

Ainsworth Community Schools
Board of Education
Regular Meeting
District Office
March 10, 2025 - 7:00 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.

1. Opening Procedure, Regular Meeting of Board
 - 1.1. Call to Order, Roll Call, and Pledge of Allegiance
 - 1.2. Approval of Agenda
 - 1.3. Welcome Extended to Visitors
 - 1.4. 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.
 - 1.5. 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.
 - 1.6. Consent Agenda
 - 1.6.1. Minutes of Previous Meeting(s) , attached
 - 1.6.2. Set the next regular meeting for April 14, 2025, at 7:00 p.m. in the District Office. The committee for Curriculum, Americanism, and Multicultural Education will hold annual required meeting #1 according to LB 399 at 6:30 p.m. in the District Office. The current agendas will be available for public inspection in the office of the superintendent.
 - 1.6.3. Payment of Claims, Authorization Report, attached
 - 1.6.4. Cash Flow & Financial Reports
2. Reports/Information to the Board
 - 2.1. Principals and Activities Director Reports
 - 2.2. Superintendent Report
3. Action Items
 - 3.1. Niobrara Valley Conference - Invitation to Join
 - 3.2. Replacement of Office Computers
 - 3.3. Elementary Principal Contract Approval
 - 3.4. Teacher Contract Approval
 - 3.5. Teacher Contract Approval
 - 3.6. NASB Board Policy Updates - 2nd Reading
 - 3.7. Update of Policy 408.02 - 2nd Reading
 - 3.8. ACS Policy Review - Policies 506.11 through 509.03
4. Adjourn

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.

February 24, 2025

The Board of Education of School District #10 held a Work Session on Monday, February 24, 2025, in the Ainsworth Community School Cafeteria. Board members present were: Frank Beel, Crystal Dailey, Jake Graff, Jessica Pozehl, and Brad Wilkins. Members absent: Bryan Doke. Also present were Superintendent Dale Hafer, Principal Steven Dike, Principal Ben Wright, AD Luke Wroblewski, Kelsey Riesen, Lisa Schlueter, Amanda Ganser, and Joe McMurtrey. The work session was called to order by Board President, Brad Wilkins at 5:11 p.m.

Notice of the work session was posted on KBRB, website, District Office, Post Office, Courthouse, and Ainsworth Community Schools.

As noted on the agenda cover sheet a current copy of the Open Meetings Act is posted on the east wall of the Ainsworth Community Schools Cafeteria.

Superintendent Dale Hafer provided the board with information for the discussion related to recent and future hires and how those decisions affect the current structure in the district. The principals were present to share an update with the input they have received from middle school staff regarding having 5th grade self-contained and the MS grades 6-8.

Superintendent Dale Hafer provided the board with information regarding the girls' wrestling co-op and what the possible next steps may be. In addition, we will discuss the possible need to consider a co-op arrangement for other situations in the future.

Superintendent Dale Hafer provided the board with information about the positive vote by the NVC to invite Ainsworth to join. Overall, the consensus of the board was positive. The board will take action on accepting the NVC's membership invite at the March 10, 2025 regular meeting.

Superintendent Dale Hafer provided the board with information on LB 140 that has the potential to create requirements related to cell phones and electronic devices. We'll discuss the bill and potential changes or effects to our existing policies should it pass.

Superintendent Dale Hafer provided the board with information some schools are currently in discussion regarding the 4-day week. Although we are not currently considering a 4-day week, we will have a discussion so that all board members can be caught up on the discussion from negotiations regarding a 4-day week, including the pros and cons of such a schedule.

Superintendent Dale Hafer provided the board with information on the District Office Location. We thought we had a more significant issue regarding the plumbing in the district office. The situation was able to be "fixed" and we hope we do not have problems surface again soon. It will still be prudent to discuss the options moving forward should we decide it is time to abandon the district office.

President Brad Wilkins adjourned at 7:15 p.m. Roll call vote: unanimous.

Meeting was adjourned at 7:15 p.m.

Dedra Stoner, Recording Secretary

Brad Wilkins, Board President

(Minutes are unofficial until approved by the Board of Education)

February 10, 2025

The Board of Education of School District #10 held its regular meeting on Monday, February 10, 2025. Board members present were: Frank Beel, Crystal Dailey, Bryan Doke, Jake Graff, Jessica Pozehl, and Brad Wilkins. Also present were Superintendent Dale Hafer, Principal Ben Wright, and AD Luke Wroblewski. There were several guests in attendance. The meeting was called to order by Board President, Brad Wilkins at 7:40 p.m.

Notice of the meeting was in the Ainsworth Star Journal, radio station KBRB, and the district website via sparq meetings.

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

Motion was made by Crystal Dailey and seconded by Frank Beel to approve the agenda as published. Roll call vote: Unanimous. Motion carried.

Motion was made by Frank Beel seconded by Bryan Doke to approve the following consent agenda items: Minutes of the January 13th meeting, claims in the amount of \$144,626.74 General Fund, \$26,842.47 Hot Lunch, and \$2,197.39 Section 125. Cash Flow Report for the month of January was given. The Treasurer's Report was given as follows: Cash Assets: January 31, 2025: \$2,184,087.92. The next regular meeting is Monday, March 10th, 2025, at 7:00 p.m. in the District Office. Roll call vote: Unanimous. Motion carried.

42371	AINSWORTH AREA CHAMBER OF COMM	200.00
42372	AINSWORTH STAR-JOURNAL	213.64
42373	AKRS EQUIPMENT	2,561.40
42374	AMAZON CAPITAL SERVICES	933.90
42375	APPEARA	60.30
42376	AT&T MOBILITY	345.18
42377	BJ'S INSTRUMENT REPAIR	564.00
42378	BLACK HILLS ENERGY	10,544.36
42379	BOMGAARS	645.09
42380	BUCKLES AUTOMOTIVE	143.06
42381	CENTRAL NEBRASKA COMMUNITY SERVICES, INC	23,270.92
42382	CENTRAL VALLEY AG	2,717.26
42383	CENTURY LUMBER CENTER	139.84
42384	CITY OF AINSWORTH	1,064.27
42385	CONDITIONED AIR MECHAINICAL	1,140.00
42386	E S U #17-MAIN	61,006.00
42387	E S U #17-MAIN	5,311.60
42388	EAKES OFFICE SOLUTIONS	354.25
42389	EAST WEST BOOKS	179.93
42390	EDUCATIONAL SERVICE UNIT #1	3,946.32
42391	FLOOR MAINTENANCE	708.00
42392	MELISSA FREUDENBURG	754.11
42393	GENERAL FUND CLEARING ACCOUNT	107.22
42394	GREG'S HEATING AND AIR LLC	130.00
42395	H & R FOOD CENTER	12.31
42396	ISLAND SUPPLY WELDING CO	19.84
42397	KBR SOLID WASTE	5.00
42398	KBRB AM FM	168.75
42399	KSB SCHOOL LAW	1,655.50
42400	LAKEVIEW BOOKS	144.94
42401	LOOKOUT BOOKS	179.85

42402	LOUP VALLEY LIGHTING INC	404.40
42403	LEANNE MAXWELL	25.00
42404	MCGRAW-HILL EDUCATION, INC.	309.60
42405	MEDICAL ENTERPRISES INC	31.00
42406	NASB ALICAP	1,840.00
42407	NE ASSOCIATION OF SCHOOL BOARD	6,059.00
42408	NEBRASKA PUBLIC POWER DISTRICT	5,729.28
42409	NRCSA	100.00
42410	OFFICE PRODUCTS CENTER	1,288.36
42411	OLSONS PEST TECHNICIANS	7.00
42412	ONE SOURCE	27.00
42413	PALMER CUSTOM EMBROIDERY & MORE	85.98
42414	PRECISION AUTOBODY	80.00
42415	PRESTIGE GROUP INC.	3,300.00
42416	QUALITY INN	94.00
42417	RED & WHITE	435.98
42418	JULIE RUHTER	610.47
42419	HANNAH SCHMITZ	847.88
42420	SCHOLASTIC	10.50
42421	SEVEN SPRINGS INC	132.50
42422	ASHLEY SMITH	780.05
42423	THREE RIVER TELCO	636.31
42424	US BANK	668.08
42425	VOYAGER SOPRIS LEARNING	199.10
42426	WAGEWORKS	146.00
42427	WEX BANK	1,463.96
42428	SAVANNAH WILLESSEN	17.97
42429	WM KROTTER CO-AINSWORTH	70.48
30	WAGE WORKS INC	2,197.39
73	LUNCHTIME SOLUTIONS	26,842.47

Elementary Principal Ben Wright reported on the following: Monthly Mission, Assessment, Data, Spelling Bee, and Enrollment.

High Principal Steve Dike reported on the following: Enrollment, FFA, High Plains Honor Band, and UNK Honor Choir.

Activities Director Luke Wroblewski reported on the following: Wrestling, Girls Basketball, Boys Basketball, Speech, FCCLA District Star, FFA, FBLA, Quiz Bowl, Spring Sports, and District Boys Golf.

Superintendent Dale Hafer reported on the following: Financial Report, Transportation, Building & Grounds, Board Policy Review, Negotiations, Professional Development, Superintendent Goals, and Personnel.

Motion was made by Bryan Doke and seconded by Jessica Pozehl to approve and accept the auditors' report of District #10 and examination of financial records for the 2023-24 fiscal year. Roll call vote: Unanimous. Motion carried.

Motion was made by Jessica Pozehl and seconded by Frank Beel to approve the 1st reading of policy updates as provided by the NASB policy review service. Roll call vote: Unanimous. Motion carried.

Motion was made by Frank Beel and seconded by Crystal Dailey to recognize the review of policies 504.16 through 504.23 and 505.01 through 506.10 as presented. Roll call vote: Unanimous. Motion carried.

Motion was made by Jake Graff and seconded by Bryan Doke to approve the 1st reading of the revision to policy 408.02. Roll call vote: Unanimous. Motion carried.

Motion was made by Jessica Pozehl and seconded by Frank Beel to approve the extra duty portion of the negotiated agreement as presented. Roll Call vote:
Frank Beel: Aye, Crystal Dailey: Aye, Bryan Doke: Abstain (With Conflict), Jake Graff: Abstain (With Conflict), Jessica Pozehl: Aye, Brad Wilkins: Aye
Aye: 4, Nay: 0, Abstain (With Conflict): 2 Motion carried.

Motion was made by Bryan Doke and seconded by Jessica Pozehl to approve the 2025-26 School Year Calendar as presented. Roll call vote: Unanimous. Motion carried.

Motion was made by Frank Beel and seconded by Crystal Dailey to approve the resignation of Heather Lutter. Roll call vote: Unanimous. Motion carried.

Motion was made by Jessica Pozehl and seconded by Jake Graff to approve the resignation of Ben Wright as Elementary Principal. Roll call vote: Unanimous. Motion carried.

Motion was made by Jessica Pozehl and seconded by Bryan Doke to adjourn the meeting at 8:49 p.m. Roll call vote: Unanimous. Motion carried.

The Board will meet Monday, March 10, 2025, at 7:00 p.m. in the District Office for a regular board meeting. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent.

Dedra Stoner, 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		
ACTIVITY ACCOUNT	MSBAND2025	42430	1,470.00	MS BAND FESTIVAL REGISTRATION Vendor Total: 1,470.00
AINSWORTH STAR-JOURNAL	ASJ-FEB2025	42431	89.11	MEETING NOTICE & MINUTES Vendor Total: 89.11
AMAZON CAPITAL SERVICES	13RN-L6KX-76J9	42432	35.99	PUMICE STONES
AMAZON CAPITAL SERVICES	1D1H-MQP1-V4NX	42432	75.15	INDEX CARDS, BOWLS
AMAZON CAPITAL SERVICES	1DC1-76M4-WR9K	42432	11.78	SPOONS
AMAZON CAPITAL SERVICES	1DD7-6D4G-WR9X	42432	23.51	COFFEE FILTERS
AMAZON CAPITAL SERVICES	1FPW-1RLN-FVKG	42432	13.99	PETROLEUM JELLY
AMAZON CAPITAL SERVICES	1GRV-1X1K-W7X1	42432	86.25	DISINFECTANT WIPES
AMAZON CAPITAL SERVICES	1LGG-DCPX-FD9V	42432	(47.32)	RETURN SLOAN ELECTRONIC ASSEMBLY
AMAZON CAPITAL SERVICES	1MQF-C666-DP73	42432	38.69	VACUUM CANISTERS
AMAZON CAPITAL SERVICES	1NWJ-LRTH-XDWC	42432	400.65	TISSUES, LYSOL WIPES
AMAZON CAPITAL SERVICES	1TJ3-XL6C-393Y	42432	203.45	ID TAGS
AMAZON CAPITAL SERVICES	1TYR-LY4M-4G16	42432	27.96	CLOCK DIAL FACES
AMAZON CAPITAL SERVICES	1XCP-WCRM-R3NW	42432	(86.25)	DISINFECTANT WIPES NOT RECVD Vendor Total: 783.85
AMSTERDAM PRINTING	7812177	42433	274.33	ACADEMIC CALENDARS Vendor Total: 274.33
APPEARA	1056471	42434	60.30	MATS, DUST MOPS, FLOORCARE, RAGS, SUPPLIES Vendor Total: 60.30
AT&T MOBILITY	FN-FEB2025	42435	345.18	MONTHLY SERVICE Vendor Total: 345.18
BEE, JENNIFER	39997886	42436	8.57	ART SUPPLIES Vendor Total: 8.57
BJ'S INSTRUMENT REPAIR	857214	42437	390.00	INSTRUMENT REPAIR Vendor Total: 390.00
BLACK HILLS ENERGY	BH89-FEB2025	42438	260.70	NATURAL GAS
BLACK HILLS ENERGY	BH90-FEB2025	42438	10,787.86	NATURAL GAS & BUS BARN Vendor Total: 11,048.56
BOBCAT OF NORTH PLATTE	KQ1414	42439	114.47	HOSE & FREIGHT
BOBCAT OF NORTH PLATTE	NQ1633	42439	(92.47)	HOSE UNDER WARRANTY Vendor Total: 22.00
BOMGAARS	32941344	42440	135.52	CORD REEL, SPLICERS, SPRAYERS Vendor Total: 135.52
BROAD REACH BOOKS	ARU0385693	42441	199.64	BOOKS Vendor Total: 199.64
BUCKLES AUTOMOTIVE	426115-7420	42442	245.02	WIPERS, FILTERS, CLEANER, GREASE Vendor Total: 245.02
CDW GOVERNMENT LLC	AC57P5N	42443	2,242.41	TONER

