

Board of Education Regular Meeting  
Monday, June 10, 2019 8:00 PM  
High School Library  
P.O. Box 8400  
Ravenna, NE 68869-8400

1. Call to Order and Roll Call - Open Meeting Law
2. Excuse Absent Board Members
3. The Pledge of Allegiance
4. Recitation of School Mission Statement: Preparing Students Today to Succeed Tomorrow: Family-Community-School
5. Approval of Agenda
6. Financial Report
7. Consent Agenda
  1. Discuss, consider, and take all necessary action to minutes
  2. Discuss, consider, and take all necessary action to bills
  3. Discuss, consider, and take all action necessary to surplus elementary library books
  4. Discuss, consider, and take all action necessary to surplus equipment
8. Request to Address the Board and Correspondence
9. Blue Jay Celebration of Success-None This Month
10. ABC Bluejay Staff Member of the Month-None This Month
11. Information and Action Items
  1. Discuss, consider, and take all action necessary to distance learning agreement with Palmer Public Schools for distance learning art classes
  2. Discuss, consider, and take all action necessary to transferring \$9000 from the General Fund to the Lunch Fund

3. Discuss, consider, and take all action necessary to student meal prices for the 2019-20 School Year
  4. Discuss, consider, and take all action necessary to the purchase of salad bars
  5. Discuss, consider, and take all action necessary to bids for milk and dairy products for the 2019-20 school year
  6. Discuss, consider, and take all action necessary to staff computer "re-fresh" purchase-Mr. Dave Huryta, District Technology Coordinator
  7. Discuss, consider, and take all action necessary to photocopier and printer lease
  8. Discuss, consider, and take all action necessary to adoption of revised Board Policy #5068 "Extracurricular Drug Testing Program"
  9. Discuss, consider, and take all action necessary to the "2019-20 Ravenna Public Schools Student Handbook"
  10. Discuss, consider, and take all action necessary to the "2019-20 Activities Handbook"
12. Discussion Items
1. Discuss, consider, and take all action necessary to senior class rank calculation
  2. Discuss, consider, and take all action necessary to annual board policy review
  3. Discuss, consider, and take all action necessary to the superintendent's contract
13. Elementary Principal's Report
14. Secondary Principal's Report
15. Superintendent's Report
16. Board Report-Superintendent Goals & Evaluation Instrument
17. Positive Comments
18. Adjournment

06/07/2019 10:59 AM

User ID: HGB

| PO Number           | Invoice Number                        | Vendor Name                           | Invoice Date | Amount   |
|---------------------|---------------------------------------|---------------------------------------|--------------|----------|
| Account Number      |                                       | Detail Description                    |              | Amount   |
| Checking Account ID | 01                                    | Fund Number 01                        | General      |          |
|                     | 9698                                  | A-1REFRIGERATION                      | 05/06/2019   | 80.00    |
| 01 2620 318 002 000 |                                       | Cont/ser Repair Elem                  |              | 80.00    |
| Total               | A-1REFRIGERATION                      |                                       |              | 80.00    |
|                     | 2525                                  | ALPHA REHABILITATION                  | 05/31/2019   | 238.85   |
| 01 1238 318 001 000 |                                       | SpEd LVL III OT/PT                    |              | 238.85   |
| Total               | ALPHA REHABILITATION                  |                                       |              | 238.85   |
|                     | 3474                                  | AMAX CONTRACTING INC                  | 05/23/2019   | 727.68   |
| 01 2610 410 001 000 |                                       | Supplies Secon                        |              | 363.84   |
| 01 2610 410 002 000 |                                       | Supplies Elem                         |              | 363.84   |
| Total               | AMAX CONTRACTING INC                  |                                       |              | 727.68   |
|                     | C-18821-JW                            | ARROW SEED COMPANY INC                | 05/28/2019   | 3,392.10 |
| 01 2620 319 001 000 |                                       | Other Pur Ser Secon                   |              | 1,696.05 |
| 01 2620 319 002 000 |                                       | Other Purch Ser Elem                  |              | 1,696.05 |
| Total               | ARROW SEED COMPANY INC                |                                       |              | 3,392.10 |
|                     | 20355                                 | ASK SUPPLY CO                         | 05/28/2019   | 3,122.50 |
| 01 2620 319 001 000 |                                       | Other Pur Ser Secon                   |              | 1,561.25 |
| 01 2620 319 002 000 |                                       | Other Purch Ser Elem                  |              | 1,561.25 |
| Total               | ASK SUPPLY CO                         |                                       |              | 3,122.50 |
|                     | 02210                                 | BLACK HILLS ENERGY                    | 05/20/2019   | 79.28    |
| 01 2610 321 001 000 |                                       | Fuel Secon                            |              | 39.64    |
| 01 2610 321 002 000 |                                       | Fuel Elem                             |              | 39.64    |
|                     | 02211                                 | BLACK HILLS ENERGY                    | 05/20/2019   | 1,537.94 |
| 01 2610 321 001 000 |                                       | Fuel Secon                            |              | 768.97   |
| 01 2610 321 002 000 |                                       | Fuel Elem                             |              | 768.97   |
| Total               | BLACK HILLS ENERGY                    |                                       |              | 1,617.22 |
|                     | 1001876                               | BUILDERS WAREHOUSE                    | 05/20/2019   | 773.95   |
| 01 2610 410 002 000 |                                       | Supplies Elem                         |              | 773.95   |
| Total               | BUILDERS WAREHOUSE                    |                                       |              | 773.95   |
|                     | cps.april2019                         | CENTER FOR PSYCHOLOGICAL SERVICES, PC | 05/13/2019   | 126.44   |
| 01 1100 391 000 000 |                                       | Mileage for Psyche Services           |              | 126.44   |
| Total               | CENTER FOR PSYCHOLOGICAL SERVICES, PC |                                       |              | 126.44   |
|                     | 0000310052419                         | CHARTER COMMUNICATIONS                | 05/24/2019   | 174.82   |
| 01 1100 381 000 000 |                                       | INTERNET SERVICES                     |              | 174.82   |
| Total               | CHARTER COMMUNICATIONS                |                                       |              | 174.82   |
|                     | 3558286                               | CHEMSEARCH                            | 05/30/2019   | 1,083.35 |
| 01 2710 337 000 000 |                                       | Tires And Parts                       |              | 1,083.35 |
| Total               | CHEMSEARCH                            |                                       |              | 1,083.35 |
|                     | 357.may19                             | CITY OF RAVENNA                       | 05/30/2019   | 548.58   |
| 01 2610 323 001 000 |                                       | Water Sewer Secon                     |              | 274.29   |
| 01 2610 323 002 000 |                                       | Water Sewer Elem                      |              | 274.29   |
|                     | 760.may19                             | CITY OF RAVENNA                       | 05/30/2019   | 79.00    |
| 01 2610 323 001 000 |                                       | Water Sewer Secon                     |              | 39.50    |

06/07/2019 10:59 AM

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| Account Number      |  | Detail Description                     |              | Amount    |
| 01 2610 323 002 000 |  | Water Sewer Elem                       |              | 39.50     |
| Total               | CITY OF RAVENNA                        |  |              | 627.58    |
|                     | 1164349                                | DAS State Accounting - Central Finance | 05/01/2019   | 229.49    |
| 01 1100 381 000 000 |  | INTERNET SERVICES                      |              | 229.49    |
| Total               | DAS State Accounting - Central Finance |  |              | 229.49    |
|                     | 292015A                                | DECKER INC.                            | 04/12/2019   | 423.19    |
| 01 2610 410 002 000 |  | Supplies Elem                          |              | 423.19    |
| Total               | DECKER INC.                            |  |              | 423.19    |
|                     | 948387127.<br>may2019                  | DOLLAR GENERAL REGIONS 410526          | 05/18/2019   | 171.21    |
| 01 1130 411 001 000 |  | FCS Instr Materials                    |              | 50.01     |
| 01 1132 411 001 000 |  | Foreign Lang Mater                     |              | 46.20     |
| 01 2222 690 001 000 |  | Other Mis Exp Secon                    |              | 75.00     |
| Total               | DOLLAR GENERAL REGIONS 410526          |  |              | 171.21    |
|                     | 1819-547                               | Drabek, Tiffani                        | 05/13/2019   | 55.30     |
| 01 1100 670 002 000 |  | Travel Elem                            |              | 55.30     |
| Total               | Drabek, Tiffani                        |  |              | 55.30     |
|                     | INV135731                              | EAKES OFFICE PLUS                      | 05/24/2019   | 4,621.64  |
| 01 1100 410 001 000 |  | Gen Supplies Secon                     |              | 2,310.82  |
| 01 1100 410 002 000 |  | Gen Supplies Elem                      |              | 2,310.82  |
| Total               | EAKES OFFICE PLUS                      |  |              | 4,621.64  |
|                     | 6958591                                | ECOLAB PEST ELIM DIV                   | 05/24/2019   | 70.18     |
| 01 2620 319 001 000 |  | Other Pur Ser Secon                    |              | 35.09     |
| 01 2620 319 002 000 |  | Other Purch Ser Elem                   |              | 35.09     |
| Total               | ECOLAB PEST ELIM DIV                   |  |              | 70.18     |
|                     | INV117484                              | EDMENTUM                               | 05/10/2019   | 2,841.51  |
| 01 1100 460 001 000 |  | Comp Software Secon                    |              | 2,841.51  |
| Total               | EDMENTUM                               |  |              | 2,841.51  |
|                     | 180300.0619                            | ESU #10                                | 06/01/2019   | 28,986.12 |
| 01 1213 313 001 000 |  | Vocational                             |              | 466.33    |
| 01 1222 318 001 000 |  | Contracted Services                    |              | 450.50    |
| 01 1229 318 002 000 |  | Contracted Services                    |              | 450.50    |
| 01 2222 313 001 000 |  | Purchased Ser Secon                    |              | 20.00     |
| 01 1214 313 001 000 |  | Deaf                                   |              | 87.65     |
| 01 1292 313 000 000 |  | Pre Deaf Ed Services (0-2)             |              | 87.65     |
| 01 1214 313 002 000 |  | PT Therapy                             |              | 434.48    |
| 01 1214 313 002 000 |  | PT Therapy                             |              | 434.48    |
| 01 1291 318 002 000 |  | PRE PT Services (3-5)                  |              | 273.10    |
| 01 1292 313 002 000 |  | Pre Sped PT Services (0-2)             |              | 99.31     |
| 01 1212 313 001 000 |  | Contracted Supervis                    |              | 1,166.15  |
| 01 1212 313 002 000 |  | SPED SUPERVISION                       |              | 1,166.15  |
| 01 1291 313 000 000 |  | PRE SPED Supervision (3-5)             |              | 266.40    |
| 01 1292 318 000 000 |  | Pre Sped Services (0-2)                |              | 266.40    |
| 01 1214 318 002 000 |  | OT Therapy                             |              | 976.95    |
| 01 1214 318 002 000 |  | OT Therapy                             |              | 976.95    |
| 01 1291 313 001 000 |  | PRE OT Services (3-5)                  |              | 370.99    |

06/07/2019 10:59 AM

User ID: HGB

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| Account Number                            |                     | Detail Description                   |              | Amount    |
| 01 1292 313 001 000                       |                     | Pre Sped OT Services (0-2)           |              | 148.40    |
| 01 1216 313 001 000                       |                     | Speech Therapy                       |              | 3,473.90  |
| 01 1216 313 002 000                       |                     | Speech Therapy Elem                  |              | 11,369.13 |
| 01 1290 313 000 000                       |                     | PRE SCHL SPEECH (3-5)                |              | 789.52    |
| 01 1292 313 002 602                       |                     | Pre Speech (0-2)                     |              | 157.90    |
| 01 1214 318 001 000                       |                     | Vision                               |              | 255.72    |
| 01 1213 313 002 000                       |                     | Diagnostic Testing (School Psych)    |              | 1,862.58  |
| 01 1213 313 002 000                       |                     | Diagnostic Testing (School Psych)    |              | 1,862.58  |
| 01 1291 318 000 000                       |                     | PRE D/E Psychologist Services (3-5)  |              | 465.64    |
| 01 1292 318 002 000                       |                     | Pre D/E Psychological Services (0-2) |              | 465.64    |
| 01 1215 313 001 000                       |                     | Audiology Secon                      |              | 56.45     |
| 01 1215 313 002 000                       |                     | Audiology Elem                       |              | 56.45     |
| 01 1291 313 002 000                       |                     | PRE Deaf Ed Services (3-5)           |              | 14.11     |
| 01 1292 313 002 604                       |                     | D/E Audiology Birth (0-2)            |              | 14.11     |
| Total ESU #10                             |                     |                                      |              | 28,986.12 |
|   | 837326.may19        | FARMERS CO-OPERATIVE ASSOC           | 05/25/2019   | 3,854.41  |
| 01 2710 336 000 000                       |                     | Gas And Oil                          |              | 3,854.41  |
| Total FARMERS CO-OPERATIVE ASSOC          |                     |                                      |              | 3,854.41  |
|   | SCHROE0075.<br>2019 | FIRST CARE MEDICAL, P.C. OF KEARNEY  | 05/06/2019   | 175.00    |
| 01 2710 319 000 000                       |                     | Purch Ser(physicals)                 |              | 175.00    |
| Total FIRST CARE MEDICAL, P.C. OF KEARNEY |                     |                                      |              | 175.00    |
|   | 56804348            | GOVCONNECTION INC                    | 05/21/2019   | 990.00    |
| 01 1100 460 001 000                       |                     | Comp Software Secon                  |              | 495.00    |
| 01 1100 460 002 000                       |                     | Comp Software Elem                   |              | 495.00    |
| Total GOVCONNECTION INC                   |                     |                                      |              | 990.00    |
|   | 182873              | GRONES OUTDOOR POWER                 | 05/17/2019   | 95.49     |
| 01 2620 318 001 000                       |                     | Con/ser Repair Secon                 |              | 47.75     |
| 01 2620 318 002 000                       |                     | Cont/ser Repair Elem                 |              | 47.74     |
| Total GRONES OUTDOOR POWER                |                     |                                      |              | 95.49     |
|   | 491147203           | Home Depot Pro, The                  | 05/07/2019   | 38.44     |
| 01 2610 410 002 000                       |                     | Supplies Elem                        |              | 38.44     |
|   | 492763453           | Home Depot Pro, The                  | 05/16/2019   | 172.94    |
| 01 2610 410 001 000                       |                     | Supplies Secon                       |              | 86.47     |
| 01 2610 410 002 000                       |                     | Supplies Elem                        |              | 86.47     |
| Total Home Depot Pro, The                 |                     |                                      |              | 211.38    |
|   | 12792246.jun19      | HOMETOWN LEASING                     | 05/30/2019   | 1,063.00  |
| 01 1100 327 001 000                       |                     | LEASED EQUIP                         |              | 708.66    |
| 01 1100 327 002 000                       |                     | LEASED EQUIP                         |              | 354.34    |
| Total HOMETOWN LEASING                    |                     |                                      |              | 1,063.00  |
|   | M14178              | INDUSTRIAL ARTS SUPPLY CO            | 06/03/2019   | 145.95    |
| 01 1131 411 001 000                       |                     | Instruc Materials                    |              | 145.95    |
| Total INDUSTRIAL ARTS SUPPLY CO           |                     |                                      |              | 145.95    |
|   | 17928               | IXL Learning                         | 05/03/2019   | 6,300.00  |
| 01 4210 410 000 000                       |                     | SUPPLIES                             |              | 6,300.00  |
| Total IXL Learning                        |                     |                                      |              | 6,300.00  |

06/07/2019 10:59 AM

User ID: HGB

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|                              | 729395                   | JOSTENS                  | 05/09/2019   | 544.04          |
| 01 2310 410 000 000          |                          | Supplies                 |              | 544.04          |
|                              | 729688                   | JOSTENS                  | 05/14/2019   | 69.33           |
| 01 2310 410 000 000          |                          | Supplies                 |              | 69.33           |
| Total JOSTENS                |                          |                          |              | <u>613.37</u>   |
|                              | 2460.may19               | K & B PARTS              | 06/01/2019   | 129.99          |
| 01 2710 337 000 000          |                          | Tires And Parts          |              | 129.99          |
| Total K & B PARTS            |                          |                          |              | <u>129.99</u>   |
|                              | mileage.05062019         | Kjar, Bradley            | 06/06/2019   | 143.84          |
| 01 2410 670 001 000          |                          | Travel Secon             |              | 143.84          |
| Total Kjar, Bradley          |                          |                          |              | <u>143.84</u>   |
|                              | 6309                     | KSB SCHOOL LAW, PC LLO   | 05/30/2019   | 425.00          |
| 01 2330 317 000 000          |                          | LEGAL SERVICES           |              | 425.00          |
| Total KSB SCHOOL LAW, PC LLO |                          |                          |              | <u>425.00</u>   |
|                              | 348.aprmay19             | LUNCH FUND               | 05/13/2019   | 128.00          |
| 01 1100 690 002 000          |                          | Other Misc Exp Elem      |              | 128.00          |
|                              | xfer.061019              | LUNCH FUND               | 06/05/2019   | 9,000.00        |
| 01 8000 756 000 000          |                          | Lunch Fund               |              | 9,000.00        |
| Total LUNCH FUND             |                          |                          |              | <u>9,128.00</u> |
|                              | 81056                    | MERNARDS - KEARNEY       | 05/20/2019   | 594.73          |
| 01 2610 410 001 000          |                          | Supplies Secon           |              | 297.37          |
| 01 2610 410 002 000          |                          | Supplies Elem            |              | 297.36          |
|                              | 81252                    | MERNARDS - KEARNEY       | 05/23/2019   | 126.74          |
| 01 2620 319 002 000          |                          | Other Purch Ser Elem     |              | 126.74          |
| Total MERNARDS - KEARNEY     |                          |                          |              | <u>721.47</u>   |
|                              | AXT0519-9                | MOSAIC                   | 06/03/2019   | 2,242.80        |
| 01 1238 362 001 000          |                          | Sped Tuition LVL III     |              | 2,242.80        |
| Total MOSAIC                 |                          |                          |              | <u>2,242.80</u> |
|                              | 1920membership.<br>PaulA | NCSA                     | 05/23/2019   | 570.00          |
| 01 2410 630 002 000          |                          | Dues And Fees Elem       |              | 570.00          |
|                              | e13199-597097            | NCSA                     | 05/20/2019   | 210.00          |
| 01 2410 630 001 000          |                          | Dues And Fees Secon      |              | 210.00          |
| Total NCSA                   |                          |                          |              | <u>780.00</u>   |
|                              | 52744.may19              | NE PUBLIC POWER DISTRICT | 05/30/2019   | 125.28          |
| 01 2610 322 001 000          |                          | Electricity Secon        |              | 62.64           |
| 01 2610 322 002 000          |                          | Electricity Elem         |              | 62.64           |
|                              | 52749.may19              | NE PUBLIC POWER DISTRICT | 05/30/2019   | 51.05           |
| 01 2610 322 001 000          |                          | Electricity Secon        |              | 25.53           |
| 01 2610 322 002 000          |                          | Electricity Elem         |              | 25.52           |
|                              | 52754.may19              | NE PUBLIC POWER DISTRICT | 05/30/2019   | 76.72           |
| 01 2610 322 001 000          |                          | Electricity Secon        |              | 38.36           |
| 01 2610 322 002 000          |                          | Electricity Elem         |              | 38.36           |
|                              | 52759.may19              | NE PUBLIC POWER DISTRICT | 05/30/2019   | 3,343.35        |
| 01 2610 322 001 000          |                          | Electricity Secon        |              | 1,671.67        |

06/07/2019 10:59 AM

User ID: HGB

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| 01 2610 322 002 000 |                      | Electricity Elem                       |              | 1,671.68 |
|                     | 52765.may19          | NE PUBLIC POWER DISTRICT               | 05/30/2019   | 70.77    |
| 01 2610 322 001 000 |                      | Electricity Secon                      |              | 35.39    |
| 01 2610 322 002 000 |                      | Electricity Elem                       |              | 35.38    |
| Total               |                      | NE PUBLIC POWER DISTRICT               |              | 3,667.17 |
|                     | 20330907             | NEBR CENTRAL TELEPHONE CO              | 05/16/2019   | 328.95   |
| 01 2510 342 001 000 |                      | Telephone Secon                        |              | 164.47   |
| 01 2510 342 002 000 |                      | Telehone Elem                          |              | 164.48   |
|                     | 20331936             | NEBR CENTRAL TELEPHONE CO              | 05/16/2019   | 106.44   |
| 01 2510 342 001 000 |                      | Telephone Secon                        |              | 53.22    |
| 01 2510 342 002 000 |                      | Telehone Elem                          |              | 53.22    |
|                     | 20332211             | NEBR CENTRAL TELEPHONE CO              | 05/16/2019   | 33.80    |
| 01 2510 342 001 000 |                      | Telephone Secon                        |              | 16.90    |
| 01 2510 342 002 000 |                      | Telehone Elem                          |              | 16.90    |
| Total               |                      | NEBR CENTRAL TELEPHONE CO              |              | 469.19   |
|                     | 2019.<br>speechwkshp | Nebraska School Activities Association | 06/06/2019   | 10.00    |
| 01 2212 319 001 000 |                      | Purch Prof Ser Secon                   |              | 10.00    |
| Total               |                      | Nebraska School Activities Association |              | 10.00    |
|                     | 21019-1289576        | PAYFLEX SYSTEMS USA INC                | 05/10/2019   | 100.00   |
| 01 2310 630 000 000 |                      | Dues And Fees                          |              | 100.00   |
| Total               |                      | PAYFLEX SYSTEMS USA INC                |              | 100.00   |
|                     | 15558                | PRAIRIE HILLS WIRELESS, LLC            | 06/01/2019   | 60.00    |
| 01 1100 381 000 000 |                      | INTERNET SERVICES                      |              | 60.00    |
| Total               |                      | PRAIRIE HILLS WIRELESS, LLC            |              | 60.00    |
|                     | RGC.1819golf/xc      | RAVENNA GOLF CLUB                      | 05/22/2019   | 2,050.00 |
| 01 1129 327 001 000 |                      | Secon Pe Rental                        |              | 2,050.00 |
| Total               |                      | RAVENNA GOLF CLUB                      |              | 2,050.00 |
|                     | 780.CDeines2019      | Ravenna Medical Clinic PC              | 04/11/2019   | 175.00   |
| 01 2710 319 000 000 |                      | Purch Ser(physicals)                   |              | 175.00   |
|                     | 832.GPsota2019       | Ravenna Medical Clinic PC              | 05/23/2019   | 175.00   |
| 01 2710 319 000 000 |                      | Purch Ser(physicals)                   |              | 175.00   |
| Total               |                      | Ravenna Medical Clinic PC              |              | 350.00   |
|                     | trash.0419           | RAVENNA SANITATION                     | 04/30/2019   | 472.80   |
| 01 2620 319 001 000 |                      | Other Pur Ser Secon                    |              | 236.40   |
| 01 2620 319 002 000 |                      | Other Purch Ser Elem                   |              | 236.40   |
|                     | trash.0519           | RAVENNA SANITATION                     | 05/31/2019   | 472.80   |
| 01 2620 319 001 000 |                      | Other Pur Ser Secon                    |              | 236.40   |
| 01 2620 319 002 000 |                      | Other Purch Ser Elem                   |              | 236.40   |
| Total               |                      | RAVENNA SANITATION                     |              | 945.60   |
|                     | 1819-548             | SCHROEDER, KENNETH                     | 05/13/2019   | 100.00   |
| 01 2320 690 000 000 |                      | Other Misc Exp                         |              | 100.00   |
|                     | 1819-549             | SCHROEDER, KENNETH                     | 06/06/2019   | 100.00   |
| 01 2320 690 000 000 |                      | Other Misc Exp                         |              | 100.00   |
| Total               |                      | SCHROEDER, KENNETH                     |              | 200.00   |

06/07/2019 10:59 AM

User ID: HGB

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| Account Number                     |                | Detail Description           |              | Amount    |
|                                    | usbank.may19   | U.S. Bank                    | 05/27/2019   | 11,072.89 |
| 01 2510 341 000 000                |                | Postage                      |              | 3,035.36  |
| 01 2710 336 000 000                |                | Gas And Oil                  |              | 155.68    |
| 01 1100 410 001 000                |                | Gen Supplies Secon           |              | 174.50    |
| 01 1100 410 002 000                |                | Gen Supplies Elem            |              | 174.50    |
| 01 2130 630 000 000                |                | Dues And Fees                |              | 140.00    |
| 01 2610 410 001 000                |                | Supplies Secon               |              | 319.98    |
| 01 2610 410 002 000                |                | Supplies Elem                |              | 319.98    |
| 01 1118 411 002 000                |                | Music Materials              |              | 34.99     |
| 01 1100 410 001 000                |                | Gen Supplies Secon           |              | 36.85     |
| 01 1100 670 002 000                |                | Travel Elem                  |              | 758.65    |
| 01 1222 313 001 000                |                | Purch Prof Ser Secon         |              | 50.00     |
| 01 1122 411 001 000                |                | Materials                    |              | 38.83     |
| 01 1129 411 001 000                |                | Instr Materials              |              | 122.19    |
| 01 1100 410 001 000                |                | Gen Supplies Secon           |              | 642.05    |
| 01 3135 410 000 000                |                | High Abilt Learn Supplies    |              | 979.94    |
| 01 1132 412 001 000                |                | Classroom Period             |              | 44.00     |
| 01 1118 411 002 000                |                | Music Materials              |              | 106.54    |
| 01 1100 690 002 000                |                | Other Misc Exp Elem          |              | 78.75     |
| 01 2710 336 000 000                |                | Gas And Oil                  |              | 66.54     |
| 01 2222 430 002 000                |                | Library Books Elem           |              | 78.41     |
| 01 1100 410 002 000                |                | Gen Supplies Elem            |              | 119.31    |
| 01 2310 690 000 000                |                | Other Misc Exp               |              | 188.86    |
| 01 1222 410 001 000                |                | Gen Supplies                 |              | 932.01    |
| 01 1229 410 002 000                |                | Gen Supplies Elem            |              | 382.50    |
| 01 2620 319 001 000                |                | Other Pur Ser Secon          |              | 83.62     |
| 01 1124 411 001 000                |                | Computer Parts-etc           |              | 311.99    |
| 01 1124 411 002 000                |                | Computer Parts-etc           |              | 167.05    |
| 01 1122 411 001 000                |                | Materials                    |              | 478.61    |
| 01 1128 411 002 000                |                | Instrument Materials         |              | 60.12     |
| 01 1120 411 001 000                |                | Lang Arts Materials          |              | 361.24    |
| 01 2510 410 000 000                |                | Supplies                     |              | 217.12    |
| 01 1123 411 001 000                |                | Soc Stud Materials           |              | 412.72    |
| Total U.S. Bank                    |                |                              |              | 11,072.89 |
|                                    | INV255736      | UNITED LABORATORIES          | 05/14/2019   | 325.75    |
| 01 2610 410 001 000                |                | Supplies Secon               |              | 162.88    |
| 01 2610 410 002 000                |                | Supplies Elem                |              | 162.87    |
| Total UNITED LABORATORIES          |                |                              |              | 325.75    |
|                                    | 2157635        | US FOODS dba THE THOMPSON CO | 05/22/2019   | 1,397.31  |
| 01 2610 410 001 000                |                | Supplies Secon               |              | 698.65    |
| 01 2610 410 002 000                |                | Supplies Elem                |              | 698.66    |
|                                    | 2159031        | US FOODS dba THE THOMPSON CO | 06/04/2019   | 2,227.50  |
| 01 2610 410 001 000                |                | Supplies Secon               |              | 1,113.75  |
| 01 2610 410 002 000                |                | Supplies Elem                |              | 1,113.75  |
| Total US FOODS dba THE THOMPSON CO |                |                              |              | 3,624.81  |
|                                    | 4960080201905  | Verizon Business             | 06/01/2019   | 114.88    |
| 01 2510 342 001 000                |                | Telephone Secon              |              | 57.44     |
| 01 2510 342 002 000                |                | Telephone Elem               |              | 57.44     |
| Total Verizon Business             |                |                              |              | 114.88    |
|                                    | 9830917736     | VERIZON WIRELESS             | 05/25/2019   | 172.66    |
| 01 2510 342 001 000                |                | Telephone Secon              |              | 86.33     |

06/07/2019 10:59 AM

| PO Number           | Invoice Number          | Vendor Name             | Invoice Date | Amount     |
|---------------------|-------------------------|-------------------------|--------------|------------|
| Account Number      |                         | Detail Description      |              | Amount     |
| 01 2510 342 002 000 |                         | Telephone Elem          |              | 86.33      |
| Total               | VERIZON WIRELESS        |                         |              | 172.66     |
|                     | 2104250                 | Voyager Sopris Learning | 05/17/2019   | 3,990.80   |
| 01 1100 420 001 000 |                         | Textbooks Secon         |              | 3,990.80   |
| Total               | Voyager Sopris Learning |                         |              | 3,990.80   |
|                     | rps.may2019             | WILKE'S TRUE VALUE      | 05/31/2019   | 796.49     |
| 01 1131 411 001 000 |                         | Instruc Materials       |              | 8.98       |
| 01 2620 319 001 000 |                         | Other Pur Ser Secon     |              | 412.33     |
| 01 2620 319 002 000 |                         | Other Purch Ser Elem    |              | 375.18     |
| Total               | WILKE'S TRUE VALUE      |                         |              | 796.49     |
|                     | 400474                  | YANDA'S MUSIC           | 05/13/2019   | 164.21     |
| 01 1128 411 002 000 |                         | Instrument Materials    |              | 164.21     |
| Total               | YANDA'S MUSIC           |                         |              | 164.21     |
| Fund Number         | 01                      |                         |              | 104,497.28 |
| Checking Account ID | 01                      |                         |              | 104,497.28 |

Expenditure Report by Op. Unit/Function

| Account Number      | Account Description         | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|-----------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01                  | General                     |                |              |                      |             |                |              |                      |
| 01 1100 110 001 000 | Salaries Secon              | 918,500.00     | 74,158.88    | 753,566.63           | 82.04       | 164,933.37     | 0.00         | 164,933.37           |
| 01 1100 110 002 000 | Salaries Elem               | 906,948.00     | 60,694.10    | 563,771.79           | 62.16       | 343,176.21     | 0.00         | 343,176.21           |
| 01 1100 111 001 000 | Cash in lieu of BC Secon    | 17,200.00      | 1,432.35     | 14,323.50            | 83.28       | 2,876.50       | 0.00         | 2,876.50             |
| 01 1100 111 002 000 | Cash in lieu of BC Elem     | 20,065.00      | 1,671.07     | 16,710.70            | 83.28       | 3,354.30       | 0.00         | 3,354.30             |
| 01 1100 120 001 000 | Sub Salaries Secon          | 35,000.00      | 4,200.00     | 27,920.56            | 79.77       | 7,079.44       | 0.00         | 7,079.44             |
| 01 1100 120 002 000 | Sub Salaries Elem           | 15,000.00      | 1,740.00     | 16,418.04            | 109.45      | (1,418.04)     | 0.00         | (1,418.04)           |
| 01 1100 140 001 000 | Aides Secon                 | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1100 210 001 000 | Fica Secon                  | 74,336.00      | 5,981.08     | 59,642.22            | 80.23       | 14,693.78      | 0.00         | 14,693.78            |
| 01 1100 210 002 000 | Fica Elem                   | 72,064.00      | 4,615.74     | 43,044.75            | 59.73       | 29,019.25      | 0.00         | 29,019.25            |
| 01 1100 220 001 000 | Retirement Secon            | 90,827.00      | 7,325.30     | 74,036.94            | 81.51       | 16,790.06      | 0.00         | 16,790.06            |
| 01 1100 220 002 000 | Retirement Elem             | 89,587.00      | 6,001.17     | 55,671.65            | 62.14       | 33,915.35      | 0.00         | 33,915.35            |
| 01 1100 230 001 000 | Health Ins Secon            | 266,000.00     | 19,589.35    | 195,990.72           | 73.68       | 70,009.28      | 0.00         | 70,009.28            |
| 01 1100 230 002 000 | Health Ins Elem             | 231,390.00     | 14,987.99    | 136,364.99           | 58.93       | 95,025.01      | 0.00         | 95,025.01            |
| 01 1100 290 001 000 | Life Ins Secon              | 1,630.00       | 135.59       | 1,356.65             | 83.23       | 273.35         | 0.00         | 273.35               |
| 01 1100 290 002 000 | Life Ins Elem               | 1,594.00       | 110.34       | 1,042.80             | 65.42       | 551.20         | 0.00         | 551.20               |
| 01 1100 310 001 000 | ASSEMBLIES                  | 1,000.00       | 0.00         | 1,849.50             | 184.95      | (849.50)       | 0.00         | (849.50)             |
| 01 1100 310 002 000 | ASSEMBLIES                  | 1,000.00       | 0.00         | 349.50               | 34.95       | 650.50         | 0.00         | 650.50               |
| 01 1100 318 001 000 | Cont Repair Secon           | 5,000.00       | 0.00         | 0.00                 | 0.00        | 5,000.00       | 0.00         | 5,000.00             |
| 01 1100 318 002 000 | Cont Repair Elem            | 1,500.00       | 0.00         | 0.00                 | 0.00        | 1,500.00       | 0.00         | 1,500.00             |
| 01 1100 327 001 000 | LEASED EQUIP                | 9,000.00       | 708.66       | 7,086.60             | 78.74       | 1,913.40       | 0.00         | 1,913.40             |
| 01 1100 327 002 000 | LEASED EQUIP                | 8,500.00       | 354.34       | 3,543.40             | 41.69       | 4,956.60       | 0.00         | 4,956.60             |
| 01 1100 381 000 000 | INTERNET SERVICES           | 10,000.00      | 464.31       | 4,336.64             | 43.37       | 5,663.36       | 0.00         | 5,663.36             |
| 01 1100 382 001 000 | Distance Education          | 7,500.00       | 0.00         | 6,500.00             | 86.67       | 1,000.00       | 0.00         | 1,000.00             |
| 01 1100 391 000 000 | Mileage for Psyche Services | 2,500.00       | 126.44       | 790.25               | 31.61       | 1,709.75       | 0.00         | 1,709.75             |
| 01 1100 410 001 000 | Gen Supplies Secon          | 15,000.00      | 3,164.22     | 15,030.97            | 100.21      | (30.97)        | 0.00         | (30.97)              |
| 01 1100 410 002 000 | Gen Supplies Elem           | 15,000.00      | 2,604.63     | 10,846.88            | 72.31       | 4,153.12       | 0.00         | 4,153.12             |
| 01 1100 420 001 000 | Textbooks Secon             | 15,000.00      | 3,990.80     | 6,699.86             | 44.67       | 8,300.14       | 0.00         | 8,300.14             |
| 01 1100 420 002 000 | Textbooks Elem              | 20,000.00      | 0.00         | 689.94               | 3.45        | 19,310.06      | 0.00         | 19,310.06            |
| 01 1100 460 001 000 | Comp Software Secon         | 30,000.00      | 3,336.51     | 13,594.23            | 45.31       | 16,405.77      | 0.00         | 16,405.77            |
| 01 1100 460 002 000 | Comp Software Elem          | 20,000.00      | 495.00       | 9,260.51             | 46.30       | 10,739.49      | 0.00         | 10,739.49            |
| 01 1100 530 001 000 | Equipment Secon             | 5,000.00       | 0.00         | 5,252.00             | 105.04      | (252.00)       | 0.00         | (252.00)             |
| 01 1100 530 002 000 | Equipment Elem              | 5,000.00       | 0.00         | 0.00                 | 0.00        | 5,000.00       | 0.00         | 5,000.00             |
| 01 1100 531 001 000 | Furniture Secon             | 5,000.00       | 0.00         | 1,077.30             | 21.55       | 3,922.70       | 0.00         | 3,922.70             |
| 01 1100 531 002 000 | Furniture Elem              | 2,500.00       | 0.00         | 0.00                 | 0.00        | 2,500.00       | 0.00         | 2,500.00             |
| 01 1100 560 001 000 | Comp Equip Secon            | 60,000.00      | 0.00         | 0.00                 | 0.00        | 60,000.00      | 0.00         | 60,000.00            |
| 01 1100 560 002 000 | Comp Equip Elem             | 2,500.00       | 0.00         | 0.00                 | 0.00        | 2,500.00       | 0.00         | 2,500.00             |
| 01 1100 630 001 000 | FEES                        | 5,500.00       | 0.00         | 5,108.90             | 92.89       | 391.10         | 0.00         | 391.10               |
| 01 1100 630 002 000 | FEES                        | 500.00         | 0.00         | 300.00               | 60.00       | 200.00         | 0.00         | 200.00               |
| 01 1100 670 001 000 | Travel Secon                | 2,000.00       | 0.00         | 693.13               | 34.66       | 1,306.87       | 0.00         | 1,306.87             |
| 01 1100 670 002 000 | Travel Elem                 | 1,500.00       | 813.95       | 1,551.95             | 103.46      | (51.95)        | 0.00         | (51.95)              |
| 01 1100 690 001 000 | Other Misc Exp Secon        | 2,500.00       | 0.00         | 4,404.87             | 176.19      | (1,904.87)     | 0.00         | (1,904.87)           |
| 01 1100 690 002 000 | Other Misc Exp Elem         | 2,500.00       | 206.75       | 692.11               | 27.68       | 1,807.89       | 0.00         | 1,807.89             |
| 1100                | SALARIES                    | 2,996,641.00   | 218,908.57   | 2,059,520.48         | 68.73       | 937,120.52     | 0.00         | 937,120.52           |
| 01 1110 411 002 000 | Kingrt Materials            | 300.00         | 0.00         | 0.00                 | 0.00        | 300.00         | 0.00         | 300.00               |
| 01 1110 412 002 000 | Classroom Periodical        | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1110 413 002 000 | Expendable Wrbk             | 600.00         | 0.00         | 0.00                 | 0.00        | 600.00         | 0.00         | 600.00               |
| 1110                | 1110                        | 1,100.00       | 0.00         | 0.00                 | 0.00        | 1,100.00       | 0.00         | 1,100.00             |
| 01 1111 411 002 000 | Grade 1 Materials           | 400.00         | 0.00         | 102.60               | 25.65       | 297.40         | 0.00         | 297.40               |
| 01 1111 412 002 000 | Classroom Periodical        | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 1111 413 002 000 | Expendable Wrkbk            | 1,700.00       | 0.00         | 0.00                 | 0.00        | 1,700.00       | 0.00         | 1,700.00             |
| 1111                | 1111                        | 2,200.00       | 0.00         | 102.60               | 4.66        | 2,097.40       | 0.00         | 2,097.40             |
| 01 1112 411 002 000 | Grade 2 Materials           | 400.00         | 0.00         | 26.80                | 6.70        | 373.20         | 0.00         | 373.20               |
| 01 1112 412 002 000 | Classroom Periodical        | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |

Expenditure Report by Op. Unit/Function

| Account Number             | Account Description   | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|----------------------------|-----------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01 1112 413 002 000        | Expendable Wrkbk      | 1,600.00       | 0.00         | 0.00                 | 0.00        | 1,600.00       | 0.00         | 1,600.00             |
| 1112 1112                  |                       | 2,150.00       | 0.00         | 26.80                | 1.25        | 2,123.20       | 0.00         | 2,123.20             |
| 01 1113 411 002 000        | Grade 3 Materials     | 400.00         | 0.00         | 0.00                 | 0.00        | 400.00         | 0.00         | 400.00               |
| 01 1113 412 002 000        | Classroom Periodical  | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 1113 413 002 000        | Expendable Wrkbk      | 1,400.00       | 0.00         | 0.00                 | 0.00        | 1,400.00       | 0.00         | 1,400.00             |
| 1113 1113                  |                       | 1,950.00       | 0.00         | 0.00                 | 0.00        | 1,950.00       | 0.00         | 1,950.00             |
| 01 1114 411 002 000        | Grade 4 Materials     | 400.00         | 0.00         | 0.00                 | 0.00        | 400.00         | 0.00         | 400.00               |
| 01 1114 412 002 000        | Classroom Periodical  | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 1114 413 002 000        | Expendable Wrkbk      | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 1114 1114                  |                       | 1,050.00       | 0.00         | 0.00                 | 0.00        | 1,050.00       | 0.00         | 1,050.00             |
| 01 1115 411 002 000        | Grade 5 Materials     | 400.00         | 0.00         | 0.00                 | 0.00        | 400.00         | 0.00         | 400.00               |
| 01 1115 412 002 000        | Classroom Periodical  | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 1115 413 002 000        | Expendable Wrkbk      | 400.00         | 0.00         | 0.00                 | 0.00        | 400.00         | 0.00         | 400.00               |
| 1115 Grade 5               |                       | 950.00         | 0.00         | 0.00                 | 0.00        | 950.00         | 0.00         | 950.00               |
| 01 1116 411 002 000        | Grade 6 Materials     | 400.00         | 0.00         | 0.00                 | 0.00        | 400.00         | 0.00         | 400.00               |
| 01 1116 412 002 000        | Classroom Periodical  | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 1116 413 002 000        | Expendable Wrkbk      | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 1116 1116                  |                       | 700.00         | 0.00         | 0.00                 | 0.00        | 700.00         | 0.00         | 700.00               |
| 01 1117 411 002 000        | Elem Art Materials    | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 1117 MATERIALS & TEXTBOOKS |                       | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1118 411 001 000        | Music Materials       | 1,000.00       | 0.00         | 816.28               | 81.63       | 183.72         | 0.00         | 183.72               |
| 01 1118 411 002 000        | Music Materials       | 727.00         | 141.53       | 266.53               | 36.66       | 460.47         | 0.00         | 460.47               |
| 01 1118 530 001 000        | Music Equipment       | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1118 530 002 000        | Music Equipment       | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1118 600 001 000        | Other (Band Uniforms) | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 1118 631 001 000        | Choral Registration   | 831.00         | 0.00         | 455.00               | 54.75       | 376.00         | 0.00         | 376.00               |
| 1118 MUSIC                 |                       | 3,558.00       | 141.53       | 1,537.81             | 43.22       | 2,020.19       | 0.00         | 2,020.19             |
| 01 1119 411 002 000        | Elem Pe Materials     | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1119 530 002 000        | Equipment             | 300.00         | 0.00         | 0.00                 | 0.00        | 300.00         | 0.00         | 300.00               |
| 1119 1119                  |                       | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1120 411 001 000        | Lang Arts Materials   | 500.00         | 361.24       | 361.24               | 72.25       | 138.76         | 0.00         | 138.76               |
| 01 1120 412 001 000        | Classroom Periodical  | 600.00         | 0.00         | 0.00                 | 0.00        | 600.00         | 0.00         | 600.00               |
| 01 1120 460 001 000        | Computer Software     | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1120 631 001 000        | Student Registration  | 900.00         | 0.00         | 0.00                 | 0.00        | 900.00         | 0.00         | 900.00               |
| 1120 1120                  |                       | 2,200.00       | 361.24       | 361.24               | 16.42       | 1,838.76       | 0.00         | 1,838.76             |
| 01 1121 411 001 000        | Math Materials        | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 1121 1121                  |                       | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1122 318 001 000        | Science Equip Repair  | 750.00         | 0.00         | 0.00                 | 0.00        | 750.00         | 0.00         | 750.00               |
| 01 1122 411 001 000        | Materials             | 5,000.00       | 517.44       | 1,200.74             | 24.01       | 3,799.26       | 0.00         | 3,799.26             |
| 01 1122 412 001 000        | Classroom Periodical  | 350.00         | 0.00         | 0.00                 | 0.00        | 350.00         | 0.00         | 350.00               |
| 01 1122 460 001 000        | Computer Software     | 250.00         | 0.00         | 0.00                 | 0.00        | 250.00         | 0.00         | 250.00               |
| 01 1122 530 001 000        | Equipment             | 3,000.00       | 0.00         | 0.00                 | 0.00        | 3,000.00       | 0.00         | 3,000.00             |
| 1122 SCIENCE AND COMPUTER  |                       | 9,350.00       | 517.44       | 1,200.74             | 12.84       | 8,149.26       | 0.00         | 8,149.26             |
| 01 1123 411 001 000        | Soc Stud Materials    | 150.00         | 412.72       | 412.72               | 275.15      | (262.72)       | 0.00         | (262.72)             |
| 01 1123 412 001 000        | Classroom Periodical  | 320.00         | 0.00         | 0.00                 | 0.00        | 320.00         | 0.00         | 320.00               |
| 1123 SOCIAL STUDIES        |                       | 470.00         | 412.72       | 412.72               | 87.81       | 57.28          | 0.00         | 57.28                |
| 01 1124 318 001 000        | Compu Repair Service  | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 01 1124 318 002 000        | Compu Repair Service  | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 01 1124 411 001 000        | Computer Parts-etc    | 5,000.00       | 311.99       | 1,652.28             | 33.05       | 3,347.72       | 0.00         | 3,347.72             |
| 01 1124 411 002 000        | Computer Parts-etc    | 5,000.00       | 167.05       | 1,460.36             | 29.21       | 3,539.64       | 0.00         | 3,539.64             |

Expenditure Report by Op. Unit/Function

| Account Number      | Account Description         | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|-----------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 1124                | COMPUTER REPAIR & EQUIPMENT | 14,000.00      | 479.04       | 3,112.64             | 22.23       | 10,887.36      | 0.00         | 10,887.36            |
| 01 1125 318 001 000 | Ag Equip Repair Ser         | 600.00         | 0.00         | 0.00                 | 0.00        | 600.00         | 0.00         | 600.00               |
| 01 1125 319 001 000 | Other Purchased Serv        | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1125 411 001 000 | Instr Materials             | 4,000.00       | 0.00         | 1,206.60             | 30.17       | 2,793.40       | 0.00         | 2,793.40             |
| 01 1125 413 001 000 | Expendable Wrbk             | 65.00          | 0.00         | 0.00                 | 0.00        | 65.00          | 0.00         | 65.00                |
| 01 1125 460 001 000 | Comp Software               | 500.00         | 0.00         | 295.00               | 59.00       | 205.00         | 0.00         | 205.00               |
| 01 1125 530 001 000 | Equipment                   | 125.00         | 0.00         | 0.00                 | 0.00        | 125.00         | 0.00         | 125.00               |
| 01 1125 630 001 000 | Instr Registration          | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 01 1125 631 001 000 | Student Registration        | 900.00         | 0.00         | 720.00               | 80.00       | 180.00         | 0.00         | 180.00               |
| 01 1125 670 001 000 | Instructor Travel           | 700.00         | 0.00         | 0.00                 | 0.00        | 700.00         | 0.00         | 700.00               |
| 01 1125 671 001 000 | Student Travel              | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 1125                | AGRICULTURE                 | 8,940.00       | 0.00         | 2,221.60             | 24.85       | 6,718.40       | 0.00         | 6,718.40             |
| 01 1126 318 001 000 | Business Repair Ser         | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1126 411 001 000 | Instr Materials             | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1126 413 001 000 | Expendable Wrbk             | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1126 460 001 000 | Comp Software               | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1126 530 001 000 | Equipment                   | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 1126 630 001 000 | Instru Registration         | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 1126 631 001 000 | Student Registration        | 1,300.00       | 0.00         | 90.00                | 6.92        | 1,210.00       | 0.00         | 1,210.00             |
| 01 1126 670 001 000 | Instructor Travel           | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1126 671 001 000 | Student Travel              | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 1126                | BUSINESS                    | 5,000.00       | 0.00         | 90.00                | 1.80        | 4,910.00       | 0.00         | 4,910.00             |
| 01 1127 411 001 000 | Secon Art Materials         | 1,800.00       | 0.00         | 0.00                 | 0.00        | 1,800.00       | 0.00         | 1,800.00             |
| 1127                | SECON ART MATERIALS         | 1,800.00       | 0.00         | 0.00                 | 0.00        | 1,800.00       | 0.00         | 1,800.00             |
| 01 1128 318 001 000 | Instrument Repair Secon     | 2,000.00       | 0.00         | 332.38               | 16.62       | 1,667.62       | 0.00         | 1,667.62             |
| 01 1128 318 002 000 | Instrument Repair           | 500.00         | 0.00         | 382.20               | 76.44       | 117.80         | 0.00         | 117.80               |
| 01 1128 319 001 000 | Other Purchased Services    | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1128 411 001 000 | Instr Materials             | 1,000.00       | 0.00         | 1,541.20             | 154.12      | (541.20)       | 0.00         | (541.20)             |
| 01 1128 411 002 000 | Instrument Materials        | 1,000.00       | 224.33       | 875.10               | 87.51       | 124.90         | 0.00         | 124.90               |
| 01 1128 530 001 000 | Equipment                   | 3,000.00       | 0.00         | 0.00                 | 0.00        | 3,000.00       | 0.00         | 3,000.00             |
| 01 1128 530 002 000 | Equipment                   | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1128 631 001 000 | Registration                | 500.00         | 0.00         | 53.00                | 10.60       | 447.00         | 0.00         | 447.00               |
| 01 1128 631 002 000 | Student Registration        | 500.00         | 0.00         | 100.00               | 20.00       | 400.00         | 0.00         | 400.00               |
| 1128                | BAND                        | 10,000.00      | 224.33       | 3,283.88             | 32.84       | 6,716.12       | 0.00         | 6,716.12             |
| 01 1129 318 001 000 | REPAIR                      | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1129 327 001 000 | Secon Pe Rental             | 6,500.00       | 2,050.00     | 2,050.00             | 31.54       | 4,450.00       | 0.00         | 4,450.00             |
| 01 1129 411 001 000 | Instr Materials             | 800.00         | 122.19       | 2,080.19             | 260.02      | (1,280.19)     | 0.00         | (1,280.19)           |
| 01 1129 530 001 000 | Equipment                   | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 1129                | P.E.                        | 8,800.00       | 2,172.19     | 4,130.19             | 46.93       | 4,669.81       | 0.00         | 4,669.81             |
| 01 1130 411 001 000 | FCS Instr Materials         | 500.00         | 50.01        | 251.97               | 50.39       | 248.03         | 0.00         | 248.03               |
| 1130                | HOME ECONOMICS              | 500.00         | 50.01        | 251.97               | 50.39       | 248.03         | 0.00         | 248.03               |
| 01 1131 318 001 000 | Ind Art Equip Repair        | 300.00         | 0.00         | 0.00                 | 0.00        | 300.00         | 0.00         | 300.00               |
| 01 1131 411 001 000 | Instruc Materials           | 2,000.00       | 154.93       | 356.64               | 17.83       | 1,643.36       | 0.00         | 1,643.36             |
| 01 1131 450 001 000 | VIDEOS                      | 0.00           | 0.00         | 361.38               | 0.00        | (361.38)       | 0.00         | (361.38)             |
| 01 1131 460 001 000 | Comp Software               | 300.00         | 0.00         | 0.00                 | 0.00        | 300.00         | 0.00         | 300.00               |
| 01 1131 530 001 000 | Equipment                   | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1131 630 001 000 | Instru Registration         | 80.00          | 0.00         | 50.00                | 62.50       | 30.00          | 0.00         | 30.00                |
| 01 1131 631 001 000 | Student Registration        | 1,000.00       | 0.00         | 1,420.00             | 142.00      | (420.00)       | 0.00         | (420.00)             |
| 01 1131 670 001 000 | Instructor Travel           | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1131 671 001 000 | Student Travel              | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 1131                | INDUSTRIAL ARTS             | 4,930.00       | 154.93       | 2,188.02             | 44.38       | 2,741.98       | 0.00         | 2,741.98             |
| 01 1132 411 001 000 | Foreign Lang Mater          | 200.00         | 46.20        | 94.16                | 47.08       | 105.84         | 0.00         | 105.84               |

Expenditure Report by Op. Unit/Function

| Account Number                     | Account Description               | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|------------------------------------|-----------------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01 1132 412 001 000                | Classroom Period                  | 150.00         | 44.00        | 44.00                | 29.33       | 106.00         | 0.00         | 106.00               |
| 01 1132 631 001 000                | REGISTRATION                      | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 1132 FOREIGN LANGUAGE              |                                   | 400.00         | 90.20        | 138.16               | 34.54       | 261.84         | 0.00         | 261.84               |
| 01 1133 411 001 000                | Journalism Materials              | 300.00         | 0.00         | 0.00                 | 0.00        | 300.00         | 0.00         | 300.00               |
| 01 1133 530 001 000                | Journalism Equip                  | 300.00         | 0.00         | 0.00                 | 0.00        | 300.00         | 0.00         | 300.00               |
| 1133 JOURNALISM                    |                                   | 600.00         | 0.00         | 0.00                 | 0.00        | 600.00         | 0.00         | 600.00               |
| 01 1160 110 002 000                | Poverty Instructional Program     | 0.00           | 9,172.91     | 91,729.10            | 0.00        | (91,729.10)    | 0.00         | (91,729.10)          |
| 01 1160 210 002 000                | Poverty Program FICA              | 0.00           | 642.20       | 6,422.23             | 0.00        | (6,422.23)     | 0.00         | (6,422.23)           |
| 01 1160 220 002 000                | Poverty Program Retire            | 0.00           | 906.08       | 9,060.80             | 0.00        | (9,060.80)     | 0.00         | (9,060.80)           |
| 01 1160 230 002 000                | Poverty Program Health Ins        | 0.00           | 1,902.75     | 19,020.96            | 0.00        | (19,020.96)    | 0.00         | (19,020.96)          |
| 01 1160 290 002 000                | Life                              | 0.00           | 12.65        | 126.42               | 0.00        | (126.42)       | 0.00         | (126.42)             |
| 1160 POVERTY                       |                                   | 0.00           | 12,636.59    | 126,359.51           | 0.00        | (126,359.51)   | 0.00         | (126,359.51)         |
| 01 1190 110 002 000                | PreK Salary                       | 36,990.00      | 1,541.25     | 4,651.11             | 12.57       | 32,338.89      | 0.00         | 32,338.89            |
| 01 1190 120 002 000                | PreK Subs                         | 1,500.00       | 120.00       | 1,108.45             | 73.90       | 391.55         | 0.00         | 391.55               |
| 01 1190 140 002 000                | PreK Para                         | 40,100.00      | 2,774.14     | 15,907.39            | 39.67       | 24,192.61      | 0.00         | 24,192.61            |
| 01 1190 210 002 000                | PreK Fica                         | 6,012.00       | 277.03       | 1,099.97             | 18.30       | 4,912.03       | 0.00         | 4,912.03             |
| 01 1190 220 002 000                | PreK Retire                       | 7,615.00       | 318.01       | 1,700.02             | 22.32       | 5,914.98       | 0.00         | 5,914.98             |
| 01 1190 230 002 000                | PreK Health                       | 32,200.00      | 1,114.94     | 6,136.28             | 19.06       | 26,063.72      | 0.00         | 26,063.72            |
| 01 1190 290 002 000                | PreK Life                         | 192.00         | 7.86         | 46.89                | 24.42       | 145.11         | 0.00         | 145.11               |
| 01 1190 410 002 000                | PreK Supplies                     | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1190 690 002 000                | PreK Misc Exp                     | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 1190 PREK                          |                                   | 125,609.00     | 6,153.23     | 30,650.11            | 24.40       | 94,958.89      | 0.00         | 94,958.89            |
| 01 1212 313 001 000                | Contracted Supervis               | 0.00           | 1,166.15     | 11,688.93            | 0.00        | (11,688.93)    | 0.00         | (11,688.93)          |
| 01 1212 313 002 000                | SPED SUPERVISION                  | 33,888.00      | 1,166.15     | 11,688.93            | 34.49       | 22,199.07      | 0.00         | 22,199.07            |
| 1212 SP ED                         |                                   | 33,888.00      | 2,332.30     | 23,377.86            | 68.99       | 10,510.14      | 0.00         | 10,510.14            |
| 01 1213 313 001 000                | Vocational                        | 5,343.00       | 466.33       | 4,731.14             | 88.55       | 611.86         | 0.00         | 611.86               |
| 01 1213 313 002 000                | Diagnostic Testing (School Psych) | 46,700.00      | 3,725.16     | 40,146.66            | 85.97       | 6,553.34       | 0.00         | 6,553.34             |
| 1213 School Psych                  |                                   | 52,043.00      | 4,191.49     | 44,877.80            | 86.23       | 7,165.20       | 0.00         | 7,165.20             |
| 01 1214 313 001 000                | Deaf                              | 862.00         | 87.65        | 947.60               | 109.93      | (85.60)        | 0.00         | (85.60)              |
| 01 1214 313 002 000                | PT Therapy                        | 12,070.00      | 868.96       | 8,543.32             | 70.78       | 3,526.68       | 0.00         | 3,526.68             |
| 01 1214 318 001 000                | Vision                            | 3,568.00       | 255.72       | 2,695.72             | 75.55       | 872.28         | 0.00         | 872.28               |
| 01 1214 318 002 000                | OT Therapy                        | 25,387.00      | 1,953.90     | 22,097.94            | 87.04       | 3,289.06       | 0.00         | 3,289.06             |
| 1214 DIAGNOSTIC TESTING            |                                   | 41,887.00      | 3,166.23     | 34,284.58            | 81.85       | 7,602.42       | 0.00         | 7,602.42             |
| 01 1215 313 001 000                | Audiology Secon                   | 0.00           | 56.45        | 649.57               | 0.00        | (649.57)       | 0.00         | (649.57)             |
| 01 1215 313 002 000                | Audiology Elem                    | 1,614.00       | 56.45        | 649.57               | 40.25       | 964.43         | 0.00         | 964.43               |
| 1215 DISTANCE LEARNING & AUDIOLOGY |                                   | 1,614.00       | 112.90       | 1,299.14             | 80.49       | 314.86         | 0.00         | 314.86               |
| 01 1216 313 001 000                | Speech Therapy                    | 0.00           | 3,473.90     | 39,420.59            | 0.00        | (39,420.59)    | 0.00         | (39,420.59)          |
| 01 1216 313 002 000                | Speech Therapy Elem               | 163,618.00     | 11,369.13    | 109,015.53           | 66.63       | 54,602.47      | 0.00         | 54,602.47            |
| 1216 SPEECH                        |                                   | 163,618.00     | 14,843.03    | 148,436.12           | 90.72       | 15,181.88      | 0.00         | 15,181.88            |
| 01 1218 313 001 000                | Spec Ed Flex Funding              | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 1218 313 002 000                | Spec Ed Flex Funding              | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 1218 SPEC ED FLEX                  |                                   | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 1220 110 001 000                | Nurse Sp Ed Services              | 10,638.00      | 841.54       | 8,484.34             | 79.76       | 2,153.66       | 0.00         | 2,153.66             |
| 01 1220 110 002 000                | Nurse Sp Ed Services              | 10,638.00      | 841.54       | 8,484.34             | 79.76       | 2,153.66       | 0.00         | 2,153.66             |
| 01 1220 210 001 000                | Fica                              | 813.00         | 64.24        | 647.67               | 79.66       | 165.33         | 0.00         | 165.33               |
| 01 1220 210 002 000                | Fica                              | 813.00         | 64.24        | 647.67               | 79.66       | 165.33         | 0.00         | 165.33               |
| 01 1220 220 001 000                | Retire                            | 1,051.00       | 83.13        | 838.05               | 79.74       | 212.95         | 0.00         | 212.95               |
| 01 1220 220 002 000                | Retire                            | 1,051.00       | 83.13        | 838.05               | 79.74       | 212.95         | 0.00         | 212.95               |
| 01 1220 230 001 000                | Health Ins                        | 1,681.00       | 140.05       | 1,400.50             | 83.31       | 280.50         | 0.00         | 280.50               |
| 01 1220 230 002 000                | Health Ins                        | 1,681.00       | 140.05       | 1,400.50             | 83.31       | 280.50         | 0.00         | 280.50               |
| 01 1220 290 001 000                | Life Ins                          | 22.00          | 1.76         | 17.60                | 80.00       | 4.40           | 0.00         | 4.40                 |

