

Board of Education Meeting
Monday, March 16, 2026 7:30 PM

Elementary School Conference Room
550 7th Street
Syracuse, NE 68446-0520

Agenda

1. Call to Order and Roll Call
2. Notice of Open Meeting Act- *A current copy of the Open Meetings Act is posted in the room and accessible to the public.*
3. Publication of Meeting
4. Excuse Absent Board Members
5. Approval of Agenda
6. Consent Agenda
 - 6.1. Treasurer's report
 - 6.2. Secretary report
 - 6.3. Expenditures
 - 6.4. Claims for payment
 - 6.5. Minutes of prior meeting(s)
7. Communications from the Public
8. Reports
 - 8.1. Superintendent
 - 8.2. Principal Report- High School
 - 8.3. Legislative Update
9. Discussion Items
 - 9.1. Policies for Review
10. Action Items
 - 10.1. Discuss, consider, and take action on updating policies.
 - 10.2. Acceptance of resignations
 - 10.3. Approval of the Employment of Certificated Staff
11. Closed Session for the protection of public interest
12. Discuss, consider, and take action on Administrator Salaries for the 2026-2027 school year.
13. Adjourn

AFFIDAVIT OF PUBLICATION

State of Florida, County of Orange, ss:

I, Edmar Corachia, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Syracuse Journal Democrat, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 1 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates.

Publication Dates:

- Mar 6, 2026

Notice ID: B46iBaPI9QeGE0ZXzsNV

Notice Name: Meeting Notice 03_16_26NEW

Publication Fee: \$4.95

Edmar Corachia

Agent

VERIFICATION

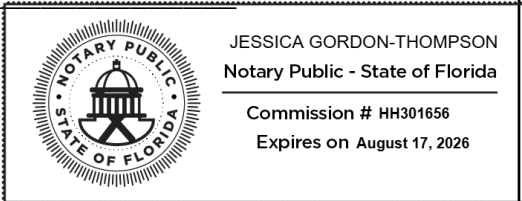
State of Florida
County of Orange

Signed or attested before me on this: 03/09/2026

J. Ra

Notary Public

Notarized remotely online using communication technology via Proof.



MEETING NOTICE

School District #27 Board of Education will hold its regular monthly meeting Monday, March 16, 2026 at 7:30 pm in the Elementary Conference Room. A continually current agenda is available for public inspection at the Superintendent's office.

Published in the Syracuse Journal Democrat on March 6, 2026.

4310850 ZNEZ

SCHOOL DISTRICT #27
REPORT OF THE SCHOOL TREASURER
February 28, 2026

GENERAL FUND

BEGINNING BALANCE		\$3,100,695.21
RECEIPTS		
TAXES	\$404,733.55	
INTEREST	\$3,750.17	
STATE OF NEBRASKA	\$319,857.72	
OTHER	\$3,245.00	
TOTAL	\$731,586.44	
DISBURSEMENTS		
PAYROLL/DEDUCTIONS	\$773,105.31	
OPERATING	\$158,623.12	
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$931,728.43	
FUND BALANCE		\$2,900,553.22
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-03	\$34,906.75
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-05	\$1,557,274.02
COUNTRYSIDE BANK UNADILLA	ACCT # 00412-700	\$38,115.33
FIRSTBANK NEB SYRACUSE	CD# 5013262 & 5013924	\$1,045,766.53
RIVERSTONE BANK	CD# 76834	\$224,490.59
GENERAL FUND BALANCE	February 28, 2026	\$2,900,553.22

BUILDING FUND

BEGINNING BALANCE		\$2,012,610.30
RECEIPTS		
TAXES	\$32,416.55	
INTEREST	\$1,905.51	
TRANSFER FROM GEN FUND -03	\$0.00	
OTHER - SCOREBOARD ADS	\$625.00	
TOTAL	\$34,947.06	
DISBURSEMENTS		
TRANSFER -	\$11,800.00	
OTHER -	\$50.00	
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$11,850.00	
FUND BALANCE		\$2,035,707.36
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-01	\$4,888.04
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-05	\$621,679.00
WESTERN NATIONAL BANK	CD #702816	\$643,023.98
FIRSTBANK NEB SYRACUSE	CD #5013963	\$766,116.34
BUILDING FUND BALANCE	February 28, 2026	\$2,035,707.36

SCHOOL DISTRICT #27
REPORT OF THE SCHOOL TREASURER
February 28, 2026

DEPRECIATION FUND

BEGINNING BALANCE		\$889,987.40
RECEIPTS		
TRANSFER FROM GEN FUND - 03	\$0.00	
INTEREST	\$1,877.51	
OTHER - TRANS	\$0.00	
TOTAL	\$1,877.51	\$1,877.51
DISBURSEMENTS		
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$891,864.91
COUNTRYSIDE BANK UNADILLA	ACCT # 00548M297	\$891,864.91
	CD #	\$0.00
		\$0.00
		\$0.00
DEPR FUND BALANCE	February 28, 2026	\$891,864.91

UNEMPLOYMENT FUND

BEGINNING BALANCE		\$12,930.86
RECEIPTS		
TRANSFER FROM GEN FUND	\$0.00	
INTEREST	\$27.28	
TOTAL	\$27.28	\$27.28
DISBURSEMENTS		
OTHER - NE UC FUND	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$12,958.14
FIRSTBANK NEB SYRACUSE	ACCT # 731-612-05	\$12,958.14
UNEMPLOY FUND BALANCE	February 28, 2026	\$12,958.14

BOND FUND

BEGINNING BALANCE		\$533,074.28
RECEIPTS		
TAXES	\$32,632.27	
INTEREST	\$1,465.46	
OTHER -	\$0.00	
TOTAL	\$34,097.73	\$34,097.73
DISBURSEMENTS		
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	\$0.00
FUND BALANCE		\$567,172.01
FIRSTBANK NEB SYRACUSE	ACCT # 631-911-05	\$567,172.01
	CD #	\$0.00
BOND FUND BALANCE	February 28, 2026	\$567,172.01

**SCHOOL DISTRICT #27
SECRETARY'S REPORT
MARCH 16, 2026**

GENERAL FUND

Balance as of January 31, 2026	\$ 3,100,695.21
February receipts	<u>\$ 731,586.44</u>
Total amount available	\$ 3,832,281.65
February disbursements	<u>\$ 931,728.43</u>
Balance as of February 28, 2026	\$ 2,900,553.22

SCHOOL LUNCH FUND

Balance as of January 31, 2026	\$ 295,219.78
February receipts	<u>\$ 38,971.49</u>
Total amount available	\$ 334,191.27
February disbursements	<u>\$ 48,825.71</u>
Balance as of February 28, 2026	\$ 285,365.56

