

***Proposed agenda items received 24 hours before the scheduled meeting will be added to the agenda at the meeting.**

**TENTATIVE
REGULAR MEETING
BOARD AGENDA**

**October 12, 2020
7:30 PM**

1. Call Meeting to Order
 - A. Roll Call taken on acknowledgement and reception of meeting notice and agenda
2. Information and Proposals
 - A. Receiving of Visitors
 - B. Letters and Communication
 - C. Reports and Information from Administration
 1. Superintendent's Report
 2. Principal Report
 3. Preschool Report
 4. P2T Report
3. Action Items (Discuss, Consider, May take action on the following)
4. Routine Business - Consent Agenda
 - A. Excuse Absent Board Members (as necessary)
 - B. Minutes
 - C. Treasurers Report
 - D. Claims
5. Old Business
6. New Business
 - A. Approve Update to 2020-2021 School Calendar
 - B. Approve Update to Pandemic Safe Return to School Plan
 - C. Approve Update to Board Policy #6735 - Extracurricular Activity
 - D. Approve Bid to Install Structural Spray on Track
 - E. Approve criteria for eligibility and determine number of voluntary applications accepted for the 2020-21 school year
 - F. Approve Letter of Resignation
 - G. Approve Early Leave Incentive Program Application
7. Advance Planning
 - A. Information and questions for Board Members
 - B. Agenda items for next meeting
 - C. Future Meeting Dates
8. Adjournment

October 12, 2020

Dear School Board,

I would like to inform you that I will be retiring at the end of the 2020-2021 school year. I enjoy being the Superintendent at Lyons-Decatur Northeast, and I appreciate the support provided to me during my 16 years as part of this school system!

Over the years at Lyons-Decatur Northeast the staff has changed in many ways, but we continue to have a staff who truly care about students. Recently, the two new Principals, Mr. Swanson and Mrs. Totten, have worked tirelessly to prepare to lead this school district and I am proud to say they will be great leaders for Lyons-Decatur Northeast in the future.

I do look forward to retirement, but I will miss the staff and students that have been a big part of my life. I do hope that I have made a difference in their lives.

I will also miss working with the School Board. You have provided me with great vision to help guide me as we led this school system through the past 16 years. I appreciate your friendship and your deep loyalty to Lyons-Decatur Northeast.

Thank you for the wonderful years I have enjoyed here! I am unsure what the next phase of my life will be, but it will include fond memories of LDNE! I give all the credit to my Heavenly Father and his son Jesus Christ for the success I have enjoyed at Lyons-Decatur Northeast Public School!

Sincerely,

Fred Hansen

To: Board Member
From: Fred Hansen, Superintendent
Re: October 2020 Regular Board Report – **Monday, October 12, 2020**

- ✓ NASB/NCSA State Education Conference – November 18-20, 2020
- ✓ School Board Policy Updates – to Committee (approve in November 2020)

Mark your calendars to attend the NASB/NCSA State Education Conference on November 18–20, 2020 in Omaha. Only 500 people can attend in person. The rest will attend virtually due to Covid.

I have a 3-ring notebook of school board policy updates from the Perry Law Firm. I will deliver these to the committee Monday night and plan to ask the school board to approve these policies at the November 9, 2020 meeting. This is the 4th installment of board policies. They are late since the Legislature adjourned *sine die* on August 13, 2020 due to Covid. If committee members have any questions about the policies contact Jim Vlach and we can set up a committee meeting prior to the November 9, 2020 board meeting if needed.

April is scheduled to review October bills and Lisa is up for November.

***Proposed agenda items received 24 hours before the scheduled meeting will be added to the agenda at the meeting.**

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1. Call Meeting to Order
 - A. Roll Call taken on acknowledgement and reception of meeting notice and agenda
2. Information and Proposals
 - A. Receiving of Visitors
 - B. Letters and Communication Letter of Resignation
 - C. Reports and Information from Administration
 1. Superintendent's Report
 2. Principal's Report
 3. Preschool Report – Mrs. Totten
 4. P2T Report – Mr. Hansen
3. Action Items (Discuss, Consider, May take action on the following)
 - A. Routine Business – Consent Agenda
 1. Excuse Absent Board Members (as necessary)
 2. Minutes
 3. Treasurers Report
 4. Claims
 - B. Old Business
 - 1.
 - C. New Business
 1. Approve Update to the 2020-2021 School Calendar
 2. Approve Updates to the Pandemic Safe Return to School Plan
 3. Approve Update to Board Policy #6735 – Extracurricular Activity
 2. Approve Bid to Install Structural Spray on Track
 3. Approve criteria for eligibility and determine number of voluntary applications accepted for the 2020-21 school year (Board Policy #4251)
 4. Approve Letter of Resignation
 5. Approve Early Leave Incentive Program Application
4. Advance Planning
 - A. Information and questions for Board Members
 - 1.
 - B. Agenda items for next meeting
 - 1.
 - C. Future meeting dates
 1. Regular Board meeting November 9, 2020 at 7:30 PM
 2. NASB/NCSA State Education Conference – November 18-20, 2020 @ Omaha
5. Adjournment---9:00 p.m.

Suggested List of Motions

October 12, 2020

(Open Meetings Act rules posted on north wall of library)

1. _____ opened the meeting at _____ PM.
2. Acknowledgement of receipt of notice and agenda for the meeting was taken by Roll Call:

3. It was moved by _____, seconded by _____

to approve the Consent Agenda items:

1. Excuse absent board members (as necessary)
2. Minutes
3. Treasurers Report
4. General Fund Claims
5. Lunch Fund Claims
6. Special Building Fund Claims

Roll Call: Aye: _____ Nay: _____

4. It was moved by _____, seconded by _____

to approve the update to the 2020-2021 School Calendar as presented.

Roll Call: Aye: _____ Nay: _____.

5. It was moved by _____, seconded by _____

to approve the update to the Pandemic Safe Return to School Plan as presented.

Roll Call: Aye: _____ Nay: _____.

6. It was moved by _____, seconded by _____

to approve the update to Board Policy #6735 – Extracurricular Activity – as presented.

Roll Call: Aye: _____ . Nay: _____.

7. It was moved by _____, seconded by _____

to approve the bid from Fisher Track in the amount of \$62,658.00 to install a structural spray to the track in the summer of 2021.

Roll Call: Aye: _____ . Nay: _____.

8. It was moved by _____, seconded by _____

to approve the maximum number of 3 applications that will be accepted under the Early Retirement Incentive Program Policy with no restrictions on secondary or elementary levels.

Roll Call: Aye: _____ . Nay: _____ .

9. It was moved by _____, seconded by _____
to approve the letter of resignation from Fred Hansen effective at the end of the 2020-2021 school year with deep regret.

Roll Call: Aye: _____ . Nay: _____ .

10. It was moved by _____, seconded by _____
to approve the Early Leave Incentive Application from Fred Hansen effective June 30, 2021.

Roll Call: Aye: _____ . Nay: _____ .

11. _____ closed the meeting at _____ PM.

Principal Report - October 2020 Board Meeting

A. Calendar - Upcoming Events

Pre-K and Kindergarten Field Trip-----Thursday, October 8
Parent Teacher Conferences-----Thursday, October 22
No School, Fall Break-----Friday, October 23
End of 1st Quarter-----Friday, October 23

B. Requested Changes-

- **COVID Update and Policy Changes** - request to change LDNE Safe Return to School Plan (Changes are highlighted in blue)
 - https://docs.google.com/document/d/1N1IEjOUr5jEIJ3KWj9Gyl6X_13m9NPOnjM8hBo97A/edit?usp=sharing
- **Calendar Change Request - Based on new guidance from NDE:** The principals are requesting to add a teacher work day on October 28th. During this time teachers would work on Lesson Plans, Lesson Presentations for the new EL and Eureka Math Programs, learn new technology (Eureka SYNC program, SWIS Behavior Referral System)

C. 2020-2021 Nebraska Teacher of the Year.

- Mr. Timm was named the 2020-2021 Nebraska Teacher of the Year.
 - On October 7th, Commissioner of Education, Dr. Matthew Blomstedt visited our school and surprised Mr. Timm with the award.

D. Professional Development

- **September 30th-**
 - Mr. Swanson met with his administrative leadership team in Fremont. This team works on determining problems of practice and how to solve these problems.
- **October 1st and 2nd-**
 - Mrs. Mace attended ESU 2's Crisis Management training
- **October 7th -** Mrs. Totten attended the Nebraska Statewide Assessment Workshop (virtual workshop)
- **October 7th 2:00 Dismissal -**
 - Science teachers continued to review changes to standards. This was led by Ashley Rasmussen of ESU2.
 - The school improvement team met to plan for the November teacher inservice.
 - The Elementary PBiS team met to prepare lessons for elementary teachers.

- H.S. Teachers worked on using their SWIS accounts- This will be our referral process and it will help us collect behavior data.
- **October 13th** - Kendra Boden will be collaborating with 4th grade teachers from Oakland and Tekamah on the new ELA program. Oakland and Tekamah adopted the same program this year.
- **October 24th** - MTSS (multi-tiered systems of support) team will receive professional development from NDE (Day 1 of a 4 day training).

PRESCHOOL ADVISORY COMMITTEE MEETING MINUTES

September 18, 20120 @ 8:30 A.M.

Members: Ronnfeldt, Hansen, Totten, Ashley Watson (daycare), Karen Vontz ESU #2, and Jill Lewis, Elkhorn-Logan Valley Health Department school nurse

Members Present: Ronnfeldt, Totten, and Hansen

Visitors Present: Brook Schmeckpepper and Destanie French (paraprofessionals)

1. Any new members for the Committee? NO
2. Current preschool enrollment for 2020-21
 - **27 total students**
 - **12 students in the AM (3-year olds)**
 - **15 students in the PM (4-year olds)**

UPDATES ON PRESCHOOL Classroom:

- Kids are wearing their masks just fine
 - Using Handwriting Without Tears Curriculum
 - Using Eureka Math Curriculum
 - Planning to use Language for Learning Curriculum
 - Eating lunch in the classroom on floor trays and working very well!
3. Any Rule 11 Proposed Rule Changes? NO
 4. Do we expect any changes to ECERS? NO
 5. Will ECERS staff be coming to evaluate our program during COVID?
 - Yes, after Covid
 6. Other – continuing to use components of PBIS
 - Yes, observing Emma Kwikkel who used it at her previous school.
 7. Other Items
 - Looking into a webinar from UNL called CHIME
 - All shot records are in; 1 birth certificate is in the mail

A MEETING OF THE BOARD OF PATHWAYS 2 TOMORROW JOINT PUBLIC AGENCY WAS CONVENED IN OPEN AND PUBLIC SESSION ON TUESDAY, SEPTEMBER 15, 2020 AT 7:00 P.M. IN THE BONES CONFERENCE ROOM IN EDUCATIONAL SERVICE UNIT #2 IN FREMONT, NE.