Expenditure Report by Op. Unit/Function

| Account Number             | Account Description    | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|----------------------------|------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01 1220 290 002 000        | Life Ins               | 22.00          | 1.76         | 17.60                | 80.00       | 4.40           | 0.00         | 4.40                 |
| 1220 NURSE SP ED           |                        | 28,410.00      | 2,261.44     | 22,776.32            | 80.17       | 5,633.68       | 0.00         | 5,633.68             |
| 01 1222 110 001 000        | Sp Ed Lvl2 Secon       | 145,849.00     | 11,528.70    | 115,463.86           | 79.17       | 30,385.14      | 0.00         | 30,385.14            |
| 01 1222 111 001 000        | Cash in lieu of BC     | 8,273.00       | 676.39       | 6,763.90             | 81.76       | 1,509.10       | 0.00         | 1,509.10             |
| 01 1222 120 001 000        | Sub Secon              | 2,400.00       | 120.00       | 1,204.00             | 50.17       | 1,196.00       | 0.00         | 1,196.00             |
| 01 1222 140 001 000        | Aide Secon             | 193,500.00     | 13,762.41    | 145,305.94           | 75.09       | 48,194.06      | 0.00         | 48,194.06            |
| 01 1222 210 001 000        | Fica Secon             | 26,777.00      | 1,901.88     | 19,588.50            | 73.15       | 7,188.50       | 0.00         | 7,188.50             |
| 01 1222 220 001 000        | Retire Secon           | 33,521.00      | 2,361.75     | 25,165.16            | 75.07       | 8,355.84       | 0.00         | 8,355.84             |
| 01 1222 230 001 000        | Health Ins             | 58,000.00      | 4,371.04     | 42,884.20            | 73.94       | 15,115.80      | 0.00         | 15,115.80            |
| 01 1222 290 001 000        | Life Ins Secon         | 672.00         | 51.94        | 539.39               | 80.27       | 132.61         | 0.00         | 132.61               |
| 01 1222 310 001 000        | Inservice              | 250.00         | 0.00         | 0.00                 | 0.00        | 250.00         | 0.00         | 250.00               |
| 01 1222 313 001 000        | Purch Prof Ser Secon   | 0.00           | 50.00        | 352.50               | 0.00        | (352.50)       | 0.00         | (352.50)             |
| 01 1222 318 001 000        | Contracted Services    | 3,500.00       | 450.50       | 2,894.64             | 82.70       | 605.36         | 0.00         | 605.36               |
| 01 1222 327 001 000        | RENTALS OR LEASES      | 0.00           | 0.00         | 331.00               | 0.00        | (331.00)       | 0.00         | (331.00)             |
| 01 1222 410 001 000        | Gen Supplies           | 100.00         | 932.01       | 993.31               | 993.31      | (893.31)       | 0.00         | (893.31)             |
| 01 1222 411 001 000        | Instruc Mater Secon    | 1,000.00       | 0.00         | 992.79               | 99.28       | 7.21           | 0.00         | 7.21                 |
| 01 1222 413 001 000        | Expendable Workbooks   | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 1222 420 001 000        | Textbooks              | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1222 440 001 000        | Periodicals            | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 1222 450 001 000        | Audio Visual Secon     | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1222 460 001 000        | Comp Software Secon    | 1,000.00       | 0.00         | 299.00               | 29.90       | 701.00         | 0.00         | 701.00               |
| 01 1222 530 001 000        | Equipment Furn Secon   | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 01 1222 560 001 000        | Comp Equip Secon       | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 01 1222 630 001 000        | Registration Secondary | 250.00         | 0.00         | 50.00                | 20.00       | 200.00         | 0.00         | 200.00               |
| 01 1222 641 001 000        | Liability Insurance    | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 1222 670 001 000        | Travel Secon           | 150.00         | 0.00         | 525.62               | 350.41      | (375.62)       | 0.00         | (375.62)             |
| 1222 SPECIAL ED SECONDARY  |                        | 480,342.00     | 36,206.62    | 363,353.81           | 75.64       | 116,988.19     | 0.00         | 116,988.19           |
| 01 1229 110 002 000        | Sp Ed Lvl2 Elem        | 216,129.00     | 17,128.58    | 171,237.66           | 79.23       | 44,891.34      | 0.00         | 44,891.34            |
| 01 1229 111 002 000        | Cash in lieu of BC     | 634.00         | 39.79        | 397.90               | 62.76       | 236.10         | 0.00         | 236.10               |
| 01 1229 120 002 000        | Sub Elem               | 9,300.00       | 480.00       | 7,351.27             | 79.05       | 1,948.73       | 0.00         | 1,948.73             |
| 01 1229 140 002 000        | Aide Elem              | 93,000.00      | 5,911.99     | 65,249.17            | 70.16       | 27,750.83      | 0.00         | 27,750.83            |
| 01 1229 210 002 000        | Fica Elem              | 24,409.00      | 1,724.57     | 17,894.50            | 73.31       | 6,514.50       | 0.00         | 6,514.50             |
| 01 1229 220 002 000        | Retire Elem            | 30,536.00      | 2,267.01     | 23,207.76            | 76.00       | 7,328.24       | 0.00         | 7,328.24             |
| 01 1229 230 002 000        | Health Ins Elem        | 92,700.00      | 6,653.92     | 66,483.42            | 71.72       | 26,216.58      | 0.00         | 26,216.58            |
| 01 1229 290 002 000        | Life Ins Elem          | 540.00         | 44.52        | 445.24               | 82.45       | 94.76          | 0.00         | 94.76                |
| 01 1229 313 002 000        | Purch Prof Serv Elem   | 0.00           | 0.00         | 332.50               | 0.00        | (332.50)       | 0.00         | (332.50)             |
| 01 1229 318 002 000        | Contracted Services    | 8,000.00       | 450.50       | 2,771.31             | 34.64       | 5,228.69       | 0.00         | 5,228.69             |
| 01 1229 410 002 000        | Gen Supplies Elem      | 750.00         | 382.50       | 559.77               | 74.64       | 190.23         | 0.00         | 190.23               |
| 01 1229 411 002 000        | Instruc Mater Elem     | 1,500.00       | 0.00         | 78.58                | 5.24        | 1,421.42       | 0.00         | 1,421.42             |
| 01 1229 413 002 000        | Expendable Wrk Elem    | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 1229 420 002 000        | Textbooks Elem         | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 1229 450 002 000        | Audio Visual Elem      | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 1229 460 002 000        | Comp Software Elem     | 610.00         | 0.00         | 65.00                | 10.66       | 545.00         | 0.00         | 545.00               |
| 01 1229 530 002 000        | Furniture Equip Elem   | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1229 560 002 000        | Computer Equip Elem    | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1229 630 002 000        | Registration Elem      | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 1229 670 002 000        | Travel Elem            | 250.00         | 0.00         | 681.61               | 272.64      | (431.61)       | 0.00         | (431.61)             |
| 1229 SPECIAL ED ELEMENTARY |                        | 482,058.00     | 35,083.38    | 356,755.69           | 74.01       | 125,302.31     | 0.00         | 125,302.31           |
| 01 1238 318 001 000        | SpEd LVL III OT/PT     | 35,000.00      | 238.85       | 2,625.42             | 7.50        | 32,374.58      | 0.00         | 32,374.58            |
| 01 1238 362 001 000        | Sped Tuition LVL III   | 150,000.00     | 2,242.80     | 30,277.80            | 20.19       | 119,722.20     | 0.00         | 119,722.20           |
| 01 1238 362 002 000        | Sped Tuition LVL III   | 39,536.00      | 0.00         | 0.00                 | 0.00        | 39,536.00      | 0.00         | 39,536.00            |
| 1238 SPED OT/PT            |                        | 224,536.00     | 2,481.65     | 32,903.22            | 14.65       | 191,632.78     | 0.00         | 191,632.78           |
| 01 1290 313 000 000        | PRE SCHL SPEECH (3-5)  | 9,090.00       | 789.52       | 9,065.84             | 99.73       | 24.16          | 0.00         | 24.16                |

Expenditure Report by Op. Unit/Function

| Account Number      | Account Description                  | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|--------------------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 1290                | PRESCHOOL                            | 9,090.00       | 789.52       | 9,065.84             | 99.73       | 24.16          | 0.00         | 24.16                |
| 01 1291 313 000 000 | PRE SPED Supervision (3-5)           | 6,695.00       | 266.40       | 2,879.63             | 43.01       | 3,815.37       | 0.00         | 3,815.37             |
| 01 1291 313 001 000 | PRE OT Services (3-5)                | 4,821.00       | 370.99       | 4,195.79             | 87.03       | 625.21         | 0.00         | 625.21               |
| 01 1291 313 002 000 | PRE Deaf Ed Services (3-5)           | 862.00         | 14.11        | 147.69               | 17.13       | 714.31         | 0.00         | 714.31               |
| 01 1291 318 000 000 | PRE D/E Psychologist Services (3-5)  | 5,838.00       | 465.64       | 5,018.32             | 85.96       | 819.68         | 0.00         | 819.68               |
| 01 1291 318 001 000 | PRE D/E Audiology (3-5)              | 202.00         | 0.00         | 14.69                | 7.27        | 187.31         | 0.00         | 187.31               |
| 01 1291 318 002 000 | PRE PT Services (3-5)                | 3,794.00       | 273.10       | 2,685.03             | 70.77       | 1,108.97       | 0.00         | 1,108.97             |
| 01 1291 410 000 000 | PRE Supplies                         | 3,000.00       | 0.00         | 0.00                 | 0.00        | 3,000.00       | 0.00         | 3,000.00             |
| 01 1291 412 000 000 | Periodicals (3-5)                    | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 1291 530 000 000 | Equipment (3-5)                      | 1,700.00       | 0.00         | 0.00                 | 0.00        | 1,700.00       | 0.00         | 1,700.00             |
| 1291                | PRE SPED                             | 27,112.00      | 1,390.24     | 14,941.15            | 55.11       | 12,170.85      | 0.00         | 12,170.85            |
| 01 1292 313 000 000 | Pre Deaf Ed Services (0-2)           | 862.00         | 87.65        | 1,052.25             | 122.07      | (190.25)       | 0.00         | (190.25)             |
| 01 1292 313 001 000 | Pre Sped OT Services (0-2)           | 1,929.00       | 148.40       | 1,678.34             | 87.01       | 250.66         | 0.00         | 250.66               |
| 01 1292 313 002 000 | Pre Sped PT Services (0-2)           | 1,380.00       | 99.31        | 1,334.84             | 96.73       | 45.16          | 0.00         | 45.16                |
| 01 1292 318 000 000 | Pre Sped Services (0-2)              | 5,000.00       | 266.40       | 2,879.63             | 57.59       | 2,120.37       | 0.00         | 2,120.37             |
| 01 1292 318 002 000 | Pre D/E Psychological Services (0-2) | 5,838.00       | 465.64       | 5,407.49             | 92.63       | 430.51         | 0.00         | 430.51               |
| 1292                | PRE Sped                             | 15,009.00      | 1,067.40     | 12,352.55            | 82.30       | 2,656.45       | 0.00         | 2,656.45             |
| 01 2120 110 001 000 | Counselor Sal Secon                  | 54,815.00      | 4,567.90     | 45,679.00            | 83.33       | 9,136.00       | 0.00         | 9,136.00             |
| 01 2120 110 002 000 | Counselor Sal Elem                   | 13,704.00      | 1,141.98     | 11,419.80            | 83.33       | 2,284.20       | 0.00         | 2,284.20             |
| 01 2120 140 001 000 | Aide Secon                           | 5,600.00       | 0.00         | 4,064.09             | 72.57       | 1,535.91       | 0.00         | 1,535.91             |
| 01 2120 210 001 000 | Fica Secon                           | 4,621.00       | 339.11       | 3,695.57             | 79.97       | 925.43         | 0.00         | 925.43               |
| 01 2120 210 002 000 | Fica Elem                            | 1,048.00       | 84.78        | 847.92               | 80.91       | 200.08         | 0.00         | 200.08               |
| 01 2120 220 001 000 | Retirement Secon                     | 5,968.00       | 451.21       | 4,913.56             | 82.33       | 1,054.44       | 0.00         | 1,054.44             |
| 01 2120 220 002 000 | Retirement Elem                      | 1,354.00       | 112.80       | 1,128.00             | 83.31       | 226.00         | 0.00         | 226.00               |
| 01 2120 230 001 000 | Health Ins. Secon                    | 12,200.00      | 922.68       | 9,811.89             | 80.43       | 2,388.11       | 0.00         | 2,388.11             |
| 01 2120 230 002 000 | Health Ins. Elem                     | 2,770.00       | 230.67       | 2,294.10             | 82.82       | 475.90         | 0.00         | 475.90               |
| 01 2120 290 001 000 | Life Ins Secon                       | 85.00          | 6.40         | 67.65                | 79.59       | 17.35          | 0.00         | 17.35                |
| 01 2120 290 002 000 | Life Ins Elem                        | 20.00          | 1.60         | 15.91                | 79.55       | 4.09           | 0.00         | 4.09                 |
| 01 2120 313 001 000 | Purch Prof Ser Secon                 | 1,000.00       | 0.00         | 165.00               | 16.50       | 835.00         | 0.00         | 835.00               |
| 01 2120 313 002 000 | Purch Prof Ser Elem                  | 1,000.00       | 0.00         | 90.00                | 9.00        | 910.00         | 0.00         | 910.00               |
| 01 2120 410 001 000 | Supplies Secon                       | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 2120 410 002 000 | Supplies Elem                        | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 2120 420 001 000 | Resource Texts                       | 2,500.00       | 0.00         | 559.00               | 22.36       | 1,941.00       | 0.00         | 1,941.00             |
| 01 2120 420 002 000 | Resource Texts                       | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 2120 460 001 000 | Computer Software                    | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 2120 670 001 000 | Travel Secon                         | 500.00         | 0.00         | 58.47                | 11.69       | 441.53         | 0.00         | 441.53               |
| 01 2120 670 002 000 | Travel Elem                          | 60.00          | 0.00         | 58.48                | 97.47       | 1.52           | 0.00         | 1.52                 |
| 2120                | COUNSELOR                            | 109,495.00     | 7,859.13     | 84,868.44            | 77.51       | 24,626.56      | 0.00         | 24,626.56            |
| 01 2130 110 000 000 | Nurse Salary                         | 27,077.00      | 2,142.08     | 21,596.48            | 79.76       | 5,480.52       | 0.00         | 5,480.52             |
| 01 2130 210 000 000 | Fica                                 | 2,071.00       | 163.52       | 1,648.60             | 79.60       | 422.40         | 0.00         | 422.40               |
| 01 2130 220 000 000 | Retirement                           | 2,675.00       | 211.58       | 2,133.26             | 79.75       | 541.74         | 0.00         | 541.74               |
| 01 2130 230 000 000 | Health Ins                           | 4,278.00       | 356.50       | 3,565.00             | 83.33       | 713.00         | 0.00         | 713.00               |
| 01 2130 290 000 000 | Life Ins                             | 54.00          | 4.48         | 44.80                | 82.96       | 9.20           | 0.00         | 9.20                 |
| 01 2130 313 001 000 | Purch Prof Ser Secon                 | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 01 2130 313 002 000 | Purch Prof Serv Elem                 | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 01 2130 410 000 000 | Health Supplies                      | 2,500.00       | 0.00         | 322.64               | 12.91       | 2,177.36       | 0.00         | 2,177.36             |
| 01 2130 411 001 000 | Instruc Mater Secon                  | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 01 2130 411 002 000 | Instruc Mater Elem                   | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 2130 530 000 000 | Equipment                            | 300.00         | 0.00         | 0.00                 | 0.00        | 300.00         | 0.00         | 300.00               |
| 01 2130 630 000 000 | Dues And Fees                        | 150.00         | 140.00       | 140.00               | 93.33       | 10.00          | 0.00         | 10.00                |
| 01 2130 670 000 000 | Travel                               | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 2130                | NURSE                                | 39,705.00      | 3,018.16     | 29,450.78            | 74.17       | 10,254.22      | 0.00         | 10,254.22            |
| 01 2190 140 001 000 | Act Trans Sal Secon                  | 11,500.00      | 1,227.84     | 11,505.03            | 100.04      | (5.03)         | 0.00         | (5.03)               |

Expenditure Report by Op. Unit/Function

| Account Number      | Account Description     | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|-------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01 2190 140 002 000 | Act Trans Sal Elem      | 1,000.00       | 565.66       | 1,039.36             | 103.94      | (39.36)        | 0.00         | (39.36)              |
| 01 2190 210 001 000 | Fica Secon              | 1,000.00       | 93.94        | 880.16               | 88.02       | -119.84        | 0.00         | 119.84               |
| 01 2190 210 002 000 | Fica Elem               | 77.00          | 43.29        | 79.54                | 103.30      | (2.54)         | 0.00         | (2.54)               |
| 01 2190 220 001 000 | Retirement Secon        | 750.00         | 47.14        | 92.48                | 12.33       | 657.52         | 0.00         | 657.52               |
| 01 2190 220 002 000 | Retirement Elem         | 50.00          | 2.18         | 2.18                 | 4.36        | 47.82          | 0.00         | 47.82                |
| 01 2190 340 001 000 | Testing                 | 1,000.00       | 0.00         | 840.00               | 84.00       | 160.00         | 0.00         | 160.00               |
| 01 2190 670 001 000 | Meals/travel            | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 2190 670 002 000 | Meals/mileage           | 90.00          | 0.00         | 0.00                 | 0.00        | 90.00          | 0.00         | 90.00                |
| 2190 ACT TRANS      |                         | 15,467.00      | 1,980.05     | 14,438.75            | 93.35       | 1,028.25       | 0.00         | 1,028.25             |
| 01 2212 110 002 000 | Staff Dev Salaries      | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 01 2212 120 001 000 | Staff Development       | 3,500.00       | 0.00         | 1,680.00             | 48.00       | 1,820.00       | 0.00         | 1,820.00             |
| 01 2212 120 002 000 | Staff Development       | 2,500.00       | 0.00         | 960.00               | 38.40       | 1,540.00       | 0.00         | 1,540.00             |
| 01 2212 210 001 000 | Staff Dev Fica          | 268.00         | 0.00         | 128.52               | 47.96       | 139.48         | 0.00         | 139.48               |
| 01 2212 210 002 000 | Staff Dev Fica          | 200.00         | 0.00         | 73.44                | 36.72       | 126.56         | 0.00         | 126.56               |
| 01 2212 220 002 000 | Staff Dev Retire        | 200.00         | 0.00         | 0.00                 | 0.00        | 200.00         | 0.00         | 200.00               |
| 01 2212 230 002 000 | HEALTH INSURANCE        | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 2212 290 002 000 | LIFE                    | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 2212 319 001 000 | Purch Prof Ser Secon    | 2,500.00       | 10.00        | 2,308.50             | 92.34       | 191.50         | 0.00         | 191.50               |
| 01 2212 319 002 000 | Purch Prof Ser Elem     | 2,000.00       | 0.00         | 1,747.50             | 87.38       | 252.50         | 0.00         | 252.50               |
| 01 2212 410 001 000 | Supplies Secon          | 1,500.00       | 0.00         | 796.15               | 53.08       | 703.85         | 0.00         | 703.85               |
| 01 2212 410 002 000 | Supplies Elem           | 500.00         | 0.00         | 169.30               | 33.86       | 330.70         | 0.00         | 330.70               |
| 01 2212 630 001 000 | Dues And Fees Secon     | 7,000.00       | 0.00         | 0.00                 | 0.00        | 7,000.00       | 0.00         | 7,000.00             |
| 01 2212 630 002 000 | Dues And Fees Elem      | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 2212 670 001 000 | Travel Secon            | 500.00         | 0.00         | 4,052.88             | 810.58      | (3,552.88)     | 0.00         | (3,552.88)           |
| 01 2212 670 002 000 | Travel Elem             | 1,500.00       | 0.00         | 1,132.09             | 75.47       | 367.91         | 0.00         | 367.91               |
| 2212 STAFF          |                         | 24,668.00      | 10.00        | 13,048.38            | 52.90       | 11,619.62      | 0.00         | 11,619.62            |
| 01 2215 110 000 000 | Assessment              | 5,100.00       | 0.00         | 0.00                 | 0.00        | 5,100.00       | 0.00         | 5,100.00             |
| 01 2215 210 002 000 | Assessment Fica Elem    | 650.00         | 0.00         | 0.00                 | 0.00        | 650.00         | 0.00         | 650.00               |
| 01 2215 220 000 000 | Assessment Retire       | 650.00         | 0.00         | 0.00                 | 0.00        | 650.00         | 0.00         | 650.00               |
| 01 2215 410 001 000 | Assessment Supplies     | 375.00         | 0.00         | 0.00                 | 0.00        | 375.00         | 0.00         | 375.00               |
| 01 2215 410 002 000 | Assessment Supplies     | 375.00         | 0.00         | 0.00                 | 0.00        | 375.00         | 0.00         | 375.00               |
| 01 2215 630 001 000 | Assessment Dues/fees    | 1,425.00       | 0.00         | 0.00                 | 0.00        | 1,425.00       | 0.00         | 1,425.00             |
| 01 2215 630 002 000 | Assessment Dues/fees    | 1,425.00       | 0.00         | 0.00                 | 0.00        | 1,425.00       | 0.00         | 1,425.00             |
| 01 2215 670 001 000 | Assessment Travel       | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 2215 670 002 000 | Assessment Travel       | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 2215 ASSESMENT      |                         | 10,300.00      | 0.00         | 0.00                 | 0.00        | 10,300.00      | 0.00         | 10,300.00            |
| 01 2220 110 000 000 | Tech Support Salary     | 60,000.00      | 5,000.00     | 50,000.00            | 83.33       | 10,000.00      | 0.00         | 10,000.00            |
| 01 2220 140 000 000 | Tech Support Aides      | 3,000.00       | 0.00         | 594.18               | 19.81       | 2,405.82       | 0.00         | 2,405.82             |
| 01 2220 210 000 000 | Tech Support Fica       | 4,819.00       | 361.46       | 3,614.60             | 75.01       | 1,204.40       | 0.00         | 1,204.40             |
| 01 2220 220 000 000 | Tech Support Retir      | 6,223.00       | 493.89       | 4,938.90             | 79.37       | 1,284.10       | 0.00         | 1,284.10             |
| 01 2220 230 000 000 | Tech Support Health Ins | 20,915.00      | 1,742.89     | 17,428.90            | 83.33       | 3,486.10       | 0.00         | 3,486.10             |
| 01 2220 290 000 000 | Tech Support Life Ins   | 96.00          | 8.00         | 80.00                | 83.33       | 16.00          | 0.00         | 16.00                |
| 01 2220 318 000 000 | SUPPORT/NETWORK/BACKUP  | 2,500.00       | 0.00         | 0.00                 | 0.00        | 2,500.00       | 0.00         | 2,500.00             |
| 01 2220 630 000 000 | REGISTRATION            | 500.00         | 0.00         | 189.00               | 37.80       | 311.00         | 0.00         | 311.00               |
| 01 2220 670 000 000 | Tech Support Travel     | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 2220 TECH SUPPORT   |                         | 98,553.00      | 7,606.24     | 76,845.58            | 77.97       | 21,707.42      | 0.00         | 21,707.42            |
| 01 2222 110 001 000 | Librarian Sal Secon     | 24,489.00      | 2,040.73     | 20,407.30            | 83.33       | 4,081.70       | 0.00         | 4,081.70             |
| 01 2222 110 002 000 | Librarian Sal Elem      | 24,489.00      | 2,040.73     | 20,407.30            | 83.33       | 4,081.70       | 0.00         | 4,081.70             |
| 01 2222 210 001 000 | Fica Secon              | 1,873.00       | 154.97       | 1,549.70             | 82.74       | 323.30         | 0.00         | 323.30               |
| 01 2222 210 002 000 | Fica Elem               | 1,873.00       | 154.99       | 1,549.90             | 82.75       | 323.10         | 0.00         | 323.10               |
| 01 2222 220 001 000 | Retire Secon            | 2,419.00       | 201.58       | 2,015.80             | 83.33       | 403.20         | 0.00         | 403.20               |
| 01 2222 220 002 000 | Retire Elem             | 2,419.00       | 201.58       | 2,015.80             | 83.33       | 403.20         | 0.00         | 403.20               |
| 01 2222 230 001 000 | Health Ins Secon        | 10,458.00      | 0.00         | 0.00                 | 0.00        | 10,458.00      | 0.00         | 10,458.00            |
| 01 2222 230 002 000 | Health Ins Elem         | 10,458.00      | 0.00         | 0.00                 | 0.00        | 10,458.00      | 0.00         | 10,458.00            |

Expenditure Report by Op. Unit/Function

| Account Number      | Account Description   | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|-----------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01 2222 290 001 000 | Life Ins Secon        | 48.00          | 4.00         | 40.00                | 83.33       | 8.00           | 0.00         | 8.00                 |
| 01 2222 290 002 000 | Life Ins Elem         | 48.00          | 4.00         | 40.00                | 83.33       | 8.00           | 0.00         | 8.00                 |
| 01 2222 313 001 000 | Purchased Ser Secon   | 700.00         | 20.00        | 60.00                | 8.57        | 640.00         | 0.00         | 640.00               |
| 01 2222 313 002 000 | Purchased Ser Elem    | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 01 2222 318 001 000 | Repair Secon          | 150.00         | 0.00         | 0.00                 | 0.00        | 150.00         | 0.00         | 150.00               |
| 01 2222 318 002 000 | Repair Elem           | 350.00         | 0.00         | 0.00                 | 0.00        | 350.00         | 0.00         | 350.00               |
| 01 2222 410 001 000 | Supplies Secon        | 500.00         | 0.00         | 586.30               | 117.26      | (86.30)        | 0.00         | (86.30)              |
| 01 2222 410 002 000 | Supplies Elem         | 568.00         | 0.00         | 118.89               | 20.93       | 449.11         | 0.00         | 449.11               |
| 01 2222 425 000 000 | EBOOKS                | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 2222 430 001 000 | Library Books Secon   | 3,500.00       | 0.00         | 40.00                | 1.14        | 3,460.00       | 0.00         | 3,460.00             |
| 01 2222 430 002 000 | Library Books Elem    | 1,500.00       | 78.41        | 530.69               | 35.38       | 969.31         | 0.00         | 969.31               |
| 01 2222 440 001 000 | Magazines Secon       | 1,200.00       | 0.00         | 27.00                | 2.25        | 1,173.00       | 0.00         | 1,173.00             |
| 01 2222 440 002 000 | Magazines Elem        | 750.00         | 0.00         | 27.00                | 3.60        | 723.00         | 0.00         | 723.00               |
| 01 2222 450 001 000 | Av Mater Secon        | 250.00         | 0.00         | 0.00                 | 0.00        | 250.00         | 0.00         | 250.00               |
| 01 2222 450 002 000 | Av Mater Elem         | 250.00         | 0.00         | 0.00                 | 0.00        | 250.00         | 0.00         | 250.00               |
| 01 2222 460 001 000 | Computer Software     | 3,800.00       | 0.00         | 770.50               | 20.28       | 3,029.50       | 0.00         | 3,029.50             |
| 01 2222 460 002 000 | Elem Software         | 2,500.00       | 0.00         | 770.50               | 30.82       | 1,729.50       | 0.00         | 1,729.50             |
| 01 2222 530 001 000 | Equipment Secon       | 600.00         | 0.00         | 0.00                 | 0.00        | 600.00         | 0.00         | 600.00               |
| 01 2222 530 002 000 | Equipment Elem        | 600.00         | 0.00         | 0.00                 | 0.00        | 600.00         | 0.00         | 600.00               |
| 01 2222 670 001 000 | TRAVEL                | 0.00           | 0.00         | 76.50                | 0.00        | (76.50)        | 0.00         | (76.50)              |
| 01 2222 690 001 000 | Other Mis Exp Secon   | 40.00          | 75.00        | 75.00                | 187.50      | (35.00)        | 0.00         | (35.00)              |
| 01 2222 690 002 000 | Other Misc Exp Elem   | 100.00         | 0.00         | 0.00                 | 0.00        | 100.00         | 0.00         | 100.00               |
| 2222 LIBRARY        |                       | 96,482.00      | 4,975.99     | 51,108.18            | 52.97       | 45,373.82      | 0.00         | 45,373.82            |
| 01 2310 318 000 000 | SERVICES              | 750.00         | 0.00         | 1,080.00             | 144.00      | (330.00)       | 0.00         | (330.00)             |
| 01 2310 319 000 000 | Audit                 | 6,500.00       | 0.00         | 6,500.00             | 100.00      | 0.00           | 0.00         | 0.00                 |
| 01 2310 350 000 000 | Advertising & Print   | 7,500.00       | 0.00         | 2,251.44             | 30.02       | 5,248.56       | 0.00         | 5,248.56             |
| 01 2310 410 000 000 | Supplies              | 3,500.00       | 613.37       | 1,432.78             | 40.94       | 2,067.22       | 0.00         | 2,067.22             |
| 01 2310 467 000 000 | Software (E-Meetings) | 2,000.00       | 0.00         | 2,500.00             | 125.00      | (500.00)       | 0.00         | (500.00)             |
| 01 2310 630 000 000 | Dues And Fees         | 12,500.00      | 100.00       | 8,871.30             | 70.97       | 3,628.70       | 0.00         | 3,628.70             |
| 01 2310 641 000 000 | Liability Ins         | 15,000.00      | 0.00         | 14,077.67            | 93.85       | 922.33         | 0.00         | 922.33               |
| 01 2310 642 000 000 | Fidelity Bond Prem    | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 2310 670 000 000 | Board Travel          | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 01 2310 690 000 000 | Other Misc Exp        | 2,000.00       | 188.86       | 491.43               | 24.57       | 1,508.57       | 0.00         | 1,508.57             |
| 2310 TREASURER      |                       | 52,250.00      | 902.23       | 37,204.62            | 71.21       | 15,045.38      | 0.00         | 15,045.38            |
| 01 2320 110 000 000 | Supt Salary           | 131,170.00     | 10,889.24    | 108,892.40           | 83.02       | 22,277.60      | 0.00         | 22,277.60            |
| 01 2320 140 000 000 | Clerical              | 17,974.00      | 1,385.62     | 14,749.15            | 82.06       | 3,224.85       | 0.00         | 3,224.85             |
| 01 2320 210 000 000 | Fica                  | 11,410.00      | 926.22       | 9,330.27             | 81.77       | 2,079.73       | 0.00         | 2,079.73             |
| 01 2320 220 000 000 | Retirement            | 14,683.00      | 1,208.98     | 12,144.02            | 82.71       | 2,538.98       | 0.00         | 2,538.98             |
| 01 2320 230 000 000 | Health Ins            | 28,120.00      | 2,317.93     | 23,179.37            | 82.43       | 4,940.63       | 0.00         | 4,940.63             |
| 01 2320 290 000 000 | Life Ins              | 137.00         | 11.20        | 112.00               | 81.75       | 25.00          | 0.00         | 25.00                |
| 01 2320 410 000 000 | Supplies              | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 2320 467 000 000 | Software (North Star) | 2,500.00       | 0.00         | 1,300.00             | 52.00       | 1,200.00       | 0.00         | 1,200.00             |
| 01 2320 630 000 000 | Dues And Fees         | 2,500.00       | 0.00         | 1,210.00             | 48.40       | 1,290.00       | 0.00         | 1,290.00             |
| 01 2320 670 000 000 | Travel                | 4,000.00       | 0.00         | 501.49               | 12.54       | 3,498.51       | 0.00         | 3,498.51             |
| 01 2320 690 000 000 | Other Misc Exp        | 1,500.00       | 200.00       | 900.00               | 60.00       | 600.00         | 0.00         | 600.00               |
| 2320 SUPERINTENDENT |                       | 214,494.00     | 16,939.19    | 172,318.70           | 80.34       | 42,175.30      | 0.00         | 42,175.30            |
| 01 2330 317 000 000 | LEGAL SERVICES        | 15,000.00      | 425.00       | 14,646.00            | 97.64       | 354.00         | 0.00         | 354.00               |
| 2330 DISTRICT       |                       | 15,000.00      | 425.00       | 14,646.00            | 97.64       | 354.00         | 0.00         | 354.00               |
| 01 2410 110 001 000 | Princ Sal Secon       | 99,600.00      | 8,278.25     | 82,782.50            | 83.11       | 16,817.50      | 0.00         | 16,817.50            |
| 01 2410 110 002 000 | Prin Sal Elem         | 94,000.00      | 7,776.25     | 77,762.50            | 82.73       | 16,237.50      | 0.00         | 16,237.50            |
| 01 2410 111 002 000 | Cash in lieu          | 20,571.00      | 1,714.22     | 17,142.20            | 83.33       | 3,428.80       | 0.00         | 3,428.80             |
| 01 2410 120 001 000 | Student Aide          | 2,000.00       | 72.49        | 1,365.62             | 68.28       | 634.38         | 0.00         | 634.38               |
| 01 2410 140 001 000 | Clerical Sal Secon    | 42,360.00      | 3,286.75     | 35,359.47            | 83.47       | 7,000.53       | 0.00         | 7,000.53             |
| 01 2410 140 002 000 | Clerical Sal Elem     | 33,000.00      | 2,354.67     | 24,228.07            | 73.42       | 8,771.93       | 0.00         | 8,771.93             |

Expenditure Report by Op. Unit/Function

| Account Number               | Account Description  | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|------------------------------|----------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01 2410 210 001 000          | Fica Secon           | 10,784.00      | 838.12       | 8,604.04             | 79.79       | 2,179.96       | 0.00         | 2,179.96             |
| 01 2410 210 002 000          | Fica Elem            | 11,365.00      | 893.18       | 8,983.82             | 79.05       | 2,381.18       | 0.00         | 2,381.18             |
| 01 2410 220 001 000          | Retirement Secon     | 13,924.00      | 1,142.38     | 11,559.50            | 83.02       | 2,364.50       | 0.00         | 2,364.50             |
| 01 2410 220 002 000          | Retirement Elem      | 12,644.00      | 1,000.71     | 10,024.87            | 79.29       | 2,619.13       | 0.00         | 2,619.13             |
| 01 2410 230 001 000          | Health Ins Secon     | 14,800.00      | 1,239.78     | 12,404.11            | 83.81       | 2,395.89       | 0.00         | 2,395.89             |
| 01 2410 230 002 000          | Health Ins Elem      | 21,000.00      | 1,742.89     | 17,428.90            | 82.99       | 3,571.10       | 0.00         | 3,571.10             |
| 01 2410 290 001 000          | Life Ins Secon       | 156.00         | 12.97        | 129.66               | 83.12       | 26.34          | 0.00         | 26.34                |
| 01 2410 290 002 000          | Life Ins Elem        | 170.00         | 14.00        | 140.19               | 82.46       | 29.81          | 0.00         | 29.81                |
| 01 2410 410 001 000          | Supplies Secon       | 1,150.00       | 0.00         | 57.12                | 4.97        | 1,092.88       | 0.00         | 1,092.88             |
| 01 2410 410 002 000          | Supplies Elem        | 1,000.00       | 0.00         | 1.18                 | 0.12        | 998.82         | 0.00         | 998.82               |
| 01 2410 530 001 000          | Equipment Secon      | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 01 2410 530 002 000          | Equipment Elem       | 50.00          | 0.00         | 0.00                 | 0.00        | 50.00          | 0.00         | 50.00                |
| 01 2410 560 002 000          | COMPUTERS            | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 2410 630 001 000          | Dues And Fees Secon  | 500.00         | 210.00       | 1,165.00             | 233.00      | (665.00)       | 0.00         | (665.00)             |
| 01 2410 630 002 000          | Dues And Fees Elem   | 500.00         | 570.00       | 748.25               | 149.65      | (248.25)       | 0.00         | (248.25)             |
| 01 2410 670 001 000          | Travel Secon         | 500.00         | 143.84       | 678.99               | 135.80      | (178.99)       | 0.00         | (178.99)             |
| 01 2410 670 002 000          | Travel Elem          | 500.00         | 0.00         | 124.79               | 24.96       | 375.21         | 0.00         | 375.21               |
| 01 2410 690 001 000          | Other Misc Exp Secon | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 01 2410 690 002 000          | Other Misc Exp Elem  | 500.00         | 0.00         | 0.00                 | 0.00        | 500.00         | 0.00         | 500.00               |
| 2410 Office of the Principal |                      | 381,624.00     | 31,290.50    | 310,690.78           | 81.41       | 70,933.22      | 0.00         | 70,933.22            |
| 01 2510 111 000 000          | Cash in lieu         | 9,549.00       | 795.75       | 7,957.50             | 83.33       | 1,591.50       | 0.00         | 1,591.50             |
| 01 2510 140 000 000          | Clerical Salary      | 86,739.00      | 7,037.35     | 70,369.19            | 81.13       | 16,369.81      | 0.00         | 16,369.81            |
| 01 2510 210 000 000          | Fica                 | 7,366.00       | 589.98       | 5,907.12             | 80.19       | 1,458.88       | 0.00         | 1,458.88             |
| 01 2510 220 000 000          | Retirement           | 8,568.00       | 695.13       | 6,950.94             | 81.13       | 1,617.06       | 0.00         | 1,617.06             |
| 01 2510 230 000 000          | Health Ins           | 6,740.00       | 636.60       | 5,714.61             | 84.79       | 1,025.39       | 0.00         | 1,025.39             |
| 01 2510 290 000 000          | Life Ins             | 90.00          | 7.98         | 74.63                | 82.92       | 15.37          | 0.00         | 15.37                |
| 01 2510 293 000 000          | Workman's Comp       | 40,000.00      | 0.00         | 25,943.00            | 64.86       | 14,057.00      | 0.00         | 14,057.00            |
| 01 2510 318 000 000          | Repair Maint Service | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 2510 327 000 000          | Rental And Leases    | 1,500.00       | 0.00         | 1,260.00             | 84.00       | 240.00         | 0.00         | 240.00               |
| 01 2510 341 000 000          | Postage              | 6,000.00       | 3,035.36     | 3,748.88             | 62.48       | 2,251.12       | 0.00         | 2,251.12             |
| 01 2510 342 001 000          | Telephone Secon      | 6,000.00       | 378.36       | 4,546.19             | 75.77       | 1,453.81       | 0.00         | 1,453.81             |
| 01 2510 342 002 000          | Telephone Elem       | 6,000.00       | 378.37       | 4,546.19             | 75.77       | 1,453.81       | 0.00         | 1,453.81             |
| 01 2510 410 000 000          | Supplies             | 2,034.00       | 217.12       | 379.99               | 18.68       | 1,654.01       | 0.00         | 1,654.01             |
| 01 2510 460 000 000          | Computer Software    | 6,500.00       | 0.00         | 568.23               | 8.74        | 5,931.77       | 0.00         | 5,931.77             |
| 01 2510 530 000 000          | Equipment            | 1,141.00       | 0.00         | 0.00                 | 0.00        | 1,141.00       | 0.00         | 1,141.00             |
| 01 2510 560 000 000          | Computer Hardware    | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 2510 630 000 000          | REGISTRATION         | 0.00           | 0.00         | 175.00               | 0.00        | (175.00)       | 0.00         | (175.00)             |
| 01 2510 670 000 000          | Travel               | 547.00         | 0.00         | 0.00                 | 0.00        | 547.00         | 0.00         | 547.00               |
| 01 2510 690 000 000          | Other Misc Exp       | 429.00         | 0.00         | 189.78               | 44.24       | 239.22         | 0.00         | 239.22               |
| 2510 CLERICAL                |                      | 191,203.00     | 13,772.00    | 138,331.25           | 72.35       | 52,871.75      | 0.00         | 52,871.75            |
| 01 2610 120 001 000          | Sub/Summer Sal Secon | 14,800.00      | 0.00         | 3,011.62             | 20.35       | 11,788.38      | 0.00         | 11,788.38            |
| 01 2610 120 002 000          | Sub/Summer Sal Elem  | 14,400.00      | 0.00         | 2,891.90             | 20.08       | 11,508.10      | 0.00         | 11,508.10            |
| 01 2610 140 001 000          | Cust Sal Secon       | 84,532.00      | 6,730.18     | 72,691.91            | 85.99       | 11,840.09      | 0.00         | 11,840.09            |
| 01 2610 140 002 000          | Cust Sal Elem        | 42,742.00      | 3,085.04     | 33,348.97            | 78.02       | 9,393.03       | 0.00         | 9,393.03             |
| 01 2610 210 001 000          | Fica Secon           | 7,445.00       | 509.83       | 5,694.15             | 76.48       | 1,750.85       | 0.00         | 1,750.85             |
| 01 2610 210 002 000          | Fica Elem            | 4,524.00       | 230.51       | 2,666.97             | 58.95       | 1,857.03       | 0.00         | 1,857.03             |
| 01 2610 220 001 000          | Retirement Secon     | 9,121.00       | 636.98       | 6,602.67             | 72.39       | 2,518.33       | 0.00         | 2,518.33             |
| 01 2610 220 002 000          | Retirement Elem      | 5,349.00       | 276.92       | 3,108.52             | 58.11       | 2,240.48       | 0.00         | 2,240.48             |
| 01 2610 230 001 000          | Health Ins Secon     | 24,100.00      | 1,906.01     | 20,645.06            | 85.66       | 3,454.94       | 0.00         | 3,454.94             |
| 01 2610 230 002 000          | Health Ins Elem      | 25,700.00      | 1,896.46     | 19,460.61            | 75.72       | 6,239.39       | 0.00         | 6,239.39             |
| 01 2610 290 001 000          | Life Ins             | 85.00          | 10.24        | 73.92                | 86.96       | 11.08          | 0.00         | 11.08                |
| 01 2610 290 002 000          | Life Ins             | 77.00          | 4.96         | 53.08                | 68.94       | 23.92          | 0.00         | 23.92                |
| 01 2610 321 001 000          | Fuel Secon           | 20,000.00      | 808.61       | 16,824.16            | 84.12       | 3,175.84       | 0.00         | 3,175.84             |
| 01 2610 321 002 000          | Fuel Elem            | 20,000.00      | 808.61       | 16,824.15            | 84.12       | 3,175.85       | 0.00         | 3,175.85             |



Expenditure Report by Op. Unit/Function

| Account Number      | Account Description               | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|-----------------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 01 2712 641 000 000 | Insurance                         | 1,300.00       | 0.00         | 0.00                 | 0.00        | 1,300.00       | 0.00         | 1,300.00             |
| 2712                | Vehicle Operation-School Age SPED | 36,388.00      | 1,565.30     | 14,485.54            | 39.81       | 21,902.46      | 0.00         | 21,902.46            |
| 01 3135 110 000 000 | High Ability Instr                | 3,000.00       | 250.00       | 2,500.00             | 83.33       | 500.00         | 0.00         | 500.00               |
| 01 3135 210 000 000 | High Ability Fica                 | 230.00         | 18.74        | 187.43               | 81.49       | 42.57          | 0.00         | 42.57                |
| 01 3135 220 000 000 | High Ability Retirement           | 297.00         | 24.69        | 246.90               | 83.13       | 50.10          | 0.00         | 50.10                |
| 01 3135 230 000 000 | High Ability Health               | 1,000.00       | 81.01        | 808.49               | 80.85       | 191.51         | 0.00         | 191.51               |
| 01 3135 290 000 000 | Life Ins                          | 8.00           | 0.56         | 5.60                 | 70.00       | 2.40           | 0.00         | 2.40                 |
| 01 3135 410 000 000 | High Abilt Learn Supplies         | 2,820.00       | 979.94       | 3,285.06             | 116.49      | (465.06)       | 0.00         | (465.06)             |
| 01 3135 460 000 000 | HIGH ABIL SOFTWARE                | 520.00         | 0.00         | 0.00                 | 0.00        | 520.00         | 0.00         | 520.00               |
| 01 3135 530 000 000 | High Abilt Learn Equip            | 4,644.00       | 0.00         | 0.00                 | 0.00        | 4,644.00       | 0.00         | 4,644.00             |
| 01 3135 630 000 000 | High Abilt Learn Registration     | 4,000.00       | 0.00         | 6,530.00             | 163.25      | (2,530.00)     | 0.00         | (2,530.00)           |
| 01 3135 670 000 000 | High Abilt Learn Mileage          | 320.00         | 0.00         | 0.00                 | 0.00        | 320.00         | 0.00         | 320.00               |
| 3135                | HIGH ABILITY                      | 16,839.00      | 1,354.94     | 13,563.48            | 80.55       | 3,275.52       | 0.00         | 3,275.52             |
| 01 3137 140 000 000 | Youth Center Wages                | 15,000.00      | 1,307.75     | 12,124.94            | 80.83       | 2,875.06       | 0.00         | 2,875.06             |
| 01 3137 210 000 000 | Fica                              | 1,148.00       | 100.04       | 927.54               | 80.80       | 220.46         | 0.00         | 220.46               |
| 01 3137 220 000 000 | Retirement                        | 741.00         | 62.84        | 561.62               | 75.79       | 179.38         | 0.00         | 179.38               |
| 3137                | KEARNEY                           | 16,889.00      | 1,470.63     | 13,614.10            | 80.61       | 3,274.90       | 0.00         | 3,274.90             |
| 01 3516 560 000 000 | DIST LEARN EQUIP                  | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 3516                | DIST LEARN EQUIP                  | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 01 4200 110 000 000 | REGULAR SALARIES                  | 45,134.00      | 0.00         | 45,666.64            | 101.18      | (532.64)       | 0.00         | (532.64)             |
| 01 4200 210 000 000 | FICA                              | 3,345.00       | 0.00         | 3,309.04             | 98.92       | 35.96          | 0.00         | 35.96                |
| 01 4200 220 000 000 | RETIREMENT                        | 4,458.00       | 0.00         | 4,510.88             | 101.19      | (52.88)        | 0.00         | (52.88)              |
| 01 4200 230 000 000 | HEALTH INSURANCE                  | 13,943.00      | 0.00         | 13,943.12            | 100.00      | (0.12)         | 0.00         | (0.12)               |
| 01 4200 290 000 000 | LIFE                              | 64.00          | 0.00         | 64.00                | 100.00      | 0.00           | 0.00         | 0.00                 |
| 01 4200 410 000 000 | Supplies/Materials                | 120.00         | 0.00         | 0.00                 | 0.00        | 120.00         | 0.00         | 120.00               |
| 01 4200 670 000 000 | Travel                            | 250.00         | 0.00         | 0.00                 | 0.00        | 250.00         | 0.00         | 250.00               |
| 4200                | TITLE 1 CURRENT                   | 67,314.00      | 0.00         | 67,493.68            | 100.27      | (179.68)       | 0.00         | (179.68)             |
| 01 4210 410 000 000 | SUPPLIES                          | 8,151.00       | 6,300.00     | 7,958.57             | 97.64       | 192.43         | 0.00         | 192.43               |
| 4210                | TITLE 1 NCLB                      | 8,151.00       | 6,300.00     | 7,958.57             | 97.64       | 192.43         | 0.00         | 192.43               |
| 01 4325 110 000 000 | Title IIA Class Size Reduction    | 18,299.00      | 4,338.34     | 24,461.39            | 133.68      | (6,162.39)     | 0.00         | (6,162.39)           |
| 01 4325 210 000 000 | TITLE IIA Fica                    | 1,167.00       | 290.91       | 1,620.86             | 138.89      | (453.86)       | 0.00         | (453.86)             |
| 01 4325 220 000 000 | TITLE IIA Retirement              | 1,808.00       | 428.53       | 2,416.21             | 133.64      | (608.21)       | 0.00         | (608.21)             |
| 01 4325 230 000 000 | TITLE IIA Health                  | 7,906.00       | 1,742.89     | 9,827.13             | 124.30      | (1,921.13)     | 0.00         | (1,921.13)           |
| 01 4325 290 000 000 | TITLE IIA Life Ins                | 37.00          | 8.00         | 45.11                | 121.92      | (8.11)         | 0.00         | (8.11)               |
| 4325                | TITLE IIA                         | 29,217.00      | 6,808.67     | 38,370.70            | 131.33      | (9,153.70)     | 0.00         | (9,153.70)           |
| 01 4326 630 000 000 | Title II Eishenhower & Techno     | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 4326                | TITLE II                          | 2,000.00       | 0.00         | 0.00                 | 0.00        | 2,000.00       | 0.00         | 2,000.00             |
| 01 4327 110 000 000 | REAP Salary                       | 15,253.00      | 0.00         | 18,824.87            | 123.42      | (3,571.87)     | 0.00         | (3,571.87)           |
| 01 4327 210 000 000 | REAP Fica                         | 973.00         | 0.00         | 1,220.84             | 125.47      | (247.84)       | 0.00         | (247.84)             |
| 01 4327 220 000 000 | REAP Retirement                   | 1,507.00       | 0.00         | 1,859.51             | 123.39      | (352.51)       | 0.00         | (352.51)             |
| 01 4327 230 000 000 | REAP Health                       | 6,591.00       | 0.00         | 7,562.77             | 114.74      | (971.77)       | 0.00         | (971.77)             |
| 01 4327 290 000 000 | REAP Life                         | 30.00          | 0.00         | 34.71                | 115.70      | (4.71)         | 0.00         | (4.71)               |
| 4327                | REAP                              | 24,354.00      | 0.00         | 29,502.70            | 121.14      | (5,148.70)     | 0.00         | (5,148.70)           |
| 01 4403 310 000 000 | IDEA Vocational/Vision            | 7,469.00       | 0.00         | 0.00                 | 0.00        | 7,469.00       | 0.00         | 7,469.00             |
| 4403                | IDEA                              | 7,469.00       | 0.00         | 0.00                 | 0.00        | 7,469.00       | 0.00         | 7,469.00             |
| 01 4404 110 000 000 | SPED IDEA instr                   | 22,566.00      | 1,541.25     | 23,710.81            | 105.07      | (1,144.81)     | 0.00         | (1,144.81)           |
| 01 4404 140 000 000 | SPED IDEA PARA                    | 11,895.00      | 0.00         | 14,854.99            | 124.88      | (2,959.99)     | 0.00         | (2,959.99)           |
| 01 4404 210 000 000 | SPED IDEA FICA                    | 1,938.00       | 117.28       | 2,245.61             | 115.87      | (307.61)       | 0.00         | (307.61)             |
| 01 4404 220 000 000 | SPED IDEA RETIRE                  | 3,404.00       | 152.24       | 3,809.43             | 111.91      | (405.43)       | 0.00         | (405.43)             |
| 01 4404 230 000 000 | SPED IDEA HEALTH                  | 13,385.00      | 652.65       | 14,828.47            | 110.78      | (1,443.47)     | 0.00         | (1,443.47)           |
| 01 4404 290 000 000 | SPED IDEA LIFE                    | 90.00          | 4.00         | 101.52               | 112.80      | (11.52)        | 0.00         | (11.52)              |



Expenditure Report by Op. Unit/Function

| Account Number      | Account Description                         | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|---|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 605                 | Vision                                      | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 01 4410 318 002 606 | IDEA D/E Psychological Services<br>Preschoo | 5,500.00       | 0.00         | 0.00                 | 0.00        | 5,500.00       | 0.00         | 5,500.00             |
| 4410                | IDEA E-P                                    | 5,500.00       | 0.00         | 0.00                 | 0.00        | 5,500.00       | 0.00         | 5,500.00             |
| 606                 | D/E Psychological                           | 5,500.00       | 0.00         | 0.00                 | 0.00        | 5,500.00       | 0.00         | 5,500.00             |
| 01                  | General                                     | 7,302,850.00   | 522,161.47   | 5,098,724.40         | 69.82       | 2,204,125.60   | 0.00         | 2,204,125.60         |

# Invoice



|         |            |
|---------|------------|
| Page    | 1/1        |
| Invoice | NE00021040 |
| Date    | 05/20/2019 |

**Bill to:**

**Opaa! Food Mgt. of NE, LLC**

PO Box 790379  
St. Louis, MO 63179-0379

**Ravenna Public Schools**

41750 Carthage Road PO Box 8400  
Ravenna, NE 68869-8869

| Customer ID | Description                | Payment Terms |
|-------------|----------------------------|---------------|
| NE0007      | MAY 2019 CONTRACT SERVICES | 0%0/NET30     |

| Quantity | Itemized                | Meal Equivalent    | Unit Price   | Unit Total |
|----------|-------------------------|--------------------|--------------|------------|
| 3031.00  | Student Lunches         |                    | \$2.5475     | \$7,721.47 |
| 652.00   | Student Breakfasts      |                    | \$1.2737     | \$830.45   |
| 298.76   | A la Carte              | \$1057.60 + 3.5400 | \$2.5475     | \$761.08   |
| 56.19    | Vended Sales            | \$198.90 + 3.5400  | \$2.5475     | \$143.14   |
| 82.49    | Adult Lunches           | \$292.00 + 3.5400  | \$2.5475     | \$210.13   |
| 117.00   | Preschool Snack         |                    | \$0.4000     | \$46.80    |
| 676.00   | K-3 Milk                |                    | \$0.3500     | \$236.60   |
| 84.00    | Preschool Milk          |                    | \$0.2500     | \$21.00    |
| 1.00     | Actual Commodity Credit |                    | (\$205.1800) | (\$205.18) |

|               |              |                   |
|---------------|--------------|-------------------|
| <b>NOTES:</b> | <b>Total</b> | <b>\$9,765.49</b> |
|---------------|--------------|-------------------|

*Kenneth Schrader*  
5-20-19

Please Remit Payment To: Opaa! Food Management, Inc. P.O. Box 790379 St. Louis, MO 63179 636-812-0777



## Commodity Receipts

### Ravenna Public Schools

|         |            |
|---------|------------|
| Invoice | NE00021040 |
| Date    | 05/20/2019 |

| Distributor / Order Number | Credit Memo Number | Item Name (Manufacturer Number) | Distributor Item Number | Donated Value   | Credited Donated Value | Previously Billed | Net Donated Value |
|----------------------------|--------------------|---------------------------------|-------------------------|-----------------|------------------------|-------------------|-------------------|
| <b>DOD NE</b>              |                    |                                 |                         |                 |                        |                   |                   |
| 574724                     |                    | Apple Gala 113-125 CT           | 15W83                   | 34.94           | 0.00                   | 0.00              | 34.94             |
| 574724                     |                    | Broccoli Florets CHL            | 15R22                   | 16.48           | 0.00                   | 0.00              | 16.48             |
| 574724                     |                    | Carrot Chl Baby Slims           | 15A33                   | 23.14           | 0.00                   | 0.00              | 23.14             |
| 574724                     |                    | Celery 3ct 1/5 lb Bag           | 15A20                   | 11.49           | 0.00                   | 0.00              | 11.49             |
| 574724                     |                    | Oranges                         | 14A02                   | 35.78           | 0.00                   | 0.00              | 35.78             |
| 574724                     |                    | Pepper Sweet Bell Green Med.    | 17D04                   | 18.92           | 0.00                   | 0.00              | 18.92             |
| 574724                     |                    | Radishes FR Cello               | 15Q71                   | 9.98            | 0.00                   | 0.00              | 9.98              |
| 574724                     |                    | Salad Mix Raomaine Blend        | 15D41                   | 39.48           | 0.00                   | 0.00              | 39.48             |
| 574724                     |                    | Tomato Large 1/10 LB CS         | 15N71                   | 14.97           | 0.00                   | 0.00              | 14.97             |
|                            |                    |                                 |                         | <b>205.18</b>   | <b>0.00</b>            | <b>0.00</b>       | <b>205.18</b>     |
|                            |                    |                                 |                         | <b>\$205.18</b> | <b>\$0.00</b>          | <b>\$0.00</b>     | <b>\$205.18</b>   |

06/07/2019 10:59 AM

| PO Number                        | Invoice Number | Vendor Name  | Invoice Date | Amount   |
|----------------------------------|----------------|--|--------------|----------|
| Account Number                   |                | Detail Description                                 |              | Amount   |
| Checking Account ID 06           | NE0021040      | Fund Number 06 Lunch<br>Opaa! Food Mgt. of NE, LLC | 05/20/2019   | 9,765.49 |
| 06 1100 390 000 000              |                | OTHER PURCHASED SERVICES                           |              | 9,765.49 |
| Total Opaa! Food Mgt. of NE, LLC |                |  |              | 9,765.49 |
| Fund Number 06                   |                |  |              | 9,765.49 |
| Checking Account ID 06           |                |  |              | 9,765.49 |

Expenditure Report by Op. Unit/Function

| Account Number      | Account Description      | Revised Budget | During Month | Expenditures to Date | % of Budget | Balance at EOM | Encumbrances | Unencumbered Balance |
|---------------------|--------------------------|----------------|--------------|----------------------|-------------|----------------|--------------|----------------------|
| 06                  | Lunch                    |                |              |                      |             |                |              |                      |
| 06 1100 110 000 000 | Salary                   | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 06 1100 120 000 000 | Sub Salaries             | 2,000.00       | 424.76       | 1,702.69             | 85.13       | 297.31         | 0.00         | 297.31               |
| 06 1100 140 000 000 | Salary                   | 73,000.00      | 5,543.66     | 56,315.13            | 77.14       | 16,684.87      | 0.00         | 16,684.87            |
| 06 1100 159 000 000 | Overtime Salaries        | 0.00           | 116.64       | 250.77               | 0.00        | (250.77)       | 0.00         | (250.77)             |
| 06 1100 210 000 000 | Fica                     | 8,000.00       | 322.81       | 2,998.30             | 37.48       | 5,001.70       | 0.00         | 5,001.70             |
| 06 1100 220 000 000 | Retirement               | 8,000.00       | 509.49       | 5,537.82             | 69.22       | 2,462.18       | 0.00         | 2,462.18             |
| 06 1100 230 000 000 | Health Insurance         | 18,500.00      | 1,565.51     | 14,003.33            | 75.69       | 4,496.67       | 0.00         | 4,496.67             |
| 06 1100 290 000 000 | Life Ins                 | 500.00         | 10.00        | 128.00               | 25.60       | 372.00         | 0.00         | 372.00               |
| 06 1100 390 000 000 | OTHER PURCHASED SERVICES | 239,000.00     | 9,765.49     | 152,719.78           | 63.90       | 86,280.22      | 0.00         | 86,280.22            |
| 06 1100 530 000 000 | Equipment                | 0.00           | 0.00         | 447.88               | 0.00        | (447.88)       | 0.00         | (447.88)             |
| 06 1100 560 000 000 | Computer Equip           | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 06 1100 690 000 000 | Other Supplies           | 1,000.00       | 0.00         | 0.00                 | 0.00        | 1,000.00       | 0.00         | 1,000.00             |
| 06 1100 691 000 000 | Other Misc.              | 0.00           | 0.00         | 0.00                 | 0.00        | 0.00           | 0.00         | 0.00                 |
| 1100                | SALARIES                 | 350,000.00     | 18,258.36    | 234,103.70           | 66.89       | 115,896.30     | 0.00         | 115,896.30           |
| 000                 | DISTRICT WIDE            | 350,000.00     | 18,258.36    | 234,103.70           | 66.89       | 115,896.30     | 0.00         | 115,896.30           |
| 06                  | Lunch                    | 350,000.00     | 18,258.36    | 234,103.70           | 66.89       | 115,896.30     | 0.00         | 115,896.30           |

**Tri-Cities Group Inc.**

Po Box 909  
Grand Island, NE 68802

**Invoice**

|          |           |
|----------|-----------|
| Date     | Invoice # |
| 6/6/2019 | 4871      |

**Bill To**

Ravenna Public Schools  
41750 Carthage Road  
Ravenna, NE 68869-4051

|            |          |                        |
|------------|----------|------------------------|
| Job ID No. | P.O. No. | Project                |
| TCG4871    |          | North Roof Replacement |

| Date | Description   | Quantity | Rate               | Amount             |
|------|---|----------|--------------------|--------------------|
|      | Install New Firestone TPO roof per quote.<br>ADDITIONAL WORK PERFORMED AT NO CHARGE:<br>Replace cap metal on south wall in poor shape.<br>Remove and replace 2x2 wood nailer and new plywood in poor shape.<br>Replace 8 sheets of 2-inch wet/damaged ISO | 1        | 27,300.00<br>0.00  | 27,300.00<br>0.00  |
|      |   | 8        | 18.32              | 146.56             |
|      |   |          | <b>Balance Due</b> | <b>\$27,446.56</b> |
|      |   |          | Due On Receipt     |                    |

|              |              |
|--------------|--------------|
| Phone #      | Fax #        |
| 308-384-7230 | 308-384-7260 |

*Kenneth E Schneider*

*6-6-19*

*Spec Bldg*

**Board of Education Regular Meeting**

High School Library

P.O. Box 8400

Ravenna, NE 68869-8400

Monday, May 13, 2019 7:00 PM

Marilyn Bohn: Present  
Misti Fiddelke: Present  
Ryan Osten: Present  
Tara Schirmer: Present  
Dawn Standage: Present  
Marc Vacek: Present

1. Building & Grounds Walk Through
2. Call to Order and Roll Call - Open Meeting Law
3. Excuse Absent Board Members
4. The Pledge of Allegiance
5. Recitation of School Mission Statement: Preparing Students Today to Succeed Tomorrow:  
Family-Community-School
6. Approval of Agenda  
Motion to approve the agenda passed with a motion by Ryan Osten and a second by Marc Vacek.
7. Financial Report
8. Consent Agenda  
Motion to approve the consent agenda passed with a motion by Marilyn Bohn and a second by Ryan Osten.
  - 8.1. Discuss, consider, and take all necessary action to minutes

- 8.2. Discuss, consider, and take all necessary action to bills
- 8.3. Discuss, consider, and take all action necessary to declaring school fleet "Bus #4" as surplus for immediate disposal
- 8.4. Discuss, consider, and take all action necessary to Spanish classroom surplus materials
- 8.5. Discuss, consider, and take all action necessary to revised 2019-20 School Calendar
- 8.6. Discuss, consider, and take all action necessary to declaring middle school and high school math classroom surplus materials
- 8.7. Discuss, consider, and take all action necessary to declaring elementary science and math materials as surplus for immediate disposal
- 8.8. Discuss, consider, and take all action necessary to surplus books and cd's from the ms/hs media center
- 8.9. Discuss, consider, and take all action necessary to the annual staff appreciation meal
- 8.10. Discuss, consider, and take all action necessary to TIF Annual Report from City of Ravenna
9. Request to Address the Board and Correspondence
10. Blue Jay Celebration of Success-5th & 6th Grade HAL Career Presentations & Ravenna High School Robotics
11. ABC Bluejay Staff Member of the Month-Mrs. Amy Styren
12. Information and Action Items
  - 12.1. Discuss, consider, and take all action necessary to staff computer "re-fresh" purchase-Mr. Dave Huryta, District Technology Coordinator  
No action taken on this item.
  - 12.2. Discuss, consider, and take all action necessary to purchase of elementary math curriculum  
Motion to approve purchase of the elementary math curriculum as presented passed with a motion by Tara Schirmer and a second by Dawn Standage.
  - 12.3. Discuss, consider, and take all action necessary to the purchase of the elementary science curriculum  
Motion to approve purchase of the elementary science curriculum as presented passed with a motion by Marilyn Bohn and a second by Ryan Osten.