Bank Balance February 28, 2026	\$ 285,365.56
Outstanding receipts	<u>\$ -</u>
Total amount available	\$ 285,365.56
Outstanding disbursements	<u>\$ -</u>
Bank Balance February 28, 2026	\$ 285,365.56

SCHOOL ACTIVITIES

Balance as of January 31, 2026	\$ 80,839.68
February receipts	<u>\$ 28,378.00</u>
Total amount available	\$ 109,217.68
February disbursements	<u>\$ 36,630.99</u>
Balance as of February 28, 2026	\$ 72,586.69

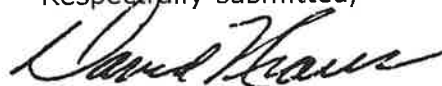
SDA REVOLVING

Balance as of January 31, 2026	\$ 111,183.64
February receipts	<u>\$ 13,303.21</u>
Total amount available	\$ 124,486.85
February disbursements	<u>\$ 9,014.85</u>
Balance as of February 28, 2026	\$ 115,472.00

*Included

FirstBank Nebraska Cking #03	34,878.04	34,906.75
FirstBank Nebraska MM #05	1,757,416.16	1,557,274.02
Countryside Bank Unadilla	38,143.89	38,115.33
FirstBank CD #5013262/5013924	1,045,766.53	1,045,766.53
Riverstone Bank CD #76834	<u>224,490.59</u>	<u>224,490.59</u>
	\$ 3,100,695.21	\$ 2,900,553.22

Respectfully submitted,



David Kraus, Superintendent

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 02/01/2026 to 02/28/2026.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
SHS	Syracuse High School							
A-1	Activity Accounts							
1000-1	JH STOP			3,261.53	550.05	12.48	0.00	3,799.10
1001-1	ADMISSIONS			43,238.10	3,998.00	0.00	0.00	47,236.10
1005-1	ADULT ATHLETIC PASSES			3,510.00	0.00	0.00	0.00	3,510.00
1015-1	ART CLUB			2,566.03	0.00	0.00	0.00	2,566.03
1020-1	ATHLETIC BOOSTER CLUB			24,754.01	791.96	333.42	0.00	25,212.55
1025-1	BAND			1,167.52	73.00	1,399.34	0.00	-158.82
1031-1	CIRCLE OF FRIENDS			703.73	333.00	152.63	0.00	884.10
1065-1	DANCE TEAM			1,336.34	392.14	0.00	0.00	1,728.48
1071-1	DAT			684.00	0.00	0.00	0.00	684.00
1075-1	DISTRICT AUTISM TEAM			1,928.71	0.00	0.00	0.00	1,928.71
1080-1	DRAMA			-2,739.39	0.00	0.00	0.00	-2,739.39
1084-1	E-SPORTS			234.96	0.00	0.00	0.00	234.96
1085-1	EL MUSIC PROGRAM			151.29	0.00	0.00	0.00	151.29
1090-1	EL STUDY			2,764.97	175.25	126.40	0.00	2,813.82
1095-1	EQUIPMENT (CONCESSIONS)			11,866.44	6,238.20	5,962.39	0.00	12,142.25
1100-1	FBLA			11,402.32	203.00	5,059.82	0.00	6,545.50
1110-1	FFA			18,572.67	0.00	571.43	0.00	18,001.24
1120-1	FIELD TRIPS			13,864.62	260.00	0.00	0.00	14,124.62
1125-1	FOREIGN LANGUAGE			0.00	0.00	0.00	0.00	0.00
1130-1	HIGH ABILITY			365.87	0.00	136.65	0.00	229.22
1135-1	HISTORY FAIR			957.75	0.00	0.00	0.00	957.75
1140-1	HOMEROOM			2,289.36	0.00	0.00	0.00	2,289.36
1145-1	HONOR SOCIETY			2,297.64	0.00	54.75	0.00	2,242.89
1155-1	INTEREST			1,048.77	17.46	0.00	0.00	1,066.23
1160-1	JH STUDENT COUNCIL			2,129.80	0.00	200.79	0.00	1,929.01
1165-1	LIBRARY			5,861.06	0.00	0.00	0.00	5,861.06
1170-1	LIFE SKILLS PETTY CASH			417.74	0.00	0.00	0.00	417.74
1180-1	MS STUDY			1,732.50	34.40	0.00	0.00	1,766.90
1181-1	MS MTSS			227.40	0.00	27.00	0.00	200.40
1185-1	MUSIC BOOSTERS			5,747.79	905.78	750.00	0.00	5,903.57
1190-1	MUSIC BOOSTERS TRIP FUND			30,465.48	71.00	50.32	0.00	30,486.16
1195-1	PHYSICAL EDUCATION			807.27	0.00	0.00	0.00	807.27
1200-1	PICTURES			9,036.75	0.00	0.00	0.00	9,036.75
1205-1	PLAYGROUND EQUIPMENT			2,381.28	0.00	0.00	0.00	2,381.28
1210-1	QUIZ BOWL			6.98	0.00	0.00	0.00	6.98
1215-1	READING PROGRAM			103.40	0.00	0.00	0.00	103.40
1220-1	S CLUB			751.62	0.00	0.00	0.00	751.62
1225-1	SCHOLARSHIPS			1,500.00	0.00	0.00	0.00	1,500.00
1230-1	SDA PTO			11,988.97	645.00	2,775.19	0.00	9,858.78
1235-1	SH ATHLETICS			-112,772.83	5,402.61	13,089.45	0.00	-120,459.67
1236-1	FOOTBALL			363.00	0.00	0.00	0.00	363.00
1240-1	SH STUDENT COUNCIL			6,400.85	544.27	0.00	0.00	6,945.12
1245-1	SH STUDY			5,219.09	310.00	284.80	0.00	5,244.29

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 02/01/2026 to 02/28/2026.

