

Ainsworth Community Schools
Board of Education
Work Session & Regular Meeting
District Office
December 11, 2023 - 5:30 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.

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. Work Session (5:30 p.m.)
2. Opening Procedure, Regular Meeting of Board (7:00 p.m. or immediately following work session)
 - 2.1. Call to Order, Roll Call, and Pledge of Allegiance
 - 2.2. Approval of Agenda
 - 2.3. Welcome Extended to Visitors
 - 2.4. 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.
 - 2.5. 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.
 - 2.6. Consent Agenda
 - 2.6.1. Minutes of Previous Meeting(s) , attached
 - 2.6.2. Set the next regular meeting for January 8, 2024, at 7:00 p.m. in the District Office.
The current agendas will be available for public inspection in the office of the superintendent.
 - 2.6.3. Payment of Claims, Authorization Report, attached
 - 2.6.4. Cash Flow & Financial Reports
3. Reports/Information to the Board
 - 3.1. Principals and Activities Director Reports
 - 3.2. Superintendent Report
4. Action Items
 - 4.1. Nebraska Data Project Pilot - Jeff McQuistan (ESU17)
 - 4.2. ACS Board Policy Review
 - 4.3. Closed/Executive Session - Superintendent Evaluation and Contract
5. Adjourn



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
Lacey Marbry
DISTRICT OFFICE

Ainsworth Board of Education

Work Session

December 11, 2023, 5:30 p.m., ACS District Office

Purpose: The purpose of this work session is to allow the Board an opportunity to discuss and work on various topics without conducting formal business.

Agenda: The following items are for discussion purposes only.

1) Athletics and Activities

- a) NVC Conference Efforts and Next Steps

2) Buildings and Grounds

- a) Bus Barn Door Repair (\$5261)
- b) Irrigation Reel Replacement or Sprinklers (10.5K vs 13K)
- c) Push Tire for snow removal (\$2800 - \$2950)

3) Policy Review Schedule & Process

- a) Draft Provided at November regular meeting
- b) Use of Policy Committee and how often

4) Other Items

November 13, 2023

The Board of Education of School District #10 held a regular meeting on November 13, 2023, at 7:00 p.m. Board members present were Brad Wilkins, Scott Erthum, Bryan Doke, Jessica Pozehl, Frank Beel, and Mark Johnson. Members absent: None. Also present were Superintendent Dale Hafer, Principals Steve Dike, Ben Wright, and Activities Director Luke Wroblewski. There were several guests in attendance.

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.

The board meeting was called to order by Board President Brad Wilkins at 7:00 p.m.

Motion was made by Mark Johnson and seconded by Jessica Pozehl to approve the agenda as published. Roll call vote: Doke – Aye, Pozehl – Aye, Beel – Aye, Johnson – Aye, Erthum – Aye, Wilkins – Aye. Motion carried.

Motion was made by Scott Erthum and seconded by Frank Beel to approve the following consent agenda items: Minutes of the October 9th meeting, claims in the amount of \$157,708.91 from the General Fund, \$2,200.73 from the Depreciation Fund, \$37,336.76 from the Hot Lunch Fund, \$12,265.00 from the Special Building Fund and \$4,155.58 from Section 125. The Cash Flow Report for the month of October was given. The Treasurer’s Report was given as follows: Cash Assets: October 31st \$2,671,226.76. The next regular board meeting will be December 11th at 7:00 p.m. in the District Office. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent. Roll call vote: Pozehl – Aye, Beel – Aye, Johnson – Aye, Erthum – Aye, Doke – Aye, Wilkins – Aye. Motion carried.

7	NE WORKS	33.33
40945	1ST CLASS AUTO	575.00
40946	ACTIVITY ACCOUNT	560.00
40947	AINSWORTH FLOWER AND GIFTS	73.34
40948	AINSWORTH STAR-JOURNAL	90.32
40949	AMAZON CAPITAL SERVICES	2,489.62
40950	AMAZON CAPITAL SERVICES	2,676.49
40951	APPEARA	58.67
40952	AT&T MOBILITY	871.80
40953	BEST WESTERN PLUS NORTH PLATTE	98.00
40954	BLACK HILLS ENERGY	372.84
40955	BOMGAARS	332.66
40956	BROWN COUNTY HOSPITAL	1,972.10
40957	BUCKLES AUTOMOTIVE	126.18
40958	CDW GOVERNMENT LLC	132.64
40959	CENGAGE LEARNING	437.91
40960	CENTRAL NEBRASKA COMMUNITY SERVICES, INC	17,554.27
40961	CENTRAL VALLEY AG	3,780.92
40962	CENTURY LUMBER CENTER	472.06
40963	CITY OF AINSWORTH	2,037.77
40964	COLONIAL RESEARCH CHEMICAL	2,094.00
40965	COMFORT INN - KEARNEY	214.00
40966	CSC CONFERENCING	392.20
40967	E S U #17-MAIN	68,630.00
40968	E S U #17-MAIN	1,308.95

40969	EAST WEST BOOKS	470.70
40970	EDMENTUM	2,598.25
40971	ESU #7	20.00
40972	ESU13	2,661.79
40973	EVAN EVANS	10.86
40974	JOSEPH FINLEY	22.36
40975	FLOOR MAINTENANCE	472.76
40976	MELISSA FREUDENBURG	597.38
40977	MARTHA GARCIA	91.44
40978	GENERAL FUND CLEARING ACCOUNT	138.50
40979	H & R FOOD CENTER	28.41
40980	HAMPTON INN KEARNEY	2,099.25
40981	HEFNER ELECTRONICS	9,237.50
40982	ISLAND SUPPLY WELDING CO	19.84
40983	KANSAS CITY AUDIO-VISUAL	86.80
40984	KBRB AM FM	60.00
40985	KSB SCHOOL LAW	65.00
40986	LUNCHTIME SOLUTIONS	434.32
40987	MCGRAW-HILL EDUCATION, INC.	33.69
40988	JOSEPH MCMURTREY	59.83
40989	MEDICAL ENTERPRISES INC	30.00
40990	MICHELLE APPELT	522.70
40991	MIDAMERICA BOOKS	269.40
40992	NATIONAL ART & SCHOOL SUPPLIES	110.05
40993	NE COUNCIL OF SCHOOL ADMIN	720.00
40994	NEBRASKA PUBLIC POWER DISTRICT	6,513.33
40995	OFFICE PRODUCTS CENTER	5,215.30
40996	OLSONS PEST TECHNICIANS	92.00
40997	ONE SOURCE	5.00
40998	PRESTIGE GROUP INC.	3,300.00
40999	QUADIANT	700.00
41000	RED & WHITE	530.06
41001	BROOKE RENTSCHLER	186.68
41002	JULIE RUHTER	1,310.50
41003	SAFE-N-SECURE	971.00
41004	SANER PLUMBING AND IRON	369.37
41005	LAVISA SCHLUETER	26.95
41006	HANNAH SCHMITZ	886.73
41007	SEVEN SPRINGS INC	148.00
41008	ASHLEY SMITH	858.73
41009	THREE RIVER TELCO	653.37
41010	TIME CLOCK PLUS, LLC	1,860.61
41011	TRAVIS ELECTRIC INC	953.44
41012	AMANDA TURPIN	673.91
41013	UNIVERSITY OF NEBRASKA AT KEARNEY - PUPIL TRANSPORTATION	125.00
41014	US BANK	2,054.83
41015	WAGeworks	128.00
41016	ANGELA WELKE	24.00
41017	WEX BANK	1,875.53
15	WAGE WORKS INC	4,155.58
360	TRAVIS ELECTRIC INC	1,403.42
361	CENTURY LUMBER CENTER	797.31
50	LUNCHTIME SOLUTIONS	28,744.26
3576	CULINEX	7,792.90
4165	UNITED STATES POST OFFICE	10.00
4166	MC'S TEES & MORE	472.86
429	FIRST NATIONAL BANK OMAHA	12,265.00

Elementary Principal Ben Wright reported on the following: Monthly Celebration, Halloween Costume Parade, November's monthly mission "To be thankful for everything we have but be willing to give when we can", Progress Monitoring, WIN Groups and K-6 Enrollment.

High School Principal Steve Dike reported on the following: Enrollment, Scholastic Day, College Fair, Art Club, NCTA College Visit, Bulldog Battle and the Veterans Day Program.

Activities Director Luke Wroblewski reported on the following: Fall Sports and Activities, Winter Sports and Activities, Play Production, Mock Trial, Music and Band Activities, and the FFA National Convention.

Superintendent Dale Hafer reported on the following: Financial Report, Transportation, Buildings and Ground, Board Policy Review, Strategic Plan, Professional Development, and the Superintendent Evaluation.

Motion was made by Mark Johnson and seconded by Scott Erthum to approve the proposal from Fisher Tracks to refurbish the track as per the proposal during the Summer of 2024 using depreciation funds. Roll call vote: Beel – Aye, Johnson – Aye, Erthum – Aye, Doke – Aye, Pozehl – Aye, Wilkins – Aye. Motion carried.

Motion was made by Jessica Pozehl and seconded by Bryan Doke to adjourn the meeting at 7:19 p.m. Roll call vote: Johnson – Aye, Erthum – Aye, Doke – Aye, Pozehl – Aye, Beel – Aye, Wilkins – Aye. Motion carried.

The next regular board meeting will be December 11th at 7:00 p.m. in the District Office. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent.

