

Ainsworth Community Schools
Board of Education
Student Data Retreat & Regular Meeting
High School Library
October 12, 2020 - 6:30 PM

AGENDA

The Mission Slogan of Ainsworth Community Schools is "ACS CARES: We are Committed to Achieving Results for Everyone's Success"

In accordance with the Nebraska Open Meetings Act 84-1407-14 the Open Meetings Act is posted on the south wall of the District Office Board Meeting Room.

{{Name: Agenda Item Name}} {{AgendaItemEnd}}

The Board reserves the right to move into closed session to protect the public interest or needless injury to the reputation of an individual for any action item listed on the agenda. The Board may, at its discretion, change the order of the agenda to accommodate unforeseen issues related to an agenda item.

1. Student Data Retreat
2. Opening Procedure, Regular Meeting of Board
 1. Call to Order, Roll Call, and Pledge of Allegiance
 2. Additions to Published Agenda, if any
 3. Welcome Extended to Visitors
 4. Community Input on any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.
 5. Community Input on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.
6. Consent Agenda
 1. Minutes of Previous Meeting(s), attached
 2. Set the next regular meeting for November 9, 2020, at 7:00 p.m.in the District Office or Library depending on current health measures. The current agendas will be available for public inspection in the office of the superintendent.
 3. Payment of Claims, Authorization Report, attached
 4. Cash Flow and Financial Reports
3. Reports/Information to the Board
 1. Visitors and Report from NCDC
 2. Principals and Activities Director Reports
 3. Superintendent Report
4. Action Items
 1. Confirmation of Depreciation Funds Use
 2. Roof Sections 6 & 8 Replacement
 3. Title IX Policy Approval
 4. Option Enrollment Request
 5. COVID-19 Update and Current Plans
5. Adjourn

September 14, 2020

The Board of Education of School District #10 held a public hearing on the 2020-21 Budget of Expenditures on Monday, September 14, 2020. Board members present were: Brad Wilkins, Scott Erthum, Jessica Pozehl, Frank Beel, Mark Johnson and Jim Arens. Also present were Principals Curtis Childers, Steve Dike and Superintendent Dale Hafer. There were a few guests in attendance. The hearing was opened by Board President, Jim Arens at 8:00 p.m.

Notice of the hearing was in the Ainsworth Star Journal and on radio station KBRB.

As noted during the meeting a current copy of the Open Meetings Act is posted on the south wall of the District Office meeting room.

Superintendent Hafer provided extra copies for the public and posted the hearing on the school's website. He went over the proposed 2020-19 Budget of Expenditures. There were a few questions from the public.

President Arens adjourned the Budget of Expenditures hearing at 8:12 p.m.

The Board of Education of School District #10 held a public hearing on the 2020-19 Tax Request on Monday, September 14, 2020. Board members present were: Brad Wilkins, Scott Erthum, Jessica Pozehl, Frank Beel, Mark Johnson and Jim Arens. Also present were Principals Curtis Childers, Steve Dike and Superintendent Dale Hafer. There were a few guests in attendance. The hearing was opened by Board President, Jim Arens at 8:14 p.m.

Superintendent Hafer provided extra copies for the public and posted the 2020-19 Tax Request on the school's website. Superintendent Hafer went over the proposed 2020-19 Tax Request. There was no public comment.

President Arens adjourned the 2020-19 Tax Request hearing adjourned at 8:17 p.m.

Laurie Witte, Recording Secretary

Jim Arens, Board President

September 14, 2020

The Board of Education of School District #10 held a regular meeting on Monday, September 14, 2020. Board members present were: Brad Wilkins, Scott Erthum, Jessica Pozehl, Frank Beel, Mark Johnson and Jim Arens. Also present were Principals Curtis Childers, Steve Dike and Superintendent Dale Hafer. There were a few guests in attendance. The meeting was called to order by Board President Jim Arens at 8:14 p.m.

Notice of the meeting was in the Ainsworth Star Journal and on radio station KBRB.

As noted during the meeting a current copy of the Open Meetings Act is posted on the south wall of the District Office meeting room.

Motion was made by Mark Johnson seconded by Brad Wilkins to approve the following consent agenda items: Minutes of the August 10 & 24 meetings, claims in the amount of \$98,138.58 from the General Fund, \$4,641.46 from the Hot Lunch Fund, \$ 2,528.24 from the Section 125 Fund, \$55,000.00 from the Depreciation Fund. The Cash Flow Report for the month of August was given. The Treasurer's Report was given as follows: Cash Assets: August 31st \$2,410,888.01. A data retreat is scheduled for 6:30 p.m. followed by a regular meeting on October 12, 2020 in the District Office. Roll call vote: Unanimous. Motion carried.

| | | |
|-------|----------------------------------|----------|
| 37085 | 1ST CLASS AUTO | 512.05 |
| 37086 | AINSWORTH MOTORS | 39.00 |
| 37087 | AINSWORTH STAR-JOURNAL | 190.62 |
| 37088 | AKRS EQUIPMENT | 32.00 |
| 37089 | AMAZON CAPITAL SERVICES | 2,754.16 |
| 37090 | APPEARA | 55.96 |
| 37091 | APPLIED CONNECTIVE | 2,796.00 |
| 37092 | BLACK HILLS ENERGY | 366.09 |
| 37093 | BOMGAARS | 1,171.32 |
| 37094 | BROWN COUNTY HOSPITAL | 494.54 |
| 37095 | BUCKLES AUTOMOTIVE | 89.92 |
| 37096 | BYTESPEED COMPUTERS | 1,569.00 |
| 37097 | CDW GOVERNMENT LLC | 2,235.89 |
| 37098 | CENTRAL VALLEY AG | 1,188.22 |
| 37099 | CENTURY LUMBER CENTER | 2,205.78 |
| 37100 | CITY OF AINSWORTH | 1,392.90 |
| 37101 | CONDITIONED AIR MECHAINICAL | 2,170.00 |
| 37102 | RONDA DAVIS | 500.00 |
| 37103 | SHAWNA DODDS | 362.17 |
| 37104 | DOLLAR GENERAL | 5.00 |
| 37105 | E S U #17-MAIN | 3,561.44 |
| 37106 | ENGINEERED CONTROLS, INC | 4,160.00 |
| 37107 | ESU #10 | 66.99 |
| 37108 | ESU COORDINATING COUNCIL | 125.55 |
| 37109 | EVAN-MOOR EDUCATIONAL PUBLISHERS | 39.97 |
| 37110 | AMANDA EVANS | 24.95 |
| 37111 | FERNAU SIDING & SEAMLESS GUTTERS | 84.26 |
| 37112 | CAREN FERNAU | 500.00 |
| 37113 | JOSEPH FINLEY | 14.98 |
| 37114 | FLOOR MAINTENANCE | 373.34 |
| 37115 | MELISSA FREUDENBURG | 367.09 |
| 37116 | FRONTIER DIESEL | 6,499.74 |
| 37117 | GRIZZLY INDUSTRIAL INC | 121.12 |
| 37118 | H & R FOOD CENTER | 54.52 |
| 37119 | HAGGERTY'S MUSICWORKS | 41.91 |
| 37120 | HOUCHEM BINDERY | 123.20 |
| 37121 | ICON IMPROVEMENTS, LLC | 6,517.00 |
| 37122 | INNOVATIVE OFFICE SOLUTIONS, LLC | 292.71 |

| | | |
|-------|-----------------------------------|-----------|
| 37123 | ISLAND SUPPLY WELDING CO | 4,358.98 |
| 37124 | IXL LEARNING | 330.00 |
| 37125 | TAMASINE JACOBSEN | 500.00 |
| 37126 | JASON NELSON | 30.00 |
| 37127 | KBRB AM FM | 642.00 |
| 37128 | KCAV | 136.95 |
| 37129 | KSB SCHOOL LAW | 272.50 |
| 37130 | LIFE GUARD MD | 4,761.00 |
| 37131 | LOOKOUT BOOKS | 85.88 |
| 37132 | QUADIENT LEASING USA, INC. | 246.00 |
| 37133 | LEANNE MAXWELL | 39.83 |
| 37134 | MEDICAL ENTERPRISES INC | 30.00 |
| 37135 | MICHELLE APPELT | 321.20 |
| 37136 | MORRISON UNDERGROUND SPRINKLERS | 4,668.96 |
| 37137 | NE ASSOCIATION OF SCHOOL BOARD | 60.00 |
| 37138 | NE COUNCIL OF SCHOOL ADMIN | 150.00 |
| 37139 | NEBRASKA PUBLIC POWER DISTRICT | 7,473.77 |
| 37140 | NEBRASKA SAFETY & FIRE EQUIP | 3,240.50 |
| 37141 | NORTHEAST COMMUNITY COLLEGE | 429.80 |
| 37142 | NRCSA | 75.00 |
| 37143 | O KEEFE ELEVATOR COMPANY INC | 527.61 |
| 37144 | OFFICE PRODUCTS CENTER | 563.14 |
| 37145 | OLSONS PEST TECHNICIANS | 88.00 |
| 37146 | ONE SOURCE | 260.00 |
| 37147 | PALMER CUSTOM EMBROIDERY & MORE | 43.96 |
| 37148 | PAPER TIGER SHREDDING | 128.05 |
| 37149 | PRECISION AUTOBODY | 40.00 |
| 37150 | PYRAMID SCHOOL PRODUCTS | 107.96 |
| 37151 | QUADIENT | 700.00 |
| 37152 | RACK PERFORMANCE | 900.00 |
| 37153 | RED & WHITE | 176.91 |
| 37154 | JULIE RUHTER | 412.98 |
| 37155 | SAFE-N-SECURE | 152.25 |
| 37156 | SANER HEATING AND A/C | 4,331.00 |
| 37157 | SANER PLUMBING AND IRON | 2,053.05 |
| 37158 | DARLA SAWLE | 316.05 |
| 37159 | HANNAH SCHMITZ | 550.63 |
| 37160 | SCHOLASTIC | 525.92 |
| 37161 | SCHOOL MATE | 114.00 |
| 37162 | SCHOOL SPECIALTY SUPPLY | 194.69 |
| 37163 | SAMANTHA SEDLACEK | 237.04 |
| 37164 | SEESAW | 984.50 |
| 37165 | SEVEN SPRINGS INC | 125.00 |
| 37166 | SMALL TOWN FAMOUS | 410.00 |
| 37167 | ASHLEY SMITH | 573.58 |
| 37168 | SOCIAL STUDIES SCHOOL SERVICE | 29.12 |
| 37169 | STAPLES ADVANTAGE | 3,341.13 |
| 37170 | SWIVL | 128.00 |
| 37171 | LOREECE THORNTON | 500.00 |
| 37172 | THREE RIVER TELCO | 665.96 |
| 37173 | TRAVIS ELECTRIC INC | 1,335.40 |
| 37174 | AMANDA TURPIN | 206.49 |
| 37175 | UNK COLLEGE OF EDUCATION BUILDING | 2,000.00 |
| 37176 | VISA | 535.00 |
| 37177 | VISA | 1,917.88 |
| 37178 | WAGeworks | 176.00 |
| 37179 | KARA WELCH | 500.00 |
| 37180 | WENGER CORPORATION | 494.00 |
| 37181 | WEX BANK | 242.47 |
| 37182 | WILLIAM V MACGILL & CO | 435.97 |
| 37183 | RACHEL WILLIAMS | 79.31 |
| 37184 | WM KROTTER CO-AINSWORTH | 83.77 |
| 1096 | WAGE WORKS INC | 2,528.24 |
| 325 | ICON IMPROVEMENTS, LLC | 55,000.00 |
| 8 | LUNCHTIME SOLUTIONS | 3,644.48 |
| 3503 | HEARTLAND PAYMENT SYSTEMS, INC | 960.50 |

Elementary Principal Curtis Childers reported on the following: PBIS, Monthly Mission is Own our Actions, Monthly Celebration, DIBELS, Homecoming Week, K-6 Enrollment.

High School Principal Steve Dike reported on the following: Enrollment, FFA Hired Han Auction, September In-Service.

Activities Directors Scott Steinhauser and Jared Hansmeyer reported on the following: Fall Activities. Parents Night, Homecoming, DI, Mock Trial, Booster Club Fundraiser.

High School Guidance Counselor Lisa Schlueter applied for and received a four-year College Access Grant in the amount of \$20,000. The purpose of the grant is to help all students going on to a 2-4 year college following high school graduation.

Superintendent Dale Hafer reported on the following: Financial Report, Strategic Planning, Facilities, Student Data Retreat, Superintendent Evaluation, Board Leadership and Development Opportunities, Negotiations. NASB monthly Board Meeting Update.

Motion was made by Brad Wilkins and seconded by Jessica Pozehl to approve the 2020-21 School District #10 Budget as presented during the Budget Hearing. Roll call vote: Unanimous. Motion carried.

Motion was made by Jessica Pozehl and seconded by Frank Beel to approve the resolution to set the final tax request for 2020-19 School District #10 as presented in the tax request hearing. Roll call vote: Unanimous. Motion carried.

Motion was made by Scott Erthum and seconded by Mark Johnson to approve the first reading of policies for revision or additions related to updated Title IX requirements as presented. Roll call vote: Unanimous.

Motion was made by Mark Johnson and seconded by Brad Wilkins to approve the option enrollment request for Emberly Zwiebel to attend Rock County for the 2020-21 school year. Roll call vote: Unanimous. Motion carried.

Motion was made by Frank Beel and seconded by Scott Erthum to approve the option enrollment request for Colby Grupe to attend Rock County for the 2020-21 school year. Roll call vote: Unanimous. Motion carried.

Motion was made by Mark Johnson and seconded by Brad Wilkins to approve the option enrollment request for Haley Stanley to attend Rock County for the 2020-21 school year. Roll call vote: Unanimous. Motion carried.

Motion was made by Jim Arens and seconded by Brad Wilkins to adjourn the meeting at 9:12 p.m. Roll call vote: Unanimous. Motion carried.

The Board will hold a data retreat at 6:30 p.m. followed by a regular meeting on October 12, 2020 in the District Office. Current agendas and/or discussion topics will be available for public inspection in the office of the superintendent.