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
					Vendor Total: 2,242.41
CENTRAL VALLEY AG	CVA-FEB2025	42444	1,461.56	FUEL	Vendor Total: 1,461.56
CENTURY LUMBER CENTER	185039	42445	39.17	LEVEL, DRIVE	Vendor Total: 39.17
CHARTWELLS	2642910932	42446	212.50	8TH GRADE CAREER FAIR MEALS	Vendor Total: 212.50
CITY OF AINSWORTH	CA-FEB2025	42447	1,129.72	WATER, SEWER & GARBAGE	Vendor Total: 1,129.72
DANIELS, RONI	RD-367-368	42448	780.00	SEP2024-FEB2025 SERVICES	Vendor Total: 780.00
DIKE, STEVEN	SD-02242025	42449	291.00	STATE WRESTLING PARKING/MILEAGE	Vendor Total: 291.00
E S U #17-MAIN	ACS-188-194	42451	78,315.20	SERVICES	Vendor Total: 78,315.20
EAKES OFFICE SOLUTIONS	9074069-1	42452	38.15	AIR FRESHENER	
EAKES OFFICE SOLUTIONS	9074072-0	42452	261.60	AIR FRESHENER	
EAKES OFFICE SOLUTIONS	INV627399	42452	134.53	SERVICE CONTRACT	Vendor Total: 434.28
FINLEY, JOSEPH	JF-02202025	42453	17.54	MEALS HS BB	
FINLEY, JOSEPH	JF-02262025	42453	14.38	MEAL NORFOLK	Vendor Total: 31.92
FREUDENBURG, MELISSA	MF-FEB2025	42454	670.32	FEBRUARY 2025 MILEAGE	Vendor Total: 670.32
GENERAL FUND CLEARING ACCOUNT	GF-FEB2025	42455	819.70	REIMBURSEMENT	Vendor Total: 819.70
INSPIRE REHABILITATION	INV-12219	42456	1,107.22	PHYSICAL THERAPY & MILEAGE	
INSPIRE REHABILITATION	INV-12498	42456	1,103.18	PHYSICAL THERAPY & MILEAGE	Vendor Total: 2,210.40
ISLAND SUPPLY WELDING CO	338471	42457	17.92	C25	Vendor Total: 17.92
JUNIOR LIBRARY GUILD	707999	42458	2,046.18	BOOKS	Vendor Total: 2,046.18
JW PEPPER	367315362	42459	116.97	MUSIC	
JW PEPPER	367317204	42459	55.00	MUSIC	Vendor Total: 171.97
KING, HEATHER	HK-AUG2024- ----	42460	696.42	AUGUST 2024-FEBRUARY 2025 MILEAGE	Vendor Total: 696.42

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
KSB SCHOOL LAW	18283	42461	465.50	LEGAL SERVICES	
				Vendor Total:	465.50
LINCOLN MARRIOTT CORNHUSKER	02052025	42462	588.50	HOTEL ROOM - BOARD/HAFER	
				Vendor Total:	588.50
LUNCHTIME SOLUTIONS	NE00001110	42463	469.29	PT CONFERENCE MEAL	
				Vendor Total:	469.29
MIDAMERICA BOOKS	0059720	42464	153.69	BOOKS	
				Vendor Total:	153.69
NEBRASKA PUBLIC POWER DISTRICT	NPPD19974-	42465	86.44	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19977-	42465	32.63	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19980-	42465	114.17	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19983-	42465	5,844.70	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19986-	42465	127.95	ELECTRICITY	
				Vendor Total:	6,205.89
NRCSA	SC 0115	42466	1,100.00	2025 SPRING CONFERENCE	
				Vendor Total:	1,100.00
NSDLAF	NLAF 02142025	13	480,000.00	CD	
				Vendor Total:	480,000.00
OFFICE PRODUCTS CENTER	01LB9161	42467	859.51	SERVICE CONTRACT	
OFFICE PRODUCTS CENTER	01LB9767	42467	31.15	SIGNATURE STAMP - F BEEL	
				Vendor Total:	890.66
OLSONS PEST TECHNICIANS	411626	42468	99.00	MONTHLY SERVICE	
				Vendor Total:	99.00
ONE SOURCE	2022174181	42469	32.00	BACKGROUND CHECK	
				Vendor Total:	32.00
ORTON, SUMMER	SO-FEB2025	42470	271.32	FEBRUARY 2025 MILEAGE	
ORTON, SUMMER	SO-JAN2025	42470	287.28	JANUARY 2025 MILEAGE	
				Vendor Total:	558.60
PRESTIGE GROUP INC.	L2025-012	42471	3,300.00	MAR-APR BUS LEASE	
				Vendor Total:	3,300.00
PROPIO LANGUAGE SERVICES	0031380125	42472	50.70	INTERPRETATION SERVICES	
PROPIO LANGUAGE SERVICES	0031380225	42472	61.10	INTERPRETATION SERVICES	
PROPIO LANGUAGE SERVICES	113260494	42472	(65.12)	PMNT PROCESSING ERROR	
				Vendor Total:	46.68
RED & WHITE	RW-FEB2025	42473	572.26	SUPPLIES	
				Vendor Total:	572.26
SEVEN SPRINGS INC	0120213	42474	122.00	WATER	
SEVEN SPRINGS INC	0120299	42474	46.50	RENTAL	
				Vendor Total:	168.50

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
SMITH, ASHLEY	AS-FEB2025	42475	780.05	FEBRUARY 2025 MILEAGE	
				Vendor Total:	780.05
THREE RIVER TELCO	10507130	42476	646.28	PHONE SERVICE	
				Vendor Total:	646.28
TK ELEVATOR CORPORATION	1000677411	42477	602.61	SERVICE MAR-MAY 2025	
				Vendor Total:	602.61
UNIVERSITY OF NE KEARNEY	176571	42478	120.00	DISTRICT NHD REGISTRATION X8	
				Vendor Total:	120.00
US BANK	USBANK4445- ----	42479	923.16	SUPPLIES	
				Vendor Total:	923.16
WAGEWORKS	INV7549405	42480	146.00	MONTHLY ADMIN FEE	
				Vendor Total:	146.00
WEX BANK	103225143	42481	1,625.27	FUEL	
				Vendor Total:	1,625.27
WILLIAMS, MIKE	MW-JAN2025	42482	350.00	RULE 10 SAFETY REVIEW	
				Vendor Total:	350.00
				Fund Total:	606,486.69
				Checking Account Total:	606,486.69
Checking	13	Fund: 13 SECTION 125			
WAGE WORKS INC	7459367-7557670	31	1,522.62	FUND TRANSFER	
				Vendor Total:	1,522.62
				Fund Total:	1,522.62
				Checking Account Total:	1,522.62
Checking	4	Fund: 06 SCHOOL NUTRITION			
LUNCHTIME SOLUTIONS	NE00000986	74	1,295.10	JANUARY FFVP	
LUNCHTIME SOLUTIONS	NE00001018	74	33,589.75	JANUARY MEALS	
				Vendor Total:	34,884.85
				Fund Total:	34,884.85
				Checking Account Total:	34,884.85
Checking	8	Fund: 08 SPECIAL BUILDING			
BOKF, NA	AINSWORCOP21- ----	435	96,636.25	PRINCIPAL, INTEREST & FEE	
				Vendor Total:	96,636.25
NSDLAF	02142025	4	238,000.00	CD	
				Vendor Total:	238,000.00
				Fund Total:	334,636.25
				Checking Account Total:	334,636.25

CASH FLOW

February 2025

Date	Description	Investment	NSDLAF	Receipt	Payment	Total
2/1/2025	BALANCE FORWARD	\$0.00	\$1,626,000.00			\$558,087.92
2/10/2025	RETIREMENT				\$67,326.66	\$490,761.26
2/10/2025	GENERAL BILLS				\$144,626.74	\$346,134.52
2/10/2025	STATE OF NE APPORTIONMENT 3400			\$159,542.51		\$505,677.03
2/14/2025	BROWN CO TREAS - MV TAXES			\$57,700.52		\$563,377.55
	-TAXES			\$198,011.82		\$761,389.37
	-INTEREST			\$16.68		\$761,406.05
	-INTEREST ON TAXES			\$2,508.35		\$763,914.40
	-HOMESTEAD			\$9,571.34		\$773,485.74
	-PROP TAX CREDIT			\$323,483.52		\$1,096,969.26
	-SCHOOL TAX CREDIT			\$723,489.13		\$1,820,458.39
	-COURT FINES			\$2,383.34		\$1,822,841.73
2/14/2025	PAYROLL				\$351,981.39	\$1,470,860.34
	PAYROLL				\$138,928.98	\$1,331,931.36
2/14/2025	CD		\$480,000.00		\$480,000.00	\$851,931.36
2/14/2025	ESU #17 - PERKINS			\$7,479.53		\$859,410.89
2/18/2025	ROCK CO TREAS- TAXES			\$563.25		\$859,974.14
	-INTEREST ON TAXES			\$19.67		\$859,993.81
	-PROP TAX CREDIT			\$1,333.83		\$861,327.64
	-SCHOOL TAX CREDIT			\$2,913.01		\$864,240.65
	-MV PRO RATA			\$7.58		\$864,248.23
2/25/2025	SPED SA FFR REIMB 23-24			\$126,766.00		\$991,014.23
2/28/2025	HOMESTEAD NOW INTEREST			\$952.19		\$991,966.42
2/28/2025	TOTALS	\$0.00	\$2,106,000.00	\$1,616,742.27	\$1,182,863.77	\$991,966.42

February 28, 2025

INVESTMENTS

CLAPPER

Week of	Amount	Term	Homestead	WPB	Number	Maturity
June 24, 2024	4,000	12 Mo	<u>5.00%</u>	4.45%		Jun 13, 2025

ACTIVITY ACCOUNT

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Jun 14, 2024	25,000	12 Mo	<u>5.00%</u>	4.45%		Jun 13, 2025
Dec 20, 2024	25,000	12 Mo	3.70%	<u>3.66%</u>	26208125	Dec 15, 2025

GENERAL FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
May 15, 2024	235,000	10 Mo	4.96%	4.77%	<u>NLAF 5.35%</u>	Mar 14, 2025
June 14, 2024	240,000	10 Mo	5.25%	4.45%	<u>NLAF 5.45%</u>	Apr 15, 2025
Jan 12, 2024	275,000	8 Mo	4.42%	3.60%	<u>NLAF 4.63%</u>	May 15, 2025
Sep 13, 2024	400,000	9 Mo	4.42%	3.60%	<u>NLAF 4.58%</u>	Jun 13, 2025
Oct 15, 2024	241,000	9 Mo	4.18%	3.61%	<u>NLAF 4.27%</u>	Jul 15, 2025
Feb 14, 2025	235,000	6 Mo	4.18%	4.10%	<u>NLAF 4.35%</u>	Aug 15, 2025
Feb 14, 2025	480,000	7 Mo	4.18%	4.10%	<u>NLAF 4.28%</u>	Sep 15, 2025

DEPRECIATION FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Feb 14, 2025	237,000	12 Mo	3.94%	3.90%	<u>NSDLAF4.35%</u>	Jan 15, 2026

BUILDING FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Aug 21, 2024	246,000	12 Mo	4.75%	3.33%	<u>NSDLAF4.95%</u>	Aug 20, 2025
Feb 14, 2025	238,000	12 Mo	3.94%	3.90%	<u>NSDLAF 4.25%</u>	Jan 15, 2026

EMPLOYEE BENEFIT FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Jan 15, 2025	100,000	12 Mo	3.94%	3.67%	<u>NSDLAF4.35%</u>	Jan 15, 2026

FUND BALANCES

2/28/2025

DEPRECIATION FUND

Account	<i>Checking</i>	<i>CD</i>	<i>NSDLAF</i>	<i>Total</i>
Band/Choir Uniforms	\$ -			\$ -
Vehicle	-			-
Desks	-			-
Interest	40,953.61	-		40,953.61
Ag Equipment	2,884.80			2,884.80
Undesignated	79,455.60	-	237,000.00	316,455.60
TOTALS	\$ 123,294.01	\$ -	\$ 237,000.00	\$ 360,294.01

BUILDING/SINKING FUND

Account	<i>Checking</i>	<i>CD</i>		<i>Total</i>
Track	\$ -			\$ -
Bleachers	-			-
Interest	31,413.81		-	31,413.81
Undesignated	403,092.19	238,000.00	246,000.00	887,092.19
TOTALS	\$ 434,506.00	\$ 238,000.00	\$ 246,000.00	\$ 918,506.00

EMPLOYEE BENEFIT FUND

Account	<i>Checking</i>	<i>CD</i>		<i>Total</i>
Unemployment	\$ 5,846.61			\$ 5,846.61
Volunteer Retirement	9,074.49			9,074.49
Interest	2,671.35		100,000.00	102,671.35
TOTALS	\$ 17,592.45	\$ -	\$ 100,000.00	\$ 117,592.45