Lacey Marbry, Recording Secretary

Brad Wilkins, 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	27444	41039	248.00	2009 CHEV SUBURBAN OIL CHANGE
1ST CLASS AUTO	27445	41039	378.17	2009 CHEV VAN VALVE COVER
1ST CLASS AUTO	27448	41039	234.42	2000 CHEV PICKUP OIL SENDER
1ST CLASS AUTO	27596	41039	933.06	2014 DODGE VAN FUEL LINE RPR
			Vendor Total:	1,793.65
ACTIVITY ACCOUNT	DI-2023	41040	120.00	NE DI STATE FEES
			Vendor Total:	120.00
AINSWORTH ELECTRIC	17007	41041	806.16	REBEARING MOTOR
			Vendor Total:	806.16
AINSWORTH MOTORS	07389	41106	138.32	2010 CHEV BUS SERVICE
			Vendor Total:	138.32
AINSWORTH STAR-JOURNAL	ASJ-NOV2023	41042	243.83	MINUTES, NOTICE, HW AD, EDU WEEK
			Vendor Total:	243.83
AMAZON CAPITAL SERVICES	11D3-Y9RF-DRRJ	41043	92.25	GAMES, JUMP ROPES, COASTERS
AMAZON CAPITAL SERVICES	11QL-JMYW-JLM1	41043	129.99	BATTERY BACKUP
AMAZON CAPITAL SERVICES	17TH-PLXC-7WCM	41043	28.52	FOAM SHEETS
AMAZON CAPITAL SERVICES	19CT-KRDK-LPJX	41043	1,199.20	LASER ENGRAVER
AMAZON CAPITAL SERVICES	19CT-KRDK-NN6J	41043	44.99	5 PORT SWITCH
AMAZON CAPITAL SERVICES	1C9G-L6FQ-1VC1	41043	21.08	PACKING TAPE, BUTTER
AMAZON CAPITAL SERVICES	1CFJ-FQHV-RPJJ	41043	273.65	POCKET CHART, TRAYS, CARDS, WHISTLES
AMAZON CAPITAL SERVICES	1FNQ-GC3C-C4D7	41043	38.37	POPCORN
AMAZON CAPITAL SERVICES	1FTP-L6MY-CJLW	41043	616.20	GAMES, EPOXY, MOSAIC TILES, PAPER
AMAZON CAPITAL SERVICES	1G4K-XYPD-CJVT	41043	31.88	FILE, FOLDERS
AMAZON CAPITAL SERVICES	1JLM-VM6G-317K	41043	34.72	COUNTING DISKS, STRAWS
AMAZON CAPITAL SERVICES	1JLQ-1PLN-1GV9	41043	94.64	SLOAN FLUSH VALVE REPLACEMENT PART
AMAZON CAPITAL SERVICES	1JPR-TDXQ-LVLX	41043	83.96	TRIPODS & ADAPTERS
AMAZON CAPITAL SERVICES	1M34-Q4KC-7DJW	41043	22.99	BINDERS
AMAZON CAPITAL SERVICES	1M4Q-GPH4-NHMD	41044	159.60	PACKING TAPE
AMAZON CAPITAL SERVICES	1MFW-W66C-FLK9	41044	24.99	FIRE STICK
AMAZON CAPITAL SERVICES	1MKC-WY3G-3P9R	41044	340.78	HEAT PRESS, TOWELS, BLADES, GLITTER
AMAZON CAPITAL SERVICES	1MVM-9JV1-NWLC	41044	928.99	LASER ENGRAVER SMOKE PURIFIER
AMAZON CAPITAL SERVICES	1NKW-XYW6-3KJ9	41044	229.92	CONTAINERS, MIXING BOWL, PANS
AMAZON CAPITAL SERVICES	1P9F-MMX4-317H	41044	12.79	PICTURE FRAME ORNAMENTS
AMAZON CAPITAL SERVICES	1PRM-KHFC-13V4	41044	93.11	SNACKS
AMAZON CAPITAL SERVICES	1QNL-3LDY-1DJ4	41044	28.99	PEGBOARD HOOKS
AMAZON CAPITAL SERVICES	1TQN-14QV-9X1H	41044	18.79	SLAP BRACELETS
AMAZON CAPITAL SERVICES	1V4F-71DX-6WGY	41044	50.39	PUZZLE, GAME
AMAZON CAPITAL SERVICES	1VG1-CP44-RJ9M	41044	28.99	FILE BOX
AMAZON CAPITAL SERVICES	1VKQ-K6DC-FYCD	41044	239.03	PLYWOOD, WOODEN DOWELS, KEY FOBS
AMAZON CAPITAL SERVICES	1VLG-6XK7-3JKQ	41044	351.45	TABLE, VINYL, PARACORD, BINS
AMAZON CAPITAL SERVICES	1WW6-XDNV-TVP4	41044	41.98	BATHROOM SIGN
AMAZON CAPITAL SERVICES	1YN9-NL4T-1JJG	41044	933.06	MARKERS, YARN, SCISSORS, BEADS, BALLOON
			Vendor Total:	6,195.30
APPEARA	0921933	41045	58.67	MATS, DUST MOPS, FLOORCARE, RAGS, SUPPLIES
			Vendor Total:	58.67
AT&T MOBILITY	FN-NOV2023	41046	345.18	MONTHLY SERVICE

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
					Vendor Total: 345.18
BIG RED BUSINESS CENTER	1381	41107	115.00	UNL COLLEGE VISIT MEALS	
					Vendor Total: 115.00
BJ'S INSTRUMENT REPAIR	651700-681417	41047	520.00	INSTRUMENT REPAIR	
					Vendor Total: 520.00
BLACK HILLS ENERGY	BH89-NOV2023	41048	118.59	NATURAL GAS	
BLACK HILLS ENERGY	BH90-NOV2023	41048	2,732.47	NATURAL GAS SCHOOL & BUS BARN	
					Vendor Total: 2,851.06
BOMGAARS	32815426-721	41049	416.75	HEATERS, TOTES, BLANKET, MOP, PROPANE	
					Vendor Total: 416.75
BROWN COUNTY HOSPITAL	2327	41050	1,333.60	PHYSICAL THERAPY & MILEAGE	
BROWN COUNTY HOSPITAL	42005080	41050	224.79	OFFICE VISIT, VACCINE	
					Vendor Total: 1,558.39
BUCKLES AUTOMOTIVE	395554	41051	131.69	OIL & FILTERS	
					Vendor Total: 131.69
CDW GOVERNMENT LLC	KT58293	41053	15,879.73	ERATE CISCO DIRECT	
CDW GOVERNMENT LLC	MX28313	41052	3,012.14	TONER	
CDW GOVERNMENT LLC	MX32296	41052	2,711.63	TONER	
CDW GOVERNMENT LLC	MZ15205	41052	300.51	TONER	
CDW GOVERNMENT LLC	NG57557	41052	(393.66)	RETURN TONER	
CDW GOVERNMENT LLC	NG95907	41053	(1,104.01)	RETURN TONER	
CDW GOVERNMENT LLC	NG95914	41053	(300.51)	RETURN TONER	
CDW GOVERNMENT LLC	NH48704	41052	(1,213.96)	TONER RETURN	
					Vendor Total: 18,891.87
CENTRAL VALLEY AG	CVA-NOV2023	41054	2,481.56	FUEL & TIRES	
					Vendor Total: 2,481.56
CENTURY LUMBER CENTER	55729-61207	41055	92.88	KEYS, BOLTS, CABLE	
					Vendor Total: 92.88
CITY OF AINSWORTH	CA-NOV2023	41056	1,482.87	WATER, SEWER & GARBAGE	
					Vendor Total: 1,482.87
CONDITIONED AIR MECHAINICAL	41598	41057	4,813.50	BOILER & AIR SEPARATOR REPAIR	
CONDITIONED AIR MECHAINICAL	41610	41057	1,670.00	CONTROL VALVES MS OFFICE	
					Vendor Total: 6,483.50
DANA F COLE & COMPANY LLP	AUDIT 22-23	41108	19,500.00	AUDIT SERVICE & SINGLE AUDIT	
					Vendor Total: 19,500.00
E S U #17-MAIN	ACS-117-122	41058	77,838.50	SERVICES	
					Vendor Total: 77,838.50
EDGERTON EXPLORIT CENTER	SR23291	41060	1,244.54	ASAP PROGRAM	
					Vendor Total: 1,244.54

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
EDUCATIONAL SERVICE UNIT #1	SP7449	41061	3,678.48	DEAF ED SERVICES	
				Vendor Total:	3,678.48
ESU13	ESU13-NOV2023	41062	507.87	PSYCHOLOGICAL SERVICES	
				Vendor Total:	507.87
FINLEY, JOSEPH	JF-11142023	41063	14.85	MEAL LINCOLN COLLEGE VISIT	
FINLEY, JOSEPH	JF-11202023	41063	15.92	MEAL BB O'NEILL	
				Vendor Total:	30.77
FLOOR MAINTENANCE	WEB-27669	41064	89.99	BRUSH MOTOR	
FLOOR MAINTENANCE	WEB-27783	41064	368.96	HALT, HAND WASH	
				Vendor Total:	458.95
FREUDENBURG, MELISSA	MF-NOV2023	41065	537.64	NOVEMBER 2023 MILEAGE	
				Vendor Total:	537.64
GENERAL FUND CLEARING ACCOUNT	GF-NOV2023	41066	149.85	REIMBURSEMENT	
				Vendor Total:	149.85
H & R FOOD CENTER	93693589	41067	7.78	SUPPLIES	
				Vendor Total:	7.78
HILTON HOTELS & RESORTS	48154	41068	2,325.00	2023 NASB EDU CONFERENCE ROOMS	
				Vendor Total:	2,325.00
HOLIDAY INN - KEARNEY	98635	41069	249.90	SCHLUETER NSCA ACADEMY	
				Vendor Total:	249.90
ISLAND SUPPLY WELDING CO	305448	41070	135.00	ELECTRODES	
ISLAND SUPPLY WELDING CO	306265	41070	19.20	C25	
ISLAND SUPPLY WELDING CO	306595	41109	352.04	SUREARC SPOOL	
				Vendor Total:	506.24
IXL LEARNING	S482670	41110	5,838.00	IXL SITE LICENSE	
				Vendor Total:	5,838.00
JOURNEY ED.COM	10532211	41071	53.50	MICROSOFT OFFICE	
				Vendor Total:	53.50
JUNIOR LIBRARY GUILD	670964	41072	140.00	BOOKS	
				Vendor Total:	140.00
KBRB AM FM	KBRB-NOV2023	41073	78.00	HW ADS	
				Vendor Total:	78.00
KSB SCHOOL LAW	15203	41074	797.50	LEGAL SERVICES	
				Vendor Total:	797.50
MICHELLE APPELT	MA-NOV2023	41075	470.43	NOVEMBER 2023 MILEAGE	
				Vendor Total:	470.43
MISSOULA CHILDREN'S THEATRE	NE-AINS 28887	41076	3,100.00	2024 PETER & WENDY	
				Vendor Total:	3,100.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
MORRISON UNDERGROUND SPRINKLERS	1463	41077	153.35	SPRINKLER REPAIR	
MORRISON UNDERGROUND SPRINKLERS	1471	41077	662.00	SPRINKLER REPAIR	
MORRISON UNDERGROUND SPRINKLERS	1474	41077	427.50	CONTROL BOX	
MORRISON UNDERGROUND SPRINKLERS	1502	41077	310.00	BLOW OUT SYSTEM	
				Vendor Total:	1,552.85
NE COUNCIL OF SCHOOL ADMIN	80042	41078	120.00	LEGISLATIVE PREVIEW HAFER	
				Vendor Total:	120.00
NEBRASKA COLLEGE OF TECHNICAL	033	41079	110.11	COLLEGE VISIT MEALS	
				Vendor Total:	110.11
NEBRASKA PUBLIC POWER DISTRICT	NPPD19974-N	41080	70.29	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19977-N	41080	68.49	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19980-N	41080	106.15	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19983-N	41080	5,151.57	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19986-N	41080	68.29	ELECTRICITY	
				Vendor Total:	5,464.79
OFFICE PRODUCTS CENTER	01KX0594	41081	3,000.00	RICOH MP4055 - ELEMENTARY	
OFFICE PRODUCTS CENTER	01KX1254	41081	1,188.96	SERVICE CONTRACT	
				Vendor Total:	4,188.96
OLSONS PEST TECHNICIANS	328387	41082	92.00	MONTHLY SERVICE	
				Vendor Total:	92.00
ONE SOURCE	2022143554	41083	28.00	BACKGROUND CHECK	
				Vendor Total:	28.00
PAM HOLLENBECK	PH-OCTNOV142023	41084	672.05	OCTOBER - NOVEMBER 14 2023 MILEAGE	
				Vendor Total:	672.05
PENWORTHY COMPANY	0595251-IN	41085	363.59	BOOKS	
				Vendor Total:	363.59
PRECISION AUTOBODY	7159	41086	40.00	INT BUS CHIP REPAIR	
				Vendor Total:	40.00
PRESTIGE GROUP INC.	R2023-138	41087	3,300.00	DEC-JAN BUS LEASE	
				Vendor Total:	3,300.00
REALITY WORKS	52136	41088	5,676.28	VET SCIENCE PATHWAY PKG	
				Vendor Total:	5,676.28
RED & WHITE	RW-NOV2023	41089	311.91	SUPPLIES	
				Vendor Total:	311.91
RUHTER, JULIE	JR-NOV2023	41090	604.84	NOVEMBER 2023 MILEAGE	
				Vendor Total:	604.84
SCHLUETER, LAVISA	LS-NOV2023	41091	38.99	COUNSELOR ACADEMY MEALS	
				Vendor Total:	38.99

