settings, PBIS can assist with creating more effective schools. Students are encouraged to discuss PBIS with their families and apply these research-validated processes in all areas of their lives.

  PBIS provides:
  1. one common approach to behavior; one common school-wide language
  2. positively stated expectations for all students and staff
  3. procedures for teaching expectations
  4. processes for encouraging demonstration and the maintenance of expectations
  5. strategies for discouraging rule-violating behavior and encouraging positive behavior
  6. methods for monitoring and evaluating program effectiveness on a regular basis

  PBIS:
  1. benefits all students, and is not limited to any particular group
  2. is based on effective behavioral practices, instructional design, and strategies
  3. approaches behavior in a proactive way by teaching appropriate behaviors
  4. fosters positive adult-to-student relationships
  5. supports the school's continuous improvement process
  6. is focused on improving academic achievement through creating safe, disciplined environments

Fremont High School Behavioral Expectations

	BE RESPECTFUL	BE RESPONSIBLE	BE SAFE
Hallway	• Follow instructions • Use school appropriate language, tone, and volume • Patiently wait your turn • Be courteous and kind	• Manage your time wisely • Take care of your area • Stay in designated area • Use planner appropriately	• Maintain personal space • Report unsafe behaviors and conditions • Enter/Exit in an orderly manner

Cafeteria & Commons	• Exhibit appropriate manners	• Keep food in Cafeteria & Commons • Use cell phones appropriately	• Leave only with written permission
Classroom	• Respect yourself and the rights and belongings of others	• Arrive on time with required materials	• Follow appropriate procedures
Assemblies & Activities	• Participate positively at the appropriate times	• Be an active listener	• Keep walkways clear
Office Area	• Politely state your purpose • Ask permission to use the phone	• Return office items and furniture to their proper place • Treat office equipment/ furniture with care	• Ask for a place to cool down
Library Media Center	• Greet the librarians • Leave drinks/snacks on counter at the entrance • Return materials to designated area	• Return/renew materials before due date • Find a place to work away from distractions	• Use technology appropriately

- **Possible Inappropriate Behavior Consequences:**

Students must recognize that all behaviors have consequences. Consequences assigned will involve a teaching component to support students in learning appropriate behaviors and may include one or more of the following:

1. 5th Block: As a consequence for receiving an inappropriate behavior referral, a student may be assigned a 5th block from 3:20 – 4:20 P.M. The number of 5th blocks assigned will depend upon the frequency, duration, and intensity of the inappropriate behavior.
2. Tardy Block: As a consequence for arriving tardy to a class, a student will be required to attend a 30-minute tardy block either before school from 7:15 – 7:45 A.M. or after school from 3:20 – 3:50 P.M.
3. Overtime: Overtime is an extended academic opportunity for students who need additional time and instruction to maintain a positive academic status. Overtime is scheduled on Thursday evenings from 3:20 – 6:00 P.M. (Tuesday evenings during final exam weeks).
4. Restricted Lunch: As a consequence for a lunchroom disruption or inappropriate behavior referral, a student may be assigned to eat lunch in a designated area.
5. Restitution: Paying for loss, damage, or injury.
6. Mediation / Restorative Justice: Mediation is a professional, fair, and neutral process whereby an impartial third-party mediator helps to facilitate the outcome of a dispute between individuals or groups. A Mediator can be expected to facilitate communication, promote understanding, and focus the parties on their goals and interests. The mediation process adds an element of encouraging problem-solving, facilitating communication, and promoting understanding among parties/individuals to help positively resolve a conflict and restore relationships/environments.
7. In-School Suspension: Exclusion of a student from attending regular classes; students assigned to in-school suspension report to a designated room at school, are supervised by school staff members, and complete schoolwork in order to keep up with their academic classes. Students assigned to in-school suspension may not participate in any school activities, unless approved by school administration.
8. Short-term Out-of-School Suspension: Exclusion of a student from attendance in all schools within the district for a period of up to five school days. Suspended students may not participate in any school activities and are not allowed to be on school property, except to pick up assignments or to complete assignments after regular school hours.
9. Long-term Out-of-School Suspension: Exclusion of a student from attendance in all schools within the district for a period exceeding five school days and fewer than twenty days. Suspended students may not participate in any school activities and are not allowed to be on school property, except to pick up assignments or to complete assignments after regular school hours.
10. Emergency Exclusion: Any student may be excluded from school if the student's conduct presents a clear threat to the physical safety of himself, herself, others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.
11. Expulsion: Exclusion of a student from attendance in all schools within the district for the remainder of the semester in which the expulsion took effect and potentially the next full semester to the extent permitted by the Nebraska Student Discipline Act.
12. Mandatory Reassignment: Involuntary transfer of a student to another school in connection with any disciplinary action.

Note: Police may be contacted whenever a student has allegedly been involved in any illegal activity, and charges may be filed by the Fremont High School Administration.

[See also Board Policy]

Bicycles/Scooters/Skateboards:
All bicycles should be placed on the west side of the school building where the rack is located. The school is not responsible for any stolen or damaged property.

Book Bags/Backpacks:
Students may carry their bags/backpacks with them throughout the building during the school day.

Books and Book Fines:
Your books are loaned to you by the taxpayers of the school district without cost. You will be fined or charged for replacement of the books if you misuse, damage, or lose them.

Building Hours:
Fremont Public Schools does not provide supervision by staff before 7:45 A.M. and after 3:15 P.M.

Care of School Property:
Students will be required to pay for any unnecessary and/or deliberate or defacing damage to school equipment or property. Violators will be subject to disciplinary action and, if damage occurs, will pay for replacement or repair of equipment or property.

Change of Information:
To keep school records up to date, report any change of address or telephone number to the office immediately. This includes changes in work numbers or emergency numbers. This information is used when emergency situations arise, such as illness, injury, etc.

Closed Campus:
FHS has a closed campus for all students. Students are not to leave the building without permission from the office and may not leave during the lunch period. Students who leave the building without prior approval from the office may be considered truant.

Complaints:
Constructive criticism of the school or its employees, including federal programs, is welcome when it is motivated by a sincere desire to improve the quality of the educational program to equip the schools more effectively for the tasks they are designed to perform. Complaints and communications shall be initiated in the following manner: 1) The parent should first discuss the matter with the teacher. 2) If the problem is not resolved at this level, an appeal may be extended to the Principal. 3) If the problem is not resolved at this level, an appeal may be extended to the Superintendent [may be asked for in writing]. 4) The next level of appeal is the Board of Education, through the President in writing [no anonymous correspondence may be considered officially by the Board].

Copyright Protection:
The fair use of a copyrighted work, including such use by reproduction in copies or by any other means specified by that section, for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship, or research, is not an infringement of copyright. In determining whether the use made of a work in any particular case is a fair use, the factors to be considered shall include:

1. The purpose and character of the use, including whether the use made of a work is of a commercial nature or is for nonprofit educational purposes;
2. The nature of the copyrighted work;
3. The amount and substantiality of the portion used in relation to the copyrighted work as a whole; and
4. The effect of the use upon the potential market for or value of the copyrighted work;
5. The fact that a work is unpublished shall not itself bar a finding of fair use if such finding is made upon consideration of all the above factors.

Counseling Department:
The Fremont Public Schools counseling program is designed to reach all students in three basic areas: academic/educational, career/occupational, and personal/social. A curriculum approach to the delivery of counseling services enables counselors to be proactive rather than just reactive. Support personnel, community members, and representatives from post-secondary institutions are also called upon to assist with presenting the counseling curriculum. The outcome-based model is developmental and sequential. The major purpose of the counseling program is to provide a system designed to anticipate and facilitate the educational, career, and personal/social needs of the students. A curriculum approach to providing services focuses on the prevention of problems by providing all students with appropriate age level skills and counseling information. Counselors strive to meet the developmental needs of all students as well as to respond to the special needs and interests of individual students. Among the many responsibilities of school counselors, the following are primary: counseling students, consulting with staff members, and integrating counseling services into the school's instructional program. The goals of the counseling program in the Fremont Public Schools are intended to meet educational planning, career exploration and planning, and personal and social development. Counseling program goals are also directly related to broader district level goals, which focus on improving the knowledge, attitudes, and skills demonstrated by students. The outcome-based counseling program ensures access and equity for all students in their pursuit of educational opportunities.

Credit Regulations:
Credits, which apply toward graduation from Fremont High School, may be earned in the following ways:

1. Regular attendance in classes with passing marks. (State law requires regular attendance.)
2. Transfer from another accredited high school.
3. Online classes.

Special Considerations:

1. Students attending Fremont High School who have special educational needs will be individually reviewed.
2. Students transferring to Fremont High School from non-state accredited institutions may be awarded credits through individual review of standardized test scores, evaluation of curriculum, or demonstrating proficiency in individual courses through evaluations/examinations as determined appropriate.

Failed courses may be replaced by:

1. FHS Credit Recovery Program course work.
2. Attendance at an approved online, summer, or night school class. Courses must be taken and failed in the regular school term before credit can be earned in this manner.
3. Completion of UNL high school correspondence courses that have prior FHS approval.
4. Completion of credits earned from college courses (prior FHS approval is required). A maximum of 10 total credits from college courses will be allowed.

Granting of Credit:

The following policy shall be followed on those occasions when students enroll in courses at other educational institutions:

1. Credit will only be granted if approval by the student's counselor has been obtained prior to enrolling in the course(s).
2. In situations where credit is not granted, the course name and grade will be recorded on the student's transcript, if requested. The transcript will show "0" credit granted. This grade will not affect GPA or class rank.
3. If credit is granted, 4.5 quarter hours will be converted to 5 high school credits. Three (3) semester hours credit earned at a college or university will be granted and converted to five credits; GPA and class rank will be affected in the same manner as regular high school course credit.

Dances:

A school dance is considered a school function. Any regulations for student behavior may be applicable for the dance. Unacceptable behavior is cause for removal from the dance. Dances are scheduled between 7 P.M. and 12 A.M. midnight. Students must possess their student ID card to enter the dance. No middle school students are allowed to attend high school dances. All school dances require pre-registration and prepayment. The doors will be locked approximately 1 hour after the dance begins. Homecoming and Prom will be the only dances that registered guests of FHS students under the age of 21 may attend. Once students leave a school dance, they are not allowed to return.

Display of Affection: [Inappropriate Public Display of Affection (PDA)]

A school setting is not an appropriate place to display overly affectionate behavior. This includes body contact such as walking arm-in-arm, embracing, making out, or kissing. Your cooperation is appreciated.

District Crisis Team:

The purpose of the Crisis Response Team is to provide direction and support to students, staff, and community following the sudden death, suicide, or other tragic events involving a student or staff member. Please contact your counselor if you become aware of such events.

Dress Code:

The atmosphere of the school is dedicated to the business of learning. Student appearance contributes to a positive atmosphere. Any clothing that detracts from the educational process or that is offensive in nature is prohibited. Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is reasonably forecasted to interfere with the learning environment or teaching process in our school. Following is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other forms of attire deemed inappropriate by the administration may be deemed inappropriate for the school setting:

a. Clothing that shows an inappropriate amount of bare skin or underwear or clothing that is too tight, revealing, or baggy, or tops and bottoms that do not overlap, or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
b. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
c. Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage "horseplay" or that would damage property (e.g. cleats).
d. Head wear including hats, caps, bandannas, and scarves.
e. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.
f. Clothing or jewelry that is gang related.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the student is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration. Further, students will also be permitted to wear attire, including religious attire, natural and protective hairstyles, adornments, or other characteristics associated with race, national origin, or religion, as long as the attire does not interfere with the educational process and does not endanger another person, as determined by the administration.

No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin. No school staff shall permanently or temporarily alter or cut a student's hair.

The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school's guidelines, the student should contact the Principal for approval and may also review such additional postings of prohibited items or grooming which may be available in the Principal's office.

A student dress code violation will be treated as a minor rule violation and may not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy. **[See also Board Policy]**

Electronic / Technological Devices:

An electronic device policy at school is essential to ensure students and teachers are able to enjoy the instructional benefits associated with using technology, while also ensuring the electronic devices don't become a distraction from learning.

"Electronic devices" include, but are not limited to, cell phones, iPads, tablets/laptop computers, digital watches, earbuds, headphones, AirPods, video game devices, and other electronic or battery-powered instruments which transmit voice, text, or digital data from one person to another. Electronic devices **may not be used during class time** except when specifically approved *in advance* by a school building administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a cell phone to participate in an online quiz, student use of a laptop computer for a class presentation, etc.).

Students shall not use electronic devices for:

A. activities which disrupt the educational environment
B. illegal activities in violation of state or federal laws or regulations
C. unethical activities, such as cheating on assignments or tests
D. immoral or pornographic activities
E. activities in violation of Board or school policies and procedures relating to student conduct and harassment
F. recording others (photographs, videotaping, sound recording, etc.) without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public
G. "sexting;"
H. activities which invade the privacy of others

If electronic devices are used inappropriately at school, they may be confiscated, requiring the student and/or parent to pick up the electronic device at the end of the school day. Additional disciplinary consequences may also be assigned.

Teachers will establish, clearly communicate, and remain consistent with classroom electronic device expectations. Students will follow the teacher-created classroom electronic device policy/expectations.

At the beginning of class, the teacher asks the student(s) to put the electronic devices away and/or follow the classroom policy/expectations.

Failure to follow the classroom electronic device policy/expectations:

Violation: *Student turns in electronic device(s) to designated area for the remainder of the class period. Teacher documents it as a minor tech violation.*

If the student refuses to turn in the electronic device(s) to the designated area, the teacher documents it as a major defiance/insubordination violation. Administration is contacted to work with the student. If the student refuses to turn in the phone in the office for the remainder of the day, the parent can come to school and pick up the phone or excuse the student to go home.

Emergency Procedures

- **Evacuation for Fire:**
  In order to comply with the state laws, fire drills will be held periodically. The fire signal is a continuous siren so different from the regular class bells that its purpose is quite obvious. Follow the exit information posted in each classroom.
  Instructions for students:
  1. Students should walk (not run) rapidly.
  2. Students should keep in line at all times and walk two abreast when leaving rooms. You may join another double file and could be walking down stairs four abreast. Do not visit and talk with each other. This hinders efficient evacuation.
  3. The first two people coming to the exit doors are responsible for holding the doors open.
  4. Any student on crutches or who is disabled in any way should be assisted by more able students.
  5. Classes and instructors should leave in a group. Follow the group ahead. Do not mix with them. In general, the order will be determined by relative distance to the exit.
  6. Move down the walks outside the doors at least 100 feet from the building.

  Faculty members will explain the evacuation procedure for each classroom at the beginning of the year; these instructions will be posted.
- **Evacuations for Tornado:**
  Faculty members will explain the evacuation procedure for each classroom at the beginning of the year. These instructions will be posted.
- **Evaluations on a Bus:**
  Transportation members will explain bus evaluation procedures for students at the beginning of the year.
- **Standard Response Protocol:**
  Fremont Public Schools uses the action-based framework of the Standard Response Protocol to manage emergency situations.

IN AN EMERGENCY
TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS
Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS
Close and lock the door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS
Return to inside of building
Do business as usual

TEACHERS
Bring everyone indoors
Lock outside doors
Increase situational awareness
Do business as usual
Take attendance



LOCKDOWN! Locks, lights, out of sight.

STUDENTS
Move away from sight
Maintain silence
Do not open the door

ADULTS
Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS
Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS
Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS
Use appropriate safety strategy for the hazard

Hazard	Safety Strategy
Tornado	Evacuate to shelter area
Hazmat	Seal the room
Earthquake	Drop, cover and hold

ADULTS
Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults

Expenses:
To help you plan to meet the expenses that can be part of your participation in school classes and activities you choose, you will find listed items in the Fremont Public Schools fees board policy.

Fines:
All student fines shall be paid at the end of the quarter, or the student may not be allowed to take quarter finals until fines are paid or arrangements to pay the fines are approved by administration.

Flower/Gift Deliveries:
All flowers/gifts must be picked up after school in the main office.

Food/Beverages:
Food and beverages are allowed at school unless they cause a disruption or distraction to the learning environment. However, food and beverages are not allowed in computer labs or classrooms if so designated by individual teachers.

Fund Raising:
Only approved fund raising projects by school organizations may sell or take orders in the school.

Grading:

- **Grade Point Average:**
  A student's grade point average (GPA) is computed from all graded courses in grades 9-12. GPA is used to compute class rank. It is also a factor in determining some FHS honors and eligibility for post-secondary scholarships. All grades of F, in any required or elective course, will significantly lower a student's GPA. **Repeating a course does not remove the original failing grade from the permanent record.**

- **Grading Scale:**
  A+ (98-100)
  A (93-97)
  A- (90-92)
  B+ (87-89)
  B (83-86)
  B- (80-82)
  C+ (77-79)
  C (73-76)
  C- (70-72)
  D+ (67-69)
  D (63-66)
  D- (60-62)
  F (59-below)
- **Grading System:**
  Fremont High School uses weighted grades/weighted GPA to reward academic excellence and to encourage capable students to enroll in the more academically rigorous courses. Fremont High School grade weights advanced placement, honors, and advanced classes. A student's overall GPA is cumulative over the course of the student's eight semesters of school.

Percentage Range	Letter Grade	Weighted GPA		Credit
		AP, Honors, and Advanced Classes	*Non-Weighted Classes*	
98 - 100	**A+**	**5.0**	**4.0**	**YES**
93 - 97	**A**			**YES**
90 - 92	**A-**			**YES**
87 – 89	**B+**	**4.5**	**3.5**	**YES**
83 - 86	**B**	**4.0**	**3.0**	**YES**
80 – 82	**B-**			**YES**
77 – 79	**C+**	**3.5**	**2.5**	**YES**
73 – 76	**C**	**3.0**	**2.0**	**YES**
70 – 72	**C-**			**YES**
67 – 69	**D+**	**2.5**	**1.5**	**YES**
63 – 66	**D**	**2.0**	**1.0**	**YES**
60 - 62	**D-**			**YES**
59 - Below	**F**	**0.0**	**0.0**	**NO**
No Credit	**NC**			
Condition	**COND**			
Incomplete	**INC**			
Passing	**P**			
Audit	**AU**			

- **Mark Points**

Mark points are assigned to various courses to differentiate the difficulty of each course. For determining mark points, courses are differentiated based on whether or not the course is regular, honors, advanced, or AP. For example, an A in an AP course would be worth more points (5.*0*) than a regular course (4.0).

AP, Honors, and Advanced FHS Courses:

English Honors 9 Honors 10 Honors Communication 10 Honors American Literature AP Literature & Composition	**Science** Honors Physical Science Honors Biology Honors Chemistry Continued Honors Biology Continued Honors Physics Continued
Mathematics Honors Geometry Honors Algebra 2 Honors Algebra 3/Trig Honors Math Analysis Honors Calculus AP Statistics	**Social Science** AP Human Geography AP Psychology AP US Government & Politics AP US History

Graduation Activities:

Mid-year graduates will be welcome to go through the graduation ceremony with those graduating the following spring. Mid-year graduates must assume personal responsibility for completing all senior business including the following:

1. Ordering announcements and cap and gown. All graduates must wear the appropriate cap and gown to participate in commencement.
2. Attending commencement practice, if they choose to participate in the ceremony.
3. Checking periodically to see when official senior business is being completed. It is advisable to have a senior friend (in school) help with these concerns.
4. All graduation requirements must be met in order to participate in the commencement ceremony.

Note: Students may apply for, and be granted, early graduation after completing all graduation requirements and with written parental permission, subject to the guidelines set by the counseling department. You must see your counselor to initiate this process early in the quarter prior to the anticipated conclusion of the quarter you plan to graduate.

Graduation Requirements:

To participate in commencement exercises or receive a Fremont Public Schools diploma, a student must fully complete all requirements for graduation prior to the official commencement exercises, and complete other administrative requirements or conditions. Students who graduate from Fremont Public Schools must accumulate 210 hours. The total graduation requirements must include the following core curriculum:

A. English: A student must earn forty credits (40) to include ten (10) credits of English 9, ten (10) credits of English 10, five (5) credits of Communications 10, ten (10) credits of American Literature, and 5 elective credits of English.

B. Science: A student must earn thirty (30) credits to include ten (10) credits of Biology, and twenty (20) credits of elective science.

C. Mathematics: A student must earn thirty (30) credits of mathematics in sequence depending upon mathematics placement at grade 9.

9-12 Mathematics Flow Chart

	Course Sequence		
9th Grade	Algebra I	Geometry/Honors Geometry	Honors Algebra 2
10th Grade	Geometry	Algebra 2/Honors Algebra 2	Honors Algebra 3, Trig
11th Grade	Algebra 2	Algebra 3/Trig or Honors Algebra 3 Trig	Math Analysis, Calculus
12th Grade	Algebra 3/Trig, Stats, or Math 12	Math Analysis, Calculus, Stats, AP Stats	Calculus, AP Stats

D. Social Studies: A student must earn thirty (30) credits to include five (5) credits of American Government, five (5) credits of World Geography, ten (10) credits of US History, and ten (10) credits of elective Social Science.
E. Physical Education: A student must earn fifteen (15) credits to include 10 credits of Personal Fitness and 5 elective credits. (The physical education requirement may be waived for students with handicapping conditions verified by a physician's annual written statement.)
F. World Language/Career Education: A student must earn either twenty (20) credits of World Language or twenty (20) credits of Career Education (Business, Family and Consumer Sciences, or Industrial Technology courses), or a combination of twenty (20) credits in World Language and Career Education. Of these required twenty (20) credits, a student must complete five (5) credits of Personal Finance and five (5) credits of Foundations of Computing. These credits are applied to the Career Education requirement.
G. Fine Arts: A student must earn ten (10) credits of Fine Arts. Fine Arts includes the visual and performing arts (Music, Art and/or Drama). *Learning Center students without ten credits of Fine Arts may be exempted from this requirement with the substitution of 10 credits of Work Experience or Life Skills.*
H. Electives: Electives earned for a total of thirty-five (35) credits.
I. Each student shall also complete a senior survey. In addition, they should complete and submit a Free Application for Federal Student Aid prior to graduation, unless the required opt-out form is completed by either: (1) the student's parent or legal guardian; (2) the Principal, if the Principal determines that good cause exists not to require the student to complete the FAFSA; or (3) an emancipated student or student of at least 19 years of age. **[See also Board Policy]**

Levels of Diploma:

1) 210-credit FHS - Standard Diploma (Includes 175 required credits + 35 elective credits)
   **In order for a student to graduate with a Standard Diploma prior to the completion of their cohort year, a student/parent meeting with the Director of Guidance and the FHS administration is required. The purpose of the meeting is to inform the parent of the possible limitations of graduating with a Standard Diploma and have them acknowledge in writing their intention for their child to graduate with a Standard Diploma. Should a parent, after having been notified, not attend the meeting, the High School Principal in consultation with the Superintendent may waive the parent meeting requirement.*
2) 250-credit Cum Laude Diploma - Includes 175 required credits + 75 elective credits
- High Distinction - Requires a 3.75 cumulative GPA
3) a) 290-credit Magna Cum Laude Diploma - Includes 175 required credits + 115 elective credits
- High Distinction - Requires a 3.75 cumulative GPA
   b) 290-credit Summa Cum Laude Diploma - Includes 175 required credits + 115 elective credits
- High Distinction - Requires a 3.75 cumulative GPA
   - Requires:
     1. Completion of Level 4 of a world language (4)
     2. Social Science - 30 credits
     3. Science - 40 credits to include 20 credits in Anatomy & Physiology, Chemistry or Physics
     4. English - 45 credits to include 10 credits of AP Literature & Composition, British Literature, Analytical Composition, Creative Writing, or Journalism II
     5. Math - 40 credits to include Math Analysis
     6. 15 credits of visual arts and/or performing arts
     7. 15 credits of vocational courses—including Metro Academies (Industrial Technology/Business/FCS)

Honors (Department):

This award will be given to those students in each department who have excelled in time and effort beyond the expected level of participation. Each department will consider students who exemplify excellence in the areas of leadership, creativity, participation, and effort.

Honors Awarded by the Faculty:

Honor Key Award: The highest award with emphasis on scholarship, loyalty, leadership and achievement.
All-Around Student: Scholarship and an emphasis on participation in a variety of activities.
Best Citizen: Scholarship and an emphasis on exemplary conduct and assumption of citizenship responsibility.

Hall Passes:

Fremont High School utilizes Securly Pass, an electronic pass system. Students are limited to a certain number of passes per school day. No student shall be in the hallways during regular class time without permission/a pass from the staff member in charge of the student at that time. This includes trips to the restroom, media center, and/or offices, as well as any place other than the room to which the student is assigned. Passage shall be by the shortest and quickest route practical without stopovers and without disturbing/distracting other classes in session.

Homeless Children and Youth:
Homeless children in the Fremont Public Schools are entitled to all the programs and processes in place for every child. For assistance with issues of access to programs or processes, the FHS School Social Worker (Homeless Liaison) should be contacted at 402-727-3050.

Homework Assignment Requests:
Upon parental request, the office will collect assignments only when students are out of school for two or more days. We need one full day to get all assignments from teachers and have them ready for pickup. Assignment requests to be picked up the day of the request cannot be honored. Please follow our 48-hour guideline.

Lockers:
Do not give your combination to anyone. Close the locker door and turn the dial upon leaving the locker. The school assumes no responsibility for any loss of property belonging to students. If you have locker problems, report it to the main office. Keep your locker clean and orderly. Posters, pictures, and other materials displayed in the lockers must be appropriate. Graffiti must not be written in or on lockers. Lockers are the property of the school and subject to search and inspections by school personnel at any time. Damage to lockers should be reported to the office. Students may be assigned to another locker and may lose the right to use a locker. Students will be fined for damage to their locker as the situation warrants. **[See also Searches and Board Policy]**

Loitering in or around the School after Dismissal of Classes:
When students have finished their school day and have been dismissed for the day, they are to leave the school or school vicinity immediately. Every student, unless directly supervised by a teacher/staff member, is to be out of the building by 3:30 P.M. Loitering in or around the school or the surrounding school neighborhood is prohibited and may result in behavior consequences.

Lost and Found:
Any article found on school grounds should be turned in to the lost and found in the office. Be sure to check the lost and found in the office if you have lost something. Items unclaimed may be donated to a local charity or discarded.

- **Valuables:**
  Report all lost articles to the office immediately. Do not leave money or other valuable items in your locker, the locker room, or in a classroom unattended.

Lunchroom/Cafeteria:
The class schedule includes four lunch periods. Students assigned to “A” will eat and then attend their Block 3 class. The second lunch group “B” will attend Block 3 class and then go to lunch and return to class. The third lunch group, "C," will attend Block 3 and then go to lunch and return to class. The fourth group, "D," will attend Block 3 class and then eat lunch. Students must be in their assigned area during their lunch period.

Lunch Schedule:

A Lunch
Lunch: 11:05 – 11:33 (28 minutes)
Passing: 11:33 – 11:37 (4 minutes)
Class: 11:37 – 1:05 (88 minutes)

B Lunch
Class: 11:05 – 11:33 (28 minutes)
Lunch: 11:33 – 12:03 (30 minutes)
Passing: 12:03 – 12:06 (3 minutes)
Class: 12:06 – 1:05 (59 minutes)

C Lunch
Class: 11:05 – 12:03 (58 minutes)
Lunch: 12:03 – 12:33 (30 minutes)
Passing: 12:33 – 12:36 (3 minutes)
Class: 12:36 – 1:05 (29 minutes)

D Lunch
Class: 11:05 – 12:33 (88 minutes)
Lunch: 12:33 – 1:05 (32 minutes)

Lunch Sales/Regulations:
The Fremont Public School District operates a computerized meal account system. Each student has an account. Students access their account through a barcode on their Student ID, which is scanned each day in the lunch line. Students may deposit any amount of money in their account using the barcode on their Student ID. Deposits are taken in the morning before school starts and during lunch periods. Each time a food item is purchased, the appropriate amount is deducted from their account. Students will be reminded when their balance is low and that they need to deposit money. Parents can obtain account information and a balance at any time by calling the school the Food Service Accounting Office at 402-727-3111.
Inappropriate table manners may result in the loss of the privilege of eating in the cafeteria.
Lunch Regulations:

1. Students are to return trays and clean off their tables before leaving.
2. Students are to remain in the lunch area.
3. Students with passes out of class are not to be in the lunch area.
4. Students may go to the Media Center during their assigned lunch if they have a pass from their classroom teacher and/or the Media Center.
5. FHS has a closed campus; students are to report to the cafeteria/commons area during their assigned lunch period.

Media Center/Library:
The center is open to all students for reading, studying, and research. Printed materials as well as a variety of online resources and computer technology are available for student use. All materials are purchased to directly support the curriculum and study required by faculty. Proper care and timely return are essential to make maximum use and availability to all FHS students.

1. Books may be checked out for a three-week period and renewed once if desired. EBooks are also available online through Destiny Quest for a three-week checkout period. Magazines may be checked out for one week at a time, excluding the most recent issue of each title.
2. Teachers often place books on reserve. These may be checked out for overnight use and must be returned by 7:45 A.M.
3. Reference books may not be checked out unless with special permission.
4. Overdue notices will be sent out for books not returned on time. Fines to replace the book will be issued after two weeks of late status. Any student on the overdue list may lose privileges of using the media center until all obligations are met.
5. A copy machine is available for single copies by students for class purposes.
6. Several forms of computer research are available.
7. Disciplinary action will be taken by the office for destroying, defacing, or stealing from the Media Center.
8. Hours of the Media Center are 7:00 A.M. through 4:00 PM., Monday through Friday.
9. If materials are lost or destroyed, the student will be charged the replacement costs.
10. Internet access is available to all students, unless access has been lost due to parental request or disciplinary action.

Students are allowed to come to the Media Center during TST with a pass to read, study, and research but not to meet friends, loiter in the bookshelves, or cause general disturbances that keep other students from studying. If students are disrupting the study environment, they will be sent back to their TST.

Medical Catastrophic Insurance:

Any activity that is approved by the Nebraska School Activities Association and is supervised by a coach/sponsor/director is covered by a lifetime/liability medical catastrophic insurance policy. This policy does not take the place of an individual's hospital/medical policy but covers some liability for long-term medical expenses.

National Honor Society:

The National Honor Society chapter of Fremont High School is a duly chartered and affiliated chapter of this prestigious national organization. Standards for selection are established by the national office of NHS and have been revised to meet our local chapter needs. Students are selected to be members by a five-member Faculty Council, appointed by the principal, which bestows this honor upon qualified students on behalf of the faculty of our school. Students in the 11th or 12th grades with a cumulative GPA of 3.5 or higher meet the scholarship requirement for membership. These students are then eligible for considerations on the basis of service, leadership, and character. Students do not apply for membership. After the completion of the first term, a list of 11th and 12th grade students who meet the academic requirement will be generated. Each of these students will receive a letter and be encouraged to fill out an information sheet. This sheet will provide the Faculty Council with information regarding the three areas listed above. A majority vote of the council is necessary for selection. Candidates are notified regarding selection or non-selection according to a predetermined schedule. Following notification, a formal induction ceremony is held at the school to recognize all the newly selected members. Once inducted, new members are required to maintain the same level of performance in all four criteria (or better) that led to their selection. Students or parents who have questions regarding the selection process or membership obligations can contact the chapter advisor at Fremont High School. The official website of the National Honor Society defines the four components in which students are selected. (http://www.nhs.us/membership/) Dismissal from NHS: Members who fall below the standards that were the basis for their selection shall be promptly warned in writing by the chapter advisor and given a reasonable amount of time to correct the deficiency. A member would not necessarily have to be warned in the case of a flagrant violation of school rules or the law. The faculty council shall determine when an individual has exceeded a reasonable number of warnings. In all cases of impending dismissal, a member shall have a right to a hearing before the Faculty Council. For purposes of dismissal, a majority vote is required. A member who has been dismissed may appeal the decision of the Faculty Council under the same rules for disciplinary appeals in the school district.

Pandemic Plan:

According to the World Health Organization (WHO): "A pandemic is defined as an epidemic occurring worldwide, or over a very wide area, crossing international boundaries and usually affecting a large number of people." It is important to note that there are numerous variables pertaining to pandemics that cannot be determined. The Fremont Public Schools Pandemic Plan includes a system to assist in managing the impact of a pandemic if one should transpire. The plan focuses on two main strategies, which include sustaining educational functions and reducing the spread of the illness within school facilities. Fremont High School will work with external health officials and agencies to develop a specific plan of operation. Information regarding educational functions and the school's operation will be communicated with students and families as needed.

Parent/Teacher Conferences:

Parent/Teacher Conferences offer opportunities for discussion of student progress at school and to exchange ideas regarding any academic or behavioral concerns. Parent/Teacher Conferences are important in the development of positive relationships between school and home. Teachers, counselors, and administrators at all levels are urged to schedule informal parent/school conferences whenever noticeable changes occur. (Parent/Teacher Conferences for 2026-2027 will be held from 5:00 – 8:30 p.m. on Monday, September 21, 2026, and Monday, February 1, 2027.) Student registration nights will be on Tuesday, November 10, and Thursday, November 12, 2026, from 4:00 - 7:30 p.m.

Parking:

Parking on school property is a privilege afforded to students. Certain conditions are attached to that privilege. Students who fail to uphold those conditions will be subject to disciplinary action and/or loss of parking privileges. Circumstances may arise where no warning is necessary for the vehicle to be towed.

Student Parking Lot Regulations: The following policies, procedures, and regulations are to be observed in the parking lots of the high school. Failure to comply with these regulations may result in fines, disciplinary action, or loss of parking privileges.

1. Students who wish to park in the school lots must purchase a Parking Permit for $5.00.
2. Students are required to register their vehicles with the office and purchase the Parking Permit during the first week of school, when they begin driving a vehicle to school, or upon the purchase of a new vehicle or a change in license plates. The Parking Permit must be placed on the back side of the rearview mirror so the permit number may be read from the front of the vehicle.
3. Lost tags will be replaced for a $5.00 fee.
4. Students will not be assigned parking spaces. Spaces may be used on a first come/first served basis each day. Student parking is identified by yellow lines on both sides of the vehicle. Staff member parking is identified by white lines on both sides of the vehicle. Students who park in staff member parking spaces will be ticketed.
5. Cars parked improperly—taking more than one spot, parked on a curb, island, next to a red line, on the grass, or in an area marked "NO PARKING"—will be ticketed. Students are to obey all traffic signals, signs, and markings. Prohibited behaviors include speeding (over 5 mph), reckless driving, littering, or loitering in the parking lot.
6. Students found to be parked illegally or improperly will be issued a parking ticket and assessed a $15.00 fine, payable in the high school CTE office. Also, if students receive a parking ticket and have not purchased a Parking Permit, they will be assessed a $5.00 Parking Permit fee in addition to the $15.00 fine and given a Parking Permit.

The school is not responsible for any vandalism to or theft of/from vehicles while in the parking lot. **[See also Searches and Board Policy]**

Permanent Records:

Fremont Public Schools use an individual cumulative record, which follows each student from kindergarten through the twelfth grade. This record contains the following:

A. Personal data
B. Family data
C. Health record
D. Scholastic record
E. Standardized test scores
F. Attendance records
G. Graduation data

Legislation makes it necessary for you to furnish written authorization for the release of your school records in many circumstances. A form will be offered to students and parents to permit records to be sent to educational institutions or prospective employers. No records will be sent without authorization in circumstances where consent is required. Students' permanent records are not stamped "graduated" until after commencement and when all obligations have been met.

Posters and Advertising:

Only posters and advertising promoting our school activities may be displayed on our campus. Posters/signs must be placed only in designated places and not be placed on painted or varnished surfaces. The tape removes the surface. These posters/signs must be approved by the Principal before being posted. A maximum of 20 posters will be allowed. All signs/posters are to be taken down as soon as possible after the activity is complete.

Publications:

The journalism department publishes a student newspaper. This paper is available to each student free of charge and is mailed to other high schools on an exchange basis. You are asked to take it home and share it with your family so that community citizens can become more aware of school activities. The journalism department also publishes a yearbook, the Black and Gold. This book is sold to students and is distributed at the end of the school year in order that all activities for the year can be included. It is an excellent annual record of school life, and you are encouraged to buy one. The school retains authority to refuse to sponsor student speeches or written materials that might reasonably be perceived to advocate violence, drug or alcohol use, irresponsible sex, or inappropriate conduct, to associate the school with any position other than neutrality on matters of religion or politics, and otherwise as needed to address legitimate pedagogical concerns.

Registration Information:

All students will meet with counselors individually or in groups to select courses for the next school year. In the spring, when students receive verification listing their selected courses, they may make changes.

Schedule changes after June 1st will likely be impossible. Therefore, it is imperative that students select appropriate classes prior to that date. **Remember course choices become commitments**. Any changes after June 1st must have administrative approval and, if space permits, will only be considered for the following reasons:

1. Students complete a course during summer school for which they registered in the spring.
2. A conflict in the master schedule necessitates dropping or changing a course.
3. Students need an additional course to meet graduation and/or entrance requirements. **It is each student's responsibility to research post-secondary opportunities and be prepared to meet the entrance requirements.**
4. Students failed a prerequisite course.

Schedule Changes:

Spring registration is considered final. The Fremont High School master schedule of classes is constructed, faculty and staff are hired and assigned, room assignments are made, facilities are adjusted, and all textbooks, materials, and other supplies are purchased based upon the number of students registered for specific classes. If emergency schedule adjustments are to be made based on changes in

career goals, failures, or any other legitimate reasons, those adjustments *must occur before the beginning of the quarter in which the change(s) take place. If you have any questions about this procedure, please consult your counselor.* Students are required to carry a minimum of forty (40) credits per term. Students who have enrolled in a 10-credit, 2-quarter (term) class or a full-year class are expected to complete the entire course. Students must have administrative approval to withdraw from the second quarter of a term class or the second, third, and fourth quarters of a full-year course.

Scholarships:

Scholarships are posted in the counseling office. Seniors should check the listing each week. The Education Quest Foundation, Rockbrook Village, 11031 Elm Street, Omaha, NE 68144-4823 (108th & Center), provides free scholarship and financial planning to parents and students. The telephone number is 402-391-4033.

School Buses:

Students who ride a Fremont Public Schools (FPS) bus will be required to carry and scan a Zonar badge each time they board the bus. This system has been implemented to enhance the safety and security of all students by allowing accurate tracking of students riding the buses. Students are expected to have their badge with them daily and use it consistently when entering the bus.

School Nurse:

The nurse's office is located in B-12 and is open from 7:45 A.M. to 3:15 P.M. The nurse's office phone number is (402) 727-3073. Students feeling ill should report to the nurse promptly to avoid the possibility of spreading communicable diseases. The nurse's office does not prescribe hearing aids, glasses, or dental care; nor does it offer diagnosis or treatment of disease. In all such matters, the student is advised to consult his/her own family physician.

**No student should be sent to school with a fever of 100 or greater, vomiting (even once), or diarrhea. They should not return to school until they are symptom free for at least 24 hours WITHOUT the use of fever reducing medications (Tylenol or ibuprofen). Giving Tylenol or ibuprofen the morning before school could spread communicable illness to others, and should NOT be done to mask fever. This means the student will be expected to stay home the day of the fever AND the day AFTER the fever. Please consult the school nurse if you have questions.

When medications (such as antibiotics) are prescribed by a doctor, every effort should be made to take the necessary doses during out-of-school hours. If it is necessary to take medications during school hours, the following regulations are necessary for the safety of all children:

1. A physician/dentist/APRN/PA's authorization and written parent/guardian authorization is required for all prescription medication. The prescriber's authorization may be on the pharmacy label attached to the original container or a separate prescription provided to the nurse's office.
2. A written parent/guardian authorization is required for all non-prescription medication. All medications will be safeguarded by the principal or school nurse and given by the person so designated. This includes over-the-counter medication such as Ibuprofen, Tylenol and cough medications.
3. Qualified students may be allowed to carry an asthma inhaler or Epinephrine injector for severe allergies with proper permission. This includes a CARE PLAN AND MEDICATION PERMIT signed by BOTH the parent/guardian AND the prescriber (physician, PA, APRN)

If your child must have medicine at school, we ask that you do the following:

a. Over-the-counter medication must be in the original container and labeled with the child's name. The permission slip must include the name of the medicine, the dose to be given, the time it is to be given, and the route of administration.
b. Prescription medication must be in the original container from the pharmacy and must be labeled with the child's name, the name of the medication, the dose to be given, when it is to be given, and route of administration. The label must also include the doctor's name and be currently dated.

The use of essential oils in school will follow the FPS medication administration policy for non-prescription medication.

MEDICATION IN BAGS OR ANY OTHER FORM OF "HOME PACKAGING" WILL NOT BE ADMINISTERED. Permission slips are available at school or online on the FPS website. Expired medication will not be accepted by the school. Medication orders must be renewed every school year.

Students returning to school after being ill with communicable diseases such as strep throat, chicken pox, ringworm, scabies, impetigo, or head lice are to check with the school nurse prior to attending classes. In the case of sudden illness or injury, every attempt will be made to notify a parent or guardian. If it is deemed necessary, the ill or injured student will be transported to the hospital by the safest means possible. Students who are sent home because of illness will be assumed to be unable to participate in any sport or extracurricular activity after school. **[See also Activity Participation Policies]**

School Resource Officer:

The purpose of a School Resource Officer (SRO) is to enhance the relationship between local law enforcement, students, parents, and staff. The officer will perform a variety of professional and technical police work and necessary investigation for the protection of life, safety, health, welfare, and property. All local, state, and federal ordinances, statutes, and laws will be enforced. There may be occasions when circumstances arise that the SRO will need to provide direct assistance to school personnel. When assistance is requested and/or becomes necessary for law enforcement to become involved, law enforcement procedures and practices will be followed. The officer determines whether the student or students will be questioned, arrested, handcuffed, and/or taken to the police department. Parents will be contacted after the determination is made. The SRO is authorized to access school records on any student, without parental approval, in the course of his/her duties at school.