Notice of the meeting was given in advance by posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board. Availability of the agenda was communicated in the posted notice and a current copy of the Agenda was maintained as stated in the posted notice. All proceedings of the Board, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public. ESU 2 Personnel: Dr. Ted DeTurk was in attendance, Brook Zakovec; P2T personnel: Carla Streff was in attendance and P2T Superintendents; Jeff Smith, Fred Hansen, Bill McAllister, Mark Ernst, Jon Cerny, and Lindsey Beaudette. Northeast personnel in attendance included Dr. Leah Barrett, Michelle Gill,, Michela Keeler-Strom and Lynn Daberkow. Wayne State Personnel, Judith Sherer Connealy also attended. Joe Pietzmeier, P2T consultant was also in attendance.

Mr. Walter Luebbert, P2T Chairman, called the budget hearing to order at 7:00 p.m.

ANNOUNCEMENT OF OPEN MEETINGS ACT POSTING

At the beginning of this meeting, Mr. Luebbert announced and informed the public that a current copy of the Open Meetings Act is posted in the Meeting Room.

ROLL CALL:

Roll call was called with the following members present; Kip Ahlers, Aaron Anderson, Wayne Erickson, Walter Luebbert, Jason Kreikemeier, Evan Myers, and Patricia Browning.

PURPOSE OF HEARING:

The purpose of this hearing is to study the proposed 2020-2021 budget and receive public comment on the budget as it is considered for adoption by the Board.

REVIEW OF PROPOSED 2020-2021 BUDGET:

Consultant Joe Peitzmeier reviewed the budget and reported that changes in budget numbers reflect changes due to valuations. With two schools missing this year, long-term budget goals will still be met. There was a discussion regarding how to bill Wisner-Pilger for the two students they are sending to P2T. Options discussed were whether to bill them \$30,000 for both semesters or \$15,000 per semester. General consensus was to bill the school one time in the full amount of \$30,000.

Budget Meeting was adjourned by Chairman Mr. Walter Luebbert at 7:14 pm.

Mr. Walter Luebbert, P2T Chairman, called the tax levy hearing to order at 7:14 p.m.

ANNOUNCEMENT OF OPEN MEETINGS ACT POSTING

At the beginning of this meeting, Mr. Luebbert announced and informed the public that a current copy of the Open Meetings Act is posted in the Meeting Room.

ROLL CALL:

Roll call was called with the following members present; Kip Ahlers, Aaron Anderson, Wayne Erickson, Walter Luebbert, Jason Kreikemeier, Evan Myers, and Patricia Browning.

PURPOSE OF HEARING:

The purpose of this hearing is to hear support, opposition, criticism, suggestions, and observations of taxpayers on the proposed 2020-2021 Property Tax Request of the Agency.

INFORMATION:

Consultant Joe Peitzmeier reviewed the 2020-2021 tax levy for the general fund. Mr. Peitzmeier thanked the schools for sending their valuations to assist him in completing the levy.

Tax levy hearing was adjourned by Chairman Mr. Walter Luebbert at 7:18 pm.

Mr. Walter Luebbert, P2T Chairman, called the P2T Board of Governors meeting to order at 7:18 p.m.

ANNOUNCEMENT OF OPEN MEETINGS ACT POSTING

At the beginning of this meeting, Mr. Luebbert announced and informed the public that a current copy of the Open Meetings Act is posted in the Meeting Room.

ROLL CALL:

Roll call was called with the following members present; Kip Ahlers, Aaron Anderson, Wayne Erickson, Walter Luebbert, Jason Kreikemeier, Evan Myers, and Patricia Browning.

WELCOMING OF VISITORS:

Carla Streff was introduced as the new P2T Executive Director. The board members and visitors all made introductions as well as who they were representing.

INFORMATIONAL REPORT:

Board Members – No report.

Curriculum Committee Report – The committee met September 11, 2020 via zoom. The roll of the committee was clarified. Enrollment increased from last year. Dual credit enrollment has increased over last year.

Budget Committee Report – No report.

Executive Director – Carla Streff shared P2T's numbers for the fall semester. 105 total students are enrolled in the fall semester, including two students from Wisner-Pilger. A breakdown of students per pathway was given. Lindsey Beaudette, Superintendent at Emerson-Hubbard, requested that the high schools receive a report reflecting which students are taking classes for dual credit each semester.

Curriculum Report – No report.

ACTION ITEMS:**CONSENT AGENDA:**

It was moved by Erickson and seconded by Anderson to approve the consent agenda, which included: the agenda for the current meeting, the minutes of the June 15, 2020 board meeting, roll call vote, the Board voted as follows:

Voting for: Erickson, Kreikemeier, Myers, Ahlers, Anderson, and Luebbert

Voting Against: None

Abstained: Browning

Motion carried (6-0-1)

APPROVAL OF TREASURER'S REPORT:

It was moved by Kreikemeier and seconded by Myers to approve the Treasurer's Report as presented. After discussion and on roll call vote, the Board voted as follows:

Voting for: Myers, Anderson, Browning, Erickson, Luebbert, Kreikemeier and Ahlers

Voting against: None

Abstained: None

Motion carried (7-0-0)

APPROVAL OF CLAIMS FROM THE GENERAL FUND:

It was moved by Erickson and seconded by Browning to approve the claims from the General Fund, in the amount of \$77,821.55 as presented. After discussion and on roll call vote, the Board voted as follows:

Voting for: Anderson, Kreikemeier, Myers, Ahlers, Erickson, Browning, and Luebbert

Voting against: None

Abstained: None

Motion carried (7-0-0)

BUDGET RESOLUTION:

It was moved by Anderson and seconded by Myers to approve the General Fund Budget for 2020-2021 be set at \$667,396.85 with a Property Tax Requirement of \$277,626.51. After discussion and on roll call vote, the Board voted as follows:

Voting for: Erickson, Ahlers, Anderson, Luebbert, Kreikemeier, Browning, and Myers

Voting against: None

Abstained: None

Motion carried (7-0-0)

RESOLUTION TO APPROVE THE PROPERTY TAX REQUEST:

It was moved by Myers and seconded by Anderson to approve the following Property Tax Request as written in the agenda setting the Property Tax Requirement of \$277,626.51 and setting the levy at \$.006857. After discussion and on roll call vote, the Board voted as follows:

Voting for: Erickson, Ahlers, Anderson, Luebbert, Kreikemeier, Browning, and Myers

Voting against: None

Abstained: None

Motion carried (7-0-0)

DISCUSSION ITEMS:

None.

ADJOURNMENT:

There being no further business on the agenda of this meeting, Board Chairman Luebbert adjourned the meeting at 7:57 p.m.

Next Regular board meeting to be held Monday, January 18, 2021 at 7:00 p.m. at the Nielsen Community Center in West Point.

Secretary

Lynn Daberkow

The Board of Education of the Lyons-Decatur School District No. 20 met in regular session on Monday, September 14, 2020 in the Secondary Library. Notice of the meeting was given in advance thereof by publishing notice in the Lyons Mirror-Sun designated method for giving notice. Meeting notices were also posted at the Superintendent's office and on the school website. Notice of the meeting was given in advance to all members and agenda was communicated in the notice to the board of this meeting. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public. The open meeting laws are posted on the library wall.

Acknowledgement of receipt of notice and agenda for the meeting was taken by Roll Call. Aye: Archer, Bacon, Brehmer, Christiansen, French, Myers, Petersen, Vlach and Preston. Nay: None.

Superintendent's Report:

Mr. Hansen introduced LDNE's new teachers to the Board. The State Education Conference is November 18-20, 2020. The district audit will be September 29th.

Principal's Report:

The Principal's Report included the activity calendar items, assessment tests, professional development, afterschool program survey results and NSCAS (alternative testing). The afterschool program received high ratings from NDE, which were above the state average. Kendra Boden, Melissa Wakeley and all the PAWS staff get the credit for the high rating.

It was moved by Lisa Christiansen, seconded by James Vlach, to approve the consent agenda. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, French: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Aye: 9, Nay: 0.

It was moved by Chad Brehmer, seconded by Corey Petersen, to approve the additional service agreement for the 2020-2021 school year for Vanessa VonSeggern as presented. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, French: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Aye: 9, Nay: 0.

It was moved by James Vlach, seconded by Lisa Christiansen, to recognize the LDEA Negotiations letter for the 21-22 school year. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, French: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Aye: 9, Nay: 0.

It was moved by Chad Brehmer, seconded by Reece French, to approve the school bus bid from Freightliner/Thomas in the amount of \$84,771.00 to purchase a 14-passenger bus in conjunction with the bus grant from the Nebraska Department of Environment and Energy. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, French: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Aye: 9, Nay: 0.

The meeting was closed at 8:19 p.m.

I the undersigned, secretary of the School District of Lyons-Decatur Northeast, in the County of Burt, in the State of Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for inspection at the office of the secretary, located in the main office of the school, Lyons Center, except those items of an emergency nature added at the meeting by motion and roll call vote, that such subjects were contained in said agenda for at least 24 hours prior to said meeting that said minutes of the Board of Education of the School District of Lyons-Decatur Northeast in the County of Burt, State of Nebraska were in written form and available for inspection by the public within 24 hours and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and subjects to be discussed at said meeting.