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
SCHOOLMARM FARMS	32	41092	90.00	CHRISTMAS DISPLAYS	
				Vendor Total:	90.00
SEVEN SPRINGS INC	0114731	41093	46.00	WATER	
SEVEN SPRINGS INC	0114853	41093	45.00	RENTAL	
SEVEN SPRINGS INC	0114975	41093	46.00	WATER	
				Vendor Total:	137.00
SMITH, ASHLEY	AS-NOV2023	41094	772.86	NOVEMBER 2023 MILEAGE	
				Vendor Total:	772.86
STANEK FIRE PROTECTION	38411	41095	211.00	SYSTEM SERVICED, FUSELINKS	
				Vendor Total:	211.00
THREE RIVER TELCO	10461388	41096	652.97	PHONE SERVICE	
				Vendor Total:	652.97
TK ELEVATOR CORPORATION	1000568256	41097	582.48	SERVICE DEC2023-FEB2024	
				Vendor Total:	582.48
TRAVIS ELECTRIC INC	20457	41098	60.56	FURNACE SWITCH	
TRAVIS ELECTRIC INC	20491	41098	320.66	SERVICE CALL & LIGHTS	
TRAVIS ELECTRIC INC	20499	41098	100.00	LEARNING CENTER LIGHTS	
				Vendor Total:	481.22
TURPIN, AMANDA	AT-NOV2023	41099	532.04	NOVEMBER 2023 MILEAGE	
				Vendor Total:	532.04
US BANK	USBANK4445-	41100	1,519.53	SUPPLIES	
				Vendor Total:	1,519.53
WAGeworks	INV5896639	41102	128.00	MONTHLY ADMIN FEE	
				Vendor Total:	128.00
WEX BANK	93693589	41103	1,865.57	FUEL	
				Vendor Total:	1,865.57
WILLOW LANE	ARU0363649	41104	104.89	104.89	
				Vendor Total:	104.89
WM KROTTER CO-AINSWORTH	732830-733194	41105	88.95	SEALANT, WRAP	
				Vendor Total:	88.95
				Fund Total:	191,970.51
				Checking Account Total:	191,970.51
Checking	13	Fund: 13 SECTION 125			
WAGE WORKS INC	5799771-5876848	16	2,203.21	FUND TRANSFER	
				Vendor Total:	2,203.21
				Fund Total:	2,203.21
				Checking Account Total:	2,203.21
Checking	4	Fund: 06 SCHOOL NUTRITION			
LUNCHTIME SOLUTIONS	INV-35952	51	29,683.27	OCTOBER MEALS	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u> <u>Description</u>	
LUNCHTIME SOLUTIONS	INV-36083	3577	531.09 SMALLWARES	
			Vendor Total:	30,214.36
			Fund Total:	30,214.36
			Checking Account Total:	30,214.36

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2023 - 11/2023

Regular; Beginning Month 11/2023; Processing Month 11/2023; Accounts to Include Accounts with Activity; Fund Number 05

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	FUND BALANCE	50,000.00	0.00	0.00	0.00	50,000.00
05 704 0101	A CLUB BALANCE	1,875.20	41.93	0.00	0.00	1,833.27
05 704 0105	ACTIVITY TICKET BALANCE	3,680.00	0.00	0.00	0.00	3,680.00
05 704 0106	AD FUNDRAISER BALANCE	(23.29)	0.00	0.00	0.00	(23.29)
05 704 0120	ATHLETICS BALANCE	5,176.14	0.00	0.00	0.00	5,176.14
05 704 0125	BAND BALANCE	9,039.35	30.00	0.00	0.00	9,009.35
05 704 0126	BAND FUND RAISER	726.44	86.46	1,760.00	0.00	2,399.98
05 704 0127	BBB FUNDRAISER BALANCE	742.85	0.00	0.00	0.00	742.85
05 704 0132	BOYS GOLF FUNDRAISER	926.67	0.00	0.00	0.00	926.67
05 704 0136	CLAPPER CD BALANCE	118.03	0.00	0.00	0.00	118.03
05 704 0137	CARL PERKINS BALANCE	297.05	0.00	0.00	0.00	297.05
05 704 0140	CHEER FUNDRAISER BALANCE	(704.05)	905.54	2,414.87	0.00	805.28
05 704 0145	CHORUS BALANCE	1,850.10	0.00	0.00	0.00	1,850.10
05 704 0167	CONCESSIONS - BULLDOG BALANCE	7,137.98	227.52	5,156.00	0.00	12,066.46
05 704 0168	VB FUNDRAISER BALANCE	5,522.13	216.00	216.00	0.00	5,522.13
05 704 0169	COCA COLA PARTNERSHIP BALANCE	14,974.10	884.60	0.00	0.00	14,089.50
05 704 0175	DRILL TEAM FUNDRAISER BALANCE	4,391.89	0.00	0.00	0.00	4,391.89
05 704 0180	DRIVER EDUCATION BALANCE	2,860.00	0.00	0.00	0.00	2,860.00
05 704 0185	ELEMENTARY FACULTY BALANCE	4,189.73	171.47	16.00	0.00	4,034.26
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 BALANCE	2,436.35	0.00	0.00	0.00	2,436.35
05 704 0190	FBLA BALANCE	2,147.16	0.00	0.00	0.00	2,147.16
05 704 0195	FFA BALANCE	10,775.91	5,404.95	44,691.00	0.00	50,061.96
05 704 0196	FFA SWEETCORN BALANCE	10,988.35	0.00	0.00	0.00	10,988.35
05 704 0200	FCCLA BALANCE	2,004.68	788.61	1,190.00	0.00	2,406.07
05 704 0205	FOREIGN LANGUAGE BALANCE	1,086.98	0.00	0.00	0.00	1,086.98
05 704 0210	GBB FUNDRAISER BALANCE	3,334.00	0.00	0.00	0.00	3,334.00
05 704 0215	GENERAL SHOP BALANCE	(3,757.51)	424.99	0.00	0.00	(4,182.50)
05 704 0221	GIRLS GOLF FUNDRAISER BALANCE	193.37	0.00	0.00	0.00	193.37
05 704 0223	MS TRACK FUNDRAISER BALANCE	157.27	0.00	0.00	0.00	157.27
05 704 0225	HIGH SCHOOL FACULTY BALANCE	1,213.29	25.00	0.00	0.00	1,188.29
05 704 0230	INTEREST BALANCE	11,472.99	0.00	305.05	0.00	11,778.04
05 704 0235	INVESTMENTS BALANCE	(50,000.00)	0.00	0.00	0.00	(50,000.00)
05 704 0240	ONE ACTS BALANCE	1,764.81	1,586.46	301.00	0.00	479.35
05 704 0244	FOOTBALL FUNDRAISER BALANCE	14,453.94	6,927.00	2,090.00	0.00	9,616.94

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2023 - 11/2023

Regular; Beginning Month 11/2023; Processing Month 11/2023; Accounts to Include Accounts with Activity; Fund Number 05

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 0245	LIBRARY BALANCE	13,415.53	1,538.64	1,378.67	0.00	13,255.56
05 704 0251	MID SCH STUDENT COUNCIL BALANCE	3,685.97	0.00	0.00	0.00	3,685.97
05 704 0255	MISCELLANEOUS BALANCE	(17.06)	0.00	15.56	0.00	(1.50)
05 704 0256	PLAYGROUND BALANCE	7,629.13	0.00	0.00	0.00	7,629.13
05 704 0257	DI GLOBAL FINALS BALANCE	6,000.99	0.00	0.00	0.00	6,000.99
05 704 0258	RENTALS BALANCE	1,972.50	0.00	0.00	0.00	1,972.50
05 704 0259	DISTRICT MUSIC BALANCE	2,305.65	0.00	0.00	0.00	2,305.65
05 704 0260	NATIONAL HISTORY DAY BALANCE	1,818.24	0.00	0.00	0.00	1,818.24
05 704 0261	MOCK TRIAL BALANCE	460.00	398.00	0.00	0.00	62.00
05 704 0262	QUIZ BOWL	316.03	0.00	0.00	0.00	316.03
05 704 0265	SPEECH TOURNAMENT BALANCE	3,845.92	0.00	0.00	0.00	3,845.92
05 704 0270	HS STUDENT COUNCIL BALANCE	301.64	0.00	0.00	0.00	301.64
05 704 0271	STUDENT WELLNESS BALANCE	1,768.60	0.00	0.00	0.00	1,768.60
05 704 0273	SUMMER INS BALANCE	3,631.60	634.30	2,205.14	0.00	5,202.44
05 704 0275	SUMMER READING/MATH BALANCE	502.60	0.00	0.00	0.00	502.60
05 704 0277	ONE TO ONE TECHNOLOGY BALANCE	7,510.94	445.54	0.00	0.00	7,065.40
05 704 0280	THESPIANS BALANCE	2,869.41	0.00	0.00	0.00	2,869.41
05 704 0282	TRACK FUNDRAISER BALANCE	1,360.41	0.00	0.00	0.00	1,360.41
05 704 0284	VIDEO BOARD	18,857.61	802.02	0.00	0.00	18,055.59
05 704 0285	VISUAL ARTS CLUB BALANCE	7,649.23	0.00	0.00	0.00	7,649.23
05 704 0286	YEARBOOK BALANCE	15,466.34	245.32	838.94	0.00	16,059.96
05 704 0288	XC FUNDRAISER BALANCE	(199.98)	0.00	186.01	0.00	(13.97)
05 704 0290	WR BOYS FUNDRAISER BALANCE	2,909.84	0.00	230.70	0.00	3,140.54
05 704 0291	WEICHMAN LC BALANCE	1,977.12	0.00	0.00	0.00	1,977.12
05 704 0292	WR GIRLS FUNDRAISER	2,281.86	0.00	230.71	0.00	2,512.57
05 704 1001	HS FOOTBALL BALANCE	229.10	453.17	0.00	0.00	(224.07)
05 704 1002	MS FOOTBALL BALANCE	1,334.35	0.00	0.00	0.00	1,334.35
05 704 1003	HS VOLLEYBALL BALANCE	3,646.29	100.00	212.28	0.00	3,758.57
05 704 1004	MS VOLLEYBALL BALANCE	4,643.76	0.00	70.00	0.00	4,713.76
05 704 1005	CROSS COUNTRY BALANCE	2,067.56	568.48	100.00	0.00	1,599.08
05 704 1006	HS WRESTLING BALANCE	2,918.69	839.99	0.00	0.00	2,078.70
05 704 1007	MS WRESTLING BALANCE	3,340.37	735.00	1,693.00	0.00	4,298.37
05 704 1008	HS TRACK BALANCE	(609.92)	0.00	0.00	0.00	(609.92)
05 704 1009	MS TRACK BALANCE	1,496.05	0.00	0.00	0.00	1,496.05
05 704 1010	HS BOYS BASKETBALL BALANCE	4,085.25	0.00	0.00	0.00	4,085.25
05 704 1011	MS BOYS BASKETBALL BALANCE	2,011.03	280.00	0.00	0.00	1,731.03

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2023 - 11/2023

Regular; Beginning Month 11/2023; Processing Month 11/2023; Accounts to Include Accounts with Activity; Fund Number 05