Site ID Group ID	Site Name Group Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
1250-1	SHOP	1,206.22	964.00	1,457.96	0.00	712.26
1255-1	SkillsUSA	2,576.23	460.99	1,287.77	0.00	1,749.45
1260-1	SOS (STUDENTS OF SERVICE)	2,809.19	0.00	0.00	0.00	2,809.19
1265-1	SPEECH	-1,710.55	0.00	237.00	0.00	-1,947.55
1270-1	STOP	2,546.33	0.00	0.00	0.00	2,546.33
1275-1	STUDENT ATHLETIC PASSES	13,310.00	0.00	0.00	0.00	13,310.00
1280-1	TEACHER SUPPLIES	7,300.66	0.00	0.00	0.00	7,300.66
1285-1	TITLE I	2,105.80	0.00	0.00	0.00	2,105.80
1290-1	VARSITY CHEERLEADERS	-1,519.29	0.00	222.40	0.00	-1,741.69
1295-1	YEARBOOK	-77,163.17	845.00	100.00	0.00	-76,418.17
1300-1	COUNSELOR FUND	125.00	0.00	0.00	0.00	125.00
1305-1	KINDNESS SQUAD	69.12	0.00	0.00	0.00	69.12
1310-1	FFA- Otoe County Fair	617.68	0.00	0.00	0.00	617.68
1350-1	Rocket Cards	1,930.95	0.00	0.00	0.00	1,930.95
2014-1	CLASS OF 2024 (GRADUATED)	0.00	0.00	0.00	0.00	0.00
2021-1	CLASS OF 2026 (12th GRADE)	3,584.68	0.00	0.00	0.00	3,584.68
2022-1	CLASS OF 2027 (11th Grade)	2,172.99	5,162.89	2,339.00	0.00	4,996.88
2024-1	CLASS OF 2028 (10TH GRADE)	2,206.45	0.00	0.00	0.00	2,206.45
2025-1	CLASS OF 2029 (Freshmen)	76.00	0.00	0.00	0.00	76.00

A-1 Totals:	80,839.68	28,378.00	36,630.99	0.00	72,586.69
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SHS Activity Totals:	80,839.68	28,378.00	36,630.99	0.00	72,586.69
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	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
SHS Checking:			28,378.00	36,630.99		
SHS Investment:						
SHS Bank Balances:	80,839.68		28,378.00	36,630.99	0.00	72,586.69

Report Activity Totals:	80,839.68	28,378.00	36,630.99	0.00	72,586.69
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Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 02/01/2026 to 02/28/2026.

Site ID	Site Name						
Group ID	Group Name						
Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance	
REV	Revolving Account						
R-1	Revolving Accounts						
3295-2	GENERAL	-14,125.19	10,969.93	4,737.31	0.00	-7,892.57	
3300-2	INSURANCE	1,091.79	2,314.97	2,734.59	0.00	672.17	
3305-2	DRIVERS ED	800.00	0.00	0.00	0.00	800.00	
3310-2	INTEREST	631.14	18.31	0.00	0.00	649.45	
3315-2	WALTER JANSSEN SCHOLARSHI	0.00	0.00	0.00	0.00	0.00	
3320-2	DUAL ENROLLMENT	36,880.21	0.00	0.00	0.00	36,880.21	
3321-2	MISC	57,632.24	0.00	43.00	0.00	57,589.24	
3322-2	TECHNOLOGY	28,273.45	0.00	1,499.95	0.00	26,773.50	
R-1 Totals:		111,183.64	13,303.21	9,014.85	0.00	115,472.00	
REV Activity Totals:		111,183.64	13,303.21	9,014.85	0.00	115,472.00	

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
REV Checking:			13,303.21	9,014.85		
REV Investment:						
REV Bank Balances:	111,183.64		13,303.21	9,014.85	0.00	115,472.00

Report Activity Totals:	111,183.64	13,303.21	9,014.85	0.00	115,472.00
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Syracuse Public School

Check Report

Begin Date: 03/01/2026; End Date: 03/31/2026; Accounting Cycle: FY 25-26; Check Type: Accounts Payable; Payee: [All]; Bank: First Bank of Nebraska; Account Expression: [All]; Show Detail by Voucher: Yes; Created On: 3/11/2026 5:06:24 PM

Check Date	Check Number	Payee	Type	Amount
03/16/2026	EFT	Amazon Capital Services	Accounts Payable	\$2,665.39
03/16/2026	EFT	Amazon E-Commerce	Accounts Payable	\$190.81
03/16/2026	EFT	Magic-Wrighter, Inc.	Accounts Payable	\$34.95
03/16/2026	8436	Antes Family Hardware	Accounts Payable	\$297.44
03/16/2026	8437	ASI Systems, Inc.	Accounts Payable	\$285.00
03/16/2026	8438	ATS, LLC	Accounts Payable	\$29,397.00
03/16/2026	8439	Boldt Tire Supply & Service LLC	Accounts Payable	\$2,944.08
03/16/2026	8440	Brianna Tickle	Accounts Payable	\$9,473.20
03/16/2026	8441	Caliber Electric LLC	Accounts Payable	\$1,900.00
03/16/2026	8442	Capital Business Systems, Inc.	Accounts Payable	\$1,076.83
03/16/2026	8443	CB Plumbing Services	Accounts Payable	\$3,814.26
03/16/2026	8444	CDW Government, Inc.	Accounts Payable	\$303.30
03/16/2026	8445	City Of Syracuse	Accounts Payable	\$15,432.78
03/16/2026	8446	Column Software, PBC	Accounts Payable	\$9.90
03/16/2026	8447	Complete Chiropractic & Wellness Center	Accounts Payable	\$80.00
03/16/2026	8448	Cubby's Inc.	Accounts Payable	\$4,214.44
03/16/2026	8449	Culligan of Percival	Accounts Payable	\$317.25
03/16/2026	8450	Damme Appliance + LLC	Accounts Payable	\$668.00
03/16/2026	8451	DAS State Acctg-Central Finance OCIO	Accounts Payable	\$317.87
03/16/2026	8452	Diversified Safety and Compliance LLC	Accounts Payable	\$656.00
03/16/2026	8453	Eakes Office Solutions	Accounts Payable	\$1,233.82
03/16/2026	8454	Esu #4	Accounts Payable	\$1,347.60
03/16/2026	8455	ESU #6	Accounts Payable	\$465.05
03/16/2026	8456	First Concord Group	Accounts Payable	\$232.50
03/16/2026	8457	Follett Content Solutions, LLC	Accounts Payable	\$216.98
03/16/2026	8458	Frontier Cooperative	Accounts Payable	\$615.36
03/16/2026	8459	Grainger	Accounts Payable	\$213.02
03/16/2026	8460	Hayes Mechanical	Accounts Payable	\$6,624.00
03/16/2026	8461	HD Supply, Inc.	Accounts Payable	\$7,900.88
03/16/2026	8462	Heritage Water Services, Inc.	Accounts Payable	\$200.00
03/16/2026	8463	JW Pepper	Accounts Payable	\$338.90
03/16/2026	8464	Menards - Lincoln South	Accounts Payable	\$86.23
03/16/2026	8465	Meyer's Body Shop	Accounts Payable	\$460.00
03/16/2026	8466	NC Utilities	Accounts Payable	\$5,997.91
03/16/2026	8467	NCECBVI	Accounts Payable	\$17,352.40
03/16/2026	8468	NCSA	Accounts Payable	\$150.00
03/16/2026	8469	NRCSA - NE Rural Comm. School Assn.	Accounts Payable	\$350.00
03/16/2026	8470	One Source	Accounts Payable	\$62.00
03/16/2026	8471	Paintin Place Ceramics	Accounts Payable	\$377.00
03/16/2026	8472	Papillion Sanitation	Accounts Payable	\$1,601.98
03/16/2026	8473	Perry, Guthery, Haase & Gessford, P.C., L.L.O.	Accounts Payable	\$558.00
03/16/2026	8474	Pershing Excavating & Demolition	Accounts Payable	\$2,000.00
03/16/2026	8475	Principal Life Insurance Company	Accounts Payable	\$1,739.48
03/16/2026	8476	ProQuest	Accounts Payable	\$1,115.01
03/16/2026	8477	Royal, Brenda K	Accounts Payable	\$87.06
03/16/2026	8478	Rural Water Dist. #3	Accounts Payable	\$100.00
03/16/2026	8479	Schindler Elevator Corporation	Accounts Payable	\$940.18
03/16/2026	8480	SDA Revolving	Accounts Payable	\$4,737.31
03/16/2026	8481	Segra	Accounts Payable	\$804.15
03/16/2026	8482	Sports Facility Maintenance, LLC	Accounts Payable	\$4,031.00
03/16/2026	8483	Sterling Computers Corporation	Accounts Payable	\$36,236.19
03/16/2026	8484	Syracuse Area Health	Accounts Payable	\$4,530.50
03/16/2026	8485	Syracuse Fresh Market	Accounts Payable	\$314.29
03/16/2026	8486	Syracuse Iron Works	Accounts Payable	\$293.15