Secretary, Board of Education

ATTEST:

President, Board of Education

The Board of Education of the Lyons-Decatur School District No. 20 met in a Special Budget Hearing on Monday, September 21, 2020, in the secondary library. Present were Archer, Bacon, Christiansen, Myers, Petersen, Vlach, Preston and Administrator Hansen. Notice of the meeting was given in advance thereof by publishing notice in the Lyons Mirror-Sun designated method for giving notice. Meeting notices were also posted at the Superintendent's office and on the School Website. Notice of the meeting was given in advance to all members and agenda was communicated in the notice to the board of this meeting. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public. The open meeting laws are posted on the library wall.

Preston opened the duly publicized 2020-2021 budget hearing at 7:31 p.m. Roll Call: Present: Archer, Bacon, Christiansen, Myers, Petersen, Vlach and Preston. Nay: None. Excused Absence: Brehmer.

Acknowledgement of receipt of notice and agenda for the meeting was taken by roll call. Aye: Archer, Bacon, Christiansen, Myers, Petersen, Vlach and Preston. Nay: None. Excused Absence: Brehmer.

The hearing was called for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the 2020-2021 School Budget.

No action was taken and President Preston closed the Special Budget Hearing at 7:36 p.m.

I, the undersigned, secretary of the School District of Lyons-Decatur Northeast, in the County of Burt, in the State of Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for inspection at the office of the secretary, located in the main office of the school, Lyons Center, except those items of an emergency nature added at the meeting by motion and roll call vote, that such subjects were contained in said agenda for at least 24 hours prior to said meeting that said minutes of the Board of Education of the School District of Lyons-Decatur Northeast in the County of Burt, State of Nebraska were in written form and available for inspection by the public within 24 hours and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and subjects to be discussed at said meeting.

Secretary, Board of Education

ATTEST:

President, Board of Education

The Board of Education of the Lyons-Decatur School District No. 20 met in a special session, (20120-21 Tax Request Resolution Hearing) Monday, September 21, 2020, in the secondary library. Notice of the meeting was given in advance thereof by publishing notice in the Lyons Mirror-Sun designated method for giving notice. Meeting notices were also posted at the Superintendent's office and on the school website. Notice of the meeting was given in advance to all members and agenda was communicated in the notice to the board of this meeting. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public. The open meeting laws are posted on the library wall.

Preston opened the duly publicized 2020-2021 Tax Resolution Hearing at 7:36 p.m. Roll Call. Present: Archer, Bacon, Christiansen, Myers, Petersen, Vlach and Preston. Absent: Brehmer.

Acknowledgement of receipt of notice and agenda for the meeting was taken by Roll Call. Aye: Archer, Bacon, Christiansen, Myers, Petersen, Vlach and Preston. Nay: None. Absent: Brehmer.

The hearing was called for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request at a different amount than the prior year tax request.

No action was taken and President Preston closed the Tax Request Hearing at 7:41 p.m. to open the scheduled regular meeting.

I, the undersigned, secretary of the School District of Lyons-Decatur Northeast, in the County of Burt, in the State of Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for inspection at the office of the secretary, located in the main office of the school, Lyons Center, except those items of an emergency nature added at the meeting by motion and roll call vote, that such subjects were contained in said agenda for at least 24 hours prior to said meeting that said minutes of the Board of Education of the School District of Lyons-Decatur Northeast in the County of Burt, State of Nebraska were in written form and available for inspection by the public within 24 hours and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and subjects to be discussed at said meeting.

Secretary, Board of Education

ATTEST:

President, Board of Education

The Board of Education of the Lyons-Decatur School District No. 20 met in special session on Monday, September 21, 2020, in the Secondary Library. Notice of the meeting was given in advance thereof by publishing notice in the Lyons Mirror-Sun designated method for giving notice. Meeting notices were also posted at the Superintendent's office and on the school website. Notice of the meeting was given in advance to all members and agenda was communicated in the notice to the board of this meeting. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public. The open meeting laws are posted on the library wall.

Preston opened the duly publicized meeting at 7:42 PM. Present: Archer, Bacon, Christiansen, Myers, Petersen, Preston and Vlach. Excused Absence: Brehmer.

Acknowledgement of receipt of agenda. Roll Call. Aye: Archer, Bacon, Christiansen, Myers, Petersen, Preston and Vlach. Nay: None. Excused Absence: Brehmer.

Superintendent's Report: Mr. Hansen reviewed valuations and the tax request. The Board was informed of the passing of board member, Reece French, on September 15, 2020. His service to the board was appreciated.

Routine Business: It was moved by Christiansen, seconded by Bacon, to approve the consent agenda. Roll Call. Archer: Aye, Bacon: Aye, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Excused Absence: Brehmer.

Old Business: None.

New Business: It was moved by Vlach, seconded by Petersen, to approve the 2020-2021 School District budget that was published on September 17, 2020, with the budget hearing on September 21, 2020. Roll Call. Archer: Aye, Bacon: Aye, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Excused Absence: Brehmer.

It was moved by Jaime Bacon, seconded by Lisa Christiansen, to approve the 2020/2021 TAX REQUEST RESOLUTION FOR BURT COUNTY SCHOOL DISTRICT 11-0020 WHEREAS, public was given at least five days in advance of a Special Public Hearing called for the purpose of discussing and approving or modifying the District's Tax Requests for the 2020-2021 school fiscal year for the General Fund of Burt County School District 11-0020; and, WHEREAS, such Special Public Hearing was held before the Board of Education (hereinafter "the Board") of Burt School District 11-0020 (hereinafter "the District") at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A, all as required by law; and, WHEREAS, the Board provided an opportunity to receive comment, information and evidence from persons in attendance at such Special Hearing; and, WHEREAS, the total assessed value of the property differs from last year's total assessed value by

-3%; the tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be \$0.785221 per \$100 of assessed value; the Lyons-Decatur Northeast School District proposes to adopt a property tax request that will cause its tax rate to be \$0.829762 per \$100 of assessed value. WHEREAS, based on the proposed property tax request and changes in other revenue, the total operating budget of Lyons-Decatur Northeast School District will exceed last year's by 3 percent. WHEREAS, the Board, after having reviewed the District's Tax Requests for each said fund, and after public consideration of the matter, has determined that the Final Tax Requests as listed below are necessary in order to carry out the functions of the District, as determined by the Board for the 2020-2021 school fiscal year. NOW BE IT THEREFORE RESOLVED that (1) the Tax Request for the General Fund should be, and hereby is set at \$4,008,081.00 with the total tax request set at \$4,008,081.00. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Nay, Christiansen: Aye, Myers: Aye, Petersen: Aye, Preston: Aye, Vlach: Aye. Aye: 7, Nay: 1.

The next regular board meeting is October 12, 2020 at 7:30 p.m.

Preston closed this meeting at 7:50 p.m.

I, the undersigned, secretary of the School District of Lyons-Decatur Northeast, in the County of Burt, in the State of Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for inspection at the office of the secretary, located in the main office of the school, Lyons Center, except those items of an emergency nature added at the meeting by motion and roll call vote, that such subjects were contained in said agenda for at least 24 hours prior to said meeting that said minutes of the Board of Education of the School District of Lyons-Decatur Northeast in the County of Burt, State of Nebraska were in written form and available for inspection by the public within 24 hours and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and subjects to be discussed at said meeting.

Secretary, Board of Education

ATTEST:

President, Board of Education

COMBINED ACCOUNT BALANCES
Depreciation, Employee Benefit Fund, Special Building, and Student Fee Fund
As of September 30, 2020

DEPRECIATION FUND

Balance \$197,191.30

EMPLOYEE BENEFIT FUND

Balance \$21,488.00

SPECIAL BUILDING FUND

Balance \$1,217,487.04

STUDENT FEE FUND

Balance \$0

TOTAL OF COMBINED ACCOUNTS \$1,436,166.34

GENERAL REIMBURSEMENT FUND

Checking account \$5,343.85

ACTIVITY FUND

Balance \$70,821.37

COOPERATIVE FUND

Balance \$5,650.24

Treasurer's Report
LUNCH FUND
At the close of Business September 30, 2020

Cash Balance August 31, 2020	\$53,225.40
Receipts for September	\$ 3,518.44
Disbursements for September	\$23,089.65
Cash Balance September 30, 2020	\$33,654.19
Ending Bank Balance September 30, 2020	\$33,654.19

Expenditures for September

Payroll	\$ 9,827.64
Accounts Payable	\$13,119.50
Total	\$22,937.14

Treasurer's Report

At the close of business September 30, 2020

Cash Balance on August 31, 2020 \$ (1,594.55)

Receipts for September 2020

Burt County	\$ 760,986.00
Other County	\$ 50,878.80
Title I	\$ 30,283.00
Computer protections	\$ 35.00
State Aid	\$ 3,164.00
Interest	\$ 0.04

Total Receipts	\$ 845,346.84
Account Transfers	\$ (341,000.00)
Disbursements	\$ 510,354.34

Cash Balance as of September 30, 2020	\$ (7,602.05)
Outstanding Checks/deposits	\$ 8,769.78
Ending Bank Balance as of August 31, 2020	\$ 1,167.73