12.4. Discuss, consider, and take all action necessary to purchase of 7-12 Spanish curriculum

Motion to approve purchase of Spanish curriculum as presented passed with a motion by Tara Schirmer and a second by Marc Vacek.

12.5. Discuss, consider, and take all action necessary to resolution to enter into an interlocal agreement with Palmer Public Schools to receive Spanish classes via distance learning

Motion to enter into a Tri-Valley Spanish Program Consortium interlocal agreement with Palmer Public Schools for the purpose of delivery of distance learning Spanish classes for the 2019-20 school year passed with a motion by Dawn Standage and a second by Tara Schirmer.

12.6. Discuss, consider, and take all action necessary to "Job Description for Transportation Coordinator & Groundskeeper"

Motion to approve the revised job description for "Transportation Coordinator & Groundskeeper" as presented passed with a motion by Marc Vacek and a second by Ryan Osten.

12.7. Discuss, consider, and take all action necessary to the school nutrition program

Motion to renew service contract with Opaa! for the 2019-20 school year failed with a motion by Tara Schirmer and a second by Marilyn Bohn.

### 13. Discussion Items

13.1. Discuss, consider, and take all action necessary to building & grounds tour with Head of Maintenance, Mr. Dan Cyboron

13.2. Behavioral Interventionist Annual Report

13.3. Discuss, consider, and take all action necessary to senior class rank calculation

13.4. Discuss, consider, and take all action necessary to the superintendent's contract

14. Elementary Principal's Report

15. Secondary Principal's Report

16. Superintendent's Report

17. Board Report-Superintendent Goals & Evaluation Instrument

18. Positive Comments

19. Adjournment

Motion to adjourn at 10:56 PM Passed with a motion by Marilyn Bohn and a second by Ryan Osten.

## List of Books to be approved for removal in Elementary Library

May 2019

|                                 |                     |                    |
|---------------------------------|---------------------|--------------------|
| Bella Arabella                  | Liza Fosburgh       | Old/not circulated |
| A Wizard of Earthsea            | Uslula Le Guin      | Old/not circulated |
| Emily's Runaway Imagination     | Beverly Cleary      | Old/not circulated |
| The Woman in the Wall           | Patrice Kindl       | Old/ " "           |
| Fifteen                         | Beverly Cleary      | Old/ " "           |
| The Cold & Hot Winter           | Johanna Hurwitz     | Old/ " "           |
| Eager                           | Helen Fox           | Old/ " "           |
| The Phantom Tollbooth           | Norton Juster       | Old/ " "           |
| The Class Clown                 | Johanna Hurwitz     | Old/ " "           |
| Good-Bye, Mr. Chips             | James Hilton        | Old/ " "           |
| The Chickenhouse House          | Ellen Howard        | Old/ " "           |
| Prince Caspian                  | C.S. Lewis          | Old/ " "           |
| Emmy                            | Connie Green        | Old/ " "           |
| Granny Torrelli makes Soup      | Sharon Creech       | Old/ " "           |
| Horrible Harry on the Ropes     | Suzy Kline          | Old/ " "           |
| The Lion, Witch, and Wardrobe-2 | C.S. Lewis          | Old/ " "           |
| Caleb's Story                   | Patricia MacLachlan | Old/ " "           |
| Run Away Home                   | Patricia McKissack  | Old/ " "           |
| Invisible Lissa                 | Natalie Honeycutt   | Old/ " "           |
| Morgan's Zoo                    | James Howe          | Old/ " "           |
| Everything on a Waffle          | Polly Horvath       | Old/ " "           |

|                                   |                      |                    |
|-----------------------------------|----------------------|--------------------|
| Bunnicula                         | Deb & James Howe     | Old/not circulated |
| Someone to Count On               | Patricia Hermes      | Old/ " "           |
| Waterless Mountain                | Laura Armer          | Old/ " "           |
| Fourth Grade Celebrity            | Patricia Reilly Giff | Old/ " "           |
| 4b Goes Wild                      | Jamie Gilson         | Old/ " "           |
| The Great Brain                   | John Fitzgerald      | Old/ " "           |
| The Great Brain Does it Again     | John Fitzgerald      | Old/ " "           |
| Top Secret                        | John Gardiner        | Old/ " "           |
| Scooby Doo & the Karate Caper     | James Gelsey         | Old/ " "           |
| Scooby Doo & the Carnival Creeper | James Gelsey         | Old/ " "           |
| Say What?                         | Margaret Haddix      | Old/ " "           |
| Zeely                             | Virginia Hamilton    | Old/ " "           |
| Where the Boys Are                | John Hall            | Old/ " "           |
| The Return of the Great Brain     | John Fitzgerald      | Old/ " "           |
| The Great Brain at the Academy    | John Fitzgerald      | Old/ " "           |
| Aliens for Lunch                  | Etra & Spinner       | Old/ " "           |
| Me & My Little Brain              | John Fitzgerald      | Old/ " "           |
| Randall's Wall                    | Carol Fenner         | Old/ " "           |
| Morning Girl                      | Michael Dorris       | Old/ " "           |
| Banana Twist                      | Florence Heide       | Old/ " "           |
| A Dog for Jesse                   | Sharon Hart          | Old/ " "           |
| Cousins                           | Virginia Hamilton    | Old/ " "           |
| The Trouble with Flirting         | Betsy Haynes         | Old/ " "           |
| The Reluctant Dragon              | Kenneth Grahame      | Old/ " "           |

|                                       |                      |                    |
|---------------------------------------|----------------------|--------------------|
| Smasher                               | Dick King-Smith      | Old/not circulated |
| When Hitler Stole Pink Rabbit         | Judith Kerr          | Old/ " "           |
| Desdemona-Twelve Going on Desperate   | Beverly Keller       | Old/ " "           |
| Blue Willow                           | Doris Gates          | Old/ " "           |
| The Strange Affair of Adelaide Harris | Leon Garfield        | Old/ " "           |
| The Giggler Treatment                 | Roddy Doyle          | Old/ " "           |
| Godzilla ate my Homework x 2          | Marcia Jones         | Old/ " "           |
| Zapato Power                          | Jacqueline Jules     | Old/ " "           |
| Playground Bully                      | Marcia Jones & Dadey | Old/ " "           |
| Sweet Whispers, Brother Rush          | Virginia Hamilton    | Old/ " "           |
| Dixie Storms                          | Barbara Hall         | Old/ " "           |
| Humming Whispers                      | Angela Johnson       | Old/ " "           |
| Game Plan                             | Thomas Dygard        | Old/ " "           |
| Doll Hospital                         | Joan Holub           | Old/ " "           |
| The Gadget War                        | Betsy Duffey         | Old/ " "           |
| The Math Wiz                          | Betsy Duffey         | Old/ " "           |
| Betsy and the Boys                    | Carolyn Haywood      | Old/ " "           |
| Teddy Bear's Scrapbook                | Deborah & James Howe | Old/ " "           |
| Noelle of the Nutcracker              | Pamela Jane          | Old/ " "           |
| Heads I win                           | Patricia Hermes      | Old/ " "           |
| The Promise                           | Jacqueline Rogers    | Old/ " "           |
| Funny Farm                            | John Eastwood        | Old/ " "           |
| Regarding the Fountain x 2            | Kate Klise           | Old/ " "           |
| The Secret Journey                    | Peg Kehret           | Old/ " "           |

|                                       |                     |                    |
|---------------------------------------|---------------------|--------------------|
| Sizzle & Splat                        | Ronald Kidd         | Old/not circulated |
| A Dragon in the Family                | Jackie Koller       | Old/ " "           |
| Liar, Liar, Pants on Fire             | Gordon Korman       | Old/ " "           |
| Scooby-Doo & the Toy Store Terror     | James Gelsey        | Old/ " "           |
| Scooby-Doo & the Rowdy Rodeo          | James Gelsey        | Old/ " "           |
| Lenny Mel Holidazed                   | Erik Kraft          | Old/ " "           |
| A boy in the Doghouse                 | Leslie Morrill      | Old/ " "           |
| The Year of Miss Agnes                | Kirkpatrick Hill    | Old/ " "           |
| Sable                                 | Karen Hesse         | Old/ " "           |
| The private Notebook of Katie Roberts | Sonja Lamut         | Old/ " "           |
| Westward to Home                      | Patricia Hermes     | Old/ " "           |
| Sister                                | Eloise Greenfield   | Old/ " "           |
| Talk About a Family x 2               | Eloise Greenfield   | Old/ " "           |
| Zap I'm a Mind Reader                 | Dan Greenburg       | Old/ " "           |
| The Great School Lunch Rebellion      | Maxie Chambliss     | Old/ " "           |
| My Father's Dragon x 2                | Ruth Stiles Gannett | Old/ " "           |
| Monkey Island                         | Paula Fox           | Old/ " "           |
| The Midnight Horse                    | Sid Fleischman      | Old/ " "           |
| Thimble Summer                        | Elizabeth Enright   | Old/ " "           |
| Coaching Ms. Parker                   | Carla Heymsfeld     | Old/ " "           |
| Faraway Summer                        | Johanna Hurwitz     | Old/ " "           |
| Don't you Dare Read This              | Margaret Haddix     | Old/ " "           |
| Goodbye My Wishing Star x 2           | Vicki Grove         | Old/ " "           |
| We Are Patriots                       | Kristina Gregory    | Old/ " "           |

|                                       |                      |                    |
|---------------------------------------|----------------------|--------------------|
| A Girl Called Al                      | Constance Greene     | Old/not circulated |
| Philip Hall likes Me                  | Bette Greene         | Old/ " "           |
| Much ado about Aldo                   | Johanna Hurwitz      | Old/ " "           |
| Busybody Nora                         | Johanna Hurwitz      | Old/ " "           |
| Class President                       | Johanna Hurwitz      | Old/ " "           |
| Bunnacula x 5                         | Deborah & James Howe | Old/ " "           |
| Pioneer Summer                        | Prairie Skies Series | Old/ " "           |
| Laura's Ma                            | Heather Henson       | Old/ " "           |
| Nothing but Trouble, Trouble, Trouble | Patricia Hermes      | Old/ " "           |
| Danger Zone                           | David Klass          | Old/ " "           |
| I'm Sorry Almira Ann                  | Jane Kurtz           | Old/ " "           |
| After the Rain                        | Mary Pope Osborne    | Old/ " "           |
| A Dog of Flanders                     | Ouida                | Old/ " "           |
| Me, Mop & the Moondance Kid           | Walter Myers         | Old/ " "           |
| A Family Apart                        | Joan Lowery Nixon    | Old/ " "           |
| Slime Time                            | Jim & Jane O'Connor  | Old/ " "           |
| Bangalee                              | Stephen Cosgrove     | Old/ " "           |
| The Bracelet                          | Yoshiko Uchida       | Old/ " "           |
| Chameleons are Cool                   | Martin Jenkins       | Old/ " "           |
| Stickeen                              | John Muir            | Old/ " "           |
| The Drinking Gourd                    | Jeanette Winter      | Old/ " "           |
| The Remarkable Farkle McBride         | C.F. Payne           | Old/ " "           |
| Cowardly Clyde                        | Bill Peet            | Old/ " "           |
| Heather at the Barre                  | Sheri Sinykin        | Old/ " "           |
| Johnny Appleseed                      | Steven Kellogg       | Old/ " "           |

|                                    |                     |                    |
|------------------------------------|---------------------|--------------------|
| Rumble in the Jungle               | Giles Andreae       | Old/not circulated |
| Beast feast                        | Douglas Florian     | Old/ " "           |
| No jumping on the Bed              | Tedd Arnold         | Old/ " "           |
| The Popcorn Book                   | Tomie dePaola       | Old/ " "           |
| Mr. Reez's Sneezes                 | Curtis Parkinson    | Old/ " "           |
| The Smurfs                         | Fem Alexander       | Old/ " "           |
| Mike Mulligan and his Steam Shovel | Virginia Burton     | Old/ " "           |
| Meet Kit                           | Valerie Tripp       | Old/ " "           |
| Jake O'Shawnasey                   | Stephen Cosgrove    | Old/ " "           |
| Catundra                           | Stephen Cosgrove    | Old/ " "           |
| The Carp in the Bathtub            | Barbara Cohen       | Old/ " "           |
| Best Friends                       | Loretta Krupinski   | Old/ " "           |
| White snow Bright snow             | Alvin Tresselt      | Old/ " "           |
| Flat Stanley                       | Jeff Brown          | Old/ " "           |
| The Ant & the Elephant             | Bill Peet           | Old/ " "           |
| The Bat Boy & His Violin           | Gavin Curtis        | Old/ " "           |
| A Story A Story                    | Gail Haley          | Old/ " "           |
| Make Way for Ducklings             | Robert McCloskey    | Old/ " "           |
| Crow Boy                           | Taro Yashima        | Old/ " "           |
| The Tale of the Mandarin Ducks     | Katherine Paterson  | Old/ " "           |
| The Rainbabies                     | Laura Krauss Melmed | Old/ " "           |
| Just Plain Fancy                   | Patricia Polacco    | Old/ " "           |
| The Wump World                     | Bill Peet           | Old/ " "           |
| Hiawatha                           | Henry Longfellow    | Old/ " "           |

|                                |                        |                    |
|--------------------------------|------------------------|--------------------|
| The Grumpling                  | Stephen Cosgrove       | Old/not circulated |
| The Hundred Dresses            | Eleanor Estes          | Old/ " "           |
| Roxaboxen                      | Alice McLerran         | Old/ " "           |
| The Relatives Came             | Cynthia Rylant         | Old/ " "           |
| Hachiko Waits x 2              | Leslea Newman          | Old/ " "           |
| Mingling                       | Stephen Cosgrove       | Old/ " "           |
| My Great-Aunt Arizona          | Gloria Houston         | Old/ " "           |
| Nova's Ark                     | David Kirk             | Old/ " "           |
| Mufaro's Beautiful Daughters   | John Steptol           | Old/ " "           |
| Princess Furball               | Charlotte Huck         | Old/ " "           |
| Stopping for a Spell           | Diana Jones            | Old/ " "           |
| As Long as There are Mountains | Natalie Kinsey-Warnock | Old/ " "           |
| Arabel's Raven                 | Joan Aiken             | Old/ " "           |
| The 21 Balloons                | William Pene du Bois   | Old/ " "           |
| Striped Ice Dream              | Joan Lexan             | Old/ " "           |
| Useless Dog                    | Billy C. Clark         | Old/ " "           |
| Solve a Mystery                | Marian Lee             | Old/ " "           |
| The Mystery of Pony Hollow     | Lynn Hall              | Old/ " "           |
| Seaman                         | Gail Langer Karwoski   | Old/ " "           |
| Rabbit Hill                    | Robert Lawson          | Old/ " "           |
| The Root Cellar                | Janet Lunn             | Old/ " "           |
| The Lucky Stone                | Lucille Clifton        | Old/ " "           |
| Baseball Card Crazy            | Trish Kennedy          | Old/ " "           |
| A view from Saturday           | E.L. Konigsburg        | Old/ " "           |

|                                  |                      |                    |
|----------------------------------|----------------------|--------------------|
| The Door in the Wall x 4         | Marguerite De Angeli | Old/Not Circulated |
| A summer in the South            | James Marshall       | Old/ " "           |
| Witch's Business                 | Diana Wynne Jones    | Old/ " "           |
| Rimwalkers                       | Vicki Grove          | Old/ " "           |
| The Starplace                    | Vicki Grove          | Old/ " "           |
| The year Mom won the Pennant     | Matt Christopher     | Old/ " "           |
| Saffy's Angel                    | Hilary McKay         | Old/ " "           |
| Blue Willow                      | Doris Gates          | Old/ " "           |
| Rabbit Hill                      | Robert Lawson        | Old/ " "           |
| Herbie Jones & the Class Gift    | Suzy Kline           | Old/ " "           |
| Out of the Dust                  | Karen Hesse          | Old/ " "           |
| My name is Maria Isabel          | Alma Flor Ada        | Old/ " "           |
| The Zucchini Warriors x 2        | Gordon Korman        | Old/ " "           |
| Where the Lilies Bloom           | Vera & Bill Cleaver  | Old/ " "           |
| Henry Huggins                    | Beverly Cleary       | Old/ " "           |
| Nory Ryan's Song                 | Patricia Reilly Giff | Old/ " "           |
| Outlaw Red                       | Jim Kjelgaard        | Old/ " "           |
| The Celery Stalks at Midnight    | James Howe           | Old/ " "           |
| The Adventures of Ali Baba       | Johanna Hurwitz      | Old/ " "           |
| Irish Red                        | Jim Kjelgaard        | Old/ " "           |
| Harvey's Horrible Snake Disaster | Eth Clifford         | Old/ " "           |
| Mine for Keeps                   | Jean Little          | Old/ " "           |
| My Brother Stevie                | Eleanor Clymer       | Old/ " "           |
| Herbie Jones                     | Suzy Kline           | Old/ " "           |

|   |                        |                    |
|---|------------------------|--------------------|
| Little Arliss                               | Fred Gipson            | Old/Not circulated |
| Prairie School                              | Lois Lenski            | Old/ " "           |
| Mama, Let's Dance                           | Patricia Hermes        | Old/ " "           |
| Nightbirds on Nantucket x 2                 | Joan Aiken             | Old/ " "           |
| The Wolves of Willoughby Chase x 3          | Joan Aiken             | Old/ " "           |
| Pigs Might Fly                              | Dick King-Smith        | Old/ " "           |
| The Canada Geese Quilt                      | Natalie Kinsey-Warnock | Old/ " "           |
| The Gammage Cup                             | Carol Kendall          | Old/ " "           |
| Jennifer, Hecate, Mcbeth x2                 | E.L. Konigsburg        | Old/ " "           |
| Arthur for the very first Time              | Patricia MacLachlan    | Old/ " "           |
| The House of the Seven Gables               | Nathaniel Hawthorne    | Old/ " "           |
| Are you there God? It's Me                  | Judy Blume             | Old/ " "           |
| The Lion, the Witch & the Wardrobe          | C.S. Lewis             | Old/ " "           |
| Tiger Eyes                                  | Judy Blume             | Old/ " "           |
| Its Not the End of the World                | Judy Blume             | Old/ " "           |
| The True Confessions of Charlotte Doyle x 2 | Avi                    | Old/ " "           |
| Hawk Noon                                   | Rob MacGregor          | Old/ " "           |
| Prince Caspian                              | C.S. Lewis             | Old/ " "           |
| The Silver Chair                            | " "                    | Old/ " "           |
| The Last Battle                             | " "                    | Old/ " "           |
| The incredible Journey                      | Sheila Burnford        | Old/ " "           |
| The Trumpeter of Krakow                     | Eric Kelly             | Old/ " "           |
| Incident at Hawk's Hill                     | Allan Eckert           | Old/ " "           |
| The Reluctant Dragon                        | Ernest Shepard         | Old/ " "           |
| Reaching Dustin                             | Vicki Grove            | Old/ " "           |

|                                |                     |                    |
|--------------------------------|---------------------|--------------------|
| The Music of Dolphins          | Karen Hesse         | Old/Not Circulated |
| Nibble, Nibble, Jenny Archer   | Ellen Conford       | Old/ " "           |
| Me and the Terrible Two        | Ellen Conford       | Old/ " "           |
| Carrie's War                   | Nina Bawden         | Old/ " "           |
| Sun & Spoon                    | Kevin Henkes        | Old/ " "           |
| Ereth's birthday               | Avi                 | Old/ " "           |
| A Wind in the Door             | Madeleine L'Engle   | Old/ " "           |
| Stormy                         | Jim Kjelgaard       | Old/ " "           |
| Outlaw Red                     | Jim Kjelgaard       | Old/ " "           |
| Centerburg Tales               | Robert McCloskey    | Old/ " "           |
| Cassie Binegar                 | Patricia MacLachlan | Old/ " "           |
| The Summer of the Swans        | Betsy Byars         | Old/ " "           |
| The 18 <sup>th</sup> Emergency | Betsy Byars         | Old/ " "           |
| A Blossom Promise              | Betsy Byars         | Old/ " "           |
| Mishmash                       | Molly Cone          | Old/ " "           |
| The Courage of Sarah Noble x 3 | Alice Dalgliesh     | Old/ " "           |
| A girl Called Al               | Constance Greene    | Old/ " "           |
| The Fighting Ground            | Avi                 | Old/ " "           |
| The Devil's Storybook          | Natalie Babbitt     | Old/ " "           |
| Half Magic                     | Edward Eager        | Old/ " "           |
| Trouble River                  | Betsy Byars         | Old/ " "           |
| McMummy                        | Betsy Byars         | Old/ " "           |
| The Gathering of Days          | Joan Blos           | Old/ " "           |
| The Spirit is Willing          | Betty Baker         | Old/ " "           |

|                              |                      |                    |
|------------------------------|----------------------|--------------------|
| Knee-Knock Rise              | Natalie Babbitt      | Old/not circulated |
| Shoeshine Girl x 2           | Clyde Robert Bulla   | Old/ " "           |
| Nobody Knows but Me          | Eve Bunting          | Old/ " "           |
| Matthew, Mark, Luke and John | Pearl S. Buck        | Old/ " "           |
| The Big Wave x 2             | Pearl S. Buck        | Old/ " "           |
| Gratefully Yours             | Jane Buchanan        | Old/ " "           |
| The Midnight Fox x 2         | Betsy Byars          | Old/ " "           |
| Pirate Queen                 | Patricia Reilly Giff | Old/ " "           |
| Bingo Brown                  | Betsy Byars          | Old/ " "           |
| After the Goat Man           | Betsy Byars          | Old/ " "           |
| The Incredible Journey       | Sheila Burnford      | Old/ " "           |
| Who Stole the Wizard of Oz   | Avi                  | Old/ " "           |
| Freckle Juice x 3            | Judy Blume           | Old/ " "           |
| Iggies House                 | Judy Blume           | Old/ " "           |
| A Stranger at Green Knowe    | L.M. Boston          | Old/ " "           |
| The TV Kid                   | Betsy Byars          | Old/ " "           |
| The Pinballs                 | Betsy Byars          | Old/ " "           |
| Let the Circle be Unbroken   | Mildred Taylor       | Old/ " "           |
| Ferris Wheel                 | Mary Stolz           | Old/ " "           |
| Trouble for Lucy             | Carla Stevens        | Old/ " "           |
| Call it Courage              | Amrstrong Sperry     | Old/ " "           |
| The Noonday Friends          | Mary Stolz           | Old/ " "           |
| A Dog on Barkham Street      | Mary Stolz           | Old/ " "           |
| Tucker's Countryside         | George Selden        | Old/ " "           |

|                                 |                    |                    |
|---------------------------------|--------------------|--------------------|
| Basketball for Breakfast        | Alice Sankey       | Old/not circulated |
| Borrowers                       | Mary Norton        | Old/ " "           |
| The Tailor of Gloucester        | Beatrix Potter     | Old/ " "           |
| Oh Honestly, Angela!            | Nancy Robinson     | Old/ " "           |
| A country Christmas             | Bonnie Risby       | Old/ " "           |
| Hub                             | Robert Newton Peck | Old/ " "           |
| Freaky Friday                   | Mary Rodgers       | Old/ " "           |
| Song of the Trees               | Mildred Taylor     | Old/ " "           |
| The House w/o a Christmas tree  | Gail Rock          | Old/ " "           |
| The White Stag                  | Kate Seredy        | Old/ " "           |
| Best Christmas Pageant Ever x 4 | Barbara Robinson   | Old/ " "           |
| Peter and Veronica              | Marilyn Sachs      | Old/ " "           |
| The Thief                       | Thomas Rockwell    | Old/ " "           |
| Groundhog's horse               | Joyce Rockwood     | Old/ " "           |
| Rightful Owner                  | Jesse Stuart       | Old/ " "           |
| The Beatinest Boy               | Jesse Stuart       | Old/ " "           |
| Miracles on Maple Hill          | Virginia Sorensen  | Old/ " "           |
| Squeeze                         | Ellen Steiber      | Old/ " "           |
| Dominic                         | William Steig      | Old/ " "           |
| A Pocket full of Seeds          | Marilyn Sachs      | Old/ " "           |
| Missing May                     | Cynthia Rylant     | Old/ " "           |
| The Cricket in Times Square     | George Selden      | Old/ " "           |
| Keep the Peace                  | Donald Sobol       | Old/ " "           |
| Case of the Secret Pitch        | Donald Sobol       | Old/ " "           |

|                             |                       |                    |
|-----------------------------|-----------------------|--------------------|
| All of a Kind Family x 2    | Sydney Taylor         | Old/Not Circulated |
| Old Ramon                   | Jack Schaefer         | Old/ " "           |
| The house at Pooh Corner    | Ernest H. Shepard     | Old/ " "           |
| White Water                 | P.J. Petersen         | Old/ " "           |
| The War with Grandpa        | Robert Smith          | Old/ " "           |
| Takes the Case              | Donald Sobol          | Old/ " "           |
| Gets his Man                | Donald Sobol          | Old/ " "           |
| Call it Courage             | Armstrong Sperry      | Old/ " "           |
| Maniac Magee                | Jerry Spinelli        | Old/ " "           |
| Solves them All             | Donald Sobol          | Old/ " "           |
| Mr. Tucket x 2              | Gary Paulsen          | Old/ " "           |
| Nobodies & Somebodies       | Doris Orgel           | Old/ " "           |
| The Headless Cupid          | Zilpha Keatley Snyder | Old/ " "           |
| Boy Detective               | Donald Sobol          | Old/ " "           |
| Time Windows                | Kathryn Reiss         | Old/ " "           |
| When the Soldiers were Gone | Vera Propp            | Old/ " "           |
| A taste of Blackberries     | Doris Buchanan Smith  | Old/ " "           |

## **PUBLIC PARTICIPATION**

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

## INTERLOCAL COOPERATION ACT AGREEMENT

**THIS AGREEMENT** is made and entered into as of this 10th day of June, 2019, by and between the undersigned School Districts, Educational Service Units or other Educational Institutions, all being bodies politic and corporate.

### WITNESSETH:

**WHEREAS**, the Parties hereto desire to enter into an Agreement pursuant to the Nebraska Interlocal Cooperation Act, Neb. Rev. Stat. 13-801 et seq. (Reissue 1997), as now existing or hereinafter amended, and other laws, to establish, maintain, and operate an Art Program (“Program”) for students of Palmer Public Schools, as applicable by, through and as a part of this arrangement; and,

**WHEREAS**, the members have agreed to cooperatively provide such Program, and desire to reduce the terms and conditions of such Agreement to writing;

**NOW THEREFORE**, in consideration of the foregoing recitals and the terms and conditions hereinafter set forth, the Parties covenant and agree as follows:

1. **INTERLOCAL AGREEMENT.** The parties hereto agree, under Neb. Rev. Stat. 13-801, et seq. (Reissue 1997), and other Nebraska Laws to create and provide the Program as set forth herein, for use by the Partners or others as agreed. The Program shall be managed and controlled in accordance with the terms of this Agreement. As deemed necessary and appropriate, the governing body of each Member, hereinafter referred to as the “Member Governing Body” shall approve this Agreement by resolution, and provide a copy to each Member.

2. **GOVERNANCE AND PROGRAM ADMINISTRATION.** The Members agree that Ken Schroeder, whose office and business is at 41750 Carthage Rd, Ravenna, Nebraska, in addition to being a Partner, shall also be the program Administrator (“Administrator”) or Managing Agent (“Managing Agent”). The Administrator shall perform such duties as provided in this Agreement or as assigned and agreed to from time to time.

The Administrator shall have the following duties and in the performance thereof, shall seek input and advice from the Members:

1. To develop policy and procedural recommendations for the Program, including, but not limited to capacity, eligibility criteria, structure, and content, etc;
2. To administer, obtain and complete any required governmental approvals or contractual Agreement in order to conduct the Program; and,
3. To establish and make member assessment and billing to fund the program budget, and to perform such other and further administrative or management

functions as necessary or appropriate to transact all business of the Partnership under this Agreement or as agreed to and assigned from time to time.

The undersigned signatory for each Member represents and warrants that each Partner's Governing Body has agreed to and shall make all payments, and pay all costs, fees, bills, assessments, and expenses for services rendered, or as otherwise required by this Agreement to the Administrator.

3. **DURATION.** The term of this Agreement shall commence on the date the Agreement is entered into as shown above, and shall continue for a period of one (1) year through the 2018-19 school year, and shall end by mutual agreement of the Parties on June 1, 2020; provided, however, the term of this Agreement may be extended by further Member agreement. This Agreement shall be effective for all Members who have executed this instrument or a counterpart thereof.

4. **LOCATION & STAFFING OF THE PROGRAM, ETC.** The Program shall be located and staffed as determined by the Administrator. Certificated and other staff employed for the Program shall be compensated according to the negotiated agreement of the Managing District, employing Member or as otherwise determined and agreed. Unless otherwise agreed, the Administrator or Managing District shall set up, administer the Program, provide the staff, and shall adopt a plan for other necessary items, supplies and equipment for the Program.

5. **PROGRAM PAYMENT.** Unless otherwise agreed, Palmer Public School shall pay Ravenna Public School for the 2019-20 school year as follows: **\$275.00** per student, per semester. First payment of **\$275.00** per student due on December 1, 2019. Second payment of **\$275.00** per student due on February 1, 2020. Additional billable fees, due and payable at the conclusion of each academic term shall be limited to substitute teacher fees at \$120 per day/\$55 per half-day for a maximum of 10 days throughout the contract period and mileage reimbursement at the rate of 58¢ per mile, payable to either Ravenna Public Schools or to the teacher contracted by Ravenna Public Schools for travel to/from Palmer Public Schools for on-site classroom visits or conferences.

6. **EXPANSION OR DECREASE OF MEMBERSHIP.** Participation in the partnership, any expansion of services to other districts shall be at the discretion of and determined by the Administrator. Any expansion or decrease in membership shall be according to a Member approved plan. Any new Partner shall also be bound by all terms and conditions of this Agreement.

7. **AMENDMENT OF AGREEMENT.** Unless otherwise provided herein, the Agreement may only be amended during the term of this agreement by mutual consent of the Partners.

8. **GOVERNING LAW.** The Agreement shall be construed in accordance with and governed by the laws of the State of Nebraska.

9. **COUNTERPARTS.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall be one and the same instrument.

**IN WITNESS WHEREOF** the Parties have executed this Agreement as of the day and year first above written.

\_\_\_\_\_  
Ravenna Public School  
(Managing District Name)

\_\_\_\_\_  
Palmer Public School  
(Member Name)

By: \_\_\_\_\_  
Authorized Official

By: \_\_\_\_\_  
Authorized Official

**RESOLUTION**

A motion was made by \_\_\_\_\_ and seconded by \_\_\_\_\_ that **Ravenna** Public School District enter into an interlocal partnership agreement in the form attached hereto with other school districts and educational institutions which program will provide substantial benefits for the instruction of students or other substantial benefits for this institution; and does hereby approve the interlocal agreement which is attached to this motion and resolution, agrees that it will be bound thereby, and directs **Ken Schroeder, Superintendent**, as an authorized official, to sign, execute and deliver the agreement on behalf of the undersigned school district or educational institution. After discussion, the following Governing Body Members voted for the motion and resolution: \_\_\_\_\_

\_\_\_\_\_ ; the following Governing Body Members voted against the same: \_\_\_\_\_

\_\_\_\_\_ ; the following Governing Body Members were absent or not voting: \_\_\_\_\_. This motion and resolution was duly adopted at a meeting of the Governing Body on the 10th day of June, 2019, which meeting was duly called and held in compliance with the public meeting law and at which a quorum was present.

**CERTIFICATION**

The undersigned, being an authorized official of the educational agency which adopted the above motion and resolution, hereby certifies that the same is accurate and is a true and accurate copy as contained in the official records and minutes of such educational agency.

**Ravenna Public Schools**

(School District or Member Name)

By: \_\_\_\_\_  
Authorized Official

| <b>School</b>              | <b>EL Breakfast</b> | <b>MS/HS Breakfast</b> | <b>Adult Breakfast</b> | <b>EL Lunch</b> | <b>MS/HS Lunch</b> | <b>Adult Lunch</b> |
|----------------------------|---------------------|------------------------|------------------------|-----------------|--------------------|--------------------|
| Wood River Rural Schools   | \$1.70              | \$1.70                 | \$1.85                 | \$2.35          | \$2.85             | \$3.60             |
| Centura Public Schools     | \$1.50              | \$1.55                 | \$1.80                 | \$2.60          | \$2.85             | \$3.70             |
| Ravenna Public Schools     | \$2.00              | \$2.15                 | \$2.70                 | \$2.85          | \$3.15             | \$4.10             |
| Ord Public Schools         | \$1.50              | \$1.50                 | \$2.20                 | \$2.60          | \$2.80             | \$3.65             |
| Wood River increased \$.10 |                     |                        |                        |                 |                    |                    |

The following provides guidance on the calculations the SFAs can use in order to ensure they are in compliance with the requirements for School Year (SY) 2019-20. In addition, the SY 2019-20 Paid Lunch Equity (PLE) tools for the 48 contiguous States, Hawaii, Puerto Rico and Alaska are attached to the memorandum to assist SFAs make the required calculations.

### **SY 2019-20 Paid Lunch Equity Calculations**

For SY 2019-20, SFAs which, on a weighted average, charged less than the target weighted average price of **\$3.00 (\$3.51 in Hawaii & Puerto Rico and \$4.87 in Alaska)** for paid lunches in SY 2018-19 are required to adjust their weighted average lunch price or add non-Federal funds to the non-profit school food service account. The amount per meal increase will be calculated using 2 percent rate increase plus the Consumer Price Index (2.68 percent), totaling **4.68**

SFAs are reminded that they must use their unrounded adjusted average paid lunch price requirement from SY 2018-19 when calculating the weighted average lunch price increase for SY 2019-20. For example, if the unrounded SY 2018-19 requirement was \$2.48 but the SFA opted to round down to \$2.45, the calculation of the SY 2019-20 requirement is

If an SFA raised its weighted average paid lunch price above the required amount in SY 2018-19, that excess paid lunch price increase may be subtracted from the total SY 2019-20 paid lunch price increase requirement. SFAs must keep sufficient records to document and carry forward the weighted average price calculations. Additionally, if an SFA did not raise its weighted average adjusted paid lunch price sufficiently to meet the required amount in SY 2018-19, the

### **Use of Non-Federal Sources Calculation**

SFAs that choose to contribute non-Federal sources to the nonprofit school food service account in lieu of raising paid lunch prices must calculate the appropriate amount to contribute. To determine the amount of required revenue in lieu of a paid lunch price increase, the SFA determines the total number of paid reimbursable lunches claimed for the previous school year and multiplies that by the difference between the SY 2018-19 weighted average paid lunch price

### **Sources of Non-Federal Funds**

Beginning in SY 2013-14, FNS expanded the definition of a non-Federal source to include all paid meals to help SFAs meet the PLE requirement and to acknowledge the continuing support by States and locals to improve access to and

**Therefore, for SY 2019-20, SFAs may continue to count as a non-Federal source:**

- 1. Per-meal non-Federal reimbursement for any paid meal (breakfast, lunch, etc.)**
- 2. Any funds provided by organizations for *any paid* meal**
- 3. Any proportion attributable to *paid meals* from direct payments made from school district funds to support lunch service**

### **Credit for Excess Non-federal Funds**

If an SFA's SY 2018-19 estimate of the required contribution exceeded the actual level, that excess contribution may be subtracted from the total SY 2019-20 contribution requirement. Further, if the SY 2018-19 estimate was less than required, additional funds from non-Federal sources must be added. The non-Federal Calculator tab in the PLE Tool for determining the estimated amount of non-Federal source contributions will allow for making these calculations using the same rationale as used for paid lunch prices (i.e., credit any extra funds contributed and account for any shortfalls

### **SY 2019-20 PLE Tool**

The first tab of the SY 2019-20 PLE Tool includes detailed instructions on how to use the tool and what information is needed to complete the appropriate calculations. It is recommended that each user print and read the instructions

To assist SFAs making these required PLE calculations, the attached SY 2019-20 PLE Tool makes the following

- Weighted average paid lunch price for SY 2018-19
- Required average weighted paid lunch price increase for SY 2019-20
- Required non-Federal source contribution required for SY 2019-20

The PLE Tool takes into account adjustments to paid lunch prices made by the SFA in SY 2018-19 to calculate any credit or shortfall

Additionally, the SY 2019-20 PLE Tool includes a feature that makes calculations for SFAs that wish to split the SY 2019-20

To use the attached SY 2019-20 PLE Tool. SFAs need the following information:

ALL SFAs need the following data to calculate the Weighted Average Price for SY 2019-20:

- SY 2018-19 Unrounded Price Requirement OR SY 2010-11 Weighted Average Price
- All paid lunch prices for October 2018
- Number of paid lunches served associated with each paid lunch price in October 2018

SFAs that have opted to contribute non-Federal sources also need:

- The total number of paid lunches served in SY 2017-2018
- The total dollar amount of **SY 2011-12**, SY 2012-13, SY 2013-14, SY 2014-15, SY 2015-16, SY 2016-17, SY 2017-18 and SY 2018-19 non-Federal contribution

SFAs that wish to split the SY 2019-20 requirement by both raising paid lunch prices and contributing non-Federal sources will need all of the above information. Additionally, the PLE Tool includes a report that SFAs can use to track the information they will need to make their SY 2020-21 calculations. SFAs can print the report and keep it in their records.

March 2019

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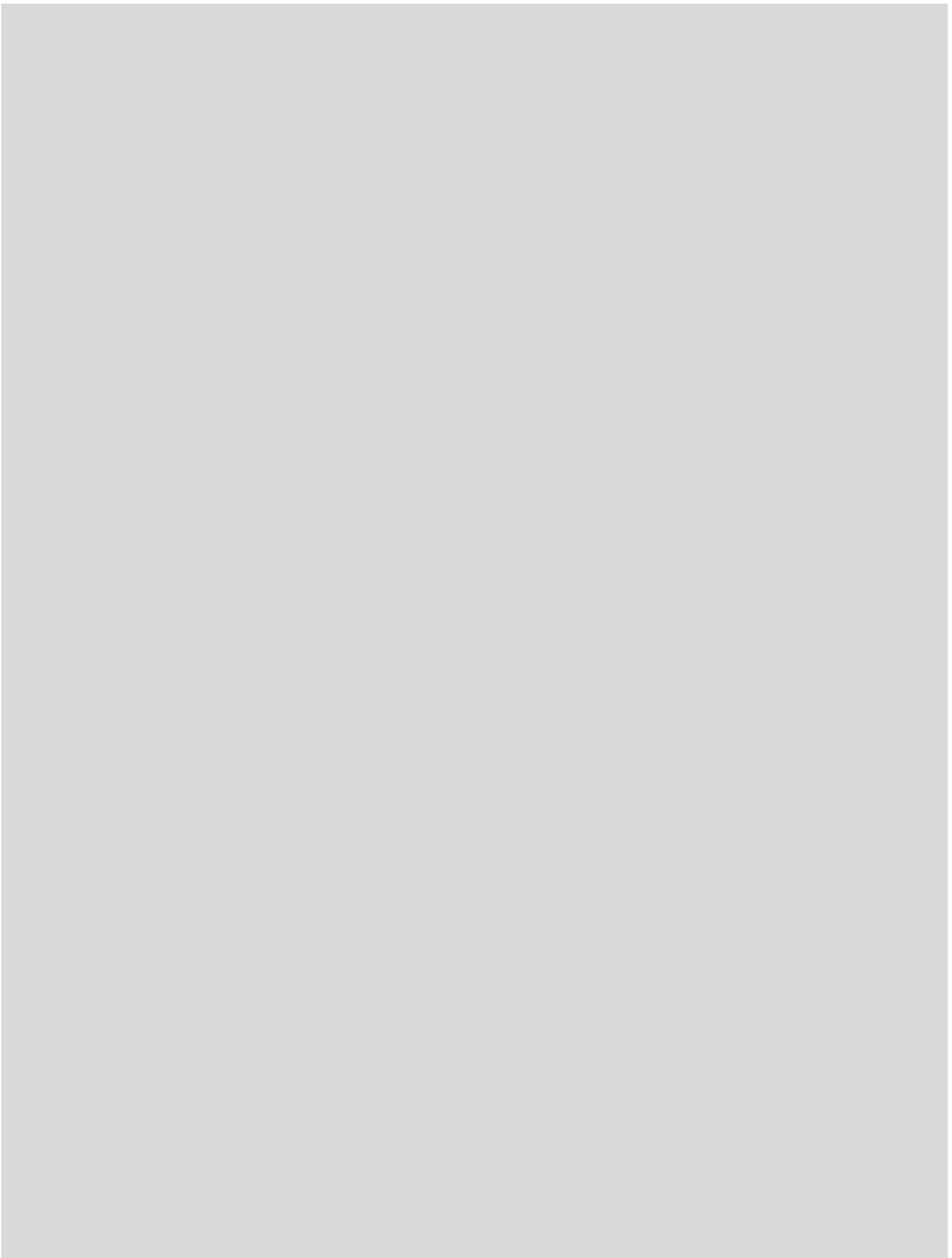
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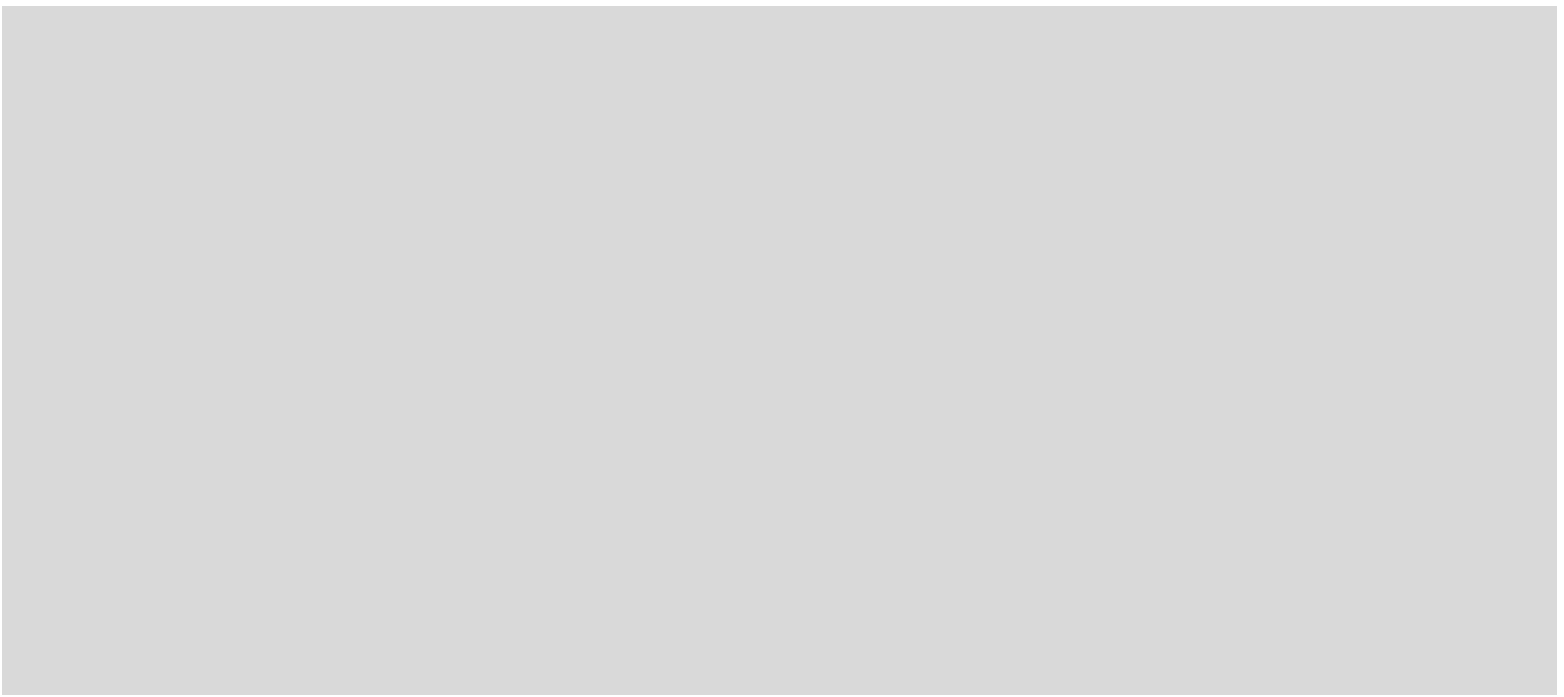














SFA NAME:

### School Year (SY) 2019-20 Paid Lunch Equi

Note: Users may want to print the instructions and use them as

The PLE Tool was created to help School Food Authorities (SFAs) calculate price increase requirement and/or non-Federal source contributions to non-Federal funds specified in 7 CFR 210.14(e). If the pricing requirements calculated by the PLE Tool are not met or are exceeded, the PLE Tool will also calculate any credits or deficits carried over into the next year. Note, the weighted average price is the weighted average of all student paid lunch prices charged in the school year.

#### TIPS:

- 1) Have last year's PLE Tool available for reference
- 2) Were credits carried over from last year?
- 3) Is the current weighted average paid lunch price above the requirement?
- 4) Only the tab(s) relevant to the SFA's selection of method to meet PLE requirement.
- 5) The \$0.10 cap does not mean that every SFA will raise the weighted average price of non-Federal funds. Depending on where the SFA is relative to meeting the requirement, the SFA may be required or the SFA may choose to contribute more than \$0.10.

For more information on amounts carried over please refer to FNS Policy Manual Section 225.16.

*This version of the PLE Tool applies only to SY 2019-2020. A new version will be available for SY 2020-2021.*

#### The SY 2019-20 PLE Tool consists of 8 tabs:

Hyperlinks are also placed throughout the tool to navigate to the different methods. The method selected to meet the PLE requirement have to be completed.

- Tab 1: [Instructions](#)
- Tab 2: [Annual Unrounded Requirement Finder](#)
- Tab 3: [SY 2019-20 Price Calculator](#)
- Tab 4: [SY 2019-20 Non-Federal Calculator](#)
- Tab 5: [SY 2019-20 Split Calculator](#)
- Tab 6: [SY 2019-20 REPORT](#)
- Tab 7: [SY 18-19 Price Calculator](#)
- Tab 8: [SY 10-11 Price Calculator](#)
- Tab 9: [PLE Guidance](#)

\* The tabs (SY 18-19 and SY 10-11 Price Calculators) are for use as needed.

Cells shaded this color designate data entry cells. The SFA must enter requirements

***Only complete the tabs for the method used (raising prices, contributing non-Federal sou***

**SFAs need the following data to calculate the Weighted Average Price for**

- 1.) SY 2018-19 Weighted Average Price
- 2.) SY 2010-11 Weighted Average Price, if the SY 2018-19 Weighted Average Price is not known
- 3.) All student paid lunch prices for October 2018
- 4.) Number of paid lunches served associated with each student paid lunch price

**SFAs that opted to contribute non-Federal sources for SY 2019-20 need:**

- 1.) SY 2010-11 Weighted Average Price, as needed
- 2.) SY 2018-19 Weighted Average Price (if different from SY 2010-11 Weighted Average Price)
- 3.) Total number of student paid lunches served in SY 2017-18
- 4.) The total dollar amount of non-Federal contributions through SY 2018-19

**SY 2019-20 WEIGHTED AVERAGE PAID LUNCH PRICE CALCULATOR**

*These instructions are for SFAs increasing their weighted average price requirement*

**Step 1**

Tab 2: [Annual Unrounded Requirement Finder](#)

- 1. Enter SY 2018-19 unrounded price requirement in the orange box.  
*If the SY 2018-19 unrounded price requirement is not known then use the unrounded price requirement from the SY 2018-19 PLE Tool. This figure sets the pricing requirements throughout the Tool and helps determine the weighted average price requirement that was calculated through the SY 2018-19 PLE Tool.*

After calculating the SY 2019-20 weighted average price requirement for this tool, **here to go to SY 2019-20 Price Calculator "**

**Step 2**

Tab 3: [SY 2019-20 Price Adjustment Calculator](#)

The box at the top of this tab displays the SY 2019-20 Weighted Average Price Requirement.

To calculate the SY 2018-19 Weighted Average Price the SFA must:

- 1. Enter the student paid lunch count for October 2018 associated with each student paid lunch price in the **Student Paid Lunch Count** column.
- 2. Enter each student paid lunch price in the SFA (including all schools – including the SFA) in the **Paid Lunch Price** column.

*Using the SY 2018-19 weighted average price, the tool calculates any additional weighted average price requirements and any amounts contributed by the SFA.*

Tab 6: [SY 2019-20 REPORT](#)

This report is generated for use in the SY 2019-20 PLE tool and displayed forward ( as determined on the SY 2019-20 Price Calculator)

Select the SY 2019-20 method used to ensure sufficient funding.

**<OPTIONAL> Step 3**

**Pricing Estimation Calculator**

After an SFA has calculated the SY 2019-20 average student paid lunch price, the Pricing Estimation Calculator can be used to determine how the SFA wants to distribute the price increase to reach the new average paid lunch price. To do this an SFA must:

1. Enter the student paid lunch count for October 2018 associated with the **Lunches** column.

2. Change individual student paid lunch prices until the average student paid lunch price requirement. This amount will appear in the **Weighted**

SFAs have the flexibility to raise individual student prices using many different methods. The average student price equals the new SY 2019-20 required level.

[Go to SY 2018-19 Price Calculator](#)

## SY 2019-20 NON-FEDERAL SOURCE CONTRIBUTION CALCULATOR

### Step 1

Tab 2: [Annual Unrounded Requirement Finder](#)

1. Enter SY 2018-19 unrounded price requirement in the orange box.

*If the SY 2018-19 unrounded price requirement is not known then use the*

This figure sets the pricing requirements throughout the PLE Tool and the figure was calculated through the SY 2018-19 PLE Tool.

After calculating the SY 2019-20 weighted average price requirement for Calculator tab

### Step 2

Tab 4: [SY 2019-20 NonFederal Calculator](#)

*The box at the top of this tab displays the SY2018-19 Weighted Average*

#### SY 2019-20 Non-Federal Source Contribution Requirement

1.) Enter the current weighted average student paid lunch price.

*This price may be the same as the SY 2018-19 weighted average price determined if the SFA did not raise the weighted average price in SY 2018-19. To determine the SY2018-2019 Price Calculator tab.*

2.) Enter the student paid lunch count for the entire 2017-18 School Year in the orange **Annual # of Paid Lunches** box in the Non-Federal Source Contribution for SY 2019-20.

*The Tool will calculate the annual non-Federal source contribution for the applicable*

2.) Enter the amount of **Non-Federal Source Funds Contributed for SY 2018-19** in the orange box labeled as such.

Based on the actual amount contributed for SY 2018-19, the tool calculates:

- Remaining Annual Non-Federal Source Contribution for SY 20
- Remaining Annual Non-Federal Source Contribution carried forward
- Remaining Credit carried forward to SY 2020-21

Tab 6: [SY 2019-20 REPORT](#)

This report is generated for use in the SY 2020-21 PLE tool and displays

forward determined on the SY 2019-20 Price Calculator

Select the SY 2019-20 method used to ensure sufficient f

## SY 2019-20 Split Calculator

This tab is for those SFAs wishing to split their requirement by both raising prices non-Federal sources

### Step 1

Tab 2: [Annual Unrounded Requirement Finder](#)

1. Enter SY 2018-19 unrounded price requirement in the orange box.

*If the SY 2018-19 unrounded price requirement is not known then use the*

*After calculating the SY 2019-20 weighted average price requirement for*

**go to SY 2019-20 Split Calculator "**

### Step 2

Tab 5: [SY 2019-20 Split Calculator](#)

The box at the top of this tab displays the SY 2019-20 Weighted Average Price Re

To calculate the SY 2018-19 Weighted Average Price the SFA must:

1. Enter the student paid lunch count for October 2018 associated with e  
**Lunches** column.

2. Enter each student paid lunch price in the SFA (including all schools –  
**Paid Lunch Price** column.

*Using the SY 2018-19 weighted average price, the tool calculates any a  
average price requirements and any amounts cc*

### Step 3

1. Enter the weighted average price the SFA plans to charge for student p

### Step 4

To calculate the remaining amount of non-Federal sources contributions

1.) Enter the student paid lunch count for the entire 2017-2018 School Ye  
orange **Annual # of Paid Lunches** box in the Non-Federal Source Contribu  
for SY 2019-20.

2.) Enter the actual amount of the non-Federal source contribution in the  
labeled **Amount of Non-Federal Source Funds Contributed from SY 2011**

Based on the actual amount contributed for SY 2018-19, the tool calculat

- Remaining Annual Non-Federal Source Contribution for SY 20
- Remaining Annual Non-Federal Source Contribution carried fo
- Remaining Credit carried forward to SY 2020-21

Tab 6: [SY 2019-20 REPORT](#)

This report is generated for use in the SY 2019-20 PLE tool and display  
forward determined on the SY 2018-2019 Price Calculator

Select the SY 2019-20 method used to ensure sufficient f

**SFAs may use optional tabs 7 and 8 to make calculations from p**

---

---

**ity (PLE) Tool Instructions**

they work your way through the PLE Tool.

e their paid lunch  
meet the requirements

;  
/ amounts, including credits  
ices calculated in the PLE Tool  
SFA.

nt?  
equirments need to be completed

verage paid lunch price or contribute the equivalent in  
e PLE requirement, a contribution of less than \$0.10

**oy Memo SP 39-2011 (revised)**

*ion of the PLE Tool will be issued for SY 2020-2021*

nt tabs. Only the tabs for the

*d*

the applicable data in these cells for the tool to calculate

**for meeting the requirement  
rces, or the split calculator).**

or SY 2019-20:

age Price is unknown

ch price in October 2018

:

ghted Average Price)

3-19

**TION**

*prices to meet the SY 2019-20 paid lunch price*

*annual unrounded requirement finder.  
etermine any amounts carried forward. This figure*

*student paid lunches, click on the link labeled " **Click***

*quirement*

each paid meal price in the **Monthly # of Paid Lunches**  
elementary, middle, high, etc) for October 2018 in the

*mounts necessary to meet the SY 2019-20 weighted  
arried forward to SY 2020-21.*

*ys the SY 2019-20 requirements and any amount carried*

funds are provided for PAID lunches

rice requirement, the PLE tool  
ase within the SFA to

each student paid meal price in the **Monthly # of Paid**

paid lunch price reaches the new average student **Average Price** box.

erent price combinations to ensure the weighted

[culator](#)  
**ION**

*2 annual unrounded requirement finder*

lps determine any amounts carried forward. This

paid lunches, go to SY 2019-20 Non-Federal Source

---

---

*ge Price Requirement*

*etermined on the Unrounded Requirement Finder tab if  
nine the most current average weighted price go to*

in the  
ation Calculator

*SY 2019-20 with and will apply the \$0.10 cent cap if*

**011-12 through**

es the following:

19-20

orward to SY 2020-21

ys the SY 2019-20 requirements and any amount carried

funds are provided for PAID lunches

*and contributing*

*annual unrounded requirement finder.*

*paid lunches, click on the link labeled " **Click here to***

*quirement*

each student paid meal price in the **Monthly # of Paid**  
elementary, middle, high, etc) for October 2018 in the

*mounts necessary to meet the SY 2019-20 weighted*  
*rried forward to SY 2020-21.*

paid lunches in SY 2019-20 in the "New Price Increase "

needed, the SFA must:

ear in the  
tion Calculator

orange box  
**.-12 through SY 2018-19.**

es the following:  
19-20  
orward to SY 2020-21

ys the SY 2018-2019 requirements and any amount carried

funds are provided for PAID lunches

**previous years .**

|           |   |
|-----------|---|
| SFA NAME: | 0 |
|-----------|---|

| Step 1  |   |
|---|---|
| Enter the SY 2018-19 Unrounded Price Requirement in the box below   | SY 2019-20 Weighted Average Price Requirement |
| <i>This is found in Section 1: Box A of the SY 2018-19 REPORT from the SY 2018-19 tool or below ( Price 2)</i>                              | Requirement price to the nearest cent         |
| \$ 2.92   | \$ 3.00                                       |
| <i>Note: Above prices are based on adjusting SY 2018-19 price requirement by the 2% rate increase plus the Consumer Price Index (2.68%)</i> |   |

| Complete if you do NOT know your SY 2018-19 Unrounded Price Requirement   |   |   |
|---|---|---|
| <b><u>Annual Unrounded Requirement Finder</u></b>   |   |   |
| Enter the <b>SY 2010-11</b> Weighted Average Price below<br><i>** The weighted average price for SY 2010-11 is the weighted average of all paid lunch prices charged in the SFA</i> |   |   |
| SY 2010-11 Weighted Average Price   | Unrounded Price Requirements                                    |   |
|   | Price 1:<br>SY 2017-18<br>Requirement price to the nearest cent | Price 2:<br>SY 2018-19<br>Requirement price to the nearest cent |
|   | \$ -  | \$ -  |
| <a href="#">If you do not know your SY2010-2011 Weighted Average Price</a><br><a href="#">CLICK HERE</a>  |   |   |
| <i>Note: The SY 2018-19 requirement is based on price increase requirements from SY 2011-12 through SY 2018-19.</i>   |   |   |

**Use the links below to go to the next step:**

|  |
|--|
| <a href="#">Click here to go to SY 2019-20 Price Calculator</a>              |
| <a href="#">Click here to go to SY 2019-20 Non-Federal Source Calculator</a> |
| <a href="#">Click here to go to SY 2019-20 Split Calculator</a>              |
| <a href="#">Go to Instructions</a>   |

Note: This tool is created to allow the user to only enter the weighted average price. If any other parts of the tool are modified, the user runs the risk of calculating an incorrect new average price. Users should not modify the tool's current functionality.