03/16/2026	8487	Syracuse Lumber Co	Accounts Payable	\$283.89
03/16/2026	8488	Weathercraft Co. of Lincoln	Accounts Payable	\$311.84
03/16/2026	8489	Windstream	Accounts Payable	\$1,373.96
Sub Total				\$179,360.14

Board of Education Meeting
Monday, February 16, 2026 7:30 PM Central

Elementary School Conference Room
550 7th Street
Syracuse, NE 68446-0520

Barry Janssen: Present
Tyler Kreifels: Present
Justin Stark: Present
Amy Wemhoff: Present
Brienne Wilhelm: Present
Ed Zastera: Present

1. Call to Order and Roll Call

2. Notice of Open Meeting Act- *A current copy of the Open Meetings Act is posted in the room and accessible to the public.*

3. Publication of Meeting

4. Excuse Absent Board Members

5. Approval of Agenda

6. Consent Agenda

Motion to approve the consent agenda. This motion, made by Brienne Wilhelm and seconded by Ed Zastera, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brienne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0 Motion to approve. This motion, made by Brienne Wilhelm and seconded by Justin Stark, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brienne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

6.1. Treasurer's report

6.2. Secretary report

6.3. Expenditures

6.4. Claims for payment

6.5. Minutes of prior meeting(s)

7. Communications from the Public

Nobody addressed the board.

8. Reports

8.1. Superintendent

8.2. Principal Report- Middle School

Mrs. McIntosh gave a report/slide show. The slide show included scheduling and course improvement changes from previous years. Specifically, instructional minutes increased and students have more time with teachers. Several exploratory courses were explained as well.

Mrs. McIntosh surveyed teachers and shared that teachers are happy with the scheduling changes. Jr. High Homeroom engagement activities were shared, including a positive behavior ticket system (over 20,000 tickets have been passed out), monthly competitions and upcoming spring events. Wellness Wednesday has been a success. Over 3000 laps (780 miles) have been recorded so far this year. Lots of celebrations were shared, including Rocket on the RISE and staff nominations too. Outcomes from the SMS Leadership team were shared, including strengths of the middle school, challenges and goals. A plan for continuous assessment of needs was shared to wrap up the slide show.

8.3. Budget Committee

Justin shared the committee report from the Feb. 3rd Budget Comm. Meeting. See the minutes for more information.

8.4. Legislative Update

Mr. Kraus attended a legislative event in Auburn. Bills discussed included LB 429, 653, 742, 765, 1050, 1146 and 1243.

9. Discussion Items

9.1. Policies for Review

10. Action Items

10.1. Discuss, consider, and take action on updating policies.

Approve updating policies as presented. This motion, made by Ed Zastera and seconded by Brianne Wilhelm, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

10.2. Discuss, consider, and take action on Elementary Art

Motion to approve K-7 Art Specialist. This motion, made by Brianne Wilhelm and seconded by Amy Wemhoff, Failed. Barry Janssen: Nay, Tyler Kreifels: Nay, Justin Stark: Nay, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Nay Yea: 2, Nay: 4

10.3. Discuss, consider, and take action on classified wages.

Motion made to increase classified wages by 3.5%. This motion, made by Tyler Kreifels and seconded by Brianne Wilhelm, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

10.4. Discuss, consider, and take action on Rega bid.

Motion made to postpone any action on the Rega Bid until March meeting. This motion, made by Brianne Wilhelm and seconded by Ed Zastera, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

10.5. Discuss consider and take action on technology bids.

Motion made to approve the Fortinet 601F ATP Firewall for \$36,236.19. This motion, made by Justin Stark and seconded by Tyler Kreifels, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea Yea: 6, Nay: 0

10.6. Acceptance of resignations

Approve resignation of Maryn Phillips at the end of the 2025-2026 school year. This motion, made by Ed Zastera and seconded by Brianne Wilhelm, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea
Yea: 6, Nay: 0

10.7. Approval of the Employment of Certificated Staff

Approve the hiring of Shannon Marker effective at the start of the 2026-2027 school year. This motion, made by Brianne Wilhelm and seconded by Amy Wemhoff, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea
Yea: 6, Nay: 0

11. Adjourn

Motion to adjourn. This motion, made by Ed Zastera and seconded by Tyler Kreifels, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Yea, Brianne Wilhelm: Yea, Ed Zastera: Yea
Yea: 6, Nay: 0

Board of Education Working Meeting
Monday, March 9, 2026 6:00 PM Central

Elementary School Conference Room
550 7th Street
Syracuse, NE 68446-0520

Barry Janssen: Present
Tyler Kreifels: Absent
Justin Stark: Present
Amy Wemhoff: Present
Brienne Wilhelm: Present
Ed Zastera: Present
Tyler Kreifels is excused.