Laurie Witte, Recording Secretary

Jim Arens, Board President

| <u>Vendor Name</u> | <u>Invoice</u> | <u>Check #</u> | <u>Amount</u> | <u>Description</u> |
|-------------------------|------------------------|------------------------------|---------------|---|
| Checking | 1 | Fund: 01 GENERAL FUND | | |
| 1ST CLASS AUTO | 16773 | 37208 | 895.65 | SUBURBAN AIR COND HOSES Vendor Total: 895.65 |
| AINSWORTH STAR-JOURNAL | 18194-95-18225- --- | 37209 | 325.26 | MINUTES, BUDGET HEARING & CAR WASH Vendor Total: 325.26 |
| AKRS EQUIPMENT | 2564887 | 37210 | 383.67 | PAINT SPRAYER REPAIR Vendor Total: 383.67 |
| AMAZON CAPITAL SERVICES | 13P4-LLYG6-K9YF | 37211 | 60.07 | SUPPLIES |
| AMAZON CAPITAL SERVICES | 1499-LWQY-RHMQ | 37211 | 662.53 | 3M EASY SCRUB MOPS, PADS & VACUUM BAGS |
| AMAZON CAPITAL SERVICES | 14YG-JN3N-JJG9 | 37211 | 149.99 | SUPPLIES |
| AMAZON CAPITAL SERVICES | 1GKX-WWP1-4M4Q | 37211 | 511.30 | ANTIBACTERIAL HAND SOAP |
| AMAZON CAPITAL SERVICES | 1JF1-NKP4-XXL6 | 37211 | 52.92 | PULL-UP |
| AMAZON CAPITAL SERVICES | 1KYF-1RJL-HM7C | 37211 | 319.97 | DISPOSABLE FACE MASK |
| AMAZON CAPITAL SERVICES | 1N64-KKFVR-LYDL | 37211 | 11.98 | PAGE PROTECTOR |
| AMAZON CAPITAL SERVICES | 1TKR-9YY7-3NCQ | 37211 | 39.97 | PULLUPS |
| AMAZON CAPITAL SERVICES | 1W9P-CD9L-PQW1 | 37211 | 83.13 | LAMINATING POUCHES |
| AMAZON CAPITAL SERVICES | 1WQT-HJLL-1PQT | 37211 | 26.95 | HEADPHONES |
| AMAZON CAPITAL SERVICES | 1Y3Y-M1M6-LTTX | 37211 | 169.79 | TV FOR ELEM OFFICE Vendor Total: 2,088.60 |
| APEX LEARNING | 00129631 | 37212 | 500.00 | COMPREHENSIVE COURSES Vendor Total: 500.00 |
| APPEARA | 0583283 | 37213 | 55.96 | DUST MOPS RAGS FLOORCARE SUPPLIES Vendor Total: 55.96 |
| APPLIED CONNECTIVE | 134504 | 37214 | 75.00 | ELEMENTARY NIGHT MODE FIXED Vendor Total: 75.00 |
| BLICK ART MATERIALS | 4583767 | 37215 | 49.62 | PAINT Vendor Total: 49.62 |
| BOMGAARS | 32506191- ----- | 37216 | 398.10 | PAINT, BRUSHES, TAPE, CHAIN, GLOVES, SPRAY Vendor Total: 398.10 |
| BROWN COUNTY HOSPITAL | 900175-0033- --- | 37217 | 646.72 | PT SERVICES Vendor Total: 646.72 |
| BUCKLES AUTOMOTIVE | 310466-311590 | 37218 | 142.07 | WD40, SCREWS, NOZZLE, HOSE Vendor Total: 142.07 |
| BUNCH, AMANDA | 1Y4M-7MX1-M6MY | 37219 | 24.58 | CALENDAR |
| BUNCH, AMANDA | V*1Y4M-7MX1- - | 37219 | (24.58) | CALENDAR Vendor Total: 0.00 |
| CANNADAY, MICHEAL | MC-AUG&SEP2020 | 37220 | 162.24 | AUGUST & SEPTEMBER 2020 MILEAGE Vendor Total: 162.24 |
| CDW GOVERNMENT LLC | 1782191 | 37221 | 384.52 | TONER |
| CDW GOVERNMENT LLC | 1784775 | 37221 | 563.46 | TONER |
| CDW GOVERNMENT LLC | 2320839 | 37221 | 781.80 | PRINTER, TONER |

| <u>Vendor Name</u> | <u>Invoice</u> | <u>Check #</u> | <u>Amount</u> | <u>Description</u> | |
|---------------------------------|-------------------|----------------|----------------------|----------------------------------|-------------------|
| CDW GOVERNMENT LLC | ZXM2937 | 37221 | 310.81 | MAINTENANCE KIT | |
| CDW GOVERNMENT LLC | ZZL2464 | 37221 | 372.06 | TONER BLACK | |
| | | | Vendor Total: | | 2,412.65 |
| CENTRAL NEBRASKA COMMUNITY | CNCS-JULY2020 | 37222 | 5,582.76 | 4TH QUARTER BILLING APR-JUN 2020 | |
| | | | Vendor Total: | | 5,582.76 |
| CENTRAL VALLEY AG | G207070- ----- | 37223 | 1,164.57 | FUEL | |
| | | | Vendor Total: | | 1,164.57 |
| CENTURY LUMBER CENTER | 445737 | 37224 | 300.01 | SUPPLIES | |
| | | | Vendor Total: | | 300.01 |
| CITY OF AINSWORTH | CA-SEP 14 2020 | 37225 | 6,000.00 | 2019-2020 FEE | |
| CITY OF AINSWORTH | CA-SEPT2020 | 37225 | 1,269.70 | SEWER, WATER & GARBAGE | |
| | | | Vendor Total: | | 7,269.70 |
| CONDITIONED AIR MECHAINICAL | 40850 | 37226 | 5,337.50 | 2ND HALF HVAC SERVICE AGREEMENT | |
| | | | Vendor Total: | | 5,337.50 |
| DAS STATE ACCTG-CENTRAL FINANCE | 1235025 | 37227 | 2,236.68 | INTERNET | |
| | | | Vendor Total: | | 2,236.68 |
| DESTINATION IMAGINATION INC | 91644 | 37228 | 280.00 | CHALLENGE PROGRAM TEAM | |
| | | | Vendor Total: | | 280.00 |
| DODDS, SHAWNA | SD-SEP2020 | 37229 | 501.48 | SEPTEMBER 2020 MILEAGE | |
| | | | Vendor Total: | | 501.48 |
| E S U #17-MAIN | 6808 | 37231 | 85,337.27 | SPED SERVICES | |
| | | | Vendor Total: | | 85,337.27 |
| ESU#5 | 1899 | 37232 | 6,000.00 | POWERSCHOOL CONSORTIUM | |
| | | | Vendor Total: | | 6,000.00 |
| ETA HAND2MIND | 60263567 | 37233 | 203.92 | CHILDERS DISPOSABLE FACE MASK | |
| | | | Vendor Total: | | 203.92 |
| FIRST NATIONAL BANK | CD-09/18/2020 | 37197 | 755,000.00 | CD'S | |
| | | | Vendor Total: | | 755,000.00 |
| FLOOR MAINTENANCE | WEB-8338 | 37234 | 656.74 | NABC, HAND WASH, SOAP, FRESHENER | |
| | | | Vendor Total: | | 656.74 |
| FREUDENBURG, MELISSA | MF-SEP2020 | 37235 | 524.42 | SEPTEMBER 2020 MILEAGE | |
| | | | Vendor Total: | | 524.42 |
| FRONTIER DIESEL | 9837&1061 | 37236 | 2,040.56 | BUS INSPECTIONS & BB CONDENSER | |
| | | | Vendor Total: | | 2,040.56 |
| GENERAL FUND CLEARING ACCOUNT | GFC-10/20/20 | 37289 | 1,403.24 | REIMBURSEMENT | |
| | | | Vendor Total: | | 1,403.24 |
| GLASER CERAMICS | 39594 | 37237 | 160.52 | SUPPLIES | |

| <u>Vendor Name</u> | <u>Invoice</u> | <u>Check #</u> | <u>Amount</u> | <u>Description</u> | |
|----------------------------|----------------|----------------|---------------|------------------------------------|-----------------|
| GLASER CERAMICS | 43489 | 37237 | 262.96 | SUPPLIES | |
| GLASER CERAMICS | 43490 | 37237 | 392.54 | SUPPLIES | |
| GLASER CERAMICS | 43491 | 37237 | 206.98 | SUPPLIES | |
| GLASER CERAMICS | 48754 | 37237 | 77.22 | SUPPLIES | |
| GLASER CERAMICS | 53933 | 37237 | 777.58 | SUPPLIES | |
| | | | | Vendor Total: | 1,877.80 |
| GREG'S HEATING AND AIR LLC | GH08192020 | 37238 | 72.50 | CLEANED CONDENSER COILS, ADJ THERM | |
| | | | | Vendor Total: | 72.50 |
| H & R FOOD CENTER | 11212 | 37239 | 80.12 | SUPPLIES | |
| | | | | Vendor Total: | 80.12 |
| HEFNER ELECTRONICS | 20237-0746 | 37240 | 9,746.00 | OFFICE COMPUTERS | |
| | | | | Vendor Total: | 9,746.00 |
| HOME AGAIN | 962 | 37241 | 17.00 | SINGLE STEM CARNATION | |
| | | | | Vendor Total: | 17.00 |
| HOUGHTON MIFFLIN COMPANY | 954973054 | 37242 | 669.90 | SCIENCE FUSION | |
| | | | | Vendor Total: | 669.90 |
| ISLAND SUPPLY WELDING CO | 226285 | 37243 | 112.00 | DARK GREEN VISORS | |
| ISLAND SUPPLY WELDING CO | 227159 | 37243 | 11.52 | C25 | |
| ISLAND SUPPLY WELDING CO | 643903 | 37243 | 372.08 | CYL S-PA & STARGON | |
| | | | | Vendor Total: | 495.60 |
| IXL LEARNING | S360517 | 37244 | 3,836.00 | IXL SITE LICENSE YEAR 2 OF 2 | |
| | | | | Vendor Total: | 3,836.00 |
| JAYMAR BUSINESS FORMS, INC | 58923 | 37245 | 167.77 | ACTIVITY CHECKS | |
| | | | | Vendor Total: | 167.77 |
| JOHNSON, SHARI | 100 | 37246 | 54.00 | TRANSLATING P/T CONF 9/21/2020 | |
| JOHNSON, SHARI | 101 | 37246 | 40.00 | MEET & GREET WITH ELL | |
| | | | | Vendor Total: | 94.00 |
| JW PEPPER | 362941001 | 37247 | 213.94 | MUSIC | |
| JW PEPPER | 362941873 | 37247 | 117.00 | MUSIC | |
| JW PEPPER | 362952905 | 37247 | 247.73 | MUSIC | |
| JW PEPPER | 362953605 | 37247 | 421.03 | MUSIC | |
| JW PEPPER | 362963958 | 37247 | 85.00 | MUSIC | |
| JW PEPPER | 362971103 | 37247 | 45.50 | MUSIC | |
| JW PEPPER | 362978580 | 37247 | 26.00 | MUSIC | |
| | | | | Vendor Total: | 1,156.20 |
| KBRB AM FM | 103106 | 37248 | 228.00 | ANNUAL & PARA HELP WANTED | |
| | | | | Vendor Total: | 228.00 |
| KNOWBUDDY | ARU0307989 | 37249 | 103.79 | BOOKS | |
| KNOWBUDDY | ARU0307990 | 37249 | 87.85 | BOOKS | |
| | | | | Vendor Total: | 191.64 |
| KSB SCHOOL LAW | 8816 | 37250 | 180.00 | LEGAL SERVICES | |

| <u>Vendor Name</u> | <u>Invoice</u> | <u>Check #</u> | <u>Amount</u> | <u>Description</u> | |
|--------------------------------|----------------|----------------|---------------|---------------------------------------|------------------|
| | | | | Vendor Total: | 180.00 |
| LOOKOUT BOOKS | ARU0308114 | 37251 | 145.22 | BOOKS | |
| | | | | Vendor Total: | 145.22 |
| MAVERICK INDUSTRIES | 16154 | 37252 | 489.25 | BOILER WATER TREATMENT ANNUAL | |
| | | | | Vendor Total: | 489.25 |
| MICHELLE APPELT | MA-SEP2020 | 37253 | 458.87 | MILEAGE SEPTEMBER 2020 | |
| | | | | Vendor Total: | 458.87 |
| MIDAMERICA BOOKS | 517593 | 37254 | 233.40 | BOOKS | |
| MIDAMERICA BOOKS | 517601 | 37254 | 182.55 | BOOKS | |
| | | | | Vendor Total: | 415.95 |
| NASCO | 922497 | 37255 | 122.00 | SEWING MACHINE | |
| | | | | Vendor Total: | 122.00 |
| NE COUNCIL OF SCHOOL ADMIN | 65136 | 37256 | 100.00 | SCHOOL LAW UPDATES HAFER | |
| | | | | Vendor Total: | 100.00 |
| NEBRASKA PUBLIC POWER DISTRICT | NPPD-19986- | 37257 | 82.22 | ELECTRICITY | |
| NEBRASKA PUBLIC POWER DISTRICT | NPPD19974- | 37257 | 61.22 | ELECTRICITY | |
| NEBRASKA PUBLIC POWER DISTRICT | NPPD19977- | 37257 | 41.97 | ELECTRICITY | |
| NEBRASKA PUBLIC POWER DISTRICT | NPPD19980- | 37257 | 117.50 | ELECTRICITY | |
| NEBRASKA PUBLIC POWER DISTRICT | NPPD19983- | 37257 | 8,437.78 | ELECTRICITY | |
| | | | | Vendor Total: | 8,740.69 |
| NEBRASKA SAFETY & FIRE EQUIP | 55080 | 37258 | 570.00 | ANNUAL INSPECTION | |
| NEBRASKA SAFETY & FIRE EQUIP | 8866 | 37258 | 1,395.00 | REMOVE AND REPLACE 16 SPRINKLER HEADS | |
| | | | | Vendor Total: | 1,965.00 |
| NORONHA, LUCINDA | 001 | 37259 | 120.00 | INTERPRETING SERVICES | |
| | | | | Vendor Total: | 120.00 |
| NORTH CENTRAL DEV CENTER INC | NCDC-2020-2021 | 37260 | 10,000.00 | CONTRIBUTION 2020-2021 | |
| | | | | Vendor Total: | 10,000.00 |
| OFFICE PRODUCTS CENTER | 01KL0214 | 37261 | 32.09 | CALC RIBBON & ADDING TAPE | |
| OFFICE PRODUCTS CENTER | 01KL0256 | 37261 | 1,452.62 | SERVICE CONTRACT | |
| OFFICE PRODUCTS CENTER | 01KL2355 | 37261 | 229.99 | CALCULATOR | |
| | | | | Vendor Total: | 1,714.70 |
| OLSONS PEST TECHNICIANS | 185503 | 37262 | 125.00 | RESIDUAL FOGGER TREATMENT | |
| OLSONS PEST TECHNICIANS | 185647 | 37290 | 88.00 | MONTHLY SERVICE | |
| | | | | Vendor Total: | 213.00 |
| ONE SOURCE | 1854-20200930 | 37263 | 65.00 | BACKGROUND CHECKS | |
| | | | | Vendor Total: | 65.00 |
| OSBORN, LOIS | 576769 | 37264 | 221.00 | BAND UNIFORMS ALTER | |
| | | | | Vendor Total: | 221.00 |
| PAM HOLLENBECK | PH-AUG&SEP2020 | 37265 | 1,168.46 | AUGUST & SEPTEMBER 2020 MILEAGE | |