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 1012	HS GIRLS BASKETBALL BALANCE	(2,075.33)	0.00	0.00	0.00	(2,075.33)
05 704 1013	MS GIRLS BASKETBALL BALANCE	3,344.91	810.00	643.00	0.00	3,177.91
05 704 1014	BOYS GOLF BALANCE	2,052.73	0.00	0.00	0.00	2,052.73
05 704 1015	TRAINING SUPPLIES BALANCE	3,234.54	0.00	0.00	0.00	3,234.54
05 704 1016	GIRLS GOLF BALANCE	196.71	50.00	0.00	0.00	146.71
05 704 1017	CHEER BALANCE	(4,707.00)	0.00	0.00	0.00	(4,707.00)
05 704 1018	DRILL TEAM BALANCE	(1,208.13)	0.00	0.00	0.00	(1,208.13)
05 704 1020	MS GOLF BALANCE	68.00	0.00	0.00	0.00	68.00
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
05 704 2020	CLASS OF 2020 BALANCE	246.04	0.00	0.00	0.00	246.04
05 704 2021	CLASS OF 2021 BALANCE	274.08	0.00	0.00	0.00	274.08
05 704 2022	CLASS OF 2022 BALANCE	90.06	0.00	0.00	0.00	90.06
05 704 2023	CLASS OF 2023 BALANCE	517.58	0.00	0.00	0.00	517.58
05 704 2024	CLASS OF 2024 BALANCE	1,758.75	0.00	0.00	0.00	1,758.75
05 704 2025	CLASS OF 2025 BALANCE	5,034.14	0.00	60.00	0.00	5,094.14
05 704 2026	CLASS OF 2026 BALANCE	3,436.68	0.00	0.00	0.00	3,436.68
05 704 2027	CLASS OF 2027 BALANCE	1,983.41	0.00	0.00	0.00	1,983.41
05 704 2028	CLASS OF 2028 BALANCE	1,015.63	0.00	55.00	0.00	1,070.63
05 704 2029	CLASS OF 2029 BALANCE	761.38	0.00	25.00	0.00	786.38
05 704 2030	CLASS OF 2030	54.00	0.00	24.00	0.00	78.00
Fund Total: 05		272,503.80	25,620.99	66,107.93	0.00	312,990.74

November 30, 2023

INVESTMENTS

CLAPPER

Week of	Amount	Term	Homestead	WPB	Number	Maturity
June 20, 2022	4,000	24 Mo	<u>0.50%</u>	0.45%		Jun 24, 2024

ACTIVITY ACCOUNT

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Dec 20, 2022	25,000	12 Mo	0.80%	<u>3.61%</u>	664725	Dec 20, 2023
Jun 20, 2023	25,000	12 Mo	<u>4.80%</u>	4.29%	9524682	Jun 15, 2024

GENERAL FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
May 22, 2023	375,000	7 Mo	4.75%	4.52%	<u>NLAF 5.05%</u>	Dec 15, 2023
May 19, 2023	250,000	8 Mo	4.75%	4.52%	<u>NLAF 5.16%</u>	Jan 12, 2024
May 19, 2023	250,000	9 Mo	4.75%	4.52%	<u>NLAF 5.23%</u>	Feb 15, 2024
Jun 20, 2023	300,000	9 Mo	4.95%	4.63%	<u>NLAF 5.35%</u>	Mar 15, 2024
Sep 20, 2023	242,000	7 Mo	<u>5.48%</u>	5.00%	NLAF 5.45%	Apr 15, 2024
Sep 15, 2023	125,000	8 Mo	5.25%	5.00%	<u>NLAF 5.55%</u>	May 15, 2024
Oct 13, 2023	246,000	8 Mo	5.48%	5.45%	<u>NLAF 5.55%</u>	Jun 14, 2023

DEPRECIATION FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Feb 22, 2023	237,000	12 Mo	3.55%	4.00%	<u>NSDLAF4.90%</u>	Feb 20, 2024

BUILDING FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Feb 22, 2023	238,000	12 Mo	3.55%	4.00%	<u>NSDLAF4.95%</u>	Feb 20, 2024
Aug 21, 2022	246,000	12 Mo	5.35%	5.00%	<u>NSDLAF5.53%</u>	Aug 20, 2024

EMPLOYEE BENEFIT FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Jan 20, 2023	100,000	12 Mo	3.25%	3.61%	<u>NSDLAF4.85%</u>	Jan 19, 2024

FUND BALANCES

11/30/2023

DEPRECIATION FUND

Account	Checking	CD	NSDLAF	Total
Band/Choir Uniforms	\$ 576.62			\$ 576.62
Vehicle	10,537.58			10,537.58
Desks	191.01			191.01
Interest	38,226.55	-		38,226.55
Ag Equipment	3,000.00			3,000.00
Undesignated	145,518.76	-	237,000.00	382,518.76
TOTALS	\$ 198,050.52	\$ -	\$ 237,000.00	\$ 435,050.52

BUILDING/SINKING FUND

Account	Checking	CD	Total
Track	\$ -		\$ -
Bleachers	-		-
Interest	25,080.86		25,080.86
Undesignated	400,976.88		884,976.88
TOTALS	\$ 426,057.74	\$ -	\$ 910,057.74

EMPLOYEE BENEFIT FUND

Account	Checking	CD	Total
Unemployment	\$ 7,917.55		\$ 7,917.55
Volunteer Retirement	9,074.49		9,074.49
Interest	2,436.68	100,000.00	102,436.68
TOTALS	\$ 19,428.72	\$ 100,000.00	\$ 119,428.72

BOND FUND

Account	Checking	CD	Total
Bond	\$ -		\$ -

STUDENT FEES

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

AINSWORTH COMMUNITY SCHOOLS

ACTIVITIES DEPARTMENT

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



Luke Wroblewski – Co-Activities Directors

DECEMBER 2023 ACTIVITIES REPORT

- The Play Production Team completed their season by competing at the SWC Meet at Home on November 21st and then placed 6th at the C2-6 District Meet in Hemingford on November 27th.
- The Mock Trial team had competitions in the area in the past month. The varsity team won the final regional competition against the Valentine and qualified for State. They will compete in Lincoln on December 11th and 12th.
- The high school wrestling and basketball seasons have started. We started with away games for basketball against Ord and Gordon-Rushville. The boys' and girls' wrestling team wrestled in the Burwell Quad to kick off their season. The girls' wrestling team has also competed at O'Neill and Atkinson. The boys' wrestling team has competed at Mullen. Over the break, the basketball teams will travel to Summerland for a Holiday Tournament with Summerland and Atkinson on December 28 & 29. The NSAA Moratorium is December 23-27.
- The middle school wrestling team finished the season on December 4th at the Anselmo-Merna Invite. The middle school girls' basketball team will have their final game on December 12th with Valentine. The middle school boys' basketball and middle school girls' wrestling seasons will start in January.
- The high school band and choir winter concert will be held on December 14th, and the middle school concert was held on December 5th in the Learning Center.
- The speech team held their workday on November 11th. Their first contest will be on January 13th in Valentine.
- A pep rally hosted by the cheerleaders will be held on December 8th to kick off the winter sports season. Fall activities and sports honors will be recognized at that time.



Ainsworth Community Schools

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

402-387-2083

Benjamin Wright
PK-6 PRINCIPAL



Board of Education Meeting
12/11/2023

On Thursday, November 30th, we had our monthly celebration for K-4 students in the Learning Center. The teachers along with Mrs. Risen performed a skit about the importance of testing and how effective you can be. Awards were also handed out to students who received recognition slips for meeting or exceeding expectations during the month of November. We plan on having various exciting rewards for students exceeding expectations.

Our November monthly mission was **“To be thankful for everything we have but be willing to give when you can”**. Students have already started being more giving in the spirit of November. Our December Monthly mission is simple! It is **“To Give your Greatest Effort and Finish Strong.”**

We also had our 5th- 8th grade winter concert which went really well. I appreciate the hard work of the teachers and students who made it possible. The elementary students have also decorated the entire hallway for the holidays so swing on through and feel the festivities!

We have started our winter testing window and things are going well. We are doing fastbridge, Map, and NSCAS Growth. All of these assessments are a great way to check our students' progress and to make sure we are going in the right direction. We will update you with testing results in the coming weeks!

Thank you for your ongoing support!



Ainsworth Community Schools

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

402-387-2083

Benjamin Wright
PK-6 PRINCIPAL



Current Enrollment for the 2023-2024 school year as of December 8th:

***PK: 36 students**

Kindergarten- **25**

1st Grade- **26**

2nd Grade- **23**

3rd Grade- **29**

4th Grade- **27**

5th Grade- **32**

6th Grade- **29**

Total: 191 Students K-6

Total: 227 Students Pk-6

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

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.
All Dates & Locations Tentative & Subject to Change

Events & Networking - <https://members.nasbonline.org/events>



Your Monthly Board Agenda Update Video Links from NASB

<https://members.nasbonline.org/news-resources/video-library>



14th Annual Nebraska Child Health & Education Summit - December 13 - Omaha
Coming Soon ... Your 2024 NASB Advocacy Handbook for the Legislative Session



The 2024 Legislative Session will begin Wednesday, January 3

School Board Member Week in Nebraska - January 21-28

Legislative Issues Conference - January 21-22 - Lincoln

Board Presidents Retreat - January 28-29 - Norfolk

REG NOW!



Board Presidents Retreat - February 4-5 - Kearney

Continued on Page 2



Leadership

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The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2



Budget & Finance Workshop - March 5 - Lincoln

Budget & Finance Workshop - March 19 - North Platte

Budget & Finance Workshop - March 20 - Gering

NAEP State Convention - March 27-28 - Kearney

YOUR 2023 PLATINUM AFFILIATES

ALICAP

AMERICAN FIDELITY
a different opinion

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

**CLARK &
ENERSEN**

CMBA
ARCHITECTS

COMMUNITY
BUILDING SOLUTIONS

CROUCH
RECREATION

D|A DAVIDSON

filament
ESSENTIAL SERVICES

GLOBAL
ROOFING COMPANY

HAMILTON

HAUSMANN
construction

NEBRASKA
LIQUID
ASSET FUND

PIPER | SANDLER

prm
PUBLIC RISK
MANAGEMENT
INCORPORATED

RENAISSANCE
R

Sampson
Construction

SPARQ DATA
SOLUTIONS

WILKINS
ARCHITECTURE | DESIGN | PLANNING

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

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SCHOOL BOARDS

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The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org



Monthly Update for your Board Meeting Agenda

December 2023

Networking & Events
Latest 'Board Notes' – Monthly Newsletter
Annual Board Calendar Summary
Government Relations & Advocacy
This Month In ...
Monthly Agenda Video Updates & NASB's Video Resources
Contact Us



2024 Advocacy Handbook

<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

(www.NASBonline.org – Government Relations – Advocacy Handbook)

COMING SOON ... With the approval of the NASB bylaws, standing positions and legislative resolutions at the 2023 Delegate Assembly, look for the 2024 NASB Advocacy Handbook to be posted prior to this year's legislative session.



Networking & Events ... Register Now

<https://members.nasbonline.org/events>

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

14th Annual Nebraska Child Health & Education Summit - December 13 - Omaha

<https://www.eventbrite.com/e/14th-annual-ne-child-health-education-summit-tickets-749525329437?aff=oddtcreator%20>

JANUARY 2024

School Board Member Week in Nebraska - January 21-28

<https://members.nasbonline.org/events/school-board-member-week>

Legislative Issues Conference - January 21-22 - Lincoln

<https://members.nasbonline.org/events/legislative-issues-conference>

Board President's Retreats - January 28-29 - Norfolk

<https://members.nasbonline.org/events/board-president-retreat>

FEBRUARY 2024

Board President's Retreats - February 4-5 – Kearney

<https://members.nasbonline.org/events/board-president-retreat>



Latest 'Board Notes' – Monthly Newsletter

<https://members.nasbonline.org/news-resources/board-notes-newsletter>

(www.NASBonline.org - News & Resources - Board Notes)

- *Learning, Leading & Lasting Impressions*
- *The Annual Passing of the Gavel*
- *At The Board Table*
- *ALICAP Recognizes its Annual Award Winners*
- *EPIC Tax Referendum & The Use of Public Resources*
- *AI in Education*
- *Training, Networking, Engagement & Events*
- *This Month In ... And Much More!*



"Annual Board Calendar Summary"

View the full detailed calendar at:

<https://members.nasbonline.org/board-leadership/resources>

(www.NASBonline.org – Board Leadership – Resources)

December Board Agenda Items

In addition to routine agenda items, time sensitive topics include:

- **Advocacy** - Review the 2024 Legislative Session Calendar
- **Student Accountability** - Review the NDE State of Schools Report
- **District/ESU Resources [Budget]** - ESU Annual Financial Report On or before January 31, the ESU Administrator of each ESU will submit to the Commissioner of Education an Annual Financial Report. § 79-1229
- **Board Elections** - Notify the County Clerk/Election Commissioner. On or before February 1, the board must notify the County Clerk of Election Commissioner of the member seats open for the upcoming election.