BOND FUND

Account	<i>Checking</i>	<i>CD</i>		<i>Total</i>
Bond	\$ -			\$ -

STUDENT FEES

Account	<i>Checking</i>			<i>Total</i>
Fees	\$ -			\$ -

Activity Fund Balance Report - Summary - Exclude Encumbrances

02/2025 - 02/2025

Regular; Beginning Month 02/2025; Processing Month 02/2025; 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	230,000.00	0.00	0.00	0.00	230,000.00
05 704 0101	A CLUB BALANCE	1,395.55	109.00	0.00	0.00	1,286.55
05 704 0105	ACTIVITY TICKET BALANCE	3,165.00	0.00	0.00	0.00	3,165.00
05 704 0110	BALANCE	2,420.00	0.00	0.00	0.00	2,420.00
05 704 0120	ATHLETICS BALANCE	(179.89)	111.75	0.00	0.00	(291.64)
05 704 0125	BAND BALANCE	7,695.95	327.60	1,260.00	0.00	8,628.35
05 704 0126	BAND FUND RAISER	2,413.00	1,580.00	0.00	0.00	833.00
05 704 0127	BBB FUNDRAISER BALANCE	1,657.69	0.00	0.00	0.00	1,657.69
05 704 0128	BACKPACK PROGRAM BALANCE	807.00	0.00	0.00	0.00	807.00
05 704 0132	BOYS GOLF FUNDRAISER	601.41	0.00	0.00	0.00	601.41
05 704 0136	CLAPPER CD BALANCE	128.82	0.00	0.00	0.00	128.82
05 704 0137	CARL PERKINS BALANCE	297.05	0.00	0.00	0.00	297.05
05 704 0140	CHEER FUNDRAISER BALANCE	2,987.32	0.00	0.00	0.00	2,987.32
05 704 0145	CHORUS BALANCE	2,386.45	94.00	0.00	0.00	2,292.45
05 704 0167	CONCESSIONS - BULLDOG BALANCE	13,841.07	3,777.45	5,450.90	0.00	15,514.52
05 704 0168	VB FUNDRAISER BALANCE	3,895.56	0.00	0.00	0.00	3,895.56
05 704 0169	COCA COLA PARTNERSHIP BALANCE	12,223.69	0.00	0.00	0.00	12,223.69
05 704 0175	DRILL TEAM FUNDRAISER BALANCE	3,395.24	0.00	510.00	0.00	3,905.24
05 704 0180	DRIVER EDUCATION BALANCE	(16,040.00)	0.00	0.00	0.00	(16,040.00)
05 704 0185	ELEMENTARY FACULTY BALANCE	3,186.43	70.00	0.00	0.00	3,116.43
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	1,703.63	213.00	0.00	0.00	1,490.63
05 704 0195	FFA BALANCE	32,776.75	7,370.55	0.00	0.00	25,406.20
05 704 0196	FFA SWEETCORN BALANCE	16,630.35	0.00	0.00	0.00	16,630.35
05 704 0200	FCCLA BALANCE	1,799.02	791.00	338.00	0.00	1,346.02
05 704 0201	FCCLA DIST 9 BALANCE	(415.00)	0.00	0.00	0.00	(415.00)
05 704 0205	FOREIGN LANGUAGE BALANCE	1,086.98	0.00	0.00	0.00	1,086.98
05 704 0210	GBB FUNDRAISER BALANCE	1,783.44	52.85	0.00	0.00	1,730.59
05 704 0215	GENERAL SHOP BALANCE	(6,796.76)	1,147.69	0.00	0.00	(7,944.45)
05 704 0221	GIRLS GOLF FUNDRAISER BALANCE	65.37	0.00	0.00	0.00	65.37
05 704 0223	MS TRACK FUNDRAISER BALANCE	157.27	0.00	0.00	0.00	157.27
05 704 0225	HIGH SCHOOL FACULTY BALANCE	1,641.02	70.00	0.00	0.00	1,571.02
05 704 0230	INTEREST BALANCE	19,006.95	(200.00)	267.88	0.00	19,474.83
05 704 0235	INVESTMENTS BALANCE	(50,000.00)	0.00	0.00	0.00	(50,000.00)

Activity Fund Balance Report - Summary - Exclude Encumbrances

02/2025 - 02/2025

Regular; Beginning Month 02/2025; Processing Month 02/2025; 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 0240	ONE ACTS BALANCE	(1,333.86)	0.00	0.00	0.00	(1,333.86)
05 704 0244	FOOTBALL FUNDRAISER BALANCE	12,585.58	0.00	0.00	0.00	12,585.58
05 704 0245	LIBRARY BALANCE	13,426.88	133.06	0.00	0.00	13,293.82
05 704 0251	MID SCH STUDENT COUNCIL BALANCE	3,607.43	21.40	0.00	0.00	3,586.03
05 704 0255	MISCELLANEOUS BALANCE	5.01	0.00	0.00	0.00	5.01
05 704 0256	PLAYGROUND BALANCE	7,663.13	0.00	0.00	0.00	7,663.13
05 704 0257	DI GLOBAL FINALS BALANCE	5,850.72	0.00	0.00	0.00	5,850.72
05 704 0258	RENTALS BALANCE	1,972.50	0.00	0.00	0.00	1,972.50
05 704 0259	DISTRICT MUSIC BALANCE	1,270.29	0.00	0.00	0.00	1,270.29
05 704 0260	NATIONAL HISTORY DAY BALANCE	573.70	0.00	0.00	0.00	573.70
05 704 0261	MOCK TRIAL BALANCE	(1,318.28)	0.00	0.00	0.00	(1,318.28)
05 704 0262	QUIZ BOWL	104.08	240.00	240.00	0.00	104.08
05 704 0265	SPEECH TOURNAMENT BALANCE	1,470.60	422.00	0.00	0.00	1,048.60
05 704 0270	HS STUDENT COUNCIL BALANCE	(25.88)	(100.00)	0.00	0.00	74.12
05 704 0271	STUDENT WELLNESS BALANCE	1,228.70	0.00	0.00	0.00	1,228.70
05 704 0273	SUMMER INS BALANCE	3,066.10	1,977.81	2,135.31	0.00	3,223.60
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	2,303.01	0.00	22.00	0.00	2,325.01
05 704 0280	THESPIANS BALANCE	2,581.56	111.01	0.00	0.00	2,470.55
05 704 0282	TRACK FUNDRAISER BALANCE	287.00	0.00	0.00	0.00	287.00
05 704 0283	TANSY PITCHER MEM	5,437.93	0.00	0.00	0.00	5,437.93
05 704 0284	VIDEO BOARD	20,013.06	11,440.00	2,687.50	0.00	11,260.56
05 704 0285	VISUAL ARTS CLUB BALANCE	7,037.57	0.00	0.00	0.00	7,037.57
05 704 0286	YEARBOOK BALANCE	17,420.46	1,491.96	1,136.00	0.00	17,064.50
05 704 0288	XC FUNDRAISER BALANCE	161.86	0.00	0.00	0.00	161.86
05 704 0290	WR BOYS FUNDRAISER BALANCE	7,156.13	0.00	177.98	0.00	7,334.11
05 704 0291	WEICHMAN BALANCE	977.12	0.00	0.00	0.00	977.12
05 704 0292	WR GIRLS FUNDRAISER	4,630.94	0.00	88.93	0.00	4,719.87
05 704 1001	HS FOOTBALL BALANCE	872.19	1,045.50	0.00	0.00	(173.31)
05 704 1002	MS FOOTBALL BALANCE	(26.75)	(63.00)	0.00	0.00	36.25
05 704 1003	HS VOLLEYBALL BALANCE	845.10	0.00	0.00	0.00	845.10
05 704 1004	MS VOLLEYBALL BALANCE	887.09	0.00	0.00	0.00	887.09
05 704 1005	CROSS COUNTRY BALANCE	(93.74)	0.00	0.00	0.00	(93.74)
05 704 1006	HS WRESTLING BALANCE	(3,000.98)	3,264.96	4,241.37	0.00	(2,024.57)
05 704 1007	MS WRESTLING BALANCE	4,361.73	337.49	454.00	0.00	4,478.24
05 704 1008	HS TRACK BALANCE	(684.71)	578.53	0.00	0.00	(1,263.24)

Activity Fund Balance Report - Summary - Exclude Encumbrances

02/2025 - 02/2025

Regular; Beginning Month 02/2025; Processing Month 02/2025; 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 1009	MS TRACK BALANCE	(67.66)	1,564.13	0.00	0.00	(1,631.79)
05 704 1010	HS BOYS BASKETBALL BALANCE	4,195.31	888.33	856.15	0.00	4,163.13
05 704 1011	MS BOYS BASKETBALL BALANCE	700.00	90.00	260.70	0.00	870.70
05 704 1012	HS GIRLS BASKETBALL BALANCE	725.45	763.34	966.94	0.00	929.05
05 704 1013	MS GIRLS BASKETBALL BALANCE	1,257.91	0.00	0.00	0.00	1,257.91
05 704 1014	BOYS GOLF BALANCE	911.63	162.14	0.00	0.00	749.49
05 704 1015	TRAINING SUPPLIES BALANCE	3,165.35	0.00	0.00	0.00	3,165.35
05 704 1016	GIRLS GOLF BALANCE	(1,791.53)	0.00	0.00	0.00	(1,791.53)
05 704 1017	CHEER BALANCE	(51.12)	0.00	0.00	0.00	(51.12)
05 704 1020	MS GOLF BALANCE	18.50	0.00	0.00	0.00	18.50
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	158.32	0.00	0.00	0.00	158.32
05 704 2025	CLASS OF 2025 BALANCE	3,526.73	0.00	0.00	0.00	3,526.73
05 704 2026	CLASS OF 2026 BALANCE	4,456.51	444.30	50.00	0.00	4,062.21
05 704 2027	CLASS OF 2027 BALANCE	3,277.61	0.00	80.00	0.00	3,357.61
05 704 2028	CLASS OF 2028 BALANCE	3,291.11	0.00	0.00	0.00	3,291.11
05 704 2029	CLASS OF 2029 BALANCE	1,494.58	0.00	0.00	0.00	1,494.58
05 704 2030	CLASS OF 2030	640.25	0.00	0.00	0.00	640.25
05 704 2031	CLASS OF 2031 BALANCE	185.00	0.00	0.00	0.00	185.00
05 704 5200	TRANSFER IN	(180,000.00)	0.00	0.00	0.00	(180,000.00)
Fund Total: 05		269,081.35	40,327.85	21,223.66	0.00	249,977.16



Report to the Board of Education March 2025



<u>Enrollment Summary</u>					
Middle School (7th & 8th)			High School		
Grade Level	Total in Grade		Grade Level	Total in Grade	
7th Grade	M 18 / F 10	28	9th Grade	M 17 / F 5	22
8th Grade	M 8 / F 15	23	10th Grade	M 11 / F 14	25
			11th Grade	M 13 / F 10	23
			12th Grade	M 14 / F 15	29
Total	M 26 / F 25	51	Total	M 55 / F 44	99

8th Grade Trip

On Wednesday, February 26th, 23 8th graders attended a Career Day at Northeast Community College. Their day included Career Exploration activities, a budgeting activity, a tour of Northeast's campus, and lunch at the cafeteria. Prior to the event, students took the online CAPS/COPS/COPES assessment to determine their combination of abilities, interests, and values. If you see an 8th grader, ask them something they learned on the 26th!



Americanism Speech Contest Winners

Upon returning from Christmas break, the 7th and 8th grade students in Miss Hancock's English class were tasked with exploring the topic of "What does freedom mean to me?" for this year's Americanism Essay competition. Collaborating with their peers, these students engaged in brainstorming sessions, conducted research to support their main points, and embarked on the writing process to ensure their essays were completed before the deadline. The creativity and personalization evident in their writing truly showcased the excellence of Ainsworth Community Schools. The winners of the competition are as follows:

Grade Level 5/6

1st Place – Blake Hansmeyer

2nd Place – Kailey Cook

3rd Place – Mason Winters

Grade Level 7/8

1st Place – Addilyn Doke

2nd Place – Cesar Guichard Mingo

3rd Place – Leighton Konkoleski

Blake and Addilyn's essays will move on to the next level of competition. Also, these six, along with their parents, will be invited to a potluck dinner on Tuesday, March 25th at the Legion Hall at 6:30 p.m.. These

individuals read their speeches that evening and will receive a small prize. Congratulations to all the contestants on a job well done!

FFA

In February FFA members sent proficiency applications to the District X Proficiency Review. Proficiency applications require students to keep accurate records of their jobs or entrepreneurial adventures. Students must complete the application portion, which includes reflecting on their project growth and experiences and skills gained along the way. Results are as follows:

Gold - State Qualifiers: Aiden Jackman - Diversified Crop, Hannah Beel - Diversified Livestock Production, Kinsey Walz - Equine Science, Aiden Jackman - Fiber/Oil Crop Production, Hannah Beel - Goat Production, Aiden Jackman - Grain Production, Emma Kennedy - Health and Human Service, Preselyn Goochey - Health and Human Services, Terra Shoemaker - Nursery Operations, Addi Held - Vet Science, Kenley Welke - Wildlife Production and Management.

Receiving Golds: Hannah Beel - Beef Entrepreneurship, Braxton Fletcher - Beef Placement, Miah Ortnier - Beef Placement, Braxton Fletcher - Diversified Ag, Megan Jones - Health and Human Services.

Receiving Silver: Branden Freudenburg - Beef Placement, Hannah Beel - Beef Placement, Jon Strand - Forage, Braxton Fletcher - Forage Production, Londyn Dunbar - Health and Human Services, Hannah Beel - Poultry Production, Cassie Cole - Vet Science.

Receiving Bronze: Holden Beel - Beef Placement, Holden Beel - Forage Production, Branden Freudenburg - Forage Production, Christina Fernau - Health and Human Services, Rowan LeMunyan - Health and Human Services.

FFA members were able to interview for their State FFA Degree on February 5th. The State FFA Degree is the highest degree and achievement the Nebraska State FFA Association can bestow on its members. Students must meet a certain dollar amount for income received, hours of community service, FFA activities, and complete the comprehensive interview process. The students who received their State FFA Degrees are: Hannah Beel, Braxton Fletcher, Preselyn Goochey, Aiden Jackman, Emma Kennedy, Miah Ortnier, and Terra Shoemaker. *(Emily Jackman)*

AHS Quiz Bowl Qualifies for State Competition

ESU 17 hosted their annual High School Quiz Bowl competition in Ainsworth on Monday, February 3, 2025. Schools competing were Ainsworth, Cody-Kilgore, Keya Paha, Rock County and Valentine. Each team had four matches, one against each of the other schools. A match consisted of twelve questions in multiple categories. After the competition concluded, the two teams with the best record of wins and losses on the day qualified for the State Quiz Bowl competition held in

Hastings on April 30th. Rock County (4-0) and Ainsworth (3-1) both advance to the state competition. Ainsworth's team members include Grace Goodwin, William Biltoft, Jace Johnson, Sam Titus, David Cook, Willa Flynn, Erick Hitchcock, Ben Clingman, Raelynn Reagan and Dylan Titus. Ainsworth's next competition is February 19, 2025 in Gothenburg.



Spelling Bee Results

7th Grade: 1st Place=Leighton Konkoleski, 2nd Place=Isabelle Arens, 3rd Place=Kaiden Johnson

8th Grade: 1st Place=Addilyn Doke, 2nd Place=Kristofer Hitchcock, 3rd Place=Bailee Rea



Grand Champion: Blake Hansmeyer



Reserve Champion: Bailee Rea

Respectfully Submitted:

Steve Dike
7-12 Principal



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
3/10/2025

For our March Monthly Mission, we are focusing on the theme of "March into success by helping others shine." This month, let's make it our goal to uplift those around us by offering support, encouragement, and kindness. Whether it's through a thoughtful word, lending a hand, or recognizing someone's hard work, each of us has the power to make a positive impact on others. By helping those around us succeed, we not only foster a stronger sense of community but also create an environment where everyone can thrive. Let's step into March with a shared commitment to helping others shine and celebrating the success we can achieve together.

We recently celebrated Read Across America and the birthday of Dr. Seuss at McAndrew Elementary. To celebrate Mrs. Welch designed a week for the kids to dress up and focus on a certain book from Dr. Seuss. The NEA's Read Across America program looks into the issue of children's literacy. Overall, our goal is to enhance awareness when it comes to reading and reading fluently. Any and all efforts to improve reading at an early age are extremely beneficial!