School-to-Career:

The purpose of the School-to-Career (STC) program is to provide juniors and seniors with "job-shadowing" opportunities that will prepare them for post-high school experiences. The program is intended to foster good decision-making skills, relationship

development, and time-management skills. School-to-Career is a non-paid, job-shadowing experience, not a paid internship or work-release program. Students will be allowed to attend a business site to observe and ask questions. Some businesses may allow students to do hands-on activities, but this is not a requirement of the business. This is a pass/fail class that is awarded five (5) credit hours per quarter. Juniors may take STC one (1) quarter per academic year, and seniors may take STC two (2) quarters per academic year. Students will be required to prepare a resume prior to going to a business site.

School-to-Career Options for Placement:

- Observe/Job Shadow a career of interest off campus at a business in Fremont
- Office Assistant at Fremont High School
- Teacher Assistant at Fremont High School, JCAC, Fremont Middle School, an FPS Elementary School or another school in Fremont

School-to-Career Placement Guidelines:

- Students may not shadow a current employer in their current position.
- Students may not shadow directly with a parent or relative.
- The STC site must be pre-determined by the first day of the quarter.
- Placement Guidelines and Contract must be returned by the third (3rd) day of the first week of the quarter.
- If a placement is requested at Fremont Health, special arrangements must be made with the School-to-Career Coordinator at least 10 school days prior to the start of a quarter.
- If a placement is not secured and the STC contract is not turned in by the appropriate deadlines, students will be removed from STC and placed in another core/elective class.

Searches:

All students are responsible for obeying state law, policies of the Board of Education, and the rules of the school. No student should bring anything to school which is prohibited by statute, policy, or school rule. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. The administration has the authority to search school property, student property (including vehicles), and students themselves when there is reasonable suspicion to believe a student has violated a statute, policy, or rule or that the search may reveal evidence of such violation. In order to maintain orderly and reasonable school operations and student discipline, students have no claim to the right not to allow a search of themselves, their belongings, vehicles, or school lockers if the search is based on a reasonable suspicion that the students themselves, their belongings, or school lockers hold material or substances prohibited by the school or local, state, or federal law. The student's parent or guardian shall be notified if any prohibited articles or materials are found in a student's locker, vehicle parked on school property, among a student's belongings, or on the student's person as a result of a search conducted in accordance with this policy.

A student's refusal to submit to a search may lead to discipline for insubordination and may also constitute evidence for which the search was being conducted in the first place. For instance, if an administrator has reasonable suspicion that a student has violated the no vaping rule, a refusal to be searched to determine if the student has a vape device will support the conclusion that the student violated the no vaping rule. **[See also Board Policy]**

Secret Organizations:

State law prohibits secret organizations as part of the school program. Secret organizations outside of school are prohibited from bringing any part of their activities on the school grounds or into the building. This includes the wearing of any clothing that identifies a student as a part of a non-school secret organization.

Senior Pictures:

Seniors may have senior portraits taken at the studio of their choice. It is the senior's responsibility to get the picture to the yearbook sponsor by the deadline established.

Smoke-Free Environment:

All facilities and/or vehicles owned and operated by the Fremont Public Schools are to be smoke-free, and smoking and/or use of all tobacco products is prohibited within those facilities and vehicles. For purposes of this restriction, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Fremont High School utilizes vapor product/e-cigarette detection devices in various areas of the school building. Non-student adults may use/wear non-visible nicotine patches or use nicotine gum without displaying the product container as part of a smoking cessation program.

Student Announcements for the Daily Bulletin:

The bulletin will be communicated to students daily. Announcements may be made over the intercom as new information arises. Any announcement information must be in the office by 1:30 P.M. in order to be included in the next day's bulletin. If it is an organization announcement, it must be approved by the faculty sponsor. Announcements are restricted to school business.

Student Council:

Student Council is a group of selected students who foster school spirit within FHS and our community. Each member of Student Council has the opportunity to actively participate in school-wide activities, create publicity about school events, promote school pride, and participate in fundraising programs, or other school events and activities. Selection of Student Council members takes place during the first weeks of the school year, and the Student Council officers are chosen once the members are selected. Student Council members who do not fulfill their obligations may be removed from the organization. All members reapply each year, and positions are open to all students. The President and Vice-President/School Board Representative may come from any class. The Student Council functions under an adopted constitution and is a member of state and national student council organizations.

Student IDs:
All students should wear their Student IDs at all times. Student IDs are required for lunch purchases, check out of materials from the Media Center, and general safety/security purposes. Student IDs must be presented to enter school dances. Replacement IDs are $5.00.

Student Handbook:
The student handbook will be emailed to all students at the beginning of the year or upon enrollment. The student handbook is located and can be accessed on the Fremont Public Schools website.

Student Restraint:
As a part of the emergency procedures in place in our schools, any student who poses an imminent risk of injury to him/herself or others may be physically restrained and/or placed in seclusion by school staff in accordance with School Board policies.

Summer School:
Summer school will be offered through the *Canvas Learning Management System* and *Edgenuity*. Course curriculum is accessed via computer. Students should work with their counselor to determine which summer school courses are appropriate/needed.

Tiger Success Time (TST):
Tiger Success Time (TST) is a 23-minute period that meets each school day between 3rd and 4th blocks. It is designed to serve multiple purposes with the goal of helping each student make connections with other students and an adult mentor/teacher. TST activities will include large-group class activities (meetings with the counseling department, voting, class meetings about class rings and senior graduation products, grade/attendance checks etc.), PBIS information, guided study, homework completion, assistance in the Tiger Achievement Center, and student club and organization meetings. All meetings will be listed in the Student/Staff Announcements. Students should check in or sign in with their TST teacher for attendance prior to reporting to meetings.

Visitors:
Fremont High School utilizes the Raptor visitor management system. All visitors, including former students, must check in at the main office or the CTE office, announce their purpose for being in the school, present identification, and receive a visitor's name tag. Visitors in the building during school hours must wear the visitor's name tag.

FREMONT PUBLIC SCHOOLS ALTERNATIVE HIGH SCHOOL PROGRAMS

Fremont Learning Center:
The Fremont Learning Center is an educational program for students in grades 8-12, providing an alternative to a traditional school setting. The Learning Center ensures educational achievement for nontraditional students, enabling them to become self-reliant, problem-solving citizens who are proponents of lifelong learning. The Learning Center also offers different learning styles, allows students to regain lost academic credit, strengthens group cohesiveness, builds self-esteem, and introduces students to the community and work experience. This is accomplished by providing a caring, competent staff; a relevant, individualized curriculum; and a structured, predictable environment. Students are identified by administrators and counselors and are enrolled throughout the school year. The program is highly structured with strict attendance, behavior, academic, and employment requirements. The Learning Center is a full-day academic program which can include Work Experience or multiple dual-enrollment options. Graduating students receive a Fremont High School diploma.

EXTRACURRICULAR AND SCHOOL ACTIVITIES

Fremont High School sets definite guidelines pertaining to student conduct at school activities. Students should understand that attendance at school activities is a privilege and not a right. Consequently, privileges can be revoked if in the judgment of school officials, the student's behavior is inappropriate. Fremont High students will respect others. The visiting team, their fans, and the officials are our guests. Please treat our guests with courtesy and respect as well as our opponents and officials. Safety for our students, athletes, and officials is not to be jeopardized by inappropriate behavior. Obscenities at all school activities will not be allowed. This includes double meaning words and sound alike words. Students will dress appropriately at all activities by using the same guidelines used for dress during the school day.

The following rules, if broken, could cause a student to lose his/her privileges of attending school activities for the remainder of the school year:

1. Students are not to use tobacco at school activities [Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect, regardless of whether the item contains nicotine.]
2. Students are not to consume alcoholic beverages before coming to a school activity or during a school activity.
3. Use of noisemakers (horns, bells, megaphone, etc.) is prohibited. Megaphones can be used by cheerleaders only.
4. Signs and banners are not to be displayed at the gym or stadium during the game.
5. Do not throw items at games.
6. Inappropriate gestures and cheers are not acceptable.
7. Rowdy behavior and excessive display of poor sportsmanship will not be accepted.
8. Students are to stay off the field or floor before and during the game.
9. A special student bulletin about procedures at athletic contests may be issued at the beginning of each activity / sport season.
10. Harassment and/or hazing will not be tolerated. Harassment with abusive or ridiculous treatment will not be tolerated.

Fremont High School desires to go on record as continuing to appreciate the contribution of competitive athletics to the total educational program of its students. In order to keep this part of the program in its proper perspective and continue the excellent public support we have received, the Principals and Activities Directors strongly urge positive action by team members, coaches, student bodies, and fans before, during, and after athletic events.

Fremont High School wishes to remind all interested parties that these are sporting events and, as such, require certain actions that we term “Good Sportsmanship” in order to carry out the basic purposes of the athletic program.
Our school personnel, bands, cheer squads, athletic teams, and coaches are all on public display representing our communities and our schools. It should be a basic aim and objective that the day after an athletic event, we are proud of our team’s performance and the actions of our community and student bodies. We must assume that all athletic squads are trained to perform their best and prepared to accept decisions and outcomes as they occur. The member schools urge your enthusiastic support in a positive manner for your school and their representatives, feeling that this should in no way reflect disrespect for the opponent or the delegated officials assigned to work these events. Outcomes of athletic events appear on the scoreboard. May we all accept this result. May the better team win!
The Board of Education hereby establishes and adopts the following rules and procedures concerning student participation in Interscholastic Athletics and Activities.

A. **Code of Conduct for School Activities:** Fremont students participating in school activities are representing not only themselves, but also their school and community in all their actions. With this in mind, we hope that all of our students’ actions reflect a positive position toward each other, our opponents, and the training obligations, which are an accepted part of school activities. There shall be immediate suspension from school activities if it is determined by the head coach, sponsor, or Violation Board that a student has broken the laws of the State of Nebraska (except minor traffic violations providing 3 or less points against the driver's license); maliciously destroyed property; had possession of or used tobacco, alcohol, or drugs; or has been guilty of other conduct unbecoming a student involved in activities. [Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect, regardless of whether the item contains nicotine.] Conduct unbecoming a student participating in school activities can be identified as any of the Prohibited Conduct defined in the Student Handbook under “Student Code of Conduct.” All violations that constitute "conduct unbecoming a student participating in school activities" should be reported by any school official, by any student, or by any teacher to the Activities Director, sponsor, or head coach when the severity of the violation is deemed to merit reporting. A student can be held out of competition or performance for inadequate academic performance. (i.e. failing to complete work for an instructor, failing 1 or more classes etc.)

B. **Enforcement Period for Code of Conduct:** The enforcement of this policy will begin with the official starting date of the fall sports season established by the NSAA and will end on the last official day of school in a given year as established by the Fremont Board of Education.

C. **Suspension or Expulsion from School Activities:**

First Violation

1. Student conduct constituting a violation of any of the rules set forth in Paragraph (A) may result in a suspension from interscholastic athletic or activities competition for a maximum of FOUR WEEKS. A student suspension can be reduced to TWO WEEKS if the student self-reports the first violation the first day of school after the violation.
2. A student will be suspended for TWO WEEKS if the student attends a party where minors are using drugs/alcohol or involved in an unbecoming activity, but he/she was not involved. If a student self-reports this violation the first school day after the violation occurs, the suspension will be reduced to ONE WEEK.
3. During the suspension, the student will be placed on probation and allowed to practice and remain a part of the team as long as the student's conduct remains constructive and the student is an active contributor to the activity.

Second Violation

1. Student conduct constituting a SECOND violation of any of the rules set forth in Paragraph (A) may result in a suspension from interscholastic athletic or activities competition for a maximum of SIX WEEKS. A student suspension can be reduced to THREE WEEKS if student self-reports the first violation the first day of school after the violation.
2. A student will be suspended for TWO WEEKS if the student attends a party where minors are using drugs/alcohol or involved in an unbecoming activity, but he/she was not involved. There is no reduction in suspension for self-reporting for a 2nd occurrence of this specific action.
3. During the suspension, the student will be placed on probation and allowed to practice and remain a part of the team as long as the student's conduct remains constructive and the student is an active contributor to the activity.

Third Violation

1. A third violation in a given school year will result in the student's expulsion from participation in activities and attendance at activities for the remainder of the year. These activities include athletics, activities, public performances, dances, intramurals, and prom.

Lettering Policy

Any student participant who violates the Activities Code of Conduct for alcohol, tobacco, or drug violations during a season of participation will not be eligible for a varsity letter in that sport or activity.

Suspension or Expulsion from School Activities: Enforcement

1. Any suspension or expulsion will begin when the Activities Director determines that a violation has occurred regardless of the amount of elapsed time between the violation and the actual discovery. Any suspension may be immediately enforced by a head coach for any violation of which the coach has personal knowledge.
2. At no time will a suspension or expulsion carry over from one school year to the next.
3. The head coach shall have the sole discretion to determine who shall receive letters in the sport they supervise and may withhold a letter because of suspension or expulsion during that sport's season.

4. A student not participating in activities can be suspended from attending activities if they violate the Code of Conduct for school activities. The student is entitled to a hearing procedure outlined below.

D. Hearing Procedure:

If a coach or school official makes a decision to discipline a student by suspension or determines that there may be cause to discipline a student by suspension or expulsion from interscholastic activities, the following procedures shall be followed after reporting the matter as required by Paragraph (A).

1. The student shall be confronted by the Activities Director, head coach, or a designee of the director or coach. The student shall be advised of the facts upon which the complaint is based and given an opportunity to deny or explain the matter. The student shall be advised of their right to appear before a meeting of the violation board for purposes of presenting facts in support of a denial.
2. The Activities Director, Assistant Activities Director, head coach or sponsor of the student, and two other head coaches chosen by the Activities Director, or a designee of any one or more shall constitute the violation board, which shall have the duty to decide if the report is valid and if a violation of the activity code described in Paragraph (A) has occurred and to determine the discipline for the violation.
3. The violation board shall meet within two school days after the student has been notified of the alleged infraction when the student and parent/guardian request a hearing. The student and a parent or guardian shall be advised by telephone, in person, or in writing of the time, place, and purpose of the hearing. The hearing may be postponed for a reasonable time not to exceed two school days at the request of the student. The hearing shall be informal. The student may present witnesses on their behalf. The violation board shall have the right to limit the number and testimony of witnesses as necessary to preclude unreasonably repetitive or irrelevant testimony.
4. If the decision of the violation board is that no violation occurred, the head coach or sponsor of the student has the responsibility to tell the student of the determination.
5. If the decision of the violation board is that a violation occurred, the Activities Director, head coach, or sponsor of the student will promptly visit with the student and a parent or guardian to state the decision and explain the discipline.
6. The student shall have the right to appeal the decision of the violation board to the Board of Education by presenting a written request for a hearing to the Secretary of the School Board. The appeal hearing will be conducted no later than the next regular meeting of the Board after receipt of the request. Such request for appeal shall not delay the effective time of the suspension or expulsion.

E. Coaches / Sponsors Discipline:

Notwithstanding the foregoing, any head coach or sponsor shall retain the right to discipline athletes or participants in any reasonable manner, including suspension from practice for up to two days and suspension from participation in one interscholastic event for any incident of "Conduct Unbecoming an Activities Participant". In the event such an incident is not reported and acted upon by the violation board, it shall not constitute a first suspension under Paragraph (C 1).

F. Permission to Participate in Activities:

No student shall be allowed to participate in any activities until the following forms are fully completed, signed, and returned to the coach and/or Activities Director.

1. **THE MEDICAL HISTORY AND CONSENT FORM** with all questions answered and signed by either the parents or guardian of the student.

2. **THE PHYSICAL EXAMINATION REPORT** with all blanks filled in, all questions answered and signed by the physician. The Physical Examination is the responsibility of the parent or legal guardian. The examination must be given after May 1 of each year and will be evidence that the student is qualified to practice and compete in the activities designated for the entire school year (May 1 through the following closing day of school). The NSAA requires each athlete to have a physical examination each year.

3. **THE FREMONT PUBLIC SCHOOLS ACTIVITIES PARTICIPATION FORM**
   a. Parent/Guardian Consent and Warnings with all blanks filled in.
   b. Athletic Insurance with appropriate blank filled in.
   c. Code of Conduct for School Activities with proper date and signatures of the student and parent/guardian indicating that these rules and regulations have been read and fully understood.

All forms are available in the Fremont High School Activities Office or online at
https://www.fremonttigers.org/o/fhs/page/athletics-and-activities

G. NSAA Eligibility Rules: – It is the responsibility of the student and the parent/guardian to have read and fully understand these rules.

Activity Pass & Participation Fee:

A. **$30.00 Activity Pass** – One-time fee for the school year. Activity Passes will admit a student for HOME athletic events. This pass does NOT include admission to Conference, District, or State events hosted by Fremont High School. Lost passes will require a $30.00 replacement fee during the first semester and a $15.00 replacement fee during the second semester. (Waiver option DOES NOT apply—this fee CANNOT be waived.)

B. **$30 Participation Fee** – One-time fee for the school year. Waivers are available for students who qualify. This fee is required for Band, Cheerleading, Choir, Dance, Drama, Color Guard, Journalism, and Athletic teams.

Activity Passes and Participation Fees may be purchased/paid at the Back-to-School B.A.S.H. or any time after August 1

at the Fremont High School Activities office. Waiver Forms are available in the Main Office at Fremont High School or may be attached to the Free or Reduced Lunch application.

Activity Participation Policies:

Fremont High School is a member of the Nebraska School Activities Association and is obligated to follow the rules established for all high schools that engage in INTERSCHOLASTIC competition.

These policies cover participation in music, athletics, debate, speech, journalism, drama, dance team, cheerleading, and any other competition between student representatives of member schools. NSAA and Fremont High School Scholastic Requirements for participation are:

1. The student must be enrolled in at least ten (10) credit hours per quarter in order to represent Fremont High School in interscholastic competition.
2. The student must have credit in twenty credit hours for the immediate preceding term. "Preceding term" means the eighteen weeks immediately prior to the term in which the student wishes to participate in activities. The preceding term rule is not to apply to students who are entering high school for the first time and have not competed or practiced with a high school team.
3. Students must be in class the last half of the day (Blocks 3 & 4) in order to participate in practice or an after school activity that day. Students scheduled to participate in activities with early dismissal times must be in class for at least 1 block for a 9:30 A.M. to 1:30 P.M. dismissal, and at least 2 blocks for a 1:30 P.M. or later dismissal. Students scheduled to be dismissed during 1st block must be in attendance up until dismissal time.

Association Activities:

The Fremont Public School District is a member of the Nebraska School Activities Association, which is a voluntary organization of public and private schools of Nebraska organized for the purpose of promoting and regulating the competition between schools in what is generally known as the extracurricular activities. All students participating in extracurricular activities shall follow the rules provided by the Nebraska School Activities Association and rules of Fremont Public Schools. The Superintendent or designee shall, as required by law, designate each school-sponsored interscholastic athletic team or sport as either: (1) boys; (2) girls; or (3) mixed. Students who represent Fremont Public Schools in any of its allied or extracurricular activities shall practice a high level of citizenship both in school and in community living.

Clubs/Organizations/Activities:

School activities increase your interest in school. Listen to the student announcements/bulletin for scheduling and meeting dates of activities. The counseling office has brochures listing the sponsor to contact in order to join an activity. A large number of extracurricular activities are available for each student. You are urged to participate in at least one. This experience will be of great benefit to you personally.

A. Clubs, Regulations Concerning Special Activities: All club activities must be approved by sponsors and be scheduled with the Activities Director and/or Principal. Activities which interfere with the regular school day must be cleared through the Activities Director's office. Club activities will not be approved if they interfere with classroom work. Activities such as initiations, publicity stunts, and the wearing of unusual costumes and paraphernalia must be evaluated by the club sponsor before being submitted to the Activities Director and/or Principal for approval.

B. Clubs, Organization of a New Club: A new club within the school must be approved by the Activities Director and the Principal. To obtain approval, the club must meet the following qualifications:

    1. A Constitution submitted to the Activities Director for approval. It must include a definite purpose of the club;
    2. Sponsorship provided by teachers from the school;
    3. Enough interest shown so that it can be successfully organized;
    4. Membership open to all students meeting general qualifications;
    5. Clubs and organizations shall not be sponsored by a political or religious organization, or by an organization which denies membership on the basis of race, color, creed, sex or political belief;

Note: Students participating in out-of-school clubs or organizations may not identify the clubs as school affiliated organizations without prior administrative approval.

ACT PARENTAL CONSENT FORM

Each year, Nebraska public school students in the Third Year Cohort, typically juniors, are required by state law to take a standard college entrance exam. The Nebraska Department of Education (NDE) administers the ACT test for this purpose. Below is information for parents to understand the process that accompanies the actual test. The NDE Statewide Assessment Office requests you read this information, complete the consent portion, and submit this form.

Features and benefits of taking the ACT® test:

- It measures what students have learned in high school.
- There is no cost to the student or the family for this administration.
- Testing will occur during the school day.
- The results can be used for admission to many colleges and universities.
- The results will help determine the student's academic readiness for college and provide career guidance based on information provided to ACT.

What information does ACT want to know?

Before test day, students will be asked to provide basic identifying information and information about their college and career interests. Note: ACT does not require a Social Security number.

Information Type Description Specific Field/Section

Required: These fields are required for ACT to generate and deliver the student's score report.

- Name (first, last, middle initial)
- Date of birth
- Mailing address

Optional: Some sections collect additional information about the student and their college and career interests. These sections are helpful for college and career planning.

- High school course/grade information
- Student Profile Section
- Interest Inventory (see below)

ACT encourages students to complete these optional sections so that they can receive additional college and career planning information in addition to the test scores on the score reports.

Note: If the student chooses not to complete these sections, the score reports will be partially blank. This includes reports sent to the student's high school, any colleges or universities, and their ACT Educational Opportunity Service (EOS) information.

ACT Interest Inventory

Nebraska students will have access to information for planning beyond high school by completing the non-test portions of the ACT. The ACT Interest Inventory is completed prior to the test date and is considered to be part of the "non-test" portion of the assessment. In completing the non-test portions, students will provide information which will result in personalized career information and a comprehensive profile for colleges which demonstrates work done in high school as well as future plans. As part of the Interest Inventory students are asked questions related to interest in postsecondary education, educational needs and interests, factors influencing college choices, etc. The interest inventory questions are optional and can be found in the document Taking the ACT, https://www.act.org/content/dam/act/secured/documents/TakingTheACT-StateandDistrict.pdf.

Parents can direct their student to not participate in the interest inventory or skip specific questions.

ACT Educational Opportunity Service (EOS)

EOS is an optional program that can help students learn about educational, scholarship, career, and financial aid opportunities at no charge. Students can opt into this service with the Interest Inventory and other non-test information.

ACT research shows that EOS participation benefits students by giving them greater access to information about colleges and programs of study, expanding their possibilities for future success.

Who has access to EOS information?

ACT follows industry standards for high levels of security to protect private and personally identifiable information. ACT only shares EOS data with:

- accredited postsecondary educational institutions
- scholarship agencies that offer programs of study at the postsecondary level, educational enrichment programs, or financial aid for post-secondary study
- government-directed agencies, such as state or federal student financial aid agency or ROTC
- organizations that offer educational programs and/or financial aid for education

All third-party organizations that participate in EOS agree to contact students only to share information about their educational and/or financial aid programs.

Note: You may withdraw from this service at any time. Simply contact ACT or visit the EOS program information page at www.actstudent.org. Contact us if you have any questions; you are welcome to contact your school, the NDE Statewide Assessment Office (nde.stateassessment@nebraska.gov) or the Nebraska ACT Coordinator Iris Owens (iris.a.owens@act.org).

Only students who have parental consent will be allowed to participate in the ACT EOS and provide test scores to colleges and universities. If you choose not to give consent, the student will not be allowed to request the four (4) free score reports to colleges/universities (valued at $13 each) or participate in the EOS.

FREMONT HIGH SCHOOL STUDENT AND PARENT CONSENT FOR INTERSCHOLASTIC PARTICIPATION

WARNING OF RISK: I realize that participation involves the potential for injury, which is inherent in all interscholastic activities. Even with the protective equipment, safety rules, and instruction and direction of coaches and sponsors that are provided, injuries are still a possibility. The severity of such injury can range from minor cuts, bruises, sprains, and muscle strains to more serious injuries to the body's bones, joints, ligaments, tendons, or muscles, to catastrophic injuries to the head, neck, and spinal cord, and on rare occasions, injuries so severe as to result in total disability, paralysis, and death.

MEDICAL: Parent is responsible for any professional medical and/or related services; the school shall not be liable for payment of such services. Parent and Student give permission to any and all of the Student's health care providers to release and discuss all records and information such health care providers may have about Student (including otherwise confidential medical information and records) to Fremont High School and its employees, staff, agents, and consultants. Parent and Student further give permission to Fremont High School, its employees, staff, agents, and consultants, to release and discuss all records and information it has (including otherwise confidential medical information or records) to Student's health care providers and to others as Fremont High School may determine appropriate for the purposes of determining activity eligibility, fitness, or injury status or to respond to an emergency.

INSURANCE: Insurance coverage is recommended for all participants. The expense of insurance coverage is the Parent's responsibility. Information regarding insurance is available in the Athletic Director's office.

INJURY REPORTING: Parent and Student agree to report to coaches and trainers any injury what-so-ever suffered by Student before, during, or after the season, practice, or games, whether such injury occurred as a part of participation in the extra-curricular activity, or outside of such activity.

ELIGIBILITY RULES: The major rules and regulations governing Student's eligibility to participate in interscholastic activities have been disclosed to Student and Parent. The Nebraska School Activities Association has rules on eligibility for participation in interscholastic activities, including the parent domicile, student transfer, and scholastic rules. I understand that activity participants must be enrolled in at least twenty hours per week and regular in attendance and have on school records a minimum of 20 credit hours for the immediate preceding semester. Fremont High School includes additional eligibility requirements as set forth in the Parent-Student Handbook.

TRANSPORTATION: I understand the activity may be conducted at a location other than Fremont High School. In some instances Fremont High School will not provide transportation to the activity. In such cases transportation to the site is the responsibility of Parent and Student. I understand that Fremont High School is not responsible when Student is provided transportation by a private vehicle driven by others.

GOOD SPORTSMANSHIP: I understand good sportsmanship is essential to the success of the activity program. A failure to follow the principles of good sportsmanship or other inappropriate behavior may result in removal from the contest and may result in suspension from attending future contests or activities.

RELEASE OF INFORMATION: Academic information including grade point average, class rank, and any academic awards/recognition received by the student may be released. Most typically, this information will be used for the purpose of recognizing excellence in both athletics and academics and released for publication in newspapers, school publications, awards banquets or assemblies, and all-conference or all-state awards.

UNIFORM/EQUIPMENT RETURN: All uniforms and equipment issued to students need to be promptly returned on request and upon the ending of participation in good condition, subject to wear and tear that occurs from normal use. We accept financial responsibility for the return of items assigned to the Student and agree to reimburse the school the actual replacement value of the items in the event that they are not returned or are damaged and for the cost of repairs if they can be repaired. I understand that failure to reimburse the school in a timely fashion could affect extracurricular activity eligibility.

ACTIVITY CODE: The Fremont High School Parent-Student Handbook includes an Activity Code that sets out rules of behavior. Student agrees to comply with the Activity Code. In the event I am uncertain as to whether particular behavior or conduct would violate the Activity Code, I understand that I should ask the Activity Director for advice before engaging in the behavior or conduct. I agree that participation in extracurricular activities is a privilege that may be denied by suspension or other discipline if Student does not comply with the Activity Code.

We agree that the Activity Code is a set of school rules and not to be interpreted the same way as a criminal code. As such, we agree that the rules are subject to interpretation by school officials. We also agree that school officials may determine that a violation of the Activity Code has occurred when school officials reasonably determine from whatever information they find credible that the Student engaged in the conduct in question. School officials may determine that a violation of the Activity Code has occurred even though a criminal charge related to the conduct is still pending and even if Student has been found not guilty or the criminal charge has been otherwise dismissed.

NEBRASKA SCHOOL ACTIVITIES ASSOCIATION ("NSAA")
STUDENT AND PARENT CONSENT FORM

The undersigned(s) are the Student and the parent(s), guardian(s), or person(s) in charge of the above-named Student and are collectively referred to as "Parent".

The Parent and Student hereby:

(1) Understand and agree that participation in NSAA sponsored activities is voluntary on the part of the Student and is a privilege and understand and agree that (a) by this Consent Form the NSAA has provided notice of the existence of potential dangers associated with athletic and activity participation; (b) participation in any activity may involve injury, illness or conditions of some type, including exposure to communicable diseases, and even catastrophic injury, paralyzation, and death; and (c) even the best supervision, the use of the best protective equipment and strict observance of rules, injuries are still a possibility;

(2) Consent and agree to participation of the Student in NSAA activities subject to (a) all NSAA Bylaws and rules interpretations, including limitations on transfers and limitations on the use of the Student's name, image, and likeness when wearing school uniforms or engaging in commercial activity tied to the Student's participation in NSAA activities; and (b) the athletic and activities rules of the Member School;

(3) Consent and agree to the disclosure by the Member School to the NSAA, and subsequent disclosure by the NSAA, of information regarding the Student contained in the Member School's directory information or other similar policies, and any other records or documentation needed to determine the Student's eligibility and compliance necessary to participate in NSAA activities;

4) Understand that (a) prior to athletic participation, a pre-participation release form signed by a health care professional must be signed and submitted to the Member School; and (b) for purposes of determining fitness to participate, injury, injury status, or emergency response, Parents may be asked to consent to the disclosure of confidential medical records or information. Records and information shared for this purpose will not be redisclosed to any entities outside of the health care provider(s), Member School, or NSAA;

(5) Consent and agree (a) to authorize licensed or trained individuals, including certified sports injury personnel, to evaluate and treat any injury, illness or conditions that occurs during the Student's participation in NSAA activities. This includes all reasonable and necessary care, treatment, and rehabilitation for these injuries that is made available by the Member school and/or the NSAA, including transportation of the Student to a medical facility if necessary; and (b) that Parents are obligated to pay for professional medical and/or related services; the NSAA and the Member School shall not be liable for payment of such services even if made available by the Member School or NSAA.

(6) Understand that the Student or Student's likeness being photographed, video recorded, audio taped, or recorded by any other means while participating in NSAA activities and contests and that any such recording may be used for broadcast, sale, or display.

We, Parent(s) and Student, acknowledge that I have read paragraphs (1) through (6) above, understand and agree to the terms thereof, including the warning of potential risk of injury inherent in participation in athletics and activities, and agree that Student may participate in NSAA activities.

Baseball	**Golf**	**Tennis**	**Play Production**	**Journalism**
Basketball	**Swimming/Diving**	**Track and Field**	**Speech**	**Unified Bowling**
Cross County	**Soccer**	**Volleyball**	**Music**	**Bowling**
Football	**Softball**	**Wrestling**	**Debate**	**Unified Track and Field**

Optional Tiger Care Program
Fremont Public Schools - 2026/2027

Tiger Care Program Agreement:
Please read this entire document to determine if this program is needed for you and your student's protection against accidental damage and loss of the loaned Chromebook in your care. Participation in this program is VOLUNTARY. A new application will be needed every school year.

PROGRAM DESCRIPTION: Fremont Public School District offers your student the opportunity to participate in this Chromebook Damage/Loss Cooperative Program. This program is designed to protect students and families in the event the loaned Chromebook is lost, stolen, or accidentally damaged.

COVERAGE AND BENEFIT: This program covers the Chromebook loaned to the student against accidental damage. Total value will be determined by the District at the time of loss or damage. Participants of this program will be allowed three (3) hardware items repaired to the Chromebook , due to accidental damage, at no additional out-of-pocket cost. All repairs after three (3) hardware items repaired will be charged full repair cost to the student.

PARTICIPATION COST: **Participation cost is $30.00* per school year.** In the event of student withdrawal from the District prior to the end of cooperative agreement, participation costs will not be refunded.
*Reduced for students who qualify, and are verified in PowerSchool, for the Free/Reduced Lunch Program, reduced cost is $15.00 per school year.

Damage due to gross negligence or intentional acts will not be covered under this cooperative loss program.
Any part intentionally damaged (example: keys removed from keyboard) will be charged at full replacement cost. TigerCare does not apply to intentionally damaged parts.

The following items are not covered by this program: Lost Power Adaptor*.
*Replacements for lost Power Adaptors **must** be purchased from Fremont Public Schools.
The following types of claims are limited to ONE per school year: Chromebook replacement due to loss, theft, extensive accidental damage or any other reason. In the case of total loss resulting in Chromebook replacement, the student will be responsible to pay a $50.00 replacement fee before receiving the replacement Chromebook. Additional replacement Chromebooks, beyond one per school year, will be charged at full replacement cost of $300.00 per device.

In the event the Chromebook is reported STOLEN, Fremont Public Schools will require the student/parent to file a police report and submit a copy to the District in order to receive a replacement Chromebook

In the event the Chromebook is reported LOST, Fremont Public Schools will require the student to write a detailed report explaining how the Chromebook was lost and provide a signed and dated copy (signed by student and parent/guardian) to the District in order to receive a replacement Chromebook.

EFFECTIVE AND EXPIRATION DATES: This coverage is effective from the first day participation cost is received by the District through the first day of school of the following school year, or the date Chromebook is returned in good working order to the District.

Participation is totally voluntary. Students and families are not required to participate in the TigerCare Program to receive a District Chromebook. Refer to page 4 for repair costs without TigerCare participation.

Participation must be renewed each school year.

PARENT and STUDENT RESPONSIBLE USE AGREEMENT (RUA):

Parent Responsibilities	Student Responsibilities
Your son/daughter has been issued a Chromebook to improve and personalize his/her education. It is essential that the following guidelines be followed to ensure the safe, efficient, and ethical operation of this Chromebook. ● I will supervise my son's/daughter's use of the Chromebook while at home. ● I will discuss our family's values and expectations regarding the use of the Internet at home and will supervise my son's/daughter's use of the Internet. ● I will not attempt to repair the Chromebook. ● I will report to the school any problems with the Chromebook. ● I will make sure that my son/daughter recharges the Chromebook battery nightly. ● I will make sure my son/daughter brings the Chromebook to school every day. ● I agree to make sure that the Chromebook is returned to the school when requested and upon my son's/daughter's withdrawal from Fremont Public School District. ● I understand that my student will not be allowed to bring their personal ● laptop/Chromebook to school. Only school issued Chromebooks may be used at school. ● Any use deemed irresponsible or inappropriate by the District may result in the loss of student's privilege to possess and/or use the Chromebook and may also result in disciplinary or other action.	Your Chromebook is an important learning tool and is for educational purposes only. In order to take your Chromebook home each day, you must be willing to accept the following responsibilities. ● When using the Chromebook at home, at school, and anywhere else I may take it, I will follow the policies of the Fremont Public Schools - especially the Student Code of Conduct - and abide by all local, state, and federal laws. ● I will treat the Chromebook with care by not dropping it, throwing it, getting it wet, leaving it outdoors, using it with food or drink nearby or damaging the Chromebook in any way. ● My Chromebook is my responsibility and will stay in my possession at all times. ● I will honor my family's values when using the Chromebook. ● I will not release personal information to strangers when using the Chromebook. ● I will bring the Chromebook, battery fully charged, to school every day. ● I will keep all accounts and passwords assigned to me secure and will not share these with any other students. ● I will recharge the Chromebook battery each night. ● I will return the Chromebook when requested and upon my withdrawal from Fremont Public Schools.

NO EXPECTATION OF PRIVACY: Because the District owns the Chromebook, students have no expectation of confidentiality or privacy with respect to the device. The District may, without prior notice or consent, log into, view, monitor, and record use of the Chromebook and any corresponding technology tools at any time for any reason related to the operations of the District.

EFFECTIVE AND EXPIRATION DATES: This coverage is effective from the first day participation cost is received by the District through the first day of school of the following school year, or the date Chromebook is returned in good working order to the District.

COVERAGE AND BENEFIT: This program covers the Chromebook loaned to the student against accidental damage. Total value will be determined by the District at the time of loss or damage. Participants of this program will be allowed three (3) hardware items repaired to the Chromebook , due to accidental damage, at no additional out-of-pocket cost. All repairs after three (3) hardware items repaired will be charged full repair cost to the student.

Participation must be renewed each school year.

Fremont Public Schools, Fremont, NE
Chromebook Terms of Use Agreement

One Chromebook and charger are being loaned to the Student/Borrower and are in good working order. It is the Student/Borrower's responsibility to care for the equipment and ensure that it is retained in a safe environment. This agreement also applies to any Chromebook borrowed to the Student/Borrower in the case of repair or any Chromebook issued to the Student/Borrower in the case of replacement.

This equipment is, and at all time remains, the property of Fremont Public Schools of Fremont, NE ("District"), and is herewith lent to the Student/Borrower for educational purposes only.

Student/Borrower may not deface or destroy this property in any way. Inappropriate use of the Chromebook may result in the Student/Borrower losing his/her privilege to use this Chromebook. The equipment will be returned to the school when requested by Fremont Public Schools, or sooner, if the Student/Borrower withdraws from Fremont Public Schools.

The District Property may be used by Student/Borrower only for non-commercial purposes, in accordance with the District's policies and rules, the District's Code of Conduct, as well as, local, state, and federal statutes.

Student/Borrower may not install or use any software other than software owned or approved by the District and made available to Student/Borrower in accordance with this Receipt and Agreement.

A Google Apps for Education account is available for each Student/Borrower to use for appropriate academic communication with other students and staff members. This user account with specific privileges and capabilities has been set up for the exclusive use of the Student/Borrower to which the Chromebook has been assigned. The Student/Borrower agrees to make no attempts to change or allow others to change the privileges and capabilities of this user account.

The Student/Borrower agrees to make no attempts to add, delete, access, or modify other user accounts on the Chromebook and on any school-owned computer.

The Fremont Public Schools network is provided for the academic use of all students and staff. The Student/Borrower agrees to take no action that would interfere with the efficient, academic use of the network.

Identification and inventory labels/tags have been placed on the Chromebook. These labels/tags are not to be removed or modified. If they become damaged or missing, contact tech support for replacements. Additional stickers, labels, tags, or markings are not to be added to the Chromebook.

Nebraska statute allows the District to obtain reimbursement from, or on behalf of, students for any damage to, loss of, or failure to return school property. Student/Borrower acknowledges and agrees that his/her use of the District Property is a privilege and that by Student/Borrower's agreement to the terms hereof, Student/Borrower acknowledges his/her responsibility to protect and safeguard the District Property and to return the same in good condition and repair upon request by Fremont Public Schools.

Student Google Apps Permission Form
Fremont Public School District

Fremont Public Schools has the ability to create accounts for all students to allow for collaborative sharing using Google Apps for Education. These accounts will be used for school related projects. Students Grades K through 12 will be assigned an account. The rules governing proper electronic communications by students are included in the Internet Acceptable Use Policy that is part of the Student Code of Conduct. Once accounts are assigned, students gain access to the wealth of collaborative tools available through Google Apps.

Students Grade K through Grade 8 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal with other fpsmail.org users and other email domains as approved by FPS and website authoring tools. This will allow your student to collaborate and learn proper email use with teachers, other FPS students and communicate with specific users outside the fpsmail.org domain as approved by FPS).

Students Grade 9 through Grade 12 will have access to Google Docs (word processor, spreadsheet, and presentation software), calendar, email (internal and external users) and website authoring tools. This will allow your student to collaborate with teachers, other students and other Internet users.

Official Email Address: Students will be assigned an *fpsmail.org* student email account. This account will be considered the student's official Fremont Public Schools email address until such time as the student is no longer enrolled in Fremont Public Schools. The naming convention will be:

Graduation Year.First_Name.Last_Name@*fpsmail.org*.

Conduct: Students are responsible for good behavior just as they are in a traditional school building.

- It is illegal to use obscene, profane, threatening, or disrespectful language.
- Communication with others should always be course related.
- Students should never say anything via email that they wouldn't mind seeing on the school bulletin board or in the local newspaper.
- Students should notify the teacher of anything inappropriate or that makes them uncomfortable.
- Bullying will not be tolerated and the privacy of others should be respected at all times.

Access Restriction: Access to and use of Google Apps for Education is considered a privilege accorded at the discretion of Fremont Public Schools. The District maintains the right to immediately withdraw the access and use of the account when there is reason to believe that violations of law or School Board policies have occurred. In such cases, the alleged violation will be referred to the Principal for further investigation and application of necessary consequences as indicated in the Student Code of Conduct.

Security: Fremont Public Schools cannot and does not guarantee the security of electronic files located on Google systems. Although Google does have a powerful content filter in place, the School Board cannot assure that users will not be exposed to non-educational material.

Privacy: The School Board reserves the right to access and review content in the Google Apps for Education system at any time. The School Board complies with all state and federal privacy laws.

As with any educational endeavor, we feel that a strong partnership with families is essential to a successful experience. Therefore, we are asking your permission to provide a Google Apps account to your child.

2026-2027 Estimated Chromebook Parts Fee Sheet

All Chromebooks (Acer, Lenovo, HP)

Part Description	Replacement Cost	*Cost With TigerCare	Cost Without TigerCare
11" screen	$30.00	$0.00	$30.00
Top plastic cover	$30.00	$0.00	$30.00
Bottom plastic base	$30.00	$0.00	$30.00
Keyboard/Palmrest	$30.00	$0.00	$30.00
AC Adapter	**$20.00**	**$20.00**	**$20.00**

Any part intentionally damaged (example: keys removed from keyboard) will be charged at full replacement cost. TigerCare does not apply to intentionally damaged parts.

***TigerCare participation includes up to three (3) hardware items repaired per school year. After three 3 hardware items are replaced, the student fee is the same as without TigerCare. Students are not allowed to choose which repairs are included, or not included, in TigerCare.**
"Remaining repairs", if less than three (3), are not carried over to the next year.