SAVINGS BALANCE Beginning: \$1,701,084.24 Ending: \$1,391,471.94

Beth Doht

Treasurer

Check #	Vendor Name	Invoice	Description	Amount
Checking	1			
Checking	1 Fund: 01	GENERAL FUND		
24832	ADVANCED WATER COMPANY, INC	INV1718	WATER TREATMENT SERVICE	687.50
			Vendor Total:	687.50
24833	AMAZON	433943383574	CAUTION TAPE	18.48
24833	AMAZON	435839353767	THE GIVER BOOK- EO	55.60
24833	AMAZON	443373857866	BLUETOOTH SPEAKER	25.99
24833	AMAZON	446846358798	SUPPLIES - PAWS	604.85
24833	AMAZON	448883655773	GLASS CLEANER	24.50
24833	AMAZON	454397573655	SUPPLIES - PAWS	662.81
24833	AMAZON	457635347386	NOTEBOOKS-MUSIC	149.40
24833	AMAZON	457998765479	Plastic hoops	98.90
24833	AMAZON	459934433794	BINDERS/BOOK BINS - 1ST GR	75.43
24833	AMAZON	565567984554	SANITIZER SPRAY	233.94
24833	AMAZON	569978465669	USB C ADAPTERS	79.95
24833	AMAZON	578864893493	REFUND-SOAP DISPENSER	(20.42)
24833	AMAZON	579748979964	SUPPLIES	125.79
24833	AMAZON	647683395799	TONER CARTRIDGE-OFFICE	189.89
24833	AMAZON	673438397747	IPAD CASE	20.95
24833	AMAZON	674684575799	TIRE GUAGE FOR BUSES	53.52
24833	AMAZON	687338497347	DOCUMENT CAMERAS-CARES	324.98
24833	AMAZON	773398987954	NOTEBOOKS/TIMERS	46.24
24833	AMAZON	779493638473	BATTERIES	63.23
24834	AMAZON	834778577964	HAND SANITIZER	189.99
24834	AMAZON	839975393549	SUPPLIES - PAWS	100.88
24834	AMAZON	858839485696	THERMOMETERS-CARES	419.94
24834	AMAZON	976857473548	BINS/NOTEBOOKS 1ST GR	59.98
24834	AMAZON	984834545846	5 DRAWER STORAGE- 1ST GR	42.92
			Vendor Total:	3,647.74
24835	AMERICAN BROADBAND CABLE	20200101AMBR	PHONE CHARGES	252.91
		OAD		
			Vendor Total:	252.91
24836	APPEARA	0575724	SUPPLIES	87.03
			Vendor Total:	87.03
24837	APPLE INC	AD01436411	POWER ADAPTERS	276.00
24837	APPLE INC	ad01437957	IPAD MINI	758.00
24837	APPLE INC	AD01508840	USB-C CHARGE CABLES	38.00
24837	APPLE INC	ad01663151	ADAPTERS	177.98
24837	APPLE INC	AD01800737	MACBOOK AIR	3,895.00
			Vendor Total:	5,144.98
24838	ASI	157391	SECURITY MONITORING	75.00
			Vendor Total:	75.00
24839	CDW-G	1487893	HDMI CABLE	17.34
24839	CDW-G	1567038	HDMI CABLE	28.63
24839	CDW-G	ZZT0485	HP PRINTER INK	149.18
			Vendor Total:	195.15
24840	CHRISTENSEN ELECTRIC LLC	3857	BULB	29.13
			Vendor Total:	29.13
24841	CITY OF LYONS	20200920CITY	UTILITIES	7,177.55
			Vendor Total:	7,177.55
24842	CLASSIC CLEAN CARWASH	20201002CLAS	VAN WASHES	14.00
		S		
			Vendor Total:	14.00
24843	CNA AUTO SERVICES	60778	VAN 5 TIRES	294.84
24843	CNA AUTO SERVICES	60833	BUS 20 DIESEL EXHAUST FLUID	49.16
24843	CNA AUTO SERVICES	60870	BLUE MINI HEATER HOSE	259.37
24843	CNA AUTO SERVICES	60879	GRAY VAN-SERVICE	52.23

Check #	Vendor Name	Invoice	Description	Amount
24843	CNA AUTO SERVICES	60904	BUS 10 BLK HEATER CORD	118.47
24843	CNA AUTO SERVICES	60930	SILVER VAN OIL FILTER ADAPTER	781.47
24843	CNA AUTO SERVICES	61003	BUS 15 SERVICE	575.46
24843	CNA AUTO SERVICES	61006	GRAY VAN SERVICE	55.23
24843	CNA AUTO SERVICES	61011	BUS 5 - GRILL BOLTS	163.45
24843	CNA AUTO SERVICES	61028	BUS 15 TIRES	910.00
			Vendor Total:	3,259.68
24844	CORNER DRUG STORE	48575	ALBUTERAL	126.36
			Vendor Total:	126.36
24845	EDUCATIONAL SERVICE UNIT #2	ADMIN 101	EL BC SKILLS TRAINING	388.05
24845	EDUCATIONAL SERVICE UNIT #2	CPI-1001	CPI TRAINING	60.00
24845	EDUCATIONAL SERVICE UNIT #2	SUB 146	SUB CONSORTIUM	550.00
			Vendor Total:	998.05
24846	EDUCATIONAL SERVICE UNIT #7	10022020-6	21ST CENTURY CONF	50.00
			Vendor Total:	50.00
24847	FBG SERVICE CORPORATION	884265	SEPTEMBER CLEANING	6,456.00
			Vendor Total:	6,456.00
24848	FIRST NATIONAL BANK OMAHA	20200930VISA	ZOOM	14.99
			Vendor Total:	14.99
24849	FOLLETT EDUCATIONAL SERVICES	732628A	LIBRARY BOOKS - ELEM	138.78
			Vendor Total:	138.78
24850	FRANCISCAN HEALTHCARE	20200930STFR AN	973.63	973.63
			Vendor Total:	973.63
24851	GREAT MINDS PBC	INV061234	EUREKA MATH STUDENT LICENSE	1,150.00
			Vendor Total:	1,150.00
24852	HANSEN, FREDDIE	20200930HANS	TRAVEL EXP	121.52
			Vendor Total:	121.52
24853	HIRERIGHT LLC	P0984578	DRUG SCREEN-DA	31.40
			Vendor Total:	31.40
24854	HOME DEPOT PRO, THE	571620715	DRAIN HOSE	92.50
24854	HOME DEPOT PRO, THE	575063706	TRASH LINERS	165.90
			Vendor Total:	258.40
24855	INNOVATIVE OFFICE SOLUTIONS	IN3078835	DESK CHAIRS	275.20
			Vendor Total:	275.20
24856	J W PEPPER & SONS, INC	362931055	BAND MUSIC	75.99
			Vendor Total:	75.99
24857	JENSEN PLUMBING & HEATING	20200819- 28JEN	REPAIRS STEAM TRAP, FB FIELD, WATER LINE	723.76
			Vendor Total:	723.76
24858	KB'S MINI MART, INC.	20201001KB	GAS/FUEL	3,329.45
			Vendor Total:	3,329.45
24859	KNAAK, BRUCE	20200930KNA	MILEAGE	211.60
			Vendor Total:	211.60
24860	KSB SCHOOL LAW	8902	LEGAL SERVICES	1,060.50
			Vendor Total:	1,060.50
24861	LEARNING WITHOUT TEARS	INV75759	HANDWRITING SUPPLIES 3RD GR	469.15
			Vendor Total:	469.15
24862	LINCOLN JOURNAL-STAR	20200901LJS	SUBSCRIPTION	535.99
			Vendor Total:	535.99
24863	LOGAN VIEW HIGH SCHOOL	20201001LOGA N	LIFE SKILLS PROGRAM	1,777.77
			Vendor Total:	1,777.77
24864	LYONS MIRROR SUN	180990	LEGAL NOTICES	104.00
24864	LYONS MIRROR SUN	181290	LEGAL NOTICES	278.65
24864	LYONS MIRROR SUN	181498	LEGAL NOTICES	52.31

Check #	Vendor Name	Invoice	Description	Amount
24864	LYONS MIRROR SUN	181678	LEGAL NOTICES	31.72
			Vendor Total:	466.68
24865	LYONS SAVEMORE MARKET	20200930SAVE	LIFESKILLS SUPPLIES	33.86
			Vendor Total:	33.86
24866	MATHESON TRI-GAS, INC	51695069	SUPPLIES	396.25
			Vendor Total:	396.25
24867	N C S A	65213	NASBO WEB SERIES	150.00
			Vendor Total:	150.00
24868	NATIONAL, SCRIPP'S	SK32-360269	REGISTRATION FOR SPELLING BEE	182.50
			Vendor Total:	182.50
24869	NEBRASKA SAFETY CENTER	57-8048	LEVEL 1- DG & MV	300.00
			Vendor Total:	300.00
24870	NEBRASKA STATE BAR ASSOCIATION	MTREG20	MOCK TRIAL REGISTRATION	50.00
			Vendor Total:	50.00
24871	NEBRASKA.GOV	5865498	SUBSCRIPTION FEE AND DRIVERS LIC REQUESTS	274.00
			Vendor Total:	274.00
24872	NSAA DISTRICT 2	20201001NSAA	AD ANNUAL MEETING	70.00
			Vendor Total:	70.00
24873	OFFICE NET	947089-0	LAMINATING FILM	164.91
24873	OFFICE NET	IN68056	WORKROOM COPIES	1,183.59
24873	OFFICE NET	INV68252	2ND FLOOR COPIER	148.78
			Vendor Total:	1,497.28
24874	ONE SOURCE	PLUS1726-20200930	BACKGROUND CHECKS	198.00
			Vendor Total:	198.00
24875	OPC DIRECT.	1043476	TOILET TISSUE	413.18
24875	OPC DIRECT.	1043504	SOAP	136.87
24875	OPC DIRECT.	1043553	SOAP DISPENSERS	24.56
24875	OPC DIRECT.	1044345	PAPER TOWELS/SOAP	717.20
			Vendor Total:	1,291.81
24876	OPEN-UP RESOURCES	INV-10050	BOOKS-EO	615.00
24876	OPEN-UP RESOURCES	INV-9783	GRADE 6 TEXTBOOKS	205.00
			Vendor Total:	820.00
24877	PRIORITY COMMUNICATIONS & SOLUTIONS, INC	3406	PROGRAM DOOR RELAY	353.00
			Vendor Total:	353.00
24878	QUILL CORPORATION	10334902	TONER	216.99
24878	QUILL CORPORATION	10522181	BINDERS	46.68
24878	QUILL CORPORATION	10622185	TONER	121.99
24878	QUILL CORPORATION	10642190	SUPPLIES	329.87
			Vendor Total:	715.53
24879	RAY'S MIDBELL MUSIC	10516362	BAND SUPPLIES(LESS CREDIT)	149.09
24879	RAY'S MIDBELL MUSIC	10516462	MUSIC BOOK	9.97
24879	RAY'S MIDBELL MUSIC	10521566	TROMBONE BOOK	9.97
24879	RAY'S MIDBELL MUSIC	10523010	INSTRUMENT REPAIR	41.56
			Vendor Total:	210.59
24880	S & S WORLDWIDE, INC	IN100510999	SUPPLIES	39.00
			Vendor Total:	39.00
24881	S&S LAWN CARE, LLC	5795	FUNGICIDE FB FIELD	200.00
			Vendor Total:	200.00
24882	SCHOOL SPECIALTY SUPPLY INC	208126074964	PLAY DOH 6TH GR	26.76
			Vendor Total:	26.76
24883	SIOUX CITY JOURNAL	20200315SIOU	SUBSCRIPTION	264.00
			Vendor Total:	264.00
24884	STEINY'S GENERAL STORE	20201001STEI	SUPPLIES	160.21