****Review the full November Agenda in the 2023 NASB Board Meeting Guide & Annual Board Calendar.**

Board Self-Assessment

Following the board's evaluation of the superintendent or ESU Administrator, consider administering a Board Self-Assessment. This provides an opportunity for board members to self-reflect and collectively consider the effectiveness of the board's governance leadership and working relationship with the superintendent or ESU Administrator. Schedule a board retreat with Marcia or Stacie to review the results and participate in discussion of goals to address the board's identified areas of growth. Please contact Katie Corfield or Marcia Herring at 402-817-0296 to schedule a time to administer the board self-assessment.

Board Retreat

As the new year is fast approaching, it is a perfect time to schedule a board retreat to set goals, discuss the board role and responsibilities, develop board protocols, or customize the retreat to meet the board-superintendent /ESU Administrator vision or needs. Please contact Marcia Herring at 402-817-0296 to schedule your board's next retreat.

NASB President Retreats

January 28-29, 2024 in Norfolk

February 4-5, 2024 in Kearney

Join the NASB Board Leadership Team in Norfolk and Kearney for the opportunity to engage with fellow or other leadership teams including the board president, aspiring presidents, and superintendents. The agenda will include a leadership activity on Sunday with a social and dinner, and a full agenda on Monday addressing board meeting protocols, Open Meetings Law, policy, committee work, scenarios, goal planning, superintendent evaluation, and more. Stay tuned for more information regarding the registration details.



Government Relations & Advocacy

<https://members.nasbonline.org/government-relations>

(www.NASBonline.org – Government Relations)

The 2024 Legislative Session starts January 3rd!



This Month In ...

<https://members.nasbonline.org/news-resources/board-notes-newsletter>

(www.NASBonline.org - News & Resources - Board Notes)

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the Board Notes newsletter for “This Month In ...”
Advocacy & Government Relations - ALICAP & Insurance - Board Leadership - Data Analytics - Energy Purchasing - Member Engagement - Policy - Search, Strengths & Awards - Technology



Monthly Agenda Video Updates & NASB's Video Resources

<https://members.nasbonline.org/news-resources/video-library>

(www.NASBonline.org - News & Resources – Video Library)

Monthly Board Agenda videos, Legal Resources, NASB's Live & Learn Series, Member Zoom's, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, and MUCH more!



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(www.NASBonline.org – About Us)

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and on Facebook at www.facebook.com/NASBonline





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

December 11, 2023

TO: Board Members

FROM: Dale

SUBJECT: Superintendent's Report for the December Regular Meeting

1) Financial Report

We remain on track and with no surprises in this year's budget. To date we have disbursed 18.84% of the general fund budget (\$2,063,025) compared to 18.20% (\$1,995,637) and 18.89% (\$2,038,103) for 2022 and 2021 respectively. On the revenue side of the budget, we have brought in \$2,015,962 this budget cycle compared to \$2,039,647 and \$2,339,688 for 2022 and 2021.

2) Transportation, Buildings and Grounds

Guarantee roofing is making progress on the 2 sections of roofing contained in our insurance claim with ALICAP (3rd floor & ½ of the gym). We are fortunate the weather is cooperating so we can get these roof sections done before winter takes a firm hold on us. They should complete these sections by Tuesday, December 12th if all goes as planned.

The part we have been waiting for to finish the new boiler project has arrived. Dan and crew are working to get here soon to finish the project.

The proposal for the refurbishment of the track was signed after approval at last month's Board Meeting. Since then, there was an inquiry about adding red color to the exchange lanes on the track. This indeed would look very nice, but it is an additional cost. We can discuss if there is interest by the Board to add this feature or stay with the current all black color scheme.

3) Board Policy Review

We plan to have a brief discussion regarding the policy review schedule and process during the work session on December 11th. My thought was all Board Members should have a say in how this goes and how much the Board or policy committee will

engage or the Supt bringing policy forward on a routine basis with suggestions on revision. Please recall I shared a possible review routine for both 2 and 3 year cycles at the last Board meeting. I will include that in the agenda materials for your convenience as well.

To get us started, I have included 17 policies on this agenda for the Board's review. These are very standard policies in the 100's (district organization) and 200's (School Board). These would be example of most policies that likely do not require any attention other than a simple review and recognition of that review.

4) **Strategic Plan**

The well-being survey was conducted over a 10-day period and concluded on November 30th. 100% of admin and teachers took the survey with 85% of the classified staff completing the survey. Kari and Katie from NASB will be providing reports soon as well as meeting with Brad and I on December 19th. We should be able to have more information for the Board after that meeting. Part of the service is to provide a 90-minute professional development session with our staff to discuss the survey and develop collaborative strategies to address concerns. That PD session is scheduled for the morning of March 22nd.

5) **Professional Development**

There are a few items coming up for PD opportunities. The NASB Legislative Issues Conference is Jan 21-22 in Lincoln. It starts at 6:00 pm with Dinner and a message from NDE Commissioner, Dr. Maher followed by the main program from 8:00 to 1:30 on the 22nd. We finish the day on the 22nd with lunch with our senator. If you would like to go, please let me know.

The NASB Board President's retreat is either Jan 28-29 in Norfolk or Feb 4-5 in Kearney. Brad, let us know if you are attending and if you need our help with registration and lodging.

6) **Superintendent Evaluation**

The superintendent evaluation and contract are on the agenda for this month. I am looking forward to the process and direction it will provide. The Superintendent Pay Transparency Act requires notice and publishing of the contract in advance of and after the meeting if changes are made. We will make sure we continue to be in compliance with the act as always by posting on our school website.

7) **Other**

Please let me know if you have any questions or needs. Thanks!

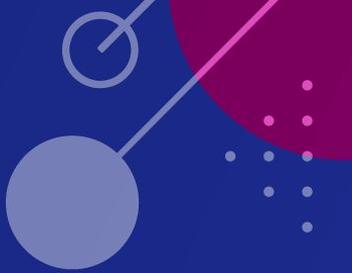
Revolutionizing Education

Unveiling the Journey of Implementing Ed-Fi ODS for Transformational Change

Terri Hettenbaugh

Educational Service Unit #6

Milford, NE

Decorative geometric shapes in the top right corner, including a large blue circle, a smaller white circle, and a pink circle with a white line passing through it.

**How do we know if the
student's classroom
experience is robust enough
to support their future
learning experiences?**

Decorative geometric shapes in the bottom left corner, including a blue circle with a white grid of dots and a blue arc with white diagonal lines.

*Finite to fail, but infinite to venture.
Emily Dickinson*

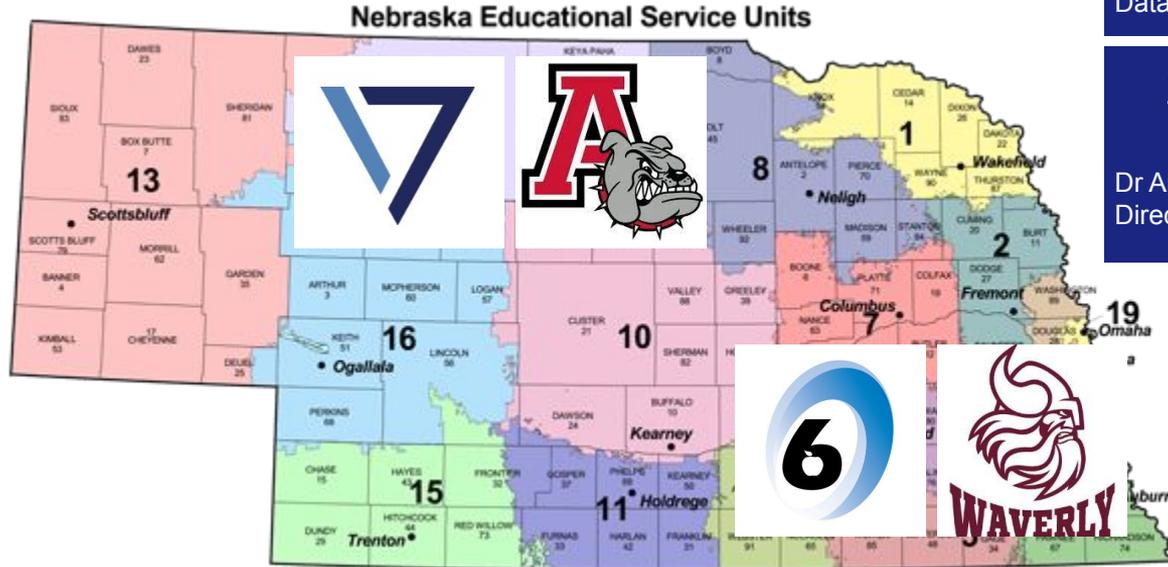
Pilot ESUs and School Districts

ESU 6
Milford, NE

Terri Hettenbaugh
Data Analyst

Waverly District 145
Waverly, NE

Dr Angela Plugge,
Director of Learning



ESU 17
Ainsworth, NE

Jeff McQuistan
Staff Development Director

Pilot Nebraska ESUs



ESU6
EDUCATIONAL SERVICE UNIT

ESU 6
Milford, NE

Terri Hettenbaugh
Data Analyst



ESU 17
Ainsworth, NE

Jeff McQuistan
Staff Development Director

*When you become comfortable with uncertainty, infinite possibilities open up in your life.
Eckhart Tolle*

Pilot Nebraska School Districts



Waverly District 145

Waverly, NE

Dr Angela Plugge,
Director of Learning



Ainsworth Community Schools

Ainsworth, NE

Dale Hafer,
Superintendent

Nothing is impossible, the word itself says I'm possible
Audrey Hepburn



“This opportunity will ultimately become a roadmap to professional development (PD) that considers all aspects of student data - demographic, academic, behavioral and social emotional - from the moment their educational journeys begin.”

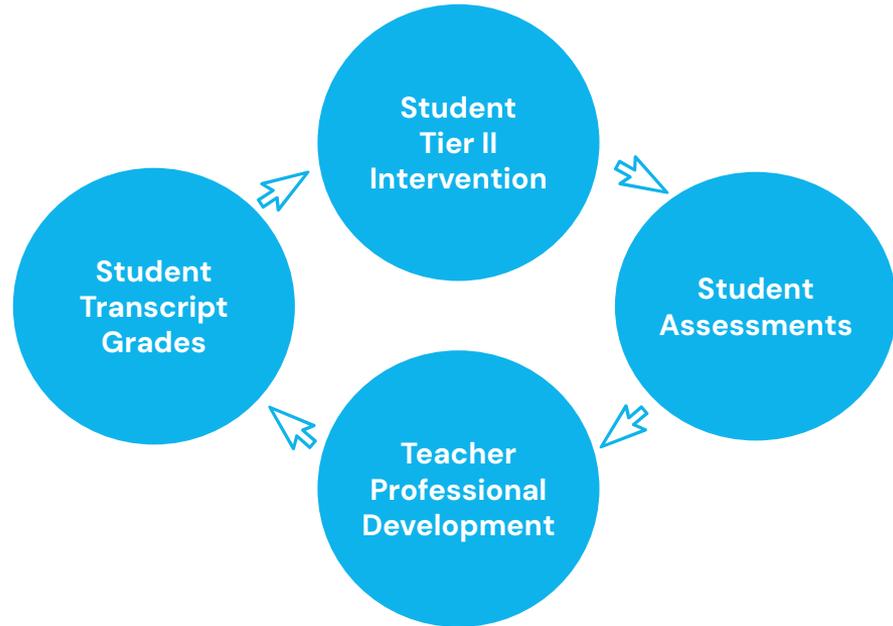
Jeff McQuistan
Staff Development Director
ESU 17

[Read Jeff McQuistan's full statement here](#)



The future belongs to those who see possibilities before they become obvious.
John Sculley

Continuous Improvement Curriculum Data



Tier II Interventions will start with [Branching Minds](#) and [eduClimber](#)



*Impossible is not a fact. it's an option.
Impossible is not a declaration. It's a dare.
Impossible is potential. Impossible is temporary.
Impossible is nothing.
John C Maxwell*

Sharing our Efforts

Microsoft Azure will allow us to share the visualizations created by Waverly District 145 and Ainsworth Community Schools with other school districts.