FREMONT PUBLIC SCHOOL BOARD POLICY

Student Fees Policy

The District's general policy is to provide free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District has set forth in policy its guidelines or policies for specific categories of student fees. This policy is subject to further interpretation or guidance by administrative or Board regulations which may be adopted from time to time. The policy includes specifics of student fees and materials required of students for the current school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics. The District's entire Student Fees Policy is available on the District's website.

2026-2027 Student Fees Specification of Required Materials and Fees

The following list represents the fees charged of students and the kinds of supplies and materials students are expected to provide for participation in various programs and activities. The student fee policy and guidelines will be published annually in the Student Handbook.

Minor personal and/or consumable items are requested of all students. Teachers may ask parents to voluntarily supply various personal or consumable items for use in school. The following list provides an example of the types of items that may be considered personal or consumable.

Pencils, colored pencils, pens, paper, graph paper, facial tissues, athletic shoes, tablets, notebooks, activity calendars, organizers, planners, crayons, markers, erasers, blunt end scissors, Elmer's Glue (other types may create usage difficulties), glue, white out, highlighters, school box to hold supplies, compass, protractor, calculator, blank computer disks, blank audio or video tapes, reeds for musical instruments, and make-up kits for drama.

Fines will be charged for books damaged in excess of what would be considered normal wear-and-tear. Fees will be charged for lost or retained books, uniforms normally provided by the District, and lost or retained equipment. The waiver option does not apply to these charges.

Attendance at summer school is optional, as is participation in summer driver education and summer band. Therefore, for the following examples of summer programs, ***the waiver option does not apply.***

Pursuant to Policy 5416 and *Neb. Rev. Stat* *79-135 et. seq.*, the District may, and hereby does, require and collect fees or other funds from or on behalf of the District students or require District students to furnish or provide supplies, equipment, or attire as provided for herein below:

ELEMENTARY SCHOOL (K–4) (waiver option does not apply unless specifically noted)

- Fines/fees may be charged, as indicated herein, for lost, stolen, or damaged books or materials.
- Prior to the commencement of the school year, each school publishes a listing of supplies requested of parents by that school.
- Orchestra: Students provide their own instruments. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Summer Orchestra Camp for Beginners - OPTIONAL - $20.00 - Fee waiver does not apply.
- Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts, and t-shirts.
- Elementary Athletic Tickets (K- 6) $30.00

JOHNSON CROSSING ACADEMIC CENTER (5-6)

- Activity Card ($30.00) – covers admission to all home HIGH SCHOOL athletic events except Conference, District or State contests. Fee Waiver does not apply!!
- Participation Fee ($15.00)—One-time fee that permits the student to participate in all 5th/6th grade Intramural Athletic activities. Fee Waiver applies.
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Music Performance Polo - $15.00. Fee waiver applies.
- Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts, and t-shirts.

MIDDLE SCHOOL (7–8) (waiver option does not apply unless specifically noted)

- Physical Education: Students are responsible for providing appropriate clothing for physical education—shoes, socks, personal undergarments, running shorts and t-shirts
- Student Activity Ticket $30.00
  Fee covers admission to Middle School & High School athletic events. Fee waiver does not apply.
- Student Participation Fee and Admission Ticket $60.00
  Admission to High School athletic events ***and*** participation in athletics. Fee waiver applies.
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for $50.00 / year. Fee waiver applies.
- Music Performance Polo - $15.00. Fee waiver applies.
- Participation in extracurricular activities. Fee waiver applies $30.00
- Optional Device Maintenance Program Paid $30.00
  Free & Reduced $15.00

Middle School Admission Fees

Adults	$2.00
FPS Students without ID	$1.00
FPS Students with ID	FREE
Visiting Students	$1.00

HIGH SCHOOL (waiver option does not apply unless specifically noted)

The following extracurricular activities require ***specialized equipment or specialized attire to be provided by participating students***. *Eligible for waivers unless the student wishes to keep the uniform at the end of the season in which case payment will be required.*

Participation in these organizations requires participation in team-building activities, fund-raisers, and similar events. Failure to participate in such activities will result in appropriate consequences that may include forfeiture of membership on the team.

Activity	***Description***
Cheerleading	Cheerleading Uniform
Flag Team	Flag Team Uniform
Dance Team	Performance Uniform

All sports programs: Students provide shorts, t-shirt, personal undergarments, socks, mouthpieces, shoes, and cold weather clothing.

Additionally, below are items the student must provide for membership on a specific team.

a. Baseball: Student provides glove and bat
b. Bowling: Student provides bowling ball and bag
c. Football: Student provides optional padding
d. Golf: Student provides golf clubs, bag, balls, tees and gloves
e. Soccer: Student provides shin guards
f. Softball: Student provides glove and bat
g. Swimming: Student provides suit, goggles, towels, fins, cap
h. Tennis: Student provides racquet
i. Volleyball: Student provides knee pads

Students may apply for waiver of fees for all of the athletic programs listed above.

Physical Education: Students are responsible for providing appropriate clothing for physical education - shoes, socks, personal undergarments, running shorts and t-shirts

The Student Fee Policy and guidelines will be published annually in the Student Handbook.

High School Admission Fees:
Varsity Football, Baseball, Volleyball, Basketball, Track, Wrestling, Softball, Soccer

Football ONLY

Adults	$8.00
Students K-12, no activity ticket – with ID	$6.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$6.00
Senior Citizens	$3.00

ALL other Varsity Admission Prices

Adults	$7.00
Students K-12, no activity ticket – with ID	$5.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$5.00
Senior Citizens	$3.00

Non-Varsity Athletic Activities Admission Prices

Adults	$7.00
Students K-12, no activity ticket – with ID	$5.00
FPS student K-12 with activity ticket	FREE
Visiting students K-12 with ID	$5.00
Senior Citizens	$3.00

Other Fees

Homecoming Dance	$5.00 per person	
Junior-Senior Prom	$10.00 per person	
Cap and Gown Purchase: (depending on charges from vendor)	$65.00	
Student Parking Tag:		
Provides admission to school parking areas, no space is guaranteed available and purchase is not required.		$5.00
Student Participation Fee and Admission Ticket:		
Admission to High School athletic events ***and*** participation in athletics. Fee waiver applies.		$60.00
Band & Orchestra:		
Students provide their own instrument. Limited supply to rent from FPS for $50/year. Fee waiver applies.		
Optional Device Maintenance Program/Tiger Care (5-12)	Paid	$30
	Free/Reduced	$15

Lunch and Breakfast Programs

(LUNCH)

Elementary Grades K-4	$2.25
JCAC Grades 5-6	$2.60
Middle School Grades 7-8	$2.60
High School Grades 9-12	$2.65
Reduced-price Lunch	$0.40
Adult	$5.50
Milk	$0.50

(BREAKFAST)

Regular price all levels	$1.30
Reduced-price Breakfast	$0.30
Adult	$2.85

Notice of Nondiscrimination

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups.

Designation of Coordinators

Any person having concerns or needing information about the District's compliance with anti-discrimination laws or policies should contact the District's designated Coordinator for the applicable anti-discrimination law.

Law, Policy, or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race (including skin color, hair texture and protective hairstyles), color, or national origin; harassment	**Students:** Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org). **Employees and Others**: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jen.robinson@fpsmail.org).
Title IX	Discrimination or harassment based on sex; gender equity	Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org)
Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA)	Discrimination, harassment, or reasonable accommodations of persons with disabilities	Joel Kerkman, Director of Special Education, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (joel.kerkman@fpsmail.org)
Homeless student laws	Children who are homeless	Brent Cudly, Director of Federal Programs, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (brent.cudly@fpsmail.org)
Safe and Drug Free Schools and Communities	Safe and drug free schools	Jordan Pollack, School Safety and Security Specialist, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jordan.pollack@fpsmail.org)

Multicultural

The philosophy of the District's multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races (including but not be limited to African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans) and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races. The mission shall also include preparing students to eliminate stereotypes and discrimination, or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

Notice to Parents of Rights Afforded by Section 504 of the Rehabilitation Act of 1973

The following is a description of the rights granted to qualifying students with disabilities under Section 504 of the Rehabilitation Act. The intent of the law is to keep you fully informed concerning the decisions about your child and to inform you of your rights if you disagree with any of these decisions. You have the right to:

1. Have your child take part in, and receive benefits from, public education programs without discrimination because of his/her disability.
2. Have the school district advise you of your rights under federal law.
3. Receive notice with respect to identification, evaluation, or placement of your child.
4. Have your child receive a free appropriate public education.
5. Have your child receive services and be educated in facilities which are comparable to those provided to every student.
6. Have evaluation, educational and placement decisions made based on a variety of information sources and by persons who know the student and who are knowledgeable about the evaluation data and placement options.
7. Have transportation provided to and from an alternative placement setting (if the setting is a program not operated by the district) at no greater cost to you than would be incurred if the student were placed in a program operated by the district.
8. Have your child be given an equal opportunity to participate in nonacademic and extracurricular activities offered by the district.
9. Examine all relevant records relating to decisions regarding your child's identification, evaluation, and placement.
10. Request mediation or an impartial due process hearing related to decisions or actions regarding your child's identification, evaluation, educational program, or placement. (You and your child may take part in the hearing. Hearing requests are to be made to the Superintendent.)
11. File a local grievance.

Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. They are:

1) The right to inspect and review the student's education records within 45 days of the day the District receives a request for access.
   Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.
   Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3) The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.
   One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests or otherwise allowed by law. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.
   Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

   Office of the Chief Privacy Officer
   U.S. Department of Education
   400 Maryland Avenue, S.W.
   Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

1. A playbill, showing your student's role in a drama production;
2. The annual yearbook;
3. Honor roll or other recognition lists;
4. Graduation programs; and
5. Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone number, and the name, address, telephone number, e-mail address and other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;

2. School and dates of attendance;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
5. Student's extra-curricular participation;
6. Student's achievement awards or honors;
7. Student's weight and height if a member of an athletic team; and
8. Student's image and likeness.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.

School Library Materials and Parent Access:
Parents have the opportunity to annually request in writing through the building's administration that they receive a notice when their student checks out library material including the materials title, author, date checked out and date due. Please note that students may begin checking material out the first day of each school year.

Notice Concerning Designation of Law Enforcement Unit:
The District designates the Fremont Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

Military Recruiters
The District will provide military recruiters with access to routine directory information of each high school student unless the student's parent or guardian requests in writing that their student's information not be shared with a military recruiter. Parents and guardians who do not want their student's information to be shared with a military recruiter must notify the high school principal in writing. If a parent or guardian does not notify the high school principal in writing, the District will provide a military recruiter with the student's routine directory information.

Combined District and School Title I Parent and Family Involvement
The written District parent and family engagement policy has been developed jointly with, updated periodically, and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents is available for review on the District's website.

Student Privacy Protection Policy

1. In the event any parent, guardian, or educational decisionmaker of a student has a complaint or objection to textbooks, tests, curriculum materials, activities, digital materials, websites or applications used for learning, training materials for teachers, administrators, or staff, and any other instructional materials, the parent, guardian, or educational decisionmaker may request a personal conference with appropriate school personnel to discuss such concerns. The Superintendent or designee shall prepare a complaint form which may be used by a parent, guardian, or educational decisionmaker to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent, guardian, or educational decisionmaker.

2. Upon reasonable advance request, a parent, guardian, or educational decisionmaker will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the parent's child, other students, and the educational staff.

3. Parents, guardians, and educational decisionmakers are encouraged to communicate to school staff when the parent, guardian, or educational decisionmaker believes it to be appropriate for their child to be excused from testing, classroom instruction, learning materials, activities, guest speaker events, and other school experiences that the parent, guardian, or

educational decisionmaker finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent, guardian, or educational decisionmaker concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection, and a proposed solution for dealing with the objection that would be satisfactory to the parent, guardian, or educational decisionmaker and consistent with the mission of the District and legitimate school interests. Parents, guardians, and educational decisionmakers are encouraged to contact the building principal with any questions about any test, curriculum, or surveys.

4. Upon request of a parent, guardian, or educational decisionmaker the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.

5. The District will notify parents, guardians, and educational decisionmakers when their child may be subjected to a standard norm referenced or criterion referenced test or standardized tests. When reasonable to do so or required by law, the parents, guardians, or educational decisionmakers will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent, or guardian, or educational decisionmaker of such student shall be prohibited unless a parent, guardian, or educational decisionmaker requests in writing that such tests be administered to their child.

6. Parents, guardians, and educational decisionmakers will be notified in advance of any school-sponsored survey administered to students of the District when the survey concerns one or more of the following areas:

    - Political affiliations or beliefs of the student or the student's parent, guardian, or educational decisionmaker;
    - Mental or psychological problems of the student or the student's family;
    - Sex behavior or attitudes;
    - Illegal, anti-social, self-incriminating, or demeaning behavior;
    - Critical appraisals of other individuals with whom respondents have close family relationships;
    - Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
    - Religious practices, affiliations, or beliefs of the student or student's parent, guardian, or educational decisionmaker; or
    - Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

    Any survey administered by the District that asks a student to disclose any of the aforementioned topics, including any non-anonymous survey requesting a student provide information relating to drug, vape, alcohol, or tobacco use, then the District will, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers that their students will receive the survey. This notice must describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed. After receiving such notice, parents, guardians, and educational decisionmakers may request a copy of the survey, review the survey, and/or exempt their student from participating in the survey.

    No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.

    No personally identifiable information of any student survey shall be disclosed unless permitted or required by state and federal law.

7. As a general matter substantive decision-making processes will be left to the judgment of the professional staff, administration, and the Board of Education, subject to an effort to receive information from parents, guardians, or educational decisionmakers as to any concerns, objections, or other information such parents, guardians, or educational decisionmakers would wish to provide to the school district concerning a parent's, guardian's, or educational decisionmaker's access, involvement, and participation in activities of the school.

Homeless Students

The District shall ensure that homeless children and youths shall have equal access to the same free, appropriate public education, including public preschool education, as provided to other children and youths. Any person with knowledge of a homeless student in the District should contact the District's Homeless Coordinator. A copy of the District's Homeless Policy is available on the District's website.

FPS Board Policy Resources

In the event of any conflict, inconsistency, or omission between this handbook and a Board policy, the Board policy shall govern and control. The Board of Education reserves the right to adopt, amend, or revise its policies at any time. Any such action shall take precedence over this handbook, whether or not the handbook has been updated. Applicable federal and state laws and regulations shall also govern where required.

LINK to FPS Board Policy

FPS Board Policy Quick Reference Guide

Anti-discrimination, Anti-harassment and Anti-retaliation	4003
Attendance Policy and Excessive Absence	5008
Behavioral Intervention and Classroom Management	6931
Dating Violence	5420
Drug Abuse	5104
Electronic Communication Devices and Cell Phones Policy	6113
Grading System	5204
Parent/Community Involvement in Schools	6400
Pregnant and Parent Students	5422
Promotion and Retention	5201
School Library Materials and Parent Access	5209
Special Education	6600
Student Discipline	5101
Student Fees	5416
Title IX- Procedure for Complaints of Sexual Harassment	1210
Video Surveillance	3231

2026-2027 FHS Student/Parent Handbook Cover Design by:
Lexi Gutierrez

AVAILABILITY OF HANDBOOKS

The 2026-2027 Student-Parent Handbook of Fremont Public Schools is available on the internet at fremonttigers.org.

Because of the expense of printing the handbooks, we are asking that you consider using the internet to access and review the 2026-2027 Student-Parent Handbook. Using the internet to access the handbook will allow the district to direct printing dollars to instructional needs and eliminate the need for you to search for your handbook when you have questions throughout the year. Thank you for considering this use of technology to improve school-home communication.

If you intend to sign a paper copy, please return the bottom portion of this page to the Principal's Office by August 15, 2026.

If you intend to acknowledge the receipt of the Student Handbook electronically, please click and fill out the form below.

Parent Acknowledgement Form

Student Acknowledgement Form

***** The form below only needs to be completed if you are not completing the digital receipt form above.**

RECEIPT OF 2026-2027 STUDENT-PARENT HANDBOOK

This signed receipt acknowledges receipt of the 2026-2027 Student-Parent Handbook of Fremont Public Schools. We understand that the handbook contains student conduct and discipline rules and information about Safe and Drug-Free Schools and that we agree to follow such conduct and discipline rules. This receipt also serves to acknowledge that we understand the District's policies of non-discrimination and equity, and that specific complaint and grievance procedures exist, or are linked, in the handbook which should be used to respond to harassment or discrimination.

Date: _____ Date: _____

_____ _____
Student's Name (Printed) Parent or Legal Guardian's Name (Printed)

_____ _____
Student's Signature Parent or Legal Guardian's Signature

PATHFINDER PROGRAM

K-12

New Student

Parent Onboarding Guide

FREMONT PUBLIC SCHOOLS
PATHFINDER PROGRAM

New Student Onboarding Parent Guide

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Contact Information

Davenport Elementary

940 Michael Street

Fremont, NE 68025

(402) 727-3145

Program Hours

Arrival & Breakfast	7:50-8:25
Start of School Day	8:30
Dismissal	1:30

PATHFINDER

Pathfinder is a program that serves students who need additional behavioral support. The program was designed to strengthen academic skills while heavily focusing on social emotional learning.

MISSION

Our mission is to provide a supportive, structured, and inclusive learning environment where students with behavioral challenges receive personalized academic and social skills instruction.

VISION

Through evidence-based practices, collaboration with families, and a focus on individual strengths, we aim to foster self-regulation, resilience, and a commitment to lifelong learning, ultimately preparing students for successful transitions to the general education environment.

Meet the Panther Teaching Staff

There are seven classrooms at Pathfinder. Most classrooms consist of one classroom teacher and one paraprofessional. There are four additional behavior support technicians (BSTs) that help support students in the building.



Assistant Director of Special Education
Pathfinder Principal
Jess Kotrous
jess.kotrous@fpsmail.org



Elementary R3
Lisa Saxton
lisa.saxton@fpsmail.org



Secondary R3
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K-2
Ari Struck
ariana.struck@fpsmail.org



3-5
Camden McKenzie
camden.mckenzie@fpsmail.org



Middle School
Susan Benak
susan.benak@fpsmail.org



High School
Mari Maxwell
mari.maxwell@fpsmail.org



High School
Christine Morse
christine.morse@fpsmail.org

Counseling at Pathfinder

Pathfinder partners with Lotus Behavioral Health to provide weekly counseling services to all students at Pathfinder. Students have the advantage of meeting regularly with a counselor, and will receive points toward their point card for attending counseling sessions. Counselors will communicate with teachers and families regarding student progress. Counseling is an integral part of the program and all students will be required to attend unless determined otherwise by the IEP team.

Lotus Behavioral Health Counselors



Skyler



John



Brittany

Positive Behavioral Intervention and Supports (PBIS)

PBIS refers to a systems change process for an entire school and district. The underlying theme is teaching behavior expectations in the same manner as any core curriculum subject. It's how we carry out our daily expectations and the environment we provide in our program.

The PBIS System has 3 components:

- ➔ a matrix of behavioral expectations
- ➔ lesson plans to teach students the behavioral expectations
- ➔ an acknowledgement/reinforcement system

At Pathfinder we follow the 3 "Be's":

- ➔ Be Safe
- ➔ Be Respectful
- ➔ Be Responsible

Pathfinder Expectations Matrix

Pathfinder Panther Expectations

	Classroom	Bathroom	Playground/Gym	Cafeteria	Hallways	ALL Settings
Be Safe	Walk	Wash Hands	Nature Stays in Nature	Keep Personal Space at Table	Stay in Line	Stay in Area Hands and Feet to Yourself
Be Respectful	Raise Hand Greet Others	One Person at a Time	Sharing	Soft Voice	Stay Calm	Positive Interactions
Be Responsible	On Task	Voice Off Flush Toilet	Put Equipment Away	Clean Up	Voice Off	Follow Instructions Use Kind Words and Actions

Daily Progress Report

The Daily Progress Report (DPR) is the school-wide report that is used to support and monitor a student's behavioral choices during the school day. This report allows more opportunities for adult attention and immediate feedback on student behavior. The DPR is a tool that is used for the following:

- Provide both praise for good behavior and guidance for how to improve
- Show if a student is ready to transition back to their home school
- Earn rewards through the Pathfinder Privilege Leveled System
- Provides families with daily progress on how their student is performing at school
- Highlight areas where students need to work on their behavior

PANTHER TRACKS TO SUCCESS

STUDENT:				**DATE:**	
Letter Day:	**A**	**B**	**C**	**D**	**E**

2 = 0-1 reminder		**1** = 2 reminders			**0** = 3+ reminders
2 = Excellent 1 = Good 0 = Try Again	**BE SAFE**	**BE RESPECTFUL**	**BE RESPONSIBLE**	**BREAK TAKEN**	**Comments**
8:00-8:30	2 1 0	2 1 0	2 1 0		
8:30-9:00	2 1 0	2 1 0	2 1 0	**B B B**	
9:00-9:30	2 1 0	2 1 0	2 1 0		
9:30-10:00	2 1 0	2 1 0	2 1 0	**B B B**	
10:00-10:30	2 1 0	2 1 0	2 1 0		
10:30-11:00	2 1 0	2 1 0	2 1 0	**B B B**	
11:00-11:30	2 1 0	2 1 0	2 1 0		
11:30-12:00	2 1 0	2 1 0	2 1 0	**B B B**	
12:00-12:30	2 1 0	2 1 0	2 1 0		
12:30-1:00	2 1 0	2 1 0	2 1 0	**B B B**	
1:00-1:30	2 1 0	2 1 0	2 1 0		
Total	**/22**	**/22**	**/22**		**/66**

Today's Goal: 50% 55% 60% 65% 70% 75% 80% 85% 90% 95%

Successes:

Yesterday's Percent _____ **Today's Percent** _____

Classroom Point Cards

Students will earn points throughout their school day for both their behavioral choices and completion of academic assignments. Grades are assigned based on percentage correct. A 5–0 scale is used and these points are recorded daily. Total points earned will be calculated and reported daily on the Privilege Level Card. Students on a daily privilege basis will be provided their privilege level daily based on the points earned from the previous day. Students on a weekly privilege basis will be provided their privilege level at the beginning of each week based on the total points earned the previous week.

Possible Points Earned for Academics:

ACADEMICS		COLOR PERCENTAGES	
90 - 100	**5**	90 - 100	**green**
80 - 89	**4**	80 - 89	**yellow**
70 - 79	**3**	70 - 79	**orange**
60 - 69	**2**	Below 70	**red**

Possible Points Earned for Behaviors (based on 22 points on DPR):

22 POINTS	
22 - 20	**5**
19 - 18	**4**
17 - 16	**3**
15 - 14	**2**

Example of Point Card:

PRIVILEGE LEVEL CARD

		Daily				
ACADEMICS		Mon	Tue	Wed	Thu	Fri
	READING					
	SOCIAL SKILLS					
	WRITING/LANGUAGE					
	MATH					
	SCIENCE					
	SOCIAL STUDIES					
BEHAVIORS						
	SKILL #1					
	SKILL #2					
	SKILL #3					
	SKILL #4					
	SKILL #5					
IMMEDIATE DROP TO LEVEL 1 (Red): 1. UNSAFE ACTIONS TOWARD SELF OR OTHERS a. Including: threats, theft, being in unauthorized area 2. NEED OF PHYSICAL ESCORT 3. ISS and OSS						
		Overall Week			%	

Privilege Leveled System

Students will earn points for completing assigned work on a daily basis and demonstrating appropriate behavior. When a student starts at Pathfinder the following behaviors will be monitored: be safe, be respectful, be responsible.
As students continue in the Pathfinder Program, monitored behaviors may become more specific to individual student needs and may include a personal weekly goal.

All new students to the program will begin at Level 2. Points will be earned daily and totaled at the end of each day, as well as at the end of each week. Based on each individual student's needs, the students' privileges may be earned daily or weekly. New levels will be assigned at the beginning of each new day/week with a point card. Points will be earned for both academic and appropriate behaviors.

Students' privileges are based on the percentage of points he/she earned the previous day/week. If he/she earned less than 70% of the available points, he/she will have no privileges. Privilege levels are based on the following:

GREEN - LEVEL 4 **90% OR ABOVE**	**YELLOW - LEVEL 3** **80%-89%**
All Free Choice options available *- including technology*	Most Free Choice options available *- including technology*
Spend Learning Cards freely *- Store is open the last day of each week*	Spend up to 50 Learning Cards per shopping day *- Store is open the last day of each week*
All lunch options	1st choice, Sandwich, OR Yogurt Boat at lunch - white or chocolate milk choice
Play all recess	Play all recess
Participate in Earned Gym Time *(MS & HS)*	Participate in Earned Gym Time *(MS & HS)*
ORANGE - LEVEL 2 **70%-79%**	**RED - LEVEL 1** **69% OR BELOW**
Limited Free Choice options - may join other peers *- no technology*	Limited Free Choice options at your desk - unable to join peers and vice versa *- no technology*
Unable to shop in store *- may spend previously purchased coupons*	Unable to shop in store or spend previously purchased coupons
1st choice OR Sandwich at lunch - white milk only	1st choice and white milk at lunch
Recess - walk 5 laps then play	Recess - walk laps the whole time
	Must be accompanied by an adult outside of the classroom
	Unable to attend celebrations

Earning Transition to Home School



At Pathfinder, students are learning behavioral and social skills that can be applied within their home school environment. Students are working towards earning transition time back into this setting. A student is eligible to transition for a class or portion of the school day at their home building when they have earned 90% or above of the available points for four or more weeks in succession. Students continuing to earn 90% or above while at Pathfinder and their home building for 3-4 weeks in succession will be eligible to increase time at their home building.

During transition time, if a student is on Level 1 for 10 consecutive days, then the student will no longer be eligible to attend their home building and will return to the Pathfinder Program full-time to continue to work on positive social skills.

During a transition period, if the student receives 3 minor office referrals or 1 major office referral (especially any incidents involving aggression) at their home building, the IEP team will meet to discuss the effectiveness of the student's transition plan. The purpose of this meeting is to attempt to understand the student's choices and to find a plan to support the student in this setting. Some items the team may consider to guide the discussion of next steps include:

- ➔ Modify daily progress report (DRPs)
- ➔ Using data to understand why the student may be struggling within their home school setting
- ➔ Consider the frequency of Specific Positive Feedback (SPF)
- ➔ Consider if a tiered intervention needs to be added and/or changed
- ➔ Consistency/Fidelity of marking daily progress report

Students receiving an In-School-Suspension and/or Out-of-School-Suspension at their home building will serve that suspension period at Pathfinder - unless decided otherwise by the student support team.

Students will continue to earn points on their Daily Progress Report while at their home building. Student points will be calculated into their weekly average points and be provided their Privilege Level accordingly.

Expectations for Students in Transition

Students in transition must meet the following Pathfinder expectations to attend their home building each day:

- ➔ No more than 3 majors reported for the day at Pathfinder
- ➔ Processed out of safe spot and/or recovery room, have re-entered the classroom, shown on-task behavior, and are respectfully following instructions for a minimum of 30 minutes before leaving for transition

Determinations regarding transitions may be made based on the criteria above and a student conference. In addition, the following may be other areas to help determine if the student will be successful during a transition to their home school:

- ➔ DPR score of 70% or above
- ➔ Minimum of half their classwork completed to passing (60% or above)

If a student is unable to make the day's transition to their home building, the student will remain at Pathfinder until 3:20 or be picked up at parents' convenience. Students in a morning transition, and refusing to complete work at Pathfinder may also remain at Pathfinder until 3:20.

Students who turn in non-passing work will be asked to fix their work until they have passed. Any work not completed for the day will be counted into the total amount of assignments due the following day. This includes work that needs to be fixed until passing.

There may be times when a student misses their transition bus because they have not met the above requirements, but may meet them later in the day. The student may then transition and may be able to take a later bus that is scheduled to come to Pathfinder. This is on a case-by-case basis and must be approved by transportation.

If a student misses 5 or more days of transition because they are unable to meet the daily transition requirements at Pathfinder, the student's IEP team will meet. The team will review the student's behavioral choices and patterns while at Pathfinder. They will problem solve and make transition decisions for the student moving forward.



Positive Reinforcement at Pathfinder

We celebrate positive choices at Pathfinder! Students are celebrated and rewarded for their positive behavioral and academic choices. Here are some of the things we do at Pathfinder to motivate positive behaviors:

Earned Break

Earned breaks are built into the classroom schedule. These breaks are aligned with the Privileged Level System, so classrooms will have options for Levels 1-4. Students can access an earned break when all their work has been completed and have no wasted time that is owed. Earned breaks may include recess times, celebrations, and designated classroom time. It is important to note that if a student refuses to return to the classroom/work after any break, the break option they chose may be eliminated until the student shows they can respectfully return from the break option.

Learning Cards/Points

Learning cards/points are paired with specific positive feedback. Students earn these cards/points by following school expectations. At the end of the week, students can use these cards to shop at the school and/or classroom stores.

Panther Wall

Panthers are earned weekly. Students receive a Panther when they finish their week at 80% or higher for both academics and behaviors. Panthers are added to the recognition wall. The more Panthers, the higher the likelihood that a student's name will be pulled during the school-wide raffle. Raffles are held quarterly.



Vending

Vending is an added privilege at Pathfinder. Students have access to buy sweet treats, salty snacks, and/or preferred sodas.

Elementary Vending (grades K-5)

Students in transition will have an option to purchase vending when they have earned transition time at their home building. Students who return from their transition day with a Daily Progress Report score of 80% or above will have an option to choose vending. If the student chooses vending they will be able to pick 1 item from the vending area. They may eat/drink this item during snack time, lunch, or take it home. Vending will be open for elementary students from 8:00 to 8:45. *This may be adjusted based on student transition times.



Secondary Vending (grades 6-12)

Students will have the option to vend from between 10:00-10:15. Students must be on Privilege Levels 3 or 4 to vend, and provide their own funds to purchase from vending.

School-wide Celebrations

There are two types of school-wide celebrations: Panther Den Celebration and Panther Outings. Students pick their celebration through a voting process. Panther Den Celebrations are held at Pathfinder at the end of the 1st and 3rd quarters. Past celebrations have included movie and popcorn day, and backyard game day. Panther Outings are when students travel into the community for a fun activity like bowling or going to the Omaha Zoo. These celebrations are held at the end of each semester. Students must earn the following criteria to attend Panther celebrations:

- ➔ Panther Den Celebrations
  - ◆ Quarterly average must meet 70% or above (Academic and Behavior)
  - ◆ That week they may be on orange, but the monthly average has to be yellow or above to join
  - ◆ 10 or fewer Major IBRs reported for the quarter which includes physical aggression, escorts, seclusions, and/or restraints
  - ◆ All work must be completed before the celebration
  - ◆ No missing work
  - ◆ 15 minutes or less of wasted time - made up before joining the celebration
  - ◆ Have to be above red on the day of celebration to join
  - ◆ No expulsions during the quarter

- ➔ Panther Outing Celebrations
  - ◆ Quarterly average must meet 80% or above (Academic and Behavior)
  - ◆ That week they may be on orange, but the monthly average has to be yellow or above to join
  - ◆ 8 or fewer Major IBRs reported for the quarter include physical aggression, escorts, seclusions, and/or restraints
  - ◆ All work must be completed before the celebration
  - ◆ No missing work
  - ◆ 0 minutes of wasted time
  - ◆ No red the week of the celebration
  - ◆ No expulsions during the quarter

Breaks

Breaks are an invaluable calming strategy that is used at Pathfinder. They are used to help regulate the emotional and mental strain of the educational day. Breaks can be requested by a student, or a staff member may direct a student to take a break. At Pathfinder, these are referred to as "brain breaks." Brain breaks are used during student work or instructional times such as group work, independent work, make-up/missing work, etc.

Brain Break Requested by Student:

When a brain break is requested by a student, they have the options to do any of the following:

- ➔ Walk laps in the gym or hallway
- ➔ Use the designated classroom break space
- ➔ Recovery room brain break

A 5-minute timer will be set as soon as the student starts their break. The student will be asked to return to the classroom once the timer has ended.

Staff Directed Brain Break:

The recovery classroom is where a student goes when a staff-directed brain break is given. The recovery room staff will monitor the student's break. All students who use the recovery room will be asked to check in with an adult before they return to their classroom. A series of questions will be asked to ensure the student is ready to return.

An initial timer will be set for 5 minutes. However, students will be given a total of 15 minutes to return to the classroom before wasted time begins. If a student begins to abuse brain breaks - requesting multiple during a class period - the number of brain breaks may be limited.

Refusal to Take a Break:

If the student refuses to take a brain break, staff will again prompt the student - "You need to take a brain break in the recovery room." Student brain break timers will be set as they start the break and/or leave the classroom for their brain break. Staff may use the phrase "You're on the clock" to prompt that the timer has started. Students will accumulate wasted time when not complying with the adult direction to take a break.

Recovery Classroom, Safe Spot, & Restraint and Seclusion

Recovery Classrooms:

Pathfinder has two spaces referred to as Recovery Classrooms. All students will have access to these two classrooms at Pathfinder. Students may request to take a brain break in this space. The Recovery Room may also be designated as a place where a Pathfinder staff member may send students to complete assignments, work on missing assignments, and/or make up wasted time during classroom reward times. Additionally, it may be used when a student's behavior has negatively impacted the learning environment in the classroom. Students who use the Recovery Room appropriately will continue to earn points on their Daily Progress Report (DPR). Students who do not follow the system or misuse the space will be marked accordingly on their DPR. All students will be required to check out with an adult prior to returning to their classroom spaces to ensure self-regulation and a positive mindset has been restored.

Safe Spot:

Pathfinder has two spaces referred to as Safe Spot. It is a space in which students are asked to go when behaviors escalate. It is a space away from other students where someone can de-escalate, regain their emotional regulation, and focus on moving in a positive direction for the remainder of the school day. The doors within the safe spot will remain open unless the student is physically aggressive or causing a disruption to others' safety. A student may request that the door be closed. Whenever the door to the safe spot is closed, a staff member will frequently monitor that area.

Restraint and Seclusion

All staff members at Pathfinder are trained in de-escalation and intervention strategies through the Crisis Prevention Institution (CPI). Restraint and seclusion are used only when a student poses an imminent safety risk to themselves or others. When a restraint or seclusion is used, the parent/guardian will be notified the same day. The written report of the incident will be sent home within 24 hours.

Backpacks, Cell Phones, & Security Checks

Security Checks

All secondary students, grades 6-12, attending Pathfinder must have their backpacks and pockets checked before entering the building. Students carrying personal electronic devices are also required to turn them in before entry. Any student who refuses a backpack or pocket check or fails to turn in their device will not be allowed into the building until the check is completed.

Backpacks

Backpacks are not needed for secondary students (grades 6-12) unless they are transitioning to their home schools. All backpacks brought by secondary students will remain in the office until dismissal.

Cell Phones at Pathfinder

Elementary students (grades K-5) who bring a cell phone or electronic device to school will be asked to turn off/silence their cell phones and will be asked to store them in their backpacks in the hallways or in a specified space in the students classroom.

Secondary students (grades 6-12) will turn in their cell phones or electronic devices at the start of the school day. Their devices will be stored in a classroom lock box. For students who leave property without permission, their cell phones can be checked out by a parent after 1:30 or will remain at school until the students' next check out opportunity. Some students may have an individualized plan regarding their cell phone.



WASTED TIME

Wasted time is used in most classrooms at Pathfinder. A wasted time clock is started when students exhibit refusal behaviors or spend significant amounts of time off task throughout their school day. A staff member will give the student 3 redirections or prompts, followed by processing time after each redirection. After the 3 redirections, the staff member will start a wasted time counter. The counter is paused/stopped once the student returns to the direction or task that was given.

If a student has accumulated 350 minutes or more of wasted time, they can earn back minutes each week for positive behavioral choices and academic efforts.
Students who receive a weekly average of 90% or above behaviorally and have completed weekly academics to passing (60% or above) will eliminate 90 minutes from their accumulated wasted time count.

Students who have accumulated more than 350 minutes of wasted time may buy off some minutes each week as follows:

- Each 30 minutes of wasted time = 200 learning cards/points
- Students on Level 3 (yellow) can buy back up to 60 minutes total each week
- Students on Level 4 (green) can buy back time - leaving 350 minutes (this must be worked off)

Middle School

Students who have completed their daily assignment, plus the required 2 past due assignments, may then complete additional past due assignments to make up for wasted time.

1 past due assignment completed with effort = 10 minutes of earned back time

High School

Students who have completed their daily assignment with passing grades will have an opportunity to make up wasted time as follows:

- Students who have earned the privilege to leave early, but are making up wasted time between 11:45-1:30 may also complete past due assignments during this time.
- Students who are making up wasted time between 1:30-3:00 may also complete past due assignments during this time.

1 past due assignment completed with effort = 10 minutes of earned back time

IMMEDIATE LEVEL DROP

Students who exhibit any of the following behaviors—or any conduct resulting in suspension—will be immediately moved to Privilege Level 1. Additionally, their Daily Progress Report (DPR) will be marked with a score of 0 for the time period during which the behavior occurs.

Behaviors include, but are not limited to:

- ➔ Unsafe actions toward oneself or others
- ➔ Threats, theft, or being in an unauthorized area
- ➔ Requiring a physical escort
- ➔ In-School Suspension (ISS) or Out-of-School Suspension (OSS)



Vape Detection at Pathfinder

To ensure a safe and healthy environment for all students, our program has installed vape detectors in the student restrooms. These detectors are part of our ongoing commitment to promoting positive behavior. The vape detectors are designed to discourage the use of vaping devices and help us maintain a secure and focused learning environment. If a detector is activated, actions will be taken in accordance with school policies. The parent/guardian of the student will be contacted in all instances that a student is found with a vape.

The following actions will take place for vaping violations:

- ➔ 1st offense - if the student is willing to give up their vape, 1 day of ISS
    - ◆ 1st offense - if the student does not give up their vape, 1 day of OSS
- ➔ 2nd offense - 2 days of OSS
- ➔ 3rd offense - 3 days of OSS
- ➔ More than 3 offenses - 5 days of OSS and a parent meeting



HIGH SCHOOL EARLY DISMISSAL PLAN

Students attending the high school Pathfinder Program have the opportunity to earn an early release daily at 11:45. Students meeting the criteria for early dismissal must have parental permission and transportation provided by the parent or a designated person. Students may walk with parental permission, and parents will be contacted before the student is allowed to leave early.

Students must meet the following criteria to be eligible for early dismissal:

- ➔ All daily assignments must be completed to 70% or above.
- ➔ If the student has any missing assignments for the current quarter, the student must also complete a minimum of 2 missing assignments to 70% or above.
- ➔ Daily progress reports must have a total average of 85% or higher.
- ➔ Students are required to show proof of work or volunteer inside or outside of the program.
- ➔ Students who are employed outside of the home will be expected to turn in paycheck stubs every two weeks and can earn credit for their work hours.
- ➔ Students who are not employed will work with their parents and school staff to find volunteer work or establish a schedule of extra chores to be completed at home and signed off on by a parent or guardian. Pathfinder staff will also work with students to learn about different career and employment opportunities.
- ➔ Students on Level 3 (yellow) or Level 4 (green) may have their cell phone during earned breaks or while they are waiting for their ride to arrive
- ➔ If a student has met the criteria for early dismissal but a parent or guardian cannot or will not pick them up, supervised free-time activities will be arranged by staff.
- ➔ Any student who does not meet the criteria for early dismissal will be expected to remain at school until the regular dismissal time of 1:25.
- ➔ Students not meeting the criteria will continue to work on daily assignments or missing assignments for the remainder of the school day.
- ➔ Once all daily work is completed, the student will be permitted to participate in an earned break and supervised free time activities arranged by staff.

Fremont Public Schools

Young Adult Program

Developing skills to move forward toward independence through vocational, recreational, home based and daily living experiences.







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402-727-3953

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Director of Special Education
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402-727-3084

fremonttigers.org

Introduction, Directory, Office Hours

The material in this handbook has been prepared to provide parents with information about Fremont's Young Adult Class. There are some policies and procedures that are unique to this setting and also some that are followed in most, but not all schools.

It is our hope that each student will have a most productive and pleasant school experience. A close working relationship between the home and the school can do much to develop proper attitudes that will ensure each student's happiness and success in school.

If you have any questions or concerns regarding school, you may contact the school by mail or telephone.

School:	**Address:**	**Phone:**
Young Adult Program, Teacher	130 E. 9th Street	402-727-3953
Fremont High School	1750 N. Lincoln	402-727-3050

District Contacts	**Name:**	**Phone:**
Superintendent	Dr. Brad Dahl	402-727-3000
Assistant Superintendent of Business	Dr. Chris Loofe	402-727-3000
Assistant Superintendent of Teaching & Learning	Kate Heineman	402-727-3000
Executive. Director of Secondary Operations	Scott Jensen	402-727-3000
Exec. Director of Human Resources & Elem. Operations	Dr. Jen Robinson	402-727-3000
Director of Special Education	Joel Kerkman	402-727-3000
Assistant Director of Special Education	Jess Kotrous	402-727-3000
Board of Education:		402-727-3000
Todd Hansen, Jon Ludvigsen, Pam Murphy, Mike Petersen, Sandi Proskovec, Terry Sorensen		

Principals are available on a varied schedule during June and July. Please call the school if there is a need to contact an individual principal during this time. You may also call the Central Office Building if you are unable to reach the principal at the building. Offices open on a regular daily schedule three weeks before the first day of school. Offices are open from 7:30 a.m. to 4:00 p.m., Monday through Friday.

Additional Phone Information:	
Young Adult Classroom	402-727-3953
Student Services Office	402-727-3084
Nurse	402-727-2065

Young Adult Program:
A Program for Community Based Learning

Statement of Philosophy

At the end of high school, every student must transition to new and different routines. This transition from school to the community is a significant time in the development and growth of all students. To enable students to become fully included in the community it is felt that Fremont Public Schools should offer a community based, off campus transition program for students with developmental disabilities. This program is designed to provide the student with opportunities to live, work, interact socially, and access leisure activities in the community in order to develop skills to move forward toward independence as students transition into adulthood.