Check #	Vendor Name	Invoice	Description	Amount
			Vendor Total:	160.21
24885	STERLING	20201005	SO-0076283	2,314.29
			Vendor Total:	2,314.29
24886	SWANSON, WESTON	20200930SW	MILEAGE	129.95
			Vendor Total:	129.95
24887	TCI	INV71701	TEACHER SUBSCRIPT K & 1ST SOCIAL STUDIES	184.00
			Vendor Total:	184.00
24888	TRUCK CENTER COMPANIES	719591S	BUS 15 REPAIRS	2,049.97
			Vendor Total:	2,049.97
24889	UMO N HO N NATION PUBLIC SCHOOL	09012020UMO	LIFE SKILLS PROGRAM	15,535.00
			Vendor Total:	15,535.00
24890	US BANK EQUIPMENT FINANCE	424941805	COPIER LEASE	415.79
			Vendor Total:	415.79
24891	VERIZON WIRELESS	9862865544	JET PACK MONTHLY SERV	41.50
			Vendor Total:	41.50
24892	VOSS LIGHTING	10202145-00	EMERGENCY LIGHTS	60.10
			Vendor Total:	60.10
24893	WASTE CONNECTIONS OF NE, INC.	5706196	TRASH REMOVAL	472.17
			Vendor Total:	472.17
			Fund Total:	68,251.45
			Checking Account Total:	68,251.45

Checking 2

Checking	Fund: 08	SPECIAL BUILDING FUND		
1140	DIODE TECHNOLOGIES	8493	SECURITY CAMERAS, ACCESS	7,040.89
			Vendor Total:	7,040.89
			Fund Total:	7,040.89
			Checking Account Total:	7,040.89

Checking 6

Checking	Fund: 06	SCHOOL LUNCH FUND		
9304	CASH-WA DISTRIBUTING	12604501	FOOD	445.13
9304	CASH-WA DISTRIBUTING	12613487	FOOD	1,098.68
9304	CASH-WA DISTRIBUTING	12621534	FOOD	580.35
9304	CASH-WA DISTRIBUTING	12631663	FOOD	507.01
9304	CASH-WA DISTRIBUTING	12640144	FOOD	731.64
			Vendor Total:	3,362.81
9305	HILAND DAIRY FOODS COMPANY LLC	440529	FOOD	271.13
9305	HILAND DAIRY FOODS COMPANY LLC	440563	FOOD	235.61
9305	HILAND DAIRY FOODS COMPANY LLC	440601	FOOD	240.41
9305	HILAND DAIRY FOODS COMPANY LLC	440638	FOOD	360.82
9305	HILAND DAIRY FOODS COMPANY LLC	440678-0001	FOOD	225.26
9305	HILAND DAIRY FOODS COMPANY LLC	440718	FOOD	376.41
9305	HILAND DAIRY FOODS COMPANY LLC	440761	FOOD	272.11
9305	HILAND DAIRY FOODS COMPANY LLC	440795	FOOD	360.83
			Vendor Total:	2,342.58
9306	JENSEN PLUMBING & HEATING	09092020	FOOD	305.21
			Vendor Total:	305.21
9307	LYONS SAVEMORE MARKET	10012020	FOOD	1,085.90
			Vendor Total:	1,085.90
9308	STROMBERG, BETH	2308	REFUND	136.35
			Vendor Total:	136.35
9309	SYSKO FOOD SERVICES	361287254	FOOD	1,514.30
9309	SYSKO FOOD SERVICES	361293060	FOOD	1,161.66
9309	SYSKO FOOD SERVICES	361303887	FOOD	1,670.75
9309	SYSKO FOOD SERVICES	361315012	FOOD	1,539.94
			Vendor Total:	5,886.65

<u>Check #</u>	<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
			Fund Total:	13,119.50
			Checking Account Total:	13,119.50

Net Payroll	\$169,942.56
Employee Deductions	79,521.17
District SS/Medicare	18,601.13
District Health/Life/HSA	54,400.77
District Retirement	<u>23,667.44</u>
	\$346,133.07
ACCOUNTS PAYABLE	<u>\$ 68,251.45</u>
TOTAL GENERAL FUND EXPENDITURES	\$414,384.52
SPECIAL BUILDING	\$ 7,040.89

Secretary, Board of Education

ATTEST:

President, Board of Education

6735 - Extracurricular Activity

Section 1 Extracurricular Activity Philosophy

Extracurricular activity programs enrich the curriculum of the school by making available a wide variety of activities in which a student can participate. Extracurricular activity programs are considered an integral part of the school's program of education that provide experiences that will help students physically, mentally and emotionally.

The element of competition and winning, though it exists, is controlled to the point it does not determine the nature or success of the program. This is considered to be educationally and psychologically sound because of the training it offers for living in a competitive society. Students are stimulated to want to win and excel, but the principles of good sportsmanship prevail at all times to enhance the educational values of contests. Participation in activities, both as a competitor and as a student spectator, is an integral part of the students' educational experiences. Such participation is a privilege that carries with it responsibilities to the school, team, student body, community and the students themselves. In their play and their conduct, students are representing all of these groups. Such experiences contribute to the knowledge, skill and emotional patterns that they possess, thereby making them better individuals and citizens.

Safety

The District's philosophy is to maintain an activities program which recognizes the importance of the safety of the participants. To ensure safety, participants are required to become fully familiar with the dangers and safety measures established for the activity in which they participate, to adhere to all safety instructions for the activity in which they participate, to inform their coach or sponsor when they are injured or have health problems that require their activities be restricted, and to exercise common-sense.

Warning for Participants and Parents

The purpose of this warning is to bring your attention to the existence of potential dangers associated with athletic injuries. Participation in any intramural or athletic activity may involve injury of some type. The severity of such injury can range from minor cuts, bruises, sprains and muscle strains to more serious injuries to the body's bones, joints, ligaments, tendons, or muscles, to catastrophic injuries to the head, neck and spinal cord. On rare occasions, injuries can be so severe as to result in total disability, paralysis or death. Even with appropriate coaching, appropriate safety instruction, appropriate protective equipment and strict observance of the rules, injuries are still a possibility.

Section 2 Extracurricular Activity Code of Conduct

Purpose of the Code of Conduct. Participation in extracurricular activities is a privilege. The privilege carries with it responsibilities to the school, team, student body, and the community. Participants are not only representing themselves, but also their school and community in all of their actions. Others judge our school on the student participants' conduct and attitudes, and how they contribute to our school spirit and community image.

The student participants' performance and devotion to high ideals and values make their school and community proud. Consequently, participation is dependent upon adherence to this Code of Conduct and the school district's policies, procedures and rules.

Scope of the Code of Conduct.

Activities Subject to the Code of Conduct: The Code of Conduct applies to all extracurricular activities. Extracurricular activities means student activities or organizations which are supervised or administered by the school district which do not count toward graduation or grade advancement and in which participation is not otherwise required by the school.

Extracurricular activities include but are not limited to: all sports, cheerleading, dance team, Pep Club, Pep Band, vocal, band, speech and drama, One-Act, FBLA, FCCLA, Spanish Club, Art Club, Student Council, Student Advisory Board, National Honor Society, and other school sponsored organizations and activities. The Code of Conduct also applies to participation in school sponsored activities such as school dances and royalty for such activities.

A participant means a student who participates in, has participated in, or will participate in an extracurricular activity.

When: The Code of Conduct rules apply to conduct which occurs at any time during the school year, and also includes the time frame which begins with the official starting day of the fall sport season established by the NSAA and extends to the last day of the spring sport season established by the NSAA, whether or not the student is a participant in an activity at the time of such conduct.

The rules also apply when a student is participating or scheduled to participate in an extracurricular activity that is held outside the school year or the NSAA season. For example, if an FBLA or FCCLA student plans to participate in a conference in July and commits a Code of Conduct infraction in June, the student may be suspended from participating in the conference. Conduct during the summer months may also affect a student's participation under the team selection and playing time guidelines.

Where: The Code of Conduct rules apply regardless of whether the conduct occurs on or off school grounds. If the conduct occurs on school grounds, at a school function or event, or in a school vehicle, the student may also be subject to further discipline under the general student code of conduct. A student who is suspended or expelled from school shall not be permitted to participate in activities during the period of the suspension or expulsion, and may also receive an extended activity suspension.

Grounds for Extracurricular Activity Discipline. Students who participate in extracurricular activities are expected to demonstrate cooperation, patience, pride, character, self respect, self-discipline, teamwork, sportsmanship, and respect for authority. The following conduct rules have been determined by the Board of Education to be reasonably necessary to aid students, further school purposes, and prevent interference with the educational process. Such conduct constitutes grounds for suspension from participation in extracurricular activities and grounds for other restrictions or disciplinary measures related to extracurricular activity participation:

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, bullying, harassment or similar conduct in a manner that constitutes a substantial interference with school or extracurricular activity purposes or making any communication that a reasonable person would interpret as a serious expression of an intent to harm or cause injury to another.

3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property, repeated damage or theft involving property or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including a school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect another person shall not constitute a violation.
5. Threatening or intimidating any student for the purpose of, or with the intent of, obtaining money or anything of value from a student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon, or bringing or possessing any explosive device, including fireworks, on school grounds or at a school function or event, or in a manner that is unlawful or contrary to school activity rules.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency.
9. Sexual assault or attempting to sexually assault any person. Engaging in sexual conduct, even if consensual, on school grounds or at a school function or event.
10. Engaging in any activity forbidden by law which constitutes a danger to other students, interferes with school purposes or an extracurricular activity, or reflects a lack of high ideals.
11. Repeated violation of any of the school rules.
12. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
13. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to a school employee, school volunteer, or student. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion.
14. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school or of an extracurricular activity; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
15. Willfully violating the behavioral expectations for those students riding Lyons-Decatur Northeast Public Schools buses or vehicles used for activity purposes.

16. Failure to report for the activity at the beginning of the season. Reporting for one activity may count as reporting on time if there is a change in activity within the season approved by the coach or the supervisor.