We are continuing to prepare for our spring NSCAS Growth test(s), which is the state accountability test given to all 3rd-8th grade students. Students will be tested in Math and English/Language Arts (ELA), as well as 5th and 8th grade students being tested on Science. This will begin at the end of this month!

As we gather for this March meeting, it is a time for us to reflect on the progress we've made thus far and to look ahead with renewed energy and optimism. Together, we have made significant strides in fostering an environment that promotes growth and success for our



Ainsworth Community Schools

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PK-6 PRINCIPAL



students, and as we continue through the year, we must remain focused on the shared commitment we have to their future.

The challenges we face are met with resilience, and the opportunities for improvement and innovation are vast. Our collective efforts have a direct impact on the positive experiences our students and staff are having. It is through your unwavering dedication and hard work that we continue to build a school community where every child can thrive.

Current Enrollment for the 2024-2025 school year as of January 9th:

***PK: 30 students**

Kindergarten- 31

1st Grade- 28

2nd Grade- 28

3rd Grade- 24

4th Grade- 31

5th Grade- 27

6th Grade- 34

AINSWORTH COMMUNITY SCHOOLS

ACTIVITIES DEPARTMENT



520 EAST 2ND
AINSWORTH, NE 69210
402-387-0535

Luke Wroblewski Activities Director

MARCH 2025 ACTIVITIES REPORT

Megan Jones and Paisley Hoffman qualified for the NSAA Girls State Wrestling Meet by placing in the GB-2 District Meet in Falls City. At the state Meet in Omaha, both athletes finished with a 1-2 record..

Holden Beel and Dylan Titus qualified for the NSAA Boys State Wrestling Meet by placing at the C-3 District Meet at Central Valley. Beel finished with a 2-2 record at the state Meet in Omaha, while Titus went 1-2.

The girls basketball team ended their season with a C2-6 sub-district loss to Winsner-Pilger. The team finished with a 4-16 record.

The boys basketball team ended with a D1-8 sub-district loss to North Central. The team finished with a 5-13 record.

The speech team hosted the Ainsworth Invitational on March 1st. The C2-4 District Meet will be held on March 19th at Plainview, and the Class C2 State Speech Meet will be held at Kearney High School on Thursday, March 27th.

The high school track and field team began practice the week of March 3rd. Their first track competition is scheduled for Tuesday, March 18th, in Vermillion at the Dan Lennon Invite hosted by USD. Our meet is now an invitational and will be named the Ainsworth Invitational. It is scheduled for Friday, March 28th. Field events are scheduled for 1:00, with the running events starting at 4:00. We will be using the automatic timing system the booster club bought for the school.

The golf team held a meeting on March 3rd, and seven boys participated. Their first scheduled competition is a team scramble in Valentine on Tuesday, April 1st. They will then play a home quad on April 3rd, which starts at 3:00.

A 5-12 band and choir concert was held on Thursday, February 28th.

National FFA Week was celebrated from February 17th to 22nd. Students competed in the District Career Development Events on Tuesday, February 25th, in Norfolk and the Meat Judging, Natural Resources, and Vet Science Competition on Tuesday, March 4th, in Sargent. Individuals and teams are preparing for the state competition, which will be held in Lincoln from April 2nd to 4th.

State FCCLA will be held in Lincoln on April 6th-8th.

The State FBLA Leadership Convention will be held in Kearney on April 10th-12th.

Quiz Bowl is practicing for the state competition, which they qualified for by placing second in the ESU 17 Quiz Bowl. The State competition is on April 30th in Hastings. Due to the weather, we were unable to attend the Gothenburg competition.



Exit Summary for **Ainsworth Community Schools**

February 19, 2025

A photograph of a classroom with several students sitting at their desks. The image is dimly lit and has a dark overlay. The text is centered in the upper half of the image.

We know schools
because we're in schools.

Vision: To impact and inspire education providers
to advance an enable pathways of success for all
learners.



What is Accreditation?

An international protocol for institutions committed to systematic and sustainable improvement:

- Building capacity of your institution to improve and sustain student learning
- Stimulates and improves effectiveness and efficiency throughout your institution



Why Cognia regional accreditation?



- Legacy and capacity to point to current and relevant best practice
- Accreditation is globally recognized, transfer of credits, eligibility for funding
- Focus on actions and behaviors that equate quality (validation)



- Professional approach, unbiased feedback toward improvement
- Findings are based upon multiple forms of evidence
- Above the baseline and average

Engagement Review Team Members

Dr. Tiffanie Welte, Cognia Lead Evaluator - Nebraska

Dr. Mary Koopman, Cognia Associate Evaluator - North Dakota

Amy Trauernicht, ESU13 Professional Learning Coordinator

Raya Nagel, Isanti Community School K-12 Academics & Behavior

The Role of the Engagement Review Team

- Gather first-hand information to evaluate your institution's performance against the Cognia Performance Standards
 - Interview stakeholder groups
 - Review documentation provided by the institution
 - Observe and assess the quality of learning environments to gain insights about teaching and learning
- Provide feedback to your institution that helps to focus and guide your improvement journey

Performance Standards

K-12 and Postsecondary Institutions

- ✓ Guide institutions to current and relevant best practice in education
- ✓ Focused on how you are impacting the journey of education for the learner
- ✓ Foster engagement and investment in teaching and learning
- ✓ Identify quality, adherence to a higher level of rigor and accountability



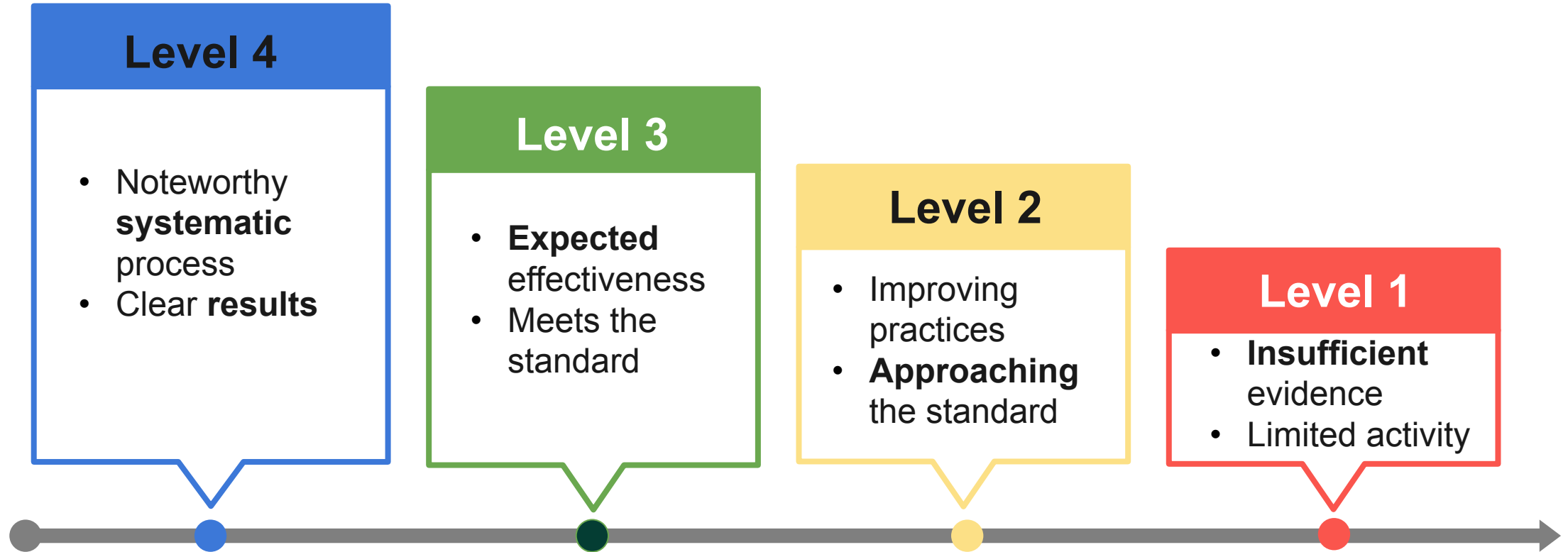
Key Characteristics of High-Quality Institutions

- Culture of learning
- Leadership for learning
- Engagement of learning
- Growth in learning

These four characteristics are the foundational areas of impact for high-quality schools and systems, which the 30 standards help to operationalize.



General Rubric Guidelines



Stakeholder Interviews	# of Participants
Board Members	5
Administrators	3
Professional Staff	12
Students	16
Parents	6
Total	42

Observations	AER (#)	SCHOOL (67)	Cognia Average
Equitable Learning		3.12	3.06
High Expectations		2.86	2.90
Supportive Learning		3.25	3.27
Active Learning		2.84	2.89
Progress Monitoring & Feedback		2.72	2.82
Well Managed		3.34	3.28
Digital Learning		1.85	2.06

Commendations

- **Culture**

- Student-centered
- Relationships

- **Continuous Improvement**

- Curriculum systems
- Intervention systems

- **Leadership**

- Board & Administration
- Staff Opportunities



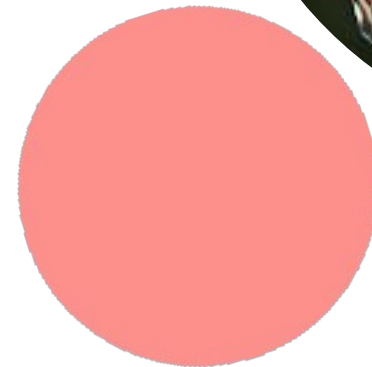
Suggestions

- **Instructional Practice**

- Framework
- Observations drive professional development
 - Peer observation for coaching
 - Clear expectations / purpose around “fidelity”
 - Narrow focus with high expectations

- **Student Engagement**

- Voice & choice
 - Learning experiences
 - Demonstrating learning
- Goal-setting & monitoring



Coming Next

- **Final report to Quality Assurance**
 - Evaluation of Data Diagnostics (25%)
 - Rating Performance Standards (75%)
 - Key Characteristic Narratives
 - Strengths and noteworthy practices
 - Improvement priorities
 - Index of Education Quality (IEQ) score
- **Approved report emailed to School & added to Workspace**
 - Anticipate roughly 8 - 10 weeks
 - Holidays & spring rush

Follow-up Support

- **Questions about report, contact Lead Evaluator**
- **Summer/fall contact to touch base**
- **Cognia tools to support improvement journey**
 - Performance Standards as foundation for planning & investment
 - myJourney tools: eleot, teacher evaluation, stakeholder surveys
 - Learning community PD or institution-specific solutions
 - On-going Cognia training opportunities
- **Engage in Progress Report process in year 4**

Continuing Your Improvement Journey



Midwest Regional Director

Shannon Vogler

Shannon.vogler@cognia.org

888-413-3669 ext. 5801

Midwest Regional Accreditation Evaluator

Dr. Tiffanie Welte

Tiffanie.welte@cognia.org

402-690-1343

What Stakeholders Had to Say...

awesome	caring	close
fun	cool	friendly
encouraging	growth	willingness
positive	flexible	student-centered
compassionate	inclusive	better
well-rounded	committed	dedicated
understanding	leadership	communication
above & beyond	expanding	marketing

Knowledge is Opportunity



Our Mission:

To serve as a trusted partner in advancing learning



NASB BOARD QUICKS

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

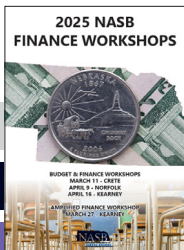


2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

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 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

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



****Budget & Finance Workshop - (March 4) - NOW APRIL 16****

Budget & Finance Workshop - Tuesday, March 11 - Crete

REG BY 3/7

State Conference Call for Proposals Due March 14



Federal Advocacy Fly In - March 16-19 - Washington, D.C.

NAEP State Convention "Set For Success" - March 19-20 - Kearney

New Board Member Webinar - Monday, March 24 - 7:00 to 9:00 PM CT

Open Meetings Law Workshop - Tuesday, March 25 - Gering

Open Meetings Law Workshop - Wednesday, March 26 - Kearney

***Amplified Finance Workshop - Thursday, March 27 - Kearney**

Open Meetings Law Workshop - Monday, March 31 - Norfolk



Open Meetings Law Workshop - Tuesday, April 1 - Lincoln

Budget & Finance Workshop - Wednesday, April 9 - Norfolk

Budget & Finance Workshop - Wednesday, April 16 - Kearney

MOVED FROM 3/4



Continued on Page 2



Leadership

Innovation

Vision

Engagement

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NASB 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



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2



NASB Member Golf Outing - June 11 - Kearney

School Law Seminar - June 11-12 - Kearney



Leadership Workshops - Area Membership Meetings - Labor Relations
State Education Conference - New Board Member Workshop

YOUR 2025 PLATINUM AFFILIATES

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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ARCHITECTS

**CLARK &
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FIXED INCOME CAPITAL MARKETS
D.A. Davidson & Co. member SIPC and FINRA

envisE

**Facility
Advocates**
Dave Raymond

HAMILTON

HAUSMANN
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**NEBRASKA
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CONTENT**

Leadership

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NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

Walkthrough March

ELEMENTARY

Walk off carpet for the elementary entrances Approx. 700 sq ft

Replace the lights with LED in the elementary to get rid of the old T 10 bulbs
Travis estimates roughly 25 dollars per fixture. Rough estimate included in packet

Paint elementary ceiling tiles.

Floor sanding during the summer to clean up imperfections
Floor will be stripped and sanded to remove the blemishes and refinished

Painting trim in the elementary rooms. The trim needs to be updated with a dark grey, as the paint has begun to chip in many places.

The elementary rooms are in good working order.

HVAC systems are in good working order. Have made improvements to some of the drains to fix issues with freezing.

The gap between the roof and the walls is the biggest issue we have. The gap was filled with spray foam this fall, and I will install a sealer over it this spring, it will help until we have the roof repaired in the future.

MAIN ENTRANCE

The new rugs and door decals have been ordered

Extend walk off carpet to fire door and to the south wall

Walk off carpet in the main entrance 200 sq ft -

HS HALLWAY

Reworking the plaque holders. Leveling the back boards and putting up a new trim that will secure the plaques so they do not fall out.

Carpet from HS Hall fire doors throughout the MS hallway

Carpet from the fire doors by elevator through the commons

MS ENTERANCE

Walk off carpet- 224 sq ft

COMMONS AREA

Walk off carpet in the entrances Approx. 100 sq ft

BOILER SYSTEM

After visiting with Dan, he will get a cost estimate for new boilers. We discussed installing 4 vs 2 boilers. 2 would likely handle the demand, 4 would provide backup in case of prolonged extreme cold or breakdowns. The old boiler would also need to be removed.