Program Overview

During their four years in the high school program, students with mild to moderate disabilities participate in typical senior activities (such as prom, senior pictures, etc.) and participate in a social graduation ceremony with their peers. Eligible students then move on to the community based, Young Adult Program, a program for 18 to 21 year olds.

The program focuses on developing skills that students can use as they transition into their adult lives. The curriculum is organized into the following areas: 1) community domains (general community, home living, vocational, and recreation/leisure) and
2) embedded social, communication, motor, and functional academic skills. The teaching/learning that takes place depends upon the essential skills the student needs to learn for adult living, is reflected in the IEP, and taught in the natural environment.

Training in the following domains would include but not be limited to:

- General Community Domain- instruction would include travel/transportation, shopping (general and grocery), restaurant use (ordering from a menu), using community services (agencies, phone, post office, bank, laundry mat, medical/dental, etc).

- Home Living- laundry skills and clothing care, eating and food preparation, meal planning, household and outdoor maintenance, hygiene and toileting, grooming and dressing, safety and health, budgeting, and planning/scheduling.

- Vocational Domain- identifying long term vocational options, and securing paid and unpaid work, expanding the vocational experience and scheduling job sites for half and full day periods, not necessarily on a daily basis.

- Recreation/Leisure Domain- both individual activities and activities with family and friends that take place at home, in the neighborhood, and in the community.

- Embedded Skills- Almost all tasks that a student performs on a regular basis require the ability to communicate and get along with others. In addition, reading, writing, money handling or time management skills are important to many functional routines and are necessary in some way or another. It follows then that social skills (including self advocacy), functional academic, communication and motor skills are embedded in virtually every activity, environment, and domain. Therefore, these skills will be a part of all learning activities.

Eligibility for the Young Adult Program

The ultimate responsibility for consideration and subsequent placement in the Young Adult Program rests with the IEP team and is to be documented in the IEP itself. Although there may extenuating circumstances, additional considerations, and exceptions to any "rule", the following are general guidelines to be followed for any student being considered for participation in the Young Adult Program:

1. The primary philosophy or focus of all Special Education programs is to "teach to the next environment", therefore the student's next environment (the expected environment after he/she leaves school) must be a major consideration as far as the student's appropriateness for the Young Adult Program and whether his/her needs will be best met in the program.

2. Since students involved in the Young Adult Program will most likely have been previously served in the Life Skills Programs at the Fremont Senior High (or similar programs if served by another district), it would follow that students appropriate for the Young Adult Program would have moderate or mild developmental disabilities.

3. Students who need support from and qualify for Health and Human Services/Division of Developmental Disabilities Services (typically a full scale I.Q. below 70) would be eligible for those adult services at age 21 years and would most likely stay in school until that time.

4. Previous high school IEP objectives must have indicated the need for the student to gain independence with skills within the community, home living, vocational, and recreation/leisure domains.

5. All IEP team recommendations to place students in the Young Adult Program must be approved by the Director of Special Education prior to initiation of placement.

6. After four years in a school-based high school program, students must be involved in typical senior activities (prom, senior pictures, graduation ceremony) before entering the Young Adult Program (maximum of 3 years of involvement).

Attendance

The Young Adult Program formally starts at 8:30 a.m. and ends at 2:30 p.m.

- Prompt and regular attendance in school is extremely important for each student's educational progress.
- A telephone call to school prior to the absence is requested. Please call before 8:30 a.m. If no phone call is received, school staff will call for information about an absence. A call is made because of our concern for each child's health, safety, and well-being.
- Regular attendance is extremely important to each student's progress toward meeting educational goals. If a student is absent because of family commitments, please inform the school of the reasons for this absence.
- According to Revised State Statute Section 79-209, any student who misses school more than 5 days in a quarter or 10 days in a semester, excused or unexcused, or the hourly equivalent, shall be considered excessively absent. Fremont Board Policy requires that when a student misses school more than 5 days in a quarter or 10 days in a semester, or the hourly equivalent, the school officials shall notify the parents/guardians of their concern for attendance.

If the child is absent more than 20 days per year or the hourly equivalent, the attendance office shall file a report with the county attorney of the county in which the person violating the compulsory attendance laws resides.

Re-Entry Policy After Absence Due To Illness

- No child should be sent to school with a fever of 100 or greater, vomiting or diarrhea. They should not return to school until they are symptom free for 24 hours without the use of Tylenol or Motrin. Giving Tylenol or Motrin in the morning before school does not prevent the child from spreading his/her illness throughout the classroom and infecting other students. Children with any possibly contagious illness, rash, cold or sore throat should also not come to school. When a child is absent for any reason, please call the school.
- A doctor's permit will be required for admittance after communicable diseases, such as chicken pox.
- A doctor's permit is required if your child is not to participate in physical education and/or for an extended excuse from recess.
- If you have any doubt as to whether your child is ready to return, please call the school nurse. The school is intensely interested in the health of each child and every precaution is taken to make it possible for your child to continue building good health habits.

Inclement Weather Make-Up Days

Fremont Public Schools will not pre-schedule inclement weather make-up days for students. Instead, should the administration determine that an extraordinary number of days have been lost to inclement weather throughout the year; student days may be added to the end of the school year.
Two (2) teacher Work/PD days are placed at the beginning of the school year to "make up" the assumed loss of at least two (2) days to inclement weather. Should we not lose two (2) days, the school year will be shortened accordingly so that the exact number of teacher contract days remains the same.

Severe Weather Closing

We plan to have school each day; however, power failure, heating equipment breakdown or extreme weather may cause the closing of a school or the entire school system. You have the right to pick up your adolescent at any time that you feel that conditions warrant the child leaving school.

The decision to close school due to severe weather is made prior to 6:15 a.m. Unless you hear an announcement over local radio and television stations that schools are closed, you know school will be open. If an announcement is made for a late start, the Young Adult Program will not have school that day.

If you, as a parent, feel that severe weather conditions threaten your teen's safety and schools remain open, you may wish to keep them at home.

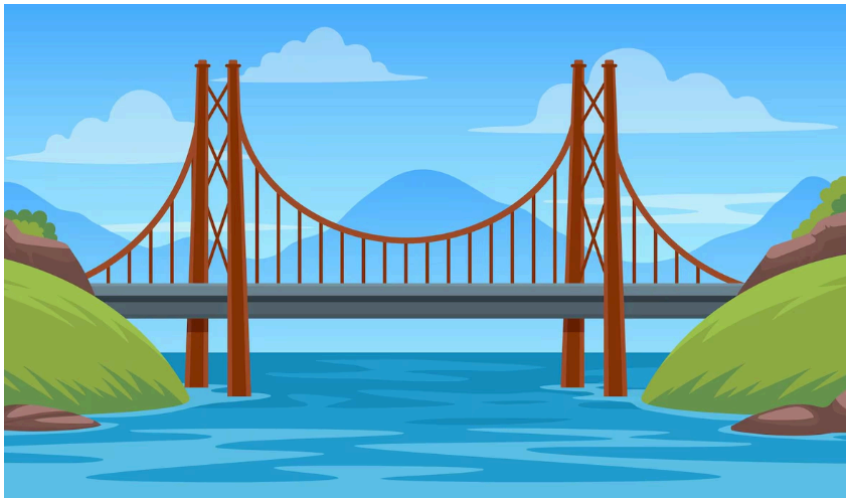
The absence of a student in inclement weather will be considered the same as any absence for legitimate causes, providing proper parental notice is given to the school.

You may call 727-3188, voice mailbox number 5657, to receive current school closing information.

Website	**Radio**	**Television**
www.fremonttigers.org	KFAB 1110 AM	KETV
	KHUB 1340 AM	WOWT
	KHUB 105.5 FM	KMTV
		KPTV

Parents can receive important notices and announcements (closings, early dismissals and emergency information) about Fremont Public Schools directly on their wireless phone, PDA, pager or email from Blackboard Connect.

Fremont Learning Center Handbook
FPS 2026-2027



LC MISSION STATEMENT

The Fremont Learning Center will ensure educational achievement for non-traditional students, enabling them to become self-reliant, problem-solving citizens who are proponents of lifelong learning. This will be accomplished by providing a caring, competent staff; a relevant, individualized curriculum; and a structured, predictable environment.

Welcome to the Fremont Learning Center!
Academic, Attendance, Citizenship, and Vocational Goals will be identified to help make this year productive and rewarding. There are many opportunities to be successful at the Learning Center, and we are here to help with the achievement of your personal goals.

Learning Center Staff

Lea Bruner - Head Teacher, Math
Erich Barthel - Social Studies
Velyda Shaw - Science
Shannon Hageman - English
Miriam Cortez-Jimenez - Office Associate
Mike Raasch - Vocational Coordinator

AM Schedule / PM Schedule

Opening/Attendance.....8:00-8:05 AM / 12:00-12:05 PM
Block 1 (49 min.).....8:04-8:53 AM / 12:04-12:53 PM
Break (5 min.).....8:53-8:58 AM / 12:53-12:58 PM
Block 2 (46 min.).....8:58-9:44 AM / 12:58-1:44 PM
Block 3 (46 min.).....9:44-10:30 AM / 1:44-2:30 PM
Optional LifeSkills
Block 4 (M-Th 30 min.).....10:30-11:00 AM /2:30-3:00 PM

Learning Center Phone Numbers
402-727-3180 Office Phone
402-727-3085 FAX
Website https://www.fremonttigers.org/page/learning-center

Fremont Public Schools

2026 - 2027 Calendar

Learning Center - Student calendar

7/29 - 8/4: New Teacher Activities
8/5 - 8/11: Teacher Workshop Week*
*2 Inclement Weather Make--up days (PD/Work), *3 days (PD/Work/ Opening Session)
8/6 Student/Parent Orientation (REQUIRED)
8/12: First day

AUGUST						
S	M	T	W	TH	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

2/1: Student/Parent/Teacher Conferences 4:00-8:00PM
2/4: Student/Parent/Teacher Conferences 4:00-8:00PM
2/5: Student/Parent/Teacher Conferences 7:40-11:00AM
2/12 No School: Comp Day
2/15: No School: PD day

9/7: No School: Labor Day
9/8*: No School: PD day
9/14: Student/Parent/Teacher Conferences 4:00-8:00PM
9/17: Student/Parent/Teacher Conferences 4:00-8:00PM
9/18: Student/Parent/Teacher Conferences 7:40-11:00AM

SEPTEMBER						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8*	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12*	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

3/9: Last day PM session
3/10: Last day AM session
3/11: LC no sessions
3/12*: 1/2 PD =1/2 work
3/24 - 3/29: No School: Spring Break

10/7: Last Day PM session
10/8: Last Day AM session
10/9: End of Quarter 1; LC no sessions
10/12: No School: Comp Day
10/13: No School: Fall Break
10/14*: No School: 1/2 PD - 1/2 work

OCTOBER						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14*	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

APRIL						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29*	30	1

4/29*: PD
4/30: No School

11/9*: No School: PD day
11/10 & 11/12: FHS Registration Nights
11/25-11/27: No School: Thanksgiving Break

NOVEMBER						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9*	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY						
S	M	T	W	TH	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

5/18: Last day PM session
5/19: Last day AM session
5/20: End of Qtr 4: 1/2 dismissal
5/21: Teacher work day

5/31: Memorial Day

12/16: Last day AM/PM session
12/17: End of Quarter2; no LC sessions
12/18*: No School: 1/2 PD -1/2 Work
12/21 - 1/1: Winter Break

DECEMBER						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18*	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

1/4*: 1/2 PD - 1/2 Work
1/18 - No School

JANUARY						
S	M	T	W	TH	F	S
					1	2
3	4*	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 / 31	25	26	27	28	29	30

JULY						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days No School No Students

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please continue below.

PROGRAM OVERVIEW

TEAM LEADERS

Students are assigned to a team led by a staff member. Each week students meet with their team leader and check progress. This staff person will be the main contact person for any questions or concerns about school.

GOAL SETTING

Students will set goals with the team leader and parents. Continuous effort and improvement in personalized goals are program expectations. Enrollment may be reconsidered following lack of engagement and consistent progress.

Academic – Complete classes toward graduation!
Attendance – Limit absences and tardies!
Citizenship – Be a productive and contributing student!
Vocational – Keep your job and work the required hours!

BOARD OF EDUCATION ATTENDANCE POLICY

The Board of Education recognizes regular school attendance is necessary for academic achievement and required by the State of Nebraska. A student should be in attendance each day school is in session, unless otherwise excused by school authorities. According to Nebraska State Statute, a child is of mandatory attendance age if the child has not yet reached eighteen years of age. According to Nebraska State Statute, any student who misses more than **5 days** in a **quarter** shall be considered excessively absent.

When a student is absent more than twenty days per year or the hourly equivalent and any portion of the absence is unexcused, the Attendance Officer will file a report with the county attorney of the county in which the student resides.

Taking Attendance – The bell rings at 7:50AM for AM students and at 11:50AM for PM students to enter the school building. When the bell rings, students will proceed to the Hub and sit in the appropriate team section. Students entering after 8:00AM/12:00PM [respectively] must sign-in and will be considered tardy or absent based on the amount of time missed. A tardy becomes an absence when more than 10 minutes of the school day has been missed.

Like a job, a student is allowed so many days for sickness, personal needs, family problems, professional appointments, funerals and other unforeseen circumstances. All absences regardless of their reason will count as one of the five allotted. These are not approved days to sleep in, be tardy, or skip classes.

Attendance policy – The Learning Center follows Nebraska State guidelines. Excused and unexcused absences are documented. Students who exceed 5 absences (excused or unexcused) in a quarter are considered excessively absent and will be assigned a change of placement.

Fremont Learning Center students who have the opportunity for dual enrollment at Fremont High School will follow the attendance policies of both schools independently (Learning Center policies regarding attendance will apply to Learning Center courses and Fremont High School policies regarding attendance will apply to Fremont High School courses).

Modified Placement for Excessive Absences at Learning Center

When a student exceeds 5 absences for any quarter they may…

1. Attend 5 consecutive school days without being absent to continue enrollment.
    1. If they complete 5 consecutive days without an absence they will be given this good-faith-option should another absence occur before the end of the quarter (they must attend 5 consecutive days following each absence over 5 in the quarter).
    2. If they do not attend 5 consecutive days for any reason, they will accept the change of placement.
2. Accept the modified placement. They will be given curriculum (one class) that they will have access to work on until the start date of the next quarter.
    1. Students can use this time to attend to barriers that have prevented them from attending school (illness, ride conflicts, work conflicts, personal stress, childcare, etc.).
    2. Upon completion of the class, student may return to their standard schedule and continue progress held from classes. Attendance expectations to continue enrollment apply.
    3. If class is not completed by end of quarter, they may return at the start of the next quarter and continue progress held from classes. Additionally, they may continue to work on the class outside of school. Students will not lose credit within a calendar year of their start date.

The District cannot be responsible for the education of the student who fails to maintain regular attendance habits.

WORK EXPERIENCE

A student 16 years and older are highly encouraged to work at a site that provides an hourly wage and a pay stub that shows federal/state withholding and FICA. Each student must have a valid Work Experience contract on file before credit will be awarded, and is responsible for providing current pay stubs. One Work Experience course is complete for each 90 work hours submitted. Students who are under sixteen are also able to earn Work Experience classes.

SUMMER WORK EXPERIENCE

Summer Work Experience is available to Learning Center students who have a valid contract. Summer work pay stubs will be held by the student and must be turned in when school resumes in the fall.

COURSE LOAD

Students are registered in at least three academic classes, one Health (earned through completing self-enrichment assignments and activities) and one LifeSkills (earned by maintaining good attendance). Work Experience credit is earned by submitting pay stubs.

To maintain graduation progress, students will be enrolled in full-day programming. Some potential combinations of course work could be:

- Learning Center / FHS dual enrollment
- Learning Center / JAG program
- Learning Center / Work Experience
- Learning Center / college dual enrollment

HOMEWORK

The self-paced design of the Learning Center's curriculum means that, until graduation, there will ALWAYS be homework. The weekly progress report will indicate whether an adjustment in the amount of time for homework is needed. The alternative learning environment is not designed as an alternative to being productive. Attend school daily, use time wisely, complete homework, and work toward the goal of a diploma.

BLOCK 4 (OPTIONAL)

A fourth class period is scheduled Monday through Thursday from 10:30-11:00AM for AM students and 2:30-3:00PM for PM students, respectively. Students will work in their team leader's room for Block 4, but arrangements can be made with teachers prior if they need additional support for a specific assignment or question during this time. Block 4 is an excellent (optional) opportunity for all students to earn additional assignments. Students who earn below their personal assignment goal continue to delay the graduation date established upon enrollment. Making up for lost time is possible only when students work at or above their personal assignment goal. The alternative learning environment is not designed as an alternative to being productive. Attend school daily, use time wisely, complete homework, and work toward the goals of a diploma.

CLASSROOM POLICIES

Quality Work

- All work must be "C = 70%" quality or better.
- Instructors expect students to be on task in assigned subject area while in class.
- Classes must be completed within a year from the start date.

Books

- Students are responsible for lost or misused books.
- No credit will be entered on transcripts until all textbooks/materials/fines are paid.

ELECTRONIC DEVICES and SCHOOL-DAY COMMUNICATIONS

School-issued chromebooks are to be used only for school-intended purposes. FPS prohibits use of electronics during the school day (aside from school-issued Chromebooks). Students will deposit their devices at the beginning of the school day and retrieve them at dismissal. Additional locations may be available for device storage, such as the office or with team leader.The use of electronic devices will be permitted before/after school and during breaks. School will not be responsible for the loss, damage or theft of any electronic devices brought to school. *(See full Board Policy 6113 for additional information)*. To contact your student during school hours, please contact the main office at 402-727-3180.

PROGRESS REPORTS/ACADEMIC RECORDS

Progress reports are available for students to view on a daily basis. They include information on attendance, behavior, progress earned in each class, and a summary of student goals. A report is mailed home at the end of each month.

STUDENT DRESS & APPEARANCE

All students are expected to dress neatly and be appropriately groomed. Dress that is distracting, extreme in nature, and likely to cause disruption of the normal school operation is not acceptable. Attire that covers the ears is not acceptable. *(Please refer to Board Policy 5101 for further information)*

If you are dressed inappropriately, you will be asked to correct the issue. If it requires that you leave school to do so a parent/guardian must be notified. Repeat violations may result in consequences.

FPS ACTIVITIES/ATHLETICS

Learning Center students are ALL provided access to the Fremont High School Student Handbook. The FHS Handbook is the best resource for sport/activity expectations at FHS. Involvement in school activities has statistically shown to significantly increase the likelihood of student success. We highly encourage those students interested in these programs to participate in addition to their academic progress.

FPS PROPERTY PARTNERSHIP

Students attending the Learning Center are permitted on other school property (i.e. High School, Middle School, Elementary School) for sport practices/events, extracurricular activities, dual-enrollment courses, or other school sponsored activities. However, they are not permitted on other school property during times they are not assigned to be there—this includes parking lots.

VISITORS

A visitor must buzz the office and state their business before entering the school. Visitors are required to check into the office and receive a Visitor Identification Badge upon arrival. If a visitor enters without announcement, he/she may be asked to leave and may be considered trespassing should there be a refusal.

PARKING (CARS & MOTORCYCLES)

Automobiles and motorcycles are to be parked properly in designated areas. In order to achieve maximum protection for private cars, vehicles should be kept locked and should not be occupied unless the owner is present.

E-LIQUID/TOBACCO PRODUCTS

The use and/or possession of e-liquid or tobacco (smoking/vaping/chewing) is not permitted on school property. This includes sidewalk areas and vehicles on school property *(Refer to Board Policy 5101).*

DISCONTINUING ENROLLMENT

A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if an exit interview is conducted and a withdrawal form is signed.

At the exit interview, the person making the written request must present evidence that (a) the person has legal or actual charge or control of the child and (b) the child would be withdrawing due to either; Financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or an illness of the child making attendance impossible or impracticable.

DAILY SCHEDULE

The Fremont Learning Center session begins at 8:00AM/12:00PM and ends at 11:00AM/3:00PM. Fridays students are dismissed early at 10:30AM/2:30PM. There are four blocks of class time. Student enrollment is based on space availability. Learning Center students are to enter and leave the Lenihan building using the West doors. The doors are unlocked from 7:50AM/11:50AM to 8:15AM/12:15PM.

LENIHAN BUILDING HOURS

Fremont Public Schools cannot and does not provide supervision by staff before 7:50AM or after 3:10PM.

EMERGENCY SCHOOL CLOSING

The decision to close school due to severe weather is made prior to 6:00 a.m. If a late start is announced, the Learning Center AM classes will be canceled.

EVACUATION PROCEDURES

Evacuation will follow an established pattern. In the event of an evacuation, walk quietly & rapidly following the instructor's directions. Evacuation maps will be posted.

MEDICAL NEEDS

In case of injury or illness requiring a physician's care, notify a staff member. If necessary, the school nurse will be called to evaluate the situation. A parent or guardian will be called as needed. Doctor or dental appointments should not be scheduled during school unless it is an emergency.

SELF DEFENSE

A student has the right to protect him/herself in the event of a physical altercation. Self defense is using measures such as blocking, moving away and covering up. Offensive behavior such as punching will be considered mutual consent fighting, regardless of who may have started the fight/physical altercation. *(For more information please refer to Board Policy 5101)*

STUDENT RESTRAINT

Any student who poses a threat of injury to themselves or others may be restrained by school staff until such time that the potential for injury has subsided.

LEARNING CENTER BELIEFS, GUIDELINES AND PRINCIPLES

STUDENT BEHAVIOR AND THE LEARNING ENVIRONMENT

"Teaching and learning of the intended curriculum for all students" is the first priority of the Learning Center. To accomplish this priority, the Learning Center provides an environment that is safe, orderly, allows for productive classrooms, and reinforces personal productivity. To provide this environment, the Learning Center, as part of the Fremont School District, uses a Multi-Tiered System of Supports (MTSS; previously titled Positive Behavior Intervention and Supports - PBIS). It is a district-wide strategy for helping all students achieve important social and learning goals.

As part of **MTSS (PBIS)**, we will establish three overarching rules for the behavior expectations in all areas of our school. These expectations will be taught to students and students will be acknowledged in positive ways for demonstrating good behavior. We will apply consistent consequences and positive reinforcements for all students. The Fremont Public School District believes that by helping students practice good behavior, we will build a community where all students have an environment where they can succeed and grow.

The three general rules for Learning Center Success:

1. **Be Respectful.**
2. **Be Responsible.**
3. **Be a Productive Learner.**

Negative behaviors fall into one of two categories: minor behaviors and major behaviors.

Minor behaviors: Behaviors that affect only the individual learner or that interfere with the learning of others. Behavior examples are:

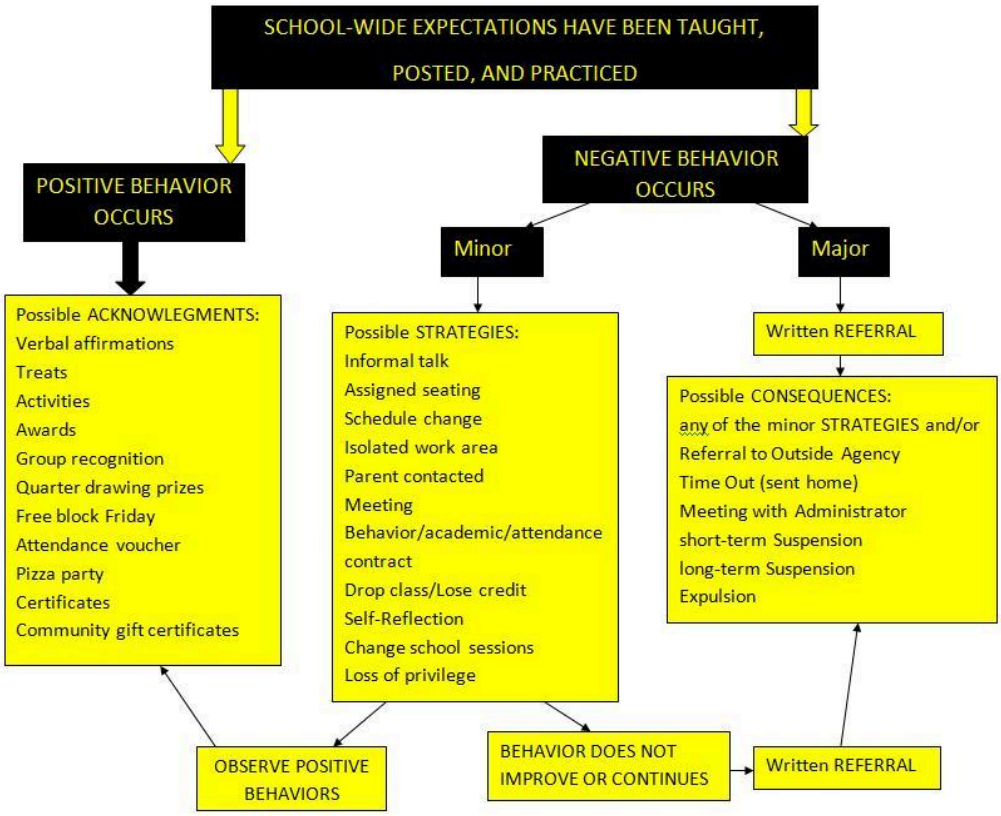
- Refuse to work
- Not work on intended curriculum
- Sleep in class
- Come to class without books, papers, and writing tools
- Cheat, be dishonest or plagiarize
- Put down others
- Disturb another student in any way
- Talk out
- Fail to follow reasonable request of the teacher
- Violate the dress code
- Profanity when conversing with others
- Inappropriate topics of conversation
- Disrespect to others
- Other

Major behaviors: Behaviors that negatively affect an orderly environment, contribute to an unsafe environment, or are illegal. Behavior examples are:

- Be disruptive in commons, office, hallways, restrooms, doorways, grounds, parking lot, or at school activities
- Be out of class or building without permission
- Be in or on school property without permission
- Use electronic devices during school
- Use or possess obscene or vulgar literature/technology
- Use or possess tobacco products
- Display illegal drug/gang association verbally, with paraphernalia, clothing, jewelry, written work, or pictures
- Display inappropriate affection
- Solicit unauthorized items at school
- Possess any object which looks like a weapon
- Create or cause unsanitary conditions; i.e. spitting, spitballs, throwing food
- Public indecency as defined in Nebraska statutes
- Gambling
- Repeat violations of rules and standards
- Display defiance when taught, approached, or redirected by adult
- Display gross disrespect, to include profanity
- File false emergency reports; i.e. fire alarm, bomb threat
- Harassment or bullying
- Possess, sell, dispense, or attend school after using alcohol or illegal drugs
- Possess, handle, or transport objects considered weapons
- Cause or attempt to cause injury to another
- Steal or attempt to steal private or school property
- Use of violence, force, coercion, threats, intimidation, display of aggression
- Other



Learning Center Success Starts with	Being **RESPECTFUL**	Being **RESPONSIBLE**	Being a **PRODUCTIVE LEARNER**
All Locations	✓ Maintain personal space. ✓ Use polite language and respectful voice	✓ Bring all needed materials ✓ Use electronic devices in designated areas & times	✓ Respond appropriately to reasonable requests. ✓ Take ownership of your words and actions
Hub	✓ Respond "here" for attendance ✓ - Stand or sit quietly during the Pledge	✓ Be in assigned team space when the bell rings ✓ Keep free of litter	✓ Listen attentively to announcements ✓ Voice questions and concerns with team leader
Hallway/Commons (break time)	✓ Keep conversations school appropriate ✓ - Keep volume at reasonable level	✓ Head to class when the warning bell rings ✓ Take care of basic needs	✓ Take care of non-classroom needs (work experience, phone use, etc.)
Bathroom	✓ Keep free of litter ✓ - Maintain privacy of others	✓ Flush the toilet. ✓ Wash hands. ✓ Turn water off when finished	✓ Report problems or concerns (water on floor, clogged toilets, etc.)



LEARNING CENTER BELIEFS, GUIDELINES AND PRINCIPLES CONTINUED

"Teaching and learning of the intended curriculum for all students" is the first priority of the Learning Center. To accomplish this priority, the Learning Center provides an environment that is safe, orderly, allows for productive classrooms, and reinforces personal productivity. To provide this environment, the Learning Center has chosen to adopt the Love and Logic core beliefs, guidelines, and principles.

LOVE AND LOGIC CORE BELIEFS

1. Every attempt will be made to maintain the dignity and self-respect of both the student and the teacher.
2. Students will be guided and expected to solve their problems, or the ones they create, without creating problems for anyone else.
3. Students will be given opportunities to make decisions and live with the consequences, be they good or bad.
4. Misbehavior will be handled with natural or logical consequences instead of punishment, whenever possible.
5. Misbehavior will be viewed as an opportunity for individual problem solving and preparation for the real world as opposed to a personal attack on school or staff.
6. Students will be encouraged to request a "due process" hearing whenever consequences appear to be unfair.
7. School problems will be handled by school personnel. Criminal activity will be referred to the proper authorities.

GUIDELINES FOR STUDENT BEHAVIOR

1. You may engage in any behavior which does not create a problem for you or anyone else.
2. If you find yourself with a problem, you may solve it by any means which does not cause a problem for anyone else.
3. You may engage in any behavior that does not jeopardize the safety or learning of yourself or others. Unkind words and actions will not be tolerated.

WE WILL OPERATE WITH THE FOLLOWING PRINCIPLES AS OUR GUIDE

1. We will react without anger or haste to problem situations.
2. We will provide consequences that are not punitive but that allow the student to experience the results of a poor choice, enabling him or her to make better choices in the future.
3. We will proceed in all situations with the best interest of the student foremost in our minds – academic, social and emotional well-being will be fostered.
4. We will guide students toward personal responsibility and the decision-making skills they will need to function in the real world.
5. We will arrange consequences for problem situations in such a way that the child will not be humiliated or demeaned.
6. Fair is not always equal. Consequences will be designed to fit the problems of individual students, and they may be different even when problems appear to be the same.
7. We will make every effort to ensure that, in each situation, the students involved understand why they are involved in consequences.
8. If we at any time act or react in a way that a child truly feels is unjust, that student need only say to me, "I'm not sure that's fair." We will arrange a private conference during which the student can express to us why he or she feels our actions were not fair. This may or may not change our course of action. We are always open to calm, rational discussion of any matter.

FREMONT LEARNING CENTER

COURSE REGISTRATION GUIDE

Revised 6-2023

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“Many of life's failures are people who did not realize how close they were to success when they gave up.”
Thomas Edison

INTRODUCTION

This class offering guide provides information about each class offered at the Fremont Learning Center. Use the class summaries to develop an educational and vocational plan that is based on interests and future needs and also meets graduation requirements. The classes completed, the grades earned, and information about attendance, will become part of an official transcript. It is important to become familiar with the class selections, and graduation requirements.

We all need personally chosen worthwhile goals.

Graduation Requirements for FPS

English (40 credits)		**Social Studies** (30 credits)		**Mathematics** (30 credits)		**Science** (30 credits)	
English 9A & 9B	10	American Government	5	30 credits (in sequence)	10	Biology A & Biology B	10
English 10A & 10B	10	World Geography	5		10	Elective Science	20
Communications 10	5	U.S. History A & B	10		10		
American Literature 11A & 11B	10	Elective Social Science	10				
English Elective	5						

World Language/Vocational (20 credits)		**Health / Physical Ed.** (15 credits)		**Fine Arts** (10 credits)	
Personal Finance	5	Health / Physical Ed. (or combination)	15	Elective Fine Arts (Work Experience or Lifeskills may replace)	10
Foundations of Computing	5				
Electives Language/Vocational	10				

Grades

All work must be 70% (C) or better. The following is the grading system:

A +... 100-98….4.0
A…….97-93…..4.0
A-.....92-90….4.0
B +.....89-87….3.5
B…….86-83…..3.0
B-.....82-80….3.0
C +.....79-77…..2.5
C…….76-73…..2.0
C-.....72-70…..2.0

Senior Requirements	**District Testing**	**Grade Classifications**
Each student will prepare a Future Plan, Autobiography, & Résumé. Graduates of FPS must also show proficiency in writing. They also will complete the FAFSA or exclusion form and complete a Senior Survey.	The following tests are administered: NWEA (8th & 9th grade) Pre-ACT (10th grade) ACT (11th grade)	1-13 classes = 9th grade 14-26 classes = 10th grade 27-39 classes = 11th grade 40-50 classes = 12th grade

Leveled Diplomas offered at FPS

210-credit FHS Standard Diploma - 42 classes; Includes 175 required credits + 35 elective credits

To begin with the graduating class of 2023.
Current levels of recognition will remain in place until the class of 2026 graduation.

*In order for a student to graduate with a Standard Diploma prior to the completion of their cohort year, a student / parent meeting with the Director of Guidance and the FHS administration is required. The purpose of the meeting is to inform the parent of the possible limitations of graduating with a Standard Diploma and have them acknowledge in writing their intention for their child to graduate with a Standard Diploma. Should a parent, after having been notified, not attend the meeting, the High School Principal in consultation with the Superintendent may waive the parent meeting requirement.

250-credit Cum Laude Diploma - 50 classes; Includes 175 required credits + 75 elective credits

High Distinction - Requires a 3.75 cumulative GPA
(To begin with the graduating class of 2026)

290-credit Magna Cum Laude Diploma - 58 classes; Includes 175 required credits + 115 elective credits

High Distinction - Requires a 3.75 cumulative GPA
(To begin with the graduating class of 2026)

290-credit Summa Cum Laude - 58 classes; Includes 175 required credits + 115 elective credits

High Distinction - Requires a 3.75 cumulative GPA
(To begin with the graduating class of 2026)

Requires:
1. Completion of Level 4 of a world language
2. Social Science - 30 credits
3. Science - 40 credits to include 20 credits in Anatomy & Physiology, Chemistry or Physics
4. English - 45 credits to include 10 credits of AP Literature & Composition, British Literature, Analytical Composition, Creative Writing, or Journalism II
5. Math - 40 credits to include Math Analysis
6. 15 credits of visual arts and/or performing arts
7. 15 credits of vocational courses--including Metro Academies (Industrial Technology/Business/FCS)

ENGLISH

ENGLISH (8A & 8B)

Grade Level: 8 Required Credit: 10

COURSE DESCRIPTION: The eighth grade curriculum incorporates literature selections from the corresponding McDougal Littell textbook. Students will respond to a variety of questions as they read through short stories, poems, essays, biographies, and excerpts from longer literary pieces. The curriculum is individualized and supplemented with grade-specific vocabulary, language arts skills, and literary terminology. As appropriate, students will complete study sheets for selected authors, work with grade-level specific literary terms, and complete quizzes and tests as needed.

ENGLISH (9A & 9B)

Grade Level: 9 Required Credit: 10

COURSE DESCRIPTION: The ninth grade curriculum incorporates literature selections from the corresponding McDougal Littell textbook. Students will respond to specific questions as they read through short stories, poems, essays, biographies, and excerpts from longer literary pieces. The curriculum is individualized and supplemented with vocabulary, language arts activities, and writing worksheets. As appropriate, students will complete study sheets for selected authors, work with grade-level specific literary terms, and complete quizzes and tests as needed.

ENGLISH (10A & 10B)

Grade Level: 10 Required Credit: 10

COURSE DESCRIPTION: The tenth grade curriculum incorporates literature selections from the corresponding McDougal Littell textbook. Students will respond to specific questions as they read through short stories, poems, essays, biographies, and excerpts from longer literary pieces. The curriculum is individualized and supplemented with vocabulary, language arts activities, and writing worksheets. As appropriate, students will complete study sheets for selected authors, work with grade-level specific literary terms, and complete quizzes and tests as needed.

ENGLISH COMMUNICATIONS 10

Grade Level: 10 Required Credit: 5

COURSE DESCRIPTION: This course is designed to introduce students to the world of human communication. Students will spend time learning the elements of communication and will apply these skills as they work through the text and complete the various assignments. There are 15 required chapters.

ENGLISH (11A & 11B)

Grade Level: 11 Required Credit: 10

COURSE DESCRIPTION: The eleventh grade curriculum incorporates literature selections from the corresponding McDougal Littell textbook. Students respond to specific questions as they read through short stories, poems, essays, biographies, and excerpts from longer literary pieces. The curriculum is individualized and supplemented with vocabulary, language arts activities, and writing worksheets. As appropriate, students will complete study sheets for selected authors, work with grade-level specific literary terms, and complete quizzes and tests as needed.

BRITISH LITERATURE

Grade Level: 10 - 12 Elective Credit: 5

COURSE DESCRIPTION: The British Literature curriculum incorporates literature selections from the corresponding McDougal Littell textbook. This course is based on selected readings in the area of short stories, poems, essays, author biographies, and excerpts from longer literary pieces. Students will also study content-specific vocabulary, language arts activities, literary terminology, and complete quizzes and tests as needed.

CREATIVE WRITING (A & B)

Grade Level: 9 - 12 Elective Credit: 5

COURSE DESCRIPTION: This course will introduce the student to the creative writing process. Students will explore the crafts of creative nonfiction, fiction, and poetry. Students will analyze text from the viewpoint of a writer. Emphasis will be placed on writing for enjoyment and self-discovery.

NOVELS (A & B)

Grade Level: 9 - 12 Elective Credit: 5

COURSE DESCRIPTION: Students will read three teacher-approved novels, exploring themes, narrative arc, and author background. Students will show their learning through multimodal assessments and online collaboration. An additional student-selected novel will be used to supplement the class as needed.

SHORT STORY (A & B)

Grade Level: 9 - 12 Elective Credit: 5

Students will choose 12 short stories of their interest from the selection provided by the teacher. Student will have multimodal opportunities to show engagement with narrative arc and literary themes. Students will choose additional short stories and review them analytically.

MATHEMATICS

ALGEBRA I

Grade Level: 9-12 Required Credit: 10

COURSE DESCRIPTION: Students have the opportunity to review and strengthen fundamental math skills and concepts. Topics covered include: integers, rational numbers, equations, inequalities, exponents, polynomials, factoring, functions, graphs, linear equations, including systems of equations, and rational expressions.

ALGEBRA II

Grade Level: 10-12 Elective or Required Credit: 10

COURSE DESCRIPTION: This course is designed to provide students with the minimum basic foundation required for further mathematical training in high school or college. The major goal is to provide students a thorough understanding of the nature of mathematics and the ability to think critically in everyday situations.

ALGEBRA III/Trigonometry

Grade Level: 10-12 Elective or Required Credit: 10

COURSE DESCRIPTION: This course is offered to the college-bound student desiring the background necessary for a math analysis and calculus course. During the first part, students will be exposed to topics that will produce a better background for additional college mathematics. Analytical trigonometry is studied during the second part and is integrated with algebraic concepts whenever possible.

GENERAL MATH

Grade Level: 9-12 By Placement Credit: 5

COURSE DESCRIPTION: This course covers basic, general mathematical skills.

GEOMETRY

Grade Level: 9-12 Elective or Required Credit: 10

COURSE DESCRIPTION: A primary goal of geometry is to develop an organized mathematical system to enable students to gain insight into the patterns and structure of practical mathematics used daily.

PRE-ALGEBRA

Grade Level: 8-9 Elective or Required Credit: 10

COURSE DESCRIPTION: This course covers the basic, general mathematical skills needed for a student to successfully prepare for Algebra.

MATH 12

Grade Level: 11-12 Elective or Required Credit: 10

COURSE DESCRIPTION: This course will focus on the development of math skills for success in students preparing to go to a two-year school. Students will review basic algebra, geometry and algebra 2 skills in addition to being exposed to personal finance. Topics covered will include: problem solving and critical thinking, equations and inequalities, graphs of functions, polynomials, quadratic equations, personal finance, measurement, and geometry.

MODULAR MATH *(dual credit course with Metro CC)*

Grade Level: 11-12 Elective or Required Credit: 5/10

The program is designed for students who desire to improve their math skills to the level needed to enroll and be successful in a college-level math class. Students can pursue one of two options: 1) The academic option is for students intending to earn a four-year bachelor degree, and 2) the Trades/Business track is for the students pursuing a two-year associate's degree/certification. The courses are organized into online modules. Students must master the competencies in each module in order to progress. Students who successfully complete the course will earn college credit.

SCIENCE

BIOLOGY (A, B & C)

Grade Level: 9-12 Required Credit: 15

COURSE DESCRIPTION: This course gives students the opportunity to learn about general topics of biology, such as cellular biology, cell division, ethics, diseases, inheritance of traits, DNA, chromosomes, evolution, and gene therapy through hands-on activities, labs, and text materials.

EARTH SCIENCE (A & B)

Grade Level: 9-12 Elective Credit: 10

COURSE DESCRIPTION: This course gives students the opportunity to learn about geologic time, radioactive dating, relative and absolute dating of rock layers, the Earth's atmosphere and climate, the solar system, stars and galaxies. Students cover the material with a mix of hands-on activities, labs, and text materials.

ENVIRONMENTAL SCIENCE

Grade Level: 10-12 Elective Credit: 5

COURSE DESCRIPTION: This course is designed to cover environmental topics students need to make sound decisions about the world around them. Topics include geochemical cycles, water and air pollution, biodiversity, ecology, and the

examination of both animal and human population changes. Students cover these topics with a mix of hands-on activities, labs, and text materials.

FORENSIC SCIENCE

Grade Level: 11-12 Elective Credit: 5

This course emphasizes student engagement through the application and integration of math, physics, chemistry, biology, anatomy, and environmental and earth science through a problem based learning approach. Topics may include: collection, handling, and examination of trace evidence such as hair, fibers, soil, pollen and glass; fingerprint, blood, and blood spatter examination and analysis; DNA, drug and toxicology testing; handwriting and tool mark analysis, techniques in impressions, ballistics and trajectory analysis; facial reconstruction, and forensic anthropology. This course covers mature content that some students may find disturbing.