17. Failure to participate in regularly scheduled classes on the day of an extracurricular activity or event.

18. Failure to attend scheduled practices and meetings. If circumstances arise to prevent the participant's attendance, the validity of the reason will be determined by the coach or sponsor. Every reasonable effort should be made to notify the coach or sponsor prior to any missed practice or meeting.

19. All other reasonable rules or regulations adopted by the coach or sponsor of an extracurricular activity shall be followed, provided that participants shall be advised by the coach or sponsor of such rules and regulations in writing.

20. Failure to comply with any rule established by the Nebraska School Activities Association, including, but not limited to, the rules relating to eligibility.

All terms used in the Code of Conduct have a less strict meaning than under criminal law and are subject to reasonable interpretation by school officials.

Drug and Alcohol Violations.

Meaning of Terms.

Use or consume includes any level of consumption or use. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation.

Under the influence means any level of impairment and includes even the odor of alcohol on the breath or person of a student, or the odor of an illicit drug on the student. Also, it includes being impaired by reason of the abuse of any material used as a stimulant.

Possession includes having control of the substance and also includes being in the same area where the substance is present and no responsible adult present and responsible for the substance. Possession includes situations where, for example:

(1) Alcohol is in a vehicle in which the student is present. The student is considered to be in possession if the student is aware that the alcohol is in the vehicle, even though the student has not touched or consumed the alcohol; and

(2) Alcohol is present at a party attended by the student. The student is considered to be in possession if the student is aware that alcohol is at the party and fails to immediately leave the party, even though the student has not touched or consumed the alcohol.

In these situations, a violation would not exist if the alcohol is in the control of a parent or guardian or other responsible adult (age 21 or older) such that students are not allowed to access the alcohol. A violation would also not exist if the student did not know or have a reasonable basis to know that alcohol would be present, and the student leaves the location where the alcohol is present as soon the student could safely do so. (Students are expected to leave immediately, but are not to do so in a manner that would endanger them. For example, you are not to leave in a car being driven by a person who has been drinking just to get away from the alcohol party immediately when there is no other way

to get home. Instead, you should call for a safe ride home and, while waiting, clearly distance yourself from the alcohol).

Consequences.

Students may be suspended from practices or participation in interscholastic competition or participation in co-curricular activities for violations of the Code of Conduct. The period of suspension or other discipline for such offenses shall be determined by the school administration.

The disciplinary consequence will be determined based on consideration of the seriousness of the offense, any prior violations, the student's compliance with the self-reporting obligations, the student's level of cooperation and willingness to resolve the matter, and the student's demonstration of a commitment to not commit future violations.

Because of the significance of drug and alcohol violations on the student participants, other students and the school, the following consequences are established for such violations:

Drugs and Alcohol:

~~An activity participant who violates the drug or alcohol rules (other than steroids) shall be prohibited from participating in any extracurricular activity for the following minimum periods:~~

- ~~1. First Violation: 45 days.~~
- ~~2. Second or Any Subsequent Offense: One calendar year.~~
- ~~3. Reduction for Self-Reporting: If the student has self-reported, the first violation shall be reduced to 21 days for the first violation. A commensurate reduction (approximately one-half, as determined by the administration) for a second or subsequent violation shall be given for self-reporting.~~
- ~~4. Reduction for Participation in Chemical Dependency Program: If the student and parents agree to participate in a school-approved program for chemical dependency, the consequence will be reduced to only the next activity in which the student was to participate (including at least one contest) in the case of a first violation, and to a commensurate reduction (approximately 80%, as determined by the administration, for a second or subsequent violation).
The program must be administered by a certified alcohol and drug abuse counselor and be approved by the school authorities. The student will need to successfully complete the approved chemical dependency program. Proof of successful completion of program must be submitted in writing to the Activities Director. Failure to participate and successfully complete the approved chemical dependency program may cause the participating student to be suspended from extracurricular activities for one calendar year. All costs associated with the program are to be borne by the student/parent or guardian.~~
- ~~5. More Serious Violations: In the event of more serious drug or alcohol violations, such as students engaging in use of especially serious drug offenses (cocaine, meth, etc.) or procuring alcohol for minors, the consequence of the violation is not limited by the foregoing, and may be established in the good discretion of the administration.~~

BRLD HANDBOOKS-POSSESSION OR USE OF ALCOHOL, TOBACCO, OR ILLEGAL SUBSTANCES

Upon determination or finding by the administration that a student has used or possessed alcohol, tobacco, or illegal substances, the following procedure will affect all students enrolled in Lyons-Decatur Public Schools.

Determination of a violation will be based upon:

- A. Admission by the student, or
- B. Substantiated information from law enforcement agencies, school staff, or administration

During the course of investigation of the alleged violation of this policy, the affected student will be informed of the allegations, either orally or in writing. The student will then be provided with an opportunity to informally tell the administration the student's version of the events in question.

Self-Reporting: We want to encourage students to be honest and upfront with the school regarding violations of the ALCOHOL, TOBACCO, and ILLEGAL SUBSTANCES Policy. Students who self-report to school administration regarding a 1st or 2nd violation will receive discipline/suspension under the "Self-Reporting" category. Self-Reporting means that the student admits to the school administration within 3 days of the presumption of the alleged violation by the student.

The following is a list of Events, Contests, and Dances, etc., that students will be held out of if they are sitting out of activities for our Drug/Alcohol/Tobacco Policy:

All Athletic Contests: Varsity, J-V & Jr. High

-Football -Volleyball -Basketball -Track -Softball -Baseball -Golf

Fine Arts activities such as: -1 Act Play -School Play/Musical -Speech Contests

-Music Contests -Band/Parade Contests -Concerts -Quiz Bowl -Academic Contests

Social Events such as: -Homecoming Dance -Senior Sneak Trip -Jr. High Dances

The following is a list of Events that students will not be held out of:

-Educational Field Trips -Graduation - Prom -Fine Arts & Athletic Banquets

First Violation (Self-Reporting) (violation will be served at the student's highest level of participation)

*Ex. Student participates at both JV/Varsity level; student is exempt from all levels of participation until varsity suspension is fulfilled.

Football – 2 games

Basketball – 4 games

Track – 2 meets

Volleyball – 4 games

Softball or Baseball – 3 games

Golf – 2 meets

Speech – 2 meets

Cheerleading – 4 games

Cross Country - 2 meets

Wrestling - 2 meets

Fine Arts & Groups – 1 event (Drama, Music, FFA, etc.)

Non-Participants – 1 activity

Regulations regarding suspension from extra-curricular activities: If the student is not currently involved in any extra-curricular activities when the violation occurs they will serve the suspension during the next activity they are involved with. If an activity season ends prior to completion of the suspension, there will be "carry-over" to the next activity in which the student is participating. The student will be required to complete the activity in which they are participating, or the suspension served during that season will be invalid. If a student is involved in more than one extra-curricular activity at the same time, they will miss the required amount of activities in the order they come. (Higher # will take precedence).

First Violation (without Self-Reporting): The student shall be suspended from participation in any school-sponsored activity from the date of discovery (determination of a violation) for double the number of activities.

Second Violation (with Self-Reporting): The student shall be suspended from participation in any school-sponsored activity from the date of discovery for double the number of activities as the first offense. If the student goes through a Chemical Dependency Evaluation (at the student's expense) then they can get the number of activities they have to sit out of back to the same as the first time.

Second Violation (without Self-Reporting): A second violation without self-reporting will result in suspension from the date of discovery for double the number of activities as the first offense in all activities outside the regular school classes.

Third Violation (with or without Self-Reporting): Will result in suspension from all activities for the next 180 days of school from the date in which it was reported or discovered.

Any ALCOHOL, TOBACCO, OR ILLEGAL SUBSTANCES brought onto school the school campus will be treated as a violation WITHOUT self-reporting.

COACH OR SPONSOR DISCIPLINE - Notwithstanding the foregoing, any head coach or sponsor shall retain the right to discipline a student in any reasonable manner.

DUE PROCESS

Due process procedures shall govern all alleged violations of rules and policies of the Bancroft-Rosalie & Lyons-Decatur Jr.-Sr. High Schools, Nebraska School Activities Association (By-Laws or Approved Ruling), and constitution. Copies of the School's Due Process Procedure are available in the offices of the Superintendent and High School Principal. Copies of the Nebraska School Activities Association's due process procedures are available in the Principal's office as well.

USE OR POSSESSION OF TOBACCO/ALCOHOL AT SCHOOL ACTIVITIES

The District implements regulations and practices which will ensure compliance with the Federal Drug-Free Schools and Communities Act and all regulations and rules promulgated pursuant thereto. The District's safe and drug-free schools program is established in accordance with principles of effectiveness as required by law to respond to such harmful effects.

TOBACCO

Students shall not use or possess tobacco, tobacco products or look-a-likes on the school buses, in school buildings, or on school grounds at any time. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. The use or possession of tobacco at any school sponsored activity, either at Lyons-Decatur Northeast or away, is also strictly forbidden. Any student found to be in violation of this policy will be suspended from school and from all school activities participation as outlined in the (extra-curricular) activity handbook. The student will be re-admitted after a conference involving the student, his/her parents and the Principal.

1st offense - 2 day in-school suspension, counseling session and written report submitted to counselor.

2nd offense - 3 day in-school suspension, counseling sessions and written report submitted to counselor.

3rd offense or more - out-of-school suspension, to possibly include expulsion.

ALCOHOL

Any student found to be in possession of or using alcohol, any illegal drug, or substances which are represented to be a controlled (illegal) substance while under the supervision of school officials and personnel will be suspended.

FIRST OFFENSE: Out-of-school suspension will occur for a minimum of 5 days for a first offense; -- OR -- the five day suspension will be waived if the student will voluntarily seek professional evaluation/treatment from a trained chemical dependency counselor or a licensed physician in chemical dependency. Students/parents may use the Guidance Office or SCIP team in finding proper professional help. Fees for the assessment and/or treatment are the responsibility of the student and parent/guardian. Upon proper authorization, the agency will notify the school and the suspension will be commuted at that time. The choice is up to the student and parent/guardian.