1. Call to Order and Roll Call

2. Publication of Meeting

3. Notice of Open Meeting Act- Posted

4. Approval of Agenda

Approve tonight's agenda. This motion, made by Justin Stark and seconded by Ed Zastera, Carried. Barry Janssen: Yea, Tyler Kreifels: Absent, Justin Stark: Yea, Amy Wemhoff: Yea, Brienne Wilhelm: Yea, Ed Zastera: Yea Yea: 5, Nay: 0, Absent: 1

5. Communications from the Public

6. Discuss, consider, and take action on chrome book purchase.

Motion to approve the purchase of new chromebooks per the quote. This motion, made by Ed Zastera and seconded by Brienne Wilhelm, Carried. Barry Janssen: Yea, Tyler Kreifels: Absent, Justin Stark: Yea, Amy Wemhoff: Yea, Brienne Wilhelm: Yea, Ed Zastera: Yea Yea: 5, Nay: 0, Absent: 1

7. Work Session with BVH

The board and BVH met to Review/Discuss Project Priorities & Bond Themes

Discuss Timeline to Spring 2027 Bond Vote

Discuss Project Scope(s) & Budgets to Present to Community

Discuss Community Engagement and Other Steps Going Forward

8. Adjourn

Motion to adjourn. This motion, made by Ed Zastera and seconded by Justin Stark, Carried. Barry Janssen: Yea, Tyler Kreifels: Absent, Justin Stark: Yea, Amy Wemhoff: Yea, Brienne Wilhelm: Yea, Ed Zastera: Yea Yea: 5, Nay: 0, Absent: 1

Syracuse-Dunbar-Avoca Public Schools

Nebraska Legislative Update for the Board of Education – March 2026

LB 937 – School Policy & Safety Updates

What it does: Combines several education bills into one package.

Main ideas: • Extra background checks for school employee applicants. • Changes to student attendance reporting rules. • Updates rules for part-time students participating in activities. • Adds protections related to child abuse investigations and school transfers. • Creates a Prior Learning Act to recognize prior learning or experience.

Why it matters: Focuses mainly on student safety and school procedures.

LB 1071 – State Budget Adjustment

What it does: Adjusts the Nebraska state budget due to a projected shortfall.

Possible impacts on schools: • Reduction in statewide special education reimbursement funding. • Creates a private school scholarship program for lower-income families.

Why it matters: State budget decisions can affect school funding levels.

LB 1219 – Property Tax Cap

What it does: Limits how much property tax collections can grow each year.

Main idea: • School districts could increase property tax revenue only about 2% annually.

Concerns from education groups: • Costs like salaries, insurance, and utilities often rise faster than 2%. • No clear replacement funding if state aid decreases.

Why it matters: Could significantly impact district budgeting.

LB 1050 – Third Grade Reading Requirements

What it does: Focuses on improving reading skills by the end of third grade.

Main ideas: • Schools identify students not reading at grade level. • Some students may repeat third grade. • Schools must provide extra reading support.

Why it matters: Intended to improve literacy but could require additional staffing and resources.

LB 599 – School Cybersecurity

What it does: Creates a statewide effort to protect school technology systems from cyberattacks.

Why it matters: Schools nationwide are increasingly targeted by cybersecurity threats.

Key Takeaway: Current education legislation largely focuses on school funding, student safety, reading improvement, cybersecurity, and administrative policy updates.

Business**Donations**Acceptance of Donations

The board may accept on behalf of and for the school district any donation of money or property. Donations will be accepted when in compliance with the following criteria:

1. Acceptance does not place either a restriction or an obligation upon the district.
2. Acceptance is not in conflict with provisions of the school code, law or board policies.
3. Acceptance does not require or imply the endorsement of any business or commercial product or any political or religious cause.
4. Acceptance of the donation does not require board commitment of district funds except when the board would choose to expend district funds for the same purposes for which the donation is offered.
5. Acceptance of the gift, grant or bequest is judged to be in the best interests of providing quality education for the pupils of the school district.

All donations shall become school district property.

Publicity releases and/or announcements about donations should not precede action of acceptance by the board of education.

Donations of Memorials

Donations which represent or constitute memorials, including but not limited to pictures, plaques, or busts, commemorating or memorializing a student, staff member or community member will not be accepted for placement or attachment on school district buildings or grounds.

Recognition of Donations

Donations will be properly recognized in school publications.

Donations valued at \$5,000 or more which are used to improve educational facilities, to provide services for students or staff, or to enhance educational programs may be recognized with a plaque or other appropriate recognition of appreciation to be determined by the Board of Education, subject to the following conditions:

1. The donation must make a significant difference to the educational system.
2. The donation must help achieve a goal established by the district.

Recognition plaques or similar expressions of appreciation are not permanent. They may be removed where the recognition would not have met the criteria of this policy, as amended, or

where such recognition prevents or inhibits the ability to effectively recognize donations that are more recent in time.

The District will refrain from publicizing the name of donors who wish to remain anonymous.

Legal Reference: Neb. Rev. Stat. Sections 28-520 to 28-522

Date of Adoption: August 2023

Business OperationsSafe Driving Record Standard for Drivers

Standard for Pupil Transportation Vehicle Drivers: Each person who is required to have a permit to operate a pupil transportation vehicle for this School District shall meet all requirements to hold and continue to hold a pupil transportation operator's permit, including the successful completion of a physical assessment and a Medical Examiner's Certificate.

One of the requirements for obtaining such a permit is that the person have a record of satisfactory driving as determined by Board policy. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Standard for Drivers of Small Vehicles for Activity Trips: Each person who drives a small vehicle (car or van) other than a pupil transportation vehicle for school activities and who is not required to have a permit to operate a pupil transportation vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system, within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Drivers who exclusively drive small vehicles for activity trips are not required to obtain a Medical Examiner's Certificate.

Standard for Drivers of Other School Vehicles: Each person who drives a school vehicle other than a pupil transportation vehicle and does not transport students in the vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. In the event the person's employment position requires driving vehicles as a function of the person's employment, the employment may be terminated in the absence of a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 6 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3, 4 or 5 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

The record of satisfactory driving standards shall apply to all new employees from and after adoption of this policy. Existing employees shall be subject to the same standards, provided that the Superintendent or Superintendent's designee may determine to permit an exception based on the existing employee's record of satisfactory driving while employed with the District and the nature and proximity of prior driving offenses as such offenses relate to safe transportation.

Legal Reference: Neb. Rev. Stat. Sections 79-318, 79-602, 79-607 and 79-608
Neb. Rev. Stat. Sec. 60-4,182 (point system)
Title 92, Nebraska Administrative Code, Chapters 91 & 92

Date of Adoption: June 2025

**DRIVER CERTIFICATION
FOR USE OF DISTRICT VEHICLES OR TRANSPORTATION OF STUDENTS**

This certification is required for all persons who: (1) drive District-owned or leased vehicles or (2) drive students as part of their employment or (3) provide a pupil transportation service which is sponsored or approved by the District.