HEALTH (A, B, & C)

Grade Level: 9-12 Required Credit:15

COURSE DESCRIPTION: Accurate and up-to-date information on all the topics students need to make sound decisions about health today and in the future. It teaches the skills necessary to weigh options, to make responsible decisions, and to develop behaviors that promote healthy lifestyles. Students are encouraged to assess their attitudes and behavior patterns and to understand the impact their lifestyle choices have on their own well being.

MCC BIOLOGY *(dual credit course with MCC)*

Grade Level: 11-12 Elective Credit: 5/10

BIOS 1010 provides a background in science processes and problem solving by emphasizing ecology, molecular biology, cell structure and function, genetics, and evolution. Students who successfully complete the course will earn college credit.

PHYSICAL SCIENCE (A & B)

Grade Level: 9-12 Elective Credit: 10

COURSE DESCRIPTION: This course is designed as a comprehensive program in Physical Science. This program provides the students with the basic principles of physics and chemistry. The class provides a balance of textual and investigative material with flexibility to suit individual student needs.

SCIENCE (8A & 8B)

Grade Level: 8 Required Credit: 10

COURSE DESCRIPTION: This course is designed as a comprehensive program in General Science. The class provides a balance of textual and investigative material with flexibility to suit individual student needs. General topics include chemistry, physics, and earth science.

ZOOLOGY

Grade Level: 10-12 Elective Credit: 5

COURSE DESCRIPTION: This course gives students the opportunity to learn about classification, the animal kingdom, and body systems through dissections, projects, and text materials.

SOCIAL STUDIES

AMERICAN GOVERNMENT

Grade Level: 11-12 Required Credit: 5

COURSE DESCRIPTION: Introduction to basic elements of American government: principles of, Constitution, federalism, political parties, voting behavior, presidency, federal courts and comparative economic systems.

CIVICS

Grade Level: 11-12 Elective Credit: 5

COURSE DESCRIPTION: Study of the rights and duties of citizens in local and national government: civil liberties, mass media/public opinion, interest groups, Congress and presidency in action, government financing.

ECONOMICS (A & B)

Grade Level: 10-12 Elective Credit: 10

COURSE DESCRIPTION: Exploration of fundamental, microeconomic, macroeconomic, and international economic concepts.

MODERN PROBLEMS (A & B)

Grade Level: 11-12 Elective Credit: 5

COURSE DESCRIPTION: Students research alternative viewpoints on a broad spectrum of controversial social issues. Students analyze viewpoints according to credentials, argumentation style and documentation in order to compare opposing views while establishing their own.

SOCIOLOGY

Grade Level: 10-12 Elective Credit: 5

COURSE DESCRIPTION: The study of social structures and their effect on our beliefs and behaviors. Students learn the relationships between events in their personal lives and events in their society.

U.S. HISTORY (8A & 8B)

Grade Level: 8 Required Credit: 10

COURSE DESCRIPTION: The study of how individuals, ideas, religion, geography, technology and economics have interacted to shape the nation and the national character beginning with the First Americans (1400) and ending with Reconstruction (1877).

U.S. HISTORY (A & B)

Grade Level: 9-12 Required Credit: 10

COURSE DESCRIPTION: The study of how individuals, ideas, religion, geography, technology and economics have interacted to shape the nation and the national character beginning with the emergence of Industrial America (1862) and ending with contemporary United States.

WORLD GEOGRAPHY

Grade Level: 10-12 Elective Credit: 05

COURSE DESCRIPTION: The study of Earth and its people to cover Regions, Physical Features and Climate, People, Economy and Environment for: United States, Canada, Latin America, Europe, Russia, Africa, Middle East, Asia, and the Pacific.

WORLD HISTORY (Ancient & Modern)

Grade Level: 10-12 Elective Credit: 10

This course offers students an understanding of the events in human history from Prehistoric times until the events of the 20th Century.

ELECTIVES/VOCATIONAL

CHILD DEVELOPMENT

Grade Level: 9-12 Elective Credit: 5

COURSE DESCRIPTION: This course focuses on physical, emotional, social, and intellectual development from conception through age six.

LIFESKILLS

Grade Level: 8-12 Elective Credit: 5

COURSE DESCRIPTION: LifeSkills offers students the opportunity to earn credit while learning to utilize community resources and displaying transferable skills (such as but not limited to; cooperation, team building, reading, writing, etc) that students can take with them upon graduation from high school.

PERSONAL FINANCE

Grade Level: 10-12 Required Credit : 5

This course is designed to help students manage their resources and make wise personal financial decisions. It is a consumer survival course in understanding how payroll is affected by taxes, the use of banking and checking, the cost of buying on credit, investment and financial planning. This course will use a variety of online resources to help students gain a better understanding of investing in the stock market.

WORK EXPERIENCE

Grade Level: 9-12 Required Credit: 5

COURSE DESCRIPTION: Work Experience allows students to learn through on-the-job experiences, the skills and competencies needed to retain employment.

Addendum A ~ MEDICATION POLICY

(See full Board Policy 6910 for additional information)

Fremont Public Schools

It is fully understood that there are times when children need medication, as prescribed by a doctor, to be given during school hours. The following regulations are necessary for the safety of all children:

1. A physician/dentist/APRN/PA's authorization and written parent/guardian authorization is required for all prescription medication. The prescriber's authorization may be on the pharmacy label attached to the original container or a separate prescription provided to the health office

2. A written parent/guardian authorization is required for all non prescription medication. All medications will be safeguarded by the principal or school nurse and given by the person so designated. This includes over the counter medication such as Ibuprofen, Tylenol and cough medications.

3. Qualified students may be allowed to carry an asthma inhaler or Epinephrine injector for severe allergies with proper permission. This includes a CARE PLAN AND MEDICATION PERMIT signed by BOTH the parent/guardian AND the prescriber (physician, PA, APRN)..

If your child must have medicine at school, we ask that you do the following:

a. Over the counter medication must be in the original container and labeled with the child's name. The permit must include the name of the medicine, the dose to be given, the time it is to be given, and the route of administration.

b. Prescription medication must be in the original container from the pharmacy and must be labeled with the child's name, the name of the medication, the dose to be given, when it is to be given and route of administration. The label must also include the doctor's name and be currently dated.

MEDICATION IN BAGS OR ANY OTHER FORM OF "HOME PACKAGING" WILL NOT BE ADMINISTERED.

Permission slips are available at school or online on the FPS website. Expired medication will not be accepted by the school. Medication orders must be renewed every school year.

As a parent you may find the best solution is to bring the medication yourself at the proper time and give it to your own child as there is not a nurse in each building at all times.

Thank you for the attention given this request. If you have any questions, please feel free to call your school nurse.

Addendum B ~ NOTICE REGARDING FPS BOARD POLICIES

<u>Please Note:</u>
Board Policies that are most pertinent to our high school students can be found in the FHS Student Handbook.

A complete set of FPS Board Policies can be found on Fremont Public School's webpage (www.fremonttigers.org) on the School Board Page under Board Policies. Please refer to the on-line documents for the most current and up-to-date versions (and revisions) of all Board Policies.

FREMONT PUBLIC SCHOOLS

Donation Form

To Be Submitted for Board Approval of Donations

Date May 4, 2026

Building/Organization Receiving Donation Fremont Music Dept.

Organization Making Donation First Lutheran Church-Fremont

Description of Donation 4 4x8 foot stages with legs from Quick Stage. The legs are 4", 8", and 16".

Value of Donation Approx. $5500

Date to be reviewed by Board July 13
(Required if value over $500) **Note: 30 days advance notice prior to a school board meeting must be given for this request to be considered.**

Building Principal _____

Must have all signatures and form returned before donation may be used for purchase/expenditures.

Executive Director _____ date 7/8/26

Superintendent _____ date 7-8-26

Director of Information Services _____ date _____
(Needed when project has technology implications)

FREMONT PUBLIC SCHOOLS
WE EDUCATE

2026-2027

Fremont Public Schools



Certified Handbook

with Negotiated Agreement

www.fremonttigers.org

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Intent of Handbook

Welcome to Fremont Public Schools! This handbook is intended to be used by teachers and other certificated staff to provide general information about Fremont Public Schools and to serve as a guide to the District's policies, rules, and regulations, benefits of employment, and performance expectations.

References in this handbook to "teachers" are intended to apply to all certificated staff. This includes administrative staff to the extent the handbook deals with professional expectations and conduct.

Each teacher is responsible for becoming familiar with the handbook and knowing the information contained in it. Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise. This handbook is intended to supplement other documents that deal with your employment, including your employment contract, the negotiated agreement between the Fremont Public Schools and the Fremont Education Association, and the policies and regulations of the Board of Education. In reading this handbook, please understand that where a direct conflict exists, state or federal law, the negotiated agreement, and Board policies and regulations will control.

Every staff member is subject to the Policies of the Board of Education. As such, every classified staff member should review the Policies of the Board of Education.

The administration will be responsible for interpreting the rules contained in the handbook and shall have the right to make decisions and make rule revisions at any time. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will decide based upon applicable school district policies, state and federal statutes and regulations, and the best interests of the District. In the event that a staff member does not understand a provision of this Handbook, it is the staff member's responsibility to seek the administration's interpretation of such provision.

This handbook will be in effect for the 2026-2027 and subsequent school years unless replaced by a later edition.

Absences

Absences for any reason need to be reported immediately to your building principal or supervisor. All unpaid leave requires prior approval by immediate supervisor and/or Human Resources. Fremont Public Schools (FPS) uses the "Red Rover" web based system to both manage absence information and arrange for substitutes for certified employees. Specific guidance for the use of

“Red Rover” is provided through the building administrator with support from the Human Resources Department.

Employees who have an accident (regardless of where or when) resulting in treatment; have a major health issue such as loss of consciousness, heart attack, stroke, etc.; or a major illness must have a release to return to work that details dates of treatment, diagnosis and whether or not there are any physical restrictions. The release must be presented to Human Resources for approval prior to returning to work.

All health-related absences of five or more consecutive days require a written statement from the treating physician stating that the employee is physically able to return to duty. Supervisors may request a release to return to work at any time they deem circumstances warrant. The release must be presented to Human Resources for approval to return to work.

Employees released to return to work with restrictions must provide written documentation to the supervisor in advance of the designated return date. The supervisor will confer with Human Resources to determine if and when the employee is able to return to work.

Accidents/Injuries

Involving students or visitors:
Each staff member shall immediately report to the Principal or designated person all accidents and injuries while on duty that are to be considered more than just bumps, minor cuts, or bruises. The nurse or principal will use the appropriate documentation format and send this to the Business Office within 24 hours of the accident/injury to a student or visitor.

Involving employees:
Use Injury Hotline. Our 24 hour hotline number will connect you with a trained nurse. Call 1-855-736-9482

*Serious Injuries: If serious enough to require immediate medical attention - do not call first; seek treatment immediately. Make your Administrator/Supervisor aware. Call when safe to do so - include your Administrator/Supervisor on the call if possible.

*Non-Serious Injuries: Make your Administrator/Supervisor aware. Call the same day or within 24 hours - include your Administrator/Supervisor on the call if possible. If pain/injury becomes apparent at a later time, reporting at that time is appropriate and encouraged. If questioning whether or not to call - PLEASE call and report!

If the injury is covered under work comp, until the elimination period is met, employees would use their own leave time unless the time missed is covered under Neb 79-8, 106 (2), where the employee is physically injured by another individual who intentionally, knowingly, or recklessly causes bodily injury during the scope of employment.

Return to Work:
The FPS District shall make every reasonable effort to provide suitable temporary employment to any employee unable to perform his or her job duties as a result of a workplace injury or illness. This may include a modification to the employee's original position or providing an alternative position, depending on the employee's medical restrictions, providing that this does not create an undue hardship to Fremont Public Schools. This program applies to all employees with work-related injuries and/or illnesses as determined by the Workers Compensation Insurer.

Only work that is considered meaningful and productive shall be considered in the Return to Work Program. Employees placed on a return to work plan will be expected to provide feedback in order to improve the program. All employees, regardless of injury or illness, will be considered for placement through the Return to Work Program.

Address
Advise the Human Resource's office of any change in address or telephone number so that you can be located in case of an emergency (cell numbers as well). A permanent address where mail will always reach you should be on file for at least one year after leaving the school system.

Advertising
The district policy on advertising is found in policy 1060.

Agents/Salesmen/Solicitors/etc.
Nebraska School Law (Section 79-8,100) makes it unlawful for any agent, salesman, solicitor, etc., to solicit orders and business from any classroom teacher during school hours (7:30 AM - 4:30 PM.) without prior approval from the administration. Teachers should send such visitors to the principal's office.

American Education Week
Each teacher should plan special recognition for this week. The Fremont Education Association (FEA) will aid in setting up building and total school recognition activities.

Attendance (Daily and Attendance at School Activities)

Punctuality is an important responsibility, both as a professional and as an example for students. Regarding daily attendance, regular and dependable attendance is an expectation and an essential function of every job in Fremont Public Schools.

All teachers are encouraged to attend school-sponsored activities. Teachers should make every effort to attend school functions that are sponsored by the PTA or the school in the building where they are teaching.

Authority

All teachers have the authority and responsibility to maintain proper behavior and control anywhere in school or on school grounds for any and all students – during the school day, as well as, any activities before or after school. This also includes activity trips and field trips off school grounds.

Behavioral Expectations, Classroom Management, and Disciplinary Actions – Classroom, School, and Activities

Fremont Public Schools utilizes the Positive Behavior and Intervention Support (PBiS) model in each building as a part of the district's multi-tiered system of support for all students academically, behaviorally, emotionally, physically, and socially to create an optimal learning environment for all students.

Each FPS building:

- Has identified agreed upon procedures, routines, and expectations for student behavior
- Has lesson plans that are developmentally appropriate and building specific for teachers to utilize in teaching the procedures, routines, and expectations of that building
- Continually teaches and reviews procedures, routines, and expectations
- Is consistent in following and reinforcing the procedures, routines, and expectations
- Repeatedly provides specific positive feedback to students
- Provides opportunity for corrective feedback to students
- Provides opportunity for corrective learning and action
- Provides for disciplinary action as needed through building level procedures, Fremont Public Schools Policy, and Nebraska State Law
- Ridicule, sarcasm, and irony are not acceptable in Fremont Public Schools. Corporal punishment is illegal in Nebraska. Board Policy covers corporal punishment, restraint and seclusion, and Special Education students are covered by NDE Rule 51.

Bloodborne Pathogen Exposure Control

The bloodborne pathogen standards have been developed for employees having a potential for occupational exposure to blood or other potentially infectious materials which may ultimately result in exposure to bloodborne diseases such as Hepatitis B virus (HBV) or Human Immunodeficiency Virus (HIV). See Appendix XIII of this handbook for School Board policy 6900.

Care of Rooms and School Property

All teachers are responsible for the rooms and materials they use.. Those who share rooms must share responsibilities. Teachers should leave rooms in an orderly manner upon their departure for the day.

Teachers are also responsible for the development of students' proper attitudes toward the use of school property. It is a good policy to have all defacing marks removed immediately. Such things as defacing desks or books, marking on walls, and marring the floor should be strongly discouraged and damages assessed upon discovery. Students are to be held responsible for all unreasonable wear of school property. Teachers who must share classrooms must share responsibility for supervising the students in this regard.

Certificates - Teaching

It is each teacher's personal responsibility to secure and register a valid Nebraska Teaching Certificate with the District. Refer to Section 79-804 of the Nebraska School Law for further explanation. A teacher must have a valid Nebraska teaching certificate that has not expired. No pay will be received for any days worked while on an expired certificate.

Child Abuse and Neglect

School Board Policy 5402 deals with child abuse and neglect and responsibility for reporting the same.

Children of Staff at School

Staff should avoid bringing their children to school during regular work hours or when attending professional meetings/activities that go beyond those hours if they are unable to find daycare. The rationale for this is to reduce the number of distractions for employees and maintain confidentiality. It is also important that if their children accompany the employee to school during "non-working" hours (such as weekends) that they are closely supervised so as to avoid injury and/or property damage.

Family Nights and Activities

School sponsored activities on Wednesday evening or on Sunday must be approved in advance by the Superintendent of Schools, such a request being

first submitted to the Principal or his/her designated representative.

Complaints/Parent Request for Exclusion

Procedures relating to complaints about instructional materials are found in policy 6320.

Complaint Procedure

This is located in Policy 4240.

Computer Use

This is located in Policy 6800

PLEASE REMEMBER to be very careful about your use of Social Media (facebook, twitter, etc.), internet, text-messaging, etc. Even a minor error in judgment may result in serious consequences.

Contracts / Assignment

All school districts are covered by the provisions of the continuing contract law which appears in Sections 79-824 to 79-842 of Nebraska School Law. Teachers and administrators are employed by the district and are subject to assignment and/or transfer according to district policy.

Copyright

The procedures relating to copyright are in policy 6287.

Custodians

The custodians are directly responsible to building principals and the General Operations Administrator. The cooperation of students and teachers in helping to keep their room neat and presentable will make their work easier. Please plan your needs well in advance so the custodian will have ample time to supply them. Teachers' requests for extra custodial service or permanent physical alterations must be made through the building principal.

Dating Violence

Incidents of dating violence reported as having occurred on the premises of Fremont Public Schools or at school-sponsored activities shall be reported to Administration. Actions or steps taken involving known or suspected dating violence occurring off-school premises and/or at locations other than school-sponsored activities should be reported by the parent, guardian, or involved party to law enforcement or an agency other than the schools, at the determination of the individual(s) involved. See Appendix XI of this handbook for School Board policy 5420.

Dress
All employees are expected to dress appropriately/professionally for each specific assignment - to be dressed in good taste and to be consistently well groomed (if there is a question in your mind, use “Business Casual” as a guide or visit with the building principal for specific direction). Jeans would be considered appropriate attire on non-teaching work days and the last student day of each week and special events as announced by the Administration.

In exchange for a $15 monthly FPS Foundation donation, through payroll deduction, participating staff may wear jeans every day. The donation will be designated to the Fremont Public School Foundation ($10) and to local charities ($5) that support our students and families - distributed through the Fremont Education Association (FEA). If you wish to donate, an FPS Foundation Payroll Deduction form has been included in your folder. You can complete it and return it to HR or the Payroll office at any time.

Drug Free Workplace
The Fremont Schools attempts to offer a safe and healthful environment for both staff and students by Board Policy 4009. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol on an employee in the workplace or on duty time shall be a violation of the drug-free workplace policy.

Emergency Drills
Fire drills take precedence over all other activities and are essential in schools to assure familiarity with exits and their orderly use. Drills should be held once a month or more often, but not at regularly scheduled periods.

Other emergency drills (severe weather, intruder, evacuation, etc.) will be practiced throughout the year at the direction of Administration and under the supervision of the FPS Safety/Security Coordinator. Teachers are to be sure that they are prepared to react for each type of drill so that students are given calm appropriate guidance and supervision.

Evaluation of Professional Staff
School Board Policy 4150

Facility and/or Material Use by Staff
School Board Policy 4016 addresses this issue.

Field Trips
All field trips are to be approved in writing by the Principal’s office. Teachers must get each parent’s consent in writing before taking children off the school

grounds. As a general policy, field trips are confined to city or school district limits. Any student "out of state" travel of more than 250 miles or overnight field trips require prior Board of Education approval.

Fundraising Drives

All fund raising drives must be approved by the Superintendent's office. Written requests by sponsors should be submitted through the building Principal (per BOE policy 4028).

Grading System / Promotion & Retention

Policies 5201 & 5204: One additional point to remember; "bonus points" which impact grades on curriculum-based activities should be based on curriculum material.

It is vital that teachers update their electronic grade book **at least weekly** to provide parents and students with the most current information concerning academic progress.

Graduation Requirements

Procedures detailing graduation requirements are included in policy 5205.

Homework

Research on homework tells us that when it is used appropriately, student achievement increases. When it is used inappropriately, the resulting frustration can not only inhibit student achievement, but also the relationships between home and school. The issue of homework is so important that it is addressed in the material from Robert Marzano's book, Classroom Instruction That Works that is used by FPS as a part of teacher inservice activities. Please refer to Marzano's material and remember some of his key points:

1. establish and communicate an appropriate homework policy
2. clarify the purpose for all homework assigned
3. train students to use their assignment books/sheets
4. give feedback / make comments on all homework

It is generally accepted that students might have an average of approximately 10 minutes per grade in school of homework each night as a total for all subjects.

Hours

Schools have different starting and ending times for the student day. The length of a full-time teacher's duty day is seven hours and 30 minutes. Each school will determine the length of time prior to and after the student class schedule for staff

to be on site in order to meet the required seven hours and 30 minutes. Each certificated employee will have an uninterrupted lunch period of not less than thirty minutes each school day, and no certificated employee shall be assigned teaching, supervisory, or other duties during such lunch period. Staff is expected to remain on site the entire day with the exception of the duty free lunch and may leave the building earlier when called to a professional meeting. Individual building check-out procedures shall be followed for leaving the building during the duty day.

During duty hours you may be assigned duties that may include such things as lunchroom duty, hall supervision, playground supervision, etc.

The administration reserves the right to extend the workday for faculty meetings and for other administrative purposes.

Hours for Inservice Days and Teacher Work Days without students are considered to be 8:00 to 4:00 with an hour for lunch, unless otherwise announced by Administration.

The length of an extra duty day for a teacher assigned an “extended day” is eight hours and 30 minutes (8 hours of work and 30 minutes of duty free lunch).

Insurance - Health and Dental

The district has a health and dental insurance program and details of the coverage are outlined in the Negotiated Agreement , or may be obtained from the Human Resources Office.

Inventory

Each teacher will keep a complete and correct annual inventory of all equipment in assigned room(s) or department. All movable equipment is to be listed. Each teacher is responsible for items listed and for additions to the equipment inventory during the school year.

Keys/Fobs

The building administrator is responsible for issuing keys in his/her building. As necessary, keys issued at the beginning of the school year must be checked back in at the end of the school year, and then reissued (if necessary) over the summer months. Any person losing his/her key will be assessed $20 to defray the cost of replacing the lock(s) and making new keys. Should the keys be found and returned at a later date, the assessment will then be refunded. Keys and/or fobs are for work purposes only. Do not lend keys/fobs to students and/or family members.

Key Fobs are available in some buildings and require the same careful

consideration to ensure the security of all buildings.

ANY KEY OR FOB THAT IS LOST MUST BE REPORTED TO THE BUILDING ADMINISTRATOR AND THEN THE GENERAL OPERATIONS ADMINISTRATOR IMMEDIATELY.

Leaving the Building

Employees who need to leave the building during working hours need to be sure this has been approved by their administrator prior to doing so.

Lesson Plans

Lesson plans, student records, and seating charts should be kept current, complete and available at the teacher's desk or electronically for inspection by the administration and for use by substitutes.

Makeup Work

Students should be permitted to make up work missed through absences and should be required to make up all minimum essential work missed whether the absence is excused or unexcused.

Moonlighting (outside employment)

Employees shall not perform duties unrelated to District employment during duty hours. In addition, employees shall not engage in employment which conflicts with their school duties. Employees are not required to notify the District of outside employment except: (1) employees who are also employed by another Nebraska school district in order to comply with Nebraska State Retirement System regulations and (2) employees who have a work-related injury in order to comply with workers' compensation requirements.

Multicultural and Compensatory Education

It is determined to be the philosophy of the District that the education provided for all of its students shall include knowledge of and respect for the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, and Asian Americans, and a special emphasis shall be placed on human relations and sensitivity toward all races. School Board policy 6370.

Non-Discrimination Policy

Policy 5401

Notification of Arrest, Criminal Charges, and Certificate/License or Child Abuse Complaints

Board of Education Policy 4023 states that employees must notify the office of Human Resources **by the next working day** after being arrested,

ticketed or issued a criminal charge beyond a simple traffic ticket. Please carefully review Policy 4023 for specifics.

Parent Teacher Conferences

Parent Teacher conferences are held twice a year in all schools. It is an expectation of employment to participate in Parent Teacher Conferences. To be excused, a teacher must obtain permission from his/her Building Principal and find an agreeable way to share pertinent information with parents. Missing conferences for non-school related reasons may result in loss of “comp time”.

Payroll Records

All employees are paid on the 20th of the calendar month or on the first business day preceding the 20th. This payment is for the calendar month but is issued early to avoid end of the month conflicts. An earnings statement is provided for your personal record and information. If you have questions, contact the Payroll Office for clarification. Payroll deductions for personal leave, unexcused absences, etc., are made monthly. Docks based upon FEA Sick Leave Bank request refusals will be made throughout the year as they are determined by FEA.

Personal Material Brought to School

Teachers are very gracious about bringing personal items to share with students in an effort to broaden their educational experiences. It is important to carefully review the types of materials brought into classrooms for age and content appropriateness. If there is ever a question, it is always best to seek the advice of the Building Principal.

It is also important to remember that your personal materials are not covered by the district insurance and will not be replaced if lost, stolen or damaged. It is also the owner’s responsibility to move and/or dispose of the material.

Personnel File Policy - Employees

Personnel files contain pertinent data relative to job performance and other personnel action.

All employees have the right to access their personnel files as authorized by applicable federal and state law. The employee shall be permitted to examine all documents in her/his personnel file with the exception of those items which are excluded by law as not being subject to a right of access.

At the time of the examination, the person shall have the right to attach a written response to any item in such file by presenting the response to the Human Resources Office. The Human Resources Office will attach it to the file according to established procedure.

No person shall be allowed to remove, copy, or reproduce any material in his/her file except and only to the extent he/she is permitted to do so by order of a court of competent jurisdiction.

If an employee changes name, address, and/or telephone number, he/she should submit the changes in writing to the Human Resources Office immediately so that records may be kept accurate and current.

Planning Time

Planning time is provided by the district during the workday to allow teachers an opportunity to grade papers, gather materials, prep for lessons, collaborate with other teachers/staff, etc. While there is no statutory guarantee of planning time, this time should be reasonably consistent within "different levels" of the district but is not necessarily the same between "different levels". In the event that a substitute cannot be found, teachers may be required to cover a class during their planning time. This will be done with payment as an "In-House Substitute" for all teachers Pre K – 12 (with the exclusion of convocations, special performances, activities, etc. causing the loss of planning time).

**All Elementary Teachers are to remain in attendance with their students during Counselor Lesson time.

Professional Growth (See Policy 4140F)

The Fremont Public School District believes each certificated staff member should continue to improve professionally and personally through staff development and professional growth activities.

Every six years each certificated employee must complete 60 professional growth points in order to maintain employment.

Professional Growth Activities / Opportunities include:

College Course - Graduate Level including Tiger U => 10 points per credit

Attend a Full Day PD Days = 2 points

Attend a Half Day PD Days = 1 point

Any teacher who attends all PD Days would meet / exceed the required point total.

**Upon completion of graduate level courses which qualify for advancement on the Teacher Salary Schedule, the certified employee must send transcripts (or grade slips) to the Human Resources Office by the 1st Friday of September

(addressed to the attention of Kate Baker). Class grade slips will be accepted until transcripts are available. Tiger U course completion is reported directly from the office of Teaching and Learning.

Reduction in Force

Reduction in Force of both teachers and administrators is found in Board Policy 4160.

Religion

The topic of religion is one of the controversial subjects in any public school and should be handled with a great deal of understanding. We do not teach religion from the denominational standpoint. We teach moral and ethical standards from within our school by the teaching of truthfulness, citizenship, respect for others, fair play, democratic way of life, and human understanding.

Requisitions

Supplies and materials will be issued only upon presentation of a properly completed requisition. Any materials or supplies purchased by any teacher without the proper authorization will be that individual's own responsibility. Each purchase or charge whether for an activity account or general fund account must be signed by the person authorized to make the purchase or charge, and a duplicate copy of the purchase or charge slip sent to the office authorizing the purchase or charge.

Resignation of Certificated Employees

According to policy 4171, resignation of certificated employees will be accepted effective at the end of the current school year by March 15th.

Responsibilities

Various teachers will be assigned hall, corridor, lunch or recess duties. This will not relieve any teacher of his/her responsibility of aiding and maintaining proper student behavior and control anywhere in the school or on the school grounds. All teachers will teach each class the full time unless otherwise instructed by the principal. Teachers will attend building meetings, grade level meetings and other meetings unless excused by the principal. Teachers are expected to take part in team planning and meetings as appropriate and directed by administration (i.e. SATs, IEP, 504, ELL, Continuous Improvement Planning, PLCs, etc).

Security

Security includes not only maintenance of a secure (locked) building but protection from fire hazards and faulty equipment and safe practices in the use of electrical, plumbing, and heating equipment.

Access to school buildings and grounds outside of regular school hours is

endorsed on an organized basis and school grounds are available to be used as playgrounds for corresponding neighborhoods.

Employees at schools should be alert to strangers or suspicious activity on the school premises. Employees should not hesitate to ask for the name and business of any person found on the grounds or in the buildings. Questionable persons or activities should be reported to the supervisor or principal immediately. License numbers of unfamiliar cars on or near school grounds should also be reported to the Building Principal. If the Principal or supervisor is not available for any reason, the employee is directed to contact the District Administration Offices.

This section applies to all school employees with regard to any and all school property whether during the school day, after school, or at night. Strangers or suspicious activity should be reported to the local police.

Severe Weather

When severe weather conditions or other school emergencies exist, the Superintendent of Schools is authorized by the School Board to close schools. When such a decision is made, local news media cooperate by broadcasting information about such closing.

The decision to close school due to severe weather is made prior to 6:15 a.m. Unless you hear an announcement through the Remind app, over local radio and television stations that schools are closed, you know school will be open. Your cooperation in not calling radio stations or schools regarding probable closure is appreciated.

Generally, it is not deemed wise to dismiss school once it is in session. Many parents may be employed or otherwise engaged out of the home and, therefore, homes may not be prepared to receive children early. Re-routing and re-scheduling buses on short notice also presents problems. In the case of school closing during the school day, announcements will be made by 10:00 a.m. Parents may, however, go to the school at any time during the day to pick up children in inclement weather. However, students will not be dismissed based on a telephone request. If a parent feels that severe weather conditions threaten their child's safety and schools remain open, they may wish to keep their child at home.

Inclement Weather Make-up Days

Fremont Public Schools will not pre-schedule inclement weather make-up days for students. Instead, should the administration determine that an extraordinary number of days have been lost to inclement weather throughout the year; student

days may be added to the end of the school year.

Two (2) teacher Work/PD days are placed at the beginning of the school year to "make up" the assumed loss of at least two (2) days to inclement weather. Should we not lose two (2) days, the school year will be shortened accordingly so that the exact number of teacher contract days remains the same.

Sexual Harassment

Allegations of sexual harassment will be thoroughly investigated. A person who believes he/she has been sexually harassed, or persons having knowledge of incidents of alleged sexual harassment, should notify the Title IX Coordinator - Scott Jensen (Policy 1210).
****It is the responsibility of every employee to report any incident of sexual harassment involving students or staff to FPS administration and the Title IX Coordinator immediately.**

Smoking

All facilities and grounds of the Fremont Public Schools are smoke free according to Board Policy 1120. The use of any tobacco product including e-cigarettes (vaping) is prohibited inside any school facility or vehicle or on school grounds at any time.

Staff Development

It is the desire of the district to provide appropriate staff development activities in a variety of formats. It is an expectation of all staff to participate in these activities as requested. This expectation then logically follows each staff member to the use and implementation of this material in their work day. Examples would include the use of Effective Instructional Strategies, Differentiated Instruction, Working with Children of Poverty, PBIS, Continuous Improvement Planning, PLCs, etc.

Substitute Teachers

Substitute teachers are employed only through the Johnson Crossing Academic Center, Middle School and High School Principals, the Executive Director of Human Resources and Elementary Operations, or other designated personnel. Only certified personnel are to be employed as substitute teachers. Board Policy 4133 applies to the employment of substitute teachers.

The expectations for Substitute Teachers, Principals and Teachers are available from your Building Principal and should be shared with staff at the beginning of each school year.

Technology for Personal Use

The personal use of cell phones, text-messaging, email and/or internet during class time by the teacher is strictly prohibited except in a school emergency. It is important to model the appropriate and timely use of such items – their use should not interfere with the effectiveness and efficiency of any part of the work day.

Textbook Adoption

Policy 6300 relates to the selection and adoption of textbooks for the district.

Tiger U Classes and Empower Hours

Tiger U is an opportunity for professional growth. All courses are to be designed to increase student achievement and are based on district priorities.

Empower Hours are Tiger U classes that meet for one hour and complete two hours online.

Course Projects-Tiger U and Empower Hours

All courses will require a project that demonstrates student learning and/or application in the classroom.

Credits

- 1 Tiger U credit = 15 hours of classwork
- 5 Empower Hour Microcredits = 1 Tiger U Credit
- Tiger U Credits can be used for salary advancement
    - Duplicate credit: If you have taken a Tiger U class previously you cannot apply for additional credit for the same course.
- Your teacher will print a certificate upon successful completion of the course and send the certificate to 1) Human Resources, 2) Teaching and Learning, and 3) to you, the student.

Fees

- 1 Tiger U credit costs $25 (due on the first day of class)
- 1 Empower Hour Micro Credit costs $5 (due on the first day of class)
- *Course can also be surveyed for no cost. If you choose to survey the class, you will not receive credit for the course and therefore will not receive salary advancement through Tiger U courses.

Professional Growth Points

- 1 Tiger U credit = 15 points
- 1 Empower Hour Micro Credit = 3 points
- *90 points can be counted during a six-year professional growth cycle

Registration

- Registration will be completed using Sign Up Genius.

- Classes will be filled on a first-come, first-serve basis. Classes must have 8 participants to convene.
- Attendance at all sessions is required. If you are unable to attend, the instructor is to be notified and make-up arrangements will be developed. This make-up arrangement will be allowed for the first two absences of a 3 credit course and one absence of a 1 or 2 credit course.
- If any additional absences occur, credit will not be granted. In cases of special circumstances, a plan may be developed with the teacher and the Director of Professional Learning

Instructors

- Tiger U courses must be 15, 30, or 45 clock hours of class time. (15 hours =1 Tiger U credit)
- Empower Hours must be 1 hour of class time and 2 hours of online class (3 hours = 1 Micro credit)
- Instructor determines the schedule.
- Minimum of 8 students are required.

Instructor Pay

Instructors can choose to earn double Tiger U Credit or monetary compensation. Instructors can only earn double Tiger U Credit the initial time the class is taught. Instructors teaching the same class a second time can only receive monetary compensation. This applies the same to Tiger U or Empower Hours.

Compensation-Monetary Option:

- If one teacher- Pay is twice the current curriculum rate.
- If two teachers- both in attendance each class- pay is 1.5 the curriculum rate for each teacher.
- If three or more teachers- all present each class- the pay will be 3X the curriculum rate split between each teacher equally.

Compensation-Tiger U Credit

One Teacher:

- 1 Credit= 2 Tiger U credits
- 1 Micro Credit = 2 Micro Credits

Two Teachers

- 1 Credit = 1.5 Credits/teacher
- 1 Micro Credit = 1.5 Micro Credits per teacher

Three or more teachers:

- 1 Credit = 1 Credit/teacher
- 2 Credits= 2 Credits/teacher
- 3 Credits=3 Credits/teacher

Title IX - Notice of Nondiscrimination

Fremont Public Schools, in response to federal and state regulations for Title IX of the Education
Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:
1) The Board of Education affirms its intent to comply with provisions of Title IX - Prohibiting Sex Discrimination in Education.
2) The publication of this statement re-affirms the District's efforts to comply with Title IX to inform citizens of non-discriminatory practices in the dissemination process.
3) The Board of Education hereby authorizes and directs the Superintendent of Schools, in conjunction with relevant personnel as determined by the Superintendent, to adopt and publish grievance procedures providing for prompt and equitable resolution of complaints of sex discrimination in the District. Such grievance procedures shall be developed and be made publicly available, and such forms as needed shall be developed and made available to the public.
4) The grievance procedures adopted and implemented by the Superintendent shall be followed by all individuals with concerns about discriminatory practices in the District, including suspected sex discrimination.

Truancy

Report suspected truancy to the Principal's office immediately after taking attendance.

Tutoring

Board of Education Policy 4132 addresses this topic. Important points to remember are:

- A teacher may not arrange to tutor for pay a child enrolled in their class.
- No tutoring, for which a teacher receives pay, shall be carried out in a school building.
- Teachers who accept outside tutoring engagements must make their own arrangements with parents for any pay.

A current listing of FPS teachers willing to tutor is shared with building administrators for use as a resource for families and staff.

Use of Building

Permission to use school buildings at night by classes or school sponsored groups may be granted by the principal upon authorization by the Superintendent. Sponsors will be held responsible for the proper control of pupils and care of the building during class or group functions. Non-school groups and organizations must apply to the Business Office through the Building

Principal to rent or use school facilities. Refer to Policy 1100 and the facilities handbook.

Use of Equipment

Non-school use of equipment must be approved by the building principal or other designated person. Board Policy 4016.

Video Use

The use of video (ex. YouTube, etc.) should be carefully considered/screened prior to presenting it to a class or group for appropriateness, copyright infringement, connection to curriculum, etc. If there is any question or concern, it is important that administration be consulted before any presentation.

Fremont Public School Foundation

The Fremont Public School Foundation was founded in 2003, and the mission of the foundation is to provide support for the Fremont Public Schools. In this day and age, it is vital to supplement tax dollars with private donations. We want the students in our schools to have every advantage necessary to be on an even playing field with students from any school district in the world.

Our foundation creates a tax-deductible avenue for donations from the private sector. Businesses and individuals who believe in the importance of a strong public school system can use this avenue to help make our school system even stronger.

Some major projects completed by the foundation include placing iPads in every K-4 classroom (including the purchase of educational applications for them), renovations to the Nell McPherson Theater, the installation of automated defibrillators in **all** Fremont School Facilities including Bergan and Trinity, the installation of digital projectors in all core area classrooms in the Fremont Public Schools, establishing the Academic Achievement Celebration to honor and encourage academic achievement, and most recently the CTE Sustainability Program, and the FHS varsity athletic stadium

The foundation also creates the avenue for school groups to raise private funds through tax-deductible contributions made to the Foundation. The Choir Boosters, the Sensory Courtyard, the Nell McPherson Theatre Renovation, Project Fit America Program, and the Career Technical Education Sustainability Program have all utilized the foundation to provide hundreds of thousands of dollars of private funding to the District, touching the lives of thousands of Fremont Public School Students.

The Foundation also funds the Creative Teaching Grant program, which awards grants each year to teachers for creative projects.

We appreciate the support of the Fremont Staff members. Donations can be made through the payroll deduction plan, and you will have that opportunity again this year to support the ongoing operation of your Foundation. We hope this year that all staff members will take advantage of the opportunity to have a few dollars deducted from your check each month. The power of almost 800 staff members each making a small donation can be an awesome thing.

The foundation is here to support your efforts, and we hope you all are able to make this the greatest school year ever for each of your students. Have a great year.

Kevin Eairleywine, Executive Director

FPS Board Policy Resources

In the event of any conflict, inconsistency, or omission between this handbook and a Board policy, the Board policy shall govern and control. The Board of Education reserves the right to adopt, amend, or revise its policies at any time. Any such action shall take precedence over this handbook, whether or not the handbook has been updated. Applicable federal and state laws and regulations shall also govern where required.

Advertising and Promotion	1060
Agents/Tutors	4131
Anti-discrimination, Anti-harrassment, and Anti-retaliation	5401
Child Abuse and Neglect	5402
Chronic Infectious Disease Practice and Procedure	6900
Complaint Form	Form
Complaint Procedure	4240
Computer-Internet Safety and Acceptable Use Policy	6800
Dating Violence	5420
Drug and Substance Use and Abuse	4009
Employee Fundraising	4028
Evaluation of Teachers	4150
Firearm Policy	6700
Grading System	5204
Graduation	5205
Leave of Absence	4170
Meal Charge Policy	3571

Multicultural Education	6370
Naloxone	5602
Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints	4023
Parent Requests for Exclusion	6320
Plagiarism, Copyrights and Patents	6287
Professional Boundaries Between Employees and Students	4025
Professional Growth	4140F
Promotion and Retention	5201
Reduction in Force Policy for Certificated Staff	4160
Selection and Review of Instructional and Media Materials	6300
Substitute Teachers	4133
Title IX - Discrimination	1210
Tobacco Policy	1120
Use of School Facilities and Equipment by School Employees	4016

NEGOTIATED AGREEMENT

BETWEEN

THE FREMONT SCHOOL DISTRICT

AND

THE FREMONT EDUCATION ASSOCIATION

FOR 2026-2027
SCHOOL YEAR

SCHOOL DISTRICT OF FREMONT NEGOTIATED AGREEMENT
2026-2027

The Fremont Education Association hereinafter referred to as the "FEA" and the Board of Education of the Fremont School District, hereinafter referred to as "District", hereby agree as follows:

1. **TERM**
   The term of this agreement shall be for a period of twelve months commencing September 1, 2026, and continuing thereafter until 12:00 midnight, August 31, 2027. The terms of this agreement shall continue unchanged until superseded by a mutually agreeable replacement agreement.

2. **COMPENSATION AND BENEFITS**
   Except as is otherwise expressly provided herein, compensation and benefits for the certified staff who are members of the bargaining unit represented by the FEA and employed by the District during the term of this contract shall be determined pursuant to the salary schedule, extra duty schedule and other terms and conditions set forth in the Negotiated Agreement, a copy of which is attached hereto and incorporated herein by reference:

   a. **Base Salary:** Base salary for the 2026-2027 school year shall be $43,896. Teachers' salaries for the 2026-2027 school year shall be computed and paid using the foregoing base and the existing salary schedule.

   b. **Flat Salary Payment:** In addition to the salary schedule, teachers shall receive the flat dollar amount. FLAT DOLLAR AMOUNT $9,000.00

   c. **Employer Paid Insurance Premium:** The District will contribute the amount of $6,500 towards the purchase of any of the Educators Health Alliance (EHA) Insurance plans. If the teacher elects not to take any of the EHA Insurance Plans, the teacher is not eligible for the employer paid premium of $6,500. When two teachers are spouses and employed by the District, selection of any of the family or employee spouse health insurance plans will entitle each employee to the $6,500 employer paid insurance premium.