SECOND OFFENSE: Out-of-school suspension will occur for a minimum of 5 days for a second offense. Participation in a rehabilitative/counseling program is mandatory. Parents/students may use the Guidance Office or SCIP team in finding proper professional help. All fees connected with gaining professional help are the responsibilities of the student and parents or guardians.

THIRD OFFENSE: Expulsion recommended as three suspensions have occurred.

Steroid Offenses. A student who possesses, dispenses, delivers, or administers anabolic steroids shall be prohibited from participating in any extracurricular activity for the following minimum periods:

1. First Violation: 30 consecutive days.
2. Second or Any Subsequent Offense: One calendar year.

When Suspensions Begin. All suspensions begin with the next scheduled activity in which the student is a participant, after the determination by school officials of the sanction to be imposed; provided that the school officials shall have the discretion to establish a time period for the suspension that makes the suspension have a real consequence for the student. During a suspension, participants may be required or permitted to practice at the sole discretion of the coach or activity sponsor. Suspensions in the Spring will be carried over to the Fall when the suspension has not been fully served or when determined appropriate for the suspension to have a real consequence for the student.

Letters and Post-Season Honors. A student who commits a Code of Conduct violation is:

1. Eligible to letter, provided the student meets the criteria of the coach or sponsor.
2. Not eligible to receive honors during the sport or activity in which they are participating at the time of the offense and/or in sports or activities in which they have been suspended due to a code violation. The coach/sponsor, with the Athletic Director's approval, may make an exception where the student has self-reported or otherwise demonstrated excellence in character allowing for such honors.

Self-Reporting. A student who violates the Code of Conduct must self-report. The self-report must be made to: the principal, athletic director, or the head coach or sponsor of an activity in which the student participates. The student's parent or guardian may initiate the self-reporting process, but the student will be later required to give a written statement of the self-report. The self-report must be made the earlier of: (1) before the end of the next school day after the conduct occurred and (2) before participation in an extracurricular or co-curricular activity.

In making a self-report, the student must identify the events that took place, what conduct the student engaged in, and any witnesses to the student's conduct, and will be required to put this information in a written statement. In the event the student has received a criminal citation, charge, or ticket, and proclaims innocence of a violation, the student will be required to self-report such offense and provide information as to why they should be found innocent, not as it relates to the criminal offense, but as it relates to the Code of Conduct.

All students are expected to be honest and forthright with school officials. In the event the coach or activity sponsor or any school administrator asks a student participant for information pertaining to compliance (or lack of compliance) by the student or other student participants with the Code of Conduct or eligibility conditions for participation in activities, the student is expected to fully, completely, and honestly provide the information. Students may be disciplined for a failure to be honest and forthright.

Determining a Violation Has Occurred. A violation of the Code of Conduct will be determined to have occurred based on any of the following criteria:

1. When a student is cited by law enforcement and school officials have a reasonable basis for determining that grounds for the issuance of the citation exist.
2. When a student is convicted of a criminal offense. Conviction includes, without limitation, a plea of no contest and an adjudication of delinquency by the juvenile court.
3. When a student admits to violating one of the standards of the Code of Conduct.
4. When a student is accused by another person of violating one of the standards of the Code of Conduct and school officials determine that such information is reliable.
5. When school officials otherwise find sufficient evidence to support a determination that a violation has occurred.

Procedures for Extracurricular Discipline. The following procedures are established for suspensions from participation in extracurricular activities:

1. Investigation. The school official(s) considering the suspension will conduct a reasonable investigation of the facts and circumstances and determine whether the suspension will help the student or other students, further school purposes, or prevent an interference with a school purpose.
2. Meeting. Prior to commencement of the suspension, the school official considering the suspension or their designee will provide the student an opportunity to give the student's side of the story. The meeting for this purpose may be held in person or via a telephone conference.
 - a. The student will be given oral or written notice of what the student is accused of having done, an explanation of the evidence the school has, and the opportunity to explain the student's version. Detail is not required where the activity participant has made a self-report or otherwise admits the conduct. Names of informants may be kept confidential where determined to be appropriate.
 - b. The suspension may be imposed prior to the meeting if the meeting can not reasonably be held before the suspension is to begin. In that case the meeting will occur as soon as reasonably practicable. The student is responsible for cooperating in the scheduling of the meeting.
3. Notice Letter. Within two school days (two business days if school is not in session), or such additional time as is reasonably necessary following the suspension, the Athletic Director or the Athletic Director's designee will send a written statement to the student and the student's parents or guardian. The statement will describe the student's conduct violation and the discipline imposed. The student and parents or guardian will be informed of the opportunity to request a hearing.
4. Informal Hearing Before Superintendent. The student or student's parent/guardian may request an informal hearing before the Superintendent. The Superintendent may designate the Athletic Director or another administrator not responsible for the suspension decision as the Superintendent's designee to conduct the hearing and make a decision.

- a. A form to request such a hearing must be signed by the parent or guardian. A form will be provided with the notice letter or otherwise be made available by request from the Principal's office.
 - b. The request for a hearing must be received by the Superintendent's office within five days of receipt of the notice letter.
 - c. If a hearing is requested:
 - i. The hearing will be held within ten calendar days of receipt of the request; subject to extension for good cause as determined by the Superintendent or the Superintendent's designee.
 - ii. The Superintendent or the Superintendent's designee will notify the participants of the time and place of the hearing a reasonable time in advance to allow preparation for the hearing.
 - iii. Upon conclusion of the hearing, a written decision will be rendered within five school days (ten calendar days if school is not in session). The written decision will be mailed or otherwise delivered to the participant, parents or guardian.
 - iv. A record of the hearing (copies of documents provided at the hearing and a tape recording or other recordation of the informal hearing) will be kept by the school if requested sufficiently in advance of the hearing by the parent/guardian.
5. No Stay of Penalty. There will be no stay of the penalty imposed pending completion of the due process procedures
6. Opportunity for Informal Resolution. These due process procedures do not prevent the student or parent/guardian from discussing and settling the matter with the appropriate school officials at any stage.

Section 3 Attendance

Student participants are expected to meet the following attendance expectations:

1. Attend school regularly. Students who have "excessive absences" as determined under the school's attendance policy are ineligible to participate in extracurricular activity contests or performances. Students who have four or more unexcused absences in the semester of participation will be ineligible to participate in extracurricular activity contests or performances.
2. Be on time for all scheduled practices, contests and departure for contests. In the event a participant is unable to attend a practice or contests the participant should contact the coach or sponsor in advance.
3. ~~On the day of a contest, performance or other activity, be in attendance for the full day. A student who is not in attendance the full day is ineligible for the contest, performance, or activity.~~
3. Students must be present for six periods of school, they can miss 2 full periods during the middle of the day or a time equivalency of 100 minutes to be eligible to participate in a practice session, game or extra curricular event that night unless special arrangements are made with the administration in advance. Arrangements must be made before 8:00 am. On a regular school day students must be in school by 10:00 AM and cannot leave before 2:00 PM to meet the above criteria. Exceptions may be made for extenuating circumstances, such as doctor/dentist

appointments or family emergencies. The exception must be approved by the Principal or Athletic Director. Every attempt should be made to be in attendance the day of a contest. Sleeping in to rest up for the game will not be considered an extenuating circumstance, nor will going home ill and then returning to play in the contest later that day.

Section 4 Academic Standards

Participation in extracurricular school activities is encouraged and desirable for all students. At the same time, the primary mission and responsibility for each student is to establish a firm academic foundation. A student participating in extracurricular school activities must show evidence of sincere effort towards scholastic achievement. To be eligible for participation in extracurricular activities, students must:

1. Be enrolled in at least ~~25~~ 20 credit hours in the semester of participation.
2. ~~Maintain passing grades in all courses. A student who is not passing one or more classes at progress reporting times will be ineligible to participate in extracurricular activity contests or performances if the grade remains below passing one week after progress reporting time. The student will remain ineligible until the student is passing all classes.~~
2. ~~Students who participate in co-curricular and extra-curricular school activities must maintain a minimum standard of academic proficiency. Academic eligibility for all extra-curricular activities begins after the 3rd week of each semester and is computed weekly for the rest of the semester. Progress reports are run every Tuesday morning beginning at the end of the 3rd week of each semester. Grades will be run by quarter except for the first 3 weeks of the 2nd and 4th quarter in which grades will be run by semester. A student may be failing a maximum of one class and still be eligible to participate in activities. Any 7-12th student who has two or more failing grades will be placed on an ineligibility list. A student will be put on probation for their first offense (students will get one probationary week each semester). All subsequent offenses will result in ineligibility of the student for all activities the following week. Should a student's name be placed on the ineligibility list, the student shall be ineligible for all co-curricular and extracurricular activities from Monday morning through Monday morning of the following week.~~

~~Students serving in-school suspensions (ISS) or out-of-school suspensions (OSS) will not be allowed to attend and/or participate in extracurricular activities or practices.~~

~~All other eligibility policies as stated by the Nebraska School Activities Association must be in compliance. Students not passing four classes for the semester will be ineligible for the succeeding semester.~~

~~Students who are on the down list will be able to participate in practice, and at the coaches discretion be allowed to travel with the team or activity for away events, sit with the team during competitions, be on the sidelines, and enjoy the privileges of his/her teammates as long as the activity is taking place after school hours.~~

3. ~~Maintain an overall "C" average to participate in extracurricular activities, except school dances.~~

3. Academic requirements apply to but are not limited to:

- All co-curricular and extra-curricular activities that take place throughout the scheduled school day.
- Pep Rally

4. Academic requirements do not apply to:
 - (A) Instructional field trips which are a part of the scheduled course learning experience; or
 - (B) Activities or events which are a part of the student's grade requirements.
 - (C) Activities or events which administration may deem as important for the overall development of the student.

Section 5 "Team Selection" and "Playing Time"

"Team selection" and "playing time" decisions are the responsibility of the individual coach or sponsor of the activity. Consistent, however, with the purposes of the activities program, the coaches and sponsors shall follow the following established guidelines for team selection and playing time decisions, along with such other guidelines as each individual coach and sponsor may develop which are not inconsistent with these established guidelines:

1. School Representative. Student participants must demonstrate that they can and will represent themselves and their school in a manner which reflects the development of high ideals and appropriate values, which shall include good citizenship in the school and in the community.
2. Success. Student participants must demonstrate that they can make the activity program more successful, both from a standpoint of competitive success and success in promoting a positive school spirit. Characteristics for purposes of these criteria include the student's: (1) talent or skill, (2) desire to improve the student's own skills or talents as well as those of others in the activity, and (3) attitude of respect towards teammates, the coach, the school, and the community.