| <u>Vendor Name</u> | <u>Invoice</u> | <u>Check #</u> | <u>Amount</u> | <u>Description</u> | |
|--------------------------------|-----------------------|----------------|---------------|-------------------------------|-------------------------------|
| | | | | | Vendor Total: 1,168.46 |
| PERRY GUTHERY HAASE & GESSFORD | 167 | 37266 | 450.00 | LEGAL SERVICES | |
| | | | | | Vendor Total: 450.00 |
| PHONAK, LLC | 5132218223 | 37267 | 178.99 | ROGER TOCHSCREEN MIC | |
| | | | | | Vendor Total: 178.99 |
| POLLOCK, TODD | 56939958 | 37268 | 63.50 | BUS LICENSE | |
| | | | | | Vendor Total: 63.50 |
| PYRAMID SCHOOL PRODUCTS | S1410837.001 | 37269 | 108.90 | SUPPLIES | |
| PYRAMID SCHOOL PRODUCTS | S1418019.001 | 37269 | 95.32 | SUPPLIES | |
| | | | | | Vendor Total: 204.22 |
| QUILL CORPORATION | 10830749 | 37270 | 83.72 | WINDEX CLEANER | |
| | | | | | Vendor Total: 83.72 |
| REALLY GOOD STUFF | 7403642 | 37271 | 72.92 | CARPET MARK, LINE UP, HELPER | |
| | | | | | Vendor Total: 72.92 |
| RED & WHITE | 40813 | 37272 | 368.40 | SUPPLIES | |
| | | | | | Vendor Total: 368.40 |
| RUHTER, JULIE | JR-SEP2020 | 37273 | 622.74 | SEPT 2020 MILEAGE | |
| | | | | | Vendor Total: 622.74 |
| SANER PLUMBING AND IRON | 00281-00283- ----- | 37274 | 1,488.00 | LABOR, ELEM & MS RESTROOMS | |
| | | | | | Vendor Total: 1,488.00 |
| SCHMITZ, HANNAH | HS-SEP2020 | 37275 | 786.62 | SEPTEMBER MILEAGE | |
| | | | | | Vendor Total: 786.62 |
| SCHOLASTIC | 85663179- ----- | 37276 | 14.53 | 1ST GRADE | |
| | | | | | Vendor Total: 14.53 |
| SCHOOL HEALTH CORPORATION | 3825710-00 | 37277 | 338.25 | CHILDRENS MASK | |
| | | | | | Vendor Total: 338.25 |
| SCHOOL SPECIALTY SUPPLY | 208126035971 | 37278 | 13.38 | PLAY-DOH | |
| SCHOOL SPECIALTY SUPPLY | 208126161616 | 37278 | 29.00 | SPRAY BOTTLES | |
| SCHOOL SPECIALTY SUPPLY | 308103624361 | 37278 | 161.11 | SUPPLIES | |
| SCHOOL SPECIALTY SUPPLY | 308103635478 | 37278 | 46.21 | GLOVES, FLAGS, SIDEWALK CHALK | |
| | | | | | Vendor Total: 249.70 |
| SEVEN SPRINGS INC | 0098398 | 37279 | 45.00 | WATER | |
| SEVEN SPRINGS INC | 0098399 | 37279 | 7.00 | WATER | |
| SEVEN SPRINGS INC | 98465 | 37279 | 45.00 | RENTAL | |
| SEVEN SPRINGS INC | 98702 | 37279 | 63.00 | WATER | |
| SEVEN SPRINGS INC | 98703 | 37279 | 7.00 | WATER | |
| | | | | | Vendor Total: 167.00 |
| SMITH, ASHLEY | AS-SEP2020 | 37280 | 819.40 | SEPT 2020 MILEAGE | |
| | | | | | Vendor Total: 819.40 |

| <u>Vendor Name</u> | <u>Invoice</u> | <u>Check #</u> | <u>Amount</u> | <u>Description</u> | |
|-------------------------------|-----------------|----------------------------------|---------------|--------------------------------|-------------------|
| SOCIAL STUDIES SCHOOL SERVICE | SI163389 | 37281 | 13.43 | WORLD GOVERNMENTS WRBK | |
| | | | | Vendor Total: | 13.43 |
| THREE RIVER TELCO | 10351345 | 37282 | 684.10 | PHONE SERVICE | |
| | | | | Vendor Total: | 684.10 |
| TRAVIS ELECTRIC INC | 17956 | 37283 | 89.45 | SERVICE CALL & BALLAST | |
| | | | | Vendor Total: | 89.45 |
| TURPIN, AMANDA | AT-SEP2020 | 37284 | 344.14 | SEP 2020 MILEAGE | |
| | | | | Vendor Total: | 344.14 |
| VISA | SD-5800-SEP2020 | 37285 | 140.00 | CHORUS REGISTRATION | |
| | | | | Vendor Total: | 140.00 |
| WAGEWORKS | 2301581 | 37286 | 176.00 | MONTHLY ADMIN FEE | |
| | | | | Vendor Total: | 176.00 |
| WELCH, KARA | 23552935 | 37287 | 55.63 | CLOCK | |
| | | | | Vendor Total: | 55.63 |
| WEX BANK | 67771223 | 37288 | 489.27 | FUEL | |
| | | | | Vendor Total: | 489.27 |
| | | | | Fund Total: | 934,626.07 |
| | | | | Checking Account Total: | 934,626.07 |
| Checking | 13 | Fund: 13 SECTION 125 | | | |
| WAGE WORKS INC | 11484361 | 1097 | 3,653.65 | FUND TRANSFER | |
| | | | | Vendor Total: | 3,653.65 |
| | | | | Fund Total: | 3,653.65 |
| | | | | Checking Account Total: | 3,653.65 |
| Checking | 4 | Fund: 06 SCHOOL NUTRITION | | | |
| LUNCHTIME SOLUTIONS | 29316 | 9 | 14,667.27 | AUGUST MEALS | |
| | | | | Vendor Total: | 14,667.27 |
| | | | | Fund Total: | 14,667.27 |
| | | | | Checking Account Total: | 14,667.27 |

| <u>Chart of Account Number</u> | <u>Chart of Account Description</u> | <u>Beginning Balance</u> | <u>Expenses</u> | <u>Revenues</u> | <u>Balance Change</u> | <u>Balance</u> |
|--------------------------------|-------------------------------------|--------------------------|-----------------|-----------------|-----------------------|----------------|
| 05 704 | FUND BALANCE | 50,000.00 | 0.00 | 0.00 | 0.00 | 50,000.00 |
| 05 704 0101 | A CLUB BALANCE | 1,714.48 | 0.00 | 395.00 | 0.00 | 2,109.48 |
| 05 704 0105 | ACTIVITY TICKET BALANCE | 2,506.34 | 0.00 | 605.00 | 0.00 | 3,111.34 |
| 05 704 0106 | AD FUNDRAISER | 1,332.99 | 0.00 | 0.00 | 0.00 | 1,332.99 |
| 05 704 0120 | ATHLETICS BALANCE | 534.65 | 0.00 | 10.00 | 0.00 | 544.65 |
| 05 704 0125 | BAND BALANCE | 12,110.33 | 647.50 | 0.00 | 0.00 | 11,462.83 |
| 05 704 0127 | BBB FUNDRAISER | 2,750.10 | 0.00 | 0.00 | 0.00 | 2,750.10 |
| 05 704 0136 | CLAPPER CD | 46.19 | 0.00 | 6.41 | 0.00 | 52.60 |
| 05 704 0137 | CARL PERKINS BALANCE | 297.05 | 0.00 | 0.00 | 0.00 | 297.05 |
| 05 704 0140 | CHEERLEADERS BALANCE | 698.84 | 302.68 | 2,582.50 | 0.00 | 2,978.66 |
| 05 704 0145 | CHORUS BALANCE | 1,666.96 | 49.67 | 0.00 | 0.00 | 1,617.29 |
| 05 704 0167 | CONCESSIONS - BULLDOG BALANCE | 1,874.80 | 1,838.37 | 1,789.95 | 0.00 | 1,826.38 |
| 05 704 0168 | VB FUNDRAISER | 5,835.01 | 8,176.61 | 6,867.00 | 900.00 | 5,425.40 |
| 05 704 0169 | COCA COLA PARTNERSHIP BALANCE | 12,470.39 | 0.00 | 1,620.45 | 0.00 | 14,090.84 |
| 05 704 0175 | DRILL TEAM BALANCE | 3,697.51 | 507.65 | 0.00 | 0.00 | 3,189.86 |
| 05 704 0180 | DRIVER EDUCATION BALANCE | 2,260.00 | 0.00 | 0.00 | 0.00 | 2,260.00 |
| 05 704 0185 | ELEMENTARY FACULTY BALANCE | 8,738.61 | 938.47 | 1,272.50 | 0.00 | 9,072.64 |
| 05 704 0186 | ENTREPRENEUR CLASS BALANCE | 156.40 | 0.00 | 0.00 | 0.00 | 156.40 |
| 05 704 0187 | ESU INSERVICE BALANCE | 487.01 | 0.00 | 0.00 | 0.00 | 487.01 |
| 05 704 0188 | EXCELLENCE IN EDUCATION BALANC | 2,436.35 | 0.00 | 0.00 | 0.00 | 2,436.35 |
| 05 704 0190 | FBLA BALANCE | 1,727.28 | 0.00 | 0.00 | 0.00 | 1,727.28 |
| 05 704 0195 | FFA BALANCE | 7,425.93 | 703.96 | 15,597.46 | 123.05 | 22,442.48 |
| 05 704 0196 | FFA SWEETCORN | 2,890.00 | 0.00 | 50.00 | 0.00 | 2,940.00 |
| 05 704 0200 | FCCLA BALANCE | 2,506.90 | 0.00 | 0.00 | 0.00 | 2,506.90 |
| 05 704 0205 | FOREIGN LANGUAGE BALANCE | 1,129.63 | 0.00 | 0.00 | 0.00 | 1,129.63 |
| 05 704 0210 | GBB FUNDRAISER | 5,168.19 | 0.00 | 0.00 | (84.28) | 5,083.91 |
| 05 704 0215 | GENERAL SHOP BALANCE | (3,697.82) | 3,063.54 | 30.00 | 0.00 | (6,731.36) |
| 05 704 0220 | GEO CAMP BALANCE | 2,352.95 | 0.00 | 0.00 | 0.00 | 2,352.95 |
| 05 704 0221 | GIRLS GOLF FUNDRAISER BALANCE | 997.69 | 813.10 | 82.00 | 84.28 | 350.87 |
| 05 704 0223 | MS TRACK FUNDRAISER | 157.27 | 0.00 | 0.00 | 0.00 | 157.27 |
| 05 704 0225 | HIGH SCHOOL FACULTY BALANCE | 2,664.65 | 0.00 | 0.00 | 0.00 | 2,664.65 |
| 05 704 0230 | INTEREST BALANCE | 11,354.65 | 0.00 | 9.28 | 0.00 | 11,363.93 |
| 05 704 0235 | INVESTMENTS BALANCE | (50,000.00) | 0.00 | 0.00 | 0.00 | (50,000.00) |
| 05 704 0240 | ONE ACTS | 431.50 | 0.00 | 0.00 | 0.00 | 431.50 |
| 05 704 0244 | FOOTBALL FUNDRAISER | 3,305.35 | 1,673.61 | 492.50 | 0.00 | 2,124.24 |
| 05 704 0245 | LIBRARY BALANCE | 13,791.89 | 0.00 | 7.00 | 0.00 | 13,798.89 |
| 05 704 0247 | SOUTHWEST CONFERENCE | 11,131.06 | 0.00 | 0.00 | 0.00 | 11,131.06 |
| 05 704 0251 | MIDDLE SCHOOL STUDENT COUNCIL | 3,979.90 | 0.00 | 0.00 | 0.00 | 3,979.90 |