## SY 2019-20 Price Adjustment Calculator

[Go to Instructions](#)

| SY 2019-20 Weighted Average Price Requirement   |  |
|---|--|
| Requirement price to the nearest cent   | Optional price requirement<br>ROUNDED DOWN to nearest 5 cent |
| \$ 3.00   | \$ 3.00  |
| <i>Note: Above prices are based on adjusting SY 2018-19 price requirement by the 2% rate increase plus the Consumer Price Index (2.68%)</i> |  |

| SY 2018-19 Weighted Average Price Calculator   |                  |                     |                                   |
|--|------------------|---------------------|-----------------------------------|
| Enter the paid prices and number of paid lunches sold at each price for <b>October 2018.</b>   |                  |                     |                                   |
| Monthly # of Paid Lunches  | Paid Lunch Price | Monthly Revenue     | SY 2018-19 Weighted Average Price |
| 1.   | 1,916            | \$ 2.75             | \$ 5,269.00                       |
| 2.   | 2,109            | \$ 3.05             | \$ 6,432.45                       |
| 3.   |                  | \$ -                |                                   |
| 4.   |                  | \$ -                |                                   |
| 5.   |                  | \$ -                |                                   |
| 6.   |                  | \$ -                |                                   |
| 7.   |                  | \$ -                |                                   |
| 8.   |                  | \$ -                |                                   |
| 9.   |                  | \$ -                |                                   |
| 10.  |                  | \$ -                |                                   |
| <b>TOTAL</b>   | <b>4,025</b>     | <b>\$ 11,701.45</b> | <b>\$ 2.91</b>                    |
| <i>Note: SY 2018-19 Weighted Average Price equal to or above the target price of \$3.00 are compliant for SY 2019-20. \$3.00 is the difference between the Free and Paid reimbursement rates for SY 2018-19.</i> |                  |                     |                                   |

|  |
|--|
| <b>Total Price Increase for SY 2019-20</b> |
| \$ 0.09                                    |

|  |
|--|
| <b>Required price increase for SY 2019-20 (with 10 cent cap)</b> |
| \$ 3.00  |

|   |
|---|
| <b>Remaining increase carried forward to SY 2020-21</b> |
| \$ -  |

|   |
|---|
| <b>Remaining credit carried forward to SY 2020-21</b> |
| \$ -  |

[Go to SY2019-20 Report](#)

## Step 3 (Optional)

| Pricing Estimation Calculator   |                  |                     |                        |             |
|---|------------------|---------------------|------------------------|-------------|
| Below is a tool allowing users to manipulate prices to achieve the required new weighted average price. |                  |                     |                        |             |
| Monthly # of Paid Lunches   | Paid Lunch Price | Monthly Revenue     | Weighted Average Price |             |
| 1.  | 1,916            | \$ 2.85             | \$ 5,460.60            |             |
| 2.  | 2,109            | \$ 3.15             | \$ 6,643.35            |             |
| 3.  |                  | \$ -                |                        |             |
| 4.  |                  | \$ -                |                        |             |
| 5.  |                  | \$ -                |                        |             |
| 6.  |                  | \$ -                |                        |             |
| 7.  |                  | \$ -                |                        |             |
| 8.  |                  | \$ -                |                        |             |
| 9.  |                  | \$ -                |                        |             |
| 10.   |                  | \$ -                |                        |             |
| <b>TOTAL</b>  | <b>4,025</b>     | <b>\$ 12,103.95</b> | <b>\$</b>              | <b>3.01</b> |

Note: This tool is created to allow the user to only enter the number of paid lunches and the related prices. If any other parts of the tool are modified, the user runs the risk of calculating an incorrect new average price. Users should not modify the tool's current functionality. March 2019

|           |   |
|-----------|---|
| SFA NAME: | 0 |
|-----------|---|

## SY 2019-20 Non-Federal Contribution Calculator

[Go to Instructions](#)

| SY 2019-20 Weighted Average Price Requirement   |   |
|---|---|
| Requirement price to the nearest cent   | Optional price ROUNDED DOWN to nearest 5 cent |
| \$ 3.00   | \$ 3.00                                       |
| <i>Note: Above prices are based on adjusting SY 2018-19 price requirement by the 2% rate increase plus the Consumer Price Index (2.68%)</i> |   |

| Current Weighted Average Paid Price   |   |
|---|---|
| Enter in the current weighted average paid lunch price.<br><i>Note: If SFA did not change the weighted average paid lunch price in SY 2011-12, SY 2012-13, SY 2013-14, SY 2014-15, SY 2015-16, SY 2016-17 or SY 2017-18 enter the SY 2010-11 weighted average price. Otherwise, click the link below.</i> |   |
| \$ -  | <a href="#">Click here to determine SY 2018-19 weighted average price</a> |

| Non-Federal Source Contribution Calculator for SY 2019-20  |                                     |   |
|--|-------------------------------------|---|
| Enter the total paid lunch count (for all prices).<br><i>** Annual Non-Federal Source funds for SY 2019-20 are estimated based on the ACTUAL lunch count entered below</i> |                                     |   |
| Enter annual # of Paid Lunches for SY 2017-18**  | TOTAL Price Increase for SY 2019-20 | TOTAL SY 2019-20 Annual Non-Federal Source Contribution |
|  | \$ 3.00                             | \$ -  |
| <i>Note: Total price increase for SY 2019-20 is based on the difference between the weighted average price entered above and SY 2019-20 rounded DOWN requirement.</i>      |                                     |   |

| Enter total amount of Non-Federal Source Funds Contributed for SY 2011-12 through SY 2018-19 | Annual Non-Federal Source Contribution Requirement for SY 2019-20 |
|--|---|
|  | \$ -  |

| Price Increase Requirement for SY 2019-20 (with \$0.10 cent cap) | SY 2019-20 Annual Non-Federal Source Contribution (with \$0.10 cent cap) |
|--|--|
| \$ 0.10  | \$ -   |

| Remaining Annual Non-Federal Source Contribution carried forward to SY 2020-21 |
|--|
| \$ -   |

| Remaining Credit carried forward to SY 2020-21 |
|--|
| \$ -   |

[Go to SY 2019-20 REPORT](#)

Note: This tool is created to allow the user to only enter the annual number of paid lunches and the amount of non-Federal Source funds contributed for SY 2019-20. If any other parts of the tool are modified, the user runs the risk of calculating an incorrect annual non-Federal source contribution. Users should not modify the tool's current functionality.

SFA NAME:

0

## SY 2019-20 Split Price and Non-Federal Calculator

[Go to Instructions](#)

### SY 2019-20 Weighted Average Price Requirement

Requirement price to the nearest cent

*Optional* price requirement  
ROUNDED DOWN to nearest 5 cent

\$ 3.00 \$ 3.00

*Note: Above prices are based on adjusting SY 2018-19 price requirement by the 2% rate increase plus the Consumer Price Index (2.68%)*

### SY 2018-19 Weighted Average Price Calculator

Enter the paid prices and number of paid lunches sold at each price for

October 2018.

|              | Monthly # of Paid Lunches | Paid Lunch Price | Monthly Revenue | SY 2018-19 Weighted Average Price |
|--------------|---------------------------|------------------|-----------------|-----------------------------------|
| 1.           |                           |                  | \$ -            |                                   |
| 2.           |                           |                  | \$ -            |                                   |
| 3.           |                           |                  | \$ -            |                                   |
| 4.           |                           |                  | \$ -            |                                   |
| 5.           |                           |                  | \$ -            |                                   |
| 6.           |                           |                  | \$ -            |                                   |
| 7.           |                           |                  | \$ -            |                                   |
| 8.           |                           |                  | \$ -            |                                   |
| 9.           |                           |                  | \$ -            |                                   |
| 10.          |                           |                  | \$ -            |                                   |
| <b>TOTAL</b> | -                         |                  | \$ -            | \$ -                              |

*Note: SY 2018-19 Weighted Average Price equal to or above \$3.00 are compliant for SY 2019-20. \$3.00 is the difference between the Free and Paid reimbursement rates for SY 2018-19.*

Total Price Increase  
for SY 2019-20

\$ -

Required price increase for SY 2019-20  
(with \$0.10 cent cap)

\$ -

| New Price Increase  |
|---|
| Enter the new price increase for SY 2019-20 to assist in meeting the requirement. See optional Pricing Estimation Calculator below if needed. |

|  |
|--|
|  |
|--|

| Non-Federal Source Contribution Calculator for SY 2019-20   |   |   |
|---|---|---|
| Enter the total paid lunch count (for all prices).<br>** Annual Non-Federal Source funds for SY 2019-20 are estimated based on the ACTUAL lunch count entered below |   |   |
| Enter annual # of Paid Lunches for SY 2017-18**   | Total remaining required Price Increase | TOTAL SY 2019-20 Annual Non-Federal Source Contribution |
|   | \$ -                                    | \$ -  |
| Note: Total price increase for SY 2019-20 is based on the difference between the weighted average price entered above and SY 2019-20 rounded DOWN requirement.      |   |   |

| Enter total amount of Non-Federal Source Funds Contributed for SY 2011-12 through SY 2018-19 | Annual Non-Federal Source Contribution Requirement for SY 2019-20 |
|--|---|
|  | \$ -  |

| Price Increase Requirement for SY 2019-20 (with \$0.10 cent cap) | SY 2019-20 Annual Non-Federal Source Contribution (with \$0.10 cent cap) |
|--|--|
| \$ -   | \$ -   |

|   |
|---|
| <b>Remaining Annual<br/>Non-Federal<br/>Source<br/>Contribution<br/>Requirement<br/>carried forward to<br/>SY 2020-21</b> |
| \$ -  |

|   |
|---|
| <b>Remaining Credit<br/>carried forward to<br/>SY 2020-21</b> |
| \$ -  |

March 2019

**(Optional)**

| Pricing Estimation Calculator   |                           |                  |                 |                        |
|---|---------------------------|------------------|-----------------|------------------------|
| Below is a tool allowing users to manipulate prices to achieve the required new weighted average price. |                           |                  |                 |                        |
|   | Monthly # of Paid Lunches | Paid Lunch Price | Monthly Revenue | Weighted Average Price |
| 1.  |                           |                  | \$ -            |                        |
| 2.  |                           |                  | \$ -            |                        |
| 3.  |                           |                  | \$ -            |                        |
| 4.  |                           |                  | \$ -            |                        |
| 5.  |                           |                  | \$ -            |                        |
| 6.  |                           |                  | \$ -            |                        |
| 7.  |                           |                  | \$ -            |                        |
| 8.  |                           |                  | \$ -            |                        |
| 9.  |                           |                  | \$ -            |                        |
| 10.   |                           |                  | \$ -            |                        |
| <b>TOTAL</b>  | -                         |                  | \$ -            | \$ -                   |

Note: This tool is created to allow the user to only enter the number of paid lunches and the related prices. If any other parts of the tool are modified, the user runs the risk of calculating an incorrect new average price. Users should not modify the tool's current functionality.

[Go to instructions](#)

|           |   |
|-----------|---|
| SFA NAME: | 0 |
|-----------|---|

### SY 2019-20 Weighted Average Pricing Report

*This report assists in tracking the pricing requirements and amounts carried forward for SY 2019-2020. Information on this report is used to determine the SY 2019-20 weighted average price requirements.*

*Please print and keep in records.*

*NOTE: If information is changed in the tool, the report contents will change.*

#### Section 1: SY 2019-20 Weighted Average Paid Price Requirements

|  |               |
|--|---------------|
| <b>A. SY 2019-20 Weighted Average Price Requirement*:</b><br><small>*This price will be entered into the SY 2020-21 tool to determine the SY 2020-21 weighted average price requirements</small> | <b>\$3.00</b> |
| <b>B. Optional Price ROUNDED DOWN to nearest \$0.05 cents:</b>   | <b>\$3.00</b> |

#### Section 2: Amounts Carried Forward to SY 2020-21

Select the SY 2019-20 method used to ensure sufficient funds are provided for PAID Lunches

Increase SY2019-2020 average weighted price ▼

#### Average Weighted Price Adjustments

|  |               |
|--|---------------|
| <b>A. Remaining increase carried forward to SY 2020-21:</b>    | <b>\$0.00</b> |
| <b>B. Remaining credit carried forward to SY 2020-21:</b>      | <b>\$0.00</b> |
| <b>Enter in the new average weighted price for SY 2019-20:</b> | <b>\$3.01</b> |

#### Non-Federal Source Contributions

|   |            |
|---|------------|
| <b>C. Remaining Annual Non-Federal Source Contribution carried forward to SY 2020-21:</b> | <b>N/A</b> |
| <b>D. Remaining Credit carried forward to SY 2020-21:</b>                                 | <b>N/A</b> |
| <b>Enter the amount of Non-Federal Source contributions for SY 2019-20:</b>               |            |

Enter Sources of Non-Federal Funds Contributed:

General Fund Transfer

#### Split Calculations

*Both average weighted price adjustments and Non-Federal source contributions*

|   |            |
|---|------------|
| <b>E. Remaining Annual Non-Federal Source Contribution carried forward to SY 2020-21:</b> | <b>N/A</b> |
| <b>F. Remaining Credit carried forward to SY 2020-21:</b>                                 | <b>N/A</b> |
| <b>Enter the amount of Non-Federal Source contributions for SY 2019-20:</b>               |            |
| <b>Enter the new average weighted price for SY 2019-20:</b>                               |            |

|           |   |
|-----------|---|
| SFA NAME: | 0 |
|-----------|---|

**SY 2018-19 Weighted Average Price Calculator**

Enter current prices and number of lunches sold at each price using **October 2018** data.

|              | Monthly # of Paid Lunches | Paid Lunch Price | Monthly Revenue | SY 2018-19 Weighted Average Price                    |
|--------------|---------------------------|------------------|-----------------|--|
| 1.           |                           |                  | \$ -            |  |
| 2.           |                           |                  | \$ -            |  |
| 3.           |                           |                  | \$ -            |  |
| 4.           |                           |                  | \$ -            |  |
| 5.           |                           |                  | \$ -            |  |
| 6.           |                           |                  | \$ -            |  |
| 7.           |                           |                  | \$ -            |  |
| 8.           |                           |                  | \$ -            |  |
| 9.           |                           |                  | \$ -            |  |
| 10.          |                           |                  | \$ -            |  |
| <b>TOTAL</b> | -                         |                  | \$ -            | \$ - <b>is the SY 2018-19 Weighted Average Price</b> |

*Enter this price in Step 1 in unrounded requirement finder tab*

[Click to go back to SY 19-20 Non-Federal Calculator](#)

[Go to instructions](#)

Note: This tool is created to allow the user to only enter the number of paid lunches and the related prices. If any other parts of the tool are modified, the user runs the risk of calculating an incorrect new average price. Users should not modify the tool's current functionality.

March 2019

|           |   |
|-----------|---|
| SFA NAME: | 0 |
|-----------|---|

**SY 2010-2011 Weighted Average Price Calculator**

Enter current prices and number of lunches sold at each price using **October 2010** data.

|     | Monthly # of Paid Lunches | Paid Lunch Price | Monthly Revenue | SY 2010-11 Weighted Average Price |
|-----|---------------------------|------------------|-----------------|-----------------------------------|
| 1.  |                           |                  | \$ -            |                                   |
| 2.  |                           |                  | \$ -            |                                   |
| 3.  |                           |                  | \$ -            |                                   |
| 4.  |                           |                  | \$ -            |                                   |
| 5.  |                           |                  | \$ -            |                                   |
| 6.  |                           |                  | \$ -            |                                   |
| 7.  |                           |                  | \$ -            |                                   |
| 8.  |                           |                  | \$ -            |                                   |
| 9.  |                           |                  | \$ -            |                                   |
| 10. |                           |                  | \$ -            |                                   |

**TOTAL**                      -                      \$ -                      \$ -                      **is the SY2010-2011 weighted average price**

*Enter this price in the Unrounded Requirement Finder tab*

[Click to go back to Unrounded Requirement Finder](#)

[Go to instructions](#)

Note: This tool is created to allow the user to only enter the number of paid lunches and the related prices. If any other parts of the tool are modified, the user runs the risk of calculating an incorrect new average price. Users should not modify the tool's current functionality.




# Quote

05/23/2019

**To:**  
 Ravenna Schools  
 Ken Schoreder  
 41750 Carthage Rd  
 Ravenna, NE 68869  
 308-470-0502 (Contact)  
 Customer ID: 126460

**Project:**  
 Ravenna Schools  
 41750 Carthage Rd  
 Ravenna, NE 68869

**From:**  
 Cash-Wa Distributing - Kearney  
 Ron Howerter  
 401 W. 4th St.  
 Kearney, NE 68845-7825  
 (308)-237-3151 EXT. 7132

| Item  | Qty  | Description  | Sell               | Sell Total        |
|---|------|--|--------------------|-------------------|
| 5   | 2 ea | <b>SERVING COUNTER, COLD FOOD</b><br><br>Duke Manufacturing Model No. OPAH-3-CP<br>EconoMate™ Cold Food Portable Buffet, 44-3/8"W x 22-1/2"D base, (3) section 5" deep ice cooled stainless steel cold pan, stainless steel top, enclosed steel base with powder coat finish, open at rear with bottom shelf, clear acrylic canopy, 5" casters, NSF | \$2,171.43         | \$4,342.86        |
|   | 2 ea | #217102 Silver Hammer- powder coat paint   |                    |                   |
|   | 1 ea | Tray shelf on end of unit- 12", 18 ga. on drop brackets (specify location)   | \$259.09           | \$259.09          |
|   | 2 st | PR-3 Tray Shelves, set of (2) 7" wide, solid stainless steel on drop brackets, for 44-3/8" long EconoMate™ series, (will not fit on Beef Cart Units)   | \$830.42           | \$1,660.84        |
| <b>FREE Freight from factory to site in Ravenna, NE this order.<br/>           Lead time 3 weeks.</b> |      |  |                    |                   |
|   |      |  | <b>ITEM TOTAL:</b> | <b>\$6,262.79</b> |
|   |      |  | Total              | \$6,262.79        |

### Manufacturer Summary

| Mfr  | FOB     | ZIP   | Class | Weight | Good Until | Terms | Notes |
|------|---------|-------|-------|--------|------------|-------|-------|
| Duke | Sedalia | 65301 | 125   | 514    |            |       |       |
| Duke | Sedalia | 65301 | 100   | 30     |            |       |       |

Price quote is good for 30 days. Pricing does not include installation or applicable sales taxes.

Delivery terms: Product will ship to site in YourTown, USA, freight prepaid by CWD and actual shipping charges will be added to CWD invoice item(s), where applicable.

\_\_\_\_ A 30% deposit is required for item(s) purchased from this equipment quotation at the time of order placement. The balance due will be payable upon delivery within the terms of your established account agreement.

\_\_\_\_ A 50% deposit is required for item(s) purchased from this equipment quotation for "custom built" equipment at the time of order placement. The balance due for "custom built" item(s) will be due within 7 days of receipt of the CWD invoice for this equipment.

  x   Note: It is the purchaser's responsibility to inspect equipment for damage upon delivery of factory

drop-shipped orders. Please inspect, PRIOR to signing the delivering freight companies bill of lading. If any damage is present -- refuse delivery and call me immediately and a replacement item will be ordered. CWD is NOT responsible for any damage claims on factory drop-shipped orders. Claims must be filed by the purchaser with the carrier that delivered the product. If the delivery is refused, claims will not be necessary. \*\*Note: Effective 04/18/2015, "NFMC" National Motor Freight Class guidelines state: "The time period for reporting concealed damages is reduced to 5 days." Customer must notify the delivering carrier. Any claims for concealed damage are between the customer and the freight line.

Thank you for allowing me to quote these items. If you have any questions, or are ready to place an order, please call me at 1-800-652-0010, extension 7132.

Sincerely,  
Ron Howerter  
CWD Equipment Sales

Acceptance: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Project Grand Total: \$6,262.79



# Specifications

F.O.B Sedalia, Missouri 65301



**DPAH-3-CP**

**OPTIONS:**

- Beaded 12" x 20" openings
- Tray shelves
- Fluorescent lights
- Incandescent bullet lights
- Legs in lieu of casters
- Adapter bars
- False bottom
- Body latches
- Tray shelf on end

**AGENCY LISTINGS:**



**DUKE MANUFACTURING CO.**  
 2305 N. Broadway  
 St. Louis, MO 63102

**800.735.3853 Toll Free**  
**314.231.5074 Fax**  
**www.dukemfg.com**

SS-DM-00043-EMB-05

**Approval Stamp(s):**

**PRODUCT INFORMATION:**

PROJECT: \_\_\_\_\_  
 ITEM: \_\_\_\_\_  
 QUANTITY: \_\_\_\_\_

MODEL:

**Econo Mate™ Buffet Units**  
**Cold Pan - Ice Cooled**

- DPAH-2-CP/OPAH-2-CP** Portable (floor models) 2-well cold pan
- DPAH-3-CP/OPAH-3-CP** Portable (floor models) 3-well cold pan
- DPAH-4-CP/OPAH-4-CP** Portable (floor models) 4-well cold pan
- TAH-2-CP** Table Top - 2 cold pan wells
- TAH-3-CP** Table Top - 3 cold pan wells
- TAH-4-CP** Table Top - 4 cold pan wells

**BODY:**

- Heavy gauge paint grip steel
- Choice of (12) powder coat paint colors (must choose one)
 

|   |  |
|---|--|
| <input type="checkbox"/> #217105 - Bright White     | <input type="checkbox"/> #217103 - Natural Almond  |
| <input type="checkbox"/> #217150 - Orange Red       | <input type="checkbox"/> #217154 - Racing Red      |
| <input type="checkbox"/> #217107 - Hollyberry Red   | <input type="checkbox"/> #217120 - Sky Blue        |
| <input type="checkbox"/> #217127 - Fence Green      | <input type="checkbox"/> #217152 - Stone Gray      |
| <input type="checkbox"/> #217102 - Duke Silver      | <input type="checkbox"/> #217113 - Brown Kickplate |
| <input type="checkbox"/> #217101 - Semi Gloss Black | <input type="checkbox"/> #217125 - Textured Black  |
- Heavy gauge; 300 Series stainless steel top
- Clear plexiglass canopy, with black powder coat steel brackets with end enclosures

**BASES:**

- Choice of
  - Open base - O
  - Closed base - D
  - Table Top - T
- 5" NSF listed black swivel casters, 2 with locks

**COLD PAN:**

- 5" deep liner, sloping to 1" brass drain and plug
- Fully insulated stainless steel pan
- Width of 19-7/8"

SHORT FORM SPECIFICATIONS:

**Duke Econo Mate Cold Pan Units - Ice Cooled.** Portable Buffet with heavy gauge painted steel bodies, open or closed style, with 300 series stainless steel heavy gauge tops, sectional 5"D ice cooled s/s cold pans w/ drain, enclosed steel base w/powder coat finish & sliding doors, clear acrylic canopy, 5" NSF approved black casters, 2 w/ locks, 6' cord & plug. Table top models available.

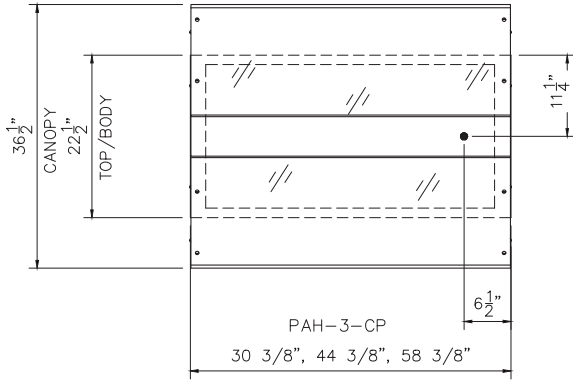
ECONO MATE BUFFET UNITS - COLD PAN - ICE COOLED UNITS

Catalog No. EMB-ICE

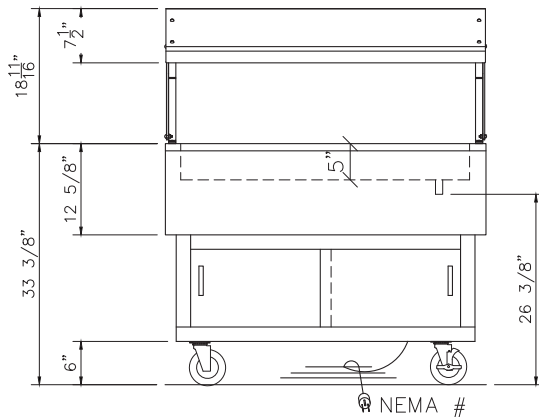
A.I.A. File No. 35-C-13

REV A

# Econo Mate®



TOP VIEW

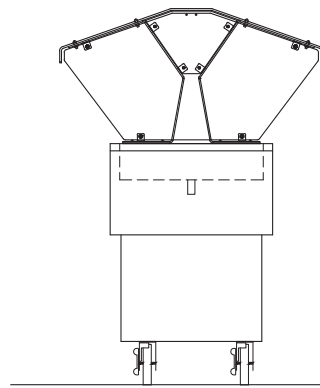


FRONT VIEW

## Econo Mate Buffet Units Cold Pan - Ice Cooled

- DPAH-2-CP/OPAH-2-CP** Portable (floor models) 2-well cold pan
- DPAH-3-CP/OPAH-3-CP** Portable (floor models) 3-well cold pan
- DPAH-4-CP/OPAH-4-CP** Portable (floor models) 4-well cold pan
- TAH-2-CP** Table Top - 2 cold pan wells
- TAH-3-CP** Table Top - 3 cold pan wells
- TAH-4-CP** Table Top - 4 cold pan wells

| LEGEND  |                  |
|---|------------------|
| •   | - DRAIN LOCATION |
| When ordering storage bases, precede model number with "O" for Open Base or "D" for closed base with doors. Example: <b>OPAH-2-BC</b> for open base unit. |                  |



SIDE VIEW

### DIMENSIONS:

Portable Ice Cooled Cold Pan Units

FREIGHT CLASS: 100

| Model                      | Length |       | Width  |      | Height |      | Liner Dimensions in. |        |   | Cube ft. Crated | Weight  |             |
|----------------------------|--------|-------|--------|------|--------|------|----------------------|--------|---|-----------------|---------|-------------|
|                            | in.    | cm    | in.    | cm.  | in.    | cm   | L                    | W      | D |                 | lbs.    | kg          |
| <b>DPAH-2-CP/OPAH-2-CP</b> | 30-3/8 | 77.2  | 22-1/2 | 57.2 | 33-3/8 | 84.8 | 26                   | 19-7/8 | 5 | 23.1            | 204/200 | 92.7/90.9   |
| <b>DPAH-3-CP/OPAH-3-CP</b> | 44-3/8 | 112.8 | 22-1/2 | 57.2 | 33-3/8 | 84.8 | 40                   | 19-7/8 | 5 | 32.0            | 261/257 | 118.6/116.8 |
| <b>DPAH-4-CP/OPAH-4-CP</b> | 58-3/8 | 148.3 | 22-1/2 | 57.2 | 33-3/8 | 84.8 | 54                   | 19-7/8 | 5 | 40.9            | 282/278 | 128.2/126.4 |

Table Top Ice Cooled Cold Pan Units

FREIGHT CLASS: 100

| Model           | Length |       | Width  |      | Height |      | Liner Dimensions in. |        |   | Cube ft. Crated | Weight |      |
|-----------------|--------|-------|--------|------|--------|------|----------------------|--------|---|-----------------|--------|------|
|                 | in.    | cm    | in.    | cm.  | in.    | cm   | L                    | W      | D |                 | lbs.   | kg   |
| <b>TAH-2-CP</b> | 30-3/8 | 77.2  | 22-1/2 | 57.2 | 13-5/8 | 34.7 | 26                   | 19-7/8 | 5 | 12.1            | 142    | 64.6 |
| <b>TAH-3-CP</b> | 44-3/8 | 112.8 | 22-1/2 | 57.2 | 13-5/8 | 34.7 | 40                   | 19-7/8 | 5 | 16.7            | 183    | 83.2 |
| <b>TAH-4-CP</b> | 58-3/8 | 148.3 | 22-1/2 | 57.2 | 13-5/8 | 34.7 | 54                   | 19-7/8 | 5 | 21.4            | 208    | 94.6 |

\*NOTE: Canopy adds 12-3/4" (32.4) to width and 20" (50.8 cm) to height.

### DUKE MANUFACTURING CO.

2305 N. Broadway  
St. Louis, MO 63102

800.735.3853 Toll Free  
800.231.1130 In Missouri  
314.231.5074 Fax  
www.dukemfg.com



Specification subject to change

02/12  
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Your Solutions Partner

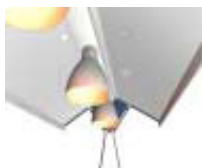
# Specifications

F.O.B Sedalia, Missouri 65301



**Tray Shelves**

**Bullet Lamps**



**Fluorescent Lights**



**Spillage Pans**



**Adapter Plates**

**AGENCY LISTING:**



**DUKE MANUFACTURING CO.**  
 2305 N. Broadway  
 St. Louis, MO 63102

800.735.3853 Toll Free  
 314.231.1130 St. Louis  
 314.231.5074 Fax  
 www.dukemfg.com

SS-DM-0227-EMB-08

**Approval Stamp(s):**

**PRODUCT INFORMATION:**

PROJECT: \_\_\_\_\_

ITEM: \_\_\_\_\_

QUANTITY: \_\_\_\_\_

MODEL:

**EconoMate Buffet Units  
 Accessories**

**Tray Shelf:**

Easy-to-clean germ-resistant 7" wide, solid, stainless steel. On drop brackets

Set of (2)

**PR-2, PR-3, PR-4**

**Not available for Beef Cart Unit**

**Bullet Lamps:**

Available with infrared or incandescent bulbs to provide oven-like warmth or additional light. -

Infrared - **BL-2, BL-3, BL-4**

Incandescent - **BI-2, BI-3, BI-4**

**Fluorescent Lights:**

Fit into any EconoMate canopy to provide additional light. -

**FL-2, FL-3, FL-4**

**Spillage Pan:**

Available in Aluminum (**#576**) or Stainless Steel (**#676**).

**Telescope Covers:**

Flat top - **546**

Round top - **548**

**Adapter Plates** (for hot food units):

Available in the following configurations:

**#31** - three 6-1/2" diameter cutouts

**#32** - two 8-1/2" cutouts

**#33** - one 6-1/2" and one 10-1/2" cutouts

**False Bottom:** (not shown)

1/2" deep sectional false bottom. - **FB**

**Adapter Bars** (not shown):

**#515** - 2" x 21" (5.1 x 53.3 cm)

**#516** - 3/4" x 21" (1.9 x 53.3 cm)

Stainless Steel Insets and Inset Covers - Round Food Pans: (not shown)

**521, 522, 523, 524, 537, 540, 541, 542**

**Stainless Steel Pans and Flat Covers** (not shown)

ECONOMATE BUFFET UNITS - ACCESSORIES

Catalog No. EMB-ACCESS

A.I.A. File No. 35-C-13

REV A



**EconoMate Buffet Shelves - Accessories**

- BL, BI** Bullet Lamps
- FL** Fluorescent Lights
- PR** Tray Slides
- AECY** Plexiglas Replacements
- FB** False Bottom
- HFST** Hot Food Style Top
- 576, 676** Spillage Pans
- 31, 32, 33** Adapter Plates
- 516** Adapter Bars
- 521, 522, 523, 524** Stainless Steel Insets &
- 537, 540, 541, 542** Inset Covers

**OPTIONAL ACCESSORIES:**

| Description  | Unit Length<br>30-3/8" (77.2 cm) |        |      | Unit Length<br>44-3/8" (112.8 cm) |        |      | Unit Length<br>58-3/8" (148.3 cm) |        |      |
|--|----------------------------------|--------|------|-----------------------------------|--------|------|-----------------------------------|--------|------|
|  | Model                            | Weight |      | Model                             | Weight |      | Model                             | Weight |      |
|  |                                  | lbs    | kg   |                                   | lbs.   | kg   |                                   | lbs.   | kg   |
| <b>Bullet Lamps Only</b>   |                                  |        |      |                                   |        |      |                                   |        |      |
| Infrared 250 watt each (white bulb)  | <b>BL-2</b>                      | 10     | 4.6  | <b>BL-3</b>                       | 14     | 6.4  | <b>BL-4</b>                       | 17     | 7.7  |
| Incandescent bulbs 60 watt each  | <b>BI-2</b>                      | 10     | 4.6  | <b>BI-3</b>                       | 14     | 6.4  | <b>BI-4</b>                       | 17     | 7.7  |
| <b>Fluorescent Lights ONLY</b>   |                                  |        |      |                                   |        |      |                                   |        |      |
| With plastic shields   | <b>FL-2</b>                      | 8      | 3.6  | <b>FL-3</b>                       | 10     | 4.6  | <b>FL-4</b>                       | 12     | 5.5  |
| *NOTE: When these options are installed the unit may not be U.L. listed  |                                  |        |      |                                   |        |      |                                   |        |      |
| <b>Tray Shelves (Will not fit Beef Cart Units)</b>   |                                  |        |      |                                   |        |      |                                   |        |      |
| Set of two 7" (17.8 cm) wide.<br>S/S on drop brackets  | <b>PR-2</b>                      | 24     | 10.9 | <b>PR-3</b>                       | 30     | 13.6 | <b>PR-4</b>                       | 36     | 16.4 |
| Powder coat painted sneeze protection at canopy ends is standard equipment on EconoMate Units. Specify Black Matte or body color when ordering |                                  |        |      |                                   |        |      |                                   |        |      |
| <b>NOTE:</b> Latches can be added to units - see Price Book or contact St. Louis Office (PER PAIR)   |                                  |        |      |                                   |        |      |                                   |        |      |
| For Tray Shelf on end of unit - 12" (30.5 cm) wide, 18 gauge, on drop brackets   |                                  |        |      |                                   |        |      |                                   |        |      |

**PLEXIGLASS REPLACEMENTS:**

| Number of Sections  | Canopy Only      | Plexiglass with Brackets<br>Lights Not Included | Weight |           |
|---|------------------|---|--------|-----------|
|   | Model            | Model   | lbs.   | kg        |
| 2 Section   | <b>AECY-2-UL</b> | <b>AECY-2-BK-UL</b>                             | 24/37  | 10.9/16.8 |
| 3 Section   | <b>AECY-3-UL</b> | <b>AECY-3-BK-UL</b>                             | 31/44  | 14.1/20.0 |
| 4 Section   | <b>AECY-4-UL</b> | <b>AECY-4-BK-UL</b>                             | 40/53  | 18.2/24.1 |
| <b>BEEF CART</b>  | <b>AECY-BC</b>   | <b>AECY-BC-BK</b>                               | 24/37  | 10.9/16.8 |
| <b>AECY-BRKTS -UL (Brackets Only) in black matte powder coat paint finish</b> |                  |   | 13     | 5.9       |

**OPTIONAL COLD PAN UNIT ACCESSORIES**

| FALSE BOTTOM AND HOT FOOD STYLE TOP |   |                               |   |   |
|-------------------------------------|---|-------------------------------|---|---|
| Model                               | Description   | No. of Full Size Pan Openings |   |   |
| <b>FB-</b>                          | 1/2" (1.3 cm) deep - sectional - stainless steel false bottom | 2                             | 3 | 4 |
| <b>HFST-</b>                        | Beaded 12" x 20" (30.5 x 50.8 cm) openings in top             | 2                             | 3 | 4 |



**DUKE MANUFACTURING CO.**

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St. Louis, MO 63102

800.735.3853 Toll Free  
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Specification subject to change

05/11  
Printed in U.S.A  
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05/28/2019



# Quote

To: Ravenna Public School  
Ken Schroeder  
41750 Carthage Road  
Ravenna, NE 68844-  
(308)452-3249

From: Midwest Restaurant Supply  
Terry Enck  
2705 W. Hwy. 30  
Grand Island, NE 68803-5637  
(308)384-5780  
(308)384-5780 (Contact)

Project: Ravenna Public Schools

Job Reference Number: 3651

| Item | Qty  | Description  | Sell                   | Sell Total        |
|------|------|--|------------------------|-------------------|
| 1    | 1 ea | <b>SERVING COUNTER, COLD FOOD</b><br>Duke Manufacturing OPAH-3-CP<br>EconoMate™ Cold Food Portable Buffet, 44-3/8"W x 22-1/2"D base, (3) section 5" deep ice cooled stainless steel cold pan, stainless steel top, enclosed steel base with powder coat finish, open at rear with bottom shelf, clear acrylic canopy, 5" casters, NSF<br>  | \$3,865.00             | \$3,865.00        |
|      | 1 ea | Color to be determined- SPECIFY AT TIME OF ORDER   |                        |                   |
|      | 1 ea | Tray shelf on end of unit- 12", 18 ga. on drop brackets (specify location)   |                        |                   |
|      | 1 st | PR-3 Tray Shelves, set of (2) 7" wide, solid stainless steel on drop brackets, for 44-3/8" long EconoMate™ series, (will not fit on Beef Cart Units)   |                        |                   |
|      |      |  | <b>Extended Total:</b> | <b>\$3,865.00</b> |
| 2    | 1 ea | <b>SERVING COUNTER, COLD FOOD</b><br>Duke Manufacturing OPAH-3-CP<br>EconoMate™ Cold Food Portable Buffet, 44-3/8"W x 22-1/2"D base, (3) section 5" deep ice cooled stainless steel cold pan, stainless steel top, enclosed steel base with powder coat finish, open at rear with bottom shelf, clear acrylic canopy, 5" casters, NSF<br> | \$3,558.00             | \$3,558.00        |
|      | 1 ea | Color to be determined- SPECIFY AT TIME OF ORDER   |                        |                   |
|      | 1 st | PR-3 Tray Shelves, set of (2) 7" wide, solid stainless steel on drop brackets, for 44-3/8" long EconoMate™ series, (will not fit on Beef Cart Units)   |                        |                   |
|      |      |  | <b>Extended Total:</b> | <b>\$3,558.00</b> |
| 3    | 1 ea | <b>DELIVERY</b><br>Midwest Restaurant Supply<br>Delivery to School<br>Uncrate, Set into place  | \$300.00               | \$300.00          |

Total

\$7,723.00

TERMS: Non-stock items will be charged a restock fee plus shipping, custom items are not returnable. Unless otherwise noted, incoming and outgoing freight charges will be added. Sales tax to be added if applicable. Quotation firm for 30 days, unless other terms are discussed. Effective April 1, all accounts with a balance over 30 day terms will be accessed a monthly finance charge equaling 18% APR.


Acceptance: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

**To:**  
Ken Schroeder  
41750 Carthage Road  
Ravenna, NE 68869

**Project:**  
Ravenna Public School  
41750 Carthage Road  
Ravenna, NE 68869

**From:**  
Trimark-Hockenbergs Omaha  
Paul Sinnott  
14063 Cornhusker Road  
Omaha, NE 68138  
402-339-8900  
(402) 339-8900 5161 (Contact)

| Item | Qty  | Description  | Sell               | Sell Total        |
|------|------|--|--------------------|-------------------|
| 1    |      | <b>THIS IS A DROP SHIP PRICE.<br/>SHIPPED DIRECTLY FROM THE FACTORY TO YOUR LOCATION</b>   |                    |                   |
| 2    | 2 ea | <b>SERVING COUNTER, COLD FOOD</b><br>Duke Manufacturing Model No. OPAH-3-CP<br>EconoMate™ Cold Food Portable Buffet, 44-3/8"W x 22-1/2"D base, (3) section 5" deep ice cooled stainless steel cold pan, stainless steel top, enclosed steel base with powder coat finish, open at rear with bottom shelf, clear acrylic canopy, 5" casters, NSF<br> | \$4,271.00         | \$8,542.00        |
|      | 2 ea | Color to be determined- SPECIFY AT TIME OF ORDER   |                    |                   |
|      | 2 ea | Tray shelf on end of unit- 12", 18 ga. on drop brackets (specify location)   |                    |                   |
|      | 4 st | PR-3 Tray Shelves, set of (2) 7" wide, solid stainless steel on drop brackets, for 44-3/8" long EconoMate™ series, (will not fit on Beef Cart Units)   |                    |                   |
|      |      |  | <b>ITEM TOTAL:</b> | <b>\$8,542.00</b> |
| 3    |      | <b>THIS IS A DROP SHIP PRICE.<br/>SHIPPED DIRECTLY FROM THE FACTORY TO YOUR LOCATION</b>   |                    |                   |
|      |      |  | <b>Total</b>       | <b>\$8,542.00</b> |

Prices Good Until: 06/22/2019

Standard Contract Terms & Conditions

All quotations are subject to approval by the company. The above listed prices shall be firm for 30 days. Prices shown in this quotation are for specific items, quantities, and lead times indicated.

Prices are subject to change if all of the items are not ordered, if quantities ordered differ, or if adequate lead-time is not allowed.

The prices shown in this quotation DO/DO NOT include freight charges which will be added to our invoice. This quotation does not include any fees for local permits or licenses that may be required by your municipality or state.

The prices shown in this quotation DO/DO NOT include applicable taxes, which will be added to our invoice unless a valid certificate of exemption is provided by you. Please be advised that, under state law, some items may still be taxable. In states where TriMark Hockenbergs is not registered to collect Sales Tax, it is the buyer's responsibility to pay any applicable Use Tax due to the state.

Payment terms are 50% due at time of order and 50% due prior to delivery. We do not accept credit card payments on projects. Please be advised that a 1.5% per month FINANCE CHARGE will begin to accrue upon expiration of the above payment terms. This will amount to 18% annually.

It is our understanding that you are requesting delivery of the items on this order during the week of {T.B.D.} if this date is not correct or is missing, please provide us with a scheduled delivery date \_\_\_\_\_. If an alternative date is not provided, the date specified above is considered confirmed. In the event that the delivery date is delayed by you, or any party other than TriMark Hockenbergs, for more than two (2) weeks from the agreed upon date, you hereby agree that TriMark Hockenbergs will bill you for "stored materials".

You also agree that any payments originally due "upon delivery" will become immediately due and payable. For valuable consideration, receipt of which is hereby acknowledged, you hereby grant to TriMark Hockenbergs a security interest in the equipment described herein and any and all additions and accessories thereto, to secure payment of the total debt and any and all other obligations to TriMark Hockenbergs under this agreement. The security interest created hereby shall terminate when obligations have been paid in full.

You hereby authorize TriMark Hockenbergs to file any UCC financing statement that it deems necessary to perfect its security interest.

On capital purchases, we require a perfected security interest in the goods until they have been paid for in full. TriMark Hockenbergs will handle all of the necessary U.C.C. filings and pay for any costs associated with these filings. Upon failure of you to promptly pay or perform any of the obligations or any covenants contained or referred to herein, TriMark Hockenbergs may, at its option, declare all of the obligations immediately due and payable and then shall have all of the remedies of a secured party under the Uniform Commercial Code of the state where the equipment is located. Such remedies shall include, but are not limited to, the right to take possession of the equipment. Expenses related to repossessing, holding, repairing, or reselling the equipment, including any collection costs, reasonable attorney's fees and legal expenses, shall be the responsibility of the buyer.

No warranty of merchantability or fitness for a particular purpose, or other warranty, express, implied or statutory, nor any affirmation of fact or promise is made by Seller with respect to the goods which are sold pursuant hereto.

TRIMARK HOCKENBERGS SHALL NOT BE LIABLE FOR INCIDENTAL OR CONSEQUENTIAL LOSSES, DAMAGES OR EXPENSES, DIRECTLY OR INDIRECTLY ARISING FROM THE SALE, HANDLING OR USE OF THE GOODS, OR FROM ANY OTHER CAUSE RELATING THERETO. TriMark Hockenbergs' liability hereunder and Buyer's exclusive remedy hereunder is expressly limited to the replacement (in the form originally shipped) of goods not complying with this Agreement or, at TriMark Hockenbergs' election, to credit Buyer with an amount equal to the purchase price of such goods, whether claims are for breach of warranty, negligence or otherwise. If you are in agreement with the aforementioned terms, prices, specifications and conditions, please sign a copy of this contract and return it to the undersigned at our offices, accompanied by any required advance payment.

Thank you for the opportunity to offer our quotation. We look forward to receiving your valued order.

TriMark Hockenbergs

Acceptance \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_

Company Name \_\_\_\_\_

Acceptance: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Project Grand Total: \$8,542.00



# Specifications

F.O.B Sedalia, Missouri 65301



**DPAH-3-CP**

**OPTIONS:**

- Beaded 12" x 20" openings
- Tray shelves
- Fluorescent lights
- Incandescent bullet lights
- Legs in lieu of casters
- Adapter bars
- False bottom
- Body latches
- Tray shelf on end

**AGENCY LISTINGS:**



**DUKE MANUFACTURING CO.**  
 2305 N. Broadway  
 St. Louis, MO 63102

**800.735.3853 Toll Free**  
**314.231.5074 Fax**  
**www.dukemfg.com**

SS-DM-00043-EMB-05

**Approval Stamp(s):**

**PRODUCT INFORMATION:**

PROJECT: \_\_\_\_\_  
 ITEM: \_\_\_\_\_  
 QUANTITY: \_\_\_\_\_

MODEL:

**Econo Mate™ Buffet Units**  
**Cold Pan - Ice Cooled**

- DPAH-2-CP/OPAH-2-CP** Portable (floor models) 2-well cold pan
- DPAH-3-CP/OPAH-3-CP** Portable (floor models) 3-well cold pan
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- TAH-4-CP** Table Top - 4 cold pan wells

**BODY:**

- Heavy gauge paint grip steel
- Choice of (12) powder coat paint colors (must choose one)
  - #217105 - Bright White
  - #217103 - Natural Almond
  - #217150 - Orange Red
  - #217154 - Racing Red
  - #217107 - Hollyberry Red
  - #217120 - Sky Blue
  - #217127 - Fence Green
  - #217152 - Stone Gray
  - #217102 - Duke Silver
  - #217113 - Brown Kickplate
  - #217101 - Semi Gloss Black
  - #217125 - Textured Black
- Heavy gauge; 300 Series stainless steel top
- Clear plexiglass canopy, with black powder coat steel brackets with end enclosures

**BASES:**

- Choice of
  - Open base - O
  - Closed base - D
  - Table Top - T
- 5" NSF listed black swivel casters, 2 with locks

**COLD PAN:**

- 5" deep liner, sloping to 1" brass drain and plug
- Fully insulated stainless steel pan
- Width of 19-7/8"

SHORT FORM SPECIFICATIONS:

**Duke Econo Mate Cold Pan Units - Ice Cooled.** Portable Buffet with heavy gauge painted steel bodies, open or closed style, with 300 series stainless steel heavy gauge tops, sectional 5"D ice cooled s/s cold pans w/ drain, enclosed steel base w/powder coat finish & sliding doors, clear acrylic canopy, 5" NSF approved black casters, 2 w/ locks, 6' cord & plug. Table top models available.

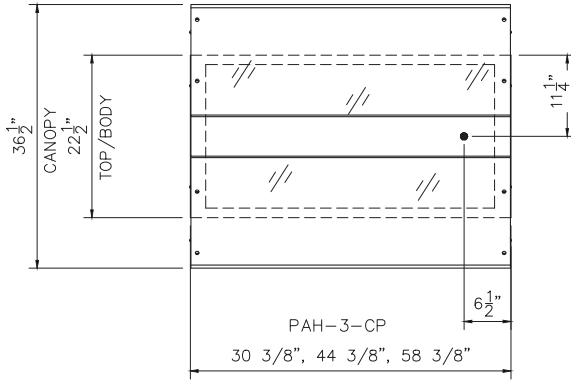
ECONO MATE BUFFET UNITS - COLD PAN - ICE COOLED UNITS

Catalog No. EMB-ICE

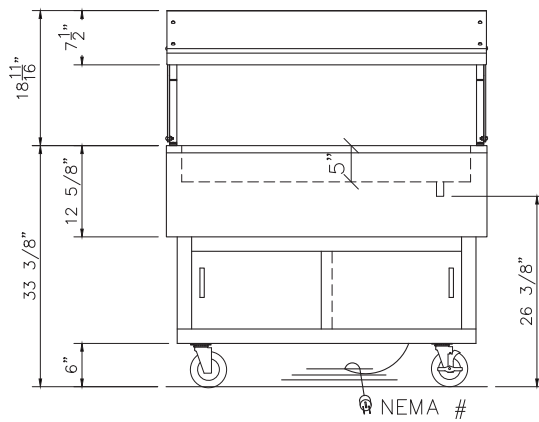
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REV A

# EconoMate®



TOP VIEW

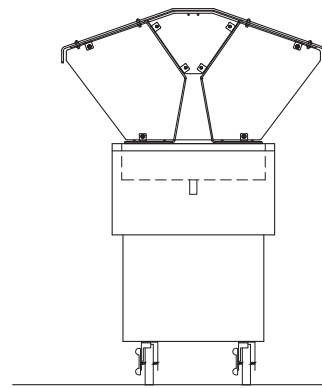


FRONT VIEW

## Econo Mate Buffet Units Cold Pan - Ice Cooled

- DPAH-2-CP/OPAH-2-CP** Portable (floor models) 2-well cold pan
- DPAH-3-CP/OPAH-3-CP** Portable (floor models) 3-well cold pan
- DPAH-4-CP/OPAH-4-CP** Portable (floor models) 4-well cold pan
- TAH-2-CP** Table Top - 2 cold pan wells
- TAH-3-CP** Table Top - 3 cold pan wells
- TAH-4-CP** Table Top - 4 cold pan wells

| LEGEND  |                  |
|---|------------------|
| •   | - DRAIN LOCATION |
| When ordering storage bases, precede model number with "O" for Open Base or "D" for closed base with doors. Example: <b>OPAH-2-BC</b> for open base unit. |                  |



SIDE VIEW

### DIMENSIONS:

Portable Ice Cooled Cold Pan Units

FREIGHT CLASS: 100

| Model                      | Length |       | Width  |      | Height |      | Liner Dimensions in. |        |   | Cube ft. Crated | Weight  |             |
|----------------------------|--------|-------|--------|------|--------|------|----------------------|--------|---|-----------------|---------|-------------|
|                            | in.    | cm    | in.    | cm.  | in.    | cm   | L                    | W      | D |                 | lbs.    | kg          |
| <b>DPAH-2-CP/OPAH-2-CP</b> | 30-3/8 | 77.2  | 22-1/2 | 57.2 | 33-3/8 | 84.8 | 26                   | 19-7/8 | 5 | 23.1            | 204/200 | 92.7/90.9   |
| <b>DPAH-3-CP/OPAH-3-CP</b> | 44-3/8 | 112.8 | 22-1/2 | 57.2 | 33-3/8 | 84.8 | 40                   | 19-7/8 | 5 | 32.0            | 261/257 | 118.6/116.8 |
| <b>DPAH-4-CP/OPAH-4-CP</b> | 58-3/8 | 148.3 | 22-1/2 | 57.2 | 33-3/8 | 84.8 | 54                   | 19-7/8 | 5 | 40.9            | 282/278 | 128.2/126.4 |

Table Top Ice Cooled Cold Pan Units

FREIGHT CLASS: 100

| Model           | Length |       | Width  |      | Height |      | Liner Dimensions in. |        |   | Cube ft. Crated | Weight |      |
|-----------------|--------|-------|--------|------|--------|------|----------------------|--------|---|-----------------|--------|------|
|                 | in.    | cm    | in.    | cm.  | in.    | cm   | L                    | W      | D |                 | lbs.   | kg   |
| <b>TAH-2-CP</b> | 30-3/8 | 77.2  | 22-1/2 | 57.2 | 13-5/8 | 34.7 | 26                   | 19-7/8 | 5 | 12.1            | 142    | 64.6 |
| <b>TAH-3-CP</b> | 44-3/8 | 112.8 | 22-1/2 | 57.2 | 13-5/8 | 34.7 | 40                   | 19-7/8 | 5 | 16.7            | 183    | 83.2 |
| <b>TAH-4-CP</b> | 58-3/8 | 148.3 | 22-1/2 | 57.2 | 13-5/8 | 34.7 | 54                   | 19-7/8 | 5 | 21.4            | 208    | 94.6 |

**\*NOTE: Canopy adds 12-3/4" (32.4) to width and 20" (50.8 cm) to height.**

### DUKE MANUFACTURING CO.

2305 N. Broadway  
St. Louis, MO 63102

800.735.3853 Toll Free  
800.231.1130 In Missouri  
314.231.5074 Fax  
www.dukemfg.com



Specification subject to change

02/12  
Printed in U.S.A  
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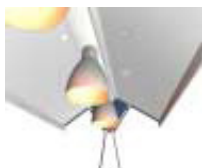
# Specifications

F.O.B Sedalia, Missouri 65301



**Tray Shelves**

**Bullet Lamps**



**Fluorescent Lights**



**Spillage Pans**



**Adapter Plates**

**AGENCY LISTING:**



**DUKE MANUFACTURING CO.**  
 2305 N. Broadway  
 St. Louis, MO 63102

800.735.3853 Toll Free  
 314.231.1130 St. Louis  
 314.231.5074 Fax  
 www.dukemfg.com

SS-DM-0227-EMB-08

**Approval Stamp(s):**

**PRODUCT INFORMATION:**

PROJECT: \_\_\_\_\_

ITEM: \_\_\_\_\_

QUANTITY: \_\_\_\_\_

MODEL:

**EconoMate Buffet Units Accessories**

**Tray Shelf:**

Easy-to-clean germ-resistant 7" wide, solid, stainless steel. On drop brackets

Set of (2)

**PR-2, PR-3, PR-4**

**Not available for Beef Cart Unit**

**Bullet Lamps:**

Available with infrared or incandescent bulbs to provide oven-like warmth or additional light. -

Infrared - **BL-2, BL-3, BL-4**

Incandescent - **BI-2, BI-3, BI-4**

**Fluorescent Lights:**

Fit into any EconoMate canopy to provide additional light. -

**FL-2, FL-3, FL-4**

**Spillage Pan:**

Available in Aluminum (**#576**) or Stainless Steel (**#676**).

**Telescope Covers:**

Flat top - **546**

Round top - **548**

**Adapter Plates** (for hot food units):

Available in the following configurations:

**#31** - three 6-1/2" diameter cutouts

**#32** - two 8-1/2" cutouts

**#33** - one 6-1/2" and one 10-1/2" cutouts

**False Bottom:** (not shown)

1/2" deep sectional false bottom. - **FB**

**Adapter Bars** (not shown):

**#515** - 2" x 21" (5.1 x 53.3 cm)

**#516** - 3/4" x 21" (1.9 x 53.3 cm)

Stainless Steel Insets and Inset Covers - Round Food Pans: (not shown)

**521, 522, 523, 524, 537, 540, 541, 542**

**Stainless Steel Pans and Flat Covers** (not shown)

ECONOMATE BUFFET UNITS - ACCESSORIES

Catalog No. EMB-ACCESS

A.I.A. File No. 35-C-13

REV A



**EconoMate Buffet Shelves - Accessories**

- BL, BI** Bullet Lamps
- FL** Fluorescent Lights
- PR** Tray Slides
- AECY** Plexiglas Replacements
- FB** False Bottom
- HFST** Hot Food Style Top
- 576, 676** Spillage Pans
- 31, 32, 33** Adapter Plates
- 516** Adapter Bars
- 521, 522, 523, 524** Stainless Steel Insets &
- 537, 540, 541, 542** Inset Covers

**OPTIONAL ACCESSORIES:**

| Description  | Unit Length<br>30-3/8" (77.2 cm) |        |      | Unit Length<br>44-3/8" (112.8 cm) |        |      | Unit Length<br>58-3/8" (148.3 cm) |        |      |
|--|----------------------------------|--------|------|-----------------------------------|--------|------|-----------------------------------|--------|------|
|  | Model                            | Weight |      | Model                             | Weight |      | Model                             | Weight |      |
|  |                                  | lbs    | kg   |                                   | lbs.   | kg   |                                   | lbs.   | kg   |
| <b>Bullet Lamps Only</b>   |                                  |        |      |                                   |        |      |                                   |        |      |
| Infrared 250 watt each (white bulb)  | <b>BL-2</b>                      | 10     | 4.6  | <b>BL-3</b>                       | 14     | 6.4  | <b>BL-4</b>                       | 17     | 7.7  |
| Incandescent bulbs 60 watt each  | <b>BI-2</b>                      | 10     | 4.6  | <b>BI-3</b>                       | 14     | 6.4  | <b>BI-4</b>                       | 17     | 7.7  |
| <b>Fluorescent Lights ONLY</b>   |                                  |        |      |                                   |        |      |                                   |        |      |
| With plastic shields   | <b>FL-2</b>                      | 8      | 3.6  | <b>FL-3</b>                       | 10     | 4.6  | <b>FL-4</b>                       | 12     | 5.5  |
| *NOTE: When these options are installed the unit may not be U.L. listed  |                                  |        |      |                                   |        |      |                                   |        |      |
| <b>Tray Shelves (Will not fit Beef Cart Units)</b>   |                                  |        |      |                                   |        |      |                                   |        |      |
| Set of two 7" (17.8 cm) wide.<br>S/S on drop brackets  | <b>PR-2</b>                      | 24     | 10.9 | <b>PR-3</b>                       | 30     | 13.6 | <b>PR-4</b>                       | 36     | 16.4 |
| Powder coat painted sneeze protection at canopy ends is standard equipment on EconoMate Units. Specify Black Matte or body color when ordering |                                  |        |      |                                   |        |      |                                   |        |      |
| <b>NOTE:</b> Latches can be added to units - see Price Book or contact St. Louis Office (PER PAIR)   |                                  |        |      |                                   |        |      |                                   |        |      |
| For Tray Shelf on end of unit - 12" (30.5 cm) wide, 18 gauge, on drop brackets   |                                  |        |      |                                   |        |      |                                   |        |      |

**PLEXIGLASS REPLACEMENTS:**

| Number of Sections  | Canopy Only      | Plexiglass with Brackets<br>Lights Not Included | Weight |           |
|---|------------------|---|--------|-----------|
|   | Model            | Model   | lbs.   | kg        |
| 2 Section   | <b>AECY-2-UL</b> | <b>AECY-2-BK-UL</b>                             | 24/37  | 10.9/16.8 |
| 3 Section   | <b>AECY-3-UL</b> | <b>AECY-3-BK-UL</b>                             | 31/44  | 14.1/20.0 |
| 4 Section   | <b>AECY-4-UL</b> | <b>AECY-4-BK-UL</b>                             | 40/53  | 18.2/24.1 |
| <b>BEEF CART</b>  | <b>AECY-BC</b>   | <b>AECY-BC-BK</b>                               | 24/37  | 10.9/16.8 |
| <b>AECY-BRKTS -UL (Brackets Only) in black matte powder coat paint finish</b> |                  |   | 13     | 5.9       |

**OPTIONAL COLD PAN UNIT ACCESSORIES**

| FALSE BOTTOM AND HOT FOOD STYLE TOP |   |                               |   |   |
|-------------------------------------|---|-------------------------------|---|---|
| Model                               | Description   | No. of Full Size Pan Openings |   |   |
| <b>FB-</b>                          | 1/2" (1.3 cm) deep - sectional - stainless steel false bottom | 2                             | 3 | 4 |
| <b>HFST-</b>                        | Beaded 12" x 20" (30.5 x 50.8 cm) openings in top             | 2                             | 3 | 4 |



**DUKE MANUFACTURING CO.**

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Specification subject to change

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Omaha Division  
2901 Cuming Street  
PO Box 3825  
Omaha, NE 68131-2108  
(402) 344-4321

Date: 06-03-19

Ravenna Public School  
41750 Carthage Road  
Ravenna, NE 68869

Dear Superintendent or Food Service Director,

Hiland Dairy is pleased to submit for your consideration the following quote for **Dairy Products** for the 2019- 2020 school year. Bid prices are for paper Half Pints.