FIRE SUPRESSION SYSTEM

All in working order

There is a sticking recirculation valve that is getting replaced.

SHOP/AG SHOP

New heat unit for the ag shop will be arriving soon and Dan and his crew will be up to install it and finish the elementary

Need to look into putting a fan in both the shop and the Ag shop for better heat distribution.

OVERALL LIGHTING

Overall the lighting is in good working order. There are two outside lights (flag light and kitchen door light) that I am waiting on bulbs for. They are being replaced with LED bulbs to improve longevity. Once complete all exterior lights will be in working order.

Safety light generator is in working order.

All Exit lights are working. We will run the generator soon to test all of the safety lights again to make sure they are all good.

GYM

Visited with Dan about getting the Gym air handler on the priority list. He is still working on finding the parts we need.

The issue with the air handler is the main shaft that runs the fan had warped, likely causing the fan to be off balance. I had them install new bearings, and a few weeks later the bearings had went out.

When Dan comes up to work on the Ag Shop, we plan to look at this and a few other projects to get eyes on what the needs are.

I sent Bryan with Heartland Seating company the information on our bleachers, he is having the engineers look at how to remove and reinstall a recessed section for the score table.

KITCHEN / CAFETERIA

Flooring replacement in kitchen/ cafeteria

If moves forward will look into securing dates for install

Amanda has mentioned they will be available to help remove kitchen items to prep for floor install if project moves forward,

Serviced the Combi Oven recently, got it back to good working order.

Had Greg recharge the coolant in the commercial refrigerator, it is holding good

Visited with Amanda recently about kitchen needs. We ordered them a new can opener that will not have sharp edges on cans after opening. That was the only concern she had.

DISTRICT OFFICE

Will hope to have a report from Jon by the walkthrough. The weather may delay us, but will get a report asap.



MEDIA ALERT

FOR IMMEDIATE RELEASE

The Nebraska Department of Education is Hosting “I Love U Guys” School Safety Reunification Exercises

Groups of educators, law enforcement officers and first responders from across Nebraska are joining the Nebraska Department of Education's School Safety staff for a series of specialized trainings from the “I Love U Guys” Foundation at three different sites.

NDE staff will help schools in developing safe school communities during emergency situations by putting Standard Reunification Method (SRM) into a practical exercise. The SRM-Reunification Exercises (SRM-REx) will be giving school communities and their surrounding partners the opportunity to practice how to reunite children with their families during mock emergency incidents.

The one-day training will include in person, hands-on simulated emergency events at three locations across Nebraska. The exercises will be from 8am to 4:30pm at the following the locations:

- On March 17th at Ainsworth High School, 520 East 2nd, Ainsworth, Nebraska
- On March 19th at North Platte High School, 1220 West 2nd Street, North Platte, Nebraska
- On March 21st at Wahoo High School, 2201 N. Locust Street, Wahoo, Nebraska

The purpose behind this training is to bring together a variety of different partners, agencies, and school personnel so everyone can work together more efficiently during a real emergency.

“Parents practice reunification daily with their children when they pick them up from school,” said NDE School Safety and Security Director Jay Martin. “However, during emergencies more people and challenges come into play leading to chaos if it is not practiced. These events are meant to reduce the potential of chaos and be as prepared as possible for an emergency.”

The events will also emphasize key components to avoiding emergency situations all together such as having Threat Assessment Teams at every school and using reporting services like Safe2HelpNE, a system designed for students, staff, and parents to anonymously report concerning behavior which could impact the safety of students or schools across Nebraska.

To learn more about Nebraska Department of Education School Safety visit: <https://www.education.ne.gov/safety/>

To learn more about the Standard Response Protocol/Standard Reunification Method visit:
<https://iloveguys.org/#Hugs>

To learn more about Safe2HelpNE visit: <https://education.ne.gov/safety/safe2help-faq/> or
<https://www.safe2helpne.org>

To learn more about Threat Assessment trainings:
<https://esupdo.org/Workshops/WorkshopDetails.aspx?WorkshopID=395>

If you have questions or comments or would like to attend the training, please contact:
jay.martin@nebraska.gov, 402-417-2944 or scott.stemper@nebraska.gov, 402-309-4053.

####



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
Business Manager

Lacey Marbry
Administrative Assistant

March 10, 2025

TO: Board Members

FROM: Dale

SUBJECT: Superintendent's Report for the March 2025 Regular Meeting

1) Financial Report

Our expenses for the 2024-25 school year remain similar and proportionate to the last two budget cycles at this time. Through February, we have disbursed \$4,172,699 or 38.72% of the budget. In comparison, we spent \$4,090,335 (37.13%) in 2024 and \$3,939,990 (35.70%) in 2023.

On the revenue side, we have seen positive results since my report in January. January revenue was down significantly, compared to most January's. However, our February revenue was high than usual. Through February we have brought in \$5,039,494 in revenue compared to 4,428,903 (2024) and 4,215,273 (2023).

2) Transportation, Buildings and Grounds

Joe has made a list of possible needs and projects that has been included in the board materials for this meeting. We have also reached out to Gaughenbaugh Flooring in O'Neill to come give us a quote on the cafeteria and kitchen project.

Dan Morrell and crew will be onsite soon to replace the Ag shop HVAC unit in addition to finishing the mini splits in the elementary.

3) Board Policy Review

This month, we continue in the 500s section. There are thirty-two policies to review, but most are shorter than average (506.11 through 509.03). In addition, we will need to entertain the second reading and approval of revisions for the updates provided through the NASB policy update service. We also need a second reading for approval of revisions to policy 408.02 related to certificated employee contract release.

4) Personnel and Hiring Update

Since the February Board meeting, we have had a successful effort to fill staff vacancies and positions. We are grateful we had solid multiple qualified candidates to

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interview for each vacancy. We are pleased to welcome the following new staff members for 2025-26:

Elementary Principal – Kelsey Riesen
5th Grade – Bailey Schneider
Ag Education / FFA – Josie Ganser

The process to provide a smooth transition and induction to the district is already begun and will continue with our plans regarding mentoring and support for these new hires.

5) Professional Development

Here is a “reminder list” of professional development opportunities coming up:

NASB Amplified Finance Workshop: March 27th (Kearney 10:30 – 4:30 pm)
NRCSA Spring Conference: March 20-21 (Kearney – Bryan, Frank, Jess, Jake, & Dale)
NASB Open Meetings Law Workshop: March 26 (Kearney 6:30 – 8:00 pm)
NASB Finance Workshop: April 16th (Kearney 4:30-8:30 pm)

6) Cognia Review

Our 5-year school improvement review was completed by Cognia on February 18-19. Due to the weather, the stakeholder interviews were conducted via Zoom. Tiffanie Welte (Cognia Team Lead) will be in Ainsworth to conduct classroom observations on March 27th.

Overall, the review was a big success. The MTSS/CIP Leadership team did an impressive job preparing for the review. Special thanks and recognition go out to Amanda Ganser and Wendy Allen as our CIP Leads on the leadership team. Their leadership and direction were key factors in our district being organized and ready to host the review.

Wendy and Amanda will be attending the April 14th Board meeting to provide an update and presentation to the Board regarding the findings and recommendations of the Cognia Team and how that affects the next steps for CIP in our district.

7) Apple Computer – Sustainability Plan

Tech Coordinator, Laurie Goodloe, has been working with our Apple reps to explore options for renewing and refreshing technology in the district. We are due to refresh the 9-12 computers this year, teachers next year, and the 5-8 computers soon after. In addition, we have some needs to address old iPads in the K-4 grades.

This plan would put us on a cycle of refresh and create a zero interest payment to maintain our technology and continue to refresh every 4 years. In addition, it provides the most efficient and cost effective way to recycle our old machines, putting their value toward the next technology refresh.

Using available federal funds, I estimate we could plan on an annual payment of \$40,000 to \$50,000. When considering the cost to refresh as we have done on our own, it is similar but brought down to a budget number that can be easily planned for on an annual basis.

8) Standard Reunification Training – March 17th

Reminder, Ainsworth will be hosting NDE and the “I Love You Guys” foundation to conduct reunification training on March 17th. There will be no school that day in order to allow all ACS staff to participate. The Board is welcome to attend. Please see the attached press release or information page provided in the board materials under the superintendent’s report.

9) Other

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

REPAIR ESTIMATE/PROPOSAL

Job Number: S 25048-5027

SUBMITTED TO:

Customer 108001
 Ainsworth City Schools
 520 East Second
 PO Box 65
 Ainsworth NE 69210-0065
 Telephone 402-387-2082



ESU Repair Center

111 East Broadway St
 PO Box 218
 Coleridge NE 68727
 Ph 402.283.4333
 ghefner@esu17.org

Educational Service Unit 17
 207 North Main St
 Ainsworth NE 69210
 Ph 402.387.1420
 www.esu17.org

BRAND	TYPE	MODEL #	SERIAL #
Dell	Computer	NA	pending
DATE	ESTIMATE SUBMITTED	PURCHASED	
2025.02.17	2025.03.04		

NATURE OF SERVICE REQUEST

Provide quote on five computer systems for District Office (2); Secondary Office (2); Elementary office (1). Hardware quote only. Labor to setup, transfer data, restore software and settings, etc., to be billed apart from this invoice.

WE HEREBY SUBMIT SPECIFICATIONS AND ESTIMATES FOR (Scope Of Work)

OptiPlex Small Form Factor (Plus 7020) Computer •Intel Core i9 processor 14900 vPro (36 MB cache, 24 cores, 32 threads, up to 5.4 GHz Turbo, 65W) •Windows 11 Pro, English, Spanish, French, Brazilian Portuguese •32 GB: 2 x 16 GB, DDR5 •M.2 2230 512GB PCIe NVMe SSD Class 25 M.2 22x30 Thermal Pad 1st M.2 2280 SSD Screw • Intel Integrated Graphics • No Wireless LAN Card • OptiPlex SFF Plus with 300W Platinum Power Supply •Dell Additional Software •ENERGY STAR Qualified •System Power Cord (Philippine/TH/US) •SERI Guide (ENG/FR/Multi) •Watch Dog SRV •Quick Start Guide, OptiPlex SFF Plus •Trusted Platform Module (Discrete TPM Enabled) •Desktop BTO Custom Configuration • OptiPlex Small Form Factor Plus 7020 CTO •EPEAT 2018 Registered (Silver) •No vPro® support •No Optical Drive •NO RAID •No Additional Video Ports •Internal Speaker •No Additional Add In Cards •CMS Software not included •No Additional Network Card Selected (Integrated NIC included) •No Media Card Reader •Basic Onsite Service 36 Months •ProSupport and Next Business Day Onsite Service Initial, 36 Month(s) •Information Only - Dell APEX Managed Device Service Core Support - Not Selected •Microsoft 365 30 Day Trial.
 Qty 5 at \$1,769.50 each = \$8,847.50

Dell Wireless Keyboard and Mouse KM3322W-Retail-US English

Qty 5 at \$34.99 each = \$174.95

Dell 27 Monitor - S2725DS • Built-in Speakers 2x5W •Dell Limited Hardware Warranty •Advanced Exchange Service, 1 Year.

Qty 10 at \$209.99 each = \$2,099.90

This is a package quote from Hefner Electronics, same as last time. Per Dell, any purchase of fewer pieces than the quantities shown here require us to make a new quote. Dell mentioned some uncertainty in the market with pricing, as they are waiting for tariffs to begin. Hardware quote only. Site set up, data transfer, software install, etc is billed separately, in 2020 it was \$1,620.00. Please see additional notes on the second page.

We propose hereby to furnish material and labor - in accordance with the above specifications, for the sum of:

eleven-thousand one-hundred twenty-two & 35/100 ----- dollars (\$11,122.35)

All materials are guaranteed to be as specified. All work will be performed in a professional manner and according to industry standards. Any modifications from the estimate may involve additional charges. Owner to carry necessary insurance. We are fully insured, contractors statement of liability available upon request.

Authorized by: *George R. Hefner*

Note: Proposal Expires 4/1/2025

Acceptance of Proposal - The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. I understand payment is due within 30 days of completion, in phases, or as stated in this proposal.

Signature _____

Date of Acceptance: _____

The 2025 Dell computer system quoted here is less than \$100 higher than those purchased in 2020. Features are more robust than they were in 2020 too.

In 2020, along with five computers, ACS purchased four 27 inch monitors. The monitors went to the district office. The district office monitors to the secondary office and two of four secondary office monitors to elementary office.

This quote includes replacing all ten monitors. We know four in the district office are five years old. The others are older, but I think some staff might appreciate having a second monitor connected to their laptops. Just a thought. If we order less than 10, I will check to make sure we can get the same pricing on the other items.

Major changes

- upgrade of Core i9 processor from 10th generation to 14th generation
- bigger processor cache, more cores and more threads
- doubled memory from 16 GB to 32 GB
- DVD drives are no longer offered
- monitor same screen size, with built-in speakers and lower price
- SSD storage size is unchanged

Comparisons between old and new computer systems

Item	2020 model year Dell PC	2025 model year Dell PC
<i>Computer</i>		
Processor	Intel Core i9-10900 10th gen	Intel Core i9-14900 14th gen
Processor Cache	20 MB	36 MB
Processor Cores	10	24
Processor Threads	20	32
Speed/wattage	Up to 5.2 GHz Turbo, 65W	Up to 5.8 GHz Turbo, 65W
Memory	16 GB	32 GB
Storage	512 GB SSD	512 GB SSD
DVD drive	yes	no
warranty	3 yr	3 yr
Mouse & Keyboard	yes	no
Computer Price	1675.00	1769.50
<i>Monitor</i>		
Screen size	27-inch	27-inch
Built in speakers	No	Yes
Monitor Price	269.00	209.99
<i>Accessories</i>		
Sound bar	added on @ \$59 each	not required
Mouse & Keyboard	included with system	added on @ \$34.99 each

AG ED TRANSITIONAL CERTIFICATION PROGRAM

A Nebraska Alternative Teacher Certification Program for Professionals.



BUILT FOR PROFESSIONALS

Individuals holding a bachelor's degree may be eligible to start the Transitional Certification Program (TCP), accept a teaching position, teach Agricultural Education, and advise FFA while completing coursework for full certification.



USE YOUR EXPERTISE

Bring your agriculture and industry experience into the classroom and make a difference for the next generation of Ag leaders!



COURSEWORK

Equip yourself through online coursework in agriculture content, teaching pedagogy, and FFA & SAE management.