| <u>Chart of Account Number</u> | <u>Chart of Account Description</u> | <u>Beginning Balance</u> | <u>Expenses</u> | <u>Revenues</u> | <u>Balance Change</u> | <u>Balance</u> |
|--------------------------------|-------------------------------------|--------------------------|-----------------|-----------------|-----------------------|----------------|
| 05 704 0255 | MISCELLANEOUS BALANCE | (3,341.73) | 2,031.10 | 3,835.40 | 0.00 | (1,537.43) |
| 05 704 0256 | PLAYGROUND BALANCE | 6,661.08 | 0.00 | 300.00 | 0.00 | 6,961.08 |
| 05 704 0257 | DI GLOBAL FINALS BALANCE | 6,541.31 | 0.00 | 0.00 | 0.00 | 6,541.31 |
| 05 704 0258 | BALANCE RENTALS | 1,715.00 | 0.00 | 0.00 | 0.00 | 1,715.00 |
| 05 704 0259 | DISTRICT MUSIC | (309.35) | 0.00 | 0.00 | 0.00 | (309.35) |
| 05 704 0260 | NATIONAL HISTORY DAY | 1,673.38 | 0.00 | 0.00 | 0.00 | 1,673.38 |
| 05 704 0265 | SPEECH TOURNAMENT BALANCE | 156.14 | 0.00 | 0.00 | 0.00 | 156.14 |
| 05 704 0268 | STRENGTH & CONDITIONING BALANC | 318.52 | 0.00 | 0.00 | 0.00 | 318.52 |
| 05 704 0270 | STUDENT COUNCIL BALANCE | 1,075.54 | 0.00 | 0.00 | 0.00 | 1,075.54 |
| 05 704 0271 | STUDENT WELLNESS BALANCE | 3,809.02 | 0.00 | 0.00 | 0.00 | 3,809.02 |
| 05 704 0273 | SUMMER INS BALANCE | 4,730.07 | 6,518.00 | 3,528.84 | 0.00 | 1,740.91 |
| 05 704 0275 | SUMMER READING/MATH BALANCE | 502.60 | 0.00 | 0.00 | 0.00 | 502.60 |
| 05 704 0277 | ONE TO ONE BALANCE | 3,927.09 | 0.00 | 22.00 | 0.00 | 3,949.09 |
| 05 704 0280 | THESPIANS BALANCE | 2,804.10 | 175.00 | 0.00 | 0.00 | 2,629.10 |
| 05 704 0282 | TRACK FUNDRAISER | 1,762.06 | 0.00 | 0.00 | 0.00 | 1,762.06 |
| 05 704 0285 | VISUAL ARTS CLUB BALANCE | 5,428.72 | 47.00 | 162.00 | 0.00 | 5,543.72 |
| 05 704 0286 | YEARBOOK | 13,809.62 | 10.68 | 720.00 | 0.00 | 14,518.94 |
| 05 704 0288 | XC FUNDRAISER | 2,948.32 | 925.04 | 890.00 | (123.05) | 2,790.23 |
| 05 704 0290 | WR FUNDRAISER | 2,552.58 | 0.00 | 0.00 | 0.00 | 2,552.58 |
| 05 704 1001 | HS FOOTBALL BALANCE | 161.03 | 1,502.99 | 3,042.00 | 0.00 | 1,700.04 |
| 05 704 1002 | MS FOOTBALL BALANCE | (889.85) | 260.00 | 661.00 | 0.00 | (488.85) |
| 05 704 1003 | HS VOLLEYBALL BALANCE | 4,346.35 | 962.60 | 758.00 | 0.00 | 4,141.75 |
| 05 704 1004 | MS VOLLEYBALL BALANCE | 3,005.26 | 328.95 | 1,093.00 | (900.00) | 2,869.31 |
| 05 704 1005 | CROSS COUNTRY BALANCE | 2,770.75 | 1,893.45 | 470.00 | 0.00 | 1,347.30 |
| 05 704 1006 | HS WRESTLING BALANCE | 4,421.23 | 0.00 | 0.00 | 0.00 | 4,421.23 |
| 05 704 1007 | MS WRESTLING BALANCE | 3,075.15 | 0.00 | 0.00 | 0.00 | 3,075.15 |
| 05 704 1008 | HS TRACK BALANCE | 6,001.80 | 195.23 | 0.00 | 0.00 | 5,806.57 |
| 05 704 1009 | MS TRACK BALANCE | 1,216.63 | 0.00 | 0.00 | 0.00 | 1,216.63 |
| 05 704 1010 | HS BOYS BASKETBALL BALANCE | 4,458.39 | 0.00 | 0.00 | 0.00 | 4,458.39 |
| 05 704 1011 | MS BOYS BASKETBALL BALANCE | 2,329.03 | 0.00 | 0.00 | 0.00 | 2,329.03 |
| 05 704 1012 | HS GIRLS BASKETBALL BALANCE | 4,423.61 | 0.00 | 0.00 | 0.00 | 4,423.61 |
| 05 704 1013 | MS GIRLS BASKETBALL BALANCE | 3,784.45 | 0.00 | 0.00 | 0.00 | 3,784.45 |
| 05 704 1014 | BOYS GOLF BALANCE | 1,326.78 | 870.00 | 0.00 | 0.00 | 456.78 |
| 05 704 1015 | TRAINING SUPPLIES BALANCE | 4,497.12 | 0.00 | 0.00 | 0.00 | 4,497.12 |
| 05 704 1016 | GIRLS GOLF BALANCE | 1,061.71 | 1,151.02 | 0.00 | 0.00 | (89.31) |
| 05 704 2017 | CLASS OF 2017 BALANCE | 637.78 | 0.00 | 0.00 | 0.00 | 637.78 |
| 05 704 2018 | CLASS OF 2018 BALANCE | 55.94 | 0.00 | 0.00 | 0.00 | 55.94 |
| 05 704 2019 | CLASS OF 2019 BALANCE | 553.93 | 0.00 | 0.00 | 0.00 | 553.93 |

Activity Fund Balance Report - Summary - Exclude Encumbrances
 09/2020 - 09/2020

Fund: 05 ACTIVITIES

| <u>Chart of Account Number</u> | <u>Chart of Account Description</u> | <u>Beginning Balance</u> | <u>Expenses</u> | <u>Revenues</u> | <u>Balance Change</u> | <u>Balance</u> |
|--------------------------------|-------------------------------------|--------------------------|-----------------|-----------------|-----------------------|----------------|
| 05 704 2020 | CLASS OF 2020 BALANCE | 446.04 | 0.00 | 0.00 | 0.00 | 446.04 |
| 05 704 2021 | CLASS OF 2021 BALANCE | 3,408.40 | 46.92 | 0.00 | 0.00 | 3,361.48 |
| 05 704 2022 | CLASS OF 2022 BALANCE | 5,577.25 | 400.00 | 5.00 | 0.00 | 5,182.25 |
| 05 704 2023 | CLASS OF 2023 BALANCE | 2,663.17 | 0.00 | 20.00 | 0.00 | 2,683.17 |
| 05 704 2024 | CLASS OF 2024 BALANCE | 1,517.43 | 0.00 | 20.00 | 0.00 | 1,537.43 |
| 05 704 2025 | CLASS OF 2025 BALANCE | 504.25 | 0.00 | 0.00 | 0.00 | 504.25 |
| 05 704 2026 | CLASS OF 2026 BALANCE | 50.00 | 0.00 | 30.00 | 0.00 | 80.00 |
| Fund Total: 05 | | 247,098.73 | 36,033.14 | 46,974.29 | 0.00 | 258,039.88 |

CASH FLOW

September 2020

| Date | Description | Investment | NSDLAF | Receipt | Payment | Total |
|-----------|-----------------------------|----------------|---------------|----------------|----------------|----------------|
| 9/1/2020 | BALANCE FORWARD | \$1,396,000.00 | \$880,000.00 | | | \$134,888.01 |
| 9/8/2020 | EDUCATIN QUEST GRANT | | | \$500.00 | | \$135,388.01 |
| 9/10/2020 | RETIREMENT | | | | \$54,110.76 | \$81,277.25 |
| 9/14/2020 | GENERAL BILLS | | | | \$98,133.58 | -\$16,856.33 |
| 9/16/2020 | BROWN CO TREASURER-MV TAXES | | | \$23,159.67 | | \$6,303.34 |
| | -TAXES | | | \$1,445,254.45 | | \$1,451,557.79 |
| | -INTEREST | | | \$565.08 | | \$1,452,122.87 |
| | -PROP TAX CREDIT | | | -\$14,458.19 | | \$1,437,664.68 |
| | -COURT FINES | | | \$9,190.53 | | \$1,446,855.21 |
| | -MISC REV | | | \$853.37 | | \$1,447,708.58 |
| 9/19/2020 | ROCK CO TREASURER-TAXES | | | \$8,797.05 | | \$1,456,505.63 |
| | -PROP TAX CREDIT | | | -\$87.86 | | \$1,456,417.77 |
| 9/18/2020 | PAYROLL | | | | \$338,509.96 | \$1,117,907.81 |
| | PAYROLL | | | | \$84,551.29 | \$1,033,356.52 |
| 9/18/2020 | CD | \$755,000.00 | -\$280,000.00 | \$280,000.00 | \$755,000.00 | \$558,356.52 |
| 9/30/2020 | STATE AID | | | \$4,791.00 | | \$563,147.52 |
| 9/30/2020 | FNB - NOW INTEREST | | | \$4.28 | | \$563,151.80 |
| | | | | \$1,758,569.38 | \$1,330,305.59 | \$563,151.80 |

FUND BALANCES

9/30/2020

DEPRECIATION FUND

| Account | Checking | CD | NSDLAF | Total |
|---------------------|----------------------|-------------|----------------------|----------------------|
| Band/Choir Uniforms | \$ 576.62 | | \$ 20,000.00 | \$ 20,576.62 |
| Vehicle | 18,454.58 | | 45,000.00 | 63,454.58 |
| Desks | 6,191.01 | | 10,000.00 | 16,191.01 |
| Interest | 32,718.64 | - | | 32,718.64 |
| Ag Equipment | 3,000.00 | | | 3,000.00 |
| Undesignated | 423,974.32 | - | 165,000.00 | 588,974.32 |
| TOTALS | \$ 484,915.17 | \$ - | \$ 240,000.00 | \$ 724,915.17 |

BUILDING/SINKING FUND

| Account | Checking | CD | | Total |
|----------------|----------------------|-------------|----------------------|----------------------|
| Track | \$ - | | \$ - | - |
| Bleachers | - | | | - |
| Interest | 14,821.26 | | - | 14,821.26 |
| Undesignated | 362,792.81 | - | 489,000.00 | 851,792.81 |
| TOTALS | \$ 377,614.07 | \$ - | \$ 489,000.00 | \$ 866,614.07 |

EMPLOYEE BENEFIT FUND

| Account | Checking | CD | | Total |
|----------------------|---------------------|-------------|----------------------|----------------------|
| Unemployment | \$ 6,085.30 | | \$ - | 6,085.30 |
| Volunteer Retirement | 9,073.79 | | | 9,073.79 |
| Interest | 1,832.23 | - | 100,000.00 | 101,832.23 |
| TOTALS | \$ 16,991.32 | \$ - | \$ 100,000.00 | \$ 116,991.32 |

BOND FUND

| Account | Checking | CD | | Total |
|----------------|-----------------|-----------|------|--------------|
| Bond | \$ - | | \$ - | - |

STUDENT FEES

| Account | Checking | | | Total |
|----------------|-----------------|--|------|--------------|
| Fees | \$ 1,575.00 | | \$ - | 1,575.00 |

September 30,2020

INVESTMENTS

CLAPPER

| Week of | Amount | Term | FNB | WPB | Number | Maturity |
|---------------|--------|-------|-------|--------------|--------|------------|
| June 19, 2020 | 4,000 | 24 Mo | 0.45% | <u>0.65%</u> | 8704 | Jun 20, 22 |

ACTIVITY ACCOUNT

| Week of | Amount | Term | FNB | WPB | Number | Maturity |
|--------------|--------|-------|--------------|--------------|--------|--------------|
| Dec 20, 2019 | 25,000 | 12 Mo | <u>1.61%</u> | 0.70% | | Dec 18, 2020 |
| Jun 20, 2020 | 25,000 | 12 Mo | 0.40% | <u>0.40%</u> | 8243 | Jun 18, 2021 |

GENERAL FUND

| Week of | Amount | Term | FNB | WPB | Number | Maturity |
|--------------|---------|------|--------------|--------------|--------------------|--------------|
| Apr 20, 2020 | 300,000 | 6 Mo | 0.36% | 0.42% | <u>NSDLAF0.77%</u> | Oct 20, 2020 |
| May 20,2020 | 346,000 | 6 Mo | <u>0.36%</u> | 0.25% | NSDLAF 0.14% | Nov 20,2020 |
| May 20, 2020 | 300,000 | 7 Mo | <u>0.40%</u> | 0.30% | NSDLAF 0.16% | Dec 18,2020 |
| May 20, 2020 | 300,000 | 8 Mo | 0.42% | 0.30% | NSDLAF 0.53% | Jan 20, 2021 |
| Jun 19, 2020 | 375,000 | 8 Mo | 0.30% | <u>0.30%</u> | NSDLAF0.10% | Feb 18,2020 |
| Jun 19, 2020 | 375,000 | 9 Mo | <u>0.35%</u> | 0.31% | 8700 NSDLAF0.17% | Mar 19,2021 |
| Sep 18, 2020 | 280,000 | 7 Mo | <u>0.27%</u> | 0.15% | NSDLAF0.03% | Apr 20, 2021 |
| Sep 18, 2020 | 475,000 | 8 Mo | <u>0.32%</u> | 0.17% | NSDLAF0.03% | May20,2021 |

DEPRECIATION FUND

| Week of | Amount | Term | FNB | WPB | Number | Maturity |
|--------------|---------|-------|-------|--------------|-------------|--------------|
| Feb 20, 2020 | 240,000 | 12 Mo | 1.61% | <u>1.66%</u> | NSDLAF1.60% | Feb 18, 2021 |

BUILDING FUND

| Week of | Amount | Term | FNB | WPB | Number | Maturity |
|--------------|---------|-------|-------|--------------|------------------|--------------|
| Feb 20, 2020 | 243,000 | 12 Mo | 1.61% | <u>1.67%</u> | NSDLAF1.60% | Feb 18, 2021 |
| Aug 20, 2020 | 246,000 | 12 Mo | 0.37% | <u>0.40%</u> | 8536 NSDLAF0.15% | Aug 20, 2021 |

EMPLOYEE BENEFIT FUND

| Week of | Amount | Term | FNB | WPB | Number | Maturity |
|--------------|---------|-------|--------------|-------|-------------|--------------|
| Jan 17, 2020 | 100,000 | 12 Mo | <u>1.80%</u> | 1.57% | NSDLAF1.70% | Jan 20, 2021 |

AINSWORTH COMMUNITY SCHOOLS

ACTIVITIES DEPARTMENT

P.O. BOX 65 - 520 EAST 2ND
AINSWORTH, NE 69210
402-387-0535



Scott Steinhauer/Jared Hansmeyer – Co-Activities Directors

OCTOBER 2020 ACTIVITIES REPORT

- CeeAnna Beel, Brandt Murphy, and Madison Welch were selected as the school winners of the NSAA Believers and Achievers Award. Winners were selected based on the criteria of school involvement, community involvement, GPA, and essay.
- The girls golf team competed in the SWC tournament in Gothenburg on October 1st. They completed their season on October 5th at the C-3 District hosted by Battle Creek.
- Homecoming was the week of September 7-11. Royalty Night was September 7th. The dance was held in the new ag shop with the large overhead doors providing fresh air for all attendees.
- The cross country team participated at the SWC Meet in Gothenburg on October 8th. We will host the D-4 district meet at the Ainsworth Municipal Golf Course on October 15th at 4:00 p.m. The State Cross Country Meet is October 23rd in Kearney starting at 12:00 p.m.
- Parents Night for volleyball was held on October 1st. The volleyball team will host a varsity triangular on October 15, a reserve tournament on October 19th, a C/JV/V dual on October 20th to round out the home season. The SWC Tournament will be October 23rd in McCook. Subdistricts will be held the week of October 26. The middle school volleyball team will complete their season on October 12.
- The football team picked up a JV win on October 5th vs. Boyd County. The varsity team will be on the road against North Central before finishing the regular season at home vs. Summerland. The middle school football team will complete their season on October 12th with Stuart.
- Middle School wrestling and girls basketball practices will soon begin for November and December contests.
- Mock Trial has begun talks for their upcoming season. At this point, the season is being planned in an online competition format and with the first contests beginning in January.