Jeff McQuistan, staff development director at ESU 17, will design data visualizations from the transcript grades, Tier II interventions and assessment grades for educational continuous improvement.

Visualizations Jeff will create will be available to share with ESUs and school districts.



Pilot Description

The previous state-developed dashboard attempt was not fully realized. Third party vendors were/are not able to bring multiple data sets together in a way that provides meaningful connections for school districts.

Anticipated grant funds will finance the development and set-up aspect of this project. Once established, school district funds will finance the access and maintenance aspect of the project on an as needed basis. No human effort will be involved in the visualization of the data, minimizing cost and maximizing accuracy.

By participating in this project, in-kind contributions have already been made. There will be no up-front investment to the pilot participants (school districts and ESUs).

What is Needed

In order for Ainsworth Community Schools' data to be visualized in the pilot, three Memoranda of Understanding need to be signed between

(1) Ainsworth Community Schools and ESU #17, and

(2) Ainsworth Community Schools and (a) Keen Logic and (b) EdGraph to access Advisor data (NDE)

in order for student data to be accessed directly from the host so that it can be visualized (graphed) on behalf of ACS.

**MEMORANDUM OF UNDERSTANDING BETWEEN
EDUCATIONAL SERVICE UNIT #17 AND
AINSWORTH COMMUNITY SCHOOLS**

This Memorandum of Understanding ("MOU") is made and entered into between Educational Service Unit #17 and Ainsworth Community Schools, collectively referred to as "the Parties."

In consideration of mutual covenants, the Parties agree as follows:

1. Purpose. The purpose of this MOU is to enhance the working relationship between the Parties in order to provide more effective and efficient services to students, school districts and their employees, and educational service units and their employees. The Parties shall achieve this purpose by collaborating on the following projects:

A. ESU and School District Student Data. The Parties agree to share student data, including test scores and other relevant, identifiable student data, to help Educational Service Units and Nebraska school districts to make informed, data-driven decisions targeting improved student learning. The Parties will collaborate to identify the data that will be shared and how that data will be implemented to benefit student learning.

B. Other Relevant Student Data. The Parties will work together to plan and share other relevant student data to improve student learning and inform ESU service delivery. These joint efforts will include regular communications to address identified areas of concern and how student data may be used to identify and improve perceived or actual deficient areas of student learning.

2. Term. This MOU shall begin on the day last signed by the representatives of the Parties to this MOU and shall remain in effect for three (3) consecutive calendar years, unless terminated earlier by either Party or extended by both Parties.

3. Administration. The Parties agree that decisions and communications related to the creation, operations, and maintenance of this MOU and the projects identified herein will be the responsibility of the ESU Administrator, or his or her designee, and the District 145 Superintendent, or his or her designee. The Parties agree that various staff may be involved to carry out the purposes and projects identified in this MOU.

4. Payments. No payments shall be made to or between the Parties under this MOU. When the Parties determine that financial transactions are necessary to carry out activities related to subjects addressed in this MOU, those financial transactions shall be conducted using the separate purchasing or contracting documents and procedures of the Parties.

5. Governing Law. This MOU is governed by and constructed in accordance with the laws of the State of Nebraska. The Parties further agree that all MOU projects or other activities shall be consistent with all applicable rules, regulations, and policies of Ainsworth Community Schools and ESU #17.

6. Termination. Each Party may terminate this MOU for any reason or no reason at all upon 30 days' written notice delivered by U.S. mail, personal delivery, or electronic delivery to the other Party. Upon the termination of this MOU, each Party shall promptly return to the other Party all papers, materials, and other property of the other Party then in its possession, including but not limited to all work in progress as is appropriate in its then existing form to the other Party.

7. Student Records and FERPA. The Parties agree to share data in a manner that safeguards the confidentiality of personally identifiable information in students' education records as defined by the federal Family Education Rights and Privacy Act (FERPA) and any other applicable federal or state laws and regulations, including, but not limited to, 34 C.F.R. §§ 99.31(a)(5) & (6). FERPA establishes restrictions on the disclosure and re-disclosure of personally identifiable information in students' education records without the written consent of the parent or eligible student. FERPA permits student information to be used by state educational authorities for the purposes of the evaluation of state or federally supported education programs, and/or conducting research for or on behalf of the state supported schools to improve education. This MOU shall conform to all provisions of FERPA and any provision inconsistent with FERPA shall automatically be deemed invalid and of no effect. Consistent with FERPA, the Parties agree that any data shared between the Parties will be strictly limited to the purposes outlined in this MOU and that, upon the termination of this MOU, both Parties will, within six months of the effective date of termination, the Parties will destroy all personally identifiable information obtained through this MOU.

8. Notice. Each Party giving any notice under this MOU must give written or electronic notice to the other Party.

9. Amendments and Modifications. The Parties may amend or modify this MOU only by a signed, written agreement by both Parties that identifies itself as an amendment or modification to this MOU. No other alterations in the terms of this MOU shall be valid or binding.

10. Counterparts. The Parties may execute this MOU in multiple counterparts, each of which constitutes an original, and all of which, collectively, constitute only one agreement. The signatures of all of the Parties need not appear on the same counterpart, and delivery of an executed counterpart signature page by facsimile or other electronic means is as effective as executing and delivering this MOU in the presence of the other Parties to this MOU. This MOU is effective upon delivery of one executed counterpart from each Party to the other Parties. In proving this MOU, a Party must produce or account only for the executed counterpart of the Party to be charged.

11. Relationship Among Parties. This MOU creates no relationship of joint venture, partnership, limited partnership, agency, or employer employee between the Parties, and the Parties acknowledge that no other facts or relations exist that would create any such relationship between them. Neither Party has any right or authority to assume or to create any

obligation or responsibility on behalf of the other Party except as may from time to time be provided by written instrument signed by both Parties.

IN WITNESS WHEREOF the Parties have executed this Agreement on the last date written below.

ESU #17
By: _____
Name: _____
Title: _____
Date: _____

Ainsworth Community Schools
By: _____
Name: _____
Title: _____
Date: _____

TERMINOLOGY USED IN THIS MANUAL

Throughout this manual, when actions, duties or responsibilities are ascribed to the “superintendent” or the “principal,” it shall be understood that those actions, duties or responsibilities are ascribed to the “superintendent or his/her designee” or to the “principal or his/her designee.”

Throughout this manual, when actions, rights or responsibilities are ascribed to the “parent” of a student, it shall be understood that those actions, rights or responsibilities are ascribed to the “parent(s)/guardian(s)” of a student.

LEGAL STATUS OF THE SCHOOL DISTRICT

Nebraska law authorizes the creation of public schools known as Common Schools System. As part of this Common Schools System, this school district is a school corporation created and organized under Nebraska law. This school district shall be known as the Brown County School District No. 10. It shall also be known as the Ainsworth Community Schools, of Ainsworth, Nebraska. The school district is designated as a Class III school district. The school district, as a body corporate, possesses all the usual powers of a corporation for public purposes.

This school corporation is located in Brown County, and its affairs are conducted by elected school officials, known as the Brown County School District No. 10 Board of Education. This school corporation has local control over school matters in the territory of the school district, as outlined by the applicable state statutes.

Legal Reference: Neb. Constitution, Art. VII, Sect. 1, 2
 Neb. Statute 79-405
 79-501 et seq.
 Languis v. Deboer, 181 Neb 36 (1966)

Cross Reference: 201.01 Board Powers and Responsibilities

Approved July 13, 2020 Reviewed _____ Revised _____

EDUCATIONAL AND OPERATIONAL PLANNING

At least every 5 years the board shall conduct an in-depth needs assessment, soliciting information from administrators, employees, parents, students and community members, regarding their expectations for adequate student preparation. A systematic on-going process guides planning, implementation, and evaluation and renewal of continuous school improvement activities to meet local and statewide goals and priorities. The school improvement process focuses on improving student learning. A The school system develops and implements a continuous school improvement process to promote quality learning for all students. This process includes procedures and strategies to address quality learning, equity, and accountability.

In all school systems, the continuous school improvement process includes the following activities at least once within each five years:

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

The school improvement process includes a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the school system's improvement plan and the written recommendations of the external representatives are provided to the Department. The external team visits are conducted at least once each five years.

Legal Reference: Neb. Statute 79-526
 79-701, 702
 79-729
 79-1301
 NDE Rule 10-009

Cross Reference 201.01 Board Powers and Responsibilities
 203.06 Board Committees
 604.01 Basic Instruction Program
 1002.00 District Annual Report

Approved July 13, 2020 Reviewed _____ Revised _____

POWERS AND RESPONSIBILITIES OF THE BOARD

The board of the Ainsworth Community Schools (Brown County School District #10), acting on behalf of the school district, shall have jurisdiction over school matters within the territory of the school district.

The board is empowered to make policy for its own governance, for employees, for students and for school district facilities. The board is also empowered to enforce its policies. The board may, through its quasi-judicial power, conduct hearings and rule on issues and disputes confronting the school district.

The board has these powers and all other powers expressly granted to it in federal and state law as well as the powers that can be reasonably implied from the express powers.

The board is authorized to govern the school district which it oversees. As the governing board of the school district, the board has three duties to perform: legislative duty, executive duty, and evaluative duty.

As a representative of the citizens of the school district, the board is responsible for legislating policy for the school district. As a policy making body, the board has jurisdiction to enact policy with the force and effect of law for the management and operation of the school district.

It is the responsibility of the board, under the board's executive duty, to select its chief executive officer, the superintendent, to operate the school district on the board's behalf. All references to "superintendent" in this policy manual shall mean the "superintendent or the superintendent's designee" unless otherwise stated in the board policy. The board delegates to the superintendent its authority to carry out board policy, to formulate and carry out rules and regulations and to handle the administrative details in a manner which supports and is consistent with board policy. The board may enter into certain contracts as permitted by law for periods not to exceed four years.

The board has a responsibility to review the education program's performance under its evaluative duty. The board regularly reviews the education program and associated support services. The review includes a careful study and examination of the facts, conditions and circumstances surrounding the amount of funds received or expended and the education program's ability to achieve the board's educational philosophy for the school district.

Legal Reference: Neb. Statute 79-261 to 263
 79-501 to 524
 79-734
 NDE Rule 10.004.01

Approved July 13, 2020 Reviewed _____ Revised _____

Cross Reference	102	Educational Philosophy of the District
	104	Educational and Operational Planning
	205	School Board Policy Process
	301.03	Succession of Authority to the Superintendent
	601	Goals and Objectives of Instructional Plan

BOARD MEMBERSHIP - ELECTIONS AND APPOINTMENTS

The biennial school election takes place on the first Tuesday after the first Monday in November. Terms shall be staggered so that at least three board members are elected at each general election. Members of the board will be elected at large.

Incumbents must file for election at the Office of the County Clerk, Brown County, by February 15 prior to the date of the primary election. All other candidates must file for election by March 1 prior to the date of the primary election.