MASTER'S OPTION

Completing certification coursework can bring you just four courses away from earning your master's degree!



LOCAL SUPPORT

Receive in-person support from ALEC's regional faculty team, a local mentor, and neighboring Ag Ed teacher.



TRANSITIONAL CERTIFICATION PROGRAM

MAKE A DIFFERENCE

Nebraska needs agricultural education teachers and FFA advisors—and there is no better profession to make a long-term impact on students' lives. Use your experience to engage the next generation in the agriculture industry!

If you have a bachelor's degree in a related field, you may be eligible to apply for and accept a teaching position immediately. TCP teachers earn a paycheck while teaching and completing online coursework, leading to a full Nebraska teacher certification.

All you need to learn more is a copy of your college transcripts (unofficial transcripts are acceptable)!

TAKE THE NEXT STEPS

1. REQUEST A FREE ANALYSIS

Send your transcripts to see if you qualify or what it may take to qualify. We'll then schedule a Zoom consultation meeting to discuss the results and next steps.

2. APPLY FOR A TEACHING POSITION

If you qualify (or can take any classes that are missing before your starting date), you can immediately apply for and accept a teaching position in Nebraska.

3. TEACH AND TAKE COURSEWORK

Start teaching while taking online courses! Most candidates are fully certified after two years.



ALEC.UNL.EDU



CONTACT US!

Dr. Matt Kreifels
Transitional Certification
Program Advisor

matt.kreifels@unl.edu
402.472.2818

218

NEBRASKA AG ED
SCHOOLS



START YOUR
NEXT CAREER!



BECOME A
TEACHER TODAY!

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NEBRASKA AG ED
POSITIONS



Dale Hafer <dhafer@ainsworthschools.org>

February 3, 2025 NASB Policy Update

1 message

Jim Luebbe <jluebbe@nasbonline.org>

Mon, Feb 3, 2025 at 2:01 PM

To: "Aaron Plas (aplas@bennps.org)" <aplas@bennps.org>, "Cherie Van Dyke (vandykec@discoverers.org)" <vandykec@discoverers.org>, "Chip Kay - Columbus (kayc@discoverers.org)" <kayc@discoverers.org>, "Dale Hafer (dhafer@ainsworthschools.org)" <dhafer@ainsworthschools.org>, "David Patton (david.patton@apsbulldogs.org)" <david.patton@apsbulldogs.org>, "Evelyn Browne - Banner County (evelyn.browne@bcswildcats.org)" <evelyn.browne@bcswildcats.org>, "J. D. Furrow (jdfurrow@callawaypublicschools.org)" <jdfurrow@callawaypublicschools.org>, "Jeff Rippe (ripj@hotmail.com)" <ripj@hotmail.com>, "Jodi McCoy (jmccoy@bennps.org)" <jmccoy@bennps.org>, "Joe'l Ruybalid (JoelRuybalid@bluehillschools.org)" <JoelRuybalid@bluehillschools.org>, "Loren Engel (loren.engel@cvsstorm.com)" <loren.engel@cvsstorm.com>, "Rich Lemburg (rlensburg@clarkson.esu7.org)" <rlensburg@clarkson.esu7.org>, "Rodney Brown (rodney.brown@bpsne.net)" <rodney.brown@bpsne.net>, Rodney Olson <rodney.olson@bayardtigers.org>, "Samantha Wehenkel (samantha.wehenkel@apsbulldogs.org)" <samantha.wehenkel@apsbulldogs.org>

Policy Update Subscribers,

yes Policy 204.07 Meeting Notice – LB 287 as passed last spring prescribed an alternate method for providing notice of meetings when newspaper publication cannot be done on a timely basis. I have tweaked this policy to make it clearer and easier to follow. The statewide website mentioned in the policy will only receive postings directly from newspapers.

NO Policy 504.11 Weapons and Use By Authorized Security Personnel – This update is optional and **only applies to the newly classified Class 1 and Class 2 districts**, in other words with a population of 5,000 or fewer people. LB1329 provides School Boards with the option to authorize certain personnel to carry handguns if they meet the stringent requirements of state statues to do so. These requirements are described in the policy. This optional version of the weapons policy has added a change to the last sentence of paragraph 2 and added the last 2 pages describing the requirements of Firearm Use By Authorized Security Personnel.











yes Policy 504.24 Title IX Nondiscrimination – The 2020 version of this policy is back for a return engagement since a recent court ruling has thrown out all changes made by the Biden administration. When we updated this policy last year, the update did not include any changes due to gender or orientation issues dealing with sports or bathrooms, since all those regulatory updates were already under injunction in various court jurisdiction. We are therefore voiding the entire Title IX policy as issued last summer including the 10 procedural components labeled 504.24E1 through 504.24 E10. I'm re-sending the older 504.24 policy, 504.24R1 administrative regulation, and 504.24E1 reporting form. If you recall, previously we had included similar versions in the Personnel Section (titled 404.12 Title IX Sexual Harassment to deal with personnel harassment and 504.24 Title IX Sexual Harassment to deal with student harassment. For simplicity, this policy will now only appear as 504.24 Title IX Nondiscrimination, listed in the 500 Student Section, but be aware it applies to all sex discrimination whether involving students, staff, or visitors. Other harassment policies such as 404.06 Harassment and 504.18 Harassment remain they same. They are directed at non-title IX harassment or discrimination.

yes Policies 717.00 Disposal of Property Under Federal Grants and 718.00 Fiscal Management Internal Controls have been updated to reflect changes in federal statutes and state oversight, mostly in 2 CFR 200.303 and 200.313. These include many specific details of handling federal grants, funds, and awards. It is likely that NDE will ask to see these policies when reviewing these types of federal programs with your districts.

Thank you for your membership in the NASB Policy Update Service.

Jim

10 attachments

-  **0204.07 - meeting notice.docx**
19K
-  **0504.11 - weapons and use by authorized security personnel.docx**
24K
-  **0504.24 - title IX nondiscrimination.docx**
24K
-  **0504.24E1 - title IX reporting form.doc**
95K
-  **0504.24R1 - title IX nondiscrimination procedures.docx**
29K
-  **0717.00 - disposal of property under federal grants.doc**
32K
-  **0718.00 - fiscal management internal controls.doc**
61K
-  **0204.07 - meeting notice redline.pdf**
68K
-  **0717.00 - disposal of property under federal grants redline.doc.pdf**
66K
-  **0718.00 - fiscal management internal controls redline.pdf**
155K

MEETING NOTICE

Reasonable advance public notice shall be given for meetings and work sessions held by the board and recorded in the board minutes by either of the following means:

1. Publishing in a local newspaper of general circulation within the district's jurisdiction, publishing on the newspaper's web site, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or
2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

If the newspaper refuses, neglects, or is unable to publish the notice on time, the district may (1) post its notice on its website, if available, (2) post its notice on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post its notice in a conspicuous public place within the district.

Public notice shall indicate the meeting's time, place and date, and shall include a statement that the agenda shall be readily available for public inspection at the district office. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting and a copy kept readily available for public inspection at the principle office of the district. Except for items of an emergency nature the agenda shall not be altered later than 24 hours before the meeting.

A copy of the public notice will be provided to those who have filed a request for notice with the superintendent. These requests for notice must be in writing. A copy of the public notice will also be accessible to employees and students.

In the case of special meetings, public notice shall be given in the same manner as for a regular meeting unless it is an emergency meeting. Public notice of emergency meetings shall be given as soon as practical and possible in light of the situation. Reasonable efforts shall be made to notify news media who have requested notification of meetings.

It shall be the responsibility of the superintendent to give public notice of board meetings and work sessions. The superintendent shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification of the time and place of each meeting and the subjects to be discussed.

Legal Reference: Neb. Statute 84-1408 to 1414

Approved _____ Reviewed _____ Revised _____

TITLE IX NONDISCRIMINATION

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

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

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

Title: _____

Office address: _____

Email: _____

Phone number: _____

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

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

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

The student's parents/guardian or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building

principal. A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.

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

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

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

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

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

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

Retaliation Prohibited

The District prohibits intimidation, threats, coercion or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted,

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

Confidentiality

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

Notice Requirements

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

Training Requirements

The District ensures that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receives training on the definition of sexual harassment, the scope of the District's education program or activity, how to conduct an investigation and grievance process including examination of evidence, handling hearings, appeals and informal resolution processes, when applicable, how to address complaints that do not qualify as Title IX sexual discrimination, and how to serve impartially including by avoiding prejudgment of the facts at issue, conflicts of interest and bias. The District also ensures that decision-makers and investigators receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant as set forth in the formal procedures that follow, and training on any technology to be used at a live hearing, if applicable. Investigators also receive training on issues of

relevance to create an investigative report that fairly summarizes relevant evidence. All materials used to train individuals who receive training under this section must not rely on sex stereotypes and must promote impartial investigations and judgments of formal complaints of sexual harassment and are made publicly available on the District's website.

Conflict of Interest and Bias

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

Determination of Responsibility

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

Other Title IX Coordinator Duties

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

1. Curriculum and Materials - Review of curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, available supportive measures such as assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening applicants; application and interviewing practices

for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee disciplinary actions up to and including termination.

5. Student Access - Review of programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
6. District Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.
7. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
8. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

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

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

TITLE IX REPORTING FORM

The Board declares it to be the policy of this district to provide a safe, positive learning and working environment that is free from bullying, hazing, dating violence, sexual harassment and other discrimination, and retaliation. If you have experienced, or if you have knowledge of, any such actions, we encourage you to complete this form. The Title IX Coordinator will be happy to support you by answering any questions about the report form, reviewing the report form for completion and assisting as necessary with completion of the report. The Title IX Coordinator's contact information is:

Position: _____

Address: _____

Email: _____

Phone Number: _____

Retaliation Prohibited

The district, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against you for filing this report. Please contact the Title IX Coordinator immediately if you believe retaliation has occurred.

Confidentiality

Confidentiality of all parties, witnesses, the allegations and the filing of a report shall be handled in accordance with applicable law, regulations, Board policy, procedures, and the district's legal and investigative obligations. The school will take all reasonable steps to investigate and respond to the report, consistent with a request for confidentiality as long as doing so does not preclude the school from responding effectively to the report. If you have any questions regarding how the information contained in this report may be used, please discuss them with the Title IX Coordinator prior to filing the report. Once this report is filed, the district has an obligation to investigate the information provided.

Note: For purposes of Title IX nondiscrimination, this Report Form serves initially as an informal report, not a formal complaint of sexual harassment under Title IX.

I. Information About the Person Making This Report:

Name: _____

Address: _____

Phone Number: _____

School Building: _____

I am a:

Student Parent/Guardian Employee Volunteer Visitor

Other _____ (please explain relationship to the district)

If you are not the victim of the reported conduct, please identify the alleged victim:

Name: _____

The alleged victim is: Your Child Another Student A District Employee

Other: _____ (please explain relationship to the alleged victim)

II. Information About the Person(s) You Believe is/are Responsible for the Bullying, Hazing, Harassing or Other Discrimination You are Reporting

Please record the name(s) of the individual(s) you believe to be responsible for the conduct you are reporting.

Name(s):

The reported individual(s) is/are:

Student(s) Employee(s)

Other _____ (please explain relationship to the district)

III. Description of the Conduct You are Reporting

In your own words, please do your best to describe the conduct you are reporting as clearly as possible. Please attach additional pages if necessary:

When did the reported conduct occur? (Please provide the specific date(s) and time(s) if possible):

Where did the reported conduct take place?

Please provide the name(s) of any person(s) who was/were present, even if for only part of the time.

Please provide the name(s) of any other person(s) that may have knowledge or related information surrounding the reported conduct.

Have you reported this conduct to any other individual prior to giving this report?

Yes No

If yes, who did you tell about it?

If you are the victim of the reported conduct, how has this affected you?

I affirm that the information reported above is true to the best of my knowledge, information and belief.

Signature of Person Making the Report

Date

Received By

Date

FOR OFFICIAL USE ONLY

This section is to be completed by the Title IX Coordinator based on reviewing the report with the complainant or other individual making the report.

The purpose of this form is to assist the Title IX Coordinator in gathering information necessary to properly assess the circumstances surrounding the reported conduct to determine if the allegations fall under the definition of Title IX sexual discrimination or if the matter merits review and action under other Board policies. The Title IX Coordinator shall gather as much information as possible in cases of incomplete or anonymous reports to assess the report.

Upon receipt of the report, The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures as described in Policy 504.24. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

I. Reporter Information:

Name: _____

Address: _____

Phone Number: _____

School Building: _____

Reporter is a:

Student Parent/Guardian Employee Volunteer Visitor

Other _____ (please explain relationship to the district)

If the reporter is not the victim of the reported conduct, please identify the alleged victim:

Name: _____

The alleged victim is: Reporter's Child Another Student Another Employee

Other: _____ (please explain relationship to the alleged victim)

II. Respondent Information

Please state the name(s) of the individual(s) believed to have conducted the reported violation:

Name(s):

The reported respondent(s) is/are:

- Student(s) Employee(s)
- Other _____ (please explain relationship to the district)

III. Level of Report:

- Informal Formal (see additional information below on Title IX formal complaints)

IV. Type of Report:

- Title IX Sexual Harassment Discrimination Retaliation Bullying
- Hazing Dating Violence Other _____

Nature of the Report (check all that apply):

- | | |
|----------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Race | <input type="checkbox"/> Age |
| <input type="checkbox"/> Color | <input type="checkbox"/> Creed |
| <input type="checkbox"/> Religion | <input type="checkbox"/> Sex |
| <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Sexual Harassment (Title IX) |
| <input type="checkbox"/> National Origin | <input type="checkbox"/> Ancestry |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> Pregnancy |
| <input type="checkbox"/> Handicap/Disability | <input type="checkbox"/> Bullying |
| <input type="checkbox"/> Hazing | <input type="checkbox"/> Dating Violence |

V. Reported Conduct

Describe the reported conduct below, including specific actions, dates, times, locations and any other details necessary to properly assess the reported incident(s).

How often did the conduct occur?

Is it being repeated? Yes No

Do the circumstances involve a student identified as a student with a disability under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act?

No.

Yes, please identify the student with a disability and contact the Director of Special Education.

Special Education Director was contacted: _____

How has the conduct affected the alleged victim's ability to fully participate in the school's academic, programs, activities or school employment?

What is the alleged victim's relationship with the alleged respondent?

Insert names, descriptions, and/or contact information of individuals believed to have observed the conduct or who otherwise may have knowledge of the conduct and/or related circumstances.

Additional observations or evidence including pictures, texts, emails, video or other information submitted to the Title IX Coordinator.