- The Play Production cast will soon be formed. Ainsworth will attend a play production festival contest in North Platte on November 14th and compete in the SWC Meet in Minden on November 23rd. We are still waiting on the NSAA for our district assignment.
- FFA was able to participate in two range judging competitions in early September. Due to COVID, the majority of FFA competitions are still on hold. The FFA group has continued to stay active in the community and is currently selling pumpkins at the Elks sponsored corn maze on Saturdays in October.
- With COVID prohibiting indoor concerts, the band and choir took advantage of the great weather and conducted a Family Picnic and Outdoor Variety Show at East City Park on September 26th.



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210

402-387-2333

Curtis Childers
PK-6 PRINCIPAL



Our Mission for the month of September was to “Own Our Actions”. September’s mission presented many opportunities for our students and staff to own the great things going on at school. It also provided the opportunity to own our actions when we did something not so great. It is imperative we continue to push this mission and own our words and actions, as it is a prevalent skill needed to be successful in all areas of life. Celebrate success by owning it, but also acknowledge our areas where we need more work.

Our mission for the month of October is “Building Resilience and Giving Maximum Effort” through getting back up when we fall or fail. Practicing empathy will also play a huge role in this mission, as we must be sensitive to others falling or failing in order to truly understand resilience and recognize others for how resilient they are. When we build resilient students and community members, it will help us persevere through tough times, which is a needed skill during these uncertain times in our area, state, nation, and world.

What I Need (WIN) Groups are set and going from Kindergarten through Sixth Grade. Classroom teachers, the MTSS/PBiS Coach, and Administration met to formulate groups and divide students based on their immediate needs. We started with foundational needs and moved all the way through to students in enrichment groups. Students in grades Kindergarten through Second Grade have since been tested regularly to see if they have tested out of their immediate foundational skill need and are ready to move on to their next area of need. Kindergarten through Second Grade students are focusing solely on the area of Reading, more specifically phonics and phonemic awareness. Third through Sixth Grade are focusing on three days of reading with their highest area of need and two days of math with their highest area of need. Ultimately, it is our goal to give students exactly what they need in those two subject areas to be successful to the maximum extent possible.

Elementary Health Checks will be completed for all students in grades Kindergarten through Fourth Grade on Tuesday, October 13th. Each student will have their height, weight, vision, hearing, and teeth checked.

Elementary students (PK-4) participated in Fire Safety Week with fire truck rides on Wednesday for the preschool students and Friday for the Kindergarten through Fourth Grade students. Students were given a packet from the fire department and fire safety was talked about in the classrooms, as well.

On Monday, October 12th, staff participated in professional development within the school building. Some topics or areas discussed were utilizing MAPs growth reports, setting goals for students and how to have conversations with students about those goals, reading curriculum discussions and the selection process, and curriculum alignment.

Be Safe

Be Respectful

Be Responsible

#BulldogWay



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210

402-387-2333

Curtis Childers
PK-6 PRINCIPAL



Enrollment, as of October 8, 2020, is as follows:

| | |
|------------------------------------|----------------------------|
| *Kindergarten-- 29 students | *First Grade-- 24 students |
| *2nd Grade-- 31 students | *3rd Grade-- 28 students |
| *4th Grade--22 students | *5th Grade-- 30 students |
| *6th Grade-- 29 students | |
| Total Enrollment K-6--193 students | |

Be Safe

Be Respectful

Be Responsible

#BulldogWay

Report to the Board of Education
10/2020

Enrollment Summary

| Middle School | | High School | |
|---------------|-----------------|-------------|------------------|
| Grade Level | Total in Grade | Grade Level | Total in Grade |
| 7 | 25 17 M/ 8F | 9 | 38 13M / 25F |
| 8 | 27 13M / 14F | 10 | 31 11M / 20F |
| Total | 52 30 M/22 F | 11 | 39 15M / 24F |
| | | 12 | 40 21M / 19F |
| | | Total | 148 60M /88 F |

FFA

On September 10th Ainsworth FFA members attended range judging in Sargent. 34 FFA members attended the contest, the contest is open to 9-12 grade students. Logan Hafer received 10th and Libby Wilkins 35th. Other team members were CeeAnna Beel and Maia Flynn. The Junior teams top five team members were Colten Orton, Terrin Barthel, Airyan Goochey, and Trey Appelt.

On September 17th 35 Ainsworth FFA members attended the contest. The Top five Seniors were Logan Hafer 17th, Ben Flynn 19th, Libby Wilkins 55th, and Tommy Ortnr 57th. The senior team finished 8th. The top five Juniors were lead by Colten Orton finish 56th, Trey Appelt, Makenzy Cheatum, and Airyan Goochey joined Colten on the top Ainsworth Team.

Due to Covid-19 District and State Range Judging have been cancelled. (*Emily Whipple*)

Ash Falls Field Trip

The high school earth science classes traveled to Ashfall Fossil Beds near Orchard, NE on Thursday, September 24th. They experienced a guided tour of the Ashfall Fossil site, explaining how the fossils were originally found, which order the different species died and how they died. They also learned how the fossils are excavated and that it took four months to uncover and preserve a barrel-bodied rhino pelvis. They explored the fossil barn, visitor center and geology trail. Following the tour, they traveled to Grove Lake Trout rearing station near Royal, NE. They enjoyed feeding the rainbow and brown trout in the ponds and just sitting and watching the fish swim. There was also a stop at the Long Pine Railroad bridge on the way home to view some local geology. (*Betty Bower*)

Bulldog Battle

September's Bulldog Battle was organized by Mrs. Ganser and Mr. Pollock (made the boards with the ropes). It was held during the Seminar period on September 23. The name of the game was teamwork in the Caterpillar races involving a team of 5 members. Each team member stood with their right foot on a long board with ropes in their hands, and their left foot on another board. Working together to get to lift with their

hands and feet at the same time to get to the finish line proved to be tricky. The winners were the Juniors followed by the Sophomores, Freshmen, and Seniors. (*Amanda Ganser*)

The Semester standings are as follows.

Juniors-110

Sophomores-90

Freshmen-80

Seniors-70

Middle School - September was an outdoor caterpillar walk just like the high school battle.

Marafiki - 1st

Los Sabios - 2nd

Ihambla - 3rd

Donatores - 4th

Great opportunity to learn TEAMWORK! (*Wendy Allen*)

Staff Development - October 12 Agenda

All staff

| | |
|-------|--|
| 7:45 | Welcome and Opening |
| 8:00 | Staff Development Norms |
| 8:20 | Leadership Team survey results |
| 9:20- | K-12 - Data And Goal Setting Review Ind/Dept/ Alignment |

| | |
|-------|-------|
| 11:30 | Lunch |
|-------|-------|

K-8

| | |
|----------|---|
| 12:15 PM | K-8 - Reading Report Out (Wonders) HMH walk-through of Lesson |
| 2:00 PM | HMH Webinar |

9-12

| | |
|-------|--|
| 12:15 | Curriculum - Completion of Document CTE - Competencies Introduction |
| 3:30 | Wrap up |

Respectfully Submitted: Steve Dike



<http://members.nasbonline.org/index.php/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.
If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

OCTOBER

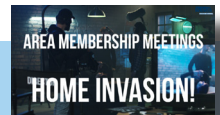


YOUR MONTHLY BOARD AGENDA UPDATE VIDEO LINK FOR OCTOBER

<http://members.nasbonline.org/index.php/news-resources/videos>

NOW SHOWING!!! AREA MEMBERSHIP MEETINGS: HOME INVASION!

ACCESS THE VIDEO AT WWW.NASBONLINE.ORG - CLICK ON "MY MEMBERSHIP" AND LOGIN WITH YOUR EMAIL AND PASSWORD



"I really loved how the meeting was prepared in a manner to keep the viewer engaged and wanting to see what was coming next. From the guest A-Listers, to the hilarious intro videos to the information presented, I was in tune the entire time. I really appreciated the authenticity behind it all."



EHA ALTERNATIVE NETWORK INFORMATION FOR NEGOTIATIONS | <https://vimeo.com/436536900>

CHECK OUT A QUICK 17-MINUTE WEBINAR FROM BCBS ON ALTERNATIVE NETWORKS, INCLUDING AN INTRO AND Q&A WITH NASB'S JOHN SPATZ. ALTERNATIVE NETWORKS HELP LOWER COST AND IMPROVE MEMBER BENEFITS WHETHER YOUR DISTRICT IS ELIGIBLE TO PARTICIPATE OR NOT. IT IS IMPORTANT FOR YOUR SCHOOL BOARD MEMBERS, ADMINISTRATORS AND TEACHERS BE EDUCATED NOW PRIOR TO NEGOTIATIONS.

NASB CANDIDATE WEBINAR #3 | OCTOBER 12 | 12:00 TO 1:00 PM CT

LABOR RELATIONS | OCTOBER 14-15 | VIRTUAL

"ASK THE COMMISSIONER ..." WEBINAR | OCTOBER 15 | 4:00 PM CT | CHECK YOUR INBOX FOR DETAILS ...

ORDER YOUR 2020 NEBRASKA EDUCATION LAW BOOK BY OCTOBER 15

<http://members.nasbonline.org/index.php/news-resources/publications>

NOVEMBER

NASB DELEGATE ASSEMBLY | NOVEMBER 13 | 1:00 PM CT

2020 STATE EDUCATION CONFERENCE | NOVEMBER 18-20 | OMAHA & VIRTUAL

** NOW IS THE TIME TO SIGN UP TO SERVE AS A MODERATOR NOMINATIONS ARE BEING ACCEPTED FOR STUDENT VOICES **

Contact sendorf@NASBonline.org or visit <http://members.nasbonline.org/index.php/state-education-conference>



ALICAP ANNUAL MEMBERSHIP MEETING | NOVEMBER 18 | 4:00 PM | CHI HEALTH CENTER - OMAHA

NEW BOARD MEMBER WORKSHOPS & WEBINARS | BEGINNING NOVEMBER 30 - THROUGH FEBRUARY 2021

Board Presidents: Check your inbox each month for the monthly 'NASB Update' to include in your meeting agenda.
Please contact mbelka@NASBonline.org with any questions, or if you are not receiving them.

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

#liveNASB



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210
402-387-2333
Fax 402-387-0525

Dale Hafer
SUPERINTENDENT

Dedra Stoner
Laurie Witte
DISTRICT OFFICE

October 12, 2020

TO: Board Members

FROM: Dale

SUBJECT: Superintendent's Report for the October Regular Meeting

1) Financial Report

We hosted our Auditors on October 1st for the school district annual audit. The results of that audit will be uploaded to NDE by early November when the Annual Financial Report is due for the district. The audit went well. I would like to commend Dedra and Laurie for all of their planning, work, and dedication to ensure the audit was successful.

Last month I received a question or two about the amount of expenses. My intent is to not spend dollars unnecessarily. We had extra expense related to HVAC repairs (\$6,330), Bus Repairs (\$6,499), AED/Defibrillators replacement (\$4,761), Fire Alarm System Repairs (\$3,240), Gas Line and Plumbing (\$6,384), PPE/COVID Related Supplies (\$2,331), and Sprinkler system replacement/repairs (\$4,668).

There are some items on this month's authorization report or bills that I would like to provide some information before Monday's meeting. Here are the items that may likely require some more information or explanation:

- a) Conditioned Air Mechanical 2nd Half of Service Agreement - \$5337
- b) DAS State Central Finance; Annual CenturyLink Internet fee - \$2,236
- c) PowerSchool Consortium Annual Fee - \$6,000
- d) Hefner Electronics: The routine has been to refresh the office computers every 5 years. This refresh is for Dedra, Laurie, Jen, Angie, and Zoe's computers - \$9,746
- e) IXL – We used IXL last year as it is an online software resource that is used as an intervention, supplemental, and supportive curriculum piece for students K-12 - \$3,836
- f) Nebraska Safety and Fire inspection and sprinkler replacement - \$1,965
- g) NCDC: Last year, no invoice or bill was received to provide the \$10,000 contribution the school district agreed to in the past. This is to get back on track with NCDC - \$10,000
- h) COVID Related cleaning supplies and PPE - \$1,493

Please let me know if you have any questions or concerns regarding the expenses. I'm happy to discuss with any of you or the board as my intent is to manage finances and expenditures according to the board's discretion.

2) Strategic Planning

As of now, we are still planning to host the community engagement night for strategic planning on November 16th at 6:30 p.m. The plan is to use the cafeteria, but the gym will also be available in case numbers or current health measures require more space to host the event. Again, I'm excited about this event and am hopeful it will be able to be held as planned.

3) Facilities

The last month has been very busy for all of us. Dealing with COVID and quarantine issues also put a damper on the ability for board committees to get together. We hoped to convene the Transportation, Buildings, and Grounds committee before October 12th, but it was simply hard to find a day and time. We have plenty of time to visit about possible projects or necessary items to address with the facility. Let's visit on Monday to find a time for the committee to meet.

In the meantime, I will be emailing the board copies of the roof inspection and waste drain inspection reports. I was waiting for the waste drain report and it was finally provided to me on 10/7. In reference to the report, I have asked Matt Fisher of Guarantee Roofing to provide a proposal to address roof sections 6 and 8 in the report. These were the sections deemed as priorities to address first. Matt was here on 10/7 and I should have his bid/info to share at the meeting on Monday.

After receiving input/direction from the board at the August 10th meeting, I secured Saner Plumbing to install water bottle filling stations to replace water fountains near the cafeteria as well as 2nd and 3rd floor of the HS. My recommendation is this would be a depreciation fund project and will run about \$8,000. The problem Saner has run into is being able to get the bottle filling stations from his supplier. Like other issues with supplies and appliances, orders are slow and difficult during this pandemic.

4) Bus Leasing Information

Brad had mentioned about looking into the possibility of bus/coach bus leasing as perhaps this would be something to try or consider for 2nd semester. A number of schools lease coach buses, including Valentine. The benefit of the lease is that the only cost to the district is the lease, fuel, insurance, and the driver. Any maintenance or repairs is covered which is the main benefit and attraction of the lease for most schools. Corey Sundberg from Truck Center Companies is who I visited with. Corey also works with Coach Masters out of Kearney. I am very familiar with Corey and bought several buses through him while at Sandhills.