Due to the volatility of the market we will be offering school bids on an **escalator** basis only for the 2019 – 2020 school year.

| <u>Product</u>            | <u>Product #</u> | <u>Escalator</u> |
|---------------------------|------------------|------------------|
| Half Pint 1 %             | 9171             | .2788            |
| Half Pint 1% Choc         | 9175             | .2854            |
| Half Pint Skim Choc       | 9178             | .2854            |
| Half Pint Skim Strawberry | 9177             | .2854            |
| 4 oz Orange Juice         | 9508             | .18              |
| 4 oz Apple Juice          | 9504             | .18              |
| 5lb Sour Cream            | 9224 / 25293     | 7.40             |
| 5lb Cottage Cheese        | 5762 / 25306     | 8.00             |
| 5lb Yogurt                | All Flavors      | 6.00             |

**Bid is accepted**

**Bid is declined**

Please submit form to:  
Hiland Dairy  
401 N Shady Bend Rd  
Grand Island NE 68801  
Phone 308-384-1371  
Fax 308-384-4909

The above Bid is accepted by the Superintendent or Food Service Director.

Signed \_\_\_\_\_ Name of School \_\_\_\_\_

Acceptance Date: \_\_\_\_\_ First day of breakfast or lunch: \_\_\_\_\_ Esc. / De-Esc. Month: June

Clint Bucknell  
Grand Island Branch Manager

CERTIFICATE OF NON-COLLUSION/INDEPENDENT PRICE  
DETERMINATION

The undersigned certifies that the preparation and submission of the attached bid have been conducted independently, without consultation, communication, or agreement with any other bidder or potential bidder and that there will be no consultation, communication, or agreement on the price, terms, and conditions of this bid by or on behalf of Hiland Dairy Foods Co., LLC with any other bidder or potential bidder prior to the official opening of the bid.

Date: \_\_\_\_\_ June 3, 2019 \_\_\_\_\_

Hiland Dairy Foods Co., LLC

*Rick Beaman*

Rick Beaman  
General Sales Manager

### **Milk Escalator / De-Escalator Pricing Clause (DFA Supplied)**

The pricing quoted is based on **June's 2019** Federal Milk Marketing Order for Class I Skim and Class I Butterfat. This pricing is subject to change as the cost of raw milk changes each month according to the USDA Federal Milk Market Price Announcements and Dairy Farmers of America.

The cost of milk fluctuates up and down each month based on the cost changes in raw milk. Changes of a minimum of \$.10 per CWT (up or down) will move the cost of a half pint \$ .00054.

Prices will also be adjusted up or down based on cost changes in packaging, ingredients, labor, fuel, juice concentrate, re-sale products (ex. Tropicana, Sport Shake), etc. Supporting documentation will be supplied upon request.

All price changes will become effective on the 1<sup>st</sup> day of the month following the price announcement.

| Manufacturer | Model             | Retail  | Price    | x55         | Extras              | Score |
|--------------|-------------------|---------|----------|-------------|---------------------|-------|
| Acer         | TravelMate B117   |         |          |             |                     | 355   |
| Dell         | Latitude 5480     | \$1,562 | #####    | \$63,649.30 | Backlit KB          | 767   |
| Lenovo       | Thinkpad T480     | \$1,575 | \$991.79 | \$54,548.45 | Fingerprint         | 1157  |
| Acer         | (TMP214) - min 80 | Custom? | \$649.21 | \$35,706.55 | CD/DVD, Backlit K   | 1355  |
| Dell         | Latitude 3490     | \$812   | \$710.42 | \$39,073.10 |                     |       |
| (2017) Dell  | Latitude 3480     | \$858   | \$763.53 | \$41,994.15 | 3yr accident        | 779   |
| Dell         | Latitude 3500     | \$829   | \$621.05 | \$34,157.75 |                     | 1382  |
| Acer         | TravelMate P2510  | \$950   | \$631.58 | \$34,736.90 | backlit kb, buttons | 1335  |
| Acer         | Aspire 5          | \$650   | \$603.03 | \$33,166.65 |                     |       |

#### Docking Stations

|      |                    |       |          | x8         | Max Display | Port |
|------|--------------------|-------|----------|------------|-------------|------|
| Dell | Business Dock WD15 | \$270 | \$185.00 | \$1,480.00 | 2 at FHD    | C    |
| Dell | Thunderbolt WD19TB | \$330 | \$215.00 | \$1,720.00 | 3 at QHD    | C    |

| (GB)    | Speed    | RAM (GB) | Size (") | Video     | Wireless Card  | Extras    | Score | Score |
|---------|----------|----------|----------|-----------|----------------|-----------|-------|-------|
| 32 SSD  | 2.16     | 4        | 11.6     | HDMI      | AC 2x2 BT 4.0  | 2, SD     | 107   | 111   |
| 120 SSD | 2.25     | 8        | 14"      | VGA, HDMI |                | 3, SD, SC | 400   | 164   |
| 512 SSD | 1.82     | 4        | 15"      | HDMI      |                | 2, C      | 806   | 135   |
| 512 SSD | 2.8      | 8        | 14"      | VGA, HDMI |                | 3, C, SD  | 845   | 177   |
| 500 HDD | 2.8      | 8        | 14"      | VGA, HDMI |                |           |       |       |
| 256 SSD | 2.5      | 8        | 14"      | VGA, HDMI | AC 2x2 BT 4.1  | 3,SD      | 442   | 163   |
| 256 SSD | 3.69     | 8        | 15"      | VGA, HDMI | AC 2x2, BT 5.0 | 3,C,SD    | 890   | 179   |
| 256 SSD | 3.38     | 8        | 15"      | VGA, HDMI | AC 2x2, BT 4.2 | 3,C,SD    | 872   | 197   |
| 256 SSD | i5-8265U | 8        | 15"      | HDMI      | AC 2x2, BT 5.0 | 3,C,SD    |       |       |

**Disp. Ports USB 2.0, 3.0, Other**

2 DP 2,3

2 DP, HDMI 2,3

| Speed | Score | / OpenCL | Disk Sore | 2 hours of | after 4 | Drained | Quality | Quality | Avg/Max |
|-------|-------|----------|-----------|------------|---------|---------|---------|---------|---------|
| 4738  | 107   | 4 / 111  | 30        |            |         |         |         |         |         |
| 8231  | 163   | 11 / 413 | 40        | 80%        | 59%     | 7h50m   | 85      | 80      | 58/77   |
| 11598 | 155   | 10 / 426 | 61        | 59%        | 25%     | 5h1m    | 95      | 85      | 56/78   |
| 11762 | 163   | 11/430   | 170       | 71%        | 44%     | 6h35m   | 95      | 90      | 51/75   |
| 7838  | 163   | 11/395   | 34        | 82%        | 63%     | 9h49m   | 85      | 80      | 60/81   |
| 12348 | 179   | 13/410   | 134       | 80%        | 59%     | 8h31m   | 80      | 80      | 62/81   |
| 17389 | 195   | 15/416   | 71        | 85%        | 64%     | 9h22m   | 95      | 75      | 54/74   |



Ken Schroeder <ken.schroeder@ravennabluejays.org>

### Staff Refresh Questionnaire

1 message

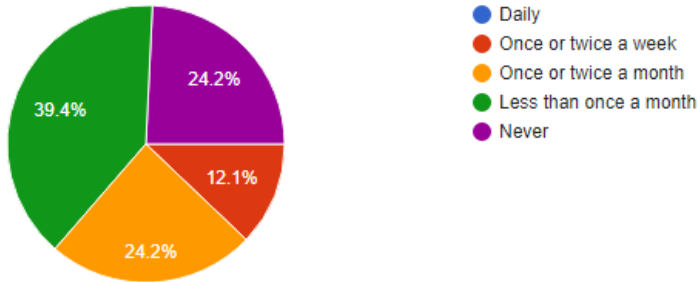
**Dave Huryta** <dave.huryta@ravennabluejays.org>  
To: Ken Schroeder <ken.schroeder@ravennabluejays.org>

Wed, Jun 5, 2019 at 1:59 PM

Sent to all staff members, received 33 responses. The 10 key is a must, but I believe that we can get by with fewer CD/DVD drives. Maybe having them as items to check out from each library or distributing them to half the staff to share.

#### How often do you use your CD/DVD drive?

33 responses

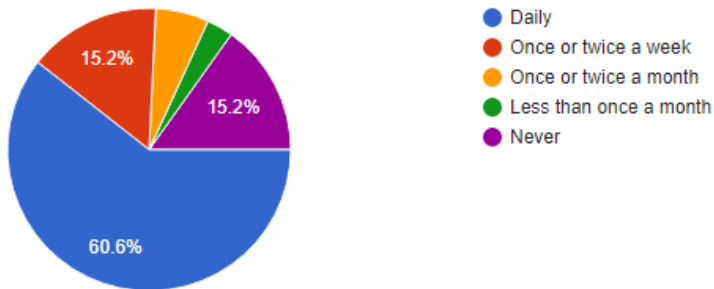


1.

2.

#### How often do you use your 10 key (right side of your keyboard)?

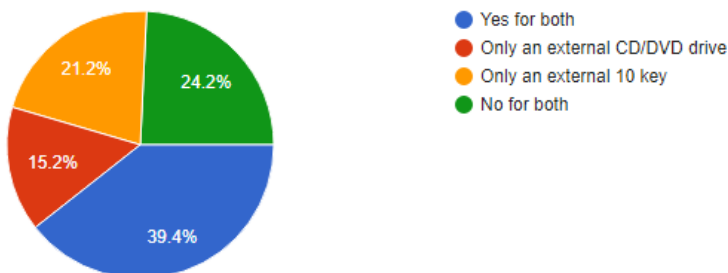
33 responses



3.

#### Would you want to use an external CD/DVD drive and/or 10 key if the laptop doesn't have one?

33 responses



4.

## Comments? (optional)

5 responses

Maybe just a cd/DVD drive to share for our grade so we could use it on the occasions we need them.

I really want a 10 key on the laptop as I use it daily!

Tiffani and I would share a CD/DVD drive

I take a lot of data each week so the side numbers are used often for myself. I also use a board maker program which is DVD based and at the beginning of each school year that is used every day multiple times a day for months on end. I would prefer to have both options on my computer please! I appreciate you asking our opinions, thank you!

I like having an actual DVD player in my room so I do not have to use my computer to show documentaries in class. I think we should get computers with out the dvd slot and the 10 key.

Dave Huryta  
Technology Director

## Ravenna Public Schools E-mail Confidentiality Disclaimer

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Eakes Office Plus  
 2401 Avenue A  
 Kearney, NE 68848  
 Crystal Bosshamer  
 308-234-2538  
 402-469-7446

**Ravenna Public School**  
 Submitted to: Dave Huryta  
 May-19

**Current Costs:**

| <b>Current Cost Sharp MX-6240, 2-MX-5141 &amp; 23 HP's</b> |        |            |                         |
|--|--------|------------|-------------------------|
|  | Volume | Cost       | Total                   |
| Service & Supplies Sharp B&W                               | 55,834 | 0.01137 \$ | 634.83                  |
| Service & Supplies Sharp Color                             | 8,501  | 0.06728 \$ | 571.95                  |
| Service & Supplies HP B&W                                  | 9,881  | 0.01597 \$ | 157.80                  |
| 60 Month Lease   |        | \$         | 1,063.00                |
|  |        | \$         | 2,427.58 Cost per Month |

**Proposed Cost**



| <b>Option #1 3-Sharp MX-6070 Machines and Keep all printers</b> |        |           |                                 |
|---|--------|-----------|---------------------------------|
|   | Volume | Cost      | Total                           |
| Service & Supplies Sharp B&W                                    | 55,834 | 0.0069 \$ | 385.25                          |
| Service & Supplies Sharp Color                                  | 8,501  | 0.0375 \$ | 318.79                          |
| Service & Supplies HP B&W                                       | 9,881  | 0.01 \$   | 98.81                           |
| 60 Month Lease  |        | \$        | 671.85                          |
|   |        | \$        | 1,474.70 Cost per Month         |
|   |        | \$        | <b>952.88 Savings per month</b> |

| <b>Option #2 3- Sharp MX-6070 machines and 23 New HP Printers</b> |        |           |                                 |
|---|--------|-----------|---------------------------------|
|   | Volume | Cost      | Total                           |
| Service & Supplies B&W  | 55,834 | 0.0069 \$ | 385.25                          |
| Service & Supplies Color  | 8,501  | 0.0375 \$ | 318.79                          |
| Service & Supplies HP B&W   | 9,881  | 0.01 \$   | 98.81                           |
| 60 Month Lease  |        | \$        | 862.59                          |
|   |        | \$        | 1,665.44 Cost per Month         |
|   |        | \$        | <b>762.14 Savings per month</b> |

Thank you,  
 Crystal Bosshamer

Thank you,  
Crystal Bosshamer



# Ravenna Public School District

*May 30, 2019*



This is a confidential and proprietary proposal that may not be copied, reproduced, or distributed outside of Consolidated Resource without express written permission from Capital Business Systems.

---

Thank you for this opportunity to present our products and pricing for Ravenna Public School District.

What follows is our first best effort to create an equal or better configuration. We anticipate some changes, and we welcome your input. To develop this idea for your fleet we analyzed your current volumes and made some volume-appropriate recommendations.

We built our fleet based on these criteria:

- Low cost of equipment and operation
- Uptime and reliability as the primary goal
- Ease of implementation and ease of use with a consistent user interface
- Features based on volumes first, current configuration second
- Standardization on the most reliable products with the lowest cost per page
- And the very helpful input of your people.  
Thank you!

*Please share your ideas, and let's work toward a finalized configuration. We also want to explore your ideas for implementation, including what's worked well in the past, what you would change, and share ways we've handled other deployments.*

In this proposal you will find:

- Goals and overview of the current situation
- Pricing and product recommendations for departmental devices
- Implementation suggestions
- Service overview
- About Capital Business Systems

Thank you for sharing information on your current fleet, and for your time.



# Proposal

| <i>Location</i> | <i>Model</i>      | <i>Configuration</i>                                      | <i>B-CPP</i> | <i>C-CPP</i> |
|-----------------|-------------------|---|--------------|--------------|
| Main Office     | Canon IRA5560 III | Booklet Finisher, 2/3 Hole Punch, High Capacity Tray, Fax | \$0.0072     | \$0.064      |
| Hallway         | Canon IRA5560 III | Booklet Finisher, 2/3 Hole Punch, High Capacity Tray      | \$0.0072     | \$0.064      |
| HS Office       | Canon IRA5560 III | Booklet Finisher, 2/3 Hole Punch, High Capacity Tray      | \$0.0072     | \$0.064      |
| Misc. (23)      | Samsung M3820DW   | 250 sheet tray  | \$0.0195     |              |
| Misc.           | Papercut Support  | 5 years   |              |              |
|                 |                   |   |              |              |
|                 |                   |   |              |              |
|                 |                   |   |              |              |
|                 |                   |   |              |              |
|                 |                   |   |              |              |
|                 |                   |   |              |              |

Price includes delivery, setup and installation of the above new systems.

**Total monthly equipment lease: \$777.12 per month for 60 months (\$1 out lease).**

Service and supplies are billed in arrears. The cost-per-page pricing above is fixed for a 60 month period and includes parts, labor and toner. There is a minimum \$30 charge per month for service and supplies for this agreement.



---

## Our Leasing Options

The financing and planned length of term is as important as the products you select.

We've quoted a 60-month lease term. It is our most common lease term. We believe this is because our clients have confidence in our ability to recommend equipment that lasts and to service that equipment to their satisfaction over a five-year life span. Other terms are available.

To determine the appropriate length of the lease, think about what would have been the effective life span. How long did the machines work well? When did re-deploys become a necessary way of dealing with issues?

And what changes are anticipated? Will a new 1-1 reduce the need for prints? Will a sustainability or green initiative impact paper use? Will scanning continue to grow? Has regulation made a difference in the hardware requirements? Should more jobs be outsourced to a print shop, or should more printing be done in house? Tough questions, we know. But we can help find the answers.

We don't know all that the future holds, but we know change happens. Choose a vendor that can work with you through those changes.



---

## Implementation Suggestions

For an installation of this scale, here's a schedule we'd suggest:

### **Prior to the final agreement:**

We'll do a walk through and make sure the final configuration is perfect.

### **Week one:**

Agreements are signed. Our mutual IT departments meet to discuss deployment details. Equipment is ordered. Our IT staff creates a Statement of Work. We'll visit each device and print out any programming lists to gather and edit.

### **Week two:**

Equipment is received in Capital's warehouse and setup/testing/programming begins. We'll give IT our training plan and calendar of deployment for final approval. Implementation date and training time is posted by each current machine.

### **Week three:**

Setup/testing/programming continues in Capital's warehouse. We'd host a "snack and learn" introduction to the equipment where we bring in a device to a conference room at your site, introduce end users to the new products and leave behind the equipment for your IT department to test. (Can happen sooner upon request.)

### **Week four:**

Equipment is delivered, installed, and users trained. We're happy to train all faculty. Owned equipment is removed at the time of install. We'll work with you on how you wish to handle hard drives on the replaced equipment.

### **Weeks five & six:**

Follow up visits/training. More as needed.

### **Ongoing:**

Quarterly account reviews to manage the fleet and redeploys, report on volumes and service calls, and share any changes in our organizations. Capital will help keep you informed of new technologies.



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## **Additional Implementation Considerations**

What has worked well on past implementations?

What would you prefer to do differently this time?

Are there departments with unique projects/needs with specific requirements for training or programming?

Are there employees that will need special assistance with the change to a new control panel and driver?

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## Service

The most important piece of what you'll purchase is the service team who delivers on-going support. Here are a few ways our service is different:

### **We're equipped for fast response.**

Our techs carry smart phones that allow them to search service histories, parts inventories, clear calls, and much more. Through our eInfo system on our website clients can actually dispatch a technician in real time. Clients can see when the tech is on his/her way, if the call has been completed, and track shipping of supplies. Our company cars are equipped with sophisticated GPS systems tied to our dispatch system to provide the fastest delivery of service. Every machine is assigned a primary and a secondary technician to meet response times. We are happy to write a Service Level Agreement to meet your requirements for response.

*Customers hire us to **shatter expectations** with outstanding customer service. This means we keep things fast and simple, deliver excellent value and obsess over our performance to deliver you the friendliest, most reliable technology support services available.*

### **First Call Effectiveness is measured and managed.**

Technicians are compensated on a program that measures machine up-time. The more copies your machines run between service calls (the less frequently you see the tech), the better his/her bonus. The focus is on FCE (first call effectiveness)—fixing the machine on the first call, and preventing future service calls while in front of the machine. This involves coordination on many levels, including training and parts.



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## Service con't.

**Parts management** is a key element. Our technicians typically carry \$5000-\$7000 in parts with them, 3+ times the national average. They are supported by our huge parts warehouse. We've invested in an industry leading software program to manage parts inventory pro-actively. Our customers experience fewer hold for parts calls, and more uptime.

**Service training** is a valuable asset. No matter how tenured and experienced the technicians, service needs change as machines age and as new products are launched. Quality training keeps our team knowledgeable. We have *made an investment in a corporate trainer and facility*, certified by our manufacturers, to provide on-going product and network training classes. Our technicians also use *Slack*, a collaboration hub, enabling them to get instant answers from the pool of knowledge of our 40 technicians.

**Canon Snapshot and Ricoh ARMS** enable our service technicians to understand device issues before the call and to determine what other consumable parts may be at or approaching yield. That means every service call is also a preventative maintenance call. We can see things the end users or a key operator may not. For example, a sensor may report multiple jams, but only one is visible to the user. We can correct problems and show up for calls *before* employees notice an issue.

**Our ownership is unique, and makes a huge difference on the service side.** Jim Kreikemeier, our President and CEO, is a former service manager and service technician. He genuinely understands what great service looks like. This is unique!

*"At the core of our business philosophy lies our desire to be regarded as a service-oriented company. Many companies satisfy themselves simply with completing a sale. We do not. We consider our clientele to be associates, not just customers, and treat them accordingly. The industry service awards we've won have proven that we understand clearer than most companies how to listen to our clients and address their needs."*

*James Kreikemeier  
President, Capital Business Systems*



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## Service con't.

**We're very proud of our Pros Elite 100 recognition!** What this means for our clients is we have our service results continuously audited by a third party, and they check to make sure we are staffed to keep our promises, that we've put a certified technician in front of the machine. We must stock the parts to have on hand for the repair 92% of the time at minimum. They measure first call effectiveness. We must deliver 95% or better uptime. We share best practices with the 100 top servicing organizations in the country. We receive monthly coaching as part of our plan for continual improvement and have trained our people across the board to make the right product recommendations, deliver the highest level of service, and delight our clients.

**But don't just believe us, believe our clients.** We're very proud of our net promoter score. We have an unbiased third-party survey our clients after service calls. The final question asks "how likely are you to recommend us to a colleague or friend?" Our clients overwhelmingly position Capital in the 90<sup>th</sup> percentile and higher. We use this information for constant improvement.



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## What makes us UNIQUE!

In addition to our hands-on ownership and our award-winning service department, we are a very different organization from either the manufacturers direct or the mom and pop dealerships. As a large regional provider, we have resources the little dealers don't, can invest in the training tools and inventory they can't. Yet we have the local decision-making ability and focus on service that the manufacturers don't.

### Our Products

Capital represents the largest manufacturers in our industry: Ricoh, Canon, and HP. We love Canon for education environments. Education, healthcare and government are our three largest vertical markets for our products. Canon and Ricoh are #1 and #2 in MFP market share. Any vendor must have the support and strength of their manufacturer to rely upon, and Canon and Ricoh are top tier vendors. In 2017, total A3 copier MFP sales, Canon had 24% market share and Ricoh had 22%. Xerox had 16% and Toshiba had 7%. Canon and Ricoh have the resources to get equipment, parts and supplies to us quickly, and resources to develop industry leading products.

### Your Local Team

**Jeff Cuddeford** is your main point of contact. Jeff is trained to manage major accounts. He is dedicated to providing meaningful account reviews delivering important information and managing a fleet effectively. His goal is to keep customers for life. Jeff reports to Jeremy Reimers, our Central Nebraska Sales Manager.

**Curt Kniss** is our local service manager, leading the team of technicians. Curt reports to Cliff Davis, Capital's Director of Service, who is based in Lincoln.

Jeff Cuddeford  
[jcuddeford@capitalmds.com](mailto:jcuddeford@capitalmds.com)

Jeremy Reimers  
[jreimers@capitalmds.com](mailto:jreimers@capitalmds.com)

800-221-0604



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## ***Appendix 1***

### **About Us**

Capital Business Systems, Inc. is one of the nation's leading office technology companies, providing customers with total office technology solutions from copier and printing systems, digital document services, copy center management, and network/IT management. Established in 1982, Capital Business Systems, Inc. serves businesses like yours in Colorado, Wyoming, Nebraska and New Mexico. Our experience allows us to build strong relationships with our customers, meeting their specific document needs rather than making their needs meet our products, and by making it easy to do business with us.

By combining our team of knowledgeable consultants with the quality information gathered through our comprehensive analysis programs, Capital Business Systems, Inc. is able to provide a network and document management solutions that are designed to not only meet, but exceed your expectations.





Ravenna Public Schools  
Wednesday, June 05, 2019

Dear Dave,  
Please see below the proposed equipment and financials we discussed.

### EQUIPMENT PROPOSED

| Quantity | Model    | Description   |
|----------|----------|---|
| 3        | MX-6070V | 60 PPM BW/60 PPM <b>Color</b> Workgroup - Main Office, Hallway & Elementary |
| 2        | MX-PN14B | 3-Hole Punch Unit (requires FN27N)  |
| 1        | MX-PN15B | 3-Hole Punch Unit (requires FN29N)  |
| 1        | MX-FN29  | 1K Stacking 50-sheet Staple/Saddle Stitch Finisher for Elementary           |
| 2        | MX-FN27N | 50-sheet Staple Inner Finisher for Main Office and Hallway                  |
| 1        | MX-FX15  | Fax Expansion Kit   |
| 1        | MX-TR19N | Right Side Exit Tray for faxes  |
| 3        | MX-DE28n | Stand/2X 550 + 2,100-sheet Split Tandem Paper Drawers                       |
| 1        | PaperCut | PaperCut Support for 5 Years  |

### LEASE OPTIONS

| Term     | Payment  |
|----------|----------|
| 60 Month | \$671.85 |

### MAINTENANCE AND SUPPLIES

The maintenance agreement for this proposal includes:

- **Sharp Mono** pages billed quarterly at 0.00690 per image.
- **Sharp Color** pages billed quarterly at 0.0375 per image.
- **HP Mono** pages billed quarterly at .010 per image
- Parts, labor, image drums, and consumable supplies (excluding paper and staples).

Thank you for this opportunity. If you have any questions, please contact me at (308) 234-2538 or [cbosshamer@eakes.com](mailto:cbosshamer@eakes.com).

Sincerely,  
Crystal Bosshamer  
Eakes Office Solutions

## Ravenna Public Schools

| Location           | Machine            | B/W    | Color | B-CPP     | C-CCP     | B-Ext     | C-Ext     | Total       |
|--------------------|--------------------|--------|-------|-----------|-----------|-----------|-----------|-------------|
| Main Office        | Canon IRA5560i III | 19,737 | 3,519 | \$ 0.0072 | \$ 0.0640 | \$ 142.11 | \$ 225.22 | \$ 367.32   |
| Hallway            | Canon IRA5560i III | 22,660 | 1,541 | \$ 0.0072 | \$ 0.0640 | \$ 163.15 | \$ 98.62  | \$ 261.78   |
| High School Office | Canon IRA5560i III | 13,437 | 3,441 | \$ 0.0072 | \$ 0.0640 | \$ 96.75  | \$ 220.22 | \$ 316.97   |
| HS Finance         | Samsung M3820DW    | 1,677  |       | \$ 0.0195 |           | \$ 32.70  |           | \$ 32.70    |
| Elementray Library | Samsung M3820DW    | 675    |       | \$ 0.0195 |           | \$ 13.16  |           | \$ 13.16    |
| HS Library         | Samsung M3820DW    | 2,335  |       | \$ 0.0195 |           | \$ 45.53  |           | \$ 45.53    |
| HS Front Office    | Samsung M3820DW    | 639    |       | \$ 0.0195 |           | \$ 12.46  |           | \$ 12.46    |
| PHGFD28145         | Samsung M3820DW    | 272    |       | \$ 0.0195 |           | \$ 5.30   |           | \$ 5.30     |
| VNB4M09964         | Samsung M3820DW    | 0      |       | \$ 0.0195 |           | \$ -      |           | \$ -        |
| PHGFD28146         | Samsung M3820DW    | 74     |       | \$ 0.0195 |           | \$ 1.44   |           | \$ 1.44     |
| PHGFF30883         | Samsung M3820DW    | 133    |       | \$ 0.0195 |           | \$ 2.59   |           | \$ 2.59     |
| PHGFD28128         | Samsung M3820DW    | 67     |       | \$ 0.0195 |           | \$ 1.31   |           | \$ 1.31     |
| PHGFD28162         | Samsung M3820DW    | 274    |       | \$ 0.0195 |           | \$ 5.34   |           | \$ 5.34     |
| PHGFF30887         | Samsung M3820DW    | 79     |       | \$ 0.0195 |           | \$ 1.54   |           | \$ 1.54     |
| PHGFD28163         | Samsung M3820DW    | 137    |       | \$ 0.0195 |           | \$ 2.67   |           | \$ 2.67     |
| PHGFD28152         | Samsung M3820DW    | 221    |       | \$ 0.0195 |           | \$ 4.31   |           | \$ 4.31     |
| PHGFD28130         | Samsung M3820DW    | 231    |       | \$ 0.0195 |           | \$ 4.50   |           | \$ 4.50     |
| PHGFD28155         | Samsung M3820DW    | 85     |       | \$ 0.0195 |           | \$ 1.66   |           | \$ 1.66     |
| PHGFD28153         | Samsung M3820DW    | 51     |       | \$ 0.0195 |           | \$ 0.99   |           | \$ 0.99     |
| PHGFD28136         | Samsung M3820DW    | 255    |       | \$ 0.0195 |           | \$ 4.97   |           | \$ 4.97     |
| VNG3700581         | Samsung M3820DW    | 669    |       | \$ 0.0195 |           | \$ 13.05  |           | \$ 13.05    |
| PHGFD28150         | Samsung M3820DW    | 97     |       | \$ 0.0195 |           | \$ 1.89   |           | \$ 1.89     |
| PHGFD28143         | Samsung M3820DW    | 472    |       | \$ 0.0195 |           | \$ 9.20   |           | \$ 9.20     |
| PHGFD28147         | Samsung M3820DW    | 207    |       | \$ 0.0195 |           | \$ 4.04   |           | \$ 4.04     |
| PHGFF30892         | Samsung M3820DW    | 444    |       | \$ 0.0195 |           | \$ 8.66   |           | \$ 8.66     |
| PHGFD28161         | Samsung M3820DW    | 787    |       | \$ 0.0195 |           | \$ 15.35  |           | \$ 15.35    |
| Monthly Total      |                    | 65,715 | 8,50  |           |           | \$ 594.68 | \$ 544.06 | \$ 1,138.75 |

**5068**  
**Extracurricular Drug Testing Program**

The Ravenna Public School district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of alcohol, illegal drugs, and misused prescription drugs.

**1. Purpose of Random Drug Testing**

- a.** The school district has recognized that observed and suspected drug and alcohol use and abuse has increased among the student population, including students participating in extracurricular activities.
- b.** The school district seeks to provide safe, drug-free schools.
- c.** The school district seeks to deter the use of illegal and prohibited drugs and alcohol among students.
- d.** The school district recognizes that students who use illegal and prohibited drugs pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e.** The school district finds that drug and alcohol use among the student body will be effectively addressed by making sure that the large number of students participating in extracurricular activities do not use drugs and alcohol.

**2. Notice.** Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student and activities handbooks.

**3. Drug Testing Coordinator.** The Drug Testing Coordinator shall be the Secondary Principal, Activities Director, or his or her designee unless otherwise indicated.

**4. Extracurricular Activities.** This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

|               |                 |
|---------------|-----------------|
| Band          | One Act Play    |
| Basketball    | Quiz Bowl       |
| Cheer         | School Dances   |
| Cross Country | Show Choir      |
| Dance Team    | Skills USA      |
| DECA          | Speech          |
| FBLA          | Spring Play     |
| Flag Corp     | Student Council |
| Football      | Track           |
| Golf          | Volleyball      |
| Musicals      | Wrestling       |

## 5. **Students Who Are Required to Submit to Drug Testing**

- a. **Grades.** All students in grades 7-12 who participate in any extracurricular activity are part of the pool subject to random drug testing.
- b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
- c. **Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district except students who quit during the season.

Random testing will be completed a minimum of 3 times per year or as determined by the DTC. Each selection pool will consist of:

**Three** students from 7th and 8th grades

**Six** students from 9th through 12th grades

- d. **Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files a Withdrawal of Student from Activity form after selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities

for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.

**6. Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drugs present in their system. "Drugs" means:

- a.** Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
- b.** Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
- c.** Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1).

## **7. Testing Procedures**

**a. Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.

**b. Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable. Reasonable suspicion testing may be used during school sponsored summer activities and camps.

**c. Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardian's may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.

**d. Type of Test.** The school district reserves the right to utilize breath, saliva, hair or urinalysis testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive

saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester).

- e. **Collection Site.** The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. **Collection Procedures.** The school board will select a Drug Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.
- g. **Drugs.** Students may be randomly tested for any drugs, including but not limited to alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, and any prescription drug that was obtained without proper authorization.
- h. **Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
- i. **Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive

alcohol test will be confirmed with an EBT device. In the event of a positive test a split specimen will be tested at a second nationally certified laboratory from a list provided by the MRO. The school district will cover the cost associated with testing the split specimen. The student will remain eligible pending the results of the split specimen test. If the test is confirmed positive the student will begin any consequences associated with testing positive on the day the school district receives notice of the confirmed positive test.

**8. Negative Tests.** Students and their parents will receive verbal or written notice when the student's test result is negative.

**9. Consequences for Testing Positive.** Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All offenses are cumulative in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative in grades 9-12**):

**a. First Offense**

- i. The student will be allowed to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 10 calendar days and a minimum of 1 competition. The day of the positive test result shall be the first day for counting purposes. If the activity ends prior to the 10 calendar days the consequence will carry over to the next activity.
- iii. The student shall attend drug and alcohol counseling or educational program at the student's expense or as arranged or approved by the District Testing Coordinator.
- iv. The student will have a follow up test to be conducted in conjunction with the next random test. This test will be conducted at the parent's expense. If the student were to test positive it will be considered a second offense. If the student tests negative they will return to the random pool.

**b. Second Offense**

- i. The student shall be allowed to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 20 calendar days and a minimum of 2 competitions. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 20 days, the consequence will carry over to the next activity.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to the District Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.
- iv. The student will have a follow up test to be conducted in conjunction with the next random test. This test will be conducted at the parent's expense. If the student were to test positive it will be considered a third offense. If the student tests negative they will return to the random pool.

**c. Third Offense**

- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one calendar year from the date of the third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.
- ii. The student must submit to a district administered test and test negative before returning to activities.

**d. Fourth Offense**

- i. The student will be ineligible to participate in any extracurricular activity for the remainder of the student's time at the school district.

**10. Refusal to Test.** A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for one calendar year.

**11. Tampering.** Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for one calendar year.

**12. Maintenance of Records.** All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

**13. Appeal.** The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

**14. Severability.** If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

Adopted on: May 11, 2018

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

Ravenna Public Schools

Ken Schroeder, Superintendent  
Angie Drahota, Guidance Counselor  
Dominic Reicks, Activities Director

Brad Kjar, Secondary Principal  
Paul Anderson, Elementary Principal



Box 8400  
41750 Carthage Rd  
Ravenna, NE 68869

308-452-3249, high school  
308-452-3202, elementary school  
308-452-3172, fax

ravennablucjays.org

**CONSENT TO PERFORM RANDOM DRUG TESTING  
2018-2019**

Student Name(print) \_\_\_\_\_ Grade \_\_\_\_\_

As a student and parent:

1. We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
2. We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
3. We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
4. We understand this is binding while a student is enrolled in Ravenna Public School District.

**CONSENT TO PERFORM DRUG TESTING**

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs and alcohol in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the Ravenna Public Schools Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature: \_\_\_\_\_ Date \_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_ Date \_\_\_\_\_



**WITHDRAWAL OF STUDENT FROM ACTIVITY  
2018-2019 SCHOOL YEAR**

I understand that by signing this form I am rescinding my permission for random drug screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at Ravenna Public Schools.

Student's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent/Guardian's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## 5068 Extracurricular Drug Testing Program

The Ravenna Public School district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of tobacco/nicotine, alcohol, illegal drugs, and misused prescription drugs.

### 1. Purpose of Random Drug Testing

- a. The school district has recognized that observed and suspected drug, alcohol, and nicotine/tobacco use and abuse has increased among the student population, including students participating in extracurricular activities.
- b. The school district seeks to provide safe, substance-free schools.
- c. The school district seeks to deter the use of illegal and prohibited drugs, alcohol, and nicotine/tobacco among students.
- d. The school district recognizes that students who use illegal and prohibited substances pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e. The school district finds that drug, alcohol, and nicotine/tobacco use among the student body will be effectively addressed by making sure that the large number of students participating in extracurricular activities do not use drugs, alcohol and nicotine/tobacco.

**2. Notice.** Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student and activities handbooks.

**3. Drug Testing Coordinator.** The Drug Testing Coordinator shall be the Secondary Principal, Activities Director, or his or her designee unless otherwise indicated.

**4. Extracurricular Activities.** This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

|               |                 |
|---------------|-----------------|
| Band          | One Act Play    |
| Basketball    | Quiz Bowl       |
| Cheer         | School Dances   |
| Cross Country | Show Choir      |
| Dance Team    | Skills USA      |
| DECA          | Speech          |
| FBLA          | Spring Play     |
| Flag Corp     | Student Council |
| Football      | Track           |
| Golf          | Volleyball      |
| Musicals      | Wrestling       |

## 5. **Students Who Are Required to Submit to Drug Testing**

- a. **Grades.** All students in grades 7-12 who participate in any extracurricular activity are part of the pool subject to random drug testing.
- b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
- c. **Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district except students who quit during the season.

Random testing will be completed a minimum of 3 times per year or as determined by the DTC. Each selection pool will consist of:

**Three** students from 7th and 8th grades

**Six** students from 9th through 12th grades

- d. **Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files a Withdrawal of Student from Activity form after selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities

for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.

**6. Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drugs, alcohol, and nicotine/tobacco present in their system. For the purpose of this policy, "drugs" means:

- a. Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
- b. Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
- c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1).
- d. Any tobacco or other substance which introduces nicotine and other tobacco-related substances into the body, including alternative nicotine products ingested in any way, such as by use of an e-cig, vape pen, or Juul.

## **7. Testing Procedures**

- a. **Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable. Reasonable suspicion testing may be used during school sponsored summer activities and camps.
- c. **Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardian's may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost

associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.

- d. Type of Test.** The school district reserves the right to utilize breath, saliva, hair, urinalysis, or any other reliably recognized testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester). Other testing will be confirmed via industry-recognized processes and equipment.
- e. Collection Site.** The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. Collection Procedures.** The school board will select a Drug Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.
- g. Drugs.** Students may be randomly tested for any drugs, including but not limited to nicotine, alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, and any prescription drug that was obtained without proper authorization.
- h. Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA

shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.

- i. **Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. In the event of a positive test a split specimen will be tested at a second nationally certified laboratory from a list provided by the MRO. The school district will cover the cost associated with testing the split specimen. The student will remain eligible pending the results of the split specimen test. If the test is confirmed positive the student will begin any consequences associated with testing positive on the day the school district receives notice of the confirmed positive test.

**8. Negative Tests.** Students and their parents will receive verbal or written notice when the student's test result is negative.

**9. Consequences for Testing Positive.** Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All offenses are cumulative in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative in grades 9-12**):

**a. First Offense**

- i. The student will be allowed to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 10 calendar days and a minimum of 1 competition. The day of the positive test result shall be the first day for counting purposes. If the activity ends prior to the 10 calendar days the consequence will carry over to the next activity.
- iii. The student shall attend drug, alcohol, and/or nicotine/tobacco counseling or educational program at the student's expense or as arranged or approved by the District Testing Coordinator.

- iv. The student will have a follow up test to be conducted in conjunction with the next random test. This test will be conducted at the parent's expense. If the student were to test positive it will be considered a second offense. If the student tests negative they will return to the random pool.

**b. Second Offense**

- i. The student shall be allowed to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 20 calendar days and a minimum of 2 competitions. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 20 days, the consequence will carry over to the next activity.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to the District Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.
- iv. The student will have a follow up test to be conducted in conjunction with the next random test. This test will be conducted at the parent's expense. If the student were to test positive it will be considered a third offense. If the student tests negative they will return to the random pool.

**c. Third Offense**

- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one calendar year from the date of the third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.
- ii. The student must submit to a district administered test and test negative before returning to activities.

**d. Fourth Offense**

i. The student will be ineligible to participate in any extracurricular activity for the remainder of the student's time at the school district.

**10. Refusal to Test.** A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for one calendar year.

**11. Tampering.** Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for one calendar year.

**12. Maintenance of Records.** All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

**13. Appeal.** The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

**14. Severability.** If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be

unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

Adopted on: May 11, 2018

Revised on: June 10, 2019

Reviewed on: June 10, 2019

*Ravenna Public Schools*

*Ken Schroeder, Superintendent*  
*Angie Drahota, Guidance Counselor*  
*Dominic Reicks, Activities Director*



*Brad Kjar, Secondary Principal*  
*Paul Anderson, Elementary Principal*

*308-452-3249, high school*  
*308-452-3202, elementary school*  
*308-452-3172, fax*

Box 8400  
 41750 Carthage Rd  
 Ravenna, NE 68869

[ravennabluejays.org](http://ravennabluejays.org)

**CONSENT TO PERFORM RANDOM DRUG TESTING  
2019-2020**

Student Name(print) \_\_\_\_\_ Grade \_\_\_\_\_

As a student and parent:

1. We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
2. We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
3. We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
4. We understand this is binding while a student is enrolled in Ravenna Public School District.

**CONSENT TO PERFORM DRUG TESTING**

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs, alcohol, and nicotine/tobacco in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the Ravenna Public Schools Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature: \_\_\_\_\_ Date \_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_ Date \_\_\_\_\_

*Ravenna Public Schools*

|  |   |   |
|--|---|---|
| <i>Ken Schroeder, Superintendent</i><br><i>Angie Drahota, Guidance Counselor</i><br><i>Dominic Reicks, Activities Director</i> | <br><i>ravennabluejays.org</i> | <i>Brad Kjar, Secondary Principal</i><br><i>Paul Anderson, Elementary Principal</i> |
|--|---|---|

|   |                            |  |
|---|----------------------------|--|
| <i>Box 8400</i><br><i>41750 Carthage Rd</i><br><i>Ravenna, NE 68869</i> | <i>ravennabluejays.org</i> | <i>308-452-3249, high school</i><br><i>308-452-3202, elementary school</i><br><i>308-452-3172, fax</i> |
|---|----------------------------|--|

**WITHDRAWAL OF STUDENT FROM ACTIVITY**  
**2019-2020 SCHOOL YEAR**

I understand that by signing this form I am rescinding my permission for random drug, alcohol, and nicotine/tobacco screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at Ravenna Public Schools.

Student's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent/Guardian's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# **RAVENNA PUBLIC SCHOOLS STUDENT HANDBOOK**

**2019-2020 Edition**

Ravenna Public Schools  
41750 Carthage Road  
Ravenna, NE 68869

Phone: (308) 452-3249  
Fax: (308) 452-3172



## **Table of Contents**

### **Section One**

|  |           |
|--|-----------|
| <b>Intent of Handbook.....</b>               | <b>9</b>  |
| <b>Mission Statement.....</b>                | <b>10</b> |
| <b>Section One - Basic School Rules.....</b> | <b>11</b> |
| <b>Attendance.....</b>                       | <b>11</b> |
| <b>Loss of Credit.....</b>                   | <b>15</b> |
| <b>Band.....</b>                             | <b>15</b> |
| <b>Bills.....</b>                            | <b>15</b> |
| <b>Books &amp; Supplies.....</b>             | <b>16</b> |
| <b>Bulletin Boards.....</b>                  | <b>16</b> |
| <b>Bullying.....</b>                         | <b>16</b> |
| <b>Cafeteria.....</b>                        | <b>17</b> |
| <b>Candy - Pop.....</b>                      | <b>17</b> |
| <b>Cell Phones.....</b>                      | <b>17</b> |
| <b>Child Abuse and Neglect.....</b>          | <b>18</b> |
| <b>Class Dismissal.....</b>                  | <b>19</b> |
| <b>Classroom Behavior.....</b>               | <b>19</b> |
| <b>Closed Campus.....</b>                    | <b>19</b> |
| <b>Coats &amp; Boots.....</b>                | <b>19</b> |
| <b>College Visits.....</b>                   | <b>20</b> |
| <b>Communicable Diseases.....</b>            | <b>20</b> |

|  |           |
|--|-----------|
| <b>Communicating with Parents.....</b>       | <b>20</b> |
| <b>Computer Network Use by Students.....</b> | <b>21</b> |
| <b>Complaint Procedures.....</b>             | <b>24</b> |
| <b>Conferences.....</b>                      | <b>28</b> |
| <b>Contact Information.....</b>              | <b>28</b> |
| <b>Contraband.....</b>                       | <b>28</b> |
| <b>Damage to School Property.....</b>        | <b>28</b> |
| <b>Dances.....</b>                           | <b>28</b> |
| <b>Dating Violence.....</b>                  | <b>29</b> |
| <b>Discrimination &amp; Harassment.....</b>  | <b>30</b> |
| <b>Dress Code.....</b>                       | <b>32</b> |
| <b>Driving &amp; Parking.....</b>            | <b>34</b> |
| <b>Drones and Unmanned Aircraft.....</b>     | <b>34</b> |
| <b>Drug Free Schools.....</b>                | <b>35</b> |
| <b>Emergency Contact Information.....</b>    | <b>35</b> |
| <b>Evacuations.....</b>                      | <b>35</b> |
| <b>Eye Exams.....</b>                        | <b>36</b> |
| <b>Food Service Programs.....</b>            | <b>36</b> |
| <b>Field Trips.....</b>                      | <b>38</b> |
| <b>First- Aid.....</b>                       | <b>38</b> |
| <b>Fundraisers.....</b>                      | <b>38</b> |
| <b>Head Lice.....</b>                        | <b>38</b> |
| <b>Health Problems.....</b>                  | <b>39</b> |

|  |           |
|--|-----------|
| <b>Homebound Instruction.....</b>                        | <b>39</b> |
| <b>Homeless Children.....</b>                            | <b>39</b> |
| <b>Illness or Injury at School.....</b>                  | <b>40</b> |
| <b>Immunizations.....</b>                                | <b>40</b> |
| <b>Initiations and Hazing.....</b>                       | <b>41</b> |
| <b>Lockers and Other School Property.....</b>            | <b>41</b> |
| <b>Lost and Found.....</b>                               | <b>41</b> |
| <b>Medications.....</b>                                  | <b>42</b> |
| <b>Media Center.....</b>                                 | <b>42</b> |
| <b>Memorials.....</b>                                    | <b>43</b> |
| <b>Parent Involvement.....</b>                           | <b>43</b> |
| <b>Parties.....</b>                                      | <b>44</b> |
| <b>Personal Hygiene.....</b>                             | <b>44</b> |
| <b>Personal Items.....</b>                               | <b>44</b> |
| <b>Physical Education.....</b>                           | <b>44</b> |
| <b>Physical Exams.....</b>                               | <b>45</b> |
| <b>Pictures.....</b>                                     | <b>45</b> |
| <b>Playground Rules.....</b>                             | <b>45</b> |
| <b>Police Questioning and Apprehension.....</b>          | <b>45</b> |
| <b>Protection of Student Rights.....</b>                 | <b>46</b> |
| <b>Public Display of Affection.....</b>                  | <b>46</b> |
| <b>Rights of Custodial and Noncustodial Parents.....</b> | <b>46</b> |

|   |           |
|---|-----------|
| <b>Secret Organizations.....</b>                              | <b>47</b> |
| <b>School Day.....</b>  | <b>47</b> |
| <b>Self-Management of Diabetes or Asthma/Anaphylaxis.....</b> | <b>47</b> |
| <b>Smoking and Tobacco.....</b>                               | <b>48</b> |
| <b>Staff Qualifications.....</b>                              | <b>48</b> |
| <b>Standardized Testing.....</b>                              | <b>48</b> |
| <b>Student Assistance.....</b>                                | <b>49</b> |
| <b>Student Fee Policy.....</b>                                | <b>49</b> |
| <b>Student Illness.....</b>                                   | <b>54</b> |
| <b>Student Government.....</b>                                | <b>54</b> |
| <b>Student Records.....</b>                                   | <b>55</b> |
| <b>Student Class Requirements.....</b>                        | <b>57</b> |
| <b>Tardies.....</b>   | <b>58</b> |
| <b>Telephone Calls.....</b>                                   | <b>59</b> |
| <b>Threat Assessment and Response.....</b>                    | <b>59</b> |
| <b>Transportation Services.....</b>                           | <b>60</b> |
| <b>Video Surveillance and Photographs.....</b>                | <b>63</b> |
| <b>Weather-Related School Closing.....</b>                    | <b>64</b> |
| <b>Withdrawal from School.....</b>                            | <b>64</b> |
| <b>Work Permits.....</b>                                      | <b>64</b> |

**Section Two**

|                                  |           |
|----------------------------------|-----------|
| <b>Academic Information.....</b> | <b>65</b> |
| <b>Academic Dishonesty.....</b>  | <b>65</b> |

|  |           |
|--|-----------|
| <b>Certificate of Attendance.....</b>  | <b>65</b> |
| <b>Class Rank.....</b>   | <b>65</b> |
| <b>Correspondence and Online Courses.....</b>  | <b>66</b> |
| <b>Grades.....</b>   | <b>66</b> |
| <b>Graduation Awards.....</b>  | <b>67</b> |
| <b>Graduation Requirements.....</b>  | <b>67</b> |
| <b>Homework.....</b>   | <b>68</b> |
| <b>Honor Roll.....</b>   | <b>69</b> |
| <b>Report Cards.....</b>   | <b>70</b> |
| <b>Study Halls.....</b>  | <b>71</b> |
| <b>Section Three - Student Discipline.....</b>   | <b>72</b> |
| <b>General Discipline Philosophy.....</b>  | <b>72</b> |
| <b>Forms of School Discipline.....</b>   | <b>73</b> |
| <b>After School Sessions and Detentions.....</b>   | <b>73</b> |
| <b>Jay Time.....</b>   | <b>73</b> |
| <b>In-School Suspension.....</b>   | <b>74</b> |
| <b>Emergency Exclusion.....</b>  | <b>74</b> |
| <b>Short-Term Suspension.....</b>  | <b>74</b> |
| <b>Weapons and/or Firearms.....</b>  | <b>75</b> |
| <b>Long-Term Suspension.....</b>   | <b>77</b> |
| <b>Expulsion.....</b>  | <b>77</b> |
| <b>Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or<br/>Mandatory Reassignment.....</b> | <b>78</b> |

**Due Process Afforded to Students Facing Long-term Suspension or Expulsion...82**

**Section Four - Staff Directory.....85**

**Board of Education.....85**

**Administration.....85**

**Teaching Staff.....85**

**Para Professionals.....86**

**Support Staff.....87**

**Office Staff.....87**

**Child Nutrition Program.....87**

**Custodial.....87**

**Transportation.....87**

**School Calendar.....88**

**Forms.....89**

## **WELCOME**

Dear Students and Parents:

On behalf of the faculty, administration and board of education, we welcome you to another school year. We are looking forward to helping your children reach their learning potential and achieve their educational goals in the upcoming year.

**Please read this handbook carefully. Students and their parents are responsible for knowing the rules, regulations, and procedures covered in this handbook. The student handbook is an extension of school policies and has the force and effect of board policy when approved by the board of education.**

**There are several forms at the end of this handbook which you must read, sign and return no later than August 21, 2019.**

This handbook contains information of value to every student and parent. It contains explanations of school regulations and procedures necessary for our school to run smoothly and efficiently. If you are ever in doubt about what is the right thing to do, ask a classroom teacher, speak with the building principal, or contact my office.

Sincerely,

Ken Schroeder

Dr. Ken Schroeder - Superintendent



## **Intent of Handbook**

This handbook is intended to be used by students, parents and staff as a guide to the rules, procedures, and general information about this school district. Students and their parents must become familiar with the handbook, and parents should use it as a resource and assist their children in following the rules contained in it. The use of the word "parents" refers to any adult who has the responsibility for making education-related decisions about a child, including, but not limited to biological parents, adoptive parents, legal guardians, and adults acting in loco parentis.

Although the information in this handbook is detailed and specific on many topics, it is not intended to be all-encompassing or to cover every situation and circumstance that may arise during a school day or school year. This handbook does not create a "contract" with parents, students or staff, and the administration may make decisions and rule revisions at any time to implement the educational program and to assure the well-being of all students. The administration is responsible for interpreting the rules contained in the handbook. If a situation or circumstance arises that is not specifically covered in this handbook, the administration will make a decision based on applicable school district policies, and state and federal statutes and regulations.

## **Notice of Non-Discrimination**

This school district does not discriminate on the basis of race, color, religion, national origin, sex, marital status, disability, or age or in admission or access to, or treatment of employment, in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Any person having inquiries concerning this school district's compliance with the regulations implementing Title VI, Title IX, or Section 504 is directed to contact Superintendent Dr. Ken Schroeder in writing at Ravenna Public Schools, Ravenna, NE 68869 or by telephone at (308) 452-3249. For further assistance, you may also contact Office for Civil Rights (Kansas City Office), U.S. Department of Education, 8930 Ward Parkway, Suite 2037, Kansas City, MO 64114-3302, Telephone: 816-268-0550, FAX: 816-823-1404; TDD: 877-

521-2172, Email: [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov). Also see the "Discrimination and Harassment" section below.

**MISSION STATEMENT**

***FAMILY – COMMUNITY – SCHOOL***

***Preparing Students Today to Succeed***

***Tomorrow***

## **SECTION ONE**

### **BASIC SCHOOL RULES AND GENERAL PRACTICES**

#### **Attendance**

##### **Required Attendance**

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

##### **Mandatory Attendance Age**

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

##### **Exceptions**

This policy does not apply when temporary illness or severe weather conditions make attendance impossible or impracticable.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child.

##### **Discontinuing Enrollment – 5 Year Old Students**

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to reenroll in this

school district until the beginning of the following school year unless otherwise required by law.

### **Discontinuing Enrollment – 16 and 17 Year Old Students**

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request and submit it to the superintendent using the form which is attached to this policy. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend a non-accredited school may be exempt from this policy. The person with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted to the State Department of Education for attending non-accredited schools. The superintendent may confirm the validity of the submission with the State Department of Education.

### **Attendance Officer**

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

### **Excused Absences**

The following absences will be considered excused if they are confirmed by communication to the school from the student's parent/guardian:

1. Physical or mental illness of the student (a physician's verification is required after three (3) consecutive days of absence for illness)
2. Severe weather

3. Medical appointments for the student
4. Death or serious illness of the student's family member
5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious holidays of the student's own faith
8. College planning visits
9. Personal or family vacations

### **Excessive Absenteeism**

When a student receives 10 absences or the hourly equivalent in any semester, the Attendance Officer will address barriers to the student's attendance.

When a student is absent more than 20 days per year or the hourly equivalent, the Attendance Officer may file a report with the county attorney of the county in which the student resides. For example, if the student accumulates 20 days of excused absences due to documented illness and is tardy one time, the Attendance Officer must file a report with the appropriate county attorney.

### **Absences due to illness**

The school district will contact parents if a student becomes ill at school. A student who is absent due to illness has two days for every day of absence to complete missed assignments.

### **Planned absences**

Parents who know in advance that a student will be absent must call the school or send a written note at the earliest possible date. Students who will be absent for reasons that can be anticipated, such as routine medical appointments and school activities, must complete any work required by the

teacher before the absence. Parents should make every attempt to schedule medical and other appointments after school hours when possible.

**Students are obligated to:**

- 1) Complete all class work in advance for any absence that can be anticipated;
- 2) Attend school one half day (four periods) before attending practice or participating in a scheduled student activity except in cases of family emergencies or pre-arranged absences, it is the responsibility of the student and parent to prearrange the absence with the building principal
- 3) Check out of school at the office if leaving school during the school day; and
- 4) Make up any and all work that is assigned by teachers as make-up work for the instructional time that has been missed.

**Parents are obligated to:**

- 1) Call the appropriate building office to inform the school of the reason for each absence. Students will not be released to any adult other than their parent, unless the parent has contacted the appropriate building office; and
- 3) Submit a doctor's statement, if requested, for each period of absence due to illness that exceeds five days.

**Pregnant and Parenting Students**

Students who are pregnant or parenting are encouraged to continue participating in the district's educational and extracurricular programs. Students who anticipate deviations from their regular school experience or accrue absences due to pregnancy or parenting should notify their building principal as early as possible to discuss their educational programming. The building principal will work with the student to develop a plan to assist the student in participating in district curriculum and extra-curricular activities.

**Make up allowance**

Students will have *two school days* after an excusable absence to notify the office (written note, email or phone call by the parent). Doctor excuses will be required for each non-consecutive medical absence and the doctor's notes must be in written form. After the two days, all undocumented absences will be considered unexcused and students may earn zeros for the academic work.

### **Loss of Credit**

Once the limitation in a given semester is reached the following may go into effect:

1. Loss of Credit      11-13 days                      1 credit per class  
                                 14-16 days                      2 credits per class  
                                 17-19 days                      3 credits per class  
                                 19+ days                         No credit given
2. Approved computer courses may be used to recover credit. Once the student goes over the limitation, the administration will determine credit recovery opportunity. Parents will be informed of excessive absences each quarter and up to date attendance information is available for parents on Infinite Campus.

### **Band**

Students may participate in the elementary band and begin taking band lessons in the 5th grade. Students in grades 7-8 may participate in the junior high school band; grades 9-12 may participate in the high school band. Grades 7-12 will be participating in joint marching and any band competitions. Instruments will be provided by students or the school as provided by school policy. Fees may be charged as allowed or provided in the Public Elementary and Secondary Student Fee Authorization Act and the school's student fee policy or other applicable policy.

### **Bills**

Students should pay bills for supplies, fines, shop materials, clothing orders, etc. to the school bookkeeper's office or building secretary. Any check for these payments should be made out to Ravenna Public Schools unless

otherwise instructed. Pursuant to board policy, the district will assess an additional penalty of \$30 for any check returned from the bank for insufficient funds.

When students purchase items of significant value, such as class rings and letter jackets, they must make payment at the time of purchase or when the order is placed.

### **Books and Supplies**

Students must take care of books and other supplies provided by the district. The school will assess fines for damage to books, books that are lost, and any damage to school property.

Students must supply their own consumable items such as pens, pencils, tablets, notebooks, erasers, and crayons. Each classroom teacher will prepare a supply list for students at the beginning of the school year.

### **Bulletin Boards**

Bulletin boards are maintained throughout the building to communicate general information. Announcements will be made available online through Infinite Campus and the school website.

Bulletin board or electronic publishing space may be provided for the use of students and student organizations for notices relating to matters of general interest to students. The following general limitations apply to all posting or publishing:

1. All postings must be approved by the appropriate building principal or designee. Students may not post any material containing any statement or expression that is libelous, obscene, or vulgar; that would violate board of education policies, including the student code of conduct; or that is otherwise inappropriate for the school environment.
2. All postings must identify the student or the student organization posting or publishing the notice.
3. Material shall be removed after a reasonable time to assure full access to the bulletin boards or electronic publishing media.

## **Bullying**

Students are prohibited from engaging in any form of bullying. "Bullying" means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events. The disciplinary consequences for bullying will depend on the severity, frequency, duration, and effect of the behavior and may result in sanctions up to and including suspension or expulsion. Students who believe they are being bullied should immediately inform a teacher or the building principal.

## **Cafeteria Rules**

1. All food is to be eaten by the student or left on the tray when returned to the dishwasher. All straws, papers, milk cartons should be deposited in the trash cans. All leftover food should be scraped off the tray into the correct container.
2. Forks and spoons should be placed in the pan with water, NOT THROWN AWAY!
3. Students are to use proper manners including eating quietly.
4. There will be no throwing of food or other items.
5. Second servings are available to those after the other students have had a chance to go through the line.
6. Students should remain at their tables until they are dismissed.
7. Students must treat lunch personnel with respect.

## **Candy & Pop**

Food, candy, and drink are not to be brought to school by students for consumption during class periods, except for special projects (early morning practices, breakfast club, etc.) that have been scheduled by the instructor and must be consumed in the designated area. You may bring your lunch for your noon meal and the lunch is only to be eaten during your lunch time. All lunches are to be eaten in the school cafeteria. Only transparent (see through) bottles will be allowed for water.

## **Cell Phones and Other Electronic Devices**

Students may not use cellular (cell) phones or other electronic devices while at school, except as permitted in this handbook.