VI. Safety Concerns

Are there safety concerns that may require Emergency Removal of or Administrative Leave for a respondent? (This requires an individualized safety and risk analysis as to whether there is an immediate threat to the physical health or safety of a student or other individual.)

No.

Yes, please describe:

VII. Other Reports

Has the conduct been reported to the police or any other agency?

No

Yes Date reported: _____ Agency: _____

VIII. Identification of Policies Implicated by Reported Conduct

Check all that apply:

- Policy 103.00 Equal Educational Opportunity
- Policy 501.00 Equal Opportunity
- Policy 504.14 Hazing and Initiation
- Policy 504.18 Harassment
- Policy 504.24 Title IX Nondiscrimination
- Policy 504.20 Bullying
- Policy 504.21 Dating Violence
- Other _____

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

Did the incident occur during a during a school program or activity involving a person in the United States?

Yes

No

To meet the definition of Title IX sexual discrimination, the conduct needs to satisfy one or more of the following (please check all that apply):

- A district employee conditioning the provision of an aid, benefit, or district service on an individual's participation in unwelcome sexual conduct, commonly referred to as quid pro quo sexual discrimination.
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to a district education program or activity.

Sexual assault, dating violence, domestic violence or stalking.

Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:

- Length of relationship.
- Type of relationship.
- Frequency of interaction between the persons involved in the relationship.

Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Sexual assault means a sexual offense under a state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Stalking means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:

1. Fear for their safety or the safety of others.
2. Suffer substantial emotional distress.

IX. Recommended Course of Action

After consultation with the complainant and consideration of the reported information, the Title IX Coordinator directs the report to proceed under the provisions of (check all that apply):

- No further action at this time. Reason:
- Policy 103.00 Equal Educational Opportunity
- Policy 501.00 Equal Opportunity
- Policy 504.14 Hazing and Initiation
- Policy 504.18 Harassment
- Policy 504.24 Title IX Nondiscrimination
- Policy 504.20 Bullying
- Policy 504.21 Dating Violence
- Other _____

X. Title IX Information to Complainant

What supportive measures were discussed with the complainant, and what were the complainant's wishes with respect to supportive measures?

Upon designating a course of action under Title IX sexual discrimination, the Title IX Coordinator will promptly:

1. Explain to the complainant the process for filing a formal complaint.
2. Inform the complainant of the continued availability of supportive measures with or without the filing of a formal complaint.
3. The Title IX Coordinator shall contact a student complainant's parents/guardians and provide them with information regarding the report and Title IX sexual discrimination procedures and grievance process for formal complaints.

If the complainant/reporter, school staff or others with professional knowledge relating to the complainant's health and well-being indicate that notifying the parents/guardians could cause serious harm to the health or well-being of the complainant or other person(s), the Title IX Coordinator will determine, in consultation with such individuals and upon advice of legal counsel, whether to withhold or delay notification of the report from the complainant's parents/guardians.

4. Determine what supportive measures may be offered to the respondent.
5. Determine whether the complainant wishes this report to be treated as a formal complaint.

XI. Title IX Coordinator Signature

I recommend the above course of action based on my consultation with the complainant and the information available at this time.

Title IX Coordinator: _____

Date: _____

XII. Title IX Formal Complaint Action

The Title IX Coordinator shall have the complainant check the appropriate box and sign and date below to indicate whether or not the complainant wishes to have this form serve as a formal complaint pursuant to Title IX.

I would like my report to be treated as a formal complaint pursuant to Title IX.

Yes No

Complainant's Signature: _____

Date: _____

If the complainant does not wish this report to be treated as a formal complaint pursuant to Title IX, the Title IX Coordinator must assess whether actions limited to supportive measures are a sufficient response to alleged behavior, or whether a formal complaint process is necessary to investigate and address the situation adequately. For example, if disciplinary action would be warranted if allegations are true, if the respondent is an employee, or if further investigation is needed to assess the extent of the behavior and impact on others, it may be clearly unreasonable not to initiate the formal complaint process. The Title IX Coordinator may consult with the school solicitor and other district officials in making this decision.

As Title IX Coordinator, I have determined that, notwithstanding the complainant's preference, it is necessary to proceed with the Title IX Sexual Discrimination Formal Complaint for the following reasons:

Therefore, I am signing this form for the purpose of serving as the formal complaint initiating that process:

Title IX Coordinator's Signature: _____

Date: _____

TITLE IX NONDISCRIMINATION PROCEDURES

The Board requires the following procedures to be followed for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited as sex discrimination by Title IX. The Board directs the process to be published in accordance with all statutory and regulatory requirements.

Definitions

The following definitions apply for Title IX policies and procedures:

“Actual knowledge:” notice of sexual harassment or allegations of sex discrimination to the District’s Title IX Coordinator or any official of the District who has authority to institute corrective measures on behalf of the District, or to any employee of an elementary or secondary school.

“Education program or activity:” includes locations, events or circumstances over which the District exercised substantial control over both the individual who has been reported to be the perpetrator of conduct that could constitute sex discrimination, and the context in which the sex discrimination occurs.

“Complainant:” an individual who is alleged to be the victim of conduct that could constitute sex discrimination.

“Respondent:” an individual who has been reported to be the perpetrator of conduct that could constitute sex discrimination.

“Formal complaint:” a document filed by a Complainant or signed by the Title IX Coordinator alleging sex discrimination against a Respondent and requesting that the District investigate the allegation of sex discrimination.

“Supportive measures:” non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available and without fee or charge to the Complainant or Respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

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

1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District’s education program or activity; or

Reviewed _____ Revised _____

3. "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8) or "stalking" as defined in 34 USC 12291(a)(30). These definitions are included in the procedures to this policy.
 - A. "Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:
 - i. Length of relationship.
 - ii. Type of relationship.
 - iii. Frequency of interaction between the persons involved in the relationship.
 - B. "Domestic violence" includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.
 - C. "Sexual assault" means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
 - D. "Stalking," under Title IX means stalking on the basis of sex, for example when the stalker desires to date a victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:
 - i. Fear for their safety or the safety of others.
 - ii. Suffer substantial emotional distress.

District Requirements

When the District has actual knowledge of sex discrimination in an education program or activity of the District, the District will respond promptly in a manner that is not deliberately indifferent. When the harassment or discrimination on the basis of sex does not meet the definition of sex discrimination, the Title IX Coordinator will direct the individual to the applicable sex discrimination process for investigation.

The District treats individuals who are alleged to be the victim (Complainant) and perpetrator (Respondent) of conduct that could constitute sex discrimination equitably by offering

supportive measures. Supportive measures are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment, or deter sex discrimination. Supportive measures may include counseling or employee assistance program, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, mutual restrictions on contact between the parties, leaves of absence, increased security and monitoring of certain areas of the District's property, campus escort services, assistance from domestic violence or rape crisis programs, assistance from community health resources, changes in work locations and other similar measures.

For students, supportive measures may also include assessments or evaluations to determine eligibility for special education or related services, or the need to review an Individualized Education Program (IEP) or Section 504 Service Agreement based on a student's behavior. This could include, but is not limited to, a manifestation determination or functional behavioral assessment (FBA), in accordance with applicable law, regulations or Board policy.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Upon the receipt of a complaint, the Title IX Coordinator must promptly contact the Complainant to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. If the District does not provide the Complainant with supportive measures, then the District must document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

Timelines

The District has established reasonably prompt time frames for the conclusion of the grievance process, including time frames for filing and resolving appeals and informal resolution processes. The grievance process may be temporarily delayed or extended for good cause. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. In the event the grievance process is temporarily delayed for good cause, the District will provide written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action.

Response to a Formal Complaint

At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the District with which the formal complaint is filed. A formal complaint may be filed with the Title IX Coordinator in person, by mail, by electronic mail, or other means designated by the District. The District must follow the formal complaint process before the imposition of any disciplinary sanctions or other actions that are not supportive measures.

Upon receipt of a formal complaint, the District must provide written notice to the known parties including:

1. Notice of the allegations of sex discrimination, including information about the identities of the parties involved in the incident, the conduct allegedly constituting sex discrimination, the date and location of the alleged incident, and any sufficient details known at the time. Such notice must be provided with sufficient time to prepare a response before any initial interview;
2. An explanation of the District's investigation procedures, including any informal resolution process;
3. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation;
4. Notice to the parties that they may have an advisor of their choice who may be, but is not required to be, an attorney, and may inspect and review any evidence and
5. Notice to the parties of any provision in the District's code of conduct or policy that prohibits knowingly making false statements or knowingly submitting false information.

If, in the course of an investigation, the District decides to investigate allegations about the Complainant or Respondent that are not included in the notice initially provided, notice of the additional allegations must be provided to known parties.

The District may consolidate formal complaints as to allegations of sex discrimination against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of sex discrimination arise out of the same facts or circumstances.

Emergency Response Measures

Nothing in this policy precludes the District from removing a Respondent from the District's education program or activity on an emergency basis, provided that the District undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sex discrimination justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal. Nor does it preclude the District from placing a non-student employee Respondent on administrative leave while awaiting the determination of the complaint procedures. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

Investigation of a Formal Complaint

When investigating a formal complaint and throughout the grievance process, the District must:

1. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the District and not the parties;
2. Provide an equal opportunity for the parties to present witnesses and evidence;
3. Not restrict either party's ability to discuss the allegations under investigation or to gather and present relevant evidence;
4. Allow the parties to be accompanied with an advisor of the party's choice who may be, but is not required to be, an attorney. The District may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties;
5. Provide written notice of the date, time, location, participants, and purpose of any interview or meeting at which a party is expected to participate, with sufficient time for the party to prepare to participate;
6. Provide the parties equal access to review all the evidence collected which is directly related to the allegations raised in a formal complaint and comply with the review periods outlined in this process;
7. Objectively evaluate all relevant evidence without relying on sex stereotypes;
8. Ensure that Title IX Coordinators, investigators, decision-makers, and individuals who facilitate an informal resolution process, do not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent;
9. Not make creditability determinations based on the individual's status as Complainant, Respondent or witness;
10. Not use questions or evidence that constitute or seek disclosure of privileged information unless waived.

Dismissal of Formal Complaints

If the conduct alleged in the formal complaint would not constitute sex discrimination even if proved, did not occur in the District's education program or activity, or did not occur against a person in the United States, then the District must dismiss the formal complaint with regard to that conduct for purposes of sex discrimination under this policy.

The Title IX Coordinator also may dismiss the formal complaint or any allegations therein at any time during the investigation or hearing, if applicable, when any of the following apply:

1. A Complainant provides written notification to the Title IX Coordinator that the Complainant would like to withdraw the formal complaint or any allegations therein;
2. The Respondent is no longer enrolled or employed by the District; or
3. Specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon dismissal, the Title IX Coordinator promptly sends written notice of the dismissal and the reasons for dismissal simultaneously to both parties.

Evidence Review

The District provides both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation. The evidence provided by the District must include evidence that is directly related to the allegations in the formal complaint, evidence upon which the District does not intend to rely in reaching a determination regarding responsibility, and any inculpatory or exculpatory evidence whether obtained from a party or other source. Prior to completion of the investigative report, the Title IX Coordinator must send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy. The parties have 10 calendar days to submit a written response to the Title IX Coordinator, which the investigator will consider prior to completion of the investigative report.

Investigative Report

The investigator must prepare an investigative report that fairly summarizes relevant evidence and send the report to the Title IX Coordinator. The Title IX Coordinator must send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. The parties have 10 calendar days to submit a written response to the Title IX Coordinator.

Decision-Maker's Determination

The investigative report is submitted to the decision-maker. The decision-maker cannot be the same person(s) as the Title IX Coordinator or the investigator. The decision-maker cannot hold a hearing or make a determination regarding responsibility until 10 calendar days from the date the Complainant and Respondent receive the investigator's report.

Prior to reaching a determination regarding responsibility, the decision-maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up

questions from each party. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. Questions must be submitted to the Title IX Coordinator within three calendar days from the date the Complainant and Respondent receive the investigator's report.

The decision-maker must issue a written determination regarding responsibility based on a preponderance of the evidence standard. The decision-maker's written determination must:

1. Identify the allegations potentially constituting sex discrimination;
2. Describe the procedural steps taken, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and hearings held;
3. Include the findings of fact supporting the determination;
4. Draw conclusions regarding the application of any District policies and/or code of conduct rules to the facts;
5. Address each allegation and a resolution of the complaint including a determination regarding responsibility, the rationale therefor, any recommended disciplinary sanction(s) imposed on the Respondent, and whether remedies designed to restore or preserve access to the educational program or activity will be provided by the District to the Complainant and
6. The procedures and permissible bases for the Complainant and/or Respondent to appeal the determination.

A copy of the written determination must be provided to both parties simultaneously, and generally will be provided within 60 calendar days from the District's receipt of a formal complaint.

The determination regarding responsibility becomes final either on the date that the District provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Where a determination of responsibility for sex discrimination has been made against the Respondent, the District will provide remedies to the Complainant that are designed to restore or preserve equal access to the District's education program or activity. Such remedies may include supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. The Title IX Coordinator is responsible for effective implementation of any remedies. Following any determination of responsibility, the District may

implement disciplinary sanctions in accordance with State or Federal law and or/the negotiated agreement.

A student who is determined to be responsible for violation of this policy shall be subject to appropriate disciplinary action consistent with school policies and regulations, which may include but is not limited to loss of school privileges, permanent transfer to another school building, classroom or school bus, exclusion from school-sponsored activities, detention, suspension, expulsion, or referral to law enforcement officials.

An employee who violates this policy shall be subject to appropriate disciplinary action consistent with the applicable Board policy, collective bargaining agreement and individual contract, up to and including dismissal and/or referral to law enforcement officials.

Appeals

Either the Complainant or Respondent may appeal the decision-maker's determination regarding responsibility or a dismissal of a formal complaint, on the following bases:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time that could affect the outcome; and
3. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent that affected the outcome.

The request to appeal must be made in writing to the Title IX Coordinator within seven calendar days after the date of the written determination. The appeal decision-maker must not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent and cannot be the Title IX Coordinator, the investigator, or the decision-maker from the original determination.

The appeal decision-maker must notify the other party in writing when an appeal is filed and give both parties a reasonable equal opportunity to submit a written statement in support of, or challenging, the outcome. After reviewing the evidence, the appeal decision-maker must issue a written decision describing the result of the appeal and the rationale for the result. The decision must be provided to both parties simultaneously, and generally will be provided within 10 calendar days from the date the appeal is filed.