The lease for a 55-56 passenger MCI Motor Coach is \$3500 per month. Corey said it would be no problem to do this for the rest of the year or 2nd semester if we wanted to try this out. Valentine and other schools typically do 3 year deals which is where the \$3500 pricing comes from. I wanted to report this information so that the board can let me know whether or not they'd like me to explore this further.

5) Board Leadership and Development Opportunities

I sent the board an email with the link to the Area Membership Video. The video is a little more than an hour in length and is a great video. The labor relations conference is next week and is in virtual format. I plan to attend as much of the conference as I can and will bring any updates or new information to the board or personnel/negotiations committee.

Dedra has registered all board members for the NASB State Conference November 18-20. We have 4 members attending in person and 2 who will take advantage of the virtual option. Thank you all for your continued willingness to engage and participate in opportunities to stay informed as a Board. Your time and dedication is appreciated.

6) Negotiations

Our first meeting with the AEA and Board Negotiations/Personnel committee is October 12th at 6:30 a.m. in the district office. My recommendation is for this first meeting to establish the array and get a start in the process. We cannot get too ahead of ourselves with the process until we receive the official word on insurance rates from the EHA (BCBS) for the 2021-22 contract year. My information is telling me to expect another increase in insurance. We are also working to update our information in Sparq Negotiations to make our array comparisons as accurate as possible. I look forward to getting started on October 12th with the process for the 2021-22 contract year.

7) Other

Please let me know if you have questions or if you need anything else from me.

Thank you!
Dale



10-9-2020

Ainsworth Community Schools.
520 E 2nd St.
Ainsworth, NE 69210
Roof Section 6&8

Mr. Hafer,

Per your request Guarantee Roofing And Sheet Metal NE has provided you with a combined option to reroof the two above sections. Per our inspection and test cuts we found that saving roof section 8 was not going to be an available option as a retrofit. Large amounts of moisture were found in the test cuts and will all be removed down to the deck. We will install new taper iso system to correct the drainage.

Roof Section 6

1. Remove old rubber roofs and save taper system..
2. Remove old edge metals.
3. Install ½" HD board over taper iso.
4. New .060 LSFR EDM rubber roof. Fully Adhered.
5. All seams, pipes, curbs and walls will be detailed out with Firestone Building Products.
6. New 24ga prefinished edge metals will complete the reroof on this section.
7. A 15 year leak free warranty will be issued upon inspection by Firestone.

Roof Section 8

1. Remove all old rubber, wet taper and old edge metals.
2. Remove old large face galvanized fascia metals on front entry.
3. Install 3 layers of 2x6 nailers on front parapet wall.
4. New Taper insulation system will be installed over steel deck.
5. A .060 EPDM LSFR rubber will be fully adhered over new taper system.
6. All seams, pipes, curbs and walls will be detailed out with Firestone Building Products.
7. New 24ga edge metals will complete the reroof.
8. New 24ga large 20" fascia entry metal will be installed on front entry.
9. A 15 year leak free warranty will be issued by Firestone upon inspection.

Base Bid (\$58,837) Fifty Eight Thousand Eight Hundred Thirty Seven Dollars And Zero Cents. No Tax.

If you have any questions please call.

Sincerely,

Matt Fisher
Vice Pres.

**Guarantee Roofing & Sheet Metal
2405 S. 13th Street
Norfolk, NE 68701
Phone: (402) 379-2107 Fax: (402) 379-2108**

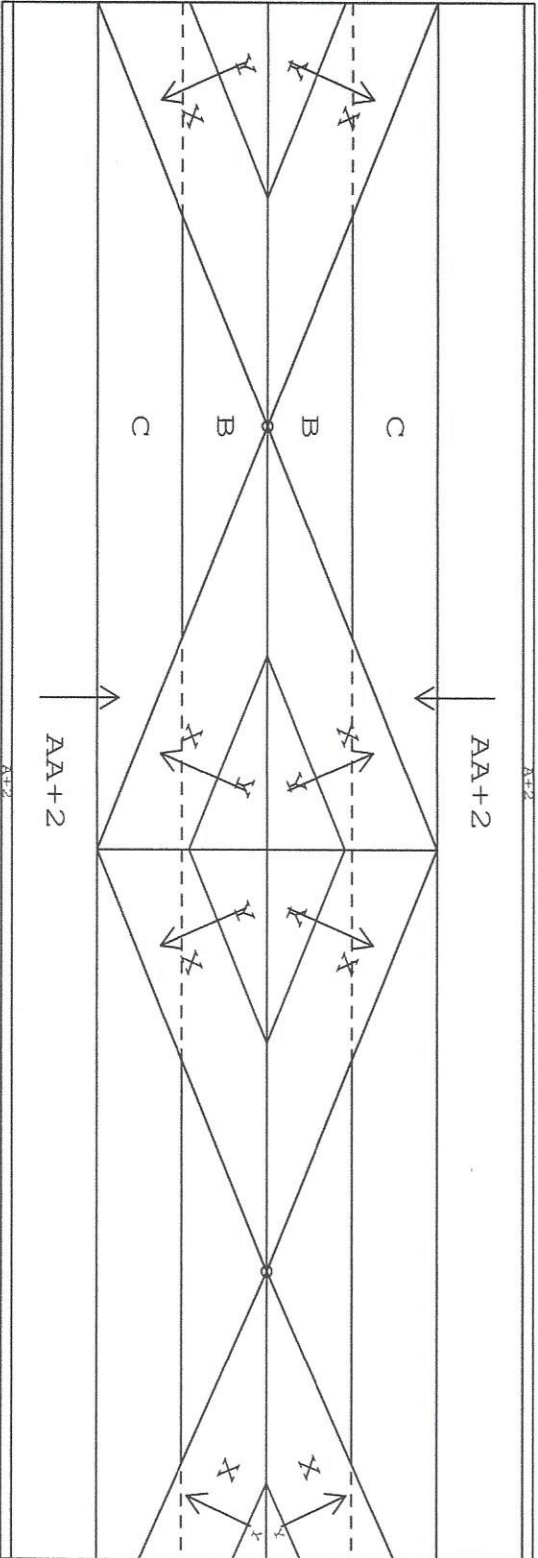
L. Johnson Sales
Products for the Building Envelope

Firestone
BUILDING PRODUCTS

Project: AINSWORTH PUBLIC SCHOOL
Quote # 16795
Version# V1

FOR BIDDING PURPOSES ONLY - NOT TO SCALE

ENTRAP Roof



1/8" / ft slope Taper -- 1.5" Start

1/4" / ft slope Crickets -- 1/2" Start

EQUAL EDUCATIONAL OPPORTUNITY

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The district does not discriminate on the basis of race, color, religion, national origin, age, sex, disability, or marital status, sexual orientation or gender identity in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated as Compliance Coordinator to handle inquiries regarding the non-discrimination policies:

Name and/or Title: Mr. Curtis Childers, Elementary Principal
Address: 520 East 2nd, Ainsworth, NE 69210
Telephone No.: 402-387-2083

The board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment. Harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the race, color, national origin, sex, disability, age or marital status of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of this policy.

Legal Reference: Neb. Statute 79-2,114-2,124
 20 U.S.C. §§ 1221 et seq.
 20 U.S.C. §§ 1681 et seq.
 20 U.S.C. §§ 1701 -1721
 29 U.S. C. § 794
 42 U.S.C. §§ 12101 et seq.
 28 C.F.R. Pt. 35.1
 34 C.F.R. Pt. 100
 34 C.F.R. Pt. 104
 34 C.F.R. Pt. 106

Approved _____ Reviewed _____ Revised _____

Cross Reference

- 102 Educational Philosophy of the District
- 402.01 Equal Employment Opportunity
- 404.06 Harassment by Employees
- 501 Objectives for Equal Educational Opportunities for
Students
- 504.18 Harassment by Students

EQUAL OPPORTUNITY EMPLOYMENT

The Ainsworth Community Schools District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually. The board shall appoint an employee to serve as non-discrimination Compliance Coordinator.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the district will not discriminate in any aspect of employment with regard to race, color, religion, national or ethnic origin, sex, disability, age, marital status, genetic background, veteran status, pregnancy, childbirth or related medical condition, or sexual orientation or gender identity.

Advertisements and notices for vacancies within the district shall contain the following statement: "The Ainsworth Community Schools District is an equal opportunity employer (EOE)." The statement shall also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, shall be directed to the Compliance Coordinator:

Name and/or Title: Mr. Curtis Childers, Elementary Principal
Address: 520 East 2nd, Ainsworth, NE 69210
Telephone No.: 402-387-2083

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, the Nebraska Equal Opportunity Commission, State Office Building, 301 Centennial Mall South, 5th floor, P.O. Box 94394, Lincoln, NE 68509-4934, (402) 471-2024 or (800) 642-6112 or by email to OCR.KansasCity@ed.gov.

This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Approved _____ Reviewed _____ Revised _____

STAFF CONDUCT WITH STUDENTS

The Board expects all staff members, including teachers, coaches, counselors, administrators, and others to maintain the highest professional, moral, and ethical standards in their conduct with students. For the purposes of this policy, staff members also include school volunteers. The term “students” excludes a staff member’s immediate family members.

The interactions and relationships between staff members and students should be based upon mutual respect and trust; an understanding of the appropriate boundaries between adults and students in and outside of the educational setting; and consistency with the educational mission of the schools.

Staff members are expected to be sensitive to the appearance of impropriety in their conduct with students. Staff members are encouraged to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct may constitute a violation of this policy.

Unacceptable Conduct

Examples of unacceptable conduct by staff members include but are not limited to the following:

- Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered harassment under the Board's policy on Harassment By Employees;
- Singling out a particular student or students for personal attention and friendship beyond the normal teacher-student relationship;
- Associating with students in any situation or activity that includes the presence of alcohol, drugs, or tobacco or that could be considered sexually suggestive;
- For non-guidance/counseling staff, encouraging students to confide their personal or family problems and/or relationships. If a student initiates such discussions, staff members are expected to be supportive but to refer the student to appropriate guidance/counseling staff. In either case, staff involvement should be limited to a direct connection to the student's school performance;
- Sending students on personal errands;
- Sexual banter, allusions, jokes, or innuendos with students;
- Asking a student to keep a secret;

Approved _____ Reviewed _____ Revised _____

- Disclosing personal, sexual, family, employment concerns, or other private matters to one or more students;
- Addressing students with terms of endearment, pet names, or otherwise in an overly familiar manner; and
- Permitting students to address you by your first name, nickname or otherwise in an overly familiar manner.
- Being alone with individual students by closing a room door except when dealing with issues of health by appropriate personnel, or being alone with individual students outside of normal school hours;
- Maintaining personal contact with a student outside of school by phone, email, Instant Messenger or Internet chat rooms, social networking websites, or letters (beyond homework or other legitimate school business);
- Exchanging personal gifts (beyond the customary student teacher gifts); and/or
- Socializing or spending time with students (including but not limited to activities such as going out for meals or movies, shopping, traveling, and recreational activities) outside of school sponsored events or except as participants in organized community activities.

Students and/or their parents/guardians are strongly encouraged to notify the principal if they believe a teacher or other staff member may be engaging in conduct that violates this policy.

Staff members are required to notify promptly the principal or superintendent if they become aware of a situation that may constitute a violation of this policy.

Staff violations of this policy may result in disciplinary action up to and including dismissal. Violations involving sexual or other abuse will also result in referral to the Department of Health and Human Services and/or law enforcement in accordance with the Board's policy on Child Abuse Reporting.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of this policy.

This policy shall be included in future employee, student and volunteer handbooks.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES

Physical or sexual abuse of students, including inappropriate and intentional sexual behavior, by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay but also those who are volunteers of the school district under the direction and control of the school district. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The school district will respond promptly to allegations of abuse of students by school district employees by investigating or arranging for the investigation of an allegation. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process.

The superintendent will appoint an investigator and alternate investigator of opposite sexes. The investigator will pass the findings on to the superintendent who will complete any further investigations as deemed necessary and take appropriate final action.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing abuse of students investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of this policy.

The superintendent is responsible for implementing this policy and for organizing employee training when needed relating to this policy. Procedures shall be reviewed periodically for adequacy and accuracy.

Cross Reference: 403.02 Child Abuse Reporting
 404.06 Harassment by Employees
 505.06 Corporal Punishment

Approved _____ Reviewed _____ Revised _____

HARASSMENT

Harassment of employees, students, volunteers or visitors will not be tolerated in the school district. School district includes school district facilities, school district property, or property within the jurisdiction of the school district; while on school-owned or school-operated transportation; while attending or engaged in school activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the district.

Harassment includes, but is not limited to, race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other prohibited status. Harassment by board members, administrators, employees, parents, vendors, and others doing business with the school district is prohibited. Employees whose behavior is alleged to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, discharge or other appropriate action. Other individuals whose behavior is alleged to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the superintendent or board.

Harassment on the basis of race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, or other prohibited status means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble individuals when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of an individual's participation in school programs, activities or employment;
- submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's performance or
- creating an intimidating, offensive or hostile learning or work environment.

Harassment as set forth above may include, but is not limited to the following:

- verbal, physical or written harassment or abuse or unwelcome communication implying sexual motives or intentions;;
- repeated remarks of a demeaning nature;
- implied or explicit threats concerning one's grades, achievements, etc.;
- demeaning jokes, stories, or activities directed at an individual;
- pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;
- unwelcome touching;
- unwelcome and offensive public sexual display of affection;

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- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job, promotions, recommendations, etc.

Employees, students, volunteers or visitors who believe they have suffered harassment shall report such matters to the Compliance Coordinator or building principal.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of this policy.

Upon receiving a complaint, the investigator shall confer with the complainant to obtain an understanding and a statement of the facts. It shall be the responsibility of the investigator to promptly and reasonably investigate claims of harassment and to pass the findings on to the superintendent who shall complete such further investigation as deemed necessary and take such final action as appropriate. It is the intention of the district to complete its investigation within ten (10) working days after receiving a complaint unless extenuating circumstances such as unavailability of a witness or needing additional time because of the complexity of the investigation or the need to involve outside experts. The extended timeframe for investigation due to extenuating circumstances shall not exceed ten (10) days without the consent of the complainant, unless the alleged victim agrees to a longer time limit. Information regarding an investigation of harassment shall be confidential to the extent possible, and those individuals who are involved in the investigation shall not discuss information regarding the complaint outside the investigation process.