Students may use cell phones or other electronic devices on the school sidewalks, in hallways, and in the common areas of the school before school, after school, during lunch, and passing periods so long as they do not create a distraction or a disruption. Students may not have cell phones or other electronic devices while they are in locker rooms, classrooms or restrooms.

In the event that a student is in the office for school disciplinary reasons they will not be allowed to have their cell phone.

In the elementary building all cell phones and personal electronic devices must be turned off and kept in the student's backpack during school hours.

Students may not use cell phones or other electronic devices while riding in a school vehicle unless they have express permission to do so from the vehicle's driver, sponsor or coach.

Students are personally and solely responsible for the security of their cell phones and other electronic devices. The school district is not responsible for theft, loss or damage of a cell phone or any calls made on a cell phone.

Students who violate this policy will have their cell phones or other electronic devices confiscated immediately. The administration will return confiscated devices to the offending student's parent or guardian after meeting with the parent or guardian to discuss the violation. Students who violate this policy may, at the discretion of the school's administration, be subject to additional discipline, up to and including suspension or expulsion.

The taking, disseminating, transferring, or sharing of obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting, e-mailing, etc.) may constitute a crime under state and/or federal law. Any person engaged in these activities while on school grounds, in a school vehicle or at a school activity will be subject to the disciplinary procedures of the student code of conduct. Any student found to be in possession of obscene, pornographic, lewd, or otherwise illegal images or photographs will be promptly referred to

law enforcement and/or other state or federal agencies, which may result in arrest, criminal prosecution and possible inclusion on sex offender registries.

### **Child Abuse and Neglect**

School employees will report suspected abuse or neglect of a child as required by state law and school policy. Nebraska law defines abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child or an incompetent or disabled person to be (1) placed in a situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; or (5) sexually abused.

### **Class Dismissal**

Classes are in session from the ringing of the tardy bell until the teacher dismisses the class. The bell at the end of the period is not a dismissal bell, and students may not leave their classrooms until they have been excused by their classroom teacher.

### **Classroom Behavior**

Student behavior and attitude in the classroom must be cooperative and serious. All students must:

- arrive to class on time;
- prepare for class with all necessary materials;
- be considerate of others;
- respond promptly to all directions of the teacher; and
- take care of school property and the property of others.

Teachers will establish classroom conduct rules which students must obey.

### **Closed Campus**

Once students arrive at school, they are expected to stay at school for the entire day. Students may not leave the building without permission from an administrator. Students may leave school during the day for legitimate purposes provided the parents have provided written or verbal permission to the office. Students will not be excused during the school day for non-emergency situations, such as running home to get gym shorts, picking up

forgotten assignments, retrieving a computer, going off campus for lunch, etc. Students who leave for appointments during the school day will be required to provide an 'appointment card' from the doctor, dentist, or office they visited during their absence in order to verify the purpose for their absence from school.

### **Coats and Boots**

Elementary students must wear coats outdoors when the weather makes it advisable. The staff will decide when coats are required for recess.

Elementary students may choose to wear overshoes or boots when the playground is wet or muddy. Waterproof boots worn to school should be taken off and regular shoes worn during the day. Boots worn to school must be marked with the student's name.

Secondary students will not be permitted to wear coats in the building. Students are encouraged to dress in layers in order to ensure they are able to meet their comfort needs.

### **College Visits**

Any student who wishes to attend a college visit must pre-arrange the absence, prior to the absence. When arranging the visit with guidance counselor, the student needs to provide the name of the college, date and time of visit, and college contact for the visit. Upon conclusion of the visit, the student must return with a signed form provided by the guidance counselor, completed by the student and the college contact indicating the visit occurred, otherwise the absence will not be excused.

### **Communicable Diseases**

Any student who has contracted a contagious disease may be restricted from attendance at school until the student is no longer contagious. The school district uses Title 173-Nebraska Health and Human Services/Control of Communicable Disease, Chapter 3 of the Nebraska Administrative Code as a "best practice" guideline for contagious and infectious diseases. If there are questions regarding the communicability of your child's health condition or if you know your child has contracted a contagious or communicable disease or condition, please call the school nurse, Mrs. Karalee Fiddelke.

## **Communicating with Parents**

Parents shall be kept informed of student progress, grades, and attendance through access to Infinite Campus, report cards, and parent/teacher conferences. The school district will notify parents if their students are failing or close to failing. The school district will endeavor to notify parents of failing students prior to entry of the failing grade on the student's report card. Parents will also be notified of their student's possible failure to meet graduation requirements. Other pertinent information will be communicated to parents by mail or by personal contact. Official transcripts of student progress, grades, and attendance will be sent to other school systems upon the student's transfer when the district receives a written request signed by the student's parent or guardian or upon being notified that the student has enrolled in another school.

## **Computer Network Use by Students**

Students are expected to use computers and the Internet as an educational resource. The following procedures and guidelines govern the use of computers and the Internet at school.

### **I. Student Expectations in the Use of the Internet**

#### **A. Acceptable Use**

1. Students may use the Internet to conduct research assigned by teachers.
2. Students may use the Internet to conduct research for classroom projects.
3. Students may use the Internet to gain access to information about current events.
4. Students may use the Internet to conduct research for school-related activities.
5. Students may use the Internet for appropriate educational purposes.

#### **B. Unacceptable Use**

1. Students shall not use school computers to gain access to material that is obscene, pornographic, harmful to minors, or otherwise inappropriate for educational uses.

2. Students shall not engage in any illegal or inappropriate activities on school computers, including the downloading and copying of copyrighted material.
3. Students shall not use electronic mail, chat rooms, instant messaging, or other forms of direct electronic communications on school computers that are not approved by the school.
4. Students shall not use school computers to participate in on-line auctions, non-educational on-line gaming or file sharing systems.
5. Students shall not disclose personal information, such as their names, school, addresses, or telephone numbers outside the school network.
6. Students shall not use school computers for commercial advertising or political advocacy of any kind without the express written permission of the system administrator.
7. Students shall not publish web pages that purport to represent the school district or the work of students at the school district without the express written permission of the system administrator or supervising teacher.
8. Students shall not erase, rename or make unusable anyone else's computer files, programs or disks.
9. Students shall not share their passwords with fellow students, school volunteers or any other individuals, and shall not use, or try to discover, another user's password.
10. Students shall not copy, change or transfer any software or documentation provided by the school district, teachers or another student without permission from the system administrator.
11. Students shall not write, produce, generate, copy, propagate or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called, but is not limited to, a bug, virus, worm, malware or Trojan Horse.
12. Students shall not configure or troubleshoot computers,

networks, printers or other associated equipment, except as directed by a teacher or the system administrator.

13. Students shall not take home technology equipment (hardware or software) without permission of the system administrator.
14. Students shall not forge electronic mail messages or web pages.

## II. **Enforcement**

### **A. Methods of Enforcement**

1. The district monitors all Internet communications, Internet usage and patterns of Internet usage. Students have no right of privacy to any Internet communications or other electronic files. The computer system is owned by the school district. As with any school property, any electronic files on the system are subject to search and inspection at any time.
2. The school district uses a technology protection measure that blocks access to some Internet sites that are not in accordance with the policy of the school district. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
3. Due to the nature of filtering technology, the filter may at times filter pages that are appropriate for student research. The system administrator may override the technology protection measure for the student to access a site with legitimate educational value that is wrongly blocked.
4. The school district staff will monitor students' use of the Internet and cell phone usage through direct supervision and by monitoring Internet use history to ensure enforcement of the policy.

### **B. Consequences for Violation of this Policy**

1. Access to the school's computer system and to the Internet is a privilege, not a right. Any violation of school policy and rules may result in:
  - a. Loss of computer privileges;
  - b. Short-term suspension;

- c. Long-term suspension or expulsion in accordance with the Nebraska Student Discipline Act;
  - d. Taking a class administered by the district administration for the purpose of reteaching students appropriate use of technology in accordance with this policy; and
  - e. Other discipline as school administration and the school board deem appropriate.
2. Students who use school computer systems without permission and for non-school purposes may be guilty of a criminal violation and will be prosecuted.

### III. **Protection of Students**

#### A. **Children’s Online Privacy Protection Act (COPPA)**

- 1. The school will not allow companies to collect personal information from children under 13 for commercial purposes. The school will make reasonable efforts to disable advertising in educational computer applications.
- 2. This policy allows the school to act as an agent for parents in the collection of information within the school context. The school’s use of student information is solely for education purposes.

#### B. **Education About Appropriate Online Behavior**

- 1. School district staff will educate students about appropriate online behavior, both in specific computer usage units and in the general curriculum.
- 2. Staff will specifically educate students on
  - a. Appropriate interactions with other individuals on social networking websites and in chat rooms.
  - b. Cyberbullying awareness and response.
- 3. The School District’s technology coordinator shall inform staff of this educational obligation and shall keep records of the instruction which occurs in compliance with this policy

### **Complaint Procedure**

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to board members, patrons,

students and school staff, unless the staff member is subject to a different grievance procedure pursuant to policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems. When such efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth below:

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant believes speaking directly to the person would subject complainant to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, Title IX/504 coordinator, superintendent of schools, or president of the board of education, as set forth below.
  - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
  - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
  - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
  - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted, at any time during the complaint procedure to the School District's Title IX/504 coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov); by telephone at (816) 268-0550; or by fax at (816) 268-0599.

3. When a complainant submits a complaint to an administrator or to the Title IX/504 coordinator, the administrator or Title IX/504 coordinator shall promptly and thoroughly investigate the complaint, and shall:
  - a) Determine whether the complainant has discussed the matter with the staff member involved.
    - 1) If the complainant has not, the administrator or Title IX/504 coordinator will urge the complainant to discuss the matter directly with that staff member, if appropriate.
    - 2) If the complainant refuses to discuss the matter with the staff member, the administrator or Title IX/504 coordinator shall, in his or her sole discretion, determine whether the complaint should be pursued further.
  - b) Strongly encourage the complainant to reduce his or her concerns to writing.
  - c) Interview the complainant to determine:
    - 1) All relevant details of the complaint;
    - 2) All witnesses and documents which the complainant believes support the complaint;
    - 3) The action or solution which the complainant seeks.
  - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 days after the administrator or Title IX/504 coordinator received the complaint.
4. A complainant who is not satisfied with the administrator's or the Title IX/504 coordinator's decision regarding a complaint may appeal the decision to the superintendent.
  - a) This appeal must be in writing.

- b) This appeal must be received by the superintendent no later than ten (10) business days from the date the administrator or Title IX/504 coordinator communicated his/her decision to the complainant.
  - c) The superintendent will investigate as he or she deems appropriate. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
  - d) Upon completion of this investigation, the superintendent will inform the complainant in writing of his or her decision. If the complaint involved discrimination or harassment, the superintendent shall submit the decision within 180 days after the superintendent received complainant's written appeal.
5. A complainant who is not satisfied with the superintendent's decision regarding a complaint may appeal the decision to the board.
- a) This appeal must be in writing.
  - b) This appeal must be received by the board president no later than ten (10) business days from the date the superintendent communicated his/her decision to the complainant.
  - c) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
  - d) The board will notify the complainant in writing of its decision. If the complaint involved discrimination or harassment, the board shall submit its decision within 180 days after it received complainant's written appeal.
  - e) There is no appeal from a decision of the board.

6. When a formal complaint about the superintendent of schools has been filed with the president of the board, the president shall promptly and thoroughly investigate the complaint, and shall:
  - a) Determine whether the complainant has discussed the matter with the superintendent.
    - 1) If the complainant has not, the board president will urge the complainant to discuss the matter directly with the superintendent, if appropriate.
    - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should be pursued further.
  - b) Strongly encourage the complainant to reduce his or her concerns to writing.
  - c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting.
  - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 days after the president received the complaint.

The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

### **Conferences**

Students' academic success has been closely linked to parental involvement in school. The school district has formal parent-teacher conferences during the first and third quarters of the school year.

In addition to formal conferences, classroom teachers will communicate with parents as necessary. Parents are encouraged to communicate with their

student's teacher or the building principal to discuss parental concerns, student needs or any other issue.

### **Contact Information**

Parents must supply the school with their student's address and telephone number as well as information about how to reach a responsible adult during the school day. Parents must promptly inform the school if this contact information changes during the school year.

### **Contraband**

Students may not bring items to school that have no educational purpose or educational value.

### **Damage to School Property**

Students who damage school property either intentionally or unintentionally may be required to pay to replace or restore the property, at the discretion of the administration.

### **Dances and Outside Dates**

Dances may be held by clubs and organizations at regularly scheduled times and appropriate seasons but outside the regular school hours. Such activities must end by 10 PM on school days and 11:45 PM on Fridays and Saturdays unless changed by the Principal. School events which allow for outside dates must have these dates registered with the principal's office at least one week before the activity is to occur. Forms for registration will be made available prior to the event. Verification of outside dates must be approved by the guest's school administration. Once at the dance, if a student leaves, they will not be permitted to return.

The Junior-Senior prom is to be held each year during the spring semester. Only Ravenna High School Junior and Senior students (and their dates) may attend. Ravenna High School students in the 9<sup>th</sup> and 10<sup>th</sup> grades may only attend as dates of Juniors and Seniors. Foreign exchange students and prom servers are also allowed to attend prom. Junior High Students are ineligible to attend prom. Outside dates of Ravenna High School Juniors and Seniors must be at least 9<sup>th</sup> grade students and cannot be older than 20 years old.

## **Dating Violence**

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

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

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

Dating violence, as that term is defined by Nebraska law, will not be tolerated by the school district. Students who engage in dating violence on school grounds, in a school vehicle or at a school activity or that otherwise violates the Nebraska Student Discipline Act will receive consequences consistent with the Act and the district's student discipline policies.

The school district shall provide dating violence training to staff deemed appropriate by the administration and in accordance with Nebraska law Neb. Statute 79-2,141.

## **Discrimination and Harassment**

The school district prohibits discrimination and harassment based upon or related to race, color, national origin, sex, religion, marital status, disability, age or any other unlawful basis that (1) has the purpose or effect of creating an intimidating, hostile, or offensive school environment, (2) has the

purpose or effect of substantially or unreasonably interfering with a student's school performance, or (3) otherwise adversely affects a student's school opportunities. Students who believe that they have been the subject of unlawful discrimination or harassment due to their disability should contact the following Section 504 Coordinator: High School and Elementary Principals at 308-452-3249, [brad.kjar@ravennabluejays.org](mailto:brad.kjar@ravennabluejays.org) or in person at school. Students who believe that they have been the subject of unlawful discrimination or harassment due to their sex should contact the following Title IX Coordinator: Brad Kjar at 308-452-3249, [brad.kjar@ravennabluejays.org](mailto:brad.kjar@ravennabluejays.org) or in person at school. Students who believe that they have been the subject of any other unlawful discrimination or harassment should contact the High School and Elementary Principals at 308-452-3249, [brad.kjar@ravennabluejays.org](mailto:brad.kjar@ravennabluejays.org) or [paul.anderson@ravennabluejays.org](mailto:paul.anderson@ravennabluejays.org) or in person at school. Students may report discrimination or harassment to any staff member who will then forward it on to the appropriate coordinator or administrator. The staff member will follow school district policies to respond to the report.

### **Sexual Harassment**

It is the policy of the Ravenna Public School District to maintain a learning environment that is free from religious, racial, or sexual harassment. The School District prohibits any form of religious, racial, or sexual harassment and violence.

Sexual harassment can take two forms, quid pro quo and hostile environment. Quid pro quo sexual harassment occurs when a school district employee explicitly or implicitly conditions a student's participation in an education program or activity or bases an educational decision on the student's submission to unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of sexual nature, whether or not the student submits to the conduct.

Hostile environment harassment occurs when unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature by another students, a school employee, or a third party are sufficiently severe, persistent, or pervasive to limit a student's ability to

participate in or benefit from an educational program or activity or create a hostile or abusive educational environment.

Sexual Harassment - Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct of a sexual nature when:

- Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of a student's participation in an education program or activity.
- Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's participation in an education program or activity.
- That conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's education or creating an intimidating, hostile, or offensive educational environment.

Sexual harassment may include but not be limited to:

- Unwelcome verbal harassment of a sexual nature or abuse.
- Unwelcome pressure for sexual activity.
- Unwelcome sexually motivated or inappropriate patting, pinching, or physical contact.
- Unwelcome sexual behaviors or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's educational status.
- Unwelcome behavior, verbal or written words or symbols directed at an individual because of gender.

The use of authority to emphasize the sexuality of a student in a manner that prevents or impairs that student's full enjoyment of educational benefits, climate or opportunities.

The prohibition of sexual harassment applies whether the harassment is between people of the same or different gender. The prohibition against sexual harassment does not preclude legitimate, nonsexual contact such as the use of necessary restraints to avoid physical harm to persons or

property, or conduct such as a teacher's consoling hug of a young student, or one student's demonstration of a sports move requiring contact with another student. In determining whether alleged conduct constitutes a violation of the policy, the School District should consider the surrounding circumstances, the nature of the behavior, the relationships between the parties involved and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy required a determination based on all of the facts and surrounding circumstances.

The School District will discipline or take appropriate action against any pupil, teacher, administrator, or other school personnel who retaliates against or attempts to retaliate against, any person who reports alleged harassment or violence, files a complaint of harassment, who testifies, assists or participates in any investigation, hearing or proceeding related to such harassment or violence. Retaliation includes but is not limited to any form of threat, intimidation, reprisal or discrimination.

#### Reporting Procedure

Any person who believes he or she is being harassed or is otherwise the victim of sexual harassment or sexual violence shall report such conduct to the building principal, who serves as our Title IX Compliance Coordinator. Thereafter, the complaint shall be investigated and processed in a manner consistent with district policy.

#### **Dress Code**

Students must come to school dressed in clean, neat and appropriate clothing to conform with educational standards.

Students are prohibited from wearing the following attire:

1. Clothing displaying indecent, suggestive or profane writing, pictures or slogans
2. Clothing that advertises or displays alcohol, tobacco or any illegal substance
3. Caps, hats and bandanas may not be worn during the school day
4. Bare feet (some type of footwear must be worn)

5. Short-shorts, cutoffs, or compression shorts alone (unless under other shorts)
6. Hairstyles which distract from the learning process or the health and safety for either the student or others
7. Any clothing that could cause damage to others or school property
8. Clothing that is torn, ripped, or cut
9. Shirts, blouses, or other clothing worn unbuttoned, unzipped, or otherwise purposely unfastened
10. "Grubby clothes," those which are purposely torn or bedraggled or threadbare, dirty or disheveled
11. Costumes and/or those clothes intended only for leisure, entertaining or special occasions
12. Bare "midriff" (belly button) styles, see-through and low cut blouses, halters, tank tops or thin-strapped tops (spaghetti straps)
13. Pants and shorts worn below the waist so as to expose undergarments
14. Pants that drag on the floor
15. Chains hanging or attached to pants or shorts
16. Coats during school hours unless the student has permission from a faculty member
17. **Blankets are not allowed**
18. Clothing with tears or holes that expose flesh inappropriately or that exposes underclothes
19. No spaghetti strap tops, string backless or plain backless tops will be worn unless there is another shirt worn over these garments that cover the skin and is not see through material.
20. Sleeveless tops are allowed providing the armhole openings are appropriate and do not show chest, undergarments (including sports bras) or side chest portions of the body.
21. Clothing may not include symbols that cause a significant disruption to the educational environment.

This list is not all encompassing. The administration reserves the right to determine whether any piece of clothing is appropriate for a school setting and will make the final determination as to whether or not a student's attire is acceptable for a school setting. Students who violate dress code guidelines will be required to correct the violation by changing into something appropriate at school or returning home to change. A detention or suspension

may be given to make up the time away from school. Students will also receive zeros for any class time they miss while correcting the violation. Repeated dress code violations may result in more severe consequences.

### **Driving and Parking Personal Vehicles**

Students who drive privately owned motor vehicles to school must obey the following rules:

1. Students may not move their vehicles during the school day without the permission of the building principal or superintendent. Students will not be allowed to sit in or be around their vehicles during the school day, without administrative permission.
2. Students must drive with care to insure the safety of the pedestrians. Students may not drive carelessly or with excessive speed.
3. By driving personal vehicles to school and parking on school grounds, students consent to having that vehicle searched by school officials when they have reasonable suspicion that such a search will reveal a violation of school rules.
4. Students will park only in the designated student parking.

### **Drones and Unmanned Aircraft**

Drones, Unmanned Aircraft Systems, and any other such vehicles ("drones"), which are not operated for purposes of district programs or activities, may not be operated on or above district property without the prior written permission of the superintendent or designee. Any authorized use of drones must comply with all state and federal regulations governing the operation of drones, including FAA regulations.

Drones owned by the district or operated on or above district property with permission must be operated:

1. In compliance with this policy and all other district policies;
2. Only outside the school building(s) in the area authorized or designated by the superintendent or designee;
3. Under the direct supervision of an individual fully trained and skilled in the system's operation;

4. By an individual with the requisite skill and training to safely operate the drone; and
5. Consistent with any other limitations imposed by the superintendent or designee.

Any monitoring or recording of picture, video, or audio by a drone must have the prior written permission of the superintendent or designee and comply with all board policies governing recordings, data, and records.

Any unauthorized use of a drone is strictly prohibited. Devices used in a manner that does not comply with this policy or applicable state and federal law may be confiscated and the operator may be subject to discipline, civil liability, or criminal liability.

### **Drug Free Schools**

The board of education has adopted policies to comply with the Federal Drug-Free Schools and Communities Act. Students are prohibited from using, possessing or selling any drug, alcohol or tobacco while on school grounds, at a school activity or in a school vehicle. In addition, students who participate in the school's activities program should refer to the Activities Handbook which prohibits the use or possession of alcohol, controlled substances and tobacco at all times.

Any student who violates any school policy regarding drug, alcohol and tobacco use will be disciplined, up to and including short-term suspension, long-term suspension, or expulsion from school and/or referral to appropriate authorities for criminal prosecution.

### **Emergency Contact Information**

Parents must complete an emergency information card for each child enrolled in the district. The card should list the family physician's name, where parents or a responsible adult can be located, and any necessary emergency instructions.

### **Evacuations**

The school district will hold routine evacuation drills throughout the school year. Whenever the fire alarm sounds, all students and faculty must evacuate

the building in a quiet and orderly fashion and remain outside until told to return to the building. Classroom teachers will provide students with detailed instructions on building evacuations.

### **Eye Exams**

All students enrolling in kindergarten or transferring into the school district from out of state must undergo a visual examination by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, which consists of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity, except that no such physical examination or visual evaluation shall be required of any child whose parent or guardian objects in writing. They must provide evidence of the vision examination within six months prior to entrance. The cost of such physical examination and visual evaluation shall be borne by the parent or guardian of each child who is examined.

### **Food Service Program**

The school district provides a food service program that is designed to provide adequate nutrition and an educational experience for students.

#### **Breakfast**

The school will serve breakfast daily from 7:30 a.m. until 7:50 a.m. Students who qualify for free or reduced-price lunch also qualify for free or reduced-price breakfast. The school district charges students K-6 \$2.00, 7-12 \$2.15 and adults \$2.70 for breakfast.

#### **Second Chance Breakfast**

The school will offer a second chance breakfast for 7th-12th grade students. This will occur during second period(access) Monday through Thursday. Second chance breakfast is only served on 3:30 dismissal days. Students must report to their second period class for attendance purposes and be dismissed to the cafeteria by their access teacher. All food must be consumed in the cafeteria. When students are done eating they will be required to return to their second period class.

#### **Lunch**

Lunch prices depend on the federal funding that the program receives. Lunch for K-6 is \$2.85, Lunch for 7-12 lunch is \$3.15 for students and \$4.10 for adults.

### **Milk Break/Snack**

The school will offer a milk program to students in grades preK-3. All milk served to a student (except the initial carton served with lunch) will cost \$.40 per half pint and \$.15 per half pint and \$.40 per snack for preschool students. The price for milk may change during the school year.

### **Payment for Meals**

Students are encouraged to pay for meals several weeks in advance. Payment should be made to a building secretary.

Low balance notices will be provided to parents when the account balance reaches less than \$5.00.

Food service charge privileges are denied any student (regular price or reduced price) who is delinquent in his/her payments until such time as the family account is brought current. When the account is delinquent, there will be an optional offering, or the student may bring lunch from home. The opportunity to order second entrees will be denied to free-priced students if their family account is delinquent until the account is brought current.

If a student has a negative or zero balance on their lunch account the student and the parent will be notified at the end of the day that the student will be given credit for one meal. If the family doesn't bring the account current by the end of the following business day, the student will either need to bring a sacked lunch or eat an alternate meal provided by the school. Family's accounts will be debited for the alternate meal provided by the school.

### **Notice of Non-discrimination**

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at [\(800\) 877-8339](tel:8008778339). Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: <http://www.ascr.usda.gov/complaintfilingcust.html>, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call [\(866\) 632-9992](tel:8666329992). Submit your completed form or letter to USDA by:

- (1) Mail: U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410
- (2) Fax: [\(202\) 690-7442](tel:2026907442); or
- (3) Email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

This institution is an equal opportunity provider.

## **Field Trips**

Classes occasionally take field trips off school property for educational enrichment. A student's parent must authorize a student to participate in a field trip by signing a permission slip and providing it to the school before the field trip. Students who have not completed classroom work on time may not be allowed to attend field trips. Students must comply with the student code of conduct, any applicable extracurricular conduct codes, and all directives by trip chaperones.

### **First-Aid**

First-aid items may only be used by school staff. Students who need first aid should ask for assistance from their classroom teacher or the nearest staff member.

### **Fundraiser**

All fundraising activities shall require authorization by an administrator.

### **Head Lice**

Students found to have head lice, louse eggs, or nits will not be permitted at school and will be sent home. Upon discovering the presence of any indication of lice, louse eggs, or nits, the student's parent(s) or guardian(s) will be notified, and if appropriate will be asked to pick up the student from school immediately.

Students will not be permitted to return to school until the district finds that no live lice, eggs, or nits can be detected. The parent(s) or guardian(s) will be required to treat the student and accompany the student to school to be examined.

The student cannot ride the school bus until the district has cleared the student to return to school.

### **Health Problems**

Parents who do not want their children to play outdoors or participate in physical education for health reasons must send a written request to school. If a student persistently requests to be excused from these activities, the building principal or classroom teacher may require a doctor's verification.

Parents should notify principal or superintendent if their student has any special health problems such as diabetes, asthma, and the like.

### **Homebound Instruction**

The school district may provide a student with instruction in his or her home and under parental supervision if the student is physically or mentally ill or injured and unable to attend regular classes for an extended period of time. Homebound instruction shall be provided when the student's physical and mental condition are such that the student can benefit from instruction and no other provision will meet the student's educational needs. If you believe that homebound instruction is appropriate for your child, please contact the building principal to initiate the appropriate process to determine eligibility.

### **Homeless Children and Youth**

Homeless students generally include children who lack a fixed, regular, and adequate nighttime residence, as further defined by applicable state and federal law.

It is the school's policy not to stigmatize or segregate homeless students on the basis of their status of being homeless. Transportation for homeless students who enroll in the district shall be furnished by the district under the same guidelines applying to other students or if such transportation is necessary for compliance with federal law.

Each homeless child shall be provided services for which the child is eligible comparable to services provided to other students in the school selected regardless of residency. Homeless children shall be provided access to education and other services that such children need to ensure that they have an opportunity to meet the same student performance standards to which all students are held.

If a homeless child registered to attend school in the district is receiving family reconciliation services pursuant to state law, the district will work in cooperation with any county or department of social services in the district to jointly develop an educational program for the child. The district's homeless coordinator is Dr. Ken Schroeder, who may be contacted at 308-452-3249.

### **Illness or Injury at school**

Students who feel ill or are hurt while at school should seek immediate assistance from their classroom teacher or the nearest staff member. The school will contact parents to pick students up from school whenever necessary. When school officials determine that a student needs immediate medical attention but the parents cannot be reached by phone, emergency services will be summoned or the student will be taken directly to the doctor and/or hospital. Parents must complete an emergency information card for each child enrolled in the district. The card should list the family physician's name, where parents or a responsible adult can be located, and any necessary emergency instructions.

### **Immunizations**

All students must furnish one of the following to school officials:

- proof of adequate immunizations for mumps, measles, rubella; diphtheria, pertussis, tetanus; polio; and hepatitis B series; or
- A signed parental statement of refusal to provide the immunization history. Homeless students who are in need of immunizations will be referred to the homeless coordinator, who shall assist in obtaining necessary immunizations or medical records.

Provisional Enrollment.

Students who meet the statutory requirements for provisional enrollment shall be allowed to attend school for sixty days without the necessary immunizations.

Students who are exempted from the immunization requirement may be excluded from school in the event of an outbreak of any contagious disease in the school population.

### **Initiations and Hazing**

Initiations by classes, clubs, or athletic teams are prohibited except by permission of the administration. Hazing in connection with any school organization is absolutely prohibited. Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Hazing activities include, but are not limited to whipping, beating, branding,

forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person.

### **Lockers and Other School Property**

The school district owns and exercises exclusive control over student lockers, desks, computer equipment, and other such property. Students should not expect privacy regarding usage of or items placed in or on school property, because school property is subject to search at any time by school officials. Periodic, random searches of lockers, desks, computers and other such property may be conducted at the discretion of the administration. The assignment of a locker is on a temporary basis and may be revoked at any time. School officials may inspect student lockers without any particularized suspicion or reasonable cause.

### **Lost and Found**

All lost and found articles are to be taken to the elementary or high school office. Students may claim lost articles there. Unclaimed articles will be donated to a local charity or otherwise disposed of at the conclusion of each quarter or as determined necessary by the administration.

### **Medications**

Whenever possible, parents should arrange medication schedules to eliminate the need for giving medication during school hours. When it is necessary for school personnel to administer medication to students, the school district will comply with the Nebraska Medication Aide Act, the requirements of Title 92, Nebraska Administrative Code, Chapter 59, (promulgated by the Nebraska Department of Education and entitled *Methods of Competency Assessment of School Staff Who Administer Medication*), and all state and federal regulations. Parents and guardians who wish to have their child receive medication from school personnel must comply with the following procedures:

**Prescription medication.** (1) Parents/guardians must provide a physician's written authorization for the administration of the medication. (2) Parents/guardians must provide their own written permission for the

administration of the medication. (3) The medication must be brought to school in the prescription container and must be properly labeled with the student's name, the physician's name, and directions for administering the medication.

**Non-prescription medication.** (1) Parents/guardians must provide written permission for the administration of the medication. (2) The medication must be brought to the school in the manufacturer's container. (3) The container must be labeled with the child's name and with directions for provision or administration of the medication

The district reserves the right to review and decline requests to administer or provide medications that are not consistent with standard pharmacological references, are prescribed in doses that exceed those recommended in standard pharmacological references, or that could be taken in a manner that would eliminate the need for giving them during school hours. The district may request parental authorization to consult with the student's physician regarding any medication prescribed by such physician.

### **Media Center**

Students must check out materials from the librarian on duty. Each borrower is responsible for all books checked out in his/her name. A fine of five cents per day per book may be charged for overdue books. Each student is responsible for any fine which accumulated on a book charged to him/her. If a book is lost and not found by the end of the semester, the student must pay for it. Students must also pay for any damage they cause to library books.

### **Memorials**

Memorials or plaques honoring deceased students are generally not allowed in or on the school grounds. Dedications to students will not be allowed.

Scholarships in the deceased person's name will not be set up by the school. Scholarships set up by outside organizations or individuals will be allowed.

### **Parental Involvement**

The school district recognizes the unique needs of students who are being served in its Title I program, and the importance of parental involvement in

the Title I program. Parental Involvement in the Title I Program shall include:

1. An annual meeting to which all parents of participating children will be invited to inform parents of their school's participation under this part, to explain the requirements of this part, and the right of the parents to be involved. Invitations may take the form of notes sent with students or announcements in the school newsletter. Additional meetings may be scheduled, based upon need and interest for such meetings.
2. An explanation of the details for the child's and parents' participation, including but not limited to: curriculum objectives, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards, type and extent of participation, parental input in educational decisions, coordination, and integration with other Federal, State, and district programs, and evaluations of progress.
3. Opportunities for participation in parent involvement activities, such as training. A goal of these parent activities is to provide parents with opportunities to participate in decisions relating to the education of their students, where appropriate.
4. The district will, to the extent practicable, provide parents of limited English proficiency, parents with disabilities, and parents of migratory children with opportunities for involvement in the Title I Program. Communication to parents about student progress and the district's other Title I Program communications will be provided in the language used in the home to the extent practicable. Responses to parent concerns will be provided in a timely manner.
5. Opportunities for parent-teacher conferences, in addition to those regularly scheduled by the school district, if requested by the parents or as deemed necessary by school district staff.
6. The district will coordinate and integrate parental involvement programs and activities with other programs in the community. These may include cooperation with other community programs such as Head Start and preschools and other community services such as the public library.
7. The district will educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.

## **Parties**

Elementary classes may have seasonal parties during the year. Parents shall communicate with their student's classroom teacher for the teacher's rules regarding birthday and holiday parties.

### **Personal Hygiene**

It is expected that all students will maintain an acceptable level of personal hygiene/cleanliness. Personal hygiene is a factor that can have a detrimental impact to our learning environment. If a student reports to school and is impacting the learning environment in a detrimental way due to their personal hygiene they will be required to resolve the issue. This could mean going home to change clothes or shower.

### **Personal Items**

The school provides the necessary equipment for classroom and school day activities. The school is not responsible for ruined or lost personal equipment. Students should not bring items such as athletic equipment, electronic devices, toys, or other similar personal items to school unless they have the prior permission of their classroom teacher or a school administrator.

### **Physical Education**

The school district requires students to receive physical education to assist them in developing gross and fine motor skills. Students are not required to wear PE uniforms, but are encouraged to wear tennis shoes for P.E.

### **Physical Exam**

Students entering kindergarten and the seventh grade, and those entering school from another state, are statutorily required to show evidence that they have had a physical examination within six months prior to the date of entering school.

### **Pictures**

The school district arranges for a photographer to be present at school in the fall to take class pictures. Parents will be notified of the date. Included in the individual packet is a class composite. Parents who want pictures of their students or of their student's class composite may purchase them directly from the photographer.

## **Playground Rules**

Students must follow these rules to keep the playground safe:

1. Students must obey the playground supervisor at all times.
2. Students may not enter the street/highway to retrieve a ball unless given permission by the playground supervisor.
3. Students must play away from the school windows.
4. Touch and flag football are permitted, but tackle football is prohibited. Students may only play football on grassy areas.
5. Students may throw balls and other authorized play equipment. They may not throw rocks, gravel, snowballs, and clothing.
6. Students must use the playground equipment properly and in a safe manner.
7. Students may not leave the playground after they have arrived at school for the day.

Students who violate these rules will be disciplined with the loss of recess or other privileges, detention and/or other consequences.

School staff supervise the playground during school hours. However, it is not supervised after school, and students should not play on the equipment without adult supervision.

## **Police Questioning and Apprehension**

Police or other law enforcement officers may be called to the school at the request of school administration, or may initiate contact with the school in connection with a criminal investigation. The school district shall inform parents when law enforcement officers seek access to their student prior to the student being questioned unless the officers are investigating charges that the student has been the victim of abuse or neglect. Members of the school district staff will comply with board policy regarding police questioning of students.

## **Protection of Student Rights**

The Board of Education respects the rights of parents and their children and has adopted a Protection of Pupil Rights policy in consultation with parents to comply with the Protection of Pupil Rights Amendment (PPRA) and The No Child Left Behind Act (NCLB). The policy is available on the district's website

or upon request from the district's administrative office. Parents may opt their child out of participation in activities identified by the Protection of Pupil Rights policy by submitting a written request to the superintendent. The approximate dates during the school year when such a survey requesting personal information as defined in the Protection of Pupil Rights policy may occur between the timeframe of: August 10<sup>th</sup>-May 20<sup>th</sup>. Parents may have access to any survey or other material described in the Protection of Pupil Rights policy by submitting a written request to the superintendent.

### **Public Displays of Affection**

Students may not engage in public displays of affection that is disruptive to the school environment or distracting to others. Prohibited conduct includes hugging, kissing, touching or any other display of affection that a staff member determines to be inappropriate.

### **Rights of Custodial and Noncustodial Parents**

The school district will honor the parental rights of natural and adoptive parents unless those rights have been altered by a court.

The term "custodial parent" refers to a biological or adoptive parent to whom a court has given primary physical and legal custody of a child, and a person such as a caseworker or foster parent to whom a court has given legal custody of a child.

The district will not restrict the access of custodial and noncustodial parents to their students and their student's' records, unless the district has been provided a copy of a court order that limits those rights. If the district is provided such a court order, school officials will follow the directives set forth in the order.

The district will provide the custodial parent with routine information about his or her child, including notification of conferences. The district will not provide the non-custodial parent with such information on a routine basis, but will provide it upon the non-custodial parent's request unless it has been denied by the courts.

A non-custodial parent who wishes to attend conferences regarding his or her child will be provided information about conference times so both parents may

attend a single conference. The district is not required to schedule separate conferences if both parents have been previously informed of scheduled conference times.

If either or both parents' behavior is disruptive, staff members may terminate a conference and reschedule it with appropriate modifications or expectations.

### **Secret Organizations**

Secret organizations are prohibited. School officials shall not allow any person or representative of any such organization to enter upon school grounds or school buildings for the purpose of rushing or soliciting students to participate in any secret fraternity, society or association.

### **School Day**

The school day typically begins at 8:03 a.m. and ends at 3:30 p.m. Students are to leave the school grounds after dismissal. School staff will provide supervision for students on school grounds 30 minutes before the school day begins. Students are to leave school grounds within 15 minutes after dismissal, unless they are under the direct supervision of a staff member or parent. **There will be no supervision provided by the school before or after these times.** Parents must make arrangements for their children to leave school promptly at the end of the day.

### **Self-Management of Diabetes or Asthma/Anaphylaxis**

The school district will work with the parent or guardian in consultation with a physician to develop a medical management plan for a student with diabetes, asthma, or anaphylaxis subject to school policy. Parents desiring to develop such a plan should contact the School Nurse.

### **Smoking and Tobacco**

Smoking, including the possession or use of vapor products, alternative nicotine products, or any other such look-alike product, is not permitted on school property at any time.

### **Staff Qualifications**

The No Child Left Behind Act of 2001 gives parents the right to get information about the professional qualifications of their child's classroom teachers. Upon

request, the school district will give parents the following information about their child's classroom teacher:

1. Whether the teacher has met state qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
2. Whether the teacher is teaching under an emergency or provisional teaching certificate.
3. The teacher's baccalaureate degree and major. Parents may also get information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree.

Upon request, the school district will inform parents whether their child is being provided services by a paraprofessional and, if so, the paraprofessional's qualifications. The request for such information should be made to the appropriate building administrator.

The school district will provide timely notice to parents if their child has been assigned to, or has been taught for four or more consecutive weeks by a teacher who does not meet the requirements of the No Child Left Behind Act.

### **Standardized Testing**

The school will use NWEA MAP testing to check on the progress of student achievement at a local level. Students will take this test at the assigned times as set up by the Assessment Coordinator and the Building Principals. The Nebraska State Department of Education may also require other standardized tests to be administered such as the NSCAS and ACT test.

### **Student Assistance**

If your child has any learning, behavior, or emotional needs that you believe are not being addressed by the school district under existing circumstances, please contact your child's teacher. If appropriate, the teacher may convene the Student Assistance Team (SAT) or MTSS Team (Multi-Tier System of Supports). The SAT & MTSS can explore possibilities and strategies that will best meet the educational needs of your child.

### **Student Fee Policy**

The school district shall provide free instruction in accordance with the Nebraska State Constitution and the Nebraska statutes. The district also provides activities, programs, and services that extend beyond the minimum level of constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the district is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics.

### **Definitions.**

1. "Students" means students, their parents, guardians or other legal representatives.

2. "Extracurricular activities" means student activities or organizations that (1) are supervised or administered by the district; (2) do not count toward graduation or advancement between grades; and (3) are not otherwise required by the district.

3. "Post-secondary education costs" means tuition and other fees associated with obtaining credit from a post-secondary educational institution.

### **Listing of Fees Charged by this District.**

- 1. Clothing Required for Specified Courses and Activities.** Students are responsible for complying with the district's grooming and attire guidelines and for furnishing all clothing required for any special programs, courses or activities in which they participate. The teacher, coach, or sponsor of the activity will provide students with written guidelines that detail any special clothing requirements and explain why the special clothing is required for the specific program, course or activity.
- 2. Safety Equipment and Attire.** The district will provide students with all safety equipment and attire that is required by law. Building administrators will assure that (a) such equipment is available in the appropriate classes and areas of the school buildings, (b) teachers are

directed to instruct students in the use of such devices, and (c) students use the devices as required. Students are responsible for using the devices safely and as instructed.

- 3. Personal or Consumable Items.** The district does not provide students with personal or consumable items for participation in courses and activities including, but not limited to, pencils, paper, pens, erasers and notebooks. Students who wish to supply their own personal or consumable items may do so, as long as those items comply with the requirements of the district. The district will provide students with facilities, equipment, materials and supplies, including books. Students are responsible for the careful and appropriate use of such property. Students will be charged for damage to school property caused by the student and will be held responsible for the reasonable replacement cost of any school property that they lose.
- 4. Materials Required for Course Projects.** The school district will provide students with the materials necessary to complete all curricular projects. In courses where students produce a project that requires more than minimal cost for materials, the finished product will remain the property of the district unless the students either furnish or pay for the reasonable cost of materials required for the course project.
- 5. Extracurricular Activities.** The school district may charge students a fee to participate in extracurricular activities to cover the district's reasonable costs in offering such activities. The district may require students to furnish specialized equipment and clothing that is required for participation in extracurricular activities, or may charge a reasonable fee for the use of district-owned equipment or attire. Attached to this policy is a list of the fees charged for particular activities. The coach or sponsor will provide students with additional written guidelines detailing the fees charged, the equipment and/or clothing required, or the usage fee charged. The guidelines will explain the reasons that fees, equipment and/or clothing are required for the activity.

The following list details the maximum dollar amount of all extracurricular activities fees and the specifications for any equipment or attire required for participation in extracurricular activities:

- Student activity card- \$25.00 (covers admission to all home extracurricular events, away events and certain conference and district events are not covered by the student activity card)
- Future Business Leaders of America- \$0
- Cheerleading, drill team, flag corps. Students must purchase uniforms and shoes selected by the sponsor and/or student group.
- Football-Students must provide their own football shoes and undergarments.
- Golf-Students must provide their own golf shoes, undergarments, and clubs.
- Track, volleyball, wrestling and basketball. Students must provide their own shoes and undergarments.
- Future Farmers of America- \$20.00. Students must purchase their own jackets in addition to paying dues.

**6. Post-Secondary Education Costs.** Some students enroll in postsecondary courses while still enrolled in high school. As a general rule, students must pay all costs associated with such post-secondary courses. However, for a course in which students receive high school credit or a course being taken as part of an approved accelerated or differentiated curriculum program, the district shall offer the course without charge for tuition, transportation, books, or other fees. Students who chose to apply for post-secondary education credit for these courses must pay tuition and all other fees associated with obtaining credits from a post-secondary educational institution.

**7. Copies of Student Files or Records.** The school district will charge a fee for making copies of a student's files or records for the student's parents or guardians. The Superintendent or the Superintendent's designee shall establish a schedule of student record fees. Students' parents have the right to inspect and review the students' files or records without the payment of a fee, and the district shall not charge a fee to

search for or retrieve any student's files or records. The district will charge a fee of 5 cents per page for reproduction of student records.

**8. Participation in Before-School, After-School or Pre-Kindergarten Services.** The district may charge reasonable fees for participation in before-school, after-school or pre-kindergarten services offered by the district pursuant to statute.

**9. Participation in Summer School.** The district may charge reasonable fees for participation in summer school. The maximum dollar amount for summer and night school shall be \$200.

**10. Charges for Food Consumed by Students.** The district will charge for items that students purchase from the district's breakfast and lunch programs. The fees charged for these items will be set according to applicable federal and state statutes and regulations. The district will charge students for the cost of food, beverages, and the like that students purchase from a school store, vending machine, booster club or from similar sources. Students may be required to bring money or food for field trip lunches and similar activities.

The maximum dollar amount charged by the district for the breakfast and lunch programs is as follows:

- Breakfast Program – Grades K-6
  - Regular Price \$2.00
  - Reduced Price \$.30
- Breakfast Program – Grades 7-12
  - Regular Price \$ 2.15
  - Reduced Price \$ .30
- Lunch Program – Grades K-6
  - Regular Price \$ 2.85
  - Reduced Price \$ .40
- Lunch Program – Grades 7-12
  - Regular Price \$ 3.15
  - Reduced Price \$.40
- Second milk or second entrée (each) \$.40 and \$1.25

**11. Charges for Musical Extracurricular Activities.** Students who qualify for fee waivers under this policy will be provided, at no charge, the use of a musical instrument in optional music courses that are not extracurricular activities. For musical extracurricular activities, the school district will require students to provide the following equipment and/or attire:

- Band students shall provide their own instruments. Ravenna Public Schools will have a select number of instruments available for use.
- Swing choir students must purchase outfits and shoes selected by the sponsor and/or student group.

**12. Contributions for Class Extracurricular Activities.** Students are eligible to participate in a number of extracurricular activities during their years in Junior/ Senior High school, including prom, various senior recognitions, and graduation. In order to fund these extracurricular activities, the school district will ask each student to make a contribution to their class's fund beginning in seventh grade. This contribution is completely voluntary. Through fundraising activities throughout the 7th-12th grade years, students may choose to work for the contributions to the class. Students who choose to work in lieu of contributions to the class fund are still eligible to participate in the extra activities. The suggested donation to the class fund will be \$10.00 to \$20.00 per year.

### **Waiver Policy.**

Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for (1) participation in extracurricular activities, (2) materials for course projects, and (3) the use of a musical instrument in optional music courses that are not extracurricular activities. Students are not required to participate in the free or reduced-price lunch program to qualify for the waivers provided in this section. The district is not obligated to provide any particular type or quality of equipment or other material to eligible students. Students who wish to be considered for waiver of a particular fee must submit a completed fee waiver application to their building principal. Application forms are available in each school building office.

### **Voluntary Contributions to Defray Costs.**

When appropriate, the district will request donations of money, materials, equipment or attire from parents, guardians and other members of the community to defray the costs of providing certain services and activities to students. These requests are not requirements, and staff members of the district are directed to communicate that fact clearly to students, parents and patrons.

### **Student Illness**

Students who suffer from a significant illness which has an actual or expected duration of six months or more may be eligible for accommodations and supports under Section 504 of the Rehabilitation Act or under the Individuals with Disabilities in Education Act. The school will provide accommodations to students who are returning to school after a prolonged absence due to illness, including pediatric cancer, through a 504 plan or an IEP, as appropriate. The student's plan will include informal or formal accommodations, modifications of curriculum and monitoring by medical or academic staff as determined by the student's IEP team or 504 committee. Parents and staff will engage in ongoing communication about the needs of a student who is facing these circumstances.

Students who become ill at school will be sent to the building office where the school nurse or other school employee will determine the appropriate response. When a child is too ill to remain at school, a school employee will contact the child's parent(s) and make arrangements for the child to be picked up or sent home. If an illness or injury requires immediate medical attention, school officials shall attempt to contact the child's parent(s) regarding treatment for the child. If the parents cannot be contacted, school officials may have the child treated by an available physician. Students who show symptoms of a contagious disease may be sent home, and the district may require a physician's statement before allowing such students to return to school.

### **Student Government**

Students are encouraged to formulate and participate in elective and representative student government activities. The organization, operation and scope of the student government shall be administered by the superintendent or designee.

Class meetings will be held when needed and arranged by sponsors. Times will be announced in advance. All class meetings must be pre-arranged with the sponsor. Class secretaries are to keep a record of all meetings and turn in after each meeting to the sponsor. Treasurers should check each month before a meeting in order to have an accurate account of their financial condition. Organization meetings will be held at the beginning of the year. All meetings must be cleared with the Principal.

### **Student Records**

The Family Education Rights and Privacy Act ("FERPA") provides parents certain rights with respect to their student's education records. These rights include the right to inspect and review the student's education records within 45 days of the date the school receives a request for access; and the right to request the amendment of the student's education records that you believe to be inaccurate.

If parents believe one of their student's records is inaccurate, they should write to the school principal, clearly identify the part of the record they want changed, and specify why they believe it is inaccurate. If the school decides not to amend the record as requested, it will notify the parents of the decision and advise them of their right to a hearing regarding the request for amendment.

**Directory Information.** FERPA and the Nebraska Public Records Law authorize school districts to make "directory information" available for review at the request of non-school individuals. These laws also give parents and guardians a voice in the decision-making process regarding the disclosure of directory information regarding their children. The school district has designated the following as directory information:

name and grade, address, telephone number, including the student's cell phone number, e-mail address, date and place of birth, dates of attendance, the image or likeness of students in pictures, videotape, film or other medium, major field of study, participation in activities and sports, degrees and awards received, weight and height of members of athletic teams, most

recent previous school attended, certain class work which may be published onto the Internet, classroom assignment and/or home room teacher, student ID number, user ID, or other unique personal identifier used by the student for purposes of accessing or communicating in electronic systems (but only if the identifier cannot be used to gain access to education records except when used in conjunction with one or more factors that authenticate the user's identity, such as a personal identification number (PIN), password, or other factor known or possessed only the authorized user). Directory information does not include a student's social security number.

Directory information about students may also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that market or manufacture class rings, sell student photographs or publish student yearbooks.

Federal law requires school districts to provide military recruiters and institutions of higher education with the names, addresses and telephone listings of high school students unless parents have notified the school district that they do not want this information disclosed without prior written parental consent.

Parents who **OBJECT** to the disclosure of any directory information about their student should write a letter to the principal. This letter should specify the particular categories of directory information that the parents do not wish to have released about their child or the particular types of outside organizations to which they do not wish directory information to be released. This letter must be received by the school district no later than September 1st.

### **Non-Directory Information**

All of the other personally identifiable information about students that is contained in this school district's education records will generally not be disclosed to anyone outside the school system except under one of two circumstances: (1) in accordance with the provisions of the FERPA statutes and related administrative regulations, or (2) in accordance with the parent's written instructions.

## **Transfer of Records Upon Student Enrollment**

Upon request, the school discloses education records without consent to officials of another school district in which a student seeks or intends to enroll. The school is not obligated to inform parents when it makes a disclosure under this provision.

## **Complaints**

Individuals who wish to file a complaint with the U.S. Department of Education concerning alleged failures by the School to comply with the requirements of FERPA may contact the Office that administers FERPA:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-4605

## **Student Class Requirements**

### **REQUIREMENTS FOR JUNIOR HIGH STUDENTS**

Junior High students will have to pass a minimum of 110 credits or a minimum amount of credits approved by the school administration during their 7<sup>th</sup> and 8<sup>th</sup> grade years to move on to high school. This would include 60 units from core classes and 50 units from electives or satisfy their IEP.

Any Junior High student that fails a core class(Math, Science, Social Studies, or English) both semesters will be required to attend Summer school during June in order to continue to develop their basic knowledge of the curricular material in that subject area.

### **HIGH SCHOOL GRADUATION REQUIREMENTS**

1. All students will be required to take at least 7 subjects per day for a 1-8 period day during the school year and a maximum of 1 study hall unless there are special circumstances. Any special circumstances must have prior approval of the principal.
2. The requirements for graduation are:
  - **English (Language Arts):** 40 credits required in 9th, 10th, 11th and 12th grade

- **Speech:** 5 credits required during 10th grade
- **Mathematics:** 30 credits required in 9th, 10th and 11th
- Beginning with the 2011-2012 school year, the minimum math requirements will reflect the following to earn the 30 credits (requirements are for all incoming 9th grade students in fall 2011)
  - 9th Grade Students > Algebra I OR Pre-Algebra
  - 10th Grade Students > Geometry OR Algebra I
  - 11th Grade Students > Algebra II OR Geometry
  -
- **Science:** 30 credits required 9th, 10th and 11th grades.
  - 9th Grade Students > Biology
  - 10th Grade Students > Physical Science
  - 11th Grade Students > Earth and Space Science

- **Social Studies:** 30 credits--Including 10 credits of American Government
- **Physical Education:** 10 credits
- **Health** 5 credits (beginning in 2012-2013 for all sophomores)
- **Business:** 10 credits—Info Tech I
- **Electives:** 90 credits--Must pass a minimum of 90 credits

250 credits are required for graduation. Commencement ceremonies will be conducted for graduates and eligible attendees. The majority of our classes that are offered are scheduled to be offered on a year long basis. If a student is enrolled in a class of this type then at the end of the first semester decides to drop the class, the student will receive credit for the semester taken. If the class dropped is a requirement for graduation, that class will have to be retaken for the semester dropped.

### **Tardiness**

A little late is too late. Tardiness is usually created by a lack of planning or caring. Students are expected to be prompt and on time. Students who are tardy in the morning will be issued a tardy pass by the office to their first period class. Students must have a pass prior to attending any class if they

are late. Teachers will address and record tardiness to all other classes during the school day. Students arriving to school after 8:05-will be considered tardy. If a student misses more than 1/3 of a given period (including the ACCESS period), they will be considered as absent. Detention will be served after three incidents of tardiness for any particular class, to be served in the classroom. Lunch detention or In-School-Suspension may be assigned for excessive tardiness. **In-School-Suspension will be assigned each time a student accumulates 5 tardies to first period.**

### **Telephone Calls**

The school's telephone may be used only with permission of staff. Students are not permitted to use cellular telephones during school hours or on school property without the express permission of a member of the staff.

### **Threat Assessment and Response**

The board of education is committed to providing a safe environment for members of the school community. Students, staff and patrons are urged to immediately report any statements or behavior that makes the observer fearful or uncomfortable about the safety of the school environment.

#### 1. Obligation to Report threatening Statements or Behaviors.

All staff and students must report any threatening statements or behavior to a member of the administration. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS WHICH REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

#### 2. Threat Assessment Investigation and Response

All reports of violent, threatening, stalking or other behavior or statements which could be interpreted as posing a threat to school safety will immediately be forwarded to the superintendent. Upon receipt of an initial report of any

threat, the superintendent will take steps to verify the information, make an initial assessment, and document any decision involving further action. This investigation may include interviews with the person who made the statement(s) or engaged in the behavior of concern, interviews with teachers and other staff members who may have information about the individual of concern, interviews with the target(s) of the threatening statements or behavior, interviews of family members, physical searches of the individual of concern's person, possessions, and home (as allowed by law and in cooperation with law enforcement), and any other investigatory methods that the superintendent determines to be reasonable and useful.

At the conclusion of the investigation, the superintendent will determine what, if any, response to the threat is appropriate. The superintendent is authorized to disclose the results of his/her investigation to law enforcement and to the target(s) of any threatened acts. The superintendent may refer the individual of concern to the appropriate school administrator for consequences under the school's student discipline policy or, if appropriate, report the results of his/her investigation to the student's individualized education plan team.

### 3. Communication with the Public about Reported Threats

To the extent possible, the team will keep members of the school community informed about possible threats and about the team's response to those threats. This communication may include oral announcements, written communication sent home with students, and communication through print or broadcast media. However, the team will not reveal the identity of the individual of concern or of any target(s) of threatened violence if that individual is a minor.

## **Transportation Services**

The district operates school buses as a convenience for students and parents. They represent a substantial investment, and students are expected to care for and respect them.

### **Transportation to School**

Students who ride the bus to school will arrive in time for them to eat breakfast at school. Parents must contact their bus driver if a student will not ride the

bus on a given day. Bus drivers endeavor to adhere to their schedule, and will wait for riders only a short period of time so as not to jeopardize the time remaining for the rest of their schedule.

Non-resident or option enrollment students may ride the buses, if their transport does not interfere with the efficient and economical operation of the transportation schedule, but they may be charged a reasonable fee to be established by the board of education. The Superintendent will schedule bus routes, and questions concerning them should be directed to that office. The superintendent, in consultation with the transportation director, will make the final determination regarding whether or not the transport of non-resident or option enrollment students is feasible for the school district.

### **Bus Regulations**

Riding school vehicles is a privilege, not a right. The bus drivers have the same authority as teachers while transporting students. Students must comply with the following rules and all school conduct rules and directives while riding in school vehicles. In addition, students must also comply with the student code of conduct while riding in school vehicles. If misconduct is recurring, the student will not be allowed to ride the bus.

#### **a) Rules of Conduct on School Vehicles:**

- 1) Students must obey the driver promptly.
- 2) Students must wait in a safe place for the bus to arrive, clear of traffic and away from where the vehicle stops.
- 3) Students are prohibited from fighting, engaging in bullying, harassment or horseplay.
- 4) Students must enter the bus without crowding or disturbing others and go directly to their assigned seats.
- 5) Students must remain seated and keep aisles and exits clear while the vehicle is moving.
- 6) Students are prohibited from throwing or passing objects on, from, or into vehicles.
- 7) Students may not use profane language, obscene gestures, tobacco, alcohol, drugs or any other controlled substance on the vehicles.

- 8) Students may not carry weapons, look-a-like weapons, hazardous materials, nuisance items or animals onto the vehicle.
- 9) Students may carry on conversations in ordinary tones, but may not be loud or boisterous and should avoid talking to the driver while the vehicle is in motion. Students must be absolutely quiet when the vehicle approaches a railroad crossing and any time the driver calls for quiet.
- 10) Students may not open windows without permission from the driver. Students may not dangle any item (e.g. legs, arms, backpacks) out of the windows.
- 11) Student must secure any item or items that could break or produce injury if tossed about the inside of the vehicle if the vehicle were involved in an accident
- 12) Student must respect the rights and safety of others at all times.
- 13) Students must help keep the vehicle clean, sanitary and orderly. Students must remove all personal items and trash upon exiting.
- 14) Students may not leave or board the vehicle at locations other than the assigned stops at home or school unless approved prior to departure by the superintendent or designee.
- 15) Video cameras may be placed on buses, at random, to monitor student behavior on the bus.

b) **Consequences**

Drivers must promptly report all student misconduct to the administration. These reports may be oral or written. Students who violate the Rules for Conduct will be referred to their building principal for discipline. Disciplinary consequences may include a note home to parents, suspension of bus riding privileges, exclusion from extracurricular activities, in-school suspension, short term or long term suspension from school, and/or expulsion.

These consequences are not progressive, and school officials have discretion to impose any listed punishment they deem

appropriate, in accordance with state and federal law and board policy.

c) **Records**

Records of vehicle misconduct will be forwarded to the appropriate building principal and will be maintained in the same manner as other student discipline records. Reports of serious misconduct may be forwarded to law enforcement.

Requests to be dropped off at a point **not** on the regular route will not be accommodated, unless extenuating circumstances arise and the request is approved by the transportation director or administration.

Parents of students who are not regular route riders and plan to have their students ride the bus home with a friend or family member are strongly encouraged to communicate those travel plans to the school office and to the regular route driver. Ideally, the parent should provide the written permission to the office and the route driver which includes the date, the non-route rider's name, the signature of the non-rider's parent, and the place approved for drop off. Parents communicating this information to the school office and the route driver will help everyone develop a common understanding and avoid confusion. It will also ensure there is not overcrowding on the regular routes.

**Transportation to Activities**

The school district provides transportation to students who are participating in school-sponsored events and they must ride to and from those events in a school vehicle. Students who wish to take private transportation home from a school event before the event concludes must contact the activity sponsor prior to leaving for the activity. Students who wish to take private transportation home from a school event after the event concludes must contact the activity sponsor.

**Video Surveillance and Photographs**

The Board of Education has authorized the use of video cameras on school district property to ensure the health, welfare and safety of all staff, students and visitors, and to safeguard District facilities and equipment. Video cameras may be used in locations deemed appropriate by the Superintendent. If a

video surveillance recording captures a student or other building user violating school policies or rules or local, state, or federal laws, it may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies.