Informal resolution process

Except when concerning allegations that an employee sexually harassed a student, at any time during the formal complaint process and prior to reaching a determination regarding responsibility, the District may facilitate an informal resolution process, such as mediation, that

does not involve a full investigation and determination of responsibility, provided that the District:

1. Provides to the parties a written notice disclosing:
 - A. The allegations;
 - B. The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the Title IX formal complaint process with respect to the formal complaint and
 - C. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
2. Obtains the parties' voluntary, written consent to the informal resolution process.

The informal resolution process generally will be completed within 30 calendar days unless the parties and the Title IX Coordinator mutually agree to temporarily delay or extend the process. The formal grievance process timelines are stayed during the parties' participation in the informal resolution process. If the parties do not reach resolution through the informal resolution process, the parties will resume the formal complaint grievance process, including timelines for resolution, at the point they left off.

Recordkeeping

The District must maintain for a period of seven years records of:

1. Each sex discrimination investigation, including any determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to the District's education program or activity;
2. Any appeal and its result;
3. Any informal resolution and its result; and
4. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process. The District must make these training materials publicly available on its website.

The District must create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District must document the basis for its conclusion that its

response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the District's education program or activity.

DISPOSAL OF PROPERTY UNDER FEDERAL GRANTS

Management of Inventory

Procedures for managing equipment (including replacement equipment), whether acquired in whole or in part under a Federal award, until disposition takes place will, as a minimum, meet the following requirements:

- (1) Property records must be maintained that include a description of the property, a serial number or other identification number, the source of funding for the property including the Federal Award Identification Number (FAIN), who holds title, the acquisition date, and cost of the property, percentage of Federal participation in the project costs for the Federal award under which the property was acquired, the location, use and condition of the property, and any ultimate disposition data including the date of disposal and sale price of the property.
- (2) A physical inventory of the property must be taken and the results reconciled with the property records at least once every two years.
- (3) A control system must be developed to ensure adequate safeguards to prevent loss, damage, or theft of the property. Any loss, damage, or theft must be investigated.
- (4) Adequate maintenance procedures must be developed to keep the property in good condition.
- (5) If the district is authorized or required to sell the property, proper sales procedures must be established to ensure the highest possible return.

Disposition

When original or replacement equipment acquired under a Federal award is no longer needed for the original project or program or for other activities currently or previously supported by a Federal awarding agency, except as otherwise provided in Federal statutes, regulations, or Federal awarding agency disposition instructions, the district must request disposition instructions from the Federal awarding agency if required by the terms and conditions of the Federal award. Disposition of the equipment will be made as follows, in accordance with Federal awarding agency disposition instructions:

- (1) Items of equipment with a current per unit fair market value of \$10,000 or less may be retained, sold or otherwise disposed of with no further obligation to the Federal awarding agency.
- (2) Except as provided in 2CFR 200.312 Federally-owned and exempt property, paragraph (b), or if the Federal awarding agency fails to provide requested disposition instructions within 120 days, items of equipment with a current per-unit fair-market value in excess of \$10,000 may be retained by the district or sold. The Federal awarding agency is entitled to an amount calculated by multiplying the current market value or proceeds from sale by the Federal awarding agency's percentage of participation in the cost of the original purchase. If the equipment is sold, the Federal awarding agency may permit the district to deduct and retain from the Federal share \$500 or ten percent of the proceeds, whichever is less, for its selling and handling expenses.
- (3) The district may transfer title to the property to the Federal Government or to an

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eligible third party provided that, in such cases, the district must be entitled to compensation for its attributable percentage of the current fair market value of the property.

(4) In cases where a district fails to take appropriate disposition actions, the Federal awarding agency may direct the district to take disposition actions.

Legal Reference: 2 C.F.R. §§ 200 et seq.
NDE State and Federal Grant Management Rqmnts and Guidance

Cross Reference: 904.02 Lease, Sale or Disposal of School District Property

FISCAL MANAGEMENT INTERNAL CONTROLS

The District will develop the necessary procedures to comply with the following fiscal management internal controls relating to oversight of all federal and state grant programs, awards or funds.

The District will meet the following requirements for internal controls in accordance with 2 CFR 200.303 for all such funds:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District is managing the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. These internal controls should align with the guidance in “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework”, issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal awards;
- 3) Evaluate and monitor the District’s compliance with statutes, regulations and the terms and conditions of federal awards;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency or pass-through entity designates as sensitive or the District considers sensitive consistent with applicable federal, state, local, and tribal laws regarding privacy and responsibility over confidentiality.

Equipment Management Requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of that equipment, to meet the following requirements of 2 CFR 200.313 and 2 CFR 200.33:

- 1) Maintain property records procedure and policies (include description, serial number or other identification number, source of funding, acquisition date, etc.);
- 2) Develop and maintain a physical inventory procedure to occur a minimum of every 2 years;
- 3) Apply a control system procedure to ensure adequate safeguards are in place to prevent property loss or damage;
- 4) Develop and implement adequate maintenance procedures for such equipment; and

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- 5) Develop and implement sales and disposition procedures for such equipment to ensure the best return. See Policy 717.00 Disposal of Property Under Federal Grants for disposition requirements.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the standards identified below from 2 CFR 200.320;

- 1) A procedure for micro-purchases (Under 10,000);
- 2) A procedure for small purchases (10,000 to 250,000);
- 3) A procedure for sealed bids (using Lowest Bidder for over 250,000);
- 4) A procedure for competitive proposals (including showing why sealed bids were not accepted for over 250,000); and
- 5) A procedure for noncompetitive bids (when sole sourced, must prove only source).

All contracts involving federal and state grant programs, awards or funds shall contain the following provisions:

1. An assurance that minority business, women's business enterprises, and labor surplus area firms are used when possible. [2 CFR 200.321]
2. An Anti-Lobbying clause for all contracts and for those contracts exceeding \$100,000 a requirement that bidders submit an Anti-Lobbying Certification. [2 CFR 200, Appendix II(I)]
3. A Suspension and Debarment clause for contracts of any value. [2 CFR 200, Appendix II(H)]
4. A clause to address termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement if the contract amount exceeds \$10,000. [2 CFR 200, Appendix II(B)]
5. A clause to address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms if the contract amount exceeds \$250,000, and to provide for sanctions and penalties. [2 CFR 200, Appendix II(A)]
6. Clauses addressing the Clean Air Act and the Federal Water Pollution Control Act if the contract amount exceeds \$150,000. [2 CFR 200, Appendix II(G)]
7. A provision to maintain contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders. [2 CFR 200.318(b)]
8. Written standards of conduct covering conflicts of interest and governing the actions of the employees engaged in the selection, award and administration of contracts. [2 CFR 200.318(c)(1)]
9. A requirement to keep records sufficient to detail the history of the procurement, including, but not limited to, records documenting the rationale for the method of procurement, selection of contract type, contractor selection or rejection, and the basis for the contract price. [2 CFR 200.318(i)]

Record Retention: Financial records, supporting documents, statistical records, and all other non-federal entity records pertinent to a federal award must be retained for a period of three years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient in accordance with 2 CFR 200.333. Other records will be retained for a period of time as required by law.

Suspension and Debarment: The District may not subcontract with or award subgrants in any federal assistance program to any person or company who is debarred or suspended and is required to check for excluded parties at the System for Award Management, SAM (formerly the Excluded Parties List System, EPLS) website before any procurement transaction in accordance with 2 CFR 200.213 and Policy 706.07 Suspension and Debarment.

Financial Management: The District must develop and maintain financial management systems to account for federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. Such records must be sufficient to permit the preparation of reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award in accordance with 2 CFR 200.302. See also §200.450 Lobbying.

The financial management system of each non-federal entity must provide for the following;

- 1) A procedure for identification of all federal awards received and expended and the federal programs under which they were received;
- 2) A procedure for accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with reporting requirements
- 3) A procedure to maintain records that identify adequately the source and application of funds for federally funded activities.
- 4) A procedure for maintaining effective control over, and accountability for, all funds, property, and other assets.
- 5) A procedure for comparing District expenditures with budget amounts for each federal award.
- 6) A procedure to ensure payments of federal funds are made in accordance with 2 CFR 200.305.
- 7) A procedure for determining the allowability of costs in accordance with 2 CFR 200.305 Subpart E-Cost Principals and the term and conditions of the federal award.

Program Income: The District will follow the guidance of the federal awarding agency in how it uses, applies and accounts for all income received under those programs as listed below in accordance with 2 CFR 200.307;

- 1) *Deduction.* Ordinarily program income must be deducted from total allowable costs to determine the net allowable costs.
- 2) *Addition.* With prior approval of the federal awarding agency program income may be added to the federal award by the federal agency and the non-federal entity. The program income must be used for the purposes and under the conditions of the federal award.
- 3) *Cost sharing or matching.* With prior approval of the federal awarding agency, program income may be used to meet the cost sharing or matching requirement of the federal award. The amount of the federal award remains the same.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching when such contributions meet all of the following criteria in accordance with 2 CFR 200.306 and a procedure must ensure these criteria are covered:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under 2 CFR 200.305 Subpart E—Cost Principles;
- 5) Are not paid by the federal government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law, as applicable in the terms and conditions of the federal award.

Construction Project Funds: The contractor will meet local prevailing wages and fringe benefits under the Davis-Bacon Act (40 USC 3141) for construction, alteration, or repair of public buildings or public works under federal government contracts. In accordance with 2 CFR 200.326, the contractor will meet federal bonding policy and requirements for construction or facility improvement contracts.

Unexpected or Extraordinary Circumstances: For all federal awards, If the District does not currently have in place a policy that addresses extraordinary circumstances such as those caused by COVID-19, the District may later amend or create a policy in order to

put emergency contingencies in place for federal and non-federal similarly situated employees in accordance with 2 CFR 200 et seq. If the conditions exist for charges to be made to the federal grant, charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District may develop a procedure to ensure that federal expenditures during the unexpected or extraordinary circumstance are allowable.

Compensation for personal services: (a) *General.* Compensation for personal services includes all remuneration, paid currently or accrued, for services of employees rendered during the period of performance under the federal award, including but not necessarily limited to wages, salaries, and fringe benefits in accordance with 2 CFR 200.430 and .431. Costs of compensation are allowable to the extent that they satisfy the following requirements;

- 1) Is reasonable for the services rendered and conforms to the established written policy and procedures of the District consistently applied to both federal and non-federal activities;

Compensation and fringe benefits:

(a) Fringe benefits are allowances and services provided by employers to their employees as compensation in addition to regular salaries and wages. Fringe benefits in accordance with 2 CFR 200.431 include, but are not limited to, the costs of leave (vacation, family-related, sick or military), employee insurance, pensions, and unemployment benefit plans. Except as provided elsewhere in these principles, the costs of fringe benefits are allowable provided that the benefits are reasonable and are required by law, District employee agreement, or an established policy of the District.

(b) *Leave.* The cost of fringe benefits in the form of regular compensation paid to employees during periods of authorized absences from the job, such as for annual leave, family-related leave, sick leave, holidays, court leave, military leave, administrative leave, and other similar benefits, are allowable if all of the following criteria are met:

- 1) They are provided under established written leave policies;

Standards for Documentation of Personnel Expenses: (1) Charges to federal awards for salaries and wages must be based on records that accurately reflect the work performed in accordance with 2 CFR 200.430. These records must:

- (i) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (ii) Be incorporated into the official records of the District;
- (iii) Reasonably reflect the total activity for which the employee is compensated by the non-federal entity, not exceeding 100% of compensated activities;

- (iv) Encompass both federally assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written policy;
- (v) Comply with the established accounting policies and practices of the District; and
- (vi) Support the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.
- (vii) Budget estimates do not qualify as support for charges to federal awards, but may be used for interim accounting purposes, provided that:
 - (A) The system for establishing the estimates produces reasonable approximations of the activity actually performed;
 - (B) Significant changes in the corresponding work activity (as defined by the District's written policies) are identified and entered into the records in a timely manner. Short term (such as one or two months) fluctuation between workload categories need not be considered as long as the distribution of salaries and wages is reasonable over the longer term; and
 - (C) The District's system of internal controls includes processes to review after-the-fact interim charges made to a federal award based on budget estimates. All necessary adjustment must be made such that the final amount charged to the federal award is accurate, allowable, and properly allocated.

(2) In accordance with Department of Labor regulations implementing the Fair Labor Standards Act (FLSA) (29 CFR part 516), charges for the salaries and wages of nonexempt employees, in addition to the supporting documentation described in this section, must also be supported by records indicating the total number of hours worked each day.

Travel: Travel costs include the transportation, lodging, subsistence, and related items incurred by employees who are in travel status on official business of the district or contractor in accordance with 2 CFR 200.475. These costs may be charged on an actual cost basis, on a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The method used must be consistent with those normally allowed in like circumstances in other activities and in accordance with the district's established written policies and contracts. Notwithstanding the provisions of 200.444, travel costs of officials covered by that section are allowable with the prior written approval of the district when they are specifically related to the federal award.

Conflict of Interest: No employee, officer, agent, or board member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by the federal funds, grants, or awards and the district must maintain written standards covering conflicts of interest. Any potential conflict of interest must be disclosed in accordance with 2 CFR 200.112 and 200.318. A conflict of interest includes when the employee, officer, agent, or board member, any member of their immediate family, their partner, or an organization that employs or is about to employ any of those parties has a financial or other interest in or a tangible personal benefit from an entity considered for a contract. An employee, officer, agent, and board member of the district may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors except in situations under the district's written policies where the financial interest is not substantial or a gift is an unsolicited item of nominal value. The district's conflict of interest standards must also provide for disciplinary actions to be applied for violations by its employees, officers, agents, or board members.

CERTIFICATED EMPLOYEE CONTRACT RELEASE

A certificated employee who wishes to be released from his/her contract shall deliver a written and signed notice of resignation to the office of the Superintendent. Granting a request for release from a contract shall be contingent upon finding a suitable replacement. No certificated employee under contract with the District for the next school year will be released from their contract unless a suitable replacement for that employee can be hired.

The Superintendent or his designee shall have the sole responsibility for determining the criteria used to define a suitable replacement for each position.

If in the opinion of the certificated employee unusual circumstances exist, the certificated employee may appeal to the Board to waive any of the above stated requirements.

The superintendent is authorized to file a complaint with the Nebraska Professional Practices Commission against a certificated employee who leaves without proper release from the board.

The Board of Education reserves the right to seek damages against any certificated employee as a result of breach of contract.

Legal Reference: NDE Rule 27
Neb. Statute 79-817 et seq.

Cross Reference: 406.03 Certificated Employee Individual Contracts
406.04 Certificated Employee Continuing Contracts

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