No one shall retaliate against an employee or student because they have filed a harassment complaint, assisted or participated in a harassment investigation, proceeding, or hearing regarding a harassment charge or because they have opposed language or conduct that violates this policy. This policy should be used when an employee is the alleged harasser or the alleged victim. It is strongly recommended the investigator and alternate investigator be of opposite sexes.

It shall also be the responsibility of the superintendent, in conjunction with the investigator and principals, to develop administrative rules regarding this policy. The superintendent or superintendent's designee shall also be responsible for organizing training programs to educate employees, students and others involved with the school district about harassment and the school district's policy prohibiting harassment. The training shall include how to recognize harassment and what to do in case an individual is harassed. The employee training will be documented in personnel files to ensure a record of training for each employee.

Legal Reference: 42 U.S.C. §§ 2000e et seq. (1994).
29 C.F.R. Pt. 1604.11 (1996).

Cross Reference: 103 Equal Educational Opportunity
402.01 Equal Opportunity Employment
402.05 Employee Grievances
403.03 Abuse of Students by School District Employees
405 Employee Conduct and Appearance
504.18 Harassment By Students
505 Student Discipline

TITLE IX SEXUAL HARASSMENT

It is the the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. The District does not discriminate on the basis of sex in any education program or activity that it operates, including admission and employment. Inquiries about the application of Title IX to the District may be referred to the District's Title IX Coordinator, to the Regional Office of Civil Rights of the Department of Education, or both.

The Board encourages students, employees and third parties who believe they or others have been subject to Title IX sexual harassment, other discrimination or retaliation to promptly report such incidents to the Title IX Coordinator or building principal, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination with the Title IX Coordinator.

The Board designates the following individual to serve as the District's Title IX Coordinator and may or may not have the same person serve as Compliance Coordinator:

Title: Elementary Principal
Office address: 520 East 2nd, Ainsworth, NE 69210
Email: cchilders@ainsworthschools.org
Phone number: 402-387-2083

Other district employees filling key roles for implementing Title IX sexual harassment procedures include investigator(s), decision-maker(s), individuals to handle appeals, and individuals to facilitate an informal resolution process. Specific individuals filling these roles may vary from complaint to complaint as appropriate.

The Director of the Regional Office of Civil Rights can be contacted at the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, by email to OCR.KansasCity@ed.gov.

The district is committed to providing a nondiscriminatory workplace for employees. It is committed to the maintenance of a safe, positive learning environment for all students by providing student course offerings, counseling, assistance, services, employment, athletics, and extracurricular activities without any form of discrimination, including Title IX sexual harassment. Discrimination is inconsistent with the rights of employees and students and the educational and programmatic goals of the district and is prohibited at or, in the course of, district-sponsored programs or activities, including transportation to or from school or school-sponsored activities.

Approved _____ Reviewed _____ Revised _____

The student's parents/guardian or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building principal. A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures.

Any person may report sex discrimination, including sexual harassment, at any time, including during non-business hours. Such a report may be made in person, by mail, by telephone or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

For purposes of this policy and the grievance process, "Title IX sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
3. "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8) or "stalking" as defined in 34 USC 12291(a)(30). These definitions are included in the procedures to this policy.

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An education program or activity includes the locations, events, or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.

When the alleged harassment or discrimination does not meet the Title IX definition of sexual harassment, the Title IX Coordinator directs the individual to the applicable process for investigation.

Retaliation Prohibited

The District prohibits intimidation, threats, coercion or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation proceeding or hearing, or acted in opposition to practices the person reasonably believes to be discriminatory, if applicable. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

Confidentiality

The District must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any individual who has been alleged to be the victim or perpetrator of conduct that could constitute sexual harassment, and any witness, except as may be permitted by Family Educational Rights and Privacy Act (FERPA) or as required by law, or to carry out the purposes of the Title IX regulations, including the conduct of any investigation, hearing or judicial proceeding arising under the regulations.

Notice Requirements

The District provides notice to applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees and the union(s) holding collective bargaining agreements with the district with the name or title, office address, email address and telephone number of the Title IX Coordinator and notice of the District grievance procedures and process, including how to report or file a complaint of sex discrimination, how to file a formal complaint of sexual harassment and how the District will respond. The District also posts the Title IX Coordinator's contact information and Title IX policies and procedures in a prominent location on the District website and in all handbooks made available by the District.

Training Requirements

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receives training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process including examination of evidence, handling hearings, appeals and informal resolution processes, when applicable, how to address complaints that do not qualify as Title IX sexual harassment, and how to serve

impartially including by avoiding prejudice of the facts at issue, conflicts of interest and bias. The District also ensures that decision-makers and investigators receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant as set forth in the formal procedures that follow, and training on any technology to be used at a live hearing, if applicable. Investigators also receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. All materials used to train individuals who receive training under this section must not rely on sex stereotypes and must promote impartial investigations and judgments of formal complaints of sexual harassment and are made publicly available on the District's website.

Conflict of Interest and Bias

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process do not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Determination of Responsibility

The individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment is presumed not responsible for alleged conduct. A determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation in accordance with the process outlined in the accompanying regulation. No disciplinary sanctions will be imposed unless and until a final determination of responsibility is reached.

Other Title IX Coordinator Duties

The Title IX Coordinator, along with the Compliance Coordinator, shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of the district's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, available supportive measures such as assistance

- from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening applicants; application and interviewing practices for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee disciplinary actions up to and including termination.
 5. Student Access - Review of programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
 6. District Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.
 7. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
 8. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Legal Reference: Civil Rights Act, Title VI; 42 USC 2000d et seq.
Civil Rights Act, Title VII; 42 USC 2000e et seq.
Education Amend. of 1972, Title IX; 20 USC 1681 et seq.
Exec. Order 11246, as amended by Executive Order 11375
Equal Pay Act; 29 USC 206
34 CFR part 106

Cross Reference: 103.00 Equal Educational Opportunity
402.01 Equal Opportunity Employment
402.15 Staff Conduct with Students
403.02 Child Abuse Reporting
403.03 Abuse of Students by School District Employees
404.06 Harassment by Employees
405.00 Employee Conduct and Appearance
501.00 Objectives for Equal Educ. Opportunities for Students
504.03 Student Conduct
504.14 Hazing, Initiation, Secret Societies or Gang Activity
504.18 Harassment by Students
504.20 Bullying Prevention
504.21 Dating Violence Prevention
505.03 Suspension and Expulsion of Students

612.05 Individualized Education Program
612.10 Procedural Safeguards

EMPLOYEE CONDUCT AND APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. The board recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves and conduct themselves in a manner appropriate to the educational environment.

Employees shall conduct themselves in a professional manner. Employees shall dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Certificated employees of the school district shall follow the code of ethics for their profession as established by the Nebraska Professional Practices Commission.

Every report of alleged violations of employee conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing employee conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of employee conduct policies.

Legal Reference: NDE Rule 27

Cross Reference: 305 Administrative Code Of Ethics
402.02 Employee Orientation
404.06 Harassment by Employees
404.07 Substance-Free Workplace
408 Certificated Employee Termination of Employment
414 Support Staff Termination of Employment

Approved _____ Reviewed _____ Revised _____

OBJECTIVES FOR EQUAL EDUCATIONAL OPPORTUNITIES FOR STUDENTS

This section of the board policy manual is devoted to the board's goals and objectives for assisting the students of the school district in obtaining an education. Each student shall have an opportunity to obtain an education in compliance with the policies in this series. It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use it and its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same opportunity.

The board supports the delivery of the education program and services to students free of discrimination on the basis of race, color, national origin, sex, disability, religion or marital status, sexual orientation or gender identity and provides equal access to the Boy Scouts and other designated youth groups. This concept of equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students.

Board policies, rules and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school owned, operated, or chartered transportation; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and educational processes of the school district.

This section of the board policy refers to the term "parents" in many of the policies. The term parents for purposes of this policy manual shall mean the legal parents. It shall also mean the legal guardian or custodian of a student and students who have reached the age of majority or are otherwise considered an adult by law.

Inquiries by students regarding compliance with equal educational opportunity laws and policies, including but not limited to complaints of discrimination, shall be directed to the Compliance Coordinators or the building principal.

Inquiries may also be directed in writing to the Director of the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, the Nebraska Equal Opportunity Commission, State Office Building, 301 Centennial Mall South, 5th floor, P.O. Box 94394, Lincoln, NE 68509-4934, (402) 471-2024 or (800) 642-6112 or by email to OCR.KansasCity@ed.gov. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Every report of alleged violations of this policy that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint,

Approved _____ Reviewed _____ Revised _____

concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of this policy, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of this policy.

Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center.

Legal Reference: Sect. 504 of the Rehabilitation Act of 1973
 20 U.S.C. §1681 et seq. (1994)
 34 C.F.R. §104 et seq.
 34 C.F.R. §160 et seq.
 Neb. Statute 79-2,114 et seq. (Neb. Equal Opportunity in
 Education Act).

Cross Reference: 100 District Organization and Basic Commitments

STUDENT CONDUCT

The board believes inappropriate student conduct causes serious disruption to the learning environment, interferes with the rights of others, and threatens the health and safety of students, employees and the public. The Superintendent and staff will develop and implement age-appropriate student codes of conduct to facilitate the educational process.

Students shall conduct themselves in a manner fitting to their age level and maturity and with respect and consideration for the rights of others while on school district property or on property within the jurisdiction of the school district. This policy will also apply while on school owned, operated or chartered transportation; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and educational processes of the school district.

Students who violate this policy and the administrative regulations supporting it will be subject to disciplinary measures including, but not limited to, removal from the classroom, detention, suspension, probation and expulsion. The codes of conduct will include measures to prevent or discourage behavior which interferes with the educational program, behavior which disrupts the orderly and efficient operation of the school or the functioning of school activities, behavior which interferes with the maintenance of a learning environment, behavior that is violent or destructive, or behavior which interferes with the rights of other students to pursue their education. Procedures will be available to allow rights of due process for all students.

Every report of alleged violations of student conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing student conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of student conduct policies.

This disciplinary process is designed to create the expectation that the degree of discipline imposed by the school will be proportionate to the severity of the behavior of the particular student, the previous discipline history of the student and other relevant factors. It will also include parental involvement processes designed to enable parents, guardians, teachers and school administrators to work together to improve and enhance appropriate student behavior and academic performance. All student codes of conduct shall be submitted to the board for approval or review.

Approved _____ Reviewed _____ Revised _____

HAZING, INITIATION, SECRET SOCIETIES OR GANG ACTIVITIES

Hazing or initiation by any school organizations, groups, clubs, teams or individuals are prohibited unless specifically approved by the administration. Anyone engaging in hazing or initiation behavior will be subject to disciplinary action up to and including expulsion.

Hazing is any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any school organization. Such hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person or the coercing of any such activity.

Every report of alleged hazing or initiation that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing hazing or initiation investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged hazing or initiation.

The Board of Education prohibits the organization of school-sponsored fraternities, sororities or secret organizations wherein membership is determined by members themselves rather than on the basis of free choice. The Board considers those organizations or memberships in those organizations detrimental to the good conduct and discipline of the school. Interference with the instructional program of the district by those groups will not be condoned, and no organizational activities are permitted under the sponsorship of the school district or its personnel.

In addition, the use of hand signals, graffiti, or the presence of any apparel, jewelry, accessory, or manner of grooming which, by virtue of its color, arrangement, trademark, symbol, or any other attribute which indicates or implies membership or affiliation with such a group, is disruptive of a positive learning environment and will not be tolerated.

Legal Reference: Neb. Statute 79-2,101 to 2,102

Cross Reference: 505 Student Discipline

506 Student Activities

Approved _____ Reviewed _____ Revised _____

HARASSMENT

Harassment of employees, students, volunteers or visitors will not be tolerated in the school district. This policy is in effect while students are on school grounds, school district property, or on property within the jurisdiction of the school district; while on school-owned and/or school-operated transportation; while attending or engaged in school activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school district.

Harassment includes, but is not limited to, race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other prohibited status. Harassment by board members, administrators, employees, parents, vendors, and others doing business with the school district is prohibited. Students whose behavior is found to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, suspension and expulsion.

Harassment on the basis of race, religion, national or ethnic origin, color, marital status, disability, sex, veteran status, age, pregnancy, childbirth or related medical condition, or other prohibited status means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble individuals when:

- submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of an individual's participation in school programs or activities;
- submission to or rejection of such conduct by a student is used as the basis for decisions affecting the student; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's performance or
- creating an intimidating, offensive or hostile learning or work environment.

Harassment as set forth above may include, but is not limited to the following:

- verbal, physical or written harassment or abuse or unwelcome communication implying sexual motives or intentions;;
- repeated remarks of a demeaning nature;
- implied or explicit threats concerning one's grades, achievements, etc.;
- demeaning jokes, stories, or activities directed at an individual;
- pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications;
- unwelcome touching;
- unwelcome and offensive public sexual display of affection;
- suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's job, promotions, recommendations, etc.

Approved _____ Reviewed _____ Revised _____

42 U.S.C. §§ 12101 et. seq. (1994).

Cross References:

404.06 Harassment by Employees
505 Student Discipline
507 Student Records

BULLYING PREVENTION

The board recognizes the negative impact that bullying has on student health, welfare, safety, and the school's learning environment and prohibits such behavior. Bullying is defined as any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, at a designated school bus stop, or at school-sponsored activities or school-sponsored athletic events.

Bullying may constitute grounds for detention, suspension, expulsion or mandatory reassignment, subject to state and federal statutes and the district's student discipline and due process procedures.

Every report of alleged bullying that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing bullying investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged bullying.

It shall be the responsibility of the superintendent to implement appropriate programs or procedures for the purpose of educating students regarding bullying prevention.

This policy shall be reviewed annually.

Legal Reference: Neb. Statute 79-2,137

Cross Reference: 505 Student Discipline

Approved _____ Reviewed _____ Revised _____

DATING VIOLENCE PREVENTION

The board prohibits behavior that has a negative impact on student health, welfare, safety, and the school's learning environment. Incidents of dating violence will not be tolerated on school grounds, in district vehicles, or at school sponsored activities or school-sponsored athletic events.

Dating violence is defined as a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control his or her dating partner. Dating partner means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious or long-term.

The district will provide appropriate training to staff and incorporate within its educational program age-appropriate dating violence education that shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.