If a vacancy occurs on the board it may be filled within 45 days by appointment of a qualified registered voter by a majority vote of the remaining members of the board for the remainder of the unexpired term. If the board does not fill the vacancy by appointment, the vacancy may be filled by election at a special election or school district meeting called for that purpose. If a majority of the offices of the school board members are vacant, the Secretary of State will call a special school district election to fill the vacancies.

It is prohibited to meet in closed session for discussion of the appointment or election of a new board member.

Legal Reference: Neb. Statute 32-501 et seq.

Approved July 13, 2020 Reviewed _____ Revised _____

QUALIFICATIONS

Serving on the school board is an honor and privilege. Its rewards are respect from the community, students, and employees and the satisfaction from knowing each board member contributed to the success of the children in the school district community. Only those who are willing to put forth the effort to care and to make a difference should consider running for a position on the board.

Individuals who are willing to serve on the board should believe public education is important, support the democratic process, willingly devote time and energy to board work, respect educators and have the ability to examine the facts and make a decision. The board believes an individual considering a position on the school board should possess these characteristics.

Persons wanting to run for a position on the board must be a resident of the school district, an eligible elector of the district and free from a financial conflict of interest with the position. No member of a school board may be engaged in a contract to teach by the school district on which board he or she serves.

Legal Reference: Neb. Statute 79-543, 544

Cross Reference: 201.01 Board Powers and Responsibilities
 201.06 Vacancies
 202.01 Board Member Conflict of Interest

Approved July 13, 2020 Reviewed _____ Revised _____

OATH OF OFFICE

Board members are public officials, and as such they may wish to pledge to uphold the Nebraska and the United States Constitution and carry out the responsibilities of the office to the best of the board member's ability.

Each school board member before entering upon their respective duties may be given the following oath of office at the first meeting attended as an elected member. The superintendent shall administer this oath of office.

"I, ...(name)..., do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of the Ainsworth Community Schools (Brown County School District #10) Board of Education according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God."

Legal Reference: Neb. Statute 11-101
 Frans v. Young, Nebraska (1890)

Cross Reference: 101 Legal Status of the School District
 201.01 Board Powers and Responsibilities
 201.02 Board Membership - Elections/Appointment
 202.01 Board Member Code of Ethics

Approved July 13, 2020 Reviewed _____ Revised _____

TERM OF OFFICE

Board members nominated by primary election and elected by general election will serve for four years. Board members appointed to fill a vacant position will serve for the remainder of the unexpired term.

Being a board member is a unique opportunity for a citizen to participate on a governing board of the school district. Eligible board members are encouraged to consider running for more than one term.

Legal Reference: Neb. Statute 32-543, 570

Cross Reference: 201.02 Board Membership - Elections/Appointment

Approved July 13, 2020 Reviewed _____ Revised _____

VACANCIES

A vacancy occurs when a board member resigns, forfeits or otherwise leaves the office. A vacancy also includes, but is not limited to, the following: failure to elect at an election when there is no incumbent to continue in office until his or her successor is elected and qualified, failure to reside in the school district or a continuous absence from the district of more than 60 days, absence from more than 2 consecutive regular board meetings unless excused by a majority of the remaining members of the board, death of the incumbent, a court order declaring the seat vacant, conviction of a felony, or any public offense in violation of the oath of office.

The resignation of a member or any other reason for a vacancy shall be made a part of the minutes of the school board. The board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term in writing to the election commissioner or county clerk, and by a notice published in a newspaper of general circulation in the school district.

It is prohibited to meet in closed session for discussion of the appointment or election of a new board member.

Legal Reference: Neb. Statute 32-560 et seq.
 32-1308
 84-1410(1)(d)

Cross Reference: 201.02 Board Membership - Elections/Appointment
 201.03 Qualifications

Approved July 13, 2020 Reviewed _____ Revised _____

BOARD MEMBER LIABILITY

Board members shall not be held personally liable for actions taken in the performance of their duties and responsibilities vested in them by the laws of Nebraska and the members of the school district community. In carrying out the duties and responsibilities of their office, board members shall act in good faith.

The school district shall defend, save harmless and indemnify board members against tort claims or demands, whether groundless or otherwise, arising out of an alleged act or omission occurring within the scope of their official duties, unless it constitutes a willful or wanton act or omission. However, the school district shall not save harmless or indemnify board members for punitive damages.

Legal Reference: Neb. Statute 79-516

Cross Reference: 805.01 Insurance

Approved July 13, 2020 Reviewed _____ Revised _____

BOARD MEMBER CODE OF ETHICS

Board members' actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, board members must conduct themselves professionally and in a manner fitting to their position.

Each board member shall follow the code of ethics stated in this policy.

AS A SCHOOL BOARD MEMBER:

1. I will listen.
2. I will respect the opinion of others.
3. I will recognize the integrity of my predecessors and associates and the merit of their work.
4. I will be motivated only by an earnest desire to serve my school district and the children of my school district community in the best possible way.
5. I will not use the school district or any part of the school district program for my own personal advantage or for the advantage of my friends or supporters.
6. I will vote for a closed session of the board if the situation requires it, but I will consider "secret" sessions of board members unethical.
7. I will recognize that to promise in advance of a meeting how I will vote on any proposition which is to be considered is to close my mind and agree not to think through other facts and points of view which may be presented in the meeting.
8. I will expect, in board meetings, to spend more time on education programs and procedures than on business details.
9. I will recognize that authority rests with the board in legal session and not with individual members of the board, except as authorized by law.
10. I will make no disparaging remarks, in or out of the board meeting, about other members of the board or their opinions.
11. I will express my honest and most thoughtful opinions frankly in board meetings in an effort to have decisions made for the best interests of the children and the education program.
12. I will insist that the members of the board participate fully in board action and recommend that when special committees are appointed, they serve only in an investigative and advisory capacity.
13. I will abide by majority decisions of the board.
14. I will carefully consider petitions, resolutions and complaints and will act in the best interests of the school district.
15. I will not discuss the confidential business of the board in my home, on the street or in my office; the place for such discussion is the board meeting.
16. I will endeavor to keep informed on local, state and national educational developments of significance so I may become a better board member.

Approved July 13, 2020 Reviewed _____ Revised _____

IN MEETING MY RESPONSIBILITY TO MY SCHOOL DISTRICT COMMUNITY:

1. I will consider myself a trustee of public education and will do my best to protect it, conserve it, and advance it, giving to the children of my school district community the educational facilities that are as complete and adequate as it is possible to provide.
2. I will consider it an important responsibility of the board to interpret the aims, methods and attitudes of the school district to the community.
3. I will earnestly try to interpret the needs and attitudes of the school district community and do my best to translate them into the education program of the school district.
4. I will attempt to procure adequate financial support for the school district.
5. I will represent the entire school district rather than individual electors, patrons or groups.
6. I will not regard the school district facilities as my own private property but as the property of the people.

IN MY RELATIONSHIP WITH THE SUPERINTENDENT AND EMPLOYEES:

1. I will function, in meeting the legal responsibility that is mine, as part of a legislative, policy-forming body, not as an administrative officer.
2. I will recognize that it is my responsibility, together with that of my fellow board members, to see the school district is properly run and not to run them myself.
3. I will expect the school district to be administered by the best-trained technical and professional people it is possible to procure within the financial resources of the school district.
4. I will recognize the superintendent as executive officer of the board.
5. I will work through the administrative employees of the board, not over or around them.
6. I will expect the superintendent to keep the board adequately informed through oral and written reports.
7. I will vote to hire employees only after the recommendation of the superintendent has been received.
8. I will insist that contracts be equally binding on teachers and board.
9. I will give the superintendent power commensurate with the superintendent's responsibility and will not in any way interfere with, or seek to undermine, the superintendent's authority.
10. I will give the superintendent friendly counsel and advice.
11. I will present any personal criticism of employees to the superintendent.
12. I will refer complaints to the proper administrative officer.

TO COOPERATE WITH OTHER SCHOOL BOARDS:

1. I will not employ a superintendent, principal or teacher who is already under contract with another school district without first securing assurance from the proper authority that the person can be released from contract.

2. I will consider it unethical to pursue any procedure calculated to embarrass a neighboring board or its representatives.
3. I will not recommend an employee for a position in another school district unless I would employ the individual under similar circumstances.
4. I will answer all inquiries about the standing and ability of an employee to the best of my knowledge and judgement, with complete frankness.
5. I will associate myself with board members of other school districts for the purpose of discussing school district issues and cooperating in the improvement of the education program.

Legal Reference: Neb. Statute 79-526

Cross Reference: 201.01 Board Powers and Responsibilities
 202.02 Board Member Conflict of Interest

BOARD MEMBER CONFLICT OF INTEREST

It shall be the responsibility of each board member to be aware of an actual or potential conflict of interest. It shall also be the responsibility of each board member to take the action necessary to eliminate such a conflict of interest. Should a conflict of interest arise, a board member should not participate in any action relating to the issue from which the conflict arose.

No voting board member may have an interest in any contract to which the district, or anyone for its benefit, is party. The prohibition applies when the board member or the board member's immediate family is a partner, director, officer, or is a stockholder of closed corporation stock worth one thousand dollars or more at fair market value or which represents more than a five per cent equity interest, or is a stockholder of publicly traded stock worth ten thousand dollars or more at fair market value or which represents more than ten percent equity interest. An individual who occupies a confidential professional relationship protected by law is exempt from this policy. This policy does not apply to publicly traded stock under a trading account.

The above prohibition does not apply if the voting board member:

1. Supplies a written statement describing the matter up for decision and the nature of the conflict to the Nebraska Accountability and Disclosure Commission and to the board secretary. The secretary shall enter the statement onto the public records of the district.
2. The board member must take such action as the Commission advises to remove himself or herself from influence over the decision.
3. Does not vote on the matter of granting the contract, except if the number of members of the board declaring an interest in the contract would prevent the board, with all members present, from securing a quorum on the issue, then all members may vote on the matter and this action will be reported to the commission; and
4. Does not act for the district to inspect, supervise or determine the performance of contracts under which he or she has an interest.

A board member who is an employee of a business involved in a contract with the district and who has no ownership interest or will receive no direct fee or commission shall not be deemed to have an interest within the meaning of this policy. The receiving of deposits, cashing of checks and buying and selling of warrants and bonds of indebtedness of any school district by a financial institution will not be considered an interest in the contract under this policy.

Approved July 13, 2020 Reviewed _____ Revised _____

If a board member's immediate family member is an employee of the school district, the member may vote on all issues of the contract which are generally applicable to all employees or all employees within a classification and do not single out his or her family member for special action.

Any contract entered into with an interested board member shall be subject to applicable competitive bidding requirements and shall be fair and reasonable to the school district.

A voting board member or district employee may employ, recommend the employment of, or supervise the employment of an immediate family member if he or she does not abuse his or her official position and makes a full disclosure of the relationship to the board and a written disclosure of the relationship to the board secretary. No board member or administrator shall employ an immediate family member without first having made a reasonable solicitation and consideration of applications for such employment. The family member must be qualified for, able to perform, and required to perform the duties of the position. The family member must not be paid an unreasonably high salary. No existing employee may be terminated for the purpose of making a position available to such a family member.

Any newly elected or appointed board member or administrator shall make a full disclosure of any immediate family member employed in a position subject to this policy as soon as reasonably possible after the date of taking office.

No board member or district employee shall use their position or any confidential information received through their position to obtain financial gain, other than compensation provided by law, for himself or herself, an immediate family member, or a business with which the individual is associated. No board member shall use or authorize the use of personnel, property, resources or funds under his or her official care for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage or defeat of a ballot question.

The superintendent shall keep a record for the district for every contract entered into by the district in which a board member has an interest. This information shall be kept for five years from the date of the board member's last day in office and will include the following:

1. Names of contracting parties;
2. The nature of the interest of the board member in question;
3. The date that the contract was approved by the district;
4. The amount of the contract; and
5. Basic terms of the contract.