3. **NEGOTIATED AGREEMENT**
   Except as modified herein or by the prior written agreements of the parties, the Negotiated Agreement is all inclusive, and shall remain in effect for the term of this agreement until changed by mutual agreement.

4. **SEPARABILITY**
   In the event any provision of this Agreement, or any part thereof, is, for any reason, found by a court of competent jurisdiction to be in violation of any state or federal constitution, statute, or regulation, or to be otherwise unenforceable, the remainder of this Agreement, and each other provision or part thereof, shall remain in full force and effect. The agreement will also be considered modified to the extent of the law.

5. **COMPLETE AGREEMENT**
   The parties acknowledge that during the negotiations which have resulted in this Agreement, each of them had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this Agreement, and that it shall constitute the entire Agreement between the parties for the period herein stated and shall not be altered, amended, supplemented, deleted, enlarged, or modified, except through the mutual agreement set forth in writing and signed by the parties hereto.

6. **MANAGEMENT RIGHTS**
   Anything herein to the contrary, notwithstanding, the District, except as is expressly provided in this Agreement, reserves exclusively unto itself all rights, powers, discretion, authorities and prerogatives vested in it, whether exercised or not, and nothing herein shall be deemed or construed in any manner as constituting a delegation or waiver of any such right, power, discretion, authority or prerogative.

WHEREFORE, the parties have entered into this Agreement this 9th day of February, 2026, fully intending the same to be binding upon themselves their receivers and assigns.

SCHOOL DISTRICT OF FREMONT

ATTEST:

Todd Hansen
President of the Board of Education

Pamela S. Murphy
Secretary of the Board of Education

FREMONT EDUCATION ASSOCIATION

Keith Cummings
President of FEA

Elizabeth Arens
Negotiator for FEA

OTHER PROVISIONS OF THE AGREEMENT

CONTRACT YEAR

The contract year will be 185 days. For teachers new to the district, the contract year will be 186 days.

IN-HOUSE SUBSTITUTION RATE

Teachers will be paid for in-house substitution. Pay will be curriculum rate regardless of schedule position (See extra duty schedule). The administration will establish a system for maintaining the necessary records for this purpose. The administration will make assignments of in-house substitution and to recognize, insofar as practical, the wishes of teachers either to perform or not to perform such services.

MEET AND CONFER

Subject to the other provisions of this Agreement, representatives of the Administration and the FEA shall meet and confer as needed to discuss the administration of the Agreement and/or problems of mutual concern.

ELEMENTARY PLANNING TIME

In recognition of the importance of planning time for elementary teachers, it is the express policy of the Board that elementary school teachers will receive 180 minutes of planning time each week. To the extent feasible, the administration shall attempt to schedule planning time in blocks of 30 minutes in duration whenever possible and to spread the planning time among the days of the week. However, there is no assurance that there will be planning time for each day, nor that planning time will be scheduled in a continuous 30-minute block. This time will be on an average which may be satisfied by granting more planning time on some days with the possibility of no planning time on another day. (The additional 30 minutes of planning time will occur as a result of staffing to assume responsibility for the additional 30-minute physical education class which has been taught by the classroom teacher). The planning time will be subject to the use of the teacher for in-house substitution as provided herein. The policy shall not be changed without negotiation with the FEA.

LANGUAGE OPENER

The language of this contract can be added to, or deleted, on a temporary basis for the purpose of improving instruction for students and/or the operation of the district. Temporary contract language can be developed and implemented only by agreement of both the Fremont Education Association and the District. The language will be called a Memorandum of Agreement and will only last until the contract expires on the date stated in the terms of the contract, or any other time if either party decides it is no longer in their best interest.

SECTION 125 - FLEXIBLE SPENDING PROGRAM / NON-REIMBURSED MEDICAL AND DEPENDENT CARE

The District offers a Section 125 - Flexible Spending Program to staff in accordance with applicable law. This is an account in the employees' name where they can have a voluntary pre-tax deduction to use for non-reimbursed medical expenses as well as dependent child care expenses. All administrative costs will be paid by the district.

DUTY FREE TIME FOR FEA PRESIDENT

The FEA President will not be assigned duties before or after school or during lunch. The exception will be expected attendance at faculty meetings at the building or at district level.

ELEMENTARY COMBINATION / DUAL LANGUAGE CLASSROOM

Elementary teachers who are assigned to regular classroom instruction in grades Kindergarten through fourth grade are sometimes assigned on a full-time basis to teach classes which consist of combined grade levels. The teacher shall be paid an additional five (5) percent of the base salary. This additional five (5) percent of the base shall also be paid to those teachers who provide full time instruction in an identified "Dual Language Classroom". This provision shall not be construed as a restriction in any way of the administration's statutory authority to configure classes and to assign certified staff in the manner it deems appropriate.

DUAL CREDIT CLASSROOMS

FPS Teachers who are solely responsible for teaching and awarding credit for both FHS and an institution higher learning in an approved dual credit class will be paid 1/12th of 5% of the FPS Base Salary for each quarter class taught. Example: FHS teacher teaches an English Comp Class that awards credit at both FHS and an institution of higher learning. That teacher would get 1/12 of 5% of the Base Salary for each quarter they teach that class (2/12 of 5% of the Base for a semester-long class because the class covers two quarters).

INSURANCE PROVISIONS OF THE AGREEMENT

SECTION 125 "FLEXIBLE BENEFIT PROGRAM" / HEALTH INSURANCE

1. **SECTION 125 "FLEXIBLE BENEFIT PROGRAM" / HEALTH INSURANCE**
   The Board shall maintain to the extent permitted by applicable law and regulations, a flexible benefits plan for benefit of the bargaining unit members in the form set forth in the Fremont Public Schools Teachers' Flexible Benefit Plan.

   a. **Available Health and Dental Insurance Plans:** In connection therewith, the Board shall make health and dental insurance with at least those coverages and benefits which are more specifically set forth in the EHA Plan, a summary of which is attached hereto as Exhibit A and incorporated herein by reference, available to unit members.

   b. **Part-Time Staff Ineligible:** Staff who are appointed to position of less than .5 FTE shall not be eligible to participate in the District's Flexible Benefit Program. Staff who are appointed to positions of .5 FTE or more but, less than 1.00 FTE, shall be eligible to participate in the District's Flexible Benefit Plan, however, the amounts which will be payable to such part-time staff will be reduced pro-rata by multiplying their percentage FTE appointment by the benefit allowance available to a staff member holding a 1.0 FTE appointment. Anything herein to the contrary, individual staff members who were employed by the District on a part time basis prior to the end of the 1992-93 school year and who received a full allowance under the District's Flexible Benefit Plan shall continue to receive a full allowance so long as they are continuously employed by the District thereafter, notwithstanding the fact that such continuous employment may be on a part time basis. For the purposes of this paragraph, employment shall not be deemed to be continuous if the staff member shall cease to be actively employed by the District for any reason, including a reduction in force, and thereafter to be reemployed by the District.

   c. **PPACA Employer Contribution Safe-Harbor Provision:**
      i. PPACA Employer Contribution to Health Insurance Premiums: For each full-time (1.0 FTE) employee that qualifies for participation in the School District's health insurance plan and whose monthly contribution towards the premium ("premium") cost of the available $3,800 Dual Choice deductible EHA Employee (self-only) health insurance plan would exceed the affordability threshold as determined by the IRS of the total of the employee's monthly salary schedule income and flat salary income based upon the "rate of pay" safe harbor in the PPACA regulations and excluding any extra duty or extended contract compensation ("Total Income"), if the employee elects to enroll in such health insurance the District shall contribute to the insurance carrier on behalf of the employee an amount equal to that portion of the cost of the premium contribution to the affordability threshold as determined by the IRS of the employee's Total Income ("Premium Supplement"). The District's Premium Supplement

contribution, if any, under this provision is not dependent or altered based upon the level of coverage actually elected by the employee.

ii. Declination of Health Insurance Coverage. A full-time (1.0 FTE) employee may decline to enroll in Employee (self-only) tier group health and dental coverage and not receive the PPACA employer contribution toward the premium cost for such health and dental insurance, PROVIDED, that such employee shall not be permitted to decline to enroll in unless said employee has filed with the superintendent's office on the form provided by the School District an agreement providing (1) for an individual disclaimer by the employee which certifies that said teacher is covered by alternate health insurance coverage which provided at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA), and (2) that should the employee elect not to enroll in the District's group health insurance plan and fails to obtain and maintain health insurance coverage at any time during the term of this Negotiated Agreement, and the District is assessed a penalty under the Patient Protection and Affordable Care Act (PPACA) as a result of the employee's failure to obtain and maintain such health insurance coverage, the employee shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a flat salary cash stipend, and shall be required to enroll Employee "self-only" under the School District's group health insurance coverage during the open enrollment period.

d. **Board of Education Determination of Health Insurance Carrier:** The Board of Education reserves the right to determine all insurance carriers as it appears to be in the best interest of the District and its employees. The health insurance bidding process and awarding of the contract will be done with the understanding that the FEA will be given an opportunity for input.

e. **Facilitation of Retiree Health Insurance Purchase:** The District will facilitate the enrollment and purchase of NSEA-Retired health insurance for any member who qualifies and wishes to purchase the insurance.

2. **LIFE INSURANCE**
The School District shall provide each teacher $10,000 convertible term life insurance.

3. **DISABILITY INSURANCE**
The District shall adjust the amount of the flat dollar payments made to each such individual under the terms of the District's Flexible Benefit Program (Exhibit A) by the amount equal to the premiums which the District would otherwise have paid on behalf of such individual to provide coverage under its existing long-term disability program. The payment of long-term insurance premiums shall be and remain the sole and exclusive obligation of individual bargaining unit members.

SALARY PROVISIONS OF THE AGREEMENT

SALARY SCHEDULE PROVISIONS

The district will recognize all prior years of teaching experience to a limit of seven years.

The Board of Education reserves the right to vary from the Salary Schedule in circumstances which make it advisable and the parties agree that this includes the right to establish entry level salaries for new teachers beyond the amount shown at Step 1 of the BA column.

DEGREED TEACHING PERSONNEL

Vertical progression is not automatic. Vertical progression may be denied solely by administrative recommendation based on an evaluation which shows evidence of deficiencies as outlined by the evaluation procedure or failure to show satisfactory professional growth as defined by Nebraska state law. Horizontal progression - BA to BA+36 inclusive - must be accredited college graduate hours related to the teaching field or content area as approved by the Superintendent. MA and beyond must be related graduate hours and must be hours earned **after** the MA has been bestowed.

Employees who hold a temporary teaching or special services certificate, but do not yet hold a bachelor's degree, may be hired as certified staff and placed at BA Step 1. They may be allowed vertical movement pursuant to the salary schedule notwithstanding they do not hold a bachelor's degree and be allowed the benefit of the extra duty schedule and other terms and conditions set forth in the Negotiated Agreement.

Undergraduate classes in the areas of computer literacy/technology, or Spanish, or ELL/ESL may be made an exception by the Superintendent of Schools, or his/her designee, for movement on the salary schedule (Effective Sep. 1, 1984 for computer literacy/technology and Spanish and Effective August 21, 2006 for ELL/ESL).

Horizontal location (degrees and college hours) must be determined by the last Friday in August. **In case additional hours will affect the teaching contract for the new school year, a college transcript certifying the hours earned must be submitted to the Office of Human Resources by the last Friday in August**, or if it is not available, a grade slip will be accepted until such time a transcript becomes available. If a degree is earned, the date of degree conferral must be documented on the transcript and the date of conferral must be prior to the last Friday of August.

MAXIMUM VERTICAL STEPS

After seven (7) years experience in the BA column, further vertical advancement shall be stopped. Other vertical columns are terminated as designated on the salary schedule.

Personnel on the maximum vertical steps will receive only the index percent of the base each year with no vertical advancement. To move off these steps, one must achieve enough credits to progress horizontally. If the move is from a maximum vertical step to a column where more vertical steps are available, both one vertical and one horizontal increment may be received.

LONGEVITY
Every four years any teacher who has been at the end of the salary column for four (4) years is eligible for a permanent longevity step of 4% of base.

Teachers eligible for longevity increases pursuant to the preceding paragraph, as of the last day of 1984-85 academic term shall receive that incremental increase effective September 1, 1985. Teachers who have earned years of credit toward the longevity increase but who have not completed four consecutive years of service in the last step of a salary column as of the end of the 1984-85 academic year shall for the purposes of administering the longevity increase provision retain all credit for service earned prior to the commencement of the 1985-86 academic year, but shall not be eligible to receive a longevity increase until commencement of the 1987-88 contract year. For the purposes of accruing credited years of service toward a longevity increase, service during the 1985-86 academic year shall not be counted as a year of service at the end of the salary column.

Commencing with the 1989-90 contract year, teachers in the BA, BA+9, BA+18, and/or BA+27 column shall not be eligible for longevity increments. However, any teacher who has been on the bottom step of any of the foregoing enumerated columns for at least one full year as of June 30, 1989, shall be eligible to receive one permanent longevity step of 4% in accord with prior policy provided they continue to remain at the bottom of the column for an aggregate of four years and do not advance horizontally on the schedule. Thereafter, however, individuals in the BA, BA+9, BA+18, and/or BA+27 column shall not be eligible for further longevity steps.

SALARY SCHEDULE ADVANCEMENT
Every six (6) years each professionally certificated employee shall complete and give evidence of six (6) hours of professional growth as defined by Nebraska state law and approved by the Board of Education in order to be eligible for advancement on the regular salary schedule. Consult the Teacher Handbook for details on the Staff Development Plan.

In determining steps on the salary schedule all teachers hired in mid-year are given one full year of credit.

Movement of part-time teachers will be one full step on the salary schedule.

OTHER REMUNERATION RATES OF THE AGREEMENT
The nurses schedule allows the nurses to use CEU's (Continued Education Units) as a means of moving across the salary schedule. CEU's are required of the nurses to maintain their license/certification. A total of 15 CEU's will be equivalent to "one hour" of course work. Only CEU's that are earned as a result of registration payment by the individual nurse will be accepted for use on the salary schedule. Completed and credited graduate course hours that were previously approved by the administration will also be acceptable to be used for movement along the salary schedule.

LEAVE PROVISIONS OF THE AGREEMENT

FMLA STATEMENT

All applicable sick leaves outlined in this section are subject to the provisions of the Family Medical Leave Act of 1993. See Board of Education Policy 43D.2b

PERFECT ATTENDANCE BONUS

Perfect attendance is defined as no days absent from work (excluding professional, bereavement, and civic duty days). Each Quarter employees are eligible to receive a bonus for perfect attendance equal to one day at the current base substitute teacher rate of pay (not long-term pay). At the end of the year, an employee having perfect attendance for all 4 quarters shall be eligible for an additional bonus equal to one day at the current base substitute teacher rate of pay (not long-term pay). Donating days to the FEA Sick Leave Bank will not disqualify the teacher from receiving the perfect attendance award.

*The redistribution of leave days in SICK LEAVE, FPS ACTIVITY LEAVE, and PERSONAL LEAVE for the 2026/2027 contract year shall be reviewed for future contract years by FEA and Administration using District data for certified staff absences and substitute coverage. For any contract year, adjustments shall be made if deemed necessary and agreed upon by both parties.

SICK LEAVE

1. All full-time employees shall be eligible for nine (9) annual sick leave days each contract year with no limit on accumulation. Part time employees are entitled to these days adjusted to the number of hours normally worked per day.

2. The time granted under sick leave is to be used primarily for personal illness but also it can be used because of serious illness of a teacher's immediate family.

    a. Immediate family shall mean spouse, father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, children or stepchildren, daughter-in-law, son-in-law, uncle, aunt, niece, nephew, grandparents, spouse's grandparents, and grandchildren, someone for whom the employee is guardian or holds power of attorney, a person permanently residing in the household of the employee, regardless of the relationship to the employee.

    b. Any request to use sick leave benefits must be submitted to the Superintendent or his/her designee through the Building Principal.

    c. If the Superintendent or his/her designee or Principal so request, any employees requesting sick leave privileges shall file a Doctor's certificate attesting to such illness. The Board of Education can request a Doctor's certificate at any time for any illness.

    d. The Board of Education shall have the authority to revoke sick leave privileges and benefits for misuse or abuse.

3. Deductions for absence beyond the allowed paid days will be based on a per diem of the annual salary for members of the teaching staff.

4. The Board of Education has approved an FEA sponsored sick leave bank for persons interested in contributing one day of earned sick leave toward a reserve that can be utilized for unexpected or long term personal, spouse, or child documented illness except for pre-existing physician documented illnesses. For complete details see Sick Leave section in the back portion of this agreement and contact your FEA building representative.

5. Teachers who have completed fifteen(15) years of continuous service with the District shall be eligible to receive payment for unused, accumulated sick leave at the time the teacher discontinues employment with the District at the current base substitute teacher rate per day. This payment shall be made at the time the last salary check is given.

6. All cases of excused absence must be requested using standard District procedure to the Superintendent or his/her designee through the Building Principal, otherwise, a full day's pay will be deducted for each days absence. Pay dock days will be assessed MONTHLY per contract year. This will be only in cases where the member knows that the day is without pay, and no other leave provision applies. These provisions include but are not limited to Sick Leave Bank, LTD, or any other policy or provision that may pay for this day.

7. Teachers may submit a request to receive the current base substitute rate of pay per day for accumulated sick leave days leaving at least a minimum of 60 days. These payments will be made only two times each school year. Those times will be with the November and June payroll, and application must be received no later than November 5th and June 5th respectively. If teacher needs to utilize the sick leave bank in subsequent years, he/she will need to utilize the accumulated leave first (per current agreement) and will not have access to the bank for the number of days for which they have been compensated.

FPS ACTIVITY LEAVE

Certified employees covered by this agreement shall be eligible for up to four (4) days of activity leave to attend an FPS sponsored activity in which a son or daughter, or a student for whom the employee is guardian or holds power of attorney, participates as an FPS student. These days will be taken from the individual employee's accumulated sick leave. The days utilized to attend an FPS school sponsored activity cannot be drawn from the Sick Leave Bank for the school calendar year in which the activity leave occurs. In the event that there is not coverage for the number of requests on a particular day, priority will go to first come first served.

PERSONAL LEAVE

Each teacher shall be eligible to take four personal leave days each year with full pay. It shall not be necessary to state the reason for the request to take a personal leave day. However, personal leave shall be subject to the following conditions:

1. No more than four (4) personal leave days will be taken in any one school year;

2. Personal leave days will not accumulate from year to year;

3. The teacher must make application for personal leave seven (7)calendar days prior to the date he or she desires to be absent. The seven day requirement may be waived due to special circumstances at the discretion of the Superintendent or his/her designee.

4. The administration shall have the prerogative to refuse a request based upon availability of substitutes and/or other circumstances; and

5. A maximum of up to twelve (12) people may use a personal leave day in conjunction with the holidays and vacation days during a contact year. Below are the guidelines to follow in order to take advantage of this agreement:

    a. Personal days may be used on the eligible holidays and vacation days (e.g. the first or last day of the contracted school year, or other vacation days not associated with a specific holiday) during the current school calendar.

    b. The teacher must make application for personal leave seven (7) calendar days prior to the date he or she desires to be absent. The seven day requirement may be waived due to special circumstances at the discretion of the Superintendent or his/her designee.

    c. The number of possible approvals per holiday is twelve (12) total, **NOT** twelve (12) on the day prior to and twelve (12) the day after.

    d. A person may qualify to have their personal day around a holiday or vacation day only one time per school year. (Cannot use one day prior and one day after).

    e. The number of leaves granted will also be contingent on the availability of substitute teachers.

    f. All requests must be submitted using approved methods.

    g. No request for the contracted school year shall be submitted, nor considered prior to September 1.

NOTE: A teacher who has any unused personal leave days will be compensated at the current FPS Substitute Teacher rate of pay (not long term Substitute Teacher pay) for each of the four unused days. This payment will be made in June providing the teacher has not

utilized any days from the sick leave bank during the current school year. A teacher may choose to have any unused personal leave days "rolled over" into their sick leave balance if they submit a request in writing to the Office of Human Resources prior to the last teacher work day of the current contract year.

PAID CHILDBIRTH LEAVE

Leave for the birth or adoption of a child shall be available to teachers, both mother and father under the provisions and limitations of the Family and Medical Leave Act of 1993. Available paid leave (sick leave and personal days) may be elected for the birth of a child or the adoption of a child by the teacher, provided that such paid leave shall be limited to a maximum of 30 contract days; Sick Leave days shall come from the individual employee's accumulated Sick Leave Days or the Sick Leave Bank (following all Sick Leave Bank requirements including exhausting all accumulated Sick Leave, Personal Leave and a required Dock Day for each instance prior to accessing the Bank). An employee is eligible to be paid up to 30 contract days within the first 42 consecutive calendar days, with birth counting as day one. If both parents are FPS employees, they are each eligible to be paid up to 30 contract days concurrently within the first 42 consecutive calendar days, with birth counting as day one.

BEREAVEMENT LEAVE

Employees will be granted bereavement leave up to a maximum of five (5) days per contract year. Bereavement leave shall be granted only upon completion of a leave request form submitted to the Office of Human Resources through the Building Principal.

Employees will be granted leave to attend the funeral of a student, a student's sibling or student's parent or guardian without loss of bereavement days. They also may attend the funeral of another staff member, staff member's child or step-child, or another staff member's spouse without loss of bereavement. **This will be considered professional leave because they will be representing the district. The form should be completed as "Professional Leave" and a Professional Leave Form should be completed rather than a Personal Leave Form.**

PROFESSIONAL LEAVE - ALL TEACHERS

1. If a teacher has prior authorization and signed approval from their building principal and the Superintendent or his/her designee to attend a meeting, conference or activity that is of educational value, he/she shall not lose salary.

2. Teachers holding offices in state or national professional organizations will be given time to attend the meeting if the Superintendent or his/her designee grants prior permission upon recommendation of the Building Principal. Staff members who are asked to serve in district or state activities for which they are paid, will be excused with substitute pay dock – **or** may take a Personal Day.

3. Special visitations to other schools if approved by the Superintendent or his/her designee and upon the recommendation of the Principal, shall not cause a teacher to lose salary.

4. Some instances of semi-educational absences will be granted at the discretion of the Superintendent or his/her designee without loss of more than substitute's pay.

5. One FEA representative may attend the EHA Blue Cross/Blue Shield monthly board meetings as Professional Leave (maximum of twelve per year).

6. Professional leave may also be used to represent the district at the funeral of a student, a student's parent or guardian, or student's sibling. Also, professional leave may be used to represent the district at the funeral of a staff member, staff member's child or step-child, or staff member's spouse. This will not count as part of a teacher's bereavement leave. **A professional leave form should be completed for this type of leave, however no expenses will be paid.**

PERSONAL - PROFESSIONAL LEAVE

Requests for personal - professional leave to participate in University and College sponsored credit classes that meet during regularly contracted hours or days, shall be submitted in writing via the Building Principal and the Superintendent of Schools to the Board of Education at least 20 days prior to the first class session.

The Building Principal and Superintendent of Schools will forward such request, either approved or disapproved, with supporting statements for the Board's consideration.

The Board will weigh the request plus supporting statements and will render a decision based on:

1. Benefits to the school system
2. Effect upon students involved
3. Effects upon associates

Consideration will be given to:

1. Relationship to class assignments, grading periods, vacations, etc.
2. Availability of competent substitutes
3. Tenure of the individual making request
4. Benefits to the individual

The decision will be:

1. To classify a "personal" leave and will result in full salary deductions.
2. To classify a "semi - professional" or "personal - professional" and will result in no salary deduction but require individual to pay all or a portion of the cost of a substitute.
3. To classify as"professional" leave and will result in no loss of salary or cost of substitute.

NOTE: In any and all cases, the decision may or may not include partial or total reimbursement for travel, meals, lodging, and registration.

CIVIC LEAVE
Civic Leaves are with pay unless otherwise noted and may be granted for the following:

1. Summons to court when the employee is not involved in a violation of the law.

2. Physical examinations scheduled by Selective Service Board and Military Duty.

3. Jury Duty – Staff will serve on juries without loss of salary and will return to the school district any compensation paid to them by the county, state, or federal agencies for serving on a jury.

4. Election Duty

5. Up to three (3) days for RIF'd staff for interview purposes.

LEAVE OF ABSENCE
After a minimum of five years service in the Fremont School District, a teacher may apply for one-year leave of absence. One-year leave of absence means the time period covered by one contract year. Leave will not be granted for partial contract years or calendar years. There will be at least five years between granted leave of absences for each employee.

1. Request for leave of absence must be submitted in writing to the Superintendent prior to March 1 through the office of the Building Principal.

2. Leave will be granted or denied based upon one or more of the following: The date of application, the reason for 1) requesting leave, 2) its subsequent value to the school district, *3)* seniority status in the district. If the leave is granted, it is conditional upon the District being able to obtain a qualified and suitable replacement.

3. No more than 1 teacher from PK-4, 1 teacher from 5-6, 1 teacher from 7-8 and 1 teacher from 9-12 will be on leave during a given year. In the event that there are more applicants than leaves available, the factors written in condition number two above will be used to determine which leave requests will be granted.

4. During the leave of absence, the teacher will not receive salary, benefits or salary increments. During said leave, the teacher shall be eligible to continue to participate in such group insurance plans as may be maintained by the District at the teacher's sole cost and expense.

5. A teacher who wishes to return from leave shall notify the Superintendent in writing on or before March 1. If no such notice is received on or before March 1, this shall be considered a resignation. The school district shall not be responsible for reminding the teacher of the regulation.

6. The teacher cannot be guaranteed a return to the same position held prior to the leave of absence. However, an effort will be made to arrange for the same or a comparable position placement.

7. Upon return, the teacher will be placed one step beyond the vertical step of the salary schedule where the teacher was at the time of leave if steps are available. Horizontal placement on the salary schedule will be determined by current horizontal advancement policy.

8. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of leaves of absence or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teachers uninterrupted service (e.g. Early Separation Policy, Reduction In Force Policy, etc.).

SICK LEAVE BANK:
A Sick Leave Bank ("SLB") is established under the following conditions:

1. **Participation:**
   Any member of our certified staff covered by this Agreement may participate in the SLB by donating, within five (5) working days following commencement of their individual contract year, one (1) personal sick leave day (staff members working less than 1.0 FTE shall contribute that portion of a sick leave day that bears a ratio to their FTE). Participation is voluntary and is on an annual basis. Participation is irrevocable for the contract year for which the donation is made and sick leaves are not refundable.

2. **Eligibility**
   A participant who has fully exhausted their annual and accumulated sick and personal leave may apply for SLB benefits as provided herein.

3. **Benefits**
   An eligible participant may apply for SLB benefits by submitting an application for benefits to the Executive Committee of the Fremont Education Association. The application shall identify the medical basis for the request and the number of days the applicant seeks to withdraw from the SLB. The Executive Committee may determine the extent to which medical certification of disability or illness will be required to evaluate an application, and whether an applicant must personally appear before the Executive Committee in support of their application. Unless excused by the Executive Committee, when a participant applies for SLB benefits three (3) consecutive years, the application must be accompanied by a personal appearance before the Executive Committee. The Executive Committee shall grant an application for SLB benefits only for reasons outlined in the sick leave section of the Agreement.

4. **Limitations**
   An individual is required to take a one-time only dock day (1 day) before borrowing from the bank for each contract year. The total number of SLB days granted based on any single application shall not exceed 30, or the number of days available in the SLB, whichever is less. Participants who have been granted SLB benefits may submit subsequent applications for benefits upon exhaustion of SLB benefits previously granted during the same contract year; however, a participant is limited to a total of 30

SLB days (following the one-time only dock day) in a given contract year. It is the responsibility of the employee to complete the required forms for sick leave bank consideration. Failure to complete all forms within the established time period will result in denial of access to Sick Leave Bank provisions.

5. **Responsibilities**
   The Board of Education shall honor days of sick leave granted by the Executive Board of the Fremont Education Association in an amount not to exceed the total number un-withdrawn days of sick leave donated by the participants of the SLB. Absent a determination by the Executive Board of the Fremont Education Association, any such requested days under the SLB provisions will be treated as an unpaid leave and consequently be subject to payroll deduction. Days donated to the SLB shall accumulate from year to year. The Fremont Education Association shall provide the Office of Human Resources with a list of those participants who have donated to the SLB. This list will be provided by the end of the 10th working day of each contract year. The Fremont Education Association shall be responsible for bookkeeping necessary for the administration of the SLB. To the extent the independent bookkeeping services become necessary, the Fremont Education Association and the Board of Education shall share the expense of such service equally.

6. **Disability Leave**
   Participants eligible for the SLB benefits shall be eligible for SLB benefits during the elimination period under any long-term disability coverage for which they may be eligible; provided, however, any participant who has received SLB benefits for a period during which they receive long-term disability benefits shall remit to the School District an amount equal to the SLB benefits received during such period within 14 days of receipt of long-term disability benefits. Nothing herein shall be construed to provide a participant SLB benefits for any period in which the participant is qualified to receive a long-term disability benefit.

7. **Worker's Compensation**
   Participants eligible for SLB benefits shall be eligible for SLB benefits during the elimination period under any Workers' Compensation coverage for which they may be eligible; provided, however, the School District may deduct and withhold from a participant's wages an amount equal to any Workers' Compensation benefits received by the participant for any period during which the participant received SLB benefits. Nothing herein shall be construed to impair or deny the ability of a participant from receiving Workers' Compensation benefits to which they may otherwise be entitled.

GRIEVANCE PROCEDURE PROVISIONS OF THIS AGREEMENT

Informal Resolution: Both parties agree that all disputes should be resolved whenever possible before the filing of a grievance, and the parties further encourage open communication between administrators and unit members so that resorting to the formal grievance procedure will not normally be necessary. The parties also encourage the informal resolution of grievances whenever possible. At each step in the grievance process, participants are encouraged to pursue appropriate methods of conflict resolution. The purpose of the grievance procedure is to promote a prompt and efficient means for the investigation and resolution of grievances. The grievance procedure here in after set forth shall be the sole and exclusive method for resolving the grievances of unit members concerning the administration of their agreement.

Definitions:

"Grievance": The term "*grievance*" shall mean a dispute concerning the interpretation and/or application of a specific term or provision of this agreement.

"Grievant": A member of the bargaining unit or a group of such members when they have filed a grievance in accordance with all terms of the procedure.

"Representation": The FEA shall have the right to represent any Unit Member in a grievance filed hereunder, provided Unit Members may represent themselves or be represented by legal counsel at their own expense. If a Unit Member elects not to seek representation by the FEA, the Superintendent shall inform the FEA in writing of the grievance. Further, the FEA shall be provided with a written statement of the resolution of any grievance filed under this section.

Grievance Procedures:

Step 1 (see Form 1):
All grievances shall be filed with the Superintendent of Schools within thirty (30) calendar days following the act or omission giving rise thereto, or the date on which the grievant knew, or reasonably should have known, of such act or omission if that date is later. The formal processing of the grievance shall be delayed for a period of up to seven (7) calendar days, during which period efforts to informally resolve the grievance shall be made. Upon written request to the Superintendent of Schools by the parties involved in the effort to informally resolve the grievance, an additional seven (7) calendar day extension may be granted. The Superintendent of Schools shall, during such delay and postponement period, investigate the grievance and meet with the grievant and his/her representative. If such meeting results in resolution of the grievance, a written report reflecting such decision shall be signed by the parties and distributed to same.

If the seven (7) day delay period, or any extension thereof, expires without the grievance being resolved to the grievant's satisfaction, the Superintendent of Schools shall issue the Step 1 decision, stating the reasons therefore within three (3) calendar days following the expiration of the delay or extension period. In the event that the decision at Step 1 refers to documents, copies of such documents shall be shall be attached to the decision.

Step 2 (see Form 2):
The grievant shall have seven (7) calendar days from receipt of the Superintendent's decision to appeal that decision to the Board of Education or a Board committee, as its designee. The Board, or its designee, and the grievant and/or FEA, shall schedule a conference at the school's Administration Building in Fremont, Nebraska, as soon as practical, but not later than the next regular Board meeting (unless the appeal request is received within three (3) days of the next regular Board meeting, in which event the conference shall be held at the next following regular Board meeting) following receipt of the grievant's request for review. The Board, or its designee, shall issue a written decision concerning this review, stating the reasons therefore, within thirty (30) calendar days following the conclusion of this review conference.

Resolution of Grievance Cannot Violate the Agreement:
No resolution of a grievance shall be in any way inconsistent with the terms of the agreement.

Appearances of a Unit Member in the Grievance Procedure:
When a Unit Member participates in a Grievance Conference, Meeting, or Hearing, the Unit Member's salary and fringe benefits shall neither be reduced nor increased for time spent in those activities.

Extension of Time Limits:
All time limits contained in this section may be extended by mutual agreement of the parties involved directly in the particular step in the grievance procedure; except that the time limits for the initial filing of the grievance may be extended only by written agreement between the Board and the FEA.

Notification:
All grievances, requests for review, notices, and decisions shall be transmitted in person or by certified or registered mail, restricted delivery, return receipt requested, or via email. In the event of a question as to the timeliness of any grievance, request for review, notice, or decision, the date of receipt shall be determinative. In the event that an action falls due on a Saturday, Sunday, or holiday, the action will be considered timely if it is accomplished by 5:00 o'clock p.m. on the following business day.

Grievance Precedents:
No complaint informally resolved shall constitute a precedent for any purpose.

FREMONT PUBLIC SCHOOLS

GRIEVANCE PROCEDURE

Form 1

INITIAL FILING OF GRIEVANCE

To Superintendent - For use at Step One

1. Grievant's Name: _____ Date: _____
2. Date of Informal Discussion (if requested): _____
3. What is the precise nature of the Grievance? _____

_____

4. State the specific term of provision of the agreement that is being grieved.

_____

_____

_____

5. Attach a copy of all letters and supporting documentation.

FREMONT PUBLIC SCHOOLS

GRIEVANCE PROCEDURE

Form 2

APPEAL OF STEP ONE DECISION

To Board of Education President - For Use at Step Two

1. Grievant's Name: _____ Date: _____

2. Date of Step One Decision: _____

3. Attach a copy of Form 1 and all supporting documentation, including a copy of the Superintendent's decision.

FREMONT PUBLIC SCHOOLS TEACHER'S
FLEXIBLE BENEFITS PLAN / NON-REIMBURSED MEDICAL AND DEPENDENT CARE

EXHIBIT A

The Board of Education and the Fremont Education Association have established for all eligible District employees an IRS Section 125 Flexible Benefits Plan which includes tax sheltering; insurance premiums, dependent child care and a non-reimbursed medical spending account. The parties agree to maintain this program to the extent eligible by law. Please refer to the "Plan Documentation," housed in the Office of Human Resources for further details.

Fremont Public Schools

2026-2027 Salary Schedule

3.4% Package Increase Based on 185 Days/$9000 Flat Dollar Stipend/$6500 ER Pd Insurance

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36/Ed Spec	MA+45	Ph.D. or Ed.D.
	43896.00											
1	1.000	1.050	1.100	1.150	1.200	1.200	1.250	1.300	1.350	1.400	1.450	1.600
	43896.00	46090.80	48285.60	50480.40	52675.20	52675.20	54870.00	57064.80	59259.60	61454.40	63649.20	70233.60
2	1.045	1.095	1.145	1.195	1.245	1.245	1.295	1.345	1.395	1.445	1.495	1.645
	45871.32	48066.12	50260.92	52455.72	54650.52	54650.52	56845.32	59040.12	61234.92	63429.72	65624.52	72208.92
3	1.090	1.140	1.190	1.240	1.290	1.290	1.340	1.390	1.440	1.490	1.540	1.690
	47846.64	50041.44	52236.24	54431.04	56625.84	56625.84	58820.64	61015.44	63210.24	65405.04	67599.84	74184.24
4	1.135	1.185	1.235	1.285	1.335	1.335	1.385	1.435	1.485	1.535	1.585	1.735
	49821.96	52016.76	54211.56	56406.36	58601.16	58601.16	60795.96	62990.76	65185.56	67380.36	69575.16	76159.56
5	1.180	1.230	1.280	1.330	1.380	1.380	1.430	1.480	1.530	1.580	1.630	1.780
	51797.28	53992.08	56186.88	58381.68	60576.48	60576.48	62771.28	64966.08	67160.88	69355.68	71550.48	78134.88
6	1.225	1.275	1.325	1.375	1.430	1.430	1.480	1.530	1.580	1.630	1.680	1.830
	53772.60	55967.40	58162.20	60357.00	62771.28	62771.28	64966.08	67160.88	69355.68	71550.48	73745.28	80329.68
7	1.270	1.320	1.370	1.420	1.480	1.480	1.530	1.580	1.630	1.680	1.730	1.880
	55747.92	57942.72	60137.52	62332.32	64966.08	64966.08	67160.88	69355.68	71550.48	73745.28	75940.08	82524.48
8		1.365	1.415	1.465	1.530	1.530	1.580	1.630	1.680	1.730	1.780	1.930
		59918.04	62112.84	64307.64	67160.88	67160.88	69355.68	71550.48	73745.28	75940.08	78134.88	84719.28
9			1.460	1.510	1.580	1.580	1.630	1.680	1.730	1.780	1.830	1.980
			64088.16	66282.96	69355.68	69355.68	71550.48	73745.28	75940.08	78134.88	80329.68	86914.08
10				1.555	1.630	1.630	1.680	1.730	1.780	1.830	1.880	2.030
				68258.28	71550.48	71550.48	73745.28	75940.08	78134.88	80329.68	82524.48	89108.88
11				1.600	1.680	1.680	1.730	1.780	1.830	1.880	1.930	2.080
				70233.60	73745.28	73745.28	75940.08	78134.88	80329.68	82524.48	84719.28	91303.68
12				1.645	1.730	1.730	1.780	1.830	1.880	1.930	1.980	2.130
				72208.92	75940.08	75940.08	78134.88	80329.68	82524.48	84719.28	86914.08	93498.48
13						1.780	1.830	1.880	1.930	1.980	2.030	2.180
						78134.88	80329.68	82524.48	84719.28	86914.08	89108.88	95693.28
14						1.830	1.880	1.930	1.980	2.030	2.080	2.230
						80329.68	82524.48	84719.28	86914.08	89108.88	91303.68	97888.08
15							1.930	1.980	2.030	2.080	2.130	2.280
							84719.28	86914.08	89108.88	91303.68	93498.48	100082.88

Fremont Public Schools

Nurses Schedule

2026-2027

3.4% Pkg Increase Based on 185 Days/$9000 Flat Dollar Stipend/$6500 ER Pd Ins

Step	Entry Level	BA	BA+135 CEUs BA+9	BA+270 CEUs BA+18	BA+405 CEUs BA+27	BA+540 CEUs BA+36 or MA
	43896.00					
1.000	1.000	1.000	1.050	1.100	1.150	1.200
	43896.00	43896.00	46090.80	48285.60	50480.40	52675.20
2.000	1.045	1.045	1.095	1.145	1.195	1.245
	45871.32	45871.32	48066.12	50260.92	52455.72	54650.52
3.000	1.090	1.090	1.140	1.190	1.240	1.290
	47846.64	47846.64	50041.44	52236.24	54431.04	56625.84
4.000	1.135	1.135	1.185	1.235	1.285	1.335
	49821.96	49821.96	52016.76	54211.56	56406.36	58601.16
5.000	1.180	1.180	1.230	1.280	1.330	1.380
	51797.28	51797.28	53992.08	56186.88	58381.68	60576.48
6.000	1.225	1.225	1.275	1.325	1.375	1.430
	53772.60	53772.60	55967.40	58162.20	60357.00	62771.28
7.000	1.270	1.270	1.320	1.370	1.420	1.480
	55747.92	55747.92	57942.72	60137.52	62332.32	64966.08
8.000			1.365	1.415	1.465	1.530
			59918.04	62112.84	64307.64	67160.88
9.000				1.460	1.510	1.580
				64088.16	66282.96	69355.68
10.000					1.555	1.630
					68258.28	71550.48
11.000					1.600	1.680
					70233.60	73745.28
12.000					1.645	1.730
					72208.92	75940.08

FREMONT PUBLIC SCHOOLS
2026-2027 EXTRA DUTY SCHEDULE
BASE $43,896

GROUP	POSITION	YEARS 1-4	YEARS 5-8	YEARS 9-12	YEARS 13-16	YEARS 17+
I	Head Football Head Basketball (B) Head Basketball (G) Head Volleyball	19.00%	21.00%	23.00%	25.00%	27.00%
II	Head Track (B) Head Track (G) Head Wrestling (B & G) Head Swimming (B & G) Head Band, Senior High Head Vocal Music, Senior High Head Soccer (B) Head Soccer (G) Head Softball (G) Head Drama, Senior High Head Teacher, Learning Center Head Tennis (B) Head Tennis (G) Head Baseball (B) Head Cross Country (B) Head Cross Country (G) Head Golf (B) Head Golf (G) Head Bowling (B&G) Head Cheerleader, Senior High Head Strength & Conditioning Coordinator	15.00%	16.50%	18.00%	19.50%	21.00%
III	Summer/Marching Band, Senior High Assistant Varsity Basketball (B) Assistant Varsity Basketball (G) Assistant Varsity Football Head J.V. Football Assistant Varsity Volleyball Head Debate Head Speech Head Forensics Director Head One Act, Senior High	11.50%	13.00%	14.50%	16.00%	17.50%
IV	Musical Director Assistant Wrestling (B & G) Assistant Varsity Track (B) Assistant Varsity Track (G) Assistant Varsity Swimming (B & G) Assistant Swimming/Diving (B & G) Assistant J.V. Football Assistant Soccer (B) Assistant Soccer (G) Assistant Softball (G) J.V. Volleyball Assistant Tennis (B) Assistant Tennis (G) Assistant Cross Country (B) Assistant Cross Country (G) Assistant Baseball (B) Assistant Golf (B)	10.00%	11.50%	13.00%	14.50%	16.00%