Legal Reference: Neb. Rev. Stat. §§ 79-254 to 79-296

Policy Adopted: July 8, 2019



BID PROPOSAL

DATE: September 22, 2020

TO: Fred Hansen, Superintendent
Lyons-Decatur Northeast Schools

PROJECT: Black Structural Spray
High School Track

BID INCLUDES:

Cleaning the track with a walk behind blower.

Minor repairs to the surface as necessary. Filling any cracks that may have developed.

Application of a black **Structural Spray** – a polyurethane structural spray coating applied as a single component; MDI based binder mixed with a polyurethane base colored black paste.

The entire base mat shall receive two structural spray layers consisting of 60% black pigmented polyurethane structural spray binder and 40% black EPDM colored rubber granulate graded to .5 to 1.5 mm in size. Each spray layer shall be applied uniformly at a rate of not less than 1.8 lbs per square yard for total spray coverage of not less than 3.6 lbs per square yard.

The two layers shall be sprayed in opposite directions in order to achieve a uniform application.

Materials, equipment and installation by Fisher Tracks, Inc.

Price includes the color-coded metric striping per National Federation of State High School Associations.

Price includes the application of the Black Structural Spray to the track and all event areas.



Fisher Tracks, Inc.
1192 235th Street • Boone, IA 50036
800-432-3191 • 515-432-3191 • FAX 515-432-3193
www.fishertracks.com



EARLY RETIREMENT INCENTIVE PROGRAM POLICY

A. PURPOSE

The Early Retirement Incentive Program (Program) is intended to benefit qualified certificated employees who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term employees who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried employees with lesser salaried employees; and
3. Providing a balance of employee experience.

B. QUALIFICATIONS

1. Certificated Employee. To participate in the Program, a person must be a teacher or administrator certificated by the Nebraska Department of Education, and employed by the School District in a capacity which requires such certification.

2. Full-Time Equivalency. Certificated employees who are employed .5 full-time equivalency (FTE) or higher in an employment position that requires a certificate from the Nebraska Department of Education may participate in the Program, provided that the part-time employee's benefits under such a plan shall be pro-rated based on their FTE as of December 1st of the employee's final contract year.

3. Minimum Age and Years of Service. To be eligible for this Program, a certificated employee must: (a) be 55 years of age on or before August 31st after the school year of application (i.e. August 31, 2015 of the 2014-15 school year) (b) have completed 15 total years of continuous, credited service in the employment of the school district, and (c) meet any other criteria established by the board of education at the regular November meeting (such as department or building eligibility). Credited service shall be defined as continuous employment with the school district as a .5 FTE or greater certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of 15 total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for

a school year. For example, an employee employed on a half-time (.5 FTE) basis would be credited with half a year (.5) of full-time equivalent employment.

C. ENROLLMENT REQUIREMENTS

1. Resignation. Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

2. Application. An employee must submit a signed Application and Agreement form to the board of education on or before February 1st of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before February 15th of its action on his or her application.

3. Employee's Ineligibility. An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration or (2), after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated.

D. BENEFITS

1. Calculation of Benefits: The benefit to be paid under this Program shall be an amount based on the teacher's teaching contract salary for his or her last year of service, multiplied by the number of years of credited service, multiplied by 1.5%. For example, for an employee with a teaching contract salary of \$30,000 and twenty-five (25) years of credited service, the benefit will be \$30,000, multiplied by 25 (years), multiplied by .015, for a total benefit of \$11,250. Contract salary refers to the basic salary paid from the salary schedule or as otherwise shown on the contract, which excludes salary paid for extra responsibility, extended contract, fringe benefits, and any professional career increment.

2. Payment of Benefit. The benefit shall be into a Health Reimbursement Arrangement, for the retiree, through National Insurance Services, in three annual payments, beginning the September following the resignation with the remaining payments made in September of the following two calendar years.

3. Limitation on Payment. The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Retirement

Incentive Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

4. **Source of Funds.** The school district shall pay the entire cost of the plan.
5. **Administration.** This Program shall be administered by the board of education by and through the administration of the school district.
6. **Beneficiary Designation.** In order for the application to be considered complete, a beneficiary must be designated.
7. **COBRA Rights.** A separating employee will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The employee shall be responsible for any payments required to participate in the COBRA program.

E. ADMINISTRATION

Application and Waiver. An employee who elects to participate in the Program, and the school district (through its board of education), shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least 45 days to consider the ramifications of participation in the Program before making a decision. An employee may waive the 45 day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after signing the contract, and advises the employee to consult with an attorney before signing the Application and Agreement.

An employee who submits an application to participate in the Program may withdraw the application within 7 days after submitting it, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications

for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the employee who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the employee which was submitted earlier.

An employee's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of an employee's application will be considered the approval of the employee's voluntary resignation and termination of the employee's continuing contract. If the Board does not approve an employee's application, the employee's contract will continue in effect, and the employee will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

F. TERM OF PROGRAM

This policy shall be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular November meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an ERIP Application and Agreement prior to the applicable deadline. In the event that the Board limits the number of applications that will be accepted by building or grade (PreK-6 or 7-12) and an individual works in multiple buildings or both categories of grades, the Board will assign the applicants to the category that would result in the maximum number of applicants being eligible for the program. If after such assignment the Board receives more applications for voluntary separation than it will approve, the Board shall use the "tie-breaker" criteria in paragraph E to approve the applications.

G. LIMITATIONS OF APPLICATIONS

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from employees within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple employees from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

Approved _11/10/2014_____

Reviewed _12/12/2016_____

Revised _12/12/2016_____

October 12, 2020

Dear School Board,

I would like to inform you that I will be retiring at the end of the 2020-2021 school year. I enjoy being the Superintendent at Lyons-Decatur Northeast, and I appreciate the support provided to me during my 16 years as part of this school system!

Over the years at Lyons-Decatur Northeast the staff has changed in many ways, but we continue to have a staff who truly care about students. Recently, the two new Principals, Mr. Swanson and Mrs. Totten, have worked tirelessly to prepare to lead this school district and I am proud to say they will be great leaders for Lyons-Decatur Northeast in the future.

I do look forward to retirement, but I will miss the staff and students that have been a big part of my life. I do hope that I have made a difference in their lives.

I will also miss working with the School Board. You have provided me with great vision to help guide me as we led this school system through the past 16 years. I appreciate your friendship and your deep loyalty to Lyons-Decatur Northeast.

Thank you for the wonderful years I have enjoyed here! I am unsure what the next phase of my life will be, but it will include fond memories of LDNE! I give all the credit to my Heavenly Father and his son Jesus Christ for the success I have enjoyed at Lyons-Decatur Northeast Public School!

Sincerely,

Fred Hansen

For Office Use Only:

Received by: BD

Date received: 10-6-20

Time Received: 7:15 Am

EARLY RETIREMENT INCENTIVE PROGRAM APPLICATION AND AGREEMENT

This Agreement is made this 6th day of October, 2020, between Lyons-Decatur Northeast Public Schools (School District) and Fred Hansen, Superintendent (Teacher).

RECITALS

1. The School District has established an Early Retirement Incentive Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated employees who are considering early separation or retirement in their employment plans;
2. Teacher desires to participate voluntarily in the Program;
3. Teacher has a full-time equivalency of 1.0% for the current school year;
4. Teacher has completed at least 15 consecutive years of credited service in the employment of the School District; and
5. Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2015 of the 2014-15 school year).

TERMS OF AGREEMENT

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. **INCORPORATION OF BOARD POLICY:** This Agreement is made pursuant to the Early Retirement Incentive Program Policy of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.
2. **TEACHER RESIGNATION:** Subject only to the Board of Education's approval of the Teacher's application to participate in the Program, the Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and

all further notice or action by the Board of Education to terminate the Teacher's continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-824 to 842, as those statutes now exist or as they may be amended. The Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Teacher's resignation. The Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Teacher's application to participate in the Program. While the School District may decide to employ the Teacher in some capacity after retirement (i.e. substitute teacher), the teacher agrees that the School District has no obligation to rehire the Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

3. **BENEFITS:** In consideration for the Teacher's resignation set forth in paragraph 2 above, the Teacher shall receive the following benefits:

153,900
x 16

2,462,400
x 1.5%

36,936

(a) **TOTAL AMOUNT OF BENEFITS:** The Teacher shall have deposits made to their HRA Account in the sum of \$[REDACTED].

(b) **PAYMENT OF BENEFITS:** The benefits to be paid to National Insurance Services to the teacher's HRA Account and shall be paid in three equal installments of \$[REDACTED] each. The School District shall pay the first installment in September of the calendar year in which the Teacher resigns, and shall pay an installment in September of each of the following two calendar years.

5. **BENEFICIARY DESIGNATION:** In the event of the Teacher's death after the effective date of resignation, any sum of money otherwise due to the Teacher under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: Rhonda Hansen

Address: 525 Everett St, Lyons, NE 68038

Social Security Number: [REDACTED]

7. **TEACHER'S VOLUNTARY ACT.** The Teacher acknowledges that he/she has had forty five (45) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation in

the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. **WAIVER AND RELEASE OF CLAIMS:** In consideration of the promises and payments specified in this Agreement, Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District; the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex, disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Teacher represents that no claims have now been filed against the School District. Teacher acknowledges that nothing in this agreement prohibits Employee from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Teacher has released and extinguished any right to such relief under this agreement. Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions,

conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Teacher is already entitled to receive from the School District. The Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

9. **REVOCATION AND CANCELLATION OF AGREEMENT:** The Teacher may cancel this Agreement by rescinding his/her signature at any time within seven days after acceptance by the Board of Education. In order to cancel the Agreement, the Teacher must submit a written statement to the Superintendent indicating that he/she is exercising his/her right to cancel the Agreement.

Word/AaSupt14-15/Board 2014/Early Leave/ERIP Application/Agreement from Steve Williams FINAL 11.6.14

[The Next Page is the Signature Page]