The record kept by the superintendent shall be available for public inspection during the normal working hours of the superintendent's office.

All board members and district employees are responsible for obeying all final rulings or appeals of the Accountability and Disclosure Commission. If a case is contested before the Commission by the district, the superintendent shall ensure that the district is represented at the hearing. If a case is contested by a board member, that member shall be responsible for his/her own representation and shall be responsible for any Commission fines or penalties.

An open account established by the district with a business in which a board member has an interest, shall be deemed a contract subject to the provisions of this policy. The superintendent shall maintain a running account of all amounts purchased in open accounts.

Contracts involving one hundred dollars or less in which a board member may have an interest are excluded from the provisions of this policy.

Legal Reference: Nebraska Statute 49-1493 to 49-14,103.07

Cross Reference: 201 Legal Status of the School Board
202.01 Board Member Code of Ethics
206.04 Board Member Compensation and Expenses
402.04 Nepotism

BOARD SELF-EVALUATION

The primary purpose for board self-evaluation is for the improvement of school board leadership. In evaluating the board's functions and roles, the board may focus attention to the following:

1. Evaluation shall be conducted annually at a scheduled time and place;
2. The evaluation should be a composite of the individual board members' opinions;
3. The evaluation should include a constructive discussion of strengths and weaknesses; and
4. The board should be free to comment on any area related to its function of governing the district.

The board and superintendent will cooperatively develop an evaluation plan that annually evaluates the various aspects of the board's functions, duties, and roles. The evaluation will include the following items:

1. The evaluation instrument shall define and describe the standards against which the board evaluates its performance.
2. The evaluation shall include the establishment of objectives and strategies for improving board performance.
3. The evaluation shall analyze progress toward existing board goals and examine the need to establish new or revised goals.

Legal Reference: Neb. Statute 79-526

Cross Reference: 102 Educational Philosophy of the District
 104 Educational and Operational Planning
 201.01 Board Powers and Responsibilities
 702.02 Budget Planning, Preparation and Schedules
 902.01 Buildings and Sites Long Range Planning
 1001 Principles and Objectives for Community Relations

Approved July 13, 2020 Reviewed _____ Revised _____

ETHICS VIOLATIONS

The board believes serious violations of its Code of Ethics by members of the board may be extremely damaging to the school district's reputation or to its ability to function effectively. The board of education bears sole responsibility for remediation and may take the following steps whenever a majority of the board has expressed its concerns about a violation of ethics to the officers:

1. The board as a whole will review its adopted Code of Ethics during a regularly scheduled meeting or work session and use that opportunity to discuss the consequences of ethics violations.
2. One member of the board—preferably the board president—will visit informally with the identified member, identifying the specific instances in which that person has behaved unethically and describing the negative impact of those actions on his or her fellow board members or on the school as a whole. Alternatively, the board as a whole will go into executive session during a regular meeting to confront the individual's unethical behavior and to discuss the negative impact.
3. The board may invite its attorney to participate in an executive session to explain the potential legal ramifications that may arise from certain violations such as disclosing confidential information to the public.
4. The board may make a motion to “censure” the individual for his or her unethical behavior. Because the board’s motions are published as part of the minutes, the motion for censure should specifically identify the Code of Ethics violations and the negative impact on the effectiveness of the board or the district. In this way, the board is able to alert the community to the fact that an individual member of the board is not properly fulfilling the responsibilities for which he or she was elected.
5. In order to assure responsible school leadership, board members may actively recruit competent individuals to run for election to board service. Board members shall not utilize any district resources in the effort, but may legally recruit and campaign for others to run for the board of education.

Legal Reference: Neb. Statute 79-526

Cross Reference: 102 Educational Philosophy of the District
 201.01 Board Powers and Responsibilities
 202.01 Board Member Code of Ethics
 1001 Principles and Objectives for Community Relations

Approved July 13, 2020 Reviewed _____ Revised _____

Administrative Salaries and Experience (negotiations array)

2023-24 Salary/benefits data provided by NCSA / NASB

Burwell				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
K-6 Principal	\$90,000.00	\$37,133.00	\$127,133.00	interim
7-12 Principal	\$92,000.00	\$22,374.00	\$114,374.00	9(9)
Supt	\$126,500.00	\$28,574.00	\$155,074.00	3(28)
			\$396,581.00	total costs Burwell

West Holt				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
Elem	\$105,000.00	\$46,026.00	\$151,026.00	6(20)
HS	\$105,000.00	\$46,130.00	\$151,130.00	3(16)
Supt	\$142,000.00	\$52,440.00	\$194,440.00	9(23)
			\$496,596.00	total costs West Holt

Ord				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
Elem	\$119,069.00	\$42,047.00	\$161,116.00	12(16)
HS	\$102,702.00	\$47,256.00	\$149,958.00	5(5)
Supt	\$176,500.00	\$57,007.00	\$233,507.00	6(29)
			\$544,581.00	total costs Ord

O'Neill				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
elem	\$112,529.00	\$44,994.00	\$157,523.00	6(15)
HS	\$96,408.00	\$42,168.00	\$138,576.00	2(8)
Asst Princ	\$94,725.00	\$35,511.00	\$130,236.00	23(29)
Supt	\$140,000.00	\$41,095.00	\$181,095.00	1(36)

			\$607,430.00	total costs O'Neill
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Broken Bow				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
elem	\$110,000.00	\$36,670.00	\$146,670.00	3(10)
HS	\$103,000.00	\$18,293.00	\$121,293.00	2(22)
Asst Princ	\$50,900.00	\$17,978.00	\$68,878.00	4(18)
Supt	\$174,400.00	\$44,431.00	\$218,831.00	4(16)
			\$555,672.00	total costs Bbow

Rock County				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
Asst Admin	\$42,000.00	\$22,197.00	\$64,197.00	13(24)
Principal	\$89,212.00	\$41,400.00	\$130,612.00	2(19)
Supt	\$125,962.00	\$52,308.00	\$178,270.00	5(23)
			\$308,882.00	total costs Rock Co.

Valentine				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
elem	\$94,813.00	\$42,135.00	\$136,948.00	13(15)
MS	\$112,000.00	\$41,704.00	\$153,704.00	26(27)
HS	\$114,819.00	\$23,498.00	\$138,317.00	10(24)
asst Principal	\$41,000.00	\$23,604.00	\$64,604.00	4(17)
Supt	\$157,000.00	\$46,803.00	\$203,803.00	4(32)
			\$697,376.00	total costs Valentine

Anselmo-Merna				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
Principal	\$90,000.00	\$38,723.00	\$128,723.00	2(14)
Supt	\$130,000.00	\$39,000.00	\$169,000.00	1(1)
			\$297,723.00	total costs A-M

Boyd County				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
elem	\$96,166.00	\$37,278.00	\$133,444.00	24(40)
HS	\$97,402.00	\$44,339.00	\$141,741.00	3(17)
Supt	\$130,917.00	\$50,378.00	\$181,295.00	3(31)
			\$456,480.00	total costs Boyd Co.

Ainsworth				
	Salary	Benefits	Total Salary & Benefits	Current Years (total years)
elem	\$92,000.00	\$43,221.00	\$135,221.00	3(12)
HS	\$125,000.00	\$49,116.00	\$174,116.00	6(35)
Supt	\$150,000.00	\$53,531.00	\$203,531.00	5(29)
			\$512,868.00	total costs Ainsworth

Averages	Salary	Salary + Benefits	Ainsworth (s + b)
Avg Elem Principal	\$100,976.56	\$142,188.11	\$135,221.00
Avg HS Principal	\$103,754.30	\$142,578.78	\$174,116.00
Avg Supt	\$145,327.90	\$191,884.60	\$203,531.00

School	Total Cost Rank	Enrollment preK-12
Valentine	697376	623
O'Neill	607430	829
Broken Bow	555672	890
Ord	544581	562
Ainsworth	512868	407
West Holt	496596	459
Boyd County	456480	333
Burwell	396581	293
Rock County	308882	238
Anselmo-Merna	297723	245

Superintendent's Contract of Employment

AR-2105.3

THIS CONTRACT is made by and between the **Board of Education of Ainsworth Community Schools**, legally known as **Brown County School District No. 09-0010**, and referred to as "the Board" and "the School District" respectively, and **Dale J. Hafer**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2023, and expiring on June 30, 2025. During each year of this contract, the Superintendent shall render at least 230 working days of service in the performance of his duties as Superintendent. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Superintendent actually and necessarily completes his contractual duties. The Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Superintendent shall keep complete and accurate records of his working days and shall provide the Board of Education with a report of his accumulated working days at least quarterly.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December board meeting** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of his employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$150,000.00 which shall be paid in 12 equal monthly installments beginning in the month of July 2023. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that he is not under contract with any other board of education covering any part or all of the term provided in this contract.

Throughout the contract term, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote his time, skill, labor, and attention to his duties throughout the contract term. He shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to him. By agreement with the Board, he may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the school district.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study, and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a

physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with his duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than 60 days or if the disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse him for mileage required in the performance of his official duties at the rate approved by the Board.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. **Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. **Dental Insurance.** Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. **Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at his own expense. The Board will increase his salary by the amount of the premium cost.
- d. **Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.
- e. **Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: NASA, AASA, NCSA.
- f. **Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the workday. The

School District will reimburse the Superintendent up to a maximum of \$50 per month for the actual cost of a cellular phone service plan.

- g. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$700.00 or more.

Section 12. Residence/Domicile in School District. The Superintendent shall have his domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain his domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in his first year of employment with the District and does not have his domicile and principal place of residence within the District at the time of his employment, the Superintendent shall move his domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain his domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing him in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which he is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this contract. He shall be paid for any

unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising him of the alleged reasons for the proposed action and provided the opportunity to present his version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

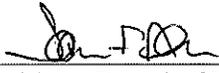
Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

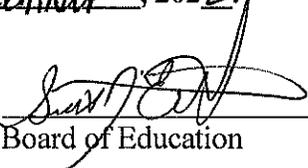
Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

Executed by the Board this 19 day of December, 2022.



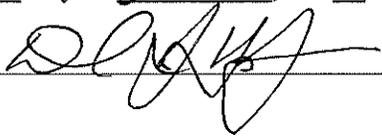
President, Board of Education



Secretary, Board of Education

Executed by the Superintendent this 19th day of December, 2022.

Superintendent



Superintendent Pay Transparency Notice—Proposed Contract (Name of current or new superintendent)

Notice is hereby given that Alnsworth Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 12, 2022 at 8:00 pm at the ACS District Office in Alnsworth, Nebraska.

After the 2022/23 school year, how many years remain on the contract:
 (Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2022/23 year and future years are listed below:

	2022/23 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 145,000.00	\$ 150,000.00	\$ 295,000.00
Compensation for activities outside of the regular salary:			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
Benefits and Payroll Costs Paid by district:			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 24,849.00	26087	\$ 50,936.00
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district			\$ -
• District's share of retirement, FICA and Medicare	\$ 25,416.00	\$ 26,795.00	\$ 52,211.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues			\$ -
• Cell Phone/Internet reimbursement			\$ -
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 195,265.00	\$ 202,882.00	\$ 398,147.00

Superintendent Pay Transparency Notice—Proposed Contract (*Dale Hafer*)

Notice is hereby given that Ainsworth Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 11, 2023 at 7:00 pm at the ACS District Office in Ainsworth, Nebraska.

After the 2023/24 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

1

The estimated costs to the district for the 2023/24 year and future years are listed below:

	2023/24 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 150,000.00	\$ 150,000.00	\$ 300,000.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 26,087.00	26,087.00	\$ 52,174.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 26,795.00	26,795.00	\$ 53,590.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>			\$ -
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 202,882.00	\$ 202,882.00	\$ 405,764.00