GROUP	POSITION	YEARS 1-4	YEARS 5-8	YEARS 9-12	YEARS 13-16	YEARS 17+
	Assistant Golf (G) Assistant Bowling (B&G) Assistant Varsity Cheerleader Assistant One Act, Senior High					
V	Head 9th Football Head 9th Basketball (B) Head 9th Basketball (G) Head 9th Volleyball Band, Middle School Head Vocal Music, Middle School Swing Choir, Middle School Yearbook, Senior High Department Chair (K-12, 5-12)	8.50%	10.00%	11.50%	13.00%	14.50%
VI	Assistant 9th/Reserve Volleyball Assistant 9th Football Assistant 9th Basketball (B) Assistant 9th Basketball (G) Weight Training, Senior High (Summer) (2) Weight Training, Senior High (Fall) (1) Weight Training, Senior High (Winter) (1) Weight Training, Senior High (Spring) (1) K-12 Orchestra 5th & 6th Grade Instrumental Music Elementary Chorus Head Yearbook, Middle School Head Yearbook, JCAC Newspaper, Senior High Department Chair (K-4, 5-8, 9-12) JCAC Honor Choir	7.00%	8.00%	9.00%	10.00%	11.00%
VII	Head 7th & 8th Gold Football Head 7th & 8th Black Football Head 7th & 8th White Football FMS Varsity Basketball (B) FMS Varsity Basketball (G) FMS Varsity Volleyball Head FMS Cross Country (B) Head FMS Cross Country (G) Head 7th & 8th Track (B) Head 7th & 8th Track (G) Head 7th & 8th Wrestling (B) Head 7th & 8th Wrestling (G)	6.50%	7.50%	8.50%	9.50%	10.50%
VIII	Assistant 7th & 8th Gold Football Assitant 7th & 8th Black Football Assitant 7th & 8th White Football FMS JV Basketball (B) FMS Reserve Basketball (B) (2) FMS JV Basketball (G) FMS Reserve Basketball (G) (2) FMS JV Volleyball FMS Reserve Volleyball (2) Assistant 7th & 8th Track (B) Assistant 7th & 8th Track (G) Assistant 7th & 8th Wrestling (B & G) Summer Band, JCAC Summer Band, Middle School	5.50%	6.00%	6.50%	7.00%	7.50%

GROUP	POSITION	YEARS 1-4	YEARS 5-8	YEARS 9-12	YEARS 13-16	YEARS 17+
	Summer Orchestra Team Leaders, JCAC Team Leaders, FMS Head Intramurals, Senior High (B&G) Unified Bowling Coach Unified Track Coach Head Dance Team, Senior High Stage Director, Senior High Assistant Drama Assistant Vocal Music High School FBLA Director FCCLA Advisor Skills USA Advisor Esports Sponsor Robotics Club Sponsor					
IX	Concessions, Senior High Assistant Dance Team, Senior High Assistant Intramurals, Senior High (B&G) Unified Track Assistant Coach Photographer, JCAC Photographer, Middle School Photographer, Senior High Head Flag Team, Senior High Flag Team Choreographer, Senior High Dance Team Choreographer Student Council Advisor, JCAC Student Council Advisor, Middle School Student Council Advisor, High School Assistant Yearbook, Middle School Quiz Bowl Sponsor	4.00%	4.50%	5.00%	5.50%	6.00%
X	Jazz Band, Middle School 5-6 Intramurals - Football, Volleyball, Basketball, Track, Cross Country 7-8 Intramurals - Football, Volleyball, Basketball Show Choir Choreographer, Middle School All Boys & All Girls Choir, Middle School	3.00%	3.50%	4.00%	4.50%	5.00%
XI	Junior Class Sponsors Senior High National Honor Society	2.50%	3.00%	3.50%	4.00%	4.50%
XII	Elementary Sports, each	2.00%	2.50%	3.00%	3.50%	4.00%
XIII	Extended Contract/Hourly Paid Positions:					
	Extended Day (8 hours)	9.00%	10.00%	11.00%	12.00%	13.00%
	Extended Contracts	Per Diem Based on Teachers' Daily Rates				
	Summer School	1/14th of 1% of Base ($31.35)				
	Summer Curriculum Work	1/14th of 1% of Base ($31.35)				
	Other Assigned Curriculum Work (outside of normal contract obligations)	1/14th of 1% of Base ($31.35)				
	In-House Substitute	1/14th of 1% of Base ($31.35)				
	Crisis Team Leader	1/14th of 1% of Base ($31.35)				
	Weight Training Supervisor: Middle School (school year)	$10.00 per hour up to maximum of $1,080.00				
	Senior High Dance Sponsor	Lesser of $7.50 per hour or $15.00 per evening				

GROUP	POSITION	YEARS 1-4	YEARS 5-8	YEARS 9-12	YEARS 13-16	YEARS 17+
	Elementary Combination/Dual Language Classroom		$2,194.80	(5% of teacher base)		
	Mentor Leader		$4,389.60	(10% of teacher base)		
	Mentor Teacher		$2,194.80	(5% of teacher base)		
	Mentor Lite Teacher		$1,097.40	(2.5% of teacher base)		
	Dual Credit		$182.90	1/12 of 5% of base for each quarter tau		
	MTSS Tier 1 Facilitator (1 per bldg)		$1,097.40	(2.5% of teacher base)		
	MTSS Tier 1 Data Coordinator (1 per bldg)		$1,097.40	(2.5% of teacher base)		
	MTSS Tier 2/3 Facilitator (1 per bldg)		$1,097.40	(2.5% of teacher base)		
	MTSS Tier 2/3 Data Coordinator (1 per bldg)		$1,097.40	(2.5% of teacher base)		
	Assistant Athletic/Activies Director - High School		$11,396.77 *			
	Activities Director - Middle School		$7,904.75 *			

*Previous Year Stipend x Base Percentage Increase for Current Year of 3.4%

FREMONT PUBLIC SCHOOLS
WE EDUCATE

2026-2027

Fremont Public Schools

Classified Handbook

www.fremonttigers.org

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INTRODUCTION

Welcome to Fremont Public Schools! This handbook is intended to be used by classified employees to provide general information about the District and to serve as a guide to the District's policies, rules, and regulations, benefits of employment, and performance expectations.

References in this handbook to "classified employees" are intended to apply to all staff who are not required by their position to hold a teaching or administrative certificate.

Each classified employee is responsible for becoming familiar with the handbook and knowing the information contained in it. Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise. This handbook is intended to supplement other documents that deal with your employment, including your employment contract and the policies and regulations of the Board of Education. In reading this handbook, please understand that where a direct conflict exists, state or federal law, the negotiated agreement, and Board policies and regulations adopted after this handbook, will control.

This handbook does not create a "contract" of employment. Classified employee positions and assignments may be ended or changed on an "at will" basis notwithstanding anything in this handbook or any other publication or statement, except for a contract approved by the Board of Education.

The administration will be responsible for interpreting the rules contained in the handbook and shall have the right to make decisions and make rule revisions at any time. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon applicable school district policies, state and federal statutes and regulations, and the best interests of the District. In the event that a staff member does not understand a provision of this Handbook, it is the staff member's responsibility to seek the administration's interpretation of such provision.

Every staff member is subject to the Policies of the Board of Education. As such, every classified staff member should review the Policies of the Board of Education.

This handbook will be in effect for the 2026-2027 and subsequent school years unless replaced by a later edition.

Statement of Nondiscrimination

The Fremont Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org).

Employees and Others: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jen.robinson@fpsmail.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

EMPLOYMENT WITH FPS

Forms

Before a new employee can begin work, they must complete all the necessary forms. Those documents may include, but are not limited to:

Employee Demographic Form
Federal W-4 Form
Nebraska W-4N Form
Form I-9 (with acceptable documentation to establish identity and work authorization).
Background Check Authorization
Direct Deposit Form
Required benefit paperwork (within 30 days of start date)

NOTE: All employees will have their picture taken at the Main Street Bldg. and will be issued an I.D. Badge. Wearing the I.D. Badge while on duty is a requirement of all employees.

Job Posting

Vacancies are posted in each building, the Main Street Bldg and on the FPS website. The District also uses other methods of advertising openings such as newspaper, radio, social media, external websites, signage, etc. as appropriate.

Personnel Files

Access to an employee's personal file will be in accordance with all state and federal regulations. The request to review an employee's file should be in writing and given to the employee's supervisor. Examination of the file shall be made at a specific time, and in the Human Resources Office in the presence of the Executive Director of Human Resources and Elementary Operations or the Coordinator of Human Resources or a designee. Contents of the file may not be removed from the premises, destroyed, or defaced except upon authorization of the State Records Board. However, a written response to any item in such file may be attached and become a part of the file record.

Reasonable Assurance

You are given a reasonable assurance that if you are in an instructional, research, or principal administrative capacity, you will perform services in any such capacity for FPS in subsequent academic years or terms; or if employed in any other capacity for FPS, you will perform such services in the first of such academic years or terms, and perform such services in the second of such academic years or terms, and in the period immediately following any vacation period or holiday recess. You do, though, remain in an at-will employment status.

Attire

All employees are expected to dress appropriately/professionally for each specific assignment - to be dressed in good taste and to be consistently well groomed (if there is a question in your mind, use “Business Casual” as a guide or visit with the Building Principal for specific directions). Jeans are considered appropriate attire on non-teaching work days and the last student day of each week and special events as announced by the Administration.

In exchange for a $15 monthly FPS Foundation donation, through payroll deduction, participating staff may wear jeans every day. The donation will be designated to the Fremont Public School Foundation ($10) and to local charities ($5) that support our students and families - distributed through the Fremont Education Association (FEA). If you wish to donate, an FPS Foundation Payroll Deduction form is located in “Records.” You can complete it and return it at any time.

District I.D. Badges are required to be worn while on duty.

Extra Employment

Employees shall not perform duties unrelated to District employment during duty hours. In addition, employees shall not engage in employment which conflicts with their school duties. Employees are not required to notify the District of outside employment except: (1) employees who are also employed by another Nebraska school district in order to comply with Nebraska State Retirement System regulations and (2) employees who have a work-related injury in order to comply with workers’ compensation requirements.

LEAVING EMPLOYMENT - RESIGNATION/RETIREMENT

At Will Employment

The Board of Education authorizes the Superintendent to employ all classified staff members to meet the personnel needs of the District, as determined by the budget and the instructional and non-instructional operations of the District.

This employee handbook is not a contract of employment and does not create any rights. It is a listing of policies adopted by the Board of Education and serves as a guide to classified employees.

Resignation Procedures

If you plan to leave the Fremont Public Schools, you should inform your immediate supervisor with sufficient time to find a replacement for you. The employee shall also complete a Separation Notice. This Notice will be forwarded to the Human Resources

Office and placed in the employee's personnel file. Employees who are eligible for payment of accrued, unused sick and/or vacation leave upon separation from employment will receive their leave payout in accordance with District policy and the provisions applicable to their position and leave type.

Any eligible leave payout will be issued on the regularly scheduled payroll following the employee's final paycheck.

COBRA

The Board of Education is subject to the federal laws requiring that we offer continuation of group coverage under certain circumstances. The Board is required to notify each employee so covered.

There are five qualifying events which trigger the continuation of coverage provision. Those qualifying events are:

1. Death
2. Your employment terminates (other than by reason of gross misconduct)
3. Divorce or legal separation
4. Becoming entitled to Medicare benefits
5. A dependent child reaching the maximum age for coverage

Each covered employee is to notify Human Resources within 30 days of a qualifying event. Any person seeking continued coverage must pay the premium for the policy at the current group rate plus 2%. All forms and payments are to be sent directly to Omnify according to the directions provided in Omnify communications.

When your employment with the Fremont Public Schools ceases, contact Omnify at 1-844-472-6567, regarding your rights under COBRA.

EVALUATIONS

Purpose

All classified employees will undergo “formal” written evaluation every third year, with “informal” evaluations done during the off years. New classified employees will be on “formal” evaluation the first two years before going to their two years of “informal” evaluation. The evaluation is a process whereby the performance of the employee is evaluated in relation to the goals, objectives, and philosophy of the district. The evaluation shall be sensitive to the worth of the individual and serves to support and give positive direction toward improving the effectiveness of each employee.

Termination of Employment

All classified employees should have a copy of their job description and a signed copy should also be in their personnel file. When an employee demonstrates his/her inability to do the work assigned, the supervisor, or the Executive Director of Human Resources, or his designee will counsel with the employee and offer concrete suggestions for corrections and improvement. If, after a reasonable period of time, it becomes evident that the employee so advised cannot satisfactorily fill the position, the employee may be dismissed without further notice.

Please note that as “at will” employees, staff should not expect continued employment with the District. Employment may be terminated at any time for any reason when such termination is determined to be in the best interest of the District.

PAYROLL

Payroll Deductions

Deductions from your paycheck may include:

Mandatory:
- Income Tax (Federal and State)
- Social Security & Medicare (FICA)
- School Retirement (if employed 20 or more hours per week)
- Long Term Disability (32 hours per week and employed 10 ½ to 12 months)

Voluntary:
- Health Insurance
- Dental Insurance
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account
- Optional Term Life Insurance
- United Way/CHAD Contributions
- Tax Sheltered Annuity (403b contributions)
- Accident,Cancer or other supplemental Insurances
- Vision Insurance
- YMCA Membership
- Health Savings Account (HSA)

TimeClock Plus

Hourly employees will record their hours on TimeClock Plus (TCP) which is the school's official record of hours worked. The pay period begins on the 1st of the month and ends on the last day of the month. All employees are paid on the 20th or the work day before if the 20th falls on a weekend or holiday. All recorded time for each pay period will need to

be approved by the employee and the employee's supervisor/administrator.

Overtime

The Fair Labor Standards Act (FLSA) is a federal law which requires that employees be paid at least the federal minimum wage for all hours worked and overtime pay at time and one-half the regular rate of pay for all hours over 40 hours in a workweek.

Custodians: Requests for overtime shall be submitted to the Building head custodian (Middle School/Johnson Crossing Academic Center and High School only) and forwarded to the Director of Operational Services..

Food Service Employees: Requests for overtime shall be submitted to the Food Service Supervisor and forwarded to the Director of Operational Services.. The Director of Operational Services shall have the final decision on all overtime requests. In case of an emergency or an unusual situation, the Food Service Supervisor and/or the Building Principal or Assistant Principal may authorize the overtime. This emergency approval will be granted only if the Director of Operational Services can not be reached due to time restraints or out of office status.

Clerical Staff, Paraeducators, and all Other Hourly Employees: Requests for overtime shall be submitted to the employee's supervisor and forwarded to the Building or Department Administrator.

Hourly employees will be paid one and one-half times their regular rate for hours "actually worked" in a workweek beyond forty (40) hours. A workweek is defined as Monday through Sunday. NOTE: "Actually worked" means present and on the job. Paid vacations, personal days, sick days, bereavement days, etc. are not considered hours actually worked for purposes of determining overtime. If a workweek contains a holiday or if an employee has been sent home early due to severe weather or any other similar circumstance, these hours will be considered hours actually worked, and the overtime rate will be paid for hours over 40.

Payroll

All employees are paid on the 20th of each calendar month or on the first business day preceding the 20th. For employees on salary & 12-month clerical, payment is for the 1st to the last day of the current month. For hourly employees, payment covers from the first to the last day of the preceding month.

An earnings statement is provided, and is for your personal record and information. If you have any questions, contact the Payroll Office for clarification. (727-3010)

Payroll deductions for personal leave, unexcused absences, excessive sick leave, etc., will be made in the month the leave or absence occurred or the sick leave runs out.

Changes in deductions for insurance, annuities, and withholding will be permitted on or before the 10th of the month. All changes must be submitted in writing prior to the 10th of the month in which the change is to be made.

Classified Longevity

Every four years, any classified staff member who has been at the top step of their position's salary range will earn a longevity step of 3.5% of the position's base step rate. This 3.5% will be applied to the following year's salary step placement when returning to the same position. Changing positions would require new salary schedule placement that would not necessarily include longevity, dependent upon the pay range for the new position. If a staff member leaves the District and returns, their earned longevity is not applied to their salary step placement upon rehire. An approved leave of absence or long-term disability status does not constitute a break in service.

Longevity does not apply to classified staff whose positions are contracted, exempt, substitute, or may be disallowed due to grant funding.

Health Insurance

All classified employees, working more than seven hours per day or 35 hours per week and 12 months per year are eligible for health insurance. All employees covered by the health plan as of August 1, 1981, will remain covered unless their job assignment changes or employment terminates. Single coverage will be offered at no cost to eligible staff members during years 1, 2, and 3. Family, Employee + Child(ren), or Employee + Spouse coverage will be offered at no cost to eligible staff members beginning their fourth year in the system. Family, Employee + Child(ren), or Employee + Spouse coverage is not automatic, so please contact the Human Resources Office if this coverage is desired.

All classified staff, hired prior to the 2015/2016 school year, averaging 30 hours or more per week and currently enrolled in the District's health insurance plan will be allowed to maintain their current level of coverage. For those working less than 12 months, the District will pay for the difference between the cost of single high deductible health insurance and 9.96% of the employee's budgeted annual pay.

Beginning with the 2015/2016 school year, new classified employees (averaging 30 hours or more per week and working less than 12 months) and employees not currently enrolled in the District's health insurance plan will be eligible for the single high deductible health insurance and the District will pay the difference between the cost of this coverage and the 9.96% of the employee's budgeted annual pay.

Additional coverage (including family, lower deductible plans, etc.) may be purchased at the employee cost.

If you are eligible to enroll in the District's health insurance plan but elect not to enroll, you will receive a cash stipend in the amount of $100 monthly or $1,200 annually.

*Health Insurance provisions may be different if part of individual employment contracts.

Workers' Compensation - Accidents/Injuries

All employees are covered under the district's compensation policy. Immediately report all on-the-job accidents to your immediate supervisor and use Injury Hotline. Our 24 hour hotline number will connect you with a trained nurse. Call 1-855-736-9482.

> *Serious Injuries: If serious enough to require immediate medical attention - do not call first; seek treatment immediately. Make your Administrator/Supervisor aware. Call when safe to do so - include your Administrator/Supervisor on the call if possible.
>
> *Non-Serious Injuries: Make your Administrator/Supervisor aware. Call the same day or within 24 hours - include your Administrator/Supervisor on the call if possible. If pain/injury becomes apparent at a later time, reporting at that time is appropriate and encouraged. If questioning whether or not to call - PLEASE call and report!
>
> If the injury is covered under work comp, until the elimination period is met, employees would use their own leave time unless the time missed is covered under Neb 79-8, 106 (2), where the employee is physically injured by another individual who intentionally, knowingly, or recklessly causes bodily injury during the scope of employment.

Fremont Public Schools shall make every reasonable effort to provide suitable temporary employment to any employee unable to perform his or her job duties as a result of a workplace injury or illness. This may include a modification to the employee's original position or providing an alternative position, depending on the employee's medical restrictions, provided that this does not create an undue hardship to Fremont Public Schools. This program applies to all employees with work-related injuries and/or illnesses as determined by the Workers' Compensation Insurer.

Only work that is considered meaningful and productive shall be considered in the Return to Work Program. Employees placed on a return to work plan will be expected to provide feedback in order to improve the program. All employees, regardless of injury or illness, will be considered for placement through the Return to Work Program.

Life Insurance
All employees who are eligible for and participate in the health insurance program receive a $10,000 term life insurance policy at no cost.

Dental Insurance
Dental insurance is available following the same guidelines for eligibility as the health insurance, except family, employee + child(ren), or employee + spouse dental, which is always paid by the employee.

12-month classified: Employee may choose any level of dental coverage. District provides the cost of single Indemnity/Option 3 premium; the employee pays the additional cost for dependents.

9-month classified: Employee may choose any level of dental coverage. District provides the cost of single PPO/Option 2 premium; the employee pays the additional cost for dependents.

Contact the Human Resources Office for more information.

Long Term Disability
The Board will pay the full premium for long term disability insurance providing 66 2/3% primary offset coverage with a 90 day waiting period. Only employees who work 32 hours per week and are employed 10 1/2 months to 12 months are eligible.

Retirement
Eligible employees are required by State Law to belong to the Nebraska Public Employee Retirement System. This deduction is a percentage of gross salary and is presently tax sheltered. Beneficiary forms will be completed at the time employment begins.

Tax Sheltered Annuities
Employees of the school district who wish to participate in the tax sheltered annuity program may request deductions from their salary. This must be done in writing through the Payroll Office.

Job Classifications and Wage Schedules
See Appendix

DAYS AND HOURS OF WORK

Hours

The normal working day shall be considered to be eight hours or the hours assigned by the employee's supervisor. Due to the variety of jobs it shall be up to the supervisor to determine starting time, quitting time, break periods, and/or lunch periods. These may vary as the job dictates. All hours worked MUST be recorded on TimeClock Plus (TCP). All hourly employees who work more than forty (40) hours per week shall be paid at a rate of one and one half times their normal rate. The work week for pay purposes is Monday through Sunday. All overtime must be approved in advance by the employee's supervisor or is worked in response to a situation, as determined by the employee's supervisor.

If absence or lateness cannot be avoided, it is the employee's responsibility to notify their supervisor and enter the leave into TCP. Absences without notice are subject to disciplinary action up to and including termination of employment.

Regular, dependable attendance is an essential function of the positions of classified employees.

Inclement Weather Conditions

When severe weather conditions or other school emergencies exist, the Superintendent of Schools is authorized by the Board to close schools. When such a decision is made, local news media cooperate by broadcasting information about such closing.

The decision to close school due to severe weather is made prior to 6:15 a.m. and calls are made to inform all staff. Everybody is expected to report to work EXCEPT teachers, office assistants, aides, food service, and hourly part-time employees, including 9 ½ month custodial and maintenance staff.

Office Associates, 12 month clerical, maintenance, custodial, and 12 month technology personnel should report. Those expected to report, but who are unable to report due to weather conditions, can choose one of the following options: vacation day, pay dock, or make up of hours within that work week. Upon the rare instance when all district operations (including MSEAC and building offices) are shut down, those expected to report will be paid their typical pay for time missed due to the shut down without requiring the use of leave. Hourly employees may be called in for other specific reasons during a district shutdown at the direction of the Superintendent or designee. In such a case, the employees will be paid for their normally scheduled hours at their regular rate of pay in addition to their time worked at their regular rate of pay (unless overtime is met through conventional methods).

12-month maintenance and custodial employees should maintain their regular scheduled working hours unless they are contacted to report earlier (or later) to work by their direct supervisor as determined by the Director of Facilities and Maintenance or

the Director of Operational Services.

- Snow removal done during the employee's regular work day is paid at their regular rate of pay
- Snow removal done outside of the employee's regular work day is paid at time and a half even if time and a half is not met through conventional methods
- On a full district closure, maintenance staff will be paid for their normally scheduled hours at their regular rate of pay
- In the event that snow removal is done on a full district closure, hours worked will be paid at time and a half regardless of the time of day completed even if time and a half is not met through conventional methods. This is in addition to the pay for their normally scheduled hours

9 month, 9.5 month, and 10 month employees who are not expected to report to work on inclement weather days when students do not attend, may choose to use one of their sick leave days for every other inclement weather day (e.g. 1st inclement weather day - no sick leave day can be taken; 2nd inclement weather day - a sick leave day may be taken; 3rd inclement weather day - no sick leave day can be taken, and so on). Staff requesting to use sick leave on eligible inclement weather days would log into TCP and choose “Inclement Weather - Sick” or “Inclement Weather - Personal.”

When a late start is determined, employees are expected to report as close to regular time as possible.

Inclement Weather Make-up Days

Fremont Public Schools will not pre-schedule inclement weather make-up days for students. Instead, should the administration determine that an extraordinary number of days have been lost to inclement weather throughout the year, student days may be added to the end of the school year.

Two (2) teacher only Work/PD days are placed at the beginning of the school year to “make up” the assumed loss of at least two (2) days to inclement weather. Should we not lose two (2) days, the school year will be shortened accordingly so that the exact number of teacher contract days remains the same.

TIME OFF/LEAVES

Fremont Public Schools makes the following paid leaves available (requests must be made through TimeClock Plus): Sick Leave, Bereavement Leave, Civic Leave, FPS Activity Leave, Professional Leave, Personal Leave, Floating Holiday, and Vacation Leave. In addition, Fremont Public Schools complies with laws that require leaves to be allowed without loss of pay, such as for military service and jury duty. Important: Leave may only be requested for a regularly scheduled day of work based upon the employee’s assigned position (not to include special activities such as Summer School, etc.) and appropriate application approval is required for any leave to be granted.

Absences without approval may be considered insubordination and result in consequences up to and including termination.

A. Nature of Paid Leaves. Paid leave is available to employees when the following specific conditions are met: (1) the employee is currently employed by the District; (2) the leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions that are applicable to the type of paid leave that has been requested.
B. Leave Year. The leave year is the school fiscal year (September 1 through August 31).
C. Ineligibility Based on Employment Status. Leave available depends on the status of employment; e.g. 9-month, 10-month, etc. Regardless of any other provision, employees who are not hired to work at least 9 months in the leave year, or who are employed on a substitute basis or a temporary basis (less than 4 months in a leave year), are not eligible for any of the forms of paid leave.
D. Accumulation. Except Sick Leave and Vacation Leave, unused leave does not accumulate from year to year. Where accumulation of unused days is allowed to a specified maximum, then, once the maximum is accumulated, no further leave days will be available or granted in any ensuing school year until the accumulated number of days is less than the maximum, and then only to the extent necessary to restore the total number of available leave accumulation to the maximum.
E. Unused Leave. There shall be no pay for leave available but unused either during or upon ending of employment, except as may be specifically set forth herein or required by law. Unused vacation shall be paid at the employee's daily or hourly rate of pay.

Sick Leave

Employees shall be eligible for sick leave with unlimited accumulation. The year shall run from September 1 to August 31. The number of days of sick leave per year is dependent upon the number of months worked per year. Employees who work 9 months per year will receive 7 sick leave days, those who work 10 or 10 ½ months will receive 8 sick leave days, and those who work 12 months will receive 10 sick leave days. Employees hired mid-year will have their sick days prorated. All days are adjusted to the number of hours normally worked per day.

The time granted under sick leave is to be used primarily for personal illness, but it may also be used due to death or serious illness of a staff member's immediate family.

Immediate family for purposes of sick leave means the employee's spouse, father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, children

or stepchildren, son-in-law, daughter-in-law, uncle, aunt, niece, nephew, grandparents, spouse's grandparents, grandchildren and someone for whom the employee is guardian or holds power of attorney, a person permanently residing in the household of the employee, regardless of the relationship to the employee.

Employees are to use sick leave when unable to work. Activities other than caring for their own health or that of the immediate family member reflect an abuse of sick leave.

The Building Principal and/or supervisor will certify to the Payroll Office a list of staff members absent due to personal illness.

Any request to use sick leave benefits must be submitted to the employee's supervisor using TimeClock Plus. The leave requests will be approved by the employee's supervisor.

Employees who have an accident (regardless of where or when) resulting in treatment; have a major health issue such as loss of consciousness, heart attack, stroke, etc.; or a major illness must have a release to return to work that details dates of treatment, diagnosis and whether or not there are any physical restrictions. The release must be presented to Human Resources for approval prior to returning to work.

All health-related absences of five or more consecutive days require a written statement from the treating physician stating that the employee is physically able to return to duty. Supervisors may request a release to return to work at any time they deem circumstances warrant. The release must be presented to Human Resources for approval to return to work.

Employees released to return to work with restrictions must provide written documentation to the supervisor in advance of the designated return date. The supervisor will confer with Human Resources to determine if and when the employee is able to return to work.

After the 15th year of continuous, uninterrupted employment with FPS (starting the 16th year with September 1 as the beginning of the year date), any classified employee who leaves the FPS workforce through voluntary resignation or retirement will be paid up to $100 per day for any unused sick leave days. The dollar amount paid is based on an eight-hour day, and will be calculated according to hours actually worked.

<u>FPS Activity Leave</u>

Employees are eligible for up to 3 days of activity leave to attend an FPS sponsored activity in which a son or daughter, or a student for whom the employee is guardian or holds power of attorney, participates as an FPS student. These days will be taken from

the individual employee's accumulated Sick Leave. The leave request in TimeClock Plus should be completed as "FPS Activity Leave".

Bereavement Leave

Employees may be granted 5 days of bereavement leave per year. Bereavement leave is not automatic and shall be granted only upon completion of the leave request submitted to the Office of Human Resources through the Building Principal.

Employees will be granted leave to attend the funeral of another staff member, staff member's child, stepchild, or another staff member's spouse without the loss of bereavement hours. **This will be considered professional leave because they will be representing the district.** The leave request in TimeClock Plus (TCP) should be completed as "Bereavement - Professional".

Civic Leave

Civic Leaves are with pay unless otherwise noted and may be granted for the following:

1. Summons to court when the employee is not involved in a violation of the law.
2. Physical examinations scheduled by Selective Service Board
3. Military Duty in accordance with provisions of applicable state and federal laws.
4. Jury Duty
5. Election Duty

Documentation will be required for approval. The leave request in TCP should be completed as "Election Duty", "Jury Duty", or "Civic Leave".

Other than for Military Duty, staff will return to the school district any compensation (other than payment for mileage) paid to them by the county, state, or federal agency.
*Reference BOE Policy 4029 for further guidance

Professional Leave

If an employee has prior permission from his immediate supervisor or Building Principal to attend a meeting, conference, or workshop that is of educational value, he/she shall not lose leave or salary. Leave must be requested in writing on the leave request form submitted to the Human Resources Office through the Building Principal, otherwise, a full day's pay will be deducted for each day absent.

Professional leave may be used to represent the district at the funeral of a staff member, staff member's child, stepchild or a staff member's spouse. This will not count as part of the employee's bereavement leave. The leave request in TCP should be completed as "Professional Leave".

Family and Medical Leave

The Family and Medical Leave Act of 1993 requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours over the previous 12 months. The leave year for FMLA is a rolling year. A rolling year is a 12-month period measured backward from the date an employee uses any FMLA leave. If an employee foresees the need to use this leave, please contact your supervisor and the Human Resources Office. All sick leave and vacation leave will be required to be used during FMLA leave.

Personal Leave

Classified employees will receive one (1) paid personal leave day per year. The paid personal leave day may not be used on the day prior to or immediately following a holiday or school vacation (with the exception of days when students are not in session – e.g. the day before/after Memorial Day after students are already out for the Summer). Personal leave must be used on an actual workday and be taken during hours the employee would normally be working. The one and only exception to this is that a classified employee may request that their one (1) Personal Day be applied to a regular day of work canceled due to inclement weather (snow day, etc.). **Personal Days do not accumulate or roll over to the next school year.**

Disability Leave

Employees who qualify for long term disability under the District's group insurance plan (as explained in earlier section) will continue to be covered by health insurance. The coverage will continue for 90 days from the date of disability as determined by the insurance carrier. After 90 days, the disabled employee will be notified that they will be eligible to continue their present health insurance under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) for a maximum of 18 months. The employee will be permitted to continue insurance coverage by personal payment of their health insurance premium at the group rate + 2%.

During the 90 day elimination period, the District will continue to pay premiums for health insurance coverage at the same rates as prior to partial disability (for details, see Handbook section titled: Health Insurance)

Holidays

Twelve-month employees who work an average of 35 hours per week will receive pay for the following holidays:

New Year’s Day
Martin Luther King Jr. Day
President’s Day
Memorial Day

Fourth of July
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day
Christmas Day
Floating Holiday (Custodial and Maintenance Only)

10 ½ month Classified Employees will receive pay for the following holidays only:

Martin Luther King Jr. Day	President's Day
Memorial Day	Labor Day
Thanksgiving Day	Day after Thanksgiving Day

Vacation Time

Full-time (35 hours weekly or more) 12-month personnel will have vacation days available based on the number of years employed in the District. An employee may not take more vacation than the employee has accumulated. The year shall be the school district's fiscal year.

During years one (1) through year seven (7)	10 days
During years eight (8) through year twelve (12)	15 days
During years thirteen (13) through seventeen (17)	17 days
Eighteen (18) years and beyond	20 days

Vacation time is based on years of service - both part time and full time added together in some instances. Vacation days may be accumulated with a one year maximum. Vacation days become effective September 1 of each year. Vacation days will be prorated if an employee is hired mid year.

Leave Without Pay

A leave of absence without pay may be granted by your immediate supervisor and the Coordinator of Human Resources provided:

A. You present to your supervisor your reason through submitting your request in TimeClock Plus.
B. The time requested does not negatively affect the efficiency of the school operation
C. A substitute, if necessary, can be employed prior to the commencement of your leave

Conditions of Leave

Unless expressly provided to the contrary, all leaves shall be without pay. Any

employee who does not report for work at the termination of an authorized leave of absence shall be considered to have quit voluntarily.

SCHOOL DISTRICT PROCEDURE

Ethics Standards

Fremont Public Schools expects its classified employees to adhere to ethics standards which are modified from those established by the Nebraska Department of Education for certificated employees. The ethics standards which classified employees are expected to adhere to include those set forth below.

Principle 1 – Commitment as a School Employee:

Employees shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity. In fulfillment of the employee's contractual and personal responsibilities, the employee:

A. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
B. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
C. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence personal decisions.
D. Shall not make any fraudulent statement or fail to disclose a material fact for which the employee is responsible.
E. Shall not exploit school relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
F. Shall not sexually harass students, parents or school patrons, employees, or board members.
G. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of job duties.
H. Shall report to the Superintendent any known violation of paragraphs B or E above.
I. Shall seek no reprisal against any individual who has reported a violation of this rule.

Principal II – Commitment to the Student:

Mindful that the employee's classified position exists for the purpose of serving the best interests of the school district's students and patrons, the classified employee shall

perform his/her job duties with genuine interest, concern, and consideration for the student. The employee shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals. In fulfillment of the obligation to the student, the employee:

A. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
B. Shall keep in confidence personally identifiable information that has been obtained in the course of employment, unless disclosure is approved by the administration or is required by law.
C. Shall follow Behavioral Expectations and Disciplinary Guidelines set forth by the District. Fremont Public Schools utilizes the Positive Behavior and Intervention Support (PBiS) model in each building as a part of the district's multi-tiered system of support for all students academically, behaviorally, emotionally, physically, and socially to create an optimal learning environment for all students. (FPS Board of Education goal #8) All employees of Fremont Public Schools are expected to follow the framework, procedures, and expectations developed at their assigned building(s).

Each FPS building:

1. Has identified agreed upon procedures, routines, and expectations for student behavior
2. Has Lesson plans that are developmentally appropriate and building specific for teachers to utilize in teaching the procedures, routines, and expectations of that building
3. Continually teaches and reviews those procedures, routines, and expectations
4. Is consistent in following and reinforcing the procedures, routines, and expectations
5. Repeatedly provides specific positive feedback to students
6. Provides opportunity for corrective feedback to students
7. Provides opportunity for corrective learning and action
8. Provides for disciplinary action as needed through building level procedures, Fremont Public Schools Policy, and Nebraska State Law

Ridicule, sarcasm, and irony do not work and are not acceptable in Fremont Public Schools. Corporal punishment is illegal in Nebraska. Board Policy covers corporal punishment, restraint and seclusion, and Special Education students are covered by NDE Rule 51.

Principle III – Commitment to the Public:
The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The classified employee bears

responsibility for instilling an understanding of the confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession. In fulfillment of the obligation to the public, the employee:

A. Shall not misrepresent an institution with which the employee is affiliated, and shall take added precautions to distinguish between the employee's personal and institutional views.
B. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
C. Shall neither offer nor accept gifts or favors that will impair judgment to be exercised in the course of employment.
D. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
E. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
F. Shall, with reasonable diligence, attend to the duties of the employee's position.

Principle IV – Commitment to Classified Position Employment Practices:
The employee shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The employee shall believe that sound personnel relationships with governing administration and board of education are built upon personal integrity, dignity, and mutual respect. In fulfillment of the obligation to professional employment practices, the employee:

A. Shall apply for, accept, offer, or assign a position or responsibility on the basis of preparation and legal qualifications.
B. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
C. Shall give prompt notice to the employer of any change in availability of service.
D. Shall conduct job related business through designated procedures, when available, that have been approved by the employing agency.
E. Shall not assign to unqualified personnel, tasks for which an employee is responsible.
F. Shall permit no commercial or personal exploitation of his or her position.
G. Shall use time on duty and leave time for the purpose for which intended.

<u>Accidents - Students or Visitors</u>
Each staff member shall immediately report to the Principal or designated person all accidents and injuries. The nurse or Principal will fill out the necessary report and forward it to the Business Office within 24 hours of the accident/injury.

Accidents - Employee

Each staff member shall immediately report to the Principal or designated person all accidents and injuries while on duty that are to be considered more than just bumps, minor cuts, or bruises. Employees should use the Injury Hotline. Our 24 hour hotline number will connect you with a trained nurse. Call 1-855-736-9482. This is the method used to report and track Worker Compensation claims.

*Serious Injuries: If serious enough to require immediate medical attention - do not call first; seek treatment immediately. Make your Administrator/Supervisor aware. Call when safe to do so - include your Administrator/Supervisor on the call if possible.

*Non-Serious Injuries: Make your Administrator/Supervisor aware. Call the same day or within 24 hours - include your Administrator/Supervisor on the call if possible. If pain/injury becomes apparent at a later time, reporting at that time is appropriate and encouraged. If questioning whether or not to call - PLEASE call and report!

Children and Family at Work

Staff should avoid having their children or family members accompany them at their job during regular work hours, since doing so prevents the employee from giving their full and undivided attention to their assigned duties.

Complaint Procedure

Classified employees have a complaint procedure available to them which is outlined in District Policy 4240. Even though a complaint procedure is available, classified employees are still employees with an “at will” status.

Conference with Administrators

All staff members are welcome to confer with Principals, Supervisors, Coordinator of Human Resources, Executive Directors, Assistant Superintendents, or the Superintendent at any time mutually agreeable. Open communication is desirable but most concerns should be directed to your immediate supervisor. Grievances are covered under a separate policy.

Drug-Free Workplace Policy

The Fremont Public School District will not tolerate the use of alcohol or illicit drugs; their use, possession, or distribution is strictly prohibited on all school property and at or as a part of all school activities. Violations of any of the standards of conduct described in the Drug-Free Workplace policy (4009) will be subject to disciplinary sanctions up to and including termination of employment and referral for prosecution. Any level of

impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol on an employee in the workplace or on duty time shall be a violation of the drug-free workplace policy.

Keys/Fobs

Keys and/or fobs will be distributed to those staff members in need of them in order to complete their assigned duties. If you should lose your key/fob, report the loss immediately to the Building Principal or your supervisor. Staff members are not authorized to duplicate keys. Keys and/or fobs are for work purposes only. Do not lend keys/fobs to students and/or family members. Each staff member is responsible to check all lights and doors when working in the buildings after normal school hours, in the evening or on weekends.

Notification of Arrest, Criminal Charges, and certificate/License or Child Abuse complaints

Board of Education Policy 4023 states that employees must notify the office of Human Resources **by the next working day** after being arrested, ticketed or issued a criminal charge beyond a simple traffic ticket. Please carefully review Policy 4023 for specifics.

Observation of Holidays

All staff should refer to the school calendar to determine the actual days that school will be dismissed for various holidays and for the days that school will be in session.

OSHA Hazard Communication Standard

Effective May, 1988, all public school employees came under the protection of the OSHA Hazard Communication Standard. This federal regulation, sometimes referred to as "Your Right to Know" is designed to ensure that all employees are informed of hazardous chemicals used and stored in their workplace, as well as provide training to employees regarding chemical use and chemical accident remedy procedures.

In each building in the district you will find a notebook containing Material Safety Data Sheets (MSDS) for each chemical product used or stored in that building. The building administrator can direct you to that notebook. The MSDS sheet contains a variety of information on the product, including first aid procedures, mixing and use directions, and storage concerns. The notebook is provided for your reference and you may have access to it at any time.

If you have questions or concerns regarding chemical products used in your building or need additional information regarding the OSHA Hazard Communication Program, please contact your building administrator.

Sexual Harassment

Allegations of sexual harassment will be thoroughly investigated. A person who believes he/she has been sexually harassed, or persons having knowledge of incidents of alleged sexual harassment, should notify the Title IX Coordinator - Scott Jensen (per Policy 1210).

**It is the responsibility of every employee to report any incident of sexual harassment involving students or staff to FPS administration and the Title IX Coordinator immediately.

Smoking

All facilities and grounds of the Fremont Public Schools are smoke free according to Board Policy 1120. The use of any tobacco products, including e-cigarettes (vaping), is prohibited inside any school facility or vehicle or on school grounds at any time.

Technology for Personal Use

The personal use of cell phones, text-messaging, email and/or internet during work time by staff members is strictly prohibited except in a school emergency. It is important to model the appropriate and timely use of such items – their use should not interfere with the effectiveness and efficiency of any part of the work day.

Title IX - Notice of Nondiscrimination

It is the policy of the Board of Education of District No. 1, Dodge County, hereinafter referred to as "District," to not discriminate on the basis of race, color, national origin, age, religion, marital status, sex or disability, genetic information, military obligations, English proficiency, veteran status, pregnancy, childbirth or related medical condition, or status in any other group protected by local, state or federal law in employment, programs or activities.