Every report of alleged dating violence that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing dating violence investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged dating violence.

This policy shall be published in the student handbook.

Legal Reference: Neb. Statute 79-2,141

Approved _____ Reviewed _____ Revised _____

TITLE IX SEXUAL HARASSMENT

It is the the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. The District does not discriminate on the basis of sex in any education program or activity that it operates, including admission and employment. Inquiries about the application of Title IX to the District may be referred to the District's Title IX Coordinator, to the Regional Office of Civil Rights of the Department of Education, or both.

The Board encourages students, employees and third parties who believe they or others have been subject to Title IX sexual harassment, other discrimination or retaliation to promptly report such incidents to the Title IX Coordinator or building principal, even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination with the Title IX Coordinator.

The Board designates the following individual to serve as the District's Title IX Coordinator and may or may not have the same person serve as Compliance Coordinator:

Title: Elementary Principal
Office address: 520 East 2nd, Ainsworth, NE 69210
Email: cchilders@ainsworthschools.org
Phone number: 402-387-2083

Other district employees filling key roles for implementing Title IX sexual harassment procedures include investigator(s), decision-maker(s), individuals to handle appeals, and individuals to facilitate an informal resolution process. Specific individuals filling these roles may vary from complaint to complaint as appropriate.

The Director of the Regional Office of Civil Rights can be contacted at the Kansas Office of Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106, (816) 268-0550, by email to OCR.KansasCity@ed.gov.

The district is committed to providing a nondiscriminatory workplace for employees. It is committed to the maintenance of a safe, positive learning environment for all students by providing student course offerings, counseling, assistance, services, employment, athletics, and extracurricular activities without any form of discrimination, including Title IX sexual harassment. Discrimination is inconsistent with the rights of employees and students and the educational and programmatic goals of the district and is prohibited at or, in the course of, district-sponsored programs or activities, including transportation to or from school or school-sponsored activities.

Approved _____ Reviewed _____ Revised _____

The student's parents/guardian or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building principal. A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.

Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable Board policy and procedures.

Any person may report sex discrimination, including sexual harassment, at any time, including during non-business hours. Such a report may be made in person, by mail, by telephone or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

For purposes of this policy and the grievance process, "Title IX sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
3. "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8) or "stalking" as defined in 34 USC 12291(a)(30). These definitions are included in the procedures to this policy.

Such conduct must have taken place during a district education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An education program or activity includes the locations, events, or circumstances over which the district exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of a district's education programs or activities, whether such programs or activities occur on-campus or off-campus.

When the alleged harassment or discrimination does not meet the Title IX definition of sexual harassment, the Title IX Coordinator directs the individual to the applicable process for investigation.

Retaliation Prohibited

The District prohibits intimidation, threats, coercion or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation proceeding or hearing, or acted in opposition to practices the person reasonably believes to be discriminatory, if applicable. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

Confidentiality

The District must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any individual who has been alleged to be the victim or perpetrator of conduct that could constitute sexual harassment, and any witness, except as may be permitted by Family Educational Rights and Privacy Act (FERPA) or as required by law, or to carry out the purposes of the Title IX regulations, including the conduct of any investigation, hearing or judicial proceeding arising under the regulations.

Notice Requirements

The District provides notice to applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, employees and the union(s) holding collective bargaining agreements with the district with the name or title, office address, email address and telephone number of the Title IX Coordinator and notice of the District grievance procedures and process, including how to report or file a complaint of sex discrimination, how to file a formal complaint of sexual harassment and how the District will respond. The District also posts the Title IX Coordinator's contact information and Title IX policies and procedures in a prominent location on the District website and in all handbooks made available by the District.

Training Requirements

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receives training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process including examination of evidence, handling hearings, appeals and informal resolution processes, when applicable, how to address complaints that do not qualify as Title IX sexual harassment, and how to serve

impartially including by avoiding prejudice of the facts at issue, conflicts of interest and bias. The District also ensures that decision-makers and investigators receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant as set forth in the formal procedures that follow, and training on any technology to be used at a live hearing, if applicable. Investigators also receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. All materials used to train individuals who receive training under this section must not rely on sex stereotypes and must promote impartial investigations and judgments of formal complaints of sexual harassment and are made publicly available on the District's website.

Conflict of Interest and Bias

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process do not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Determination of Responsibility

The individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment is presumed not responsible for alleged conduct. A determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation in accordance with the process outlined in the accompanying regulation. No disciplinary sanctions will be imposed unless and until a final determination of responsibility is reached.

Other Title IX Coordinator Duties

The Title IX Coordinator, along with the Compliance Coordinator, shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of the district's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, available supportive measures such as assistance

from domestic violence or rape crisis programs and community health resources including counseling resources.

4. Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening applicants; application and interviewing practices for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee disciplinary actions up to and including termination.
5. Student Access - Review of programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
6. District Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.
7. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
8. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Legal Reference: Civil Rights Act, Title VI; 42 USC 2000d et seq.
 Civil Rights Act, Title VII; 42 USC 2000e et seq.
 Education Amend. of 1972, Title IX; 20 USC 1681 et seq.
 Exec. Order 11246, as amended by Executive Order 11375
 Equal Pay Act; 29 USC 206
 34 CFR part 106

Cross Reference: 103.00 Equal Educational Opportunity
 402.01 Equal Opportunity Employment
 402.15 Staff Conduct with Students
 403.02 Child Abuse Reporting
 403.03 Abuse of Students by School District Employees
 404.06 Harassment by Employees
 405.00 Employee Conduct and Appearance
 501.00 Objectives for Equal Educ. Opportunities for Students
 504.03 Student Conduct
 504.14 Hazing, Initiation, Secret Societies or Gang Activity
 504.18 Harassment by Students
 504.20 Bullying Prevention
 504.21 Dating Violence Prevention
 505.03 Suspension and Expulsion of Students

612.05 Individualized Education Program
612.10 Procedural Safeguards

SUSPENSION AND EXPULSION OF STUDENTS

The authority to suspend for a "short term" and to propose an "extended term" suspension and/or expulsion is delegated to the principal or his or her designee. A short-term suspension shall mean the exclusion of a student from school attendance for a period not to exceed five school days. A long-term suspension means the exclusion of a student from school attendance for a period exceeding five school days but less than twenty school days.

The provisions of this section apply to all pupils enrolled in the school district. When considering possible courses of action for special education students in regard to alleged violations of school rules, policies, and regulations, procedural due process rights guaranteed under applicable Federal and State statutes are applicable. The school district is obligated to see that every special education student is provided an appropriate educational program without cost to the parent. Conversely, schools are not required to maintain pupils who are a danger to themselves or others in regular attendance centers.

Suspension from classes or school will not be carried out unless the student while subject to school authority:

1. uses violence, force, threat or intimidation in a manner causing substantial interference with school purposes; or
2. causes or attempts to cause substantial damage to school or private property or steals or attempts to steal school or private property of substantial value; or
3. causes or attempts to cause physical injury to another person except in self-defense; or threatens or intimidates any student for the purpose or intent of obtaining something of value from the student; or
4. possesses or transmits any firearm, knife, explosive or other dangerous object that is ordinarily considered a weapon; or
5. engages in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103 or being under the influence of a controlled substance or alcoholic liquor; or
6. commits public indecency as defined in Nebraska statute 28-806 if that student is at least twelve years of age but less than nineteen years of age; or
7. commits or attempts to commit sexual assault against any person if a complaint has been filed by a prosecutor alleging the incident as required in Nebraska statute 79-267.8; or
8. engages in bullying as defined in section 79-2,137; or
9. engages in any other illegal activity which constitutes a danger to other students or interferes with school purposes; or
10. repeatedly violates the policies, rules and standards of student conduct established by the district.

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A given suspension will be for a period of time not to exceed 5 school days. A student will be informed of the charges against him or her and, if the student denies them, an explanation of the evidence will be given and the student will be given an opportunity to refute the charges. No time delay is necessary between the time a pupil is notified of the charges and the time of the hearing before the principal.

Guidelines to ensure that students are afforded due process during a suspension or proposed suspension from school will be developed. The procedural rules, regulations and guidelines will be approved by the Board of Education and made known to students, parents and school staff.

Every report of alleged violations of student conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing student conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of student conduct policies.

Administrative procedures complying with the Student Discipline Act shall also be in place to ensure due process to the student should the principal decide to administer a long-term suspension, expulsion, or mandatory reassignment.

Emergency Exclusion: Any student may be excluded from school in the following circumstances:

- 1) If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
- 2) If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Such an emergency exclusion shall be based upon a clear factual situation warranting it and shall last not longer than is necessary to avoid the dangers described above.

If the emergency exclusion will be for five days or less, the procedures for a short-term suspension shall be followed. If the superintendent or his or her designee determines that such emergency exclusion shall extend beyond five days, a hearing will be held and a final determination made within ten school days after the initial date of exclusion. Such procedure shall substantially comply with the procedures set forth in state statutes 79-266 to 287 for a long-term suspension or expulsion and be modified only to the extent necessary to accomplish the hearing and determination within this shorter time period.

The principal should make a reasonable effort to contact the parent(s) or guardian(s) of a suspended student by telephone or to communicate to them directly regarding the specific

act(s) for which the suspension is ordered and the length of the suspension. If personal contact cannot be made then a notice will be mailed to parents within 24 hours stating the specific act(s) for which the suspension is ordered and the length of the suspension.

All records and documentation regarding suspension will be destroyed within three years of the student's continuous absence from school. No information regarding a suspension will be communicated to any person not directly involved in the disciplinary proceedings.

The right of appeal to the Board of Education in cases involving student suspension described in this policy does not extend to a suspension from a student extracurricular activities program or other disciplinary action affecting participation in an extracurricular activities program.

For the purposes of this policy and as defined in the Student Discipline Act, expulsion shall mean exclusion from attendance in all schools within the district for a period of time as defined in Nebraska statute 79-283.

Students may be expelled for violations of board policy, school rules or the law. It shall be within the discretion of the administrator to discipline a student by using an expulsion for a single offense or for a series of offenses depending on the nature of the offense and the circumstances surrounding the offense.

The superintendent will develop procedural rules, regulations and guidelines governing expulsions. These shall be approved by the Board of Education and made known to students, parents and school staff. The principal shall keep records of all expulsions.

All cases of expulsion shall be preceded by short-term suspension and its related procedures or by the condition of emergency exclusion which applies only when a student (a) has a dangerous communicable disease transmissible through normal school contacts and poses an immediate threat to the health and safety of the school community; or (b) exhibits conduct which presents a clear threat to the physical safety of himself/herself or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

When a student is expelled, the student shall be provided with:

1. Notice of the standard of conduct allegedly violated, acts the student is alleged to have committed and a summary of the evidence to be presented against the student;
2. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
3. A statement that the student has a right to a hearing, upon request, on the specified charges;

4. A description of the hearing procedures, along with procedures for appealing any decision rendered at the hearing;
5. A statement the principal, legal counsel for the school, the student, the student's parent or representative or guardian has the right;
 - A. to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and;
 - B. to know the identity of the witnesses to appear at the hearing and the substance of their testimony;
6. A form on which the student or the student's parent/guardian may request a hearing.

Violations of Law Relating to Suspensions or Expulsions

1. Student violations or suspected violations of Nebraska law 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. Student violations of school policy that are not apparent violations of law will be addressed by school administrators without reporting them to law enforcement. Administrators should consider the student's maturity, and known behavioral, emotional or mental disorders, if applicable. It will be the responsibility of the referring administrator to contact the student's parent that a referral to legal authorities has been or will be made, if applicable.

On or before August 1 the school board will annually review the reporting guidelines above with the County Attorney. These shall be distributed to all parents and guardians and their students at the beginning of each school year, or at the time of enrollment if during the school year. The guidelines shall also be posted conspicuously in each school during the school year.

2. Except in instances of suspected child abuse, when a principal or designee releases a minor student to a law enforcement officer for the purpose of removing the minor from the school premises, immediate steps shall be taken to notify the parent, guardian, or other relative having control of the minor about the minor's release to the officer and about the place to which the minor is reportedly being taken. In cases of suspected child abuse, the principal or designee will provide the law enforcement officer with the address and telephone number of the minor's parents or guardian.

Supplemental to these procedures, a special education student must be provided with additional procedures. A determination should be made of whether the student is actually guilty of the misconduct. A staffing team should determine whether the student's behavior is caused by the student's disability and whether the conduct is the result of inappropriate placement. Discussions and conclusions of this meeting should be recorded.

INDIVIDUALIZED EDUCATION PROGRAM AND FAMILY SERVICES PLAN

The district ensures that an Individualized Education Program (IEP), or an Individualized Family Service Plan (IFSP) is developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

Every report of alleged violations of the district's special education policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of these policies, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of the special education policies.

NDE document "Supporting Document to Checklist of Required Special Education Policies, Procedures and practices for Part B of the IDEA" shall serve as an administrative procedure to this policy. The entire document can be found at <http://www.education.ne.gov/sped/regulations.html>.

Approved _____ Reviewed _____ Revised _____

LIVE BROADCAST OR VIDEOTAPING

Within the limitations described below, individuals may broadcast or videotape public school district events, including open board meetings, as long as it does not interfere with or disrupt the school district event and it does not create an undue burden in adapting the buildings and sites to accommodate the request.

It shall be within the discretion of the superintendent to determine whether the request is unduly burdensome and whether the broadcast or videotaping will interfere with or disrupt the school district event.

In addition to limitations on recording or transmitting image or sound in policy 504.12 referenced below, anyone recording or transmitting any sound or image of any person (including themselves) must have the prior consent of the person or persons being recorded or whose image or sound is being transmitted. This requirement applies to all persons, including staff, students, volunteers, and community members, at district facilities or attending district sponsored events. This policy does not apply to District-sponsored athletic events or activities where the focus of the recording or transmission is on the student performances or activity. Nothing in this policy shall prohibit the recording of an Individualized Education Program meeting when necessary to implement parental rights as guaranteed by the Individuals with Disabilities Education Act or in conducting meetings to implement Section 504.

News media coverage of sports and other special events is encouraged. Radio broadcasts of events will be arranged through the superintendent's office. Videotaping of classroom activities will be allowed at the discretion of the superintendent. Parents will be notified prior to videotaping of classroom activities.

It shall be the responsibility of the superintendent to implement this policy and for handling requests for other broadcasting or videotaping activities.

Cross Reference: 504.12 Regulated Electronic Devices

Approved _____ Reviewed _____ Revised _____