Name _____ Operator's License No: _____ License Class: _____

I certify that the following information is true and accurate:

_____ I have a current and valid Nebraska motor vehicle license, current proof of insurance, and the physical and mental ability to properly operate a motor vehicle.

_____ My driver's license is subject to the following restrictions (check the applicable restrictions) and I will comply with all such restrictions:

_____ Corrective Lenses	_____ Outside Mirrors
_____ Automatic Signals	_____ Maximum Speed Rest.
_____ Mechanical Aids	_____ Daylight Only
_____ Restricted Area	_____ 2 Lane, 2 Way Only
_____ Automatic Trans.	_____ No Interstate Driving
_____ No One Way Streets	_____ Other: _____

_____ I will abide by all rules of the road and any applicable rules of the Nebraska Department of Education and the District relating to driving a motor vehicle. Seat belts and child restraint systems will be utilized by all occupants. Cell phones and other handheld wireless communication devices will not be used while the vehicle is in motion.

_____ I have been given instruction on emergency evacuation procedures, first aid and other instruction applicable to the group of pupils being transported.

_____ I certify that I am of good moral character and I will not engage in conduct or use language inappropriate for children.

_____ I certify that I have a satisfactory driving record. I agree to immediately notify my supervisor or the Superintendent upon the occurrence of any of the following events:

- Suspension, revocation, withdrawal or expiration of my driver's license;
- Any ticket or accident while in a District-owned vehicle or while engaged in school business;
- Any ticket or accident which could result in the suspension, revocation, or withdrawal of my driver's license while in any vehicle at any time;
- Any circumstance which may result in any of the responses on this Driver Certification not continuing to be completely accurate or which may indicate that I should not be driving a school vehicle or transporting students.

Dated this _____ day of _____, 20__.

Driver

Basic First Aid Procedures

First aid is the immediate and temporary care given to the victim of an accident or sudden illness until medical services can be obtained. Keep these points in mind when handling situations that may require you to administer first aid:

- Remove everyone from danger and then provide first aid in a safe location. Also, do not attempt to make a rescue until you are sure you won't become a victim.
- Remain calm. Keeping your composure while helping the injured person will help him/her to keep calm and cooperate. If the person becomes anxious or excited, the damage from the injury could be increased.
- Plan quickly what you need to do. Learn basic procedures or have your first aid information available so you can care for the injured person.
- Send for professional help as soon as possible. The local emergency telephone number is _____. The school telephone number is: _____
- Let the person know that help is on the way and try to make them as comfortable as possible.

Evaluating the Situation and Setting Priorities

To effectively deal with emergencies, the situation must be evaluated and priorities set.

Three evaluations which must be made to establish priorities for treatment: <ul style="list-style-type: none"> • Condition of the scene • Type of injury • Need for treatment 	Primary first aid procedures are to: <ul style="list-style-type: none"> • Restore breathing. • Control bleeding. • Prevent shock
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Whenever possible, do not move the victim. Treat the person where you find him/her. However, several types of situations require the person to be moved out of immediate danger, such as fire, electrocution, and drowning.

Bleeding

Bleeding needs immediate attention. Evaluate the type of bleeding and the amount of blood lost:

<ul style="list-style-type: none"> • Capillary oozing. 	Injuries to capillaries or small veins. It is indicated by steady oozing of dark colored blood.
<ul style="list-style-type: none"> • Venous bleeding 	Bleeding from the vein. It is indicated by a flow of dark-colored blood at a steady rate.
<ul style="list-style-type: none"> • Arterial bleeding. 	Bleeding from an artery. It is indicated by bright red blood flowing quickly in spurts.

Blood flowing in a small, steady stream or small spurts can be serious, but can be controlled. Blood flowing in a heavy stream or large spurts is very serious and must be brought under control immediately.

The primary step to control bleeding is to exert direct pressure over the wound. Place the cleanest material available against the bleeding point and apply pressure by hand until the wound clots and can be dressed with bandages. If necessary, apply direct, even pressure with your bare hand. If blood soaks through the bandage, do not remove it. Apply more bandages and secure them. Make sure the bandages are not too tight so circulation is not restricted.

Look for swelling around the wound. If the bandage interferes with the circulation of the blood, loosen it. Elevate the wound above the level of the heart, except when there is a broken bone.

Artery Pressure Point

If direct pressure on the wound does not control bleeding, direct pressure on any artery pressure point closest to the wound is necessary. The artery pressure point must be located between the heart and the wound.

Tourniquet Warning

A tourniquet should only be used for hemorrhaging that cannot be controlled by direct or arterial pressure. Tourniquets are dangerous to apply, to leave on, and to remove. Stoppage of blood supply below the tourniquet can lead to gangrene and loss of limb.

Shock

Shock occurs when the vital body functions are depressed. The three most common causes of shock are:

- Excessive bleeding
- Inadequate breathing
- Unsplintered fractures

If shock is not treated promptly, death may result, even if the injury causing the shock is not severe enough to cause death. It is NOT recommended that drivers attempt to splint a fractured bone; instead simply treat the victim for shock.

Recognizing shock

When a person is in shock, the skin is pale, cold, clammy, and moist with beads of sweat around the lips and forehead. The pulse is fast, weak, or entirely absent. Breathing is shallow and irregular and the eyes are dull and vacant with dilated pupils. The person complains of nausea and dizziness. She may be unaware of the seriousness of the injury and then suddenly collapse.

Control of shock

The victim should lie down on top of an article of clothing, newspaper or other material and kept warm with a light blanket. In warmer temperatures, it is not necessary to use a cover.

The person should not become overly warm so that perspiration occurs. Perspiration draws blood to the skin, away from the interior of the body where it is needed. In order to help the flow of blood to the heart and head, elevate their legs at least 12 inches high. If there is a head or chest injury or breathing seems difficult, elevate the chest instead of the legs.

Offer small amounts of water to the person every 15 minutes. Do not give water if the victim is vomiting, nauseous, or unconscious.

Burns

It is not recommended to treat burns. First aid treatment often causes complications and interferes with the treatment given by the physicians. Keep the burned area uncontaminated and treat for shock.

Do not apply burn preparation and do not use ice water. It intensifies the shock. There are exceptions when it may be necessary to give first aid. Chemicals may continue to burn the skin if they are not removed. Large amounts of water should be used to flush the area free of the chemicals, particularly if it is a chemical burn of the eyes or face.

Be Prepared--Learn Cardiopulmonary Resuscitation (CPR)

CPR should be used when a person is unresponsive or when breathing or heart beat stops.

1. Call 911 immediately or ask someone else to do so.
2. Try to get the person to respond; if he doesn't, roll the person on his or her back.