The school district generally prohibits students from taking photographs or making video recordings on school grounds, in a school vehicle, or at a school event except as provided in this policy or as otherwise required by law. Students may take photographs and make video recordings only after receiving permission from the building principal or superintendent. An exception will be made to this policy if photographs or video recordings are necessary to accommodate a student's disability or are required by the student's Individualized Education Plan (IEP) or Section 504 Plan. In no event shall photographs or video recordings be taken or made in restrooms, locker rooms, or other areas where there is a reasonable expectation of privacy. Students who violate this policy may be subject to discipline up to and including expulsion.

### **Weather-Related School Closing**

The Superintendent will occasionally announce an emergency early school dismissal, late start, or cancellation of school due to extreme heat, snow or ice. School closings will be announced on NTV Television Network and through the School Messenger Alert System. Parents should assume that school is open and a regular schedule is being followed if there is no announcement concerning the school district. Please do not call the school or individual staff members to find out whether school is being canceled. Parents who do not believe it is safe to transport their students to school may keep their students home after contacting the district office.

If schools are closed due to severe weather conditions, all after-school activities will be canceled.

### **Withdrawal from School**

Students who are moving from the district must notify the school office.

### **Work Permits**

The building principal or other authorized school official shall be responsible for the issuance of work permits for children in accordance with state law.

## **SECTION TWO**

### **ACADEMIC INFORMATION**

#### **Academic Dishonesty**

A student found to have committed academic dishonesty will receive a consequence at the discretion of the classroom teacher.

#### **Certificate of Attendance**

To qualify for a Certificate of Attendance, which will be awarded at the commencement exercises, a student must attend four complete years of high school.

#### **Class Rank**

Student class rank shall be determined by using a numeric grade point average derived from all classes graded on a numeric basis. To be included in the class ranking, a student must have received a numeric grade for each core curriculum class in which he/she was enrolled. For the purposes of this policy, core curriculum shall include all courses in the areas of language arts, mathematics, science, and social studies.

Students who transfer into the school district will be eligible to be included in class ranking after two semesters of attendance.

Students who transfer into the school district in middle of their senior year will be eligible to be included in class ranking, although a mid-year transfer will not displace the ranking of a student who has not transferred mid-year. In those circumstances there will be two students holding the relevant class ranking. Mid-year transfer students will not be eligible to receive senior

awards such as valedictorian and salutatorian unless the student has been enrolled in the district's high school for the last two semesters.

### **Credit for Non-Academic Work**

Credit is not awarded for participation in extracurricular activities such as sports, speech, drama, etc. However, all such activities in which the student participates, as well as honors earned, are noted on the student's permanent record.

### **Correspondence and Online Courses**

The district will not be liable for the costs of correspondence or online courses, unless otherwise approved by the board of education.

### **Grades**

Students will receive letter grades for their academic core classes.

|    |          |                         |    |       |                            |
|----|----------|-------------------------|----|-------|----------------------------|
| A+ | 98-100   | Superior 4.00           | B+ | 90-92 | Excellent 3.50             |
| A  | 95-97    | Superior 4.00           | B  | 88-89 | Excellent 3.00             |
| A- | 93-94    | Superior 3.75           | B- | 85-87 | Excellent 2.75             |
| C+ | 82-84    | Average 2.50            | D+ | 75-77 | Needs Additional Help 1.50 |
| C  | 80-81    | Average 2.50            | D  | 72-74 | Needs Additional Help 1.00 |
| C- | 78-80    | Average 1.75            | D- | 70-71 | Needs Additional Help .75  |
| F  | 0-69     | Failure of Subject 0.00 |    |       | Incomplete 0.00            |
| NG | No Grade |                         |    |       | P - Pass 0.00              |

A student may earn an incomplete when he or she fails to complete classroom assignments. Any student in grades 7-11 who receives an incomplete will have this grade recorded on his/her permanent record until the required work is completed to the teacher's satisfaction. If a student does not remove an incomplete by completing the minimum classroom assignments, the incomplete will be calculated as a failing grade in determining the student's grade point average.

If a student does not remove an incomplete by completing the necessary work within two weeks of the end of the grading period, the incomplete will become a failing grade which the student may make up only by taking the entire course

again. The two-week period may be extended by mutual agreement of the teacher, principal, and student.

A student who receives an incomplete during his/her senior year must satisfactorily complete the classroom assignments to participate in the graduation ceremony. Seniors with incompletes will not be dismissed from school attendance until the classroom assignments are completed to the teacher's satisfaction.

### **Graduation Awards**

Graduating seniors will be awarded for their academic achievements during the annual commencement activities. The winners of these awards will be determined on the basis of student academic achievement.

The valedictorian and salutatorian of the graduating class shall be the students with the highest and second highest cumulative percentage grade point averages respectively in curriculum course work completed in grades nine through twelve. These students will receive their awards during commencement exercises.

### **Graduation Requirements**

1. All students will be required to take at least 7 subjects per day for a 1-9 period day during the school year and a maximum of 1 study hall unless there are special circumstances. Any special circumstances must have prior approval of the principal.
2. The requirements for graduation are:
  - **English (Language Arts):**                   **40** credits required in 9th, 10th, 11th and 12th grade
  - **Speech:**   **5** credits required during 10th grad
  - **Mathematics:**                                   **30** credits required in 9th, 10th and 11th
  - Beginning with the 2011-2012 school year, the minimum math requirements will reflect the following to earn the 30 credits (requirements are for all incoming 9th grade students in fall 2011)
  - 9th Grade Students > Algebra I OR Pre-Algebra

- 10th Grade Students > Geometry OR Algebra I
- 11th Grade Students > Algebra II OR Geometry

- **Science:** **30** credits required 9th, 10th and 11th grades.

9th Grade Students > Biology

10th Grade Students > Physical Science

11th Grade Students > Earth and Space Science

- **Social Studies:** **30** credits--Including 10 credits of American Government
- **Physical Education:** **10** credits
- **Health** **5** credits (beginning in 2012-2013 for all sophomores)
- **Business:** **10** credits—Info Tech I
- **Electives:** **90** credits--Must pass a minimum of 90 credits

250 credits are required for graduation. Commencement ceremonies will be conducted for graduates and eligible attendees. The majority of our classes that are offered are scheduled to be offered on a year-long basis. If a student is enrolled in a class of this type then at the end of the first semester decides to drop the class, the student will receive credit for the semester taken. If the class dropped is a requirement for graduation, that class will have to be retaken for the semester dropped.

Transfer students must meet the minimum hour requirement for graduation both in terms of total number and specific subject areas. Substitutions may be made for deficiencies in required courses, provided that it was not possible to include the courses on the student's schedule while enrolled at this school district.

Students who receive special education services are mainstreamed into the regular education curriculum when appropriate. The curriculum content of regular education classes may be modified to accommodate the individual needs and abilities of verified special education students. Each curriculum modification will be included on the student's Individual Education Plan by the Multidisciplinary Team and/or school staffing teams composed of special and

regular education staff. Hours in special education will be counted toward a high school diploma.

Parents of students who may not qualify for their high school diploma because of academic deficiencies will be notified of this possibility by the beginning of the second semester of the student's senior year.

### **Homework**

Classroom teachers will often assign homework. Parents who have questions about homework or concerns about class work should contact the teacher. Questions not resolved by the teacher should be referred to the administration.

Each student is expected to spend some time preparing for studies outside of school hours. The amount of time that is needed will depend upon each student. The APL Instructional model provides a guideline that time spent on homework should be approximately 10 minutes x Grade level (i.e. 3rd grade = 30 min).

Students who struggle to complete assignments or who must spend an inordinate amount of time completing an assignment should seek the help and advice of their teachers and consult with the principal and/or the guidance counselor.

### **Honor Roll**

Roll of Excellence: Average that falls between 97.00 and 100.00. No grade below a 70.00. Roll of Honor: Average that falls between 93.00 and 96.9999. No grade below a 70.00.

### **Honor Days Rewards**

The purpose of this program is to recognize those students who have worked to achieve to the best of their ability in all facets of school. This includes student behavior. The administration will maintain the authority to deny the request for an honor day for any reason that the administration deems appropriate. Students who work diligently deserve to be rewarded for their hard work. This program may be utilized only by students in grades 9-12.

1. At the end of each semester, students who reach the "Roll of Excellence" honor roll will earn one day of release time from school.
2. At the end of the semester, students who make the "Roll of Honor" will earn ½ day of release time from school.
3. Students earning release time must request and fill out the release form, signed by their parents, and file it with the principal designating the day or ½ day they plan to be gone from school. Students must take release time in ½ or full days; four periods constitute ½ day. The form must be returned to the principal prior to taking the Honor Day or the absences will be counted as an "unexcused absence". Students may not use an honor day if they are failing a class. All grades must be passing.
4. All work must be made up before students can take release time. Once the work is handed in, the teachers will then sign the release form.
5. Students will not be counted absent during release time.
6. Students may only earn two full days of release time per year and can only carry over a maximum of one release day into the next school year.
7. Students who are over the attendance limit for a semester cannot use honor days.

### **Mid-Term Graduation**

Students are generally required to attend four years of high school (minimum of seven semesters) to be eligible to receive a diploma from the school district.

The Board of Education, upon receiving administrative recommendation, may grant mid-term exit from high school to students who have completed the requirements for graduation. To be considered for mid-term exit from high school, the student and his/her parents or guardian should apply during the first quarter of the student's senior year. The Board of Education will act on all requests. Any student who is granted mid-term exit from high school forfeits all privileges of high school enrollment, except the right to participate in commencement exercises.

### **Report Cards**

Report cards are sent home the week following the end of the nine-week reporting period.

### **Study Halls**

A study hall is maintained each period of the day for students not having classes that period. This is a place for study and, consequently, quiet must be maintained. All students are to be in their seats and in order when the tardy bell begins to ring. To assist in maintaining more uniform study halls, the following regulations have been listed and are to be in effect in all study halls.

1. Student must sit in an assigned seat when coming into the room.
2. Students must get a tardy slip if late for study hall.
3. Roll shall be taken and recorded.
4. The study hall must be quiet.
5. Students must have studies to work on or material to read with them upon arrival.
6. Students shall not talk or whisper except with the teacher's permission.
7. Students wishing to study together may do so with the teacher's permission.
8. Sleeping will not be allowed.
9. Students shall not have their feet on the furniture nor re-arrange the furniture.
10. No more than one student at a time may go to the restroom, unless an emergency arises.
11. Students shall not leave unless in possession of a student pass from a teacher.
12. Study hall teachers may issue a student a pass to see another teacher. Students are encouraged to pre-arrange visits to classroom teachers during study hall by securing a pass from the teacher they wish to see during the study hall, before reporting to study hall.
13. A student pass may be issued to a student to go to the administration or guidance offices if it is necessary.
14. No food, pop, or candy is allowed in study halls.
15. No online computer games unless it is an educational program approved by the instructor or administration.

16. Ear buds may be worn with the permission of the supervising instructor only. iPods and other music devices are prohibited.

## **SECTION THREE**

### **STUDENT DISCIPLINE**

#### **General Discipline Philosophy**

The school district has the authority to discipline students who behave inappropriately on the way to school, at school, during lunch, on the way home, and at all school activities (home and away or any time while on school or district property).

The school district's discipline is guided by the following principles:

1. The school district's discipline policy is intended to ensure that students take responsibility for their behavior.
2. Behavior expectations and the consequences for failing to meet those expectations will be clearly communicated to all students and their parents.
3. The severity of consequences for violating behavior expectations will generally be progressive in nature. That is, sanctions will increase with each instance of misconduct; however, each instance will be assessed on its own facts, and sanctions will be imposed based on the severity of the misconduct.
4. Parents play a vital role in supporting and reinforcing the school district's expectations of their students.
5. Behavior expectations apply to all students; consequences are enforced consistently without regard to a student's academic record or achievement.

Extracurricular activities including athletics, cheerleading, band, chorus, and club activities, are governed by the Student Activity Handbook. Students who are involved in extracurricular activities may face consequences related to the activity in addition to the consequences discussed in this handbook.

The school district reserves the right to refer to the appropriate non-school agency any act or conduct of its students which may constitute a crime under federal, state, county, or local law. The administration will cooperate with these agencies in their investigations.

#### **Forms of School Discipline**

Administrative and teaching personnel may take actions regarding student behavior which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions during the day. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures; and a failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school. District administrators may develop building-specific protocols for the imposition of student discipline.

In this section, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this section shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this section may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

### **After School Sessions and Detentions**

Teachers and administrators may require students to stay after school or to serve a detention when the student violates any of the rules contained in this handbook or violates classroom-specific conduct rules set by individual teachers.

Students who ride the bus home from school will be given a 24-hour notice of after-school time or a detention so that the parents may make plans to pick up the student the following day.

- After-school sessions will not exceed 30 minutes from the time of dismissal and are to be served in the teacher's room. A student who fails to attend an after school session may be given a detention by the teacher or may face additional disciplinary consequences up to and including long-term suspension and/or expulsion. A student who has a conflict with an after-school session is responsible for working it out with the teacher.
- Detentions are 30 minutes, served in the central office or the detention room designated by the building principal.

### **Jay Time**

Jay Time is an extended learning opportunity provided for students that have proven to be in need of academic support as indicated by being ineligible or failing the same class for two consecutive weeks on our Tuesday eligibility report. Jay Time begins immediately after school and ends at 4:00. Students are required to attend on Wednesday and Thursday of the week they qualify along with Monday and Tuesday of the next week. There is no Jay Time on the last day of the school week.

### **In-School Suspension**

The building administrator may require a student to serve in-school suspension. Students may be required to attend up to 7 hours per day of school-sponsored suspension a day at a designated location where they will study and participate in campus clean up. There will be zero tolerance for behavior problems from students placed in in-school suspension. Students not completing their in-school suspension will face further disciplinary action. Any student serving I.S.S. will not be allowed to have any personal electronic devices.

### **Emergency Exclusion**

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

### **Short-Term Suspension**

The Principal or the Principal's designee may exclude a student from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or
2. Other violations of rules and standards of behavior adopted by the board of education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he/she is accused of having done, an explanation of the evidence the authorities have, and an opportunity to explain his/her version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal will send a written statement to the student and the student's parent or guardian, describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.

4. Students who are short-term suspended will be given the opportunity to complete classwork, including but not limited to examinations, under the following conditions: all assignments due during the time of suspension will be finished/completed upon reentry to school.

### **Weapons and/or Firearms**

**Firearms.** No person may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds except as permitted by this policy.

**Definition of Firearm.** The term firearm is defined as any object which is designed to or may readily be converted to expel any projectile by the action of an explosive or frame or receiver of any such weapon.

**Weapons.** Students and visitors under the age of 18 may not knowingly possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy.

**Definition of Weapon.** The term weapon is defined as a firearm or any object or material that is ordinarily or generally considered a weapon.

**Exceptions Regarding Firearms.** This prohibition does not apply to (1) the issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this state, or Reserve Officers Training Corps or peace officers or other daily authorized law enforcement officers when on duty or training, (2) firearms which may lawfully be possessed by a person who is receiving instruction at the school under the immediate supervision of an adult instructor, or (3) firearms contained within a private vehicle **operated by a non-student adult** which are not loaded and are encased or are in a locked firearm rack that is on a motor vehicle.

**Definition of encased.** The term encased shall mean enclosed in a case that is expressly made for the purpose of containing a firearm and that is completely zipped, snapped, buckled, tied, or otherwise fastened with no part of the firearm exposed.

**Exceptions for Students.** The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The firearm or weapon has been brought to school grounds or to an activity or event off school grounds for some educational purpose; and
2. The person bringing the firearm or weapon has requested and received the prior approval of both the instructor and the building principal to do so; and
3. All arrangements to use and store the firearm or weapon safely while it is on school premises have been agreed to and carried out.

**Consequences.** Federal Law requires that a student who brings a firearm onto school grounds be expelled from school for a year. State law and this policy provide that any student who violates this policy may be expelled for two semesters, suspended on a long - term basis or mandatory reassigned.

**Confiscation of Firearms.** Administrative and teaching personnel are statutorily authorized, without a warrant, to confiscate any firearm possessed in violation of this policy. By statute, any firearm which is confiscated by school personnel shall be delivered to a peace officer as soon as practicable. Such firearms are subject to being destroyed by law enforcement authorities. All school personnel are required to report any violations of this policy to a principal or the superintendent of schools.

### **Long-Term Suspension**

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

### **Expulsion**

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.
2. **Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise the student may be readmitted by action of the Superintendent.
3. **Suspension of Enforcement of an Expulsion:** Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such

suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.

4. **Alternative School or Pre-expulsion Procedures:** The school shall either provide an alternative school, class or educational program for expelled students or shall follow the pre-expulsion procedures outlined in Neb. Rev. Stat. 79-266.

**Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment:**

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, Neb. Rev. Stat. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes;
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in

section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term "under the influence" for school purposes 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 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*);

7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
8. Engaging in bullying as defined in section 79-2,137 and in these policies;
9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;
10. Engaging in any other activity forbidden by the law of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
11. A repeated violation of any of the following rules if such violations constitute a substantial interference with school purposes:
  - a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. 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, sex, national origin, or religion;

- b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
- c. Violating school bus rules as set by the school district or district staff;
- d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, or a tobacco imitation substance or packaging, regardless of form, including cigarettes, chewing tobacco, and any other form of tobacco or imitation, such as electronic cigarettes, vapor pens, etc.;
- e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the actual substance possessed is a controlled substance by Nebraska law;
- f. Possession of pornography;
- g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically);
- h. Engaging in hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual stimulation and sexual assault;
- i. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or

text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;

- j. Violation of the district's computer acceptable computer use policy are subject to discipline, up to and including expulsion; and
- k. Any other violation of a rule or regulation established by a school district staff member pursuant to authority delegated by the board.

The length of any suspension, expulsion, or mandatory reassignment shall be as provided or allowed by law.

### **Due Process Afforded to Students Facing Long-term Suspension or Expulsion**

The following procedures shall be followed with regard to any long-term suspension, expulsion or mandatory reassignment.

1. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to

recommend long-term suspension or expulsion. The notice shall include the following:

- a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
  - b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
  - c. A statement that, before long-term suspension, expulsion, or mandatory reassignment for disciplinary purposes can be invoked, the student has a right to a hearing, upon request, on the specified charges;
  - d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
  - e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and
  - f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail.
3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory

reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.

4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the hearing stage.
5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below.
6. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below, except that the time constraints set forth may differ as provided by law and this policy. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
7. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (Neb. Rev. Stat. § 79-254 to 79-294). The school district will provide parents with copies of the relevant statutes upon request.

**SECTION FOUR**  
**STAFF DIRECTORY**

**Members of the Board of Education:**

Misti Fiddelke ..... President  
Tara Schirmer..... Vice-President  
Dawn Standage .....Secretary  
Ryan Osten..... Member  
Marilyn Bohn..... Member  
Marc Vacek..... Member

**Administrative Staff:**

Dr. Ken Schroeder .....Superintendent  
Mr. Brad Kjar ..... High School Principal  
Mr. Paul Anderson ..... Elementary Principal

**Teaching Staff:**

Lisa Anderson.....Speech Pathologist  
Michelle Abels.....Grade One  
Heath Ahrens.....Agricultural Education  
Libby Clark.....Art  
Sara Bock.....Grade Two  
Wayne Bock.....Special Education  
Dan Bolling.....Grade Six  
Brandy Brodersen.....Special Education  
Kaleb Christensen.....Science  
Tiffani Drabek.....Grade Three  
Angie Drahota.....Counselor, K-12  
Barbara Ellis.....Music/Band  
Tanner Ellis.....Business  
Karalee Fiddelke.....Nurse  
Caley Greer.....Kindergarten  
Haley Gadeken.....Grade Fifth  
James Habe.....Grade Four  
Paige Havranek.....English, Journalism

Jody Hutsell.....Speech Path  
 Erin Jarvi.....Grade Three  
 Tiffany Jacobsen.....Social Studies  
 Kelley Jarzynka.....Science/Robotics  
 Heidi Kjar.....English  
 Kinsley Larkins.....Behavioral Interventionist  
 Katie Lewandowski .....Grade One  
 Brett Mauler.....Social  
 Studies  
 Julie Maulsby.....English, Reading  
 Noah Maulsby.....Physical Education  
 Adam Mingus.....Math  
 Teresa Mingus.....Music  
 Holly Myers.....Media Specialist/Assessment Coordinator  
 Sherry Nelson.....Grade Four  
 Melodie Nozicka.....Grade Five  
 Sonya Rasmussen.....Life Skills  
 Dawn Reicks.....Grade Two  
 Dominic Reicks.....Industrial Arts/Activities Director  
 Michelle Riens.....Grade Six  
 Tony Schirmer.....Math  
 Abby Sorensen.....Kindergarten  
 Scott Stecklein.....Science, Health  
 Jeff Thober.....Physical Education  
 Kayla Wiarda.....Preschool  
 Korina Wick.....Instructional Coach  
 Cindy Wilke.....Special Education  
 Alison Yendra.....Spanish  
 Teresa Zinnel.....Special Education

**Para Professionals**

Angie Barent, Judith Dunning(elementary librarian), Terry Hervert, Jean Luth, Brittney Lutz, Julie McGuigan, Julie Otte, Doris Russell, JoEllen Russell, Vickie Sieczkowski, Amy Styren, Melissa Wroblewski, Stephanie Yost



## **SECTION FIVE**

### **FORMS**

This section contains forms which students and their parents must complete and return to the school office **NO LATER THAN August 21, 2019.**

## RECEIPT

This Student Handbook is distributed in accordance with Nebraska State Law, Section 79-262, paragraph three which states in part: "Rules and Standards which form the basis for discipline shall be distributed to students and parents at the beginning of each school year or at the time of enrollment..."

***Parents (or guardians) and students are required to sign & return the receipt form below and return it to the school office before August 21, 2019.***

### PARENT/STUDENT AGREEMENT

I have received and read the Student Handbook or reviewed the electronic copy of the Student Handbook on the school's website that describes the Ravenna School District's discipline policies, regulations, rules, and expectations to be followed by students enrolled in the Ravenna Public Schools, including the Drug Free School Policy & Computer Network Use by Students. My child and I have discussed these policies and understand that we must comply with them.

\_\_\_\_\_  
Student's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/Guardian's Signature Date

\_\_\_\_\_  
Student Cell Phone Number  
Parent Cell Phone Number

\_\_\_\_\_  
Parent's Email Address

\_\_\_\_\_  
Parent's Email Address

**STUDENT CENSUS SHEET**

Student's Name (Print) \_\_\_\_\_ Student Grade \_\_\_\_\_

Place of Birth (town and state) \_\_\_\_\_ Male \_\_\_\_\_ Female \_\_\_\_\_

Date of Birth \_\_\_\_\_ Social Security Number \_\_\_\_\_

Parent's Name \_\_\_\_\_ Home Phone Number \_\_\_\_\_

Cell #'s (Dad's) \_\_\_\_\_ (Mom's) \_\_\_\_\_

Emergency Number \_\_\_\_\_ e-mail address \_\_\_\_\_

Home Address \_\_\_\_\_ Town \_\_\_\_\_

Name of Last School Attended \_\_\_\_\_  
(School) (Address) (City) (State) (Zip)

Parents/Guardian Work (Dad's) \_\_\_\_\_ (Mom's) \_\_\_\_\_

Place \_\_\_\_\_

Address \_\_\_\_\_

Phone No. \_\_\_\_\_

Contact person besides Parent \_\_\_\_\_ Phone # \_\_\_\_\_

Family Physician \_\_\_\_\_ Phone no. \_\_\_\_\_ Hospital Preference \_\_\_\_\_

Race: (**Choose one**) Asian/Pacific \_\_\_ Black \_\_\_ Hispanic \_\_\_ Am. Indian \_\_\_ White \_\_\_ Other \_\_\_\_\_

(Definitions are below)

Race Ethnicity

**White, Not Hispanic** – A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

**Asian or Pacific Islander** - A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, Samoa, India, and Vietnam.

**Hispanic** – A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

**American Indian/Alaska Native** – A person having origins in any of the original peoples of North America, or who maintains cultural identification through tribal affiliation or community recognition.

**Black, Not Hispanic** – A person having origins in any of the black racial groups of Africa

Parent's Signature \_\_\_\_\_

**PARENTAL AUTHORIZATION AND RELEASE FORM  
ADMINISTRATION OF OVER THE COUNTER AND PRESCRIPTION  
DRUGS TO STUDENTS**

The undersigned are the parent(s), guardian(s), or person(s) in charge of

\_\_\_\_\_  
(name of the student)

It is necessary that the student receive (name of drug) \_\_\_\_\_, a physician-prescribed drug, during school intervals beginning on (date) \_\_\_\_\_ and continuing through \_\_\_\_\_ (date)

I hereby request that the School District, or its authorized representative, administer the drug named above to my child named above, in accordance with the prescribing physician's instructions, and agree to:

1. Submit this request to the teacher.
2. Make certain the Physician's Request for the Administration of Prescription Medication by School Personnel is submitted to the teacher.
3. Make sure personally that the drug is received by the teacher and/or county nursing service administering it, in the container in which it was dispensed by the prescribing physician or licensed pharmacist.
4. Make sure personally that the container in which the drug is dispensed is marked with the drug name, dosage, interval dosage, and date after which no administration should be given.
5. Submit a REVISED STATEMENT signed by the physician prescribing the drug to the teacher IF ANY OF THE INFORMATION PROVIDED BY THE PHYSICIAN CHANGES.
6. Release the School District and the Board of Education of the School District and all employees, agents, and the representatives of the School District from any liability concerning the giving or non-giving of the drug to the student.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
Parent/Guardian

**ADMINISTRATION OF OVER THE COUNTER OR PRESCRIPTION  
MEDICATION TO STUDENTS  
PHYSICIAN'S REQUEST FOR ADMINISTRATION OF PRESCRIPTION  
MEDICATIONS BY SCHOOL PERSONNEL**

DATE \_\_\_\_\_

CHILD'S FULL NAME \_\_\_\_\_ is under my care and must take medication which I have prescribed during the school day.

Name of medication (as it appears on container in which the drug is stored)

Dosage and time \_\_\_\_\_  
Date administration of drug is to begin

Possible adverse reactions to be reported to physician \_\_\_\_\_

Special instructions for the administration and storage of the drug \_\_\_\_\_

I or my designee(s) have trained school personnel or approved alternative training as adequate to administer the medication, have evaluated the situation, the general administration plan and if applicable, the self-administration plan or emergency care plan, and deemed each to be safe and appropriate, and if applicable authorize the use of hypodermic syringes and needles or similar medical terms.

Name of Physician and Designee

\_\_\_\_\_  
Print or Type

\_\_\_\_\_  
Primary Phone Number

\_\_\_\_\_  
Secondary Phone Number

---

Signature of Physician

**RECORD OF THE ADMINISTRATION OF  
SELF-ADMINISTRATION OF MEDICATION**

Parent's Phone \_\_\_\_\_  
Student Name \_\_\_\_\_ Grade \_\_\_\_\_  
Date to Begin \_\_\_\_\_ Date to End \_\_\_\_\_  
Name of Medication \_\_\_\_\_  
Dosage of Medication \_\_\_\_\_ Time \_\_\_\_\_  
Doctor \_\_\_\_\_ Phone #1 \_\_\_\_\_  
Phone # \_\_\_\_\_  
Possible Adverse Reaction: \_\_\_\_\_

\_\_\_\_\_ gives permission for \_\_\_\_\_ our son/daughter to self-administer specific medications at school. This medication cannot be taken at any other non-school time.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Students who are able to self-administer specific medication may do so provided:

1. The physician provides written authorization allowing self-administration of said medication.
2. The parent provides written authorization allowing self-administration of said medication.
3. Such medication is transported to the school and maintained under the student's control in the original, properly labeled package and (a) is not opened except when self-administering the medication, (b) is not self-administered during instructional time or in the presence of other students unless medically necessary, and (c) is not shown or exhibited to other students.
4. The student's physician or physician's' designee has (1) evaluated the situation and deemed it to be safe and appropriate; (2) documented this on the physician's authorization for the student's cumulative health record, and (3) approved the general administration plan.
5. The student and the student's physician or physician's designee have developed a plan for reporting and supervising self-administration.
6. The principal and appropriate teacher are informed that the student is self-administering prescribed medication.

Doctor's Signature

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## A Parent's Guide to Concussions

### **WHAT IS A CONCUSSION?**

A concussion is a brain injury which results in a temporary disruption of normal brain function. A concussion occurs when the brain is violently rocked back and forth or twisted inside the skull as a result of a blow to the head or body. An athlete does not have to lose consciousness ("knocked-out") to suffer a concussion.

### **CONCUSSION FACTS**

- It is estimated that more than 140,000 high school athletes across the United States suffer a concussion each year. (Data from NFHS Injury Surveillance System).
- Concussions occur most frequently in football, but girl's lacrosse, girls' soccer, boy's lacrosse, wrestling and girls' basketball follow closely behind. All athletes are at risk.
- A concussion is a traumatic injury to the brain.
- Concussion symptoms may last from a few days to several months.
- Concussions can cause symptoms which interfere with school, work, and social life.
- Athletes who have symptoms from a concussion should not return to sports because they are still at risk for prolonging symptoms and further injury.
- A concussion may cause multiple symptoms. Many symptoms appear immediately after the injury, while others may develop over the next several days or weeks. The symptoms may be subtle and are often difficult to fully recognize.

### **WHAT ARE THE SIGNS AND SYMPTOMS OF A CONCUSSION?**

#### Signs Observed by Parents or Guardians

- Appears dazed or stunned
- Is confused about assignment or position
- Forgets an instruction
- Is unsure of game, score, or opponent
- Moves clumsily
- Answers questions slowly
- Loses consciousness (even briefly)
- Shows behavior or personality changes
- Can't recall events prior to hit or fall
- Can't recall events after hit or fall

#### Symptoms Reported by Athlete

- Headache or "pressure" in head
- Nausea or vomiting
- Balance problems or dizziness
- Double or blurry vision
- Sensitivity to light or noise
- Feeling sluggish, hazy, foggy, or groggy
- Concentration or memory problems
- Confusion
- Does not "feel right"

## WHAT SHOULD I DO IF I THINK MY CHILD HAS HAD A CONCUSSION?

An athlete who is suspected of having a concussion must be removed from play immediately, whether it a game or practice. Continuing to participate in physical activity after a concussion can lead to worsening concussion symptoms, increased risk of further injury, and even death. Parents and coaches are not expected to be able to “diagnose” a concussion, as that is the job of a medical professional. However, they must be aware of the signs and symptoms of a concussion and if they are suspicious, the child must stop playing:

### WHEN IN DOUBT – SIT THEM OUT!

Every athlete who sustains a concussion needs to be evaluated by a health care professional who is familiar with sports concussions. Parents should call their child’s physician, explain what has happened, and follow the physician’s instructions. A child who is vomiting, has a severe headache, or has difficulty staying awake or answering simple questions should be taken to the parent’s doctor or emergency room immediately.

## WHEN MAY AN ATHLETE RETURN TO PLAY FOLLOWING A CONCUSSION?

No athlete who has suffered a concussion should return to play or practice the same day. Previously, athletes were allowed to return to play if their symptoms resolved within 15 minutes of the injury. Studies have shown that the young brain does not recover quickly enough for an athlete to return to activity in such a short time.

Concerns about athletes who return to play too quickly have led state lawmakers in Oregon and Washington to pass laws stating that **no athlete shall return to play on the day he or she suffered a concussion and the athlete must be cleared by an appropriate health care professional before he or she are allowed to return to play in games or practices**. The laws also mandate that coaches receive education on recognizing the signs and symptoms of concussion.

Once an athlete is free of symptoms of a concussion and is cleared to return to play by a health care professional knowledgeable in the care of sports concussions, he or she should proceed with activity in a step-wise fashion to allow the brain to readjust to exertion. On average, the athlete will complete a new step each day. The return-to-play schedule should proceed as below following medical clearance:

*Step 1:* Light exercise, including walking or riding an exercise bike. No weight-lifting.

*Step 2:* Running in the gym or on the field. No helmet or other equipment.

*Step 3:* Non-contact training drills in full equipment. Weight training can begin.

*Step 4:* Full contact practice or training.

*Step 5:* Game play.

If symptoms occur at any step, the athlete should cease activity and be re-evaluated by a health care provider.

## HOW CAN A CONCUSSION AFFECT SCHOOLWORK?

Following a concussion, many athletes will have difficulty in school. These problems may last from days to months and often involve difficulties with short and long-term memory, concentration, and organization.

In many cases, it is best to reduce the athlete's class load after the injury. This may include staying home from school for a few days, followed by a lightened schedule for a few days or perhaps a longer period of time if needed. Decreasing the stress on the brain soon after a concussion may reduce symptoms and shorten the recovery period.

#### **WHAT CAN YOU DO?**

- Both you and your child should learn to recognize the "Signs and Symptoms" of a concussion as listed above.
- Emphasize to administrators, coaches, teachers, and other parents your concerns and expectations about concussion and safe play.
- Teach your child to tell the coaching staff if he or she experiences such symptoms.
- Teach your child to tell the coaching staff if he or she suspects that a teammate has a concussion.
- Monitor sports equipment for safety, fit, and maintenance.
- Ask teachers to monitor any decrease in grades or changes in behavior that could indicate concussion.
- Report concussions that occurred during the school year to appropriate school staff. This will help in monitoring injured athletes as they move to the next season's sports.

#### **OTHER FREQUENTLY ASKED QUESTIONS:**

##### **Why is it so important that an athlete not return to play until they have completely recovered from a concussion?**

An athlete who has not fully recovered from an initial concussion is very vulnerable to recurrent, cumulative, and even catastrophic consequences of a second concussive injury. Such difficulties are prevented if the athlete is allowed time to recover from the concussion and return-to-play decisions are carefully made. No athlete should return to sport or other at-risk participation when symptoms of a concussion are present and recovery is ongoing.

##### **Is a "CT scan" or MRI needed to diagnose a concussion?**

Diagnostic testing which includes CT ("CAT") and MRI scans are rarely needed following a concussion. While these are helpful in identifying life-threatening brain injuries (e.g., skull fracture, bleeding, swelling), they are not normally used, even by athletes who have sustained severe concussions. A concussion is diagnosed based upon the athlete's story of the injury and the health care provider's physical examination.

##### **What is the best treatment to help my child recover more quickly from a concussion?**

The best treatment for a concussion is rest. There are no medications that can speed the recovery from a concussion. Exposure to loud noises, bright lights, computers, video games, television and phones (including text messaging) may exacerbate the symptoms of a concussion. You should allow your child to rest as much as possible in the days following a concussion. As the symptoms decrease, you may allow increased use of computers, phone, video games, etc., but the access must be reduced if symptoms worsen.

##### **How long do the symptoms of a concussion usually last?**

The symptoms of a concussion will usually go away within one week of the initial injury. You should anticipate that your child will likely be out of sports for about two weeks following a concussion. However, in some cases, symptoms may last for several weeks or even months. Symptoms such as headache, memory problems, poor concentration, and mood changes can interfere with school, work, and social interactions. The potential for such long-term symptoms indicates the need for careful management of all concussions.

**How many concussions can an athlete have before he or she should stop playing sports?**

There is no “magic number” of concussions that determine when an athlete should give up playing contact or collision sports. The circumstances surrounding each individual injury, such as the way the injury happened and length of symptoms following the concussion are very important and must be considered when assessing the athlete’s risk for further and potentially more serious concussions. The decision to “retire” from sports is a decision best reached following a complete evaluation by your child’s primary care provider and consultation with a physician or neuropsychologist who specializes in treating sports concussion.

**I’ve read recently that concussions may cause long-term brain damage in professional football players. Is this a risk for high school athletes who have had a concussion?**

The issue of “chronic encephalopathy” in several former NFL players has received a great deal of media attention lately. Very little is known about what may be causing dramatic abnormalities in the brains of these unfortunate retired football players. At this time, we have very little knowledge of the long-term effects of concussions which happen during high school athletics.

In the cases of the retired NFL players, it appears that most had long careers in the NFL after playing in high school and college. In most cases, they played football for over 20 years and suffered multiple concussions in addition to hundreds of other blows to their heads. Alcohol and steroid use may also be contributing factors in some cases. Obviously, the average high school athlete does not come close to suffering the total number or sheer force of head trauma seen by professional football players. However, the fact that we know very little about the long-term effects of concussions in young athletes is further reason to carefully manage each concussion.

Adapted from [A Parent’s Guide to Concussion in Sports](#), National Federation of High School Associations.

Some of this information has been adapted from the CDC’s “Heads Up: Concussion in High School Sports” materials by the NFHS’s Sports Medicine Advisory Committee. Please go to [www.cdc.gov/ncipc/tbi/Coaches\\_Tool\\_Kit.htm](http://www.cdc.gov/ncipc/tbi/Coaches_Tool_Kit.htm) for more information.

## AUTHORIZATION AND ACKNOWLEDGEMENT

### **WARNING: SERIOUS CATASTROPHIC AND PERHAPS FATAL INJURY MAY RESULT FROM ATHLETIC PARTICIPATION**

Many forms of athletic competition result in violent physical contact among players, the use of equipment which may result in accidents, strenuous physical exertion and numerous other exposures to risk of injury. Students and parents must assess the risks involved in such participation and make their choice to participate in spite of those risks. No amount of instruction, precaution or supervision will eliminate these risks. Students have suffered accidents resulting in death, paraplegia, quadriplegia, and other very serious permanent physical impairment while playing sports. By granting permission for your student to participate in athletic competition, you, the parent or guardian, acknowledge that such risk exists. Students will be instructed in proper techniques to be used in athletic competition and in the proper utilization of all equipment worn or used in practice and competition. Students must adhere to that instruction and utilization and must refrain from improper uses and techniques.

I understand the statement above and I understand that by allowing my student to participate in athletic events, I assume the risk that he/she may be injured, perhaps severely.

### **ACKNOWLEDGEMENT OF CONDUCT CODE**

I understand that as a student representing the school district in activities, I am obligated to comply with the activities handbook, including the code of conduct. **This means that I may not possess, use or be at parties in the presence of alcohol, illicit drugs, or controlled substances at any time during the school term unless I am accompanied by a parent.** I understand that if I violate the code of conduct or other rules in this handbook, I may be suspended from participation in all co-curricular activities and/or school sponsored activities or events.

\_\_\_\_\_  
Signature of Student

\_\_\_\_\_  
Printed Name of Student

\_\_\_\_\_  
Date

I understand that my student is obligated by this handbook, including the statements above.

\_\_\_\_\_  
Signature of Parent

\_\_\_\_\_  
Printed Name of Parent

\_\_\_\_\_  
Date

# Student Handbook Changes for 2019-2020

## Cell Phone

In the event that a student is in the office for school disciplinary reasons they will not be allowed to have their cell phone.

## Coats and Boots

Secondary students will not be permitted to wear coats in the building. Students are encouraged to dress in layers in order to ensure they are able to meet their comfort needs.

## Second Chance Breakfast

The school will be offering a second chance breakfast during the 2019-2020 school year for 7th-12th grade students. This will occur during second period (access) Monday through Thursday. Second chance breakfast is only served on 3:30 dismissal days. Students must report to their second period class for attendance purposes and be dismissed to the cafeteria by their access teacher. All food must be consumed in the cafeteria. When students are done eating they will be required to return to their second period class.

## REQUIREMENTS FOR JUNIOR HIGH STUDENTS

Any Junior High student that fails a core class (Math, Science, Social Studies, or English) both semesters will be required to attend Summer school during June in order to continue to develop their basic knowledge of the curricular material in that subject area.

## Dress Code

Blankets are not allowed

## Tardiness

In-School-Suspension will be assigned each time a student accumulates 5 tardies to first period.

## Jay Time

Jay Time is an extended learning opportunity provided for students that have proven to be in need of academic support as indicated by being ineligible or failing the same class for two consecutive weeks on our Tuesday eligibility report. Jay Time begins immediately after school and ends at 4:00. Students are required to attend on Wednesday and Thursday of the week they qualify along with Monday and Tuesday of the next week. There is no Jay Time on the last day of the school week.

**In School Suspension**

Any student serving I.S.S. will not be allowed to have any personal electronic devices.

# **Ravenna Public School Activities Handbook**

**Rules and Regulations  
2019 – 2020**

## Table of Contents

|  |           |
|--|-----------|
| Introduction.....  | 4         |
| <b>Section One: General Information About The Activities Program .....</b> | <b>4</b>  |
| Academic Eligibility.....  | 5         |
| Attendance at Practices and Contests .....                                 | 5         |
| Closings.....  | 5         |
| Colors.....  | 6         |
| Complaint Procedures.....  | 6         |
| Concussion Awareness.....  | 6         |
| Dances .....   | 7         |
| Electronic Communication .....   | 8         |
| Equipment .....  | 8         |
| Fundraising .....  | 9         |
| Individual Training Rules and Rules of Conduct.....                        | 9         |
| Initiations and Hazing.....  | 9         |
| Injuries.....  | 9         |
| Insurance .....  | 10        |
| Lettering Requirement .....  | 10        |
| Mascot.....  | 13        |
| Practices .....  | 13        |
| Reimbursement.....   | 13        |
| Secret Organizations .....   | 14        |
| Student Manager, Helpers, or Activity Aids.....                            | 14        |
| Sunday and Wednesday Night Activities.....                                 | 14        |
| Transportation.....  | 15        |
| Weight Room.....   | 15        |
| <b>Section Two: Available Activities.....</b>                              | <b>16</b> |
| AcaDeca .....  | 16        |
| Athletic Teams.....  | 16        |
| Band.....  | 16        |
| Cheer Squad .....  | 16        |
| Dance Team.....  | 16        |
| Drama Club.....  | 16        |

|   |           |
|---|-----------|
| Future Business Leaders of America (FBLA).....                        | 17        |
| Future Farmers of America (FFA) .....                                 | 17        |
| SkillsUSA .....   | 17        |
| National Honor Society (NHS) .....                                    | 17        |
| Robotics.....   | 17        |
| Science Olympiad .....  | 17        |
| Student Council .....   | 18        |
| Speech .....  | 18        |
| STAR.....   | 18        |
| Student Publications .....  | 18        |
| Vocal Music .....   | 18        |
| Quiz Bowl.....  | 18        |
| <b>Section Three: Nebraska State Activity Association Rules .....</b> | <b>19</b> |
| Eligibility .....   | 19        |
| NSAA Sportsmanship Rules .....  | 21        |
| <b>Section Four: Code of Conduct .....</b>                            | <b>22</b> |
| Standard of Conduct.....  | 22        |
| Coach and Sponsor Rules .....   | 22        |
| Prohibited Conduct.....   | 22        |
| Discipline .....  | 24        |
| Evaluation, Counseling, and Treatment .....                           | 24        |
| Reporting of Incident.....  | 25        |
| Discipline Procedures .....   | 25        |
| Consequences.....   | 25        |
| Review of Coach’s Decision .....                                      | 26        |
| Misrepresentations .....  | 26        |
| Questions.....  | 26        |
| Assistance .....  | 26        |
| A Parent’s Guide to Concussions.....                                  | 27        |
| Authorization and Acknowledgement.....                                | 31        |
| Extracurricular Drug Testing Program.....                             | 32        |

## Introduction

Student participation in extracurricular activities has been linked to improved attendance, higher academic achievement and greater student self-confidence and self-esteem. Ravenna Public Schools provides students with the opportunity to participate in a comprehensive activities program which includes athletics, fine arts, and select clubs or organizations associated with academic areas.

Although the school district believes strongly in the value of student activities, participation in the activities program is a privilege, not a right. Students must obey the rules set out in this handbook and any additional rules created by their coach or activity sponsor. This handbook is advisory and does not create a “contract” with parents, students or staff. The administration reserves the right to make decisions and make rule revisions at any time to implement the educational program and to assure the well-being of all students. The administration is responsible for interpreting the rules contained in the handbook. If a situation or circumstance arises that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, and state and federal statutes and regulations.

**Please read this handbook carefully. Students and their parents are responsible for complying with all of the rules and procedures detailed in this booklet.**

**Parents must sign the acknowledgement and permission to participate form at the end of this handbook before their student will be permitted to participate in the activity programs of the district.**

The provisions in this handbook are subject to change at the sole discretion of the Board of Education. From time to time, you may receive updated information concerning changes in the handbook. These updates should be kept within the handbook so that it is up to date. If you have any questions regarding this handbook, please contact the Superintendent for assistance.

**SECTION ONE:  
GENERAL INFORMATION ABOUT THE ACTIVITIES PROGRAM**

**Academic Eligibility**

To be eligible to participate in the school's activity programs, each student must (1) meet Nebraska State Activities Association (NSAA) requirements concerning scholastic eligibility (see Section Three of this Handbook), (2) be registered for 20 semesters credit hours and be in regular attendance, and (3) have not less than a 70% grade in two or more classes for a period of one week to remain eligible to participate in any portion of the activities program. Participants must attend practices and participate in all conditioning during any period of ineligibility.

The school district will notify a participant and his or her parents whenever the participant is declared academically ineligible.

Students may not participate in any activity, performance or practice while serving a short-term suspension, long-term suspension or expulsion from school.

**Attendance at Practices and Contests**

Participants in the activities program are expected to attend and be on time at all practices and meetings scheduled by the coach or sponsor. Participants may be excused for absences resulting from a participant's illness, a death in the family, a doctor's appointment, a court appearance, or other absences that are arranged in advance. The coach, sponsor, or director of an activity may require a participant who has an excused absence to complete an alternate assignment for missing a practice, meeting, event, performance, or contest. A participant who is unable to attend a scheduled practice, meeting, or game must contact the coach or sponsor in advance. Students who are absent from school due to illness are not required to provide the coach or sponsor with additional notification of the student's absence from practice.

Students who are absent from school for more than half a day (4 periods) will not be permitted to attend, practice, or participate in an athletic contest or activity performance unless the student has the building principal's prior permission to participate despite the absence.

If a participant misses a scheduled contest or performance, the coach or sponsor may impose discipline up to and including suspension of the participant from the activity for the remainder of the season or length of the activity.

**Closings**

All activities will be cancelled or postponed in the event that school has been called off for inclement weather or any other reason as determined by the administration, unless the administration determines that it is permissible for the activity to continue as scheduled.

## **Colors**

The Ravenna School colors are royal blue and white.

## **Complaint Procedure**

To reduce conflicts in the school's activities program, students and/or their parents should use district's formal complaint procedure to manage conflicts about the program. The complaint procedure is printed in the school's student handbook and may be found on the district's web site: <http://www.ravennabluejays.org>.

## **Concussion Awareness**

The Nebraska Unicameral has found that concussions are one of the "most commonly reported injuries in children and adolescents who participate in sports and recreational activities and that the risk of catastrophic injury or death is significant when a concussion or brain injury is not properly evaluated and managed."

The School District will:

- a. Require all coaches and trainers to complete one of the following on-line courses on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury
  - Heads UP Concussions in Youth Sports
  - \*Concussion in Sports—What You Need to Know
  - Sports Safety International
  - ConcussionWise
  - ACTIVE™ Athletic Concussion Training for Coaches; and

\*Currently used by Ravenna Public Schools

- b. On an annual basis provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition. This information will include:
  - 1 The signs and symptoms of a concussion;
  - 2 The risks posed by sustaining a concussion; and
  - 3 The actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

A student who participates on a school athletic team must be removed from a practice or game when he/she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional. The student

will not be permitted to participate in any school supervised team athletic activities involving physical exertion, including practices or games, until the student:

- a. has been evaluated by a licensed health care professional;
- b. has received written and signed clearance to resume participation in athletic activities from the licensed health care professional; and
- c. has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity, the activity sponsor will complete a "Ravenna Public Schools Accident Report Form" and the parent or guardian of the student will be notified by the school of:

- a. the date and approximate time of the injury suffered by the student,
- b. the signs and symptoms of a concussion or brain injury that were observed, and
- c. any actions taken to treat the student.

The school district will not provide for the presence of a licensed health care professional at any practice or game.

School officials shall deem the signature of an individual who represents that he/she is a licensed health care professional on a written clearance to resume participation that is provided to the school to be conclusive and reliable evidence that the individual who signed the clearance is a licensed health care professional. The school will not take any additional or independent steps to verify the individual's qualifications.

## **Dances**

School dances are part of the district's extracurricular activity program. Students who wish to participate in school dances must comply with the activity code. Students may be prohibited from participating in school dances as a consequence for violating school rules or these activity rules.

### **Junior High/Middle School Dances**

Junior high/middle school (7-8) dances may be held by clubs and organizations at regularly scheduled times and appropriate seasons but outside the regular school hours. Such activities must end by 10 PM on school days and 11:45 PM on Fridays and Saturdays unless changed by the Principal. School events which allow for an outside date must have the date registered with the principal's office at least one week before the activity is to occur. Forms for registration will be made available prior to the event. Verification of the outside date must be approved by the guest's school administration. Once at the dance, if a student leaves, they will not be permitted to return.

### **High School Dances**

Dances may be held by clubs and organizations at regularly scheduled times and appropriate seasons but outside the regular school hours. Such activities must end by 10 PM on school days and 11:45 PM on Fridays and Saturdays unless changed by the Principal. School events which allow for an outside date must have the date registered with the principal's office at least one week before the activity is to occur. Forms for registration will be made available prior to the event. Verification of the outside date must be approved by the guest's school administration. Once at the dance, if a student leaves, they will not be permitted to return.

The Junior-Senior prom is to be held each year during the spring semester. Only Ravenna High School Junior and Senior students (and their dates) may attend. Ravenna High School students in the 9th and 10th grades may only attend as dates of Juniors and Seniors. Foreign exchange students and prom servers are also allowed to attend prom. Junior High Students are ineligible to attend prom. Outside dates of Ravenna High School Juniors and Seniors must be at least 9th grade students and cannot be older than 20 years old.

### **Electronic Communication**

The school board supports the use of technology by coaches, extracurricular sponsors, and other staff members to communicate with students for legitimate educational, extracurricular, and other school-related purposes. However, electronic communication between students and teachers, sponsors, and coaches shall be appropriate at all times and shall not violate any law, district policies, or the Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education ("Rule 27"). Please see the Social Media Policy For School District Employees for further explanation.

### **Equipment**

Each participant in the athletic portion of the activities program will be issued a locker to store his/her personal belongings and school equipment that has been checked out. Students should secure their athletic lockers with combination locks.

School-owned clothing or equipment that is checked out to individual students remains the property of the school. The clothing or equipment is not to be used or worn by the student except for the intended use. Each piece of equipment or clothing is to be returned to the instructor or coach when the season or the use for such clothing or equipment is over. Each participant is responsible for all equipment checked out to him/her. Students will be assessed the replacement cost for school equipment that has been check out to him/her and is lost or stolen.

## **Fundraising**

All school-sponsored fundraising activities must be approved by a member of the school district administration. Fundraising for any activity must comply with the district's policies, including applicable provisions specifically pertaining to Booster Clubs and PTOs for non-school-sponsored fundraising. Use of the school mascot shall not be permitted unless approved by the principal/AD.

## **Individual Training Rules and Rules of Conduct**

Head coaches or sponsors may develop additional training rules or rules of conduct for their activity. Students are responsible for knowing these rules and complying with them.

## **Initiations and Hazing**

Initiations by classes, clubs, or athletic teams are prohibited except by permission of the administration. Hazing in connection with any school organization is absolutely prohibited. Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Hazing activities include, but are not limited to whipping, beating, branding, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person.

## **Injuries**

Participants who suffer any type of injury while involved in extracurricular activities must notify the coach or sponsor immediately. The coach or sponsor will then evaluate the injury and, if necessary, notify the participant's parents or seek immediate medical treatment.

If at any time during participation, a doctor removes an athlete from participation because of an illness or injury, the athlete must have a written release from a doctor before participating again. The written release must be given to the coach or sponsor of the activity.

Note: The release requirement will be satisfied if the initial doctor's order specifies the duration of the student's restriction from participation and/or competition. Also see Concussion Awareness above.

## **Insurance**

The school district does not provide medical or other insurance coverage for students who participate in athletic contests or other activities. It is the parents' responsibility to provide adequate insurance to cover any medical expenses that may be incurred while the student is participating in athletics or other activities.

## **Lettering Requirements**

The following guidelines will be used in determining students' eligibility for lettering:

### **Basketball:**

Any member of the Basketball team may earn a varsity letter by being a member of the team for an entire season. They must adhere to all team rules and regulations, including academic requirements, RPS rules, training rules, practice requirements, and any other requirements established by the head coach.

-In addition, a member must participate in at least 50% of the quarters or play meaningful minutes in a district or state competition to be eligible for a varsity letter.

-If a player is a senior and did not play in 50% of the quarters, they may letter by having been out for basketball for all four years of their high school career.

-Coach's discretion can be used in determining lettering requirements.

### **Cross Country:**

Any member of the Varsity Boys/Girls Cross Country Team may earn a varsity letter by adhering to the following requirements:

-Being a member of the team for an entire season.

-Adhere to all team rules, regulations; including academic requirements, RPS rules, training rules, practice requirements, and any other requirements established by the head coach.

-Compete in at least 4 of the 6 scheduled varsity meets other than Districts and State and place in the top half of competitors at the meet.

- \*\*First 6 runners for Ravenna

-Have an average course time of less than:

- 24:00 minutes for boys

- 27:00 minutes for girls

-If they fail to make the average time for their gender, they may also earn a letter by having an increase in time of 2:00 minutes or more when you do the following. (average the two highest times and then average the two lowest times and subtract to find the difference.)

-Coach's discretion can be used in determine lettering requirements.

### **Football:**

Any member of the Varsity Football Team may earn a varsity letter by being a member of the team for an entire season. They must adhere to all team rules and regulations, including academic requirements, RPS rules, training rules, practice requirements, and any other requirements established by the head coach.

-In addition, a member must participate in at least 50% of the scheduled contests for the entire season to be eligible for a varsity letter.

-If a player is a senior and did not play in 50% of all quarters of varsity play, he may letter by having been out for football all four years of high school career.

-All members who have met the general criteria will receive a varsity letter if the team wins the state championship.

-Coach's discretion can be used in determining lettering requirements.

### **Golf (Boys & Girls):**

Any member of the Varsity Golf Team may earn a varsity letter by being a member of the team for an entire season. They must adhere to all team rules and regulations, including academic requirements, RPS rules, training rules, practice requirements, and any other requirements established by the head coach.

-In addition, a member must participate in at least 50% of the matches or the district, state championships to be eligible for a varsity letter.

-All members who have met the general criteria will receive a varsity letter if the team wins the state championship.

-If a player is a senior and did not play in 50% of the matches, he may letter by having been out for golf for all four years of his high school career.

-Coach's discretion can be used in determining lettering requirements.

### **Instrumental and Vocal Music:**

-Participants must have a current average of 93% or better, and have had a 93% or better for the previous 3 quarters. Criteria for earning an "A" are outlined in the music handbook and/or are available from the instructor

-Participants must demonstrate high quality rehearsal and performance habits, exhibit and encourage a positive attitude toward the music program, and demonstrate strong positive leadership skills.

-Participants must attend all scheduled rehearsals, performances, and contests unless previously excused by the director.

-Participants with any quarter of a "C" or more than one quarter with a "B" will not be eligible to letter in the activity.

**Play Production:**

- Any student who receives an individual acting award during the season may receive a letter.
- Director's discretion can be used in determining lettering requirements.

**Speech:**

- Compete in at least four tournaments.
- Practice with his or her coach once a week.
- Be recommended to letter by their coach.

**Student Managers:**

- In order to letter, the student manager must be in high school, complete the season and have the recommendation of the head coach of the sport involved.

**Track:**

An athlete must:

- Place in the top six of an individual event or relay race at a meet containing 4 or more teams.
- Finish the season with the track team.
- Coach's discretion can be used to determining lettering requirements.

**Volleyball:**

Any member of the Varsity Volleyball Team may earn a varsity letter by being a member of the team for an entire season. They must adhere to all team rules and regulations, including academic requirements, RPS rules, training rules, practice requirements, and any other requirements established by the head coach.

-In addition, a member must participate in at least one third of the schedules sets played for the entire season to be eligible for a varsity letter.

-If a player is a senior and did not play in one third of all sets of varsity play, she may letter by having been out for volleyball all four years of high school career.

-All members who have met the general criteria will receive a varsity letter if the team wins the state championship.

-Coach's discretion can be used in determining lettering requirements.

**Wrestling:**

An athlete must:

- Place in the top 3 in a tournament containing 8 or more teams (OR)
- Score at least 6 team points in Dual Meets (OR)
- Wrestle at least ½ of all varsity matches throughout the year (OR)
- Be a senior and wrestled all 4 years
- Coach's discretion can be used in determining lettering requirements

## **Mascot**

The official emblem for boys' and girls' athletic teams is the Blue Jays. The mascot cannot be used for non-school-sponsored purposes unless approved by the principal/AD.

## **Practices**

The individual head coach or sponsor, in cooperation with the high school principal, will schedule all starting times of practices. All participants are expected to be ready at the time set by the coach or sponsor.

To be eligible to practice, a participant must satisfy the following requirements:

1. Submit to the coach or sponsor the following forms:
  - a. Student Activities Physical Form
  - b. Ravenna Public Schools Permission to Participate
  - c. NSAA Student & Parent Consent Form
  - d. Authorization & Acknowledgement of Activities Handbook
  - e. Acknowledgement of Activities Code of Conduct
  - f. New West Release Agreement
  - g. Family Physical Therapy Release Agreement
  - h. A signed Acknowledgement of Activities Code of Conduct that indicates the student and parent(s) understand the school's position regarding the use or possession of alcohol, **tobacco/nicotine**, and other related drugs.
  - i. Furnish proof of insurance to the high school principal/AD through the Ravenna Public Schools Permission to Participate Form.

## **Reimbursement**

When students and staff are participating in a *school sponsored activity* that requires them to be absent from school at meal times the following guidelines will be used for meal allowances: Breakfast-\$5.00, Lunch-\$10.00, and Dinner-\$10.00. The school district will also provide transportation and lodging for students and sponsors.

Reimbursement for "extended" stays at national/state/district level competition and for students attending such events who did not qualify for the competition at such events will be handled in the following manner. If an activity sponsor would like to take students to competition who did not qualify to compete, for the purpose of "program development" or "rewarding" the student for participation in the activities program, they may do so, but they must use money from their activity fund to do so. As an example, if a student did not qualify to go wrestle at the state wrestling meet, and the coach still wants to take that student along to the state meet, the fees (room, lodging, entry fee to event) associated with that will be taken from the wrestling activity account. If an activity sponsor wants to arrive "early" or "stay late"

at a competition that his/her team or individual competitor has qualified for, they may do that with administrative approval and provided that they have the money in their activity account to pay for the "extended stay". An example of this would be state basketball. If the team plays at 2:00 on Thursday, they could easily leave Thursday morning and make it to the game. However, if the coach would like to go down the night before (Wednesday), the coach would need to have that money in their activity account to pay for the meals and lodging associated with the Wednesday night stay. Furthermore, if the team were to get "beat out" on Thursday and wish to stay and have the student athletes experience the rest of the tournament play on Friday and Saturday for the purpose of "program development" or "reward," the money for such an "extended stay" would come out of the basketball activity fund for the hotel, meals, entry free for the event associated with the extended stay. In essence, general fund money will support the activity participants and sponsors with the necessary food, lodging, and entry fees needed to compete for the time they are qualified/required to compete. However, any "extended" time they stay at the event will be the financial responsibility of that activity sponsor's activity account, which is energized through charitable donations and fundraising, not tax revenue. If the funds required for the "extended stay" are not available at the time of the request for the "extended stay," it will not be approved by the administration.

### **Secret Organizations**

Secret organizations are prohibited. School officials shall not allow any person or representative of any such organization to enter upon school grounds or school buildings for the purpose of rushing or soliciting students to participate in any secret fraternity, society or association.