The following persons have been designated to handle inquiries regarding the nondiscrimination policies:

- Students: Scott Jensen, Executive Director of Secondary Education, 130 E. 9th Street, Fremont, NE 68025, (402)727-3011, (scott.jensen@fpsmail.org)
- Employees and others: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 E. 9th Street, Fremont, NE 68025, (402) 727-3008, (jen.robinson@fpsmail.org).

It is the intent of the District to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. Complaint and/or grievance procedures have been established for anyone who feels discrimination has been shown by the District.

For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of

Education (OCR), please contact the OCR at 601 East 12th Street, Room 353, Kansas City, MO 64106, (800) 368-1019 (voice), Fax (816) 426-3686, (800) 537-7697 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Fremont Public School Foundation

The Fremont Public School Foundation was founded in 2003, and the mission of the foundation is to provide support for the Fremont Public Schools. In this day and age, it is vital to supplement tax dollars with private donations. We want the students in our schools to have every advantage necessary to be on an even playing field with students from any school district in the world.

Our foundation creates a tax-deductible avenue for donations from the private sector. Businesses and individuals who believe in the importance of a strong public school system can use this avenue to help make our school system even stronger.

Some major projects completed by the foundation include placing iPads in every K-4 classroom (including the purchase of educational applications for them), renovations to the Nell McPherson Theater, the installation of automated defibrillators in **all** Fremont School Facilities including Bergan and Trinity, the installation of digital projectors in all core area classrooms in the Fremont Public Schools, establishing the Academic Achievement Celebration to honor and encourage academic achievement, and most recently the CTE Sustainability Program, and the FHS varsity athletic stadium

The foundation also creates the avenue for school groups to raise private funds through tax-deductible contributions made to the Foundation. The Choir Boosters, the Sensory Courtyard, the Nell McPherson Theatre Renovation, Project Fit America Program, and the Career Technical Education Sustainability Program have all utilized the foundation to provide hundreds of thousands of dollars of private funding to the District, touching the lives of thousands of Fremont Public School Students.

The Foundation also funds the Creative Teaching Grant program, which awards grants each year to teachers for creative projects.

We appreciate the support of the Fremont Staff members. Donations can be made through the payroll deduction plan, and you will have that opportunity again this year to support the ongoing operation of your Foundation. We hope this year that all staff members will take advantage of the opportunity to have a few dollars deducted from your check each month. The power of almost 800 staff members each making a small donation can be an awesome thing.

The foundation is here to support your efforts, and we hope you all are able to make this the greatest school year ever for each of your students. Have a great year.

Kevin Eairleywine, Executive Director

FPS Board Policy Resources

In the event of any conflict, inconsistency, or omission between this handbook and a Board policy, the Board policy shall govern and control. The Board of Education reserves the right to adopt, amend, or revise its policies at any time. Any such action shall take precedence over this handbook, whether or not the handbook has been updated. Applicable federal and state laws and regulations shall also govern where required:

Anti-discrimination, Anti-harrassment, and Anti-retaliation	5401
Child Abuse and Neglect	5402
Chronic Infectious Disease Practice and Procedure	6900
Complaint Form	Form
Complaint Procedure	4240
Computer-Internet Safety and Acceptable Use Policy	6800
Drug and Substance Use and Abuse	4009
Firearm Policy	6700
Leave for Court	4029
Naloxone	5602
Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints	4023
Professional Boundaries Between Employees and Students	4025
Title IX - Discrimination	1210
Tobacco Policy	1120

FREMONT PUBLIC SCHOOLS
PAY RATES
2026-2027 (September 2026)

Non-Exempt Positions

Step	Rate
15.00	$16.62
16.00	$16.82
17.00	$17.15
18.00	$17.49
19.00	$17.85
20.00	$18.20
21.00	$18.56
22.00	$18.94
23.00	$19.31
24.00	$19.71
25.00	$20.10
26.00	$20.49
27.00	$20.91
28.00	$21.32
29.00	$21.76
30.00	$22.19
31.00	$22.62
32.00	$23.08
33.00	$23.54
34.00	$24.02
35.00	$24.49
36.00	$24.99
37.00	$25.48
38.00	$26.00
39.00	$26.51
40.00	$27.04
41.00	$27.58
42.00	$28.14
43.00	$28.69
44.00	$29.27
45.00	$29.86
46.00	$30.45
47.00	$31.06
48.00	$31.68
49.00	$32.32
50.00	$32.97
51.00	$33.62
52.00	$34.30
53.00	$34.98
54.00	$35.68
55.00	$36.39
56.00	$37.12
57.00	$37.86
58.00	$38.62
59.00	$39.39
60.00	$40.18
61.00	$40.99
62.00	$41.80
63.00	$42.64
64.00	$43.49
65.00	$44.36
66.00	$45.25
67.00	$46.16
68.00	$47.08
69.00	$48.02
70.00	$48.97
71.00	$49.95
72.00	$50.95
73.00	$51.97
74.00	$53.01
75.00	$54.08
76.00	$55.16
77.00	$56.27
78.00	$57.39
79.00	$58.54
80.00	$59.71
81.00	$60.90
82.00	$62.13
83.00	$63.37

FREMONT PUBLIC SCHOOLS: 2026-2027 PAY STEPS
CLASSIFIED STAFF - PAY SCHEDULE
As of Sept 2026 Paychecks

Non-Exempt Positions

	Minimum	Maximum		Minimum	Maximum
Clerical					
Office Assistant	15	29		$16.62	$21.76
Office Associate	15	33		$16.62	$23.54
Senior Office Associate	18	37		$17.49	$25.48
Administrative Assistant	20	53		$18.20	$34.98
HR Specialist	25	60		$20.10	$40.18
Substitute	15	15		$16.62	$16.62
Substitute Long-Term	Base of range subbing in				
Fiscal					
Fiscal Assistant	18	37		$17.49	$25.48
Accounting Associate	20	53		$18.20	$34.98
Payroll Specialist	35	68		$24.49	$47.08
Assistant Director of Accounting	48	68		$31.68	$47.08
Instructional Support					
Paraeducator	15	25		$16.62	$20.10
English Language Learners (ELL) Paraeducator	15	26		$16.62	$20.49
Instructional Aide - Learning Center	15	25		$16.62	$20.10
Library/Media Paraeducator	15	25		$16.62	$20.10
School to Career Site Coordinator	15	25		$16.62	$20.10
Special Education Paraeducator	15	26		$16.62	$20.49
Migrant Liaison/Recruiter	15	33		$16.62	$23.54
Paraeducator for Hearing Impaired	15	33		$16.62	$23.54
Paraeducator for Visually Impaired	15	33		$16.62	$23.54
Visually Impaired Program Technician	20	39		$18.20	$26.51
Audio-Visual Coordinator	19	38		$17.85	$26.00
Credit Recovery Para	19	38		$17.85	$26.00
In House Suspension Supervisor	19	38		$17.85	$26.00
CTE/Vocational Associate	19	38		$17.85	$26.00
Spec. Ed. Para (Self-Contained Behavior Room)	19	38		$17.85	$26.00
Spec. Ed. Para (Resource 3)	19	38		$17.85	$26.00
Spec. Ed. Para (Young Adult Program)	19	38		$17.85	$26.00
Music Accompanist	20	39		$18.20	$26.51
Health Paraeducator	26	45		$20.49	$29.86
Health Support Para	26	45		$20.49	$29.86
Special Education Health Paraeducator	26	45		$20.49	$29.86
Braillist	30	47		$22.19	$31.06
Educational Interpreter for Deaf & Hearing Impaired	35	52		$24.49	$34.30
Sp/Lang Pathologist Communication Assistant	30	47		$22.19	$31.06
Social Worker Assistant	58	73		$38.62	$51.97
Behavior Support Technician	29	46		$21.76	$30.45
Substitute	15	15		$16.62	$16.62
Special Education Substitute	15	15		$16.62	$16.62

Food Service

Food Service Worker	15	27		$16.62	$20.91
Assistant Food Service Supervisor	17	36		$17.15	$24.99
Food Service Supervisor	18	37		$17.49	$25.48
Food Service Supervisor II	28	47		$21.32	$31.06

Maintenance and Custodial

Custodian I	15	32		$16.62	$23.08
Custodian II	15	34		$16.62	$24.02
Custodian Supervisor	27	46		$20.91	$30.45
Custodial Substitute	15	15		$16.62	$16.62
Building Maintenance Worker I	19	38		$17.85	$26.00
Building Maintenance Worker II	28	47		$21.32	$31.06
Grounds Maintenance Supervisor	38	57		$26.00	$37.86
Skilled Maintenance Technician	62	83		$41.80	$63.37
Inventory/Delivery Worker	15	34		$16.62	$24.02
Warehouse Inventory/Mail Delivery Worker	19	36		$17.85	$24.99
Inventory Specialist/General Maintenance	19	38		$17.85	$26.00

Transportation

Bus Aide	15	24		$16.62	$19.71
Activity Driver	32	41		$23.08	$27.58
Route Driver	32	41		$23.08	$27.58
Vehicle Mechanic	27	46		$20.91	$30.45

Technical

Computer Lab Instructional Para	15	25		$16.62	$20.10
Technical Support/Network Aide	19	38		$17.85	$26.00
Technical Network Coordinator	53	82		$34.98	$62.13
Technical Support Coordinator	43	72		$28.69	$50.95
Media Productions Coordinator	39	68		$26.51	$47.08
Assistant Director of Technology	52	81		$34.30	$60.90

Exempt Positions

21st Century Grant District Program Coordinator	Board Action
Assistant Director of Transportation	Board Action
Building Maintenance Supervisor	Board Action
Co-Director of Student Information and Data Systems	Board Action
Co-Director of Technology Operations and Systems Management	Board Action
Coordinator of Communications/Public Relations	Board Action
Coordinator of Human Resources	Board Action
Director of Accounting/Treasurer	Board Action
Director of Facilities and Maintenance	Board Action
Director of Operational Services Administrator	Board Action
Director of Student Information and Data Systems	Board Action
Executive Secretary to the Superintendent	Board Action
School Safety and Security Specialist	Board Action

FREMONT HIGH SCHOOL
WE BELONG

2026-2027

Fremont Public Schools



Substitute Handbook

www.fremonttigers.org

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Statement Of Nondiscrimination

The Fremont Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (scott.jensen@fpsmail.org).
Employees and Others: Dr. Jen Robinson, Executive Director of Human Resources and Elementary Operations, 130 East 9th Street, Fremont, NE 68025 402.727.3000 (jen.robinson@fpsmail.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Statement Of District Commitment

The Fremont Public School District values a quality substitute program for the delivery of instruction and services to students in the Fremont School District. The Board of Education and leadership further encourages the ongoing development of the substitute program for this purpose. The information that follows is to enhance the coordination of this very necessary program in our school district, and to deliver this service to help meet the mission of the school district

Substitute Teachers And Professional Ethic

The teacher's absence reflects an unusual condition which cannot be judged fairly in such a short time as a substitute is employed. Furthermore, school regulations usually take on new meaning as the reasons for them become clear. Knowing this, substitute teachers should concern themselves with their own contribution to the situation in which they are called upon to help. A substitute teacher should avoid criticism of the regular teacher, other staff members, or students, except when formally presented to the principal in the interest of the school.

Qualifications

Application

Persons who wish to serve as substitute teachers apply by filling out an application and presenting a teaching certificate to the Human Resources Office. No interview is required.

Certification

Substitute teachers must have a permit issued by the Nebraska Department of Education that makes them eligible to substitute teach in a Nebraska public school district. This certificate must be registered in the Superintendent's Office and the Human Resources Office of the Fremont Public Schools.

*FPS does utilize the services of individuals with Local Substitute Teaching Certificates per Nebraska Department of Education requirements.

Substitutes who hold a local substitute teaching permit are limited to no more than 90 days of Local Subbing per NDE requirements during a single school year. If the Nebraska Department of Education allows, the district may apply for an extension.
Local Sub reporting to the State, the aggregate of total worked time is reported (e.g. ½ day + ½ day = 1 full day reported to the state).

Method Of Notification

FPS uses the "Red Rover" web-based system to both manage absence information and arrange for substitutes for certified employees. Specific guidance for the use of "Red Rover" is provided through the building administration with support from the Human Resources Department.

Inclement Weather

Notifications will be sent through ParentSquare. Closing information will also be posted to district social media, the district website, KMTV, WOWT, KETV tv stations and KHUB

and KFMT radio stations.. The current policy states that a substitute does not receive pay for weather-related cancellations that occur before the school day begins.

School Day

School Start/End Times

	Start (a.m.)	End (p.m.)
Bell Field	8:00	3:20
Deer Pointe	8:00	3:20
Davenport/Pathfinder	8:00	1:30
Grant	8:00	3:20
Howard	8:00	3:20
Linden	8:00	3:20
Milliken Park	8:00	3:20
Washington	8:00	3:20
Johnson Crossing	7:55	3:15
Middle School	8:05	3:25
High School	7:50	3:10
Young Adult Program	8:30	2:30
Learning Center	8:00	3:10

Assignment Times

School Offices are open by 7:30 AM each morning and substitute teachers should arrive early enough to have time to review lesson plans, classroom and school-wide procedures. Substitute teachers are expected to be ready for work with students no less than 5 minutes before and 5 minutes after the student day when assigned to a building for a full day. A full-day assignment is seven and one-half hours. Substitute teachers may be asked to work for a partial day or full day. If assigned to a partial day of work, you are expected to be on duty 5 minutes before and after the assignment. Any deviations from these hours need to be approved by the building principal.

There is an expectation that substitutes will be engaged during the entire time for which they are hired. This means that during the regular teacher's planning time you may be asked to cover another class, supervise an activity, help other classes or individual students assigned by the building principal.

If, while on assignment at a school, you are requested to return the next day, please log into Red Rover and accept the job you have agreed to work.

If an assignment is canceled prior to the beginning of the absence, the substitute will be notified and will not receive payment. Another position may be acquired if available.

Reporting for Assignment

Upon entering a building, the substitute teacher should check in with the school office for information regarding their assignment. The substitute should introduce his/herself to the office staff. A designated person should show the substitute teacher to the classroom and help locate lesson plans. They should also be able to direct the substitute to other teachers on the teaching team and point out the teacher's lounge and restroom.

End of the Assignment- Substitute's Report

The substitute teacher should report to the office before leaving at the end of the day. Be sure to return keys and any other materials that you received upon your arrival.
Inquire if you are to return the following day. If you have concerns about the day, express them to the administration before you leave.

Attire

All substitute teachers are expected to dress appropriately while serving as a sub in the Fremont district. You need to be dressed in good taste and to be well groomed. Denim jeans are appropriate with permission from the administration.

Name Tags

Name tags are required to be worn by substitute teachers each day that they teach.

Accidents/Injuries

Involving students or visitors:

A Substitute shall immediately report to the Principal or designated person all accidents and injuries while on duty that are to be considered more than just bumps, minor cuts, or bruises. The nurse or principal will use the appropriate documentation format and send this to the Business Office within 24 hours of the accident/injury to a student or visitor.

Involving employees (including Substitutes):

Use Injury Hotline. Our 24 hour hotline number will connect you with a trained nurse. Call 1-855-736-9482.

*Serious Injuries:
If serious enough to require immediate medical attention - do not call first; seek treatment immediately. Make your Administrator/Supervisor aware. Call when safe to do so - include your Administrator/Supervisor on the call if possible.

*Non-Serious Injuries:
Make your Administrator/Supervisor aware. Call the same day or within 24 hours - include your Administrator/Supervisor on the call if possible. If pain/injury becomes apparent at a later time, reporting at that time is appropriate and encouraged. If questioning whether or not to call - PLEASE call and report!

Substitute Appraisal

Each substitute who serves during a school year will be appraised informally by the building principal. Staff is encouraged to write commendations to be included with these appraisals. If the principal or teacher has concerns, they should be dealt with at the building level first and a report should be submitted to the Human Resources Office. If a number of negative reports are submitted, the substitute may be asked to have a conference with the administration. At any time a decision may be made to remove the substitute from the list.

Payroll Procedures For Substitute Teachers

Substitute teachers must sign-in at the office at the beginning and end of their assigned teacher time. Call the Payroll Office (727-3010) if there is a problem with a paycheck.

Salary rates for substitute teachers are:

- $192 daily rate
- $237.28 - daily rate for long term (ten consecutive days or longer for the same teacher) -- per diem based on district teachers' base salary – if long-term sub is assigned to parent/teacher conference, they will receive pay for the regular teacher 'comp day' based upon the time worked.

Payroll Period

Substitute teachers are paid once a month for the days worked between the 1st and last day of the previous month. Payroll checks are direct deposited and the payroll statement is emailed to the substitute on the 20th of each month.

Responsibilities

Responsibilities of the Substitute Teacher

Plan to arrive at your assigned room early enough to adequately review lesson plans, classroom procedures and building procedures to ensure a successful assignment.
Substitute teachers must be prepared to interact with students no less than 5 minutes before and 5 minutes after the student day.

The substitute teacher should check the teacher's mailbox for any pertinent information that may affect the teaching day, i.e., lunch tickets, attendance forms, notes, handouts, etc. Check the mailbox again later in the day.

Introduce yourself to each new group of students with whom you come in contact throughout the day. Post your name at the front of the room to avoid confusion during the day. Wear your nametag throughout the day.

The substitute teacher is responsible for taking attendance. Secondary substitutes need to be sure to get the announcements and read them aloud during the designated period.

The substitute teacher should follow the lesson plans left by the regular teacher as closely as possible. If this is not possible, do the contingency lesson plan in the substitute folder. If there are no lesson plans available, consult the principal or assisting teacher.

In general, all written work should be collected and/or corrected by the substitute teacher unless specifically instructed otherwise. Any written work assigned by the substitute teacher that is beyond the lesson plans of the regular teacher should be collected, graded and left for the regular teacher to examine.

Unless otherwise directed by the principal, the substitute should perform all of the work of the teacher who is absent, including playground, hall and lunch duties, and other similar school-related tasks.

A substitute should not leave the building during the planning period. If there is an emergency, check with the principal.

Familiarize yourself with the rules and regulations pertaining to fire and safety drills in any building to which you are assigned. If specific instructions have not been left, check with the neighboring teacher as to the procedure to follow.

Substitute teachers on a long-term assignment should follow the regular teacher's direction as to grading papers and recording grades. Questions should be directed to the principal or department head.

Please follow all management and discipline procedures outlined in each building's school-wide PBIS plan. Fremont Public Schools utilizes the Positive Behavior and Intervention Support (PBiS) model in each building as a part of the district's multi-tiered system of support for all students academically, behaviorally, emotionally, physically, and socially to create an optimal learning environment for all students. (FPS Board of Education goal #8) All substitutes in Fremont Public Schools are expected to follow the framework, procedures, and expectations developed at their assigned building(s).

Each FPS building:

1. Has identified procedures, routines, and expectations for student behavior,
2. Has lesson plans that are developmentally appropriate and building-specific for teachers to utilize in teaching the procedures, routines, and expectations of that building.
3. Continually teaches and reviews those procedures, routines, and expectations
4. Is consistent in following and reinforcing the procedures, routines and expectations
5. Repeatedly provides specific positive feedback to students
6. Provides opportunity for corrective feedback to students
7. Provides opportunity for corrective learning and action
8. Provides for disciplinary action as needed through building level procedures, Fremont Public Schools Policy and Nebraska State Law

Ridicule, sarcasm, and irony do not work and are not acceptable in Fremont Public Schools. All discipline cases that cannot be handled in the room in an appropriate manner as per the building's established routines and procedures should be referred to the principal or assistant. Under no circumstances should the substitute teacher administer corporal punishment. The substitute should not leave a class unattended.

A communication to the regular teacher should be left in an easy-to-find location by the substitute teacher explaining exactly what was accomplished. This should include comments on the work, progress made by the class, and any other information of value.

You are legally responsible for pupils, equipment, and material assigned to your care, as is the regular teacher for whom you are substituting.

Responsibilities of the Regular Teacher to the Substitute Teacher

Even though they may never meet, the substitute and the regular teacher have a real responsibility to each other. The regular teacher is responsible to a great degree for the attitude that his/her pupils display toward the substitute teacher. The attitude should be one of helpfulness and courtesy such as would be accorded any invited guest of the school. The regular teacher also needs to make as much current information available to the substitute as possible. This will help the substitute to successfully maintain the continuity of the program.

The regular teacher should communicate through Red Rover or their building principal when a substitute needs to be notified of special circumstances such as:

- Duties requiring travel to other buildings within the District
- Field trips requiring certain apparel.
- Long outdoor recess duty.
- Optional periods that the regular teacher is assigned.
- After school clubs or duties beyond a normal day.
- Optional periods or duties which take the place of lunch.

The regular teacher is required to maintain all of the information a substitute would need in taking over his/her work. Complete lesson plans containing an up-to-date record of the work of the class and an outline of the lessons to be covered during the current week are to be kept in the teacher's plan book. Lesson plans should include due dates for assignments and homework procedures.

The following items of information, with all necessary explanations, should be readily available to the substitute.

Attendance procedures and where to place absentee list for pick-up

- Class lists (according to reading/math groups and/or various classes and/or homeroom)
- Current daily schedule (including any travel to other buildings)
- Individual student schedules, e.g., library, speech, resource room
- Emergency drill procedures for passage to and from classroom
- Guidelines for lunch, recess, and hall duty
- Up-to-date seating charts
- Personal information sheet listing the following:
    - Student helpers
    - Special needs students and information pertinent to their needs

    - Updated notes on students temporarily needing special attention because of school or home concerns
    - Pertinent health information
- Any additional responsibilities of the individual teacher, such as grading and distribution of papers, supervision duties, breaks and special disciplinary measures
- Teaching plans for the day's classes which include names of books and an explanation of any abbreviations used
- Contingency lesson plans (when a lesson plan cannot be followed)
- Building logistics, including the location of the lunchroom, lounge, restroom and media equipment
- Map of school
- PBIS procedures and expectations
- Whom to call or report to if there are problems
- Names and rooms of other members of the teaching team

Teachers are also encouraged to report their degree of satisfaction with the substitute's performance to the building principal in writing.

Responsibility of the Students

The students are expected to share the responsibility of making the day's work effective despite the absence of the regular teacher. A substitute teacher should expect the full cooperation of all students in the room and should help ensure such cooperation by planning to make the day worthwhile and productive.

Responsibility of the Principal

The principal has the responsibility for discipline in his/her school and for setting a proper climate for good school control for teachers and pupils.

Upon arrival at school, a substitute should report to the office. There, the principal, or someone designated by him/her, will explain the assignment, the building-wide PBIS plans, and any other special duties the substitute is expected to perform. Questions in regard to textbooks, the teacher's lesson plan, PBIS, supplies, or general procedures will be answered by the principal or a designee.

The principal may introduce the substitute teacher or arrange to have them introduced to at least one of the regular teachers who may be of assistance to the substitute whenever the principal is not available for consultation.

If there are concerns about the performance of a substitute the Principal shall communicate with the substitute about those concerns

Smoke-Free Workplace

All facilities and grounds of the Fremont Public Schools are smoke free according to Board Policy 1120. The use of any tobacco product, including e-cigarettes (vaping), is prohibited inside any school facility or vehicle or on school grounds at any time.

Drug-Free Workplace

It is against Fremont Public School policy for any employee (full-time, part-time, or substitute) to unlawfully manufacture, distribute, dispense, possess, or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, or any other controlled substance as defined in Schedules I through V of Section 202 of the Controlled Substances Act.

Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol on an employee in the workplace or on duty time shall be a violation of the drug-free workplace policy (Policy 4009).

Helpful Tips For The Substitute

- Keep this handbook in a notebook, or bookmarked for easy access. Keep a running tally of your pay on your calendar or assignment log.
- Plan to arrive at your assigned room well in advance of the pupils whenever possible. This will afford an opportunity to become familiar with the physical setup of the room and to locate materials necessary to carry out the assignment in a successful manner.
- Write your name at the front of the room. Introduce yourself to each new group of students with whom you come in contact throughout the day. Wear your nametag.
- Be an informed substitute; know the school rules. Write directions on the board.
- Expect respect and cooperation; be respectful of student opinions. Have a positive, enthusiastic attitude toward the assignment.
- Physical conditions in a room may affect the behavior of students. Watch ventilation, temperature and light. Keep the room neat and orderly. Supervise students as they enter and leave the classroom. Stand at the door and meet them in a friendly manner (smile).
- Be organized!!!
- Be innovative and flexible. Have alternative plans in case the lesson plan fails. Be prepared with a “bag of tricks.” You are in the classroom to educate, not to provide childcare.

- Immediately establish your behavior expectations.
- Whenever possible avoid an open clash with the student(s). Kindness and sympathy, lined with firmness is a far better way of maintaining class control.
- Be calm. This is particularly true when working with intermediate/middle school students, BD, Special Ed., etc. If you do lose your temper, calm down as soon as possible. Emotions are contagious.
- Keep the students busy!!!
- Change the seating arrangement of disruptive students.
- High-class morale can be maintained with praise from the teacher. Walk around the room. Stand next to the noisy person or group.
- Model the behavior you want from the students.
- Try to talk to each of the students on a personal level.
- Try to have a current seating chart for the classes. Call the students by name. Ask questions of other teachers and the school administrators in unsure situations.
- When an obvious classroom procedure has been established with which the students are familiar, work with it. Do not try to impose an entirely new system for one or two days.
- When you sense that the students are willing to be helpful in terms of clarifying procedures, use them.

Fremont Public School Foundation

The Fremont Public School Foundation was founded in 2003, and the mission of the foundation is to provide support for the Fremont Public Schools. In this day and age, it is vital to supplement tax dollars with private donations. We want the students in our schools to have every advantage necessary to be on an even playing field with students from any school district in the world.

Our foundation creates a tax-deductible avenue for donations from the private sector. Businesses and individuals who believe in the importance of a strong public school system can use this avenue to help make our school system even stronger.

Some major projects completed by the foundation include placing iPads in every K-4 classroom (including the purchase of educational applications for them), renovations to the Nell McPherson Theater, the installation of automated defibrillators in **all** Fremont School Facilities including Bergan and Trinity, the installation of digital projectors in all core area classrooms in the Fremont Public Schools, establishing the Academic Achievement Celebration to honor and encourage academic achievement, and most recently the CTE Sustainability Program, and the FHS varsity athletic stadium

The foundation also creates the avenue for school groups to raise private funds through tax-deductible contributions made to the Foundation. The Choir Boosters, the Sensory Courtyard, the Nell McPherson Theatre Renovation, Project Fit America Program, and the Career Technical Education Sustainability Program have all utilized the foundation to provide hundreds of thousands of dollars of private funding to the District, touching the lives of thousands of Fremont Public School Students.

The Foundation also funds the Creative Teaching Grant program, which awards grants each year to teachers for creative projects.

We appreciate the support of the Fremont Staff members. Donations can be made through the payroll deduction plan, and you will have that opportunity again this year to support the ongoing operation of your Foundation. We hope this year that all staff members will take advantage of the opportunity to have a few dollars deducted from your check each month. The power of almost 800 staff members each making a small donation can be an awesome thing.

The foundation is here to support your efforts, and we hope you all are able to make this the greatest school year ever for each of your students. Have a great year.

Kevin Eairleywine, Executive Director

Fremont Public Schools

2026-2027 ABCDE Elementary School Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week 8/5 -
• Includes 2 weather make-up days 8/5 -
• Includes 3 days of Prof. Dev.
8/5 - (PD/Work/Opening Session)
8/12 - First day of school
8/12 - • K-8 Noon Dismissal
8/13 - • K-4 Noon Dismissal

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14-A	15
16	17-B	18-C	19-D	20-E	21-A	22
23	24-B	25-C	26-D	27-E	28-A	29
30	31-B	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/28 - P/T Conferences (BF, DP, LN, MP)

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1-C	2-D	3-E	4-A	5
6	7	8	9-B	10-C	11-D	12
13	14-E	15-A	16-B	17-C	18-D	19
20	21-E	22-A	23-B	24-C	25-D	26
27	28-E	29-A	30-B	1	2	3

10/5 - P/T Conferences (GT, HW, WSH)
10/6 - P/T Conferences (BF, DP, LN, MP)
10/8 - P/T Conferences (GT, HW, WSH)
10/9 - No School: All Day P/T Conferences
10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff (PD / Work)

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1-C	2-D	3
4	5-E	6-A	7-B	8-C	9	10
11	12	13	14	15-D	16-E	17
18	19-A	20-B	21-C	22-D	23-E	24
25	26-A	27-B	28-C	29-D	30-E	31

11/9 - No School: Staff PD Day
11/25 - No School: Thanksgiving
11/25 - Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2-A	3-B	4-C	5-D	6-E	7
8	9	10-A	11-B	12-C	13-D	14
15	16-E	17-A	18-B	19-C	20-D	21
22	23-E	24-A	25	26	27	28
29	30-B	1	2	3	4	5

12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff
12/18 - 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
12/21 - • (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1-C	2-D	3-E	4-A	5
6	7-B	8-C	9-D	10-E	11-A	12
13	14-B	15-C	16-D	17-E	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff
1/4 - 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5-A	6-B	7-C	8-D	9
10	11-E	12-A	13-B	14-C	15-D	16
17	18	19-E	20-A	21-B	22-C	23
24	25-D	26-E	27-A	28-B	29-C	30

FEBRUARY 2027

S	M	T	W	T	F	S
31	1-D	2-E	3-A	4-B	5	6
7	8-C	9-D	10-E	11-A	12	13
14	15	16-B	17-C	18-D	19-E	20
21	22-A	23-B	24-C	25-D	26-E	27
28	1	2	3	4	5	6

2/1 - P/T Conferences (GT, HW, WSH)
2/2 - P/T Conferences (BF, DP, LN, MP)
2/4 - P/T Conferences (GT, HW, WSH)
2/5 - No School: All Day P/T Conferences
2/8 - P/T Conferences (BF, DP, LN, MP)
2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1-A	2-B	3-C	4-D	5-E	6
7	8-A	9-B	10-C	11-D	12	13
14	15-E	16-A	17-B	18-C	19-D	20
21	22-E	23-A	24	25	26	27
28	29	30-B	31-C	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff
3/12 - 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
3/24 - • (3/24-3/29)

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1-D	2-E	3
4	5-A	6-B	7-C	8-D	9-E	10
11	12-A	13-B	14-C	15-D	16-E	17
18	19-A	20-B	21-C	22-D	23-E	24
25	26-A	27-B	28-C	29	30	1

4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3-D	4-E	5-A	6-B	7-C	8
9	10-D	11-E	12-A	13-B	14-C	15
16	17-D	18-E	19-A	20-B	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
5/20 - • End of Quarter 4
5/20 - • Early Dismissal (Noon)
5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
• Q1:40
• Q2:43.5
• Q3:44
• Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Fremont Public Schools

2026-2027 Elementary School Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week
8/5 - • Includes 2 weather make-up days
8/5 - • Includes 3 days of Prof. Dev.
8/5 - (PD/Work/Opening Session)
8/12 - First day of school
8/12 - • K-8 Noon Dismissal
8/13 - • K-4 Noon Dismissal

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/28 - P/T Conferences (BF, DP, LN, MP)

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

10/5 - P/T Conferences (GT, HW, WSH)
10/6 - P/T Conferences (BF, DP, LN, MP)
10/8 - P/T Conferences (GT, HW, WSH)
10/9 - No School: All Day P/T Conferences
10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff (PD / Work)

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

11/9 - No School: Staff PD Day
11/25 - No School: Thanksgiving
11/25 - Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff
12/18 - 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
12/21 - • (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff
1/4 - 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

FEBRUARY 2027

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

2/1 - P/T Conferences (GT, HW, WSH)
2/2 - P/T Conferences (BF, DP, LN, MP)
2/4 - P/T Conferences (GT, HW, WSH)
2/5 - No School: All Day P/T Conferences
2/8 - P/T Conferences (BF, DP, LN, MP)
2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff
3/12 - 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
3/24 - • (3/24-3/29)

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
5/20 - • End of Quarter 4
5/20 - • Early Dismissal (Noon)
5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

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Total Teacher Days: 187
- Q1:40
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JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days | No School | No Students | P/T Conferences | Special Events

Fremont Public Schools

2026-2027 Johnson Crossing Academic Center Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week
8/5 - • Includes 2 weather make-up days
8/5 - (PD/Work)
8/5 - • Includes 3 days of Prof. Dev.
8/5 - (PD/Work/Opening Session)
8/12 - First day of school
8/12 - • K-8 Noon Dismissal

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/29 - JCAC Parent/Teacher Conferences

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

10/1 - JCAC Parent/Teacher Conferences
10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff
10/14 - 1/2 PD Day, 1/2 Work

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

11/9 - No School: Staff PD Day
11/25 - No School: Thanksgiving
11/25 - Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff
12/18 - 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
12/21 - • (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff
1/4 - 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day
1/26 - JCAC Parent/Teacher Conferences
1/28 - JCAC Parent/Teacher Conferences

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

FEBRUARY 2027

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff
3/12 - 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
3/24 - • (3/24-3/29)

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
5/20 - • End of Quarter 4
5/20 - • Early Dismissal (Noon)
5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
- Q1:40
- Q2:43.5
- Q3:44
- Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days | No School | No Students | P/T Conferences | Special Events

Fremont Public Schools

2026-2027 Fremont High School Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week
- Includes 2 weather make-up days (PD/Work)
- Includes 3 days of Prof. Dev. (PD/Work/Opening Session)

8/12 - First day of school

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/21 - HS Parent/Teacher Conferences

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff 1/2 PD Day, 1/2 Work

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

11/9 - No School: Staff PD Day
11/10 - 9-12 Registration Night
11/12 - 9-12 Registration Night
11/25 - No School: Thanksgiving Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

12/4 - 9-12 Noon dismissal for
12/4 - • Wrestling invite
12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
- (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

FEBRUARY 2027

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

2/1 - HS Parent/Teacher Conferences
2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
- (3/24-3/29)

3/31 - 9-11 1:15 Dismissal - Testing
- Grade 12 No School

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

4/16 - 1:30 Dismissal Pat Murphy Relays
4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
- End of Quarter 4
- Early Dismissal (Noon)

5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
- Q1:40
- Q2:43.5
- Q3:44
- Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days | No School | No Students | P/T Conferences | Special Events

Fremont Public Schools

2026-2027 Fremont Middle School Calendar

7/29 - New Teacher Activities (7/29 - 8/4)
8/5 - 8/11: Teacher Workshop Week
- Includes 2 weather make-up days (PD/Work)
- Includes 3 days of Prof. Dev. (PD/Work/Opening Session)

8/12 - First day of school
- K-8 Noon Dismissal

AUGUST 2026

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

9/7 - No School: Labor Day
9/8 - No School: Staff PD Day
9/22 - FMS Parent/Teacher Conferences
9/24 - FMS Parent/Teacher Conferences

SEPTEMBER 2026

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

10/9 - End of First Quarter
10/12 - No School: Compensatory Day
10/13 - No School: Fall Break
10/14 - No School: Staff 1/2 PD Day, 1/2 Work

OCTOBER 2026

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

11/9 - No School: Staff PD Day
11/25 - No School: Thanksgiving
Thanksgiving Break (11/25-11/27)

NOVEMBER 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

12/17 - K-12 End of Quarter 2,
12/18 - No School: Staff 1/2 PD Day, 1/2 Work
12/21 - No School: Winter Break
- (12/21-1/1)

DECEMBER 2026

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

1/1 - No School: New Year's Day
1/4 - No School: Staff 1/2 PD Day, 1/2 Work
1/18 - No School: Martin Luther King Jr. Day

JANUARY 2027

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

FEBRUARY 2027

S	M	T	W	T	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

2/9 - FMS Parent/Teacher Conferences
2/11 - FMS Parent/Teacher Conferences
2/12 - No School: Compensatory Day
2/15 - No School: Staff PD Day

MARCH 2027

S	M	T	W	T	F	S
28	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

3/11 - K-12 End of Quarter 3,
3/12 - No School: Staff 1/2 PD Day, 1/2 Work
3/24 - No School: Quarter Break
- (3/24-3/29)

APRIL 2027

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

4/29 - No School: Staff PD Day
4/30 - No School: Spring Break

MAY 2027

S	M	T	W	T	F	S
25	26	27	28	29	30	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

5/20 - Last day of School
- End of Quarter 4
- Early Dismissal (Noon)

5/21 - No School: Staff PD Day
5/31 - Memorial Day

JUNE 2027

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Total Student Days: 169.5
Total Teacher Days: 187
- Q1:40
- Q2:43.5
- Q3:44
- Q4:42

JULY 2027

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Begin / End Days | No School | No Students | P/T Conferences | Special Events

RESOLUTION APPROVING STAFF TRAININGS

WHEREAS, the School District is required by various state and federal laws to train staff on numerous topics; and,

WHEREAS, Nebraska law defers to each Board of Education to determine the reasonable length of time for certain staff training requirements; and

WHEREAS, to ensure that the District's planned training requirements for the 2026-2027 school year comply with Nebraska's statutory requirements, and to ensure the Board of Education is aware of and approves of other required staff trainings during the 2026-2027 school year, the Board of Education adopts this Resolution to find and determine that the following training requirements are reasonable in scope and length.

NOW, THEREFORE, **BE IT RESOLVED** that the Board of Education hereby determines as follows:

1. The following trainings are reasonable in both length and scope and the Superintendent or designee shall identify the District staff who shall be trained as follows:

Subject	**Required by**	**Source of Training**	**Approximate Length of Training**
Behavioral Awareness and Intervention	Neb. Rev. Stat. § 79-262.01	ESU CC BITS through Safe Schools	60 minutes
Behavioral Awareness	Neb. Rev. Stat. §§ 79-3602 & 3603	Staff Meetings & PBIS KickOff	30 Minutes
Dating Violence Prevention	Neb. Rev. Stat. § 79-2,141	Safe Schools (5th-12th)	34 Minutes
Suicide Prevention	Neb. Rev. Stat. § 79-2,146	Safe Schools (Jason Flatt Act - Nebraska)	69 minutes
Concussion Awareness	Neb. Rev. Stat. § 71-9104	Safe Schools	24 minutes
Intruder/Security Awareness and Preparedness	Neb. Rev. Stat. § 79-2,144(5)	Safe Schools	14 Minutes
Anti-Bullying	Neb. Rev. Stat. § 79-2,137; NDE Rule 10.011.01F	Safe Schools	26 Minutes
Anti-Harassment and Discrimination	Title IX, 20 U.S. Code § 1681	Safe Schools (Title IX Compliance Overview)	28 Minutes
Safe Seizure	Neb. Rev. Stat. § 79-3204	Safe Schools	29 minutes

Schools			
Bloodborne Pathogens	Occupational Safety and Health Administration, Standard 29 CFR 1910.1030	Safe Schools	25 minutes (refresher is 14 minutes)

2. The Superintendent or designee is authorized to implement additional training requirements for staff if the Superintendent or designee determines that additional training would be in the best interest of the District and/or is otherwise required by law.

3. The Superintendent or designee is further authorized to deviate from the source of these training requirements if any unexpected circumstances arise and the Superintendent or designee determines that it is in the best interests of the District to require a different training(s).

4. All District staff who are directed to attend or participate in any training requirement(s) must complete such training(s) in good faith and in accordance with this Resolution and the directives of the Superintendent or designee.

This Resolution shall continue until or unless modified by a vote of the majority of a quorum of the Board of Education.

DATED this 13th day of July, 2026.

FREMONT PUBLIC SCHOOLS

BY: _____
President

FREMONT PUBLIC SCHOOLS

Main Street Education & Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

Tuition Rates for 2026-2027

2024-2025 ADM Cost	$14,613
Growth Rate	1.003
2026-2027 K-12 Tuition Rate	$14,656
2024-2025 SPED Tuition Rate	$34,642
Growth Rate	1.003
2026-2027 SPED Tuition Rate	$34,746*

*Actual tuition would be determined based on level of programming required by IEP.

Respectfully submitted,

Dr. Chris Loofe
Assistant Superintendent
Fremont Public Schools

July 13, 2026

RESOLUTION

WHEREAS, the Nebraska Legislature enacted several measures this past legislative session, including LB 243, to adjust public school district revenue and finances; and,

WHEREAS, LB 243 generally limits a public school district's property tax request authority, subject to limited exceptions; and

WHEREAS, LB 243 includes an exception to generally allow a school district to otherwise exceed the default property tax request authority if at least seventy percent of the Board of Education votes in favor of the increased request; and

WHEREAS, a Board of Education of a school district with an average daily membership of more than three thousand forty-four students but no more than ten thousand students may increase its tax request by an additional five percent above the base growth percentage; and

WHEREAS, this School District's average daily membership is more than three thousand forty-four students but no more than ten thousand students; and

WHEREAS, due to rising enrollment, student and staffing needs, and the need to maintain its budgetary obligations, the Board of Education of Dodge County School District 0001, a/k/a Fremont Public Schools (the "School District") hereby desires to increase its base growth percentage by an additional five percent or other maximum amount as permitted by law; and

WHEREAS, public notice of this possible increase was published in a legal newspaper of general circulation in the School District at least one week prior to this Board meeting.

NOW, THEREFORE, **BE IT RESOLVED** that, pursuant to Section 5 of 2023 Neb. Laws 243, at least seventy percent of the Board of Education of the School District affirmatively votes to increase to the School District's overall property tax request authority by an additional five percent above the base growth percentage, or other maximum amount as permitted by law. The Superintendent or designee is hereby authorized and directed to take any action consistent with this Resolution to ensure that the School District's overall property tax request complies with this Resolution.

Member _____ moved for their passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

_____
_____

_____
_____
_____.The following members voted against the same: _____
_____
_____.

The following members were absent or not voting: _____.

The above Resolution having been approved to by at least seventy percent of the Members of the Board of Education, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings law.

DATED this ___ day of _____, 2026.

FREMONT PUBLIC SCHOOLS

BY: _____ President

ATTEST:

_____ Secretary