3. Start chest compressions. Place the heel of your hand on the center of the victim's chest. Put your other hand on top of the first with your fingers interlaced.
4. Press down so you compress the chest at least 2 inches in adults and children and 1.5 inches in infants. One hundred times a minute or even a little faster is optimal. (That's about the same rhythm as the beat of the Bee Gee's song "Stayin' Alive.")
5. If you're been trained in CPR, you can now open the airway with a head tilt and chin lift.
6. Pinch closed the nose of the victim. Take a normal breath, cover the victim's mouth with yours to create an airtight seal, and then give two, one-second breaths as you watch for the chest to rise.
7. Continue compressions and breaths -- 30 compressions, two breaths -- until help arrives.

Epilepsy

Once an epileptic seizure begins, you may not be able to move the person. Try to prevent him/her from injury, such as striking his head or body against any hard, sharp, or hot object.

Do not restrain the person or interfere with his movements. Epilepsy victims seldom bite their tongues during seizures. More harm is done when an object is forced between the teeth or into the mouth. Breaking teeth, cutting lips, mouth, or tongue, can occur more often than by the tongue being bitten because of the seizure.

You should communicate information about any seizure to the parents and to the school authorities.

Choking

The Heimlich Method, or Hug of Life, is a procedure to help a choking person. Stand behind the person, place your arms around his/her waist and grasp your hands together halfway between the navel and sternum (right below the rib cage). Form a fist with the thumb side against the midriff area. Grasp your fist with your other hand, press midriff area with a quick upward thrust. If the person has collapsed, turn him on his back. Straddle him and press into the same spot with a quick upward thrust with the heel of one hand placed on top of the other hand. Continue until object is freed and/or the person begins coughing.

Do not pound or slap a choking person on the back. This can force the object further into the throat. Artificial respiration or offering water is useless because the throat is blocked. Children often choke from running with food or other objects in their mouths.

EMERGENCY EVACUATION PROCEDURES **(For Students Being Transported in Small Vehicles—Cars & Vans)**

In a vehicle accident or emergency situation, the driver must use his/her best judgment to decide what action shall be taken. As a driver, your primary responsibility is student safety. In an emergency, it may be necessary that the vehicle be evacuated.

A Vehicle Must Be Evacuated In These Situations:

- The vehicle is on fire. It must be stopped and evacuated immediately. Passengers will move to a point 100 feet or more from the vehicle and remain there until the vehicle driver has determined that no danger remains. If a vehicle is unable to move and is close to existing fire or highly combustible materials, the danger of fire shall be assumed and all passengers must be evacuated.
- The vehicle is stopped in an unsafe location and is unable to proceed (e.g., due to an accident or weather conditions). The driver must determine immediately if it is safer for passengers to remain on the vehicle or to evacuate. For example, if the vehicle is in the path of any train, or on or closely adjacent to any railroad tracks.
- The vehicle could change position and increase the danger. For example, if a vehicle were to come to rest near a body of water or precipice where it could slide into the water or over a cliff, it must be evacuated;
- If there is danger of collision. Under normal traffic conditions, the vehicle should be visible for a distance of 300 feet or more. A position over a hill or around a curve where such visibility does not exist should be considered reason for evacuation.

Important Factors In School Vehicle Evacuation: The safety of the pupils is of utmost importance and must be given first consideration. Prior to evacuation, the emergency brakes shall be set, ignition turned off, the transmission placed in an appropriate gear; and hazard flashers turned on to warn traffic. The driver should stay in the vehicle during evacuation to facilitate the evacuation procedures. The driver should be familiar with any extra equipment on the vehicle that would aid in an evacuation of a student with a disability and assure that the student is safely evacuated.

Students should be instructed to evacuate on side of the vehicle away from the roadway—typically the passenger side. Evacuations shall be conducted with deliberate speed. A time interval of 1½ to 2 seconds per passenger has proven to be the safest and most efficient. A vehicle should be completely evacuated in 2 ½ minutes. To insure a safe exit, passengers must have their hands free. They must leave personal belongings in the vehicle except those needed for their safety (coats, etc.). During an evacuation, passengers must be directed to a safe point at least 100 feet from the vehicle and remain there until given further directions.

Upon evacuation, the driver should attend to any injured students and immediately contact emergency service (call 911 and the school). Discuss the accident only with police and school district officials. Do not leave the scene of an accident until the safe transportation of all students has been arranged by the student's parent, the school, or emergency personnel.

To assist the driver in evacuations (or to respond to situations where the driver is incapacitated), mature, responsible students should be selected and trained to lead passengers to safety from each door utilized for evacuation. The selected student should be trained to: • turn off ignition switches; • set emergency brakes; • summon help when and where needed (instructions and telephone numbers shall be available); • use windows for evacuation in emergencies; • set flags and reflectors or reflective triangles; • open and close service and emergency exit doors; • direct school vehicle evacuations; • perform other duties as directed by the driver.

Emergency Equipment: The driver should be familiar with and appropriately use emergency equipment during an evacuation. Emergency equipment for a small vehicle may include the following: • reflector kit; • vehicle-mounted hazard flashers; • body fluid clean-up kit; • first aid kits; • fire extinguishers; • triangle shaped reflectors.

Business OperationsTransportation

Syracuse Dunbar Avoca Public Schools shall not provide free transportation to and from school except for circumstances where the administration determines it to be appropriate and efficient to provide transportation for students who would otherwise be entitled by law to a transportation allowance; to students residing on an established route; and to students entitled by right to transportation services.

Transportation may be provided for school activities and field trips as determined appropriate by the administration from time to time.

Legal Reference: Neb. Rev. Stat. Sec. 79-611
NDE Rule 91

Date of Adoption: August 2023

Business OperationsProcedures—Bidding Construction Projects

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

1. Notice to Bidders: The Administration shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders, when the hour is reached for the bids to close.
2. Regular Manner of Advertisement for Bids: The notice to bidders shall be published one time in a newspaper of general circulation in the School District. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board of Education or Administration may, in its sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.
3. Bid Opening: When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
4. Contract Award: The contract shall be awarded to the lowest responsible bidder as to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria determined appropriate by the Board or administration.
5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of ten thousand dollars (\$10,000) or less unless the School Board or Administration includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the district.

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

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

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

Date of Adoption: August 2023

Business OperationsRebates to School Personnel

No school employee or board member shall receive any commission, expense-paid trips, or anything of value from individuals or companies from which the school district purchases equipment or materials required in the operation of the school district. The operation of the school district includes the purchase of materials for the repair and maintenance of the school plant, for providing educational programs, for materials and supplies used in school organizations, such as clubs, specific classes, and for comparable items.