### **Student Manager, Helpers, or Activity Aids**

Students wishing to serve as student volunteers for extracurricular activities must gain the permission of the activity coach or sponsor. Student volunteers must comply with all of the rules and procedures contained in this handbook.

### **Sunday and Wednesday Night Activities**

In order to provide students sufficient time away from school for family-related activities, the school will endeavor not to schedule activities on Wednesday evenings or on Sundays. Practices will be organized so that all participants are showered, dressed and/or leave the facilities by 6:00 p.m. on Wednesday nights. An exception to this guideline would be when a team, group of students, or an individual may be required to participate in an activity sponsored by the conference, district, or state on a Wednesday night.

Practices scheduled for a Sunday must have the prior approval of the superintendent.

## **Transportation**

All participants are expected to ride to and from away activities by means of approved school transportation.

A participant may ride home with his or her parent/guardian only if the parent/guardian personally contacts the sponsor at the activity. A participant may ride home with an adult if the participant's parent/guardian has personally contacted the principal prior to the activity and the adult personally contacts the sponsor at the activity prior to leaving with the student. Parents are discouraged from requesting to take their children home after an away contest or performance. Travel to and from an event provides time for the students to further develop a strong team concept.

## **Weight Room**

The weight room has been developed to help each athlete, student, or adult in the community maintain a level of physical fitness. No one may use the weight room or equipment without proper supervision. The school will develop a schedule for use of the weight room by athletes during the school year and during the summer months.

The weight room is a high demand area within the school facilities. The following guidelines will help determine the priorities in reference to use if more than one group desires to use the facility at the same time:

1. Physical education instruction
2. By the team sports, which are in season
3. Conditioning programs for athletes not currently out for a sport, provided their use does not interfere with the sports in season and provided they have an adult sponsor providing direct supervision
4. Summer conditioning programs
5. Adult education

## **SECTION TWO: AVAILABLE ACTIVITIES**

### **AcaDeca**

The Academic Decathlon is the only annual high school academic competition organized by the non-profit United States Academic Decathlon Association. The competition consists of seven multiple choice tests, two performance events, and an essay.

### **Athletic Teams**

Basketball (boys and girls)  
Cross County (boys and girls)  
Football  
Golf (boys and girls)  
Track (boys and girls)  
Volleyball  
Wrestling

### **Band**

The school district sponsors marching band, pep band, and concert band. Participants must be enrolled in band class in order to be eligible to participate in these groups.

### **Cheer Squad**

Participants are selected by the sponsor(s) or judges appointed by the sponsor. Members of the cheer squad will attend all home and selected away athletic contests.

### **Dance Team**

Dance Team is a team of participants that participates in competitive dance. In a routine, a squad will incorporate a specific dance style, technical work, and, depending on the routine and/or cheers. Dance teams are also popular in performance dance, especially at sporting events, most commonly performing during the pre-game and halftime periods of football and basketball games.

### **Drama Club**

The Drama Club is open to all students interested in any aspect of theater and offers varying levels of involvement. The main focus of this club is to produce a one-act play for fall competition.

### **Future Business Leaders of America (FBLA)**

FBLA is an integral part of the vocational business department and membership is limited to those students with at least one semester of work in the business education field. One of the primary objectives of FBLA is developing leadership and responsibility.

### **Future Farmers of America (FFA)**

FFA is an integral part of the agricultural education department and all students of that department are urged to belong. The activities include training in leadership, opportunities for travel and recreation, and safety and community service activities. Students may participate in field trips, conventions, judging contests and hands-on experience.

### **SkillsUSA**

SkillsUSA is a national partnership of students, teachers and industry representatives working together to ensure America has a skilled workforce. SkillsUSA is an individual membership organization serving middle school, high school and college/postsecondary students who are preparing for careers in technical, skilled and service occupations, including health occupations. SkillsUSA Inc. is a national nonprofit and tax-exempt organization.

### **National Honor Society (NHS)**

The National Honor Society is a national organization that recognizes student character, scholarship, leadership, and service to the school.

Student members shall be selected from the junior and senior classes by the high school faculty. The results of the selection will be announced annually.

### **Robotics**

In Robotics, teams of students are tasked with designing and building a robot to play against other teams from around the world in a game-based engineering challenge. Classroom STEM concepts are put to the test on the playing field as students learn lifelong skills in teamwork, leadership, communications, and more. Tournaments are held year-round at the regional, state, and national levels.

### **Science Olympiad**

Science Olympiad is a national non-profit organization dedicated to improving the quality of K-12 science education, increasing male, female and minority interest in science, creating a technologically-literate workforce and providing recognition for outstanding achievement by both students and teachers. These goals are achieved by participating in Science Olympiad

tournaments and non-competitive events, incorporating Science Olympiad into classroom curriculum and attending teacher training institutes.

### **Student Council**

The purpose of student government is to arouse the spirit of loyalty toward the school, to promote good citizenship, to sponsor school activities, to extend the spirit of good fellowship throughout the student body, to foster a spirit of cooperation between the students and faculty and to seek to develop a spirit of cooperation, good will and better understanding with other schools. The organization, operation and scope of the student government shall be administered by the superintendent or designee.

### **Speech**

Students compete in 12 different categories of competition. These include debate, current events speaking, and several theatre type acting events.

### **STAR**

STAR stands for Students Teaching About Responsibilities. STAR is a group of student leaders selected from grades 7-12, who elect to promote positive leadership in the school and in the community.

### **Student Publications**

The yearbook is published by the Journalism class along with the help of its teacher. The annual is financed by funds raised from the sale of the books.

### **Vocal Music**

Vocal Music provides students with the opportunity to learn the essentials of vocal music performance. Various forms of vocal music are performed. Students have the opportunity to participate in swing choir and show choir competitions throughout the course of the year.

### **Quiz Bowl**

Quiz Bowl is a game in which two teams compete head-to-head to answer questions from all areas of knowledge including history, literature, science, fine arts, current events, sports, and popular culture.

**SECTION THREE:  
NEBRASKA STATE ACTIVITY ASSOCIATION RULES**

**Eligibility**

In order to represent a high school in interscholastic athletic competition, a student must abide by eligibility rules of the Nebraska School Activities Association. Eligibility requirements are established by the NSAA in its Constitution and its Bylaws and Approved Rulings. These documents can be found online at <http://nsaahome.org/yearbook.php>. A summary of the major rules governing student eligibility and participation is given below. The established NSAA Constitution & Bylaws overrule any conflicting or inaccurate information presented below. Contact the principal, activities director, or the activity sponsor or coach for an explanation of the complete rule.

1. Student must be a bonafide student of their member school and have not graduated from any high school.
2. After a student's initial enrollment in grade nine, he/she shall be ineligible after eight semesters of school membership beginning with his/her enrollment in grade nine.
3. Student is ineligible if nineteen years of age before August 1 of current school year. (Student in grades 7 or 8 may participate on a high school team if he/she was 15 years of age prior to August 1 of current school year.)
4. Student must be enrolled in some high school on or before the eleventh school day of the current semester.
5. Student must be continually enrolled in at least twenty credit hours per semester and regular in attendance, in accordance with the school's attendance policy at the school he/she wishes to represent in interscholastic competition.
6. Student must have been enrolled and received twenty hours in school the immediate preceding semester.
7. **Guardianship does not fulfill the definition of a parent.** If a guardian has been appointed for a student, the student is eligible in the school district where his/her natural parent(s) have their domicile. Individual situations involving guardianship may be submitted to the Executive Director for his/her review and a ruling.
8. A student entering grade nine for the first time after being promoted from grade eight of a two-year junior high, or a three-year middle school, or entering a high school for the first time after being promoted to grade ten from a three-year junior high school is eligible. After a student makes an initial choice of high schools, any subsequent transfer, unless there has been a change of domicile by his/her parents, shall render the student ineligible for ninety school days. If a student has participated on a high school team at any level as a seventh, eighth, or ninth grade student, he/she has established his/her eligibility at the high school where he/she participated. If the student elects to attend another high school upon entering ninth or tenth grade, he/she shall be ineligible for ninety school days.
9. **Student eligibility related to domicile can be attained in the following manners:**
  - a. If the change in domicile by the parents occurs during a school year, the student may remain at the school he/she is attending and be eligible until

- the end of the school year or transfer to a high school located in the school district where the parents established their domicile and be eligible.
- b. If the parents moved during the summer months and the student is in grade twelve and the student has attended the high school for two or more years, the student may remain at the high school he/she has been attending and retain eligibility.
  - c. If a student elects to remain at the high school where he/she initially enrolled after being promoted from grade eight of a middle or junior high school, or grade nine of a junior high school, he/she is eligible at that school, or is eligible at a high school located within the school district in which the parents established their domicile.
  - d. **If the legal parents of a student change their domicile from one school district that has a high school to another school district that has a high school, the student shall be eligible immediately in the school district where the parents established their domicile.**
10. Nebraska transfer students whose name appears on the NSAA transfer list prior to May 1 shall be eligible immediately in the fall. Those students whose name does not appear on the NSAA transfer list prior to May 1 shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.
  11. Nebraska transfer students must have signed and delivered all forms necessary to make such transfer to the school in which he/she intends to enroll for the 2019-2020 school year prior to May 1, 2019; for the student to be eligible. The school to which the transfer is being made must have notified the NSAA office via an NSAA online transfer form, no later than May 1, 2019. The student would become ineligible for ninety school days the next fall if the student were to change his/her mind and decide not to transfer. If such student were to transfer to the new school, but later decides to return to his/her former district before 90 school days have elapsed, such student will be ineligible in the former district for 90 school days, with the ineligibility period commencing at the start of the fall semester. Those students, who did not have their enrollment forms signed, delivered and accepted prior to May 1, 2019, shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.
  12. Once the season of a sport begins, a student shall participate in practices and compete only in athletic contests/meets in that sport, which are scheduled by his/her school. Any other competition will render the student ineligible for a portion of, or all of, the season in that sport. The season of a sport begins with the first date of practice as permitted by NSAA rules.
  13. During the season of a particular sport, athletes participating in that sport for a high school may attend, but may not physically take part, either as an individual or as a member of a team, in the sport activity in which instruction is being offered in the clinic, camp or school.
  14. A student shall not participate on an all-star team while a high school undergraduate.
  15. A student must maintain his/her amateur status.

## **NSAA Sportsmanship Rules**

Students must abide by the Nebraska School Activities Association Sportsmanship Rules. A complete copy of these rules can be found at <http://www.nsaahome.org/nsaaforms/pdf/manualsp.pdf>. Unsportsmanlike conduct shall include physical or verbal assault upon any participant, game official, or spectator, or any acts, which may endanger the personal safety of individuals involved, or acts, which hinder the normal progress of a contest or lead to the restriction or discontinuance of a contest.

If a student, participant, patron, and/or staff member representing a member school acts in a manner constituting unsportsmanlike behavior during such competition the member school and/or individuals shall be subject to penalties. A student, participant, patron, and/or staff member may not be permitted to attend activities if involved in unsportsmanlike conduct.

## **SECTION FOUR: CODE OF CONDUCT**

All students associated with Ravenna Public Schools and participating in extracurricular or school sponsored activities (including all NSAA activities) are required to avoid conduct that is detrimental to the integrity of and public confidence in the school. Rules promoting lawful, ethical, and responsible conduct serve the interests of all people associated with the school. Illegal and irresponsible conduct puts people at risk, tarnishes the reputation of the offender and everyone else associated with the school, and undermines the public support and respect of the school district.

**Standard of Conduct** - Participation in school-sponsored or extracurricular activities is a privilege and not a right. Participants must follow board policy, this code, and all the training rules and rules of conduct of the coaches and/or activity sponsors. Students participating in school-sponsored or extracurricular activities are held to a high standard. Students are expected to conduct themselves in a way that is lawful, responsible, promotes the values upon which the school is based, and that brings credit to themselves and the school. Students who fail to live up to the required standard of conduct are guilty of detrimental conduct and subject to discipline under all school policies, the general student code of conduct, and these Activity Participation Rules.

**Coach and Sponsor Rules** - Coaches and/or activity sponsors shall establish training rules or rules of conduct for participation in and for attendance at the activity or event. General training rules or rules of conduct shall be established prior to the activity or event. This Code shall control in the event that there is a conflict with coach or sponsor rules.

**Prohibited Conduct** - Students in school-sponsored and/or extracurricular activities may not engage in the following conduct:

1. Receipt of a criminal citation by law enforcement for any reason.
2. Conviction of a crime in adult court or the adjudication of a criminal charge in juvenile court.
3. Any behavior that is illegal under the laws of Nebraska or the United States of America regardless of whether it results in a criminal charge or conviction.
4. Any conduct that substantially interferes with the educational process or disrupts the activity or event.
5. Possession, use, distribution, or being at parties in the presence of alcohol, illicit drugs, tobacco/nicotine, or controlled substances, or any lookalike or imitations thereof, without parental supervision, or being under the influence of alcohol, illicit drugs, tobacco/nicotine, or controlled substances, or any lookalike or imitations thereof. "Lookalike or

imitations" means substances such as K2 and products like electronic cigarettes, vapor pens, etc. (Note: the term "under the influence" for school purposes 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 on the breath or person of a student; also, it includes being impaired by reason of the use or abuse of any substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes).

6. Hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/newcomers; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault.
7. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target.
8. Using any Internet or social networking websites to make statements, post pictures, or take any other actions that are indecent, vulgar, lewd, slanderous, abusive, threatening, harassing or terrorizing.
9. Violating any school policy or a coach's or activity sponsor's training rules or rules of conduct.
10. Dressing or grooming in a manner which is (A) dangerous to the student's health and safety or a danger to the health and safety of others, (B) lewd, indecent, vulgar, or plainly offensive, (C) materially and substantially disruptive to the work and discipline of the school or an extracurricular

activity, (D) interpreted to advocate the use of illegal drugs or other substances by a reasonable observer.

11. Failing to report for an activity at the beginning of a season unless excused by the coach or activity sponsor.
12. Failing to attend scheduled practices and meetings unless excused by the coach or activity sponsor.

Such conduct is prohibited during the school year and while students are participating in school-sponsored events during summer months, regardless of whether it occurs on-campus or off-campus. School year means the period commencing on the first day of fall sports practice through the last day of spring sports practice, events, or attendance at school for a given school year. Summer months means the period commencing after the last of spring sports practice, events, or attendance at school for a given school year until the first day of fall sports practice.

**Discipline** - Students who violate any provision of these Activity Participation Rules may be subject to discipline up to and including expulsion from extracurricular activities and school sponsored events. Disciplinary action may include a probationary period and conditions that must be satisfied prior to or following reinstatement. Administrators and coaches will take the following into consideration when making disciplinary decisions:

1. Any prior or additional misconduct;
2. The nature and seriousness of the offense;
3. The motivation for the offense;
4. The amount of violence involved;
5. The student's demeanor and attitude regarding the violation;
6. The actual, threatened, or potential risk to the student and others due to the student's behavior;
7. Whether the student has compensated or will compensate the victim in the event of property damage or personal injury;
8. Whether the circumstances of the violation are likely to recur;
9. The student's willingness to participate in evaluations, counseling, or other programs;
10. Any mitigating factors;
11. Any other relevant factors.

If suspended, the student must continue to participate in practices and conditioning during the suspension if required by the coach or activity sponsor. The failure to comply with the practice and conditioning requirement will make the student ineligible for reinstatement to the activity.

**Evaluation, Counseling, and Treatment** - Apart from any other disciplinary procedures, students who violate any provision of these rules may be required to undergo a formal clinical evaluation at the administration's discretion. Based upon the results of that evaluation, the

student may be encouraged or required to participate in an education program, counseling, or other treatment deemed appropriate by the evaluating professional.

**Reporting of Incident** - Students shall report any violation of these rules to the coach, principal, or superintendent no later than 30 minutes after the beginning of the next school day after the violation has occurred. Failure to report an incident will constitute a violation of these rules and will be taken into consideration in making disciplinary determinations under this policy.

**Discipline Procedures** - Prior to any disciplinary action under this activities code, the following procedures shall be followed:

1. The coach or activity sponsor shall make an investigation of alleged violation and provide an opportunity for the student to present his or her version of the facts surrounding the alleged violation.
2. The student and his/her parent or guardian shall be given oral or written notice of the information obtained as a result of the investigation and provided an opportunity to confer with the coach or sponsor and building principal or activities director regarding the incident and any resulting disciplinary action.
3. The coach or activity sponsor shall make a decision regarding disciplinary action after steps 1 and 2 have been followed and shall report to and consult with the principal regarding the decision.
4. The student or the student's parents will be given written notice of the disciplinary action taken within a reasonable amount of time by the activity sponsor.

### **Consequences**

First Offense: 10-day activity suspension and a minimum of 1 event/competition suspension.

Second Offense Within One-Calendar Year: 20-day activity suspension and a minimum of 2 event/competition suspension.

Third Offense Within One-Calendar Year: Suspension from all activities for one calendar year from the date of the third offense.

#### **Guidance & Examples Regarding Application of Consequences.**

a) The period of activity suspension begins the day the consequence is decided upon and imposed by the AD/Principal and shall be counted in calendar days, not school days.

b) The student may practice/participate, but not compete during the period of activity suspension, at the sponsor's discretion.

c) The student may attend competition, but not compete, during the activity suspension, at the activity sponsor's discretion.

d) The student may not participate in any competition during the suspension period, even if the participant has satisfied the number of event/competition suspension(s) s/he is required to meet to fulfill the activity suspension requirements.

e) If a student is not restricted from participating in an activity event/competition during the activity suspension, due to an absence of activity events/competitions during the period of suspension, the student is then required to be restricted from the next event/competition for which they are eligible that occurs outside of the activity suspension timeframe.

f) Activity sponsors are allowed to develop disciplinary consequences specific to their activity that restrict event/competition participation based on their specific activity guidelines, provided they are in the sponsor's specific activities by-laws or handbook. As a result, the student may receive an additional event/competition suspension, due to the specific by-laws or handbook of an activity. This additional event/competition suspension can only be applied by the activity sponsor with administrative approval and with the understanding that the parent and student have due process rights to contest such suspension to the administration. As an example, if a student in FFA is at a summer, school-sponsored FFA activity and earns a 10-day activity suspension, and the corresponding 1 minimum event/competition suspension, the student's activity suspension would begin the first day of fall practice and end 10 days thereafter. Even if the student were to be suspended from 1 event/competition during the 10-day suspension that was not an FFA event/competition, the FFA Sponsor could still suspend the student from 1 or more FFA event/competition, provided such suspension was provided for in the FFA Handbook or FFA By-Laws.

**Review of Coach's Decision** - A student or the student's parents may, within 5 school days of the notice of disciplinary action from the coach or activity sponsor, notify the principal/AD in writing of their request for a review of the coach or activity sponsor's determination. The principal/AD or his or her designee shall review the situation and render a decision within 3 school days from the date of the request for review. The superintendent's decision shall be in writing and shall be final.

**Misrepresentations** - Any misrepresentation of fact by a student regarding any alleged violation of these rules shall be considered a separate violation of these rules, and the student shall be subject to additional disciplinary action.

**Questions** - Any parent or student who has questions about board policy, this code, training rules or rules of conduct of coaches or activity sponsors, or their interpretation or application shall consult with the activities director and/or the superintendent.

**Assistance** - Students are encouraged to consult with their coach, an administrator, a counselor, or a teacher to obtain access to educational, counseling, and other programs and resources that may be available to help avoid misconduct that may result in discipline under this policy.

## A Parent's Guide to Concussions

### **WHAT IS A CONCUSSION?**

A concussion is a brain injury which results in a temporary disruption of normal brain function. A concussion occurs when the brain is violently rocked back and forth or twisted inside the skull as a result of a blow to the head or body. An athlete does not have to lose consciousness ("knocked-out") to suffer a concussion.

### **CONCUSSION FACTS**

- It is estimated that more than 140,000 high school athletes across the United States suffer a concussion each year. (Data from NFHS Injury Surveillance System).
- Concussions occur most frequently in football, but girl's lacrosse, girls' soccer, boy's lacrosse, wrestling and girls' basketball follow closely behind. All athletes are at risk.
- A concussion is a traumatic injury to the brain.
- Concussion symptoms may last from a few days to several months.
- Concussions can cause symptoms which interfere with school, work, and social life.
- Athletes who have symptoms from a concussion should not return to sports because they are still at risk for prolonging symptoms and further injury.
- A concussion may cause multiple symptoms. Many symptoms appear immediately after the injury, while others may develop over the next several days or weeks. The symptoms may be subtle and are often difficult to fully recognize.

### **WHAT ARE THE SIGNS AND SYMPTOMS OF A CONCUSSION?**

#### Signs Observed by Parents or Guardians

- Appears dazed or stunned
- Is confused about assignment or position
- Forgets an instruction
- Is unsure of game, score, or opponent
- Moves clumsily
- Answers questions slowly
- Loses consciousness (even briefly)
- Shows behavior or personality changes
- Can't recall events prior to hit or fall
- Can't recall events after hit or fall

#### Symptoms Reported by Athlete

- Headache or "pressure" in head
- Nausea or vomiting
- Balance problems or dizziness
- Double or blurry vision
- Sensitivity to light or noise
- Feeling sluggish, hazy, foggy, or groggy
- Concentration or memory problems
- Confusion
- Does not "feel right"

## WHAT SHOULD I DO IF I THINK MY CHILD HAS HAD A CONCUSSION?

An athlete who is suspected of having a concussion must be removed from play immediately, whether it a game or practice. Continuing to participate in physical activity after a concussion can lead to worsening concussion symptoms, increased risk of further injury, and even death. Parents and coaches are not expected to be able to “diagnose” a concussion, as that is the job of a medical professional. However, they must be aware of the signs and symptoms of a concussion and if they are suspicious, the child must stop playing:

### WHEN IN DOUBT – SIT THEM OUT!

Every athlete who sustains a concussion needs to be evaluated by a health care professional who is familiar with sports concussions. Parents should call their child’s physician, explain what has happened, and follow the physician’s instructions. A child who is vomiting, has a severe headache, or has difficulty staying awake or answering simple questions should be taken to the parent’s doctor or emergency room immediately.

## WHEN MAY AN ATHLETE RETURN TO PLAY FOLLOWING A CONCUSSION?

No athlete who has suffered a concussion should return to play or practice the same day. Previously, athletes were allowed to return to play if their symptoms resolved within 15 minutes of the injury. Studies have shown that the young brain does not recover quickly enough for an athlete to return to activity in such a short time.

Concerns about athletes who return to play too quickly have led state lawmakers in Oregon and Washington to pass laws stating that **no athlete shall return to play on the day he or she suffered a concussion and the athlete must be cleared by an appropriate health care professional before he or she are allowed to return to play in games or practices.** The laws also mandate that coaches receive education on recognizing the signs and symptoms of concussion.

Once an athlete is free of symptoms of a concussion and is cleared to return to play by a health care professional knowledgeable in the care of sports concussions, he or she should proceed with activity in a step-wise fashion to allow the brain to readjust to exertion. On average, the athlete will complete a new step each day. The return-to-play schedule should proceed as below following medical clearance:

*Step 1:* Light exercise, including walking or riding an exercise bike. No weight-lifting.

*Step 2:* Running in the gym or on the field. No helmet or other equipment.

*Step 3:* Non-contact training drills in full equipment. Weight training can begin.

*Step 4:* Full contact practice or training.

*Step 5:* Game play.

If symptoms occur at any step, the athlete should cease activity and be re-evaluated by a health care provider.

## HOW CAN A CONCUSSION AFFECT SCHOOLWORK?

Following a concussion, many athletes will have difficulty in school. These problems may last from days to months and often involve difficulties with short and long-term memory, concentration, and organization.

In many cases, it is best to reduce the athlete’s class load after the injury. This may include staying home from school for a few days, followed by a lightened schedule for a few days or perhaps a longer period of time if needed. Decreasing the stress on the brain soon after a concussion may reduce symptoms and shorten the recovery period.

## WHAT CAN YOU DO?

- Both you and your child should learn to recognize the “Signs and Symptoms” of a concussion as listed above.
- Emphasize to administrators, coaches, teachers, and other parents your concerns and expectations about concussion and safe play.
- Teach your child to tell the coaching staff if he or she experiences such symptoms.
- Teach your child to tell the coaching staff if he or she suspects that a teammate has a concussion.
- Monitor sports equipment for safety, fit, and maintenance.
- Ask teachers to monitor any decrease in grades or changes in behavior that could indicate concussion.
- Report concussions that occurred during the school year to appropriate school staff. This will help in monitoring injured athletes as they move to the next season’s sports.

#### **OTHER FREQUENTLY ASKED QUESTIONS:**

##### **Why is it so important that an athlete not return to play until they have completely recovered from a concussion?**

An athlete who has not fully recovered from an initial concussion is very vulnerable to recurrent, cumulative, and even catastrophic consequences of a second concussive injury. Such difficulties are prevented if the athlete is allowed time to recover from the concussion and return-to-play decisions are carefully made. No athlete should return to sport or other at-risk participation when symptoms of a concussion are present and recovery is ongoing.

##### **Is a “CT scan” or MRI needed to diagnose a concussion?**

Diagnostic testing which includes CT (“CAT”) and MRI scans are rarely needed following a concussion. While these are helpful in identifying life-threatening brain injuries (e.g., skull fracture, bleeding, swelling), they are not normally used, even by athletes who have sustained severe concussions. A concussion is diagnosed based upon the athlete’s story of the injury and the health care provider’s physical examination.

##### **What is the best treatment to help my child recover more quickly from a concussion?**

The best treatment for a concussion is rest. There are no medications that can speed the recovery from a concussion. Exposure to loud noises, bright lights, computers, video games, television and phones (including text messaging) may exacerbate the symptoms of a concussion. You should allow your child to rest as much as possible in the days following a concussion. As the symptoms decrease, you may allow increased use of computers, phone, video games, etc., but the access must be reduced if symptoms worsen.

##### **How long do the symptoms of a concussion usually last?**

The symptoms of a concussion will usually go away within one week of the initial injury. You should anticipate that your child will likely be out of sports for about two weeks following a concussion. However, in some cases, symptoms may last for several weeks or even months. Symptoms such as headache, memory problems, poor concentration, and mood changes can interfere with school, work, and social interactions. The potential for such long-term symptoms indicates the need for careful management of all concussions.

##### **How many concussions can an athlete have before he or she should stop playing sports?**

There is no “magic number” of concussions that determine when an athlete should give up playing contact or collision sports. The circumstances surrounding each individual injury, such as the way the injury happened and length of symptoms following the concussion are very important and must be considered when assessing the athlete’s risk for further and potentially more serious concussions. The decision to “retire” from sports is a decision best reached following a complete evaluation by your child’s primary care provider and consultation with a physician or neuropsychologist who specializes in treating sports concussion.

##### **I’ve read recently that concussions may cause long-term brain damage in professional football players. Is this a risk for high school athletes who have had a concussion?**

The issue of “chronic encephalopathy” in several former NFL players has received a great deal of media attention lately. Very little is known about what may be causing dramatic abnormalities in the brains of these unfortunate retired football players. At this time, we have very little knowledge of the long-term effects of concussions which happen during high school athletics.

In the cases of the retired NFL players, it appears that most had long careers in the NFL after playing in high school and college. In most cases, they played football for over 20 years and suffered multiple concussions in addition to hundreds of other blows to their heads. Alcohol and steroid use may also be contributing factors in some cases. Obviously, the average high school athlete does not come close to suffering the total number or sheer force of head trauma seen by professional football players. However, the fact that we know very little about the long-term effects of concussions in young athletes is further reason to carefully manage each concussion.

Adapted from [A Parent’s Guide to Concussion in Sports](#), National Federation of High School Associations.

Some of this information has been adapted from the CDC’s “Heads Up: Concussion in High School Sports” materials by the NFHS’s Sports Medicine Advisory Committee. Please go to [www.cdc.gov/ncipc/tbi/Coaches\\_Tool\\_Kit.htm](http://www.cdc.gov/ncipc/tbi/Coaches_Tool_Kit.htm) for more information.

## AUTHORIZATION AND ACKNOWLEDGEMENT

### WARNING: SERIOUS CATASTROPHIC AND PERHAPS FATAL INJURY MAY RESULT FROM ATHLETIC PARTICIPATION

Many forms of athletic competition result in violent physical contact among players, the use of equipment which may result in accidents, strenuous physical exertion and numerous other exposures to risk of injury. Students and parents must assess the risks involved in such participation and make their choice to participate in spite of those risks. No amount of instruction, precaution or supervision will eliminate these risks. Students have suffered accidents resulting in death, paraplegia, quadriplegia, and other very serious permanent physical impairment while playing sports. By granting permission for your student to participate in athletic competition, you, the parent or guardian, acknowledge that such risk exists. Students will be instructed in proper techniques to be used in athletic competition and in the proper utilization of all equipment worn or used in practice and competition. Students must adhere to that instruction and utilization and must refrain from improper uses and techniques.

I understand the statement above and I understand that by allowing my student to participate in athletic events, I assume the risk that he/she may be injured, perhaps severely.

\_\_\_\_\_  
Signature of Parent

\_\_\_\_\_  
Printed Name of Parent

\_\_\_\_\_  
Date

### ACKNOWLEDGEMENT OF CONDUCT CODE

I understand that as a student representing the school district in activities, I am obligated to comply with the activities handbook, including the code of conduct. **This means that I may not possess, use or be at parties in the presence of alcohol, tobacco/nicotine, illicit drugs, or controlled substances at any time during the school term unless I am accompanied by a parent.** I understand that if I violate the code of conduct or other rules in this handbook, I may be suspended from participation in all co-curricular activities and/or school sponsored activities or events.

\_\_\_\_\_  
Signature of Student

\_\_\_\_\_  
Printed Name of Student

\_\_\_\_\_  
Date

I understand that my student is obligated by this handbook, including the statements above.

\_\_\_\_\_  
Signature of Parent

\_\_\_\_\_  
Printed Name of Parent

\_\_\_\_\_  
Date

**5068**  
**Extracurricular Drug Testing Program**

The Ravenna Public School district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of tobacco/nicotine, alcohol, illegal drugs, and misused prescription drugs.

**1. Purpose of Random Drug Testing**

- a. The school district has recognized that observed and suspected drug, alcohol, and nicotine/tobacco use and abuse has increased among the student population, including students participating in extracurricular activities.
- b. The school district seeks to provide safe, substance-free schools.
- c. The school district seeks to deter the use of illegal and prohibited drugs, alcohol, and nicotine/tobacco among students.
- d. The school district recognizes that students who use illegal and prohibited substances pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e. The school district finds that drug, alcohol, and nicotine/tobacco use among the student body will be effectively addressed by making sure that the large number of students participating in extracurricular activities do not use drugs, alcohol and nicotine/tobacco.

**2. Notice.** Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student and activities handbooks.

**3. Drug Testing Coordinator.** The Drug Testing Coordinator shall be the Secondary Principal, Activities Director, or his or her designee unless otherwise indicated.

**4. Extracurricular Activities.** This policy applies to any activity that meets the guidelines of an extracurricular activity at the school district which includes but is not necessarily limited to the following:

|               |                 |
|---------------|-----------------|
| Band          | One Act Play    |
| Basketball    | Quiz Bowl       |
| Cheer         | School Dances   |
| Cross Country | Show Choir      |
| Dance Team    | Skills USA      |
| DECA          | Speech          |
| FBLA          | Spring Play     |
| Flag Corp     | Student Council |
| Football      | Track           |
| Golf          | Volleyball      |
| Musicals      | Wrestling       |

## 5. **Students Who Are Required to Submit to Drug Testing**

- a. Grades.** All students in grades 7-12 who participate in any extracurricular activity are part of the pool subject to random drug testing.
- b. Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
- c. Selection Pool Eligibility.** Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district except students who quit during the season.

Random testing will be completed a minimum of 3 times per year or as determined by the DTC. Each selection pool will consist of:

**Three** students from 7th and 8th grades  
**Six** students from 9th through 12th grades

- d. Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files a Withdrawal of Student from Activity form after selected for a random drug test but before submitting to the

test or after testing positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.

**6. Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drugs, alcohol, and nicotine/tobacco present in their system. For the purpose of this policy, "drugs" means:

- a.** Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
- b.** Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
- c.** Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1).
- d.** Any tobacco or other substance which introduces nicotine and other tobacco-related substances into the body, including alternative nicotine products ingested in any way, such as by use of an e-cig, vape pen, or Juul.

## **7. Testing Procedures**

**a. Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.

**b. Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable. Reasonable suspicion testing may be used during school sponsored summer activities and camps.

**c. Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardian's may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The

parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.

- d. Type of Test.** The school district reserves the right to utilize breath, saliva, hair, urinalysis, or any other reliably recognized testing procedures. Urine and oral fluid samples which screen positive will be confirmed by GC/MS. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester). Other testing will be confirmed via industry-recognized processes and equipment.
- e. Collection Site.** The Drug Testing Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. Collection Procedures.** The school board will select a Drug Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.
- g. Drugs.** Students may be randomly tested for any drugs, including but not limited to nicotine, alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, and any prescription drug that was obtained without proper authorization.
- h. Results.** The DPA shall notify the student and the Drug Testing Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or

parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.

- i. **Request for a Retest.** A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. In the event of a positive test a split specimen will be tested at a second nationally certified laboratory from a list provided by the MRO. The school district will cover the cost associated with testing the split specimen. The student will remain eligible pending the results of the split specimen test. If the test is confirmed positive the student will begin any consequences associated with testing positive on the day the school district receives notice of the confirmed positive test.

**8. Negative Tests.** Students and their parents will receive verbal or written notice when the student's test result is negative.

**9. Consequences for Testing Positive.** Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All offenses are cumulative in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative in grades 9-12**):

**a. First Offense**

- i. The student will be allowed to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 10 calendar days and a minimum of 1 competition. The day of the positive test result shall be the first day for counting purposes. If the activity ends prior to the 10 calendar days the consequence will carry over to the next activity.

- iii. The student shall attend drug, alcohol, and/or nicotine/tobacco counseling or educational program at the student's expense or as arranged or approved by the District Testing Coordinator.
- iv. The student will have a follow up test to be conducted in conjunction with the next random test. This test will be conducted at the parent's expense. If the student were to test positive it will be considered a second offense. If the student tests negative they will return to the random pool.

**b. Second Offense**

- i. The student shall be allowed to attend practice.
- ii. The student will be ineligible to publicly perform in any extracurricular activity for 20 calendar days and a minimum of 2 competitions. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 20 days, the consequence will carry over to the next activity.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to the District Testing Coordinator. The student is strongly encouraged to comply with the assessment recommendations.
- iv. The student will have a follow up test to be conducted in conjunction with the next random test. This test will be conducted at the parent's expense. If the student were to test positive it will be considered a third offense. If the student tests negative they will return to the random pool.

**c. Third Offense**

- i. The student will be ineligible to practice or publicly perform in any extracurricular activity for one calendar year from the date of the

third positive test or end upon graduation. The day of the positive test result shall be the first day for counting purposes.

- ii. The student must submit to a district administered test and test negative before returning to activities.

**d. Fourth Offense**

- i. The student will be ineligible to participate in any extracurricular activity for the remainder of the student's time at the school district.

**10. Refusal to Test.** A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for one calendar year.

**11. Tampering.** Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator determines that a student tampered with a drug test, the student shall not be eligible to participate in any activities covered under this policy including all meetings, practices, performances and competitions for one calendar year.

**12. Maintenance of Records.** All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

**13. Appeal.** The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

**14. Severability.** If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.

Adopted on: May 11, 2018  
Revised on: June 10, 2019

Reviewed on: June 10, 2019

Ravenna Public Schools

Ken Schroeder, Superintendent  
Angie Drahota, Guidance Counselor  
Dominic Reicks, Activities Director



Brad Kjar, Secondary Principal  
Paul Anderson, Elementary Principal

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41750 Carthage Rd  
Ravenna, NE 68869

308-452-3249, high school  
308-452-3202, elementary school  
308-452-3172, fax

ravennablucjays.org

**CONSENT TO PERFORM RANDOM DRUG TESTING  
2019-2020**

Student Name(print) \_\_\_\_\_ Grade \_\_\_\_\_

As a student and parent:

1. We understand and agree that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
2. We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
3. We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
4. We understand this is binding while a student is enrolled in Ravenna Public School District.

**CONSENT TO PERFORM DRUG TESTING**

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs, alcohol, and nicotine/tobacco in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the Ravenna Public Schools Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature: \_\_\_\_\_ Date \_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_ Date \_\_\_\_\_



**WITHDRAWAL OF STUDENT FROM ACTIVITY**  
**2019-2020 SCHOOL YEAR**

I understand that by signing this form I am rescinding my permission for random drug, alcohol, and nicotine/tobacco screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at Ravenna Public Schools.

Student's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent/Guardian's Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**6007**  
**Senior Recognition**

The school district will recognize the outstanding academic achievement of its graduating seniors in the following manner:

Valedictorian shall be awarded to the graduating senior with the highest class rank as determined by using a numeric grade point average derived from all classes graded on a numeric basis.

Salutatorian shall be awarded to the graduating senior with the 2<sup>nd</sup> highest class rank as determined by using a numeric grade point average derived from all classes graded on a numeric basis.

Adopted on: September 11, 2017

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**6008**  
**Class Rank**

Student class rank shall be determined by using a numeric grade point average derived from all classes graded on a numeric basis. To be included in the class ranking, a student must have received a numeric grade for each core curriculum class in which he/she was enrolled. For the purposes of this policy, core curriculum shall include all courses in the areas of language arts, mathematics, science, and social studies.

Students who transfer into the school district in middle of their senior year will be eligible to be included in class ranking, although a mid-year transfer will not displace the ranking of a student who has not transferred mid-year. In those circumstances there will be two students holding the relevant class ranking. Mid-year transfer students will not be eligible to receive senior awards such as valedictorian and salutatorian unless the student has been enrolled in the district's high school for the last two semesters.

Adopted on: September 11, 2017

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

***NO CLASS RANK PROPOSAL  
INCLUDING NO  
VALEDICTORIAN OR  
SALUTATORIAN***

**PLAINVIEW PUBLIC SCHOOLS**



# PROPOSAL

- 1. TO ELIMINATE THE REPORTING OF CLASS RANK.**
- 2. TO START WITH THE CLASS OF 2018-2019.**
- 3. TO KEEP AN INTERNAL CLASS RANK.**
- 4. TO WORK WITH PUBLIC AND SCHOLARSHIP COMMITTEES TO HELP ENSURE UNDERSTANDING OF WHY WE WILL NO LONGER REPORT CLASS RANK.**

# WHY STOP REPORTING CLASS RANK

- 1. REDUCTION IN KIDS AVOIDING CHALLENGING CLASSES IN ORDER TO MAINTAIN A CLASS RANKING.**
- 2. FORCE COLLEGES AND SCHOLARSHIP PROVIDERS TO CONSIDER THE STUDENT'S BODY OF WORK AS OPPOSED TO JUST A RANK.**
- 3. COLLEGES HAVE STOPPED PUTTING SO MUCH WEIGHT IN CLASS RANK WHEN CONSIDER ADMITTANCE TO COLLEGE.**

# WHY STOP REPORTING CLASS RANK

- 5. ACCORDING TO UNK, UNO, WSC, & CHADRON THIS CHANGE WILL NOT HAVE A NEGATIVE IMPACT ON OUR STUDENTS.**
- 6. AS OF THIS YEAR, UNK, UNO, UNL, WSC, & CHADRON HAVE DROPPED CLASS RANK FOR SCHOLARSHIP CONSIDERATION.**
- 7. ALL PRIVATE COLLEGES HAVE SAID THE SAME AS THE STATE UNIVERSITIES.**
- 8. WE HAVE RECEIVED NO NEGATIVE INFORMATION FROM SCHOLARSHIP COMMITTEES.**

# WHAT WE NEED TO DO

- 1. REPORT TO THE COLLEGES THAT WE WILL NOT BE REPORTING CLASS RANK ON THE TRANSCRIPT.**
- 2. EXPLAIN TO THE SENIOR AND JUNIOR CLASSES WHY WE ARE NOT REPORTING AND WHAT THEY SHOULD DO IF ASKED.**
- 3. MEET WITH LOCAL SCHOLARSHIP PROVIDERS TO INFORM THEM ON THE CHANGE.**
- 4. REMOVE THE CLASS RANK SECTION FROM THE TRANSCRIPT. IT WILL STAY ON PREVIOUS TRANSCRIPTS.**
- 5. THE FOLLOWING GRADING SYSTEM WILL BE USED FOR RECOGNIZING HONOR STUDENTS:**
  - CUM LAUDE – GRADE POINT AVERAGE OF 3.5-3.7**
  - MAGNA CUM LAUDE – GRADE POINT AVERAGE OF 3.8-3.9**
  - SUMMA CUM LAUDE – GRADE POINT AVERAGE OF 4.0+**

# VAL AND SAL

- 1. WE WILL STILL KEEP CLASS RANK WITH POWERSCHOOL.**
- 2. WE WILL NOT REPORT IT OUTSIDE OF OUR OWN SCHOOL PURPOSES.**
- 3. STUDENTS WHO ARE INTERESTED IN SPEAKING AT GRADUATION WILL FILL OUT A RESUME AND TURN THIS INTO THE SCHOOL COUNSELOR. A COMMITTEE OF SECONDARY TEACHERS WILL VOTE ON THE SPEAKERS WHO HAVE APPLIED OR CHOOSE TWO OTHER SPEAKERS IF NOT QUALIFIED. TWO SPEAKERS WILL SPEAK AT GRADUATION. ADMINISTRATION HAS THE FINAL DECISION IN SPEAKERS.**

# **SOME SCHOOLS NOT RANKING**

**GRAND ISLAND PUBLIC SCHOOLS IN 2020**

**MCCOOK PUBLIC SCHOOLS**

**SEWARD PUBLIC SCHOOLS**

**YORK PUBLIC SCHOOLS**

**MILLARD PUBLIC SCHOOLS**

**PAPILLION LA VISTA AND PAPILLION LA VISTA SOUTH**

**FALLS CITY SCHOOLS**

**AINSWORTH PUBLIC SCHOOLS**

**DAVID CITY PUBLIC SCHOOLS**

# **CONTINUED SCHOOLS NOT RANKING**

**CREIGHTON PREP**

**BROWNELL TALBOT SCHOOLS**

**OMAHA MARIAN**

**KENESAW PUBLIC SCHOOLS**

**SOUTHERN PUBLIC WYMORE**

**AURORA PUBLIC SCHOOLS**

# **SCHOOLS CONSIDERING NO CLASS RANK**

**SHELTON PUBLIC SCHOOLS**

**BRADY PUBLIC SCHOOLS**

**BOYD COUNTY SCHOOLS**

**CLARKSON PUBLIC SCHOOLS**

**KEARNEY HIGH SCHOOL**

**KEARNEY CATHOLIC SCHOOL**

**DAVID CITY AQUINAS**

**BENNINGTON PUBLIC SCHOOLS (IN THE PROCESS OF MAKING A PROPOSAL)**

**MILFORD PUBLIC SCHOOLS**

**PENDER PUBLIC SCHOOLS**

**BANCROFT – ROSALIE (IN THE PROCESS OF MAKING A PROPOSAL)**

# QUESTIONS?



### Why Change from Class Rank?

After extensive research, Seward High School's Rigor School Improvement committee determined that class rank is not an accurate representation of student success.

First, each grade level has a different level of achievement, some filled with high achievers and others with fewer high achievers. The same student placed in two different grades could have notably different class ranks.

Next, some classes are harder than others. A student with many AP courses cannot be accurately compared to a student with many entry level courses. Adding weighted grades alone does not solve this problem, as then students may only focus on the grade boosting weighted courses, instead of exploring non-AP courses that could match a future career choice or offer opportunities.

Finally, students' academic futures will not be hurt by having no class rank. At one time, colleges may have considered class rank to be an important admissions consideration. Colleges are now increasingly recognizing that class rank is not a significant indicator of college success. In the admissions decision class rank falls below grades in college prep courses, strength of curriculum, admissions test scores, grades in all courses, essay, student interest and counselor recommendation.

A sample of the responses in regard to class rank from area post-secondary institutions:

UNL: "Some schools do not rank their students, and we do not penalize them for that. In that case, we just use the other elements of the students' academic profile to make an admissions decision."

Concordia University: "We use the highest GPA to determine admission decisions."

Wayne State College: "We do not consider rankings in the process because it is not consistent among school districts."

Doane College: "We do not require or review class rank when determining admission or scholarships."

### Honor Roll

The following Honor Roll criteria will apply starting with the graduating class of 2019:

Minimum G.P.A. of a 3.5 for the grading period (high school classes only).

No "N's" or "U's" on student citizenship.

Enrolled in a minimum of 10 high school credit hours for the grading period.



*Laude System*

### **Selection of Graduation Speakers:**

Students interested in representing their graduating class as speakers at graduation shall apply at the designated time during the second semester of their senior year. The application process will require a short written application along with a speaking trial. A faculty committee of three-to-five staff members appointed by the principal on an annual basis will select the graduation speakers based upon pre-selected criteria that consider both the content of the speech and the delivery. No faculty member with a conflict of interest will be selected to serve on the committee.

## **Seward High School**

Scott Axt - Principal

Russ Wissing - Assistant Principal/Athletic Director

Noelle Baker - School Counselor

Kevin Fields - School Counselor

Carmen Johnson - Registrar

Lisa Vlasin - Administrative Assistant

**Every Student,  
Every Day,  
A Success**

**Seward High School  
Class of 2019  
and beyond**

532 Northern Heights  
Seward, Nebraska 68434  
Phone 402-643-2988  
Fax: 402-643-2599  
CEEB Code 282-125

[www.sewardpublicschools.org](http://www.sewardpublicschools.org)

**Percentage of colleges attributing different levels of importance to factors in the admission decision:**

SOURCE: NACAC Admission Trends Survey, 2011

| Factor   | Considerable importance | Moderate Importance | Limited Importance | No importance |
|--|-------------------------|---------------------|--------------------|---------------|
| <a href="#">Grades in college prep courses</a>   | 84.3%                   | 11.9%               | 2.3%               | 1.5%          |
| <a href="#">Strength of curriculum</a>           | 67.7                    | 20.4                | 5.8                | 6.2           |
| <a href="#">Admission test scores (SAT, ACT)</a> | 59.2                    | 29.6                | 6.9                | 4.2           |
| <a href="#">Grades in all courses</a>            | 51.9                    | 39.2                | 6.9                | 1.9           |
| <a href="#">Essay or writing sample</a>          | 24.9                    | 37.5                | 17.2               | 20.3          |
| <a href="#">Student's demonstrated interest</a>  | 20.5                    | 29.7                | 24.7               | 25.1          |
| <a href="#">Counselor recommendation</a>         | 19.2                    | 39.8                | 27.2               | 13.8          |
| <a href="#">Class Rank</a>                       | 18.8                    | 31.0                | 31.4               | 18.8          |
| <a href="#">Teacher recommendation</a>           | 16.5                    | 41.9                | 26.5               | 15.0          |
| <a href="#">Subject test scores (AP, IB)</a>     | 6.9                     | 31.2                | 31.5               | 30.4          |
| <a href="#">Portfolio</a>                        | 6.6                     | 12.8                | 30.2               | 50.4          |
| <a href="#">Interview</a>                        | 6.2                     | 25.4                | 25.8               | 42.7          |
| <a href="#">SAT II scores</a>                    | 5.4                     | 9.7                 | 22.6               | 62.3          |
| <a href="#">Extracurricular activities</a>       | 5.0                     | 43.1                | 38.1               | 13.8          |
| <a href="#">State graduation exam</a>            | 4.2                     | 14.9                | 23.8               | 57.1          |
| <a href="#">Work</a>                             | 2.3                     | 17.0                | 43.2               | 37.5          |



Our Laude System

The following system will apply starting with the graduating class of 2019.

The school district will recognize the outstanding academic achievement of its graduating seniors in the following manner:

Summa Cum Laude – A graduating senior with a cumulative G.P.A. of 4.0 or greater

Magna Cum Laude – A graduating senior with a cumulative G.P.A. between 3.833 – 3.999

Cum Laude – A graduating senior with a cumulative G.P.A. between 3.667 – 3.832

G.P.A. will be calculated on numeric basis using a four-point scale. The formula to do so is as follows:

Mark points earned in a course multiplied by the number of potential credits towards graduation assigned to that particular course. The sum of this calculation for each course is then added up with all other courses attempted for that term (for honor roll purposes) or cumulative for overall GPA and is then divided by the total number of academic credits attempted for that term or cumulatively in order to calculate overall high school GPA.

Grading Scale Class of 2019 and Beyond

| Grade Earned | Non-Weighted | *Weighted | Percentage Ranges |
|--------------|--------------|-----------|-------------------|
| A+           | 4.0          | 5.0       | 98-100            |
| A            | 4.0          | 5.0       | 95-97             |
| A-           | 3.667        | 4.667     | 93-94             |
| B+           | 3.333        | 4.333     | 91-92             |
| B            | 3.0          | 4.0       | 88-90             |
| B-           | 2.667        | 3.667     | 86-87             |
| C+           | 2.333        | 3.333     | 84-85             |
| C            | 2.0          | 3.0       | 80-83             |
| C-           | 1.667        | 2.667     | 78-79             |
| D+           | 1.333        | 2.333     | 76-77             |
| D            | 1.0          | 2.0       | 72-75             |
| D-           | .667         | 1.667     | 70-71             |
| F            | 0            | 0         | 0-69              |

\*Advanced Placement Courses will be the Weighted Courses due to external validation

**AP Courses for the 2015-16 School Year**

- AP Literature and Composition
- AP Calculus
- AP Biology
- AP Statistics
- AP Environmental Science

## Pros and Cons for Removing Class Rank including Val and Sal

High School Information:

| Pros  | Cons   |
|---|--|
| <b>Grand Island:</b> Reduction in kids avoiding challenging classes in order to protect rank.   | Educating people of what to consider when looking at a transcript. |
| They are not anticipating any issues with college admissions or scholarships. (starts with class of 2020)   |  |
| Forces schools and scholarship search committees to look at the student's total body of work as opposed to just a rank.   |  |
| <b>Seward:</b> In our research before going forward, colleges and universities reassured us that it would not be an issue.  |  |
| The kids have a supportive feeling for classmates, not the cut-throat wishing the worst for someone above them. Added the weighted AP has encouraged rigor, and our numbers in those classes have increased with "average" kids giving them a shot. |  |
| <b>McCook:</b> So far, we have not seen any problems with colleges or scholarships. (Our SRS still keeps track of gpa's, but we don't use them.)  |  |
| The reason we quit using them was because colleges put little or no stock in them.  |  |
| <b>Falls City:</b> Students will take classes that are more challenging without regard for "protecting" 1/100th's of 1/1000th's of "GPA points" that could possibly determine val/sal.  |  |
| Students don't hatefully compete against each other. Some will protect making cum laude, magna & summa etc., but that's their own internal battle to fight and not fighting   |  |

|   |  |
|---|--|
| and sabotaging others and desperate cheating has gone down and parents are more civil. (If we have to break any ties for anything, it's GPA, ACT, # of Weighted Classes & grade %...if it really has to go that far. Usually the tie will end at an ACT score.) |  |
| <b>O'Neill:</b> Has no Val or Sal. Take the top 3 averages over 4 years in English, Math, (Senior Math class), Science (Senior Science class), Social Studies, Theology, Spanish and Business, (Senior Business class).   |  |

College Admissions:

| No Issues:  | Issues:  |
|---|--|
| UNK, UNO, WSC, Chadron  | UNL- does still look at—will use a national calculated rank based off of grades. |
| Hastings, CCC, Josephs, Mount Marty (some athletic dept. use), Concordia University, Peru |  |

College Scholarships:

| No Issues:  | Issues:  |
|---|--|
| UNK, UNO, WSC, Chadron                                    | UNL- not heavily factored as they will look at GPA and ACT more—will use a national calculated rank based off of grades if needed. |
| Hastings, CCC, Josephs, Mount Marty, Concordia University | Peru—some of scholarships ask, but most have other options as GPA or ACT   |

Scholarships:

| No Issues: | Issues: |
|------------|---------|
|------------|---------|

|  |  |
|--|--|
| Scholarships are starting to ask if we still have class rank and if so, what it is. If we don't then, they don't ask. They also are going more by GPA and ACT. |  |
|--|--|

No Recommendations:  
Education Quest

| Timestamp       | School name         | Class Size | Please name the AP courses offered at your school:   | Please name honors courses offered at your school:   | Do you weight grades? | If yes to weighting grades, which courses are weighted?   | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?  | At what point in the school year do you determine valedictorian and salutatorian? | Do you have a valedictorian / salutatorian? or just top percent?  |
|-----------------|---------------------|------------|--|--|-----------------------|---|--|--|---|---|
| 4/7/20146:58:37 | Lincoln Southeast   | A          | AP 2D Design Portfolio, AP 3D Design Portfolio, AP Drawing Portfolio, AP Lang/Comp, AP Lit/Comp, AP Psych S1, AP Psych S2, AP Statistics, AP Calculus, AP Calculus D, AP World History, AP US History, AP Government & Politics, AP French, AP Spanish, AP Macroeconomics, AP Chemistry. | College Accounting, English 10D, Sociology D, Applied CAD, Advanced Algebra D, Pre-Calculus D, Anatomy and Physiology D, Chemistry D, Physics D, Biology D | Yes                   | All the above.  | No limit.  | No.  | Spring honors are determined by the 7th semester transcript information.          | We don't designate a valedictorian/salutatorian but we do have students ranked #1 & #2 in the class.                        |
| 4/7/20147:01:30 | Norfolk High        | A          | A/P Government, A/P American History, A/P Biology, A/P Calculus, A/P Chemistry, A/P Physics, A/P Language and Composition, A/P Lit and Comp  | Honors Geometry<br>Honors Algebra II<br>Honors PreCalculus<br>Honors English 10  | Yes                   | the A/P classes plus Accounting II  | no limit   | choir, band, orchestra, physical education   | after final grades are in,  | valuedictorian/salutatorian/3rd rank, they speak at graduation<br><br>top 5 percent wear white robes                        |
| 4/7/20147:02:55 | Fremont HS          | A          | AP Psych, AP US History, AP English Lang & Comp, AP Gov't  | Geometry, Alg 2, Alg 3/Trig, Math Analysis, Calculus, English 9, English 10, American Lit, Communications 10, Spanish 5, German 5                          | No                    | We will start weighting grades next year. Honors courses will be weighted .5 and AP and dual enrollment classes will be weighted 1. | No   | We have a Pass/Fail course "School to Career" that is not figured into the GPA.  | N/A   | None  |
| 4/7/20147:39:55 | Grand Island Senior | A          | US Gov't, MacroEcon, MicroEcon, US History-2 sem, World History-2 sem, Physics 1 and Physics 2, Chemistry, (next year adding Biology), Literature & Composition, (next year also Language & Composition), Calculus   | English (freshman, sophomore, junior- ends this year), Geometry, Algebra II, PreCalculus, Biology- ends this year, Chemistry                               | Yes                   | Only AP course  | no   | ELL and DLP & CBI courses that have modified curriculum where the content is of reduced level and/or the grading standards are adjusted extensively. |   | No Val/Sal just rank, often have ties for number 1 of 5-15 students out of 475-500 in the class (much to UNL's displeasure) |

| Timestamp         | School name              | Class Size | Please name the AP courses offered at your school:  | Please name honors courses offered at your school:  | Do you weight grades? | If yes to weighting grades, which courses are weighted?                                  | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?      | At what point in the school year do you determine valedictorian and salutatorian?  | Do you have a valedictorian / salutatorian? or just top percent?  |
|-------------------|--------------------------|------------|---|---|-----------------------|--|--|--|--|---|
| 4/7/2014 9:50:59  | North Platte High School | A          | AP Lit/Comp<br>AP Biology<br>AP American Government<br>AP Chemistry   |   | No                    |  |  | NO   | Once senior grades have been turned in for the fourth term. So we do all the figuring the morning of graduation practice | No Highest Distinction top 5% with specific classes they have had to take<br><br>Distinction top 10% with specific required classes |
| 4/8/2014 13:37:58 | Southwest High School    | A          | AP Stats<br>AP Calculus<br>AP Diff Calculus<br>AP Psychology<br>AP Gov't & Politics<br>AP Human Geography<br>AP US History<br>AP Macro Economics<br>AP Lang Comp<br>AP Lit Comp<br>AP Biology<br>AP Adv Physics<br>AP Spanish 5 | Diff Geometry<br>Diff Pre-Calc<br>Diff Adv Algebra<br>Diff Civics<br>Diff Sociology<br>Diff Geography<br>Diff English 9<br>Diff English 10<br>Diff Biology<br>Diff Chemistry<br>Diff Anatomy & Physiology<br>Diff Physics | Yes                   | AP & Diff Classes as well as College Accounting & Applied CAD Architecture & Engineering | No   | TA & Pass/Fail Classes b/c they do not have a grade assigned to them | N/A  | Just Top 3 Percent  |
| 4/9/2014 9:43:07  | Lincoln East             | A          | Drawing Portfolios;<br>Micro/Macro Econ;<br>Lang/Comp;<br>Lit/Comp/CalculusD/<br>Calculus;Stats/Biology;<br>Chemistry and<br>Physics/US History;<br>World<br>History/GovPol/Human<br>Geog; Psych;<br>French; German;<br>Spanish | English 9; 10;<br>Am Lit;<br>Shakespear;<br>English Lit; all<br>math levels<br>except Algebra;<br>all social<br>studies; all<br>Science   | Yes                   | AP and Dif   | no   |  | n/a  | no  |
| 4/7/2014 6:48:12  | Columbus High School     | B          | AP US Government<br>AP Calculus<br>AP English Literature<br>AP Psychology<br>AP Chemistry (if enough requests)<br>AP Physics (if enough requests)   | no  | Yes                   | AP courses   | No   | No   |  | Top 10%   |

| Timestamp       | School name           | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school:  | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?  | At what point in the school year do you determine valedictorian and salutatorian? | Do you have a valedictorian / salutatorian? or just top percent? |
|-----------------|-----------------------|------------|--|---|-----------------------|---|--|--|---|--|
| 4/7/20146:50:10 | Holdrege              | B          | AP English   | Honors English 9-12<br>Calculus<br>Anatomy/Physiology   | No                    |   |  | Study Skills class which is a special education study hall.<br>Regular study halls.<br>Nova Net credit recovery.<br>Pass/Fail  | N/A   | Just top 10%   |
| 4/7/20147:07:58 | Lexington High School | B          | no AP  | English I, II, III have a section of Honors....College English is the senior Honors option<br>Algebra I, Geometry, Algebra II all have Honors Sections, Pre-Calculus and Calculus are Honors<br>Physical Science, Biology Chemistry all have Honors sections, Physics is an Honors class and Adv. College Biology is the senior Honors option<br>American History I, II, World History and Psychology all have Honors sections<br>Spanish III and IV are Honors classes<br>French III and IV are Honors classes | Yes                   | Honors courses  | no   | Cadet (a teacher aide option),<br>HOSTS,<br>(Helping Other Students to Succeed mentoring program) and our Business Intern program are all P/F classes and not part of rank/gpa | N/A   | neither  |

| Timestamp        | School name        | Class Size | Please name the AP courses offered at your school:  | Please name honors courses offered at your school:  | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?              | At what point in the school year do you determine valedictorian and salutatorian?   | Do you have a valedictorian / salutatorian? or just top percent?                          |
|------------------|--------------------|------------|---|---|-----------------------|---|--|--|---|---|
| 4/7/20147:19:18  | Gering             | B          | We do not offer AP Classes  | English I, English II, English III, Dual Credit Courses: College Composition, Humanities, World Religions, College Algebra, College Calculus, AutoCAD I-IV, Welding | No                    |   |  | no   | The Thursday before Graduation  | Valedictorians and Salutatorians  |
| 4/7/20148:20:33  | Bennington HS      | B          | AP English Lit/Comp, AP Biology, AP Chemistry, AP Calculus AB