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

Date of Adoption: August 2023

Business Operations

System of Accounts

The accounting systems and procedures for the school district shall be set up so as to conform to best business practice and existing guides from the state department of education.

Date of Adoption: August 2023

Business Operations

Inventory of Equipment

An inventory of equipment shall be maintained by the Superintendent or designee and shall serve the functions of property control and determination of necessary insurance coverage.

Date of Adoption: August 2023

Business Operations

Monies in School Buildings

Monies collected by school district employees and by student treasurers shall be managed in a good and prudent business manner.

All monies collected shall be receipted and accounted for and directed without delay to the proper location of deposit.

Date of Adoption: August 2023

Business OperationsBonds

The treasurer shall give a bond or equivalent insurance coverage payable to the School District in such amount as required by law and determined appropriate by the Board of Education. The Board of Education may require that other school officials whose duties require the handling of funds be bonded or obtain insurance coverage including, but not limited to, the bookkeeper, activities director, Superintendent and cafeteria supervisor. The cost of such bonds or equivalent insurance coverage shall be paid by the School District.

Legal Reference: Neb. Rev. Stat. Sections 79-586 and 79-589

Date of Adoption: August 2023

Business Operations

Educational Service Units - Designated Representative

The Superintendent of Schools is the designated representative of this school district for purposes of indicating the approval or disapproval of the school district of proposals of core services offerings and the use of the property tax levy of the educational service unit of which the school district is a member.

Legal Reference: Neb. Rev. Stat. Sec. 79-1242
 NDE Rule 84

Date of Adoption: August 2023

Business Operations

Security

The Superintendent of schools is directed to establish such rules and regulations as may be needed to provide for security of all school district property and safety of students and staff.

Date of Adoption: August 2023

BusinessVideo Surveillance

1. Purpose. The Board authorizes the use of video cameras and other passive electronic measures (such as motion detectors) for the purposes of ensuring the health, welfare and safety of staff, students and visitors, safeguarding District facilities and equipment, and maintaining student discipline and an appropriate educational and work environment.
2. Placement. Video cameras and similar devices are authorized to be used on school facilities, school vehicles and other places within the control of the District. The locations in which the devices will be placed and the times the devices will be in use are to be determined by the Superintendent or the Superintendent's designee consistent with the purposes set forth in this Policy. The devices shall not be placed or operational in locations in which individuals have a high expectation of privacy, such as restrooms and locker rooms.
3. Notice. Notice of the fact that video surveillance cameras are being utilized shall be given through appropriate mechanisms, such as by posting signs in the building entry and other locations and by including a notice in the student-parent and staff handbooks.
4. Viewing Monitors and Video Recordings. Monitors used to view video recordings are to be located and positioned such that only authorized personnel are able to see the images on the monitors. Only authorized personnel shall be allowed to view recorded video. Authorized personnel for these purposes are: school administrators, school staff members with a direct involvement with the recorded contents of the specific video recording and employees or agents responsible for the technical operations of the system (for technical purposes only).

School administrators may allow law enforcement officers to view monitors and recorded video when such is consistent with school security and discipline and consistent with law.

Students shall not be permitted to view the monitors. Students shall not be permitted to view recorded video except where the individual student is the focus of the recorded video.

5. Use of Video Recordings. Video records may be used as a basis for student or employee disciplinary action and for making reports to law enforcement.
6. Video Recordings as Education Records. Video recordings which are considered to be "education records" within the scope of FERPA shall be maintained in accordance with FERPA and other applicable laws. A video recording may be considered an education record when a specific student is the focus of the video recording.

For example, if the video recording shows a student violating a school rule, the video recording is an education record of that student. It may be viewed on request by that student's parent (or the student if age 18 or older). The video recording may not be viewed by, nor will a copy be given to, others without the parent's written consent unless a FERPA exception exists.

In the event more than one student is a focal point of the video recording, it may be an education record of each such student. This would be the case, for example, if two students are recorded fighting. In that event, the school would allow both set of parents an opportunity on request to view the video, but will not give a copy of the video to either set of parents, without the written consent of the other student's parent.

7. Maintaining Video Recordings. The District shall comply with all applicable state and federal laws related to record maintenance and retention of video recordings. Video recordings that contain personal information shall be securely stored and, when such recordings are no longer needed or required to be maintained, shall be properly disposed of or erased.
8. Maintaining the Integrity of the Video Surveillance System. The building principals shall be responsible for periodically checking the video surveillance system within their building to ensure it is operating properly. Students or staff who vandalize, damage, disable, or render inoperable surveillance cameras or equipment, or use the video surveillance system in a manner that is not consistent with the purposes set forth in this Policy, shall be subject to appropriate disciplinary action (up to and including expulsion, for a student, and termination, for a staff member) and referral to appropriate law enforcement authorities.

Legal Reference: Family Educational Rights and Privacy Act, 20 U.S.C. Sec. 1232(g) (34 C.F.R Part 99)
State Records Administrator Guidelines:
Schedule 10: Records of Local School Districts (Feb. 1989)
Schedule 24: Local Agencies General Records (March 2005)
Electronic Imaging Guidelines (March 2003)

Date of Adoption: August 2023

Business Operations

Safety

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

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

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

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

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

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

Safety Committee

A Safety Committee is hereby created. The Superintendent shall coordinate and maintain the Safety Committee. The Safety Committee will be made up of community stakeholders willing to serve on the Committee. The Board hopes that the following members of the community are willing to serve on the Safety Committee: parents, law enforcement and local first responder

professionals, teachers, administrators, mental health professionals, custodians, school nurses, local emergency managers, IT managers, and school transportation personnel.

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

The Safety Committee shall:

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

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

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

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

Cross-Referenced: Policy 6115 (Fire Drills)

Date of Adoption: August 2023

Business OperationsTrespassers

Restrictions on the use of school buildings and grounds may be implemented by administrative action. The Board gives all district and building administrators and their designees full power and authority to implement and enforce restrictions on access to school property and to issue no trespassing commands and stay away/no trespassing letters. Such action shall be taken consistent with constitutional and other legal rights.

All district and building administrators and their designees shall have full power and authority to direct any individual or group to leave school grounds and stay away where such individual or group has:

1. failed to comply with identification or check-in procedures,
2. are determined by such administrators or designees to not have a legitimate school purpose to be on school grounds, or
3. who are determined by such administrators or designees to present a risk to the safety of building users or a risk of disruption to the educational program, including without limitation, registered sex offenders.

A refusal to leave or stay away as directed will be considered trespassing and shall be reported by the administrators or their designees to proper law enforcement authorities.

Legal Reference: Neb. Rev. Stat. Sections 28-520 to 28-522

Date of Adoption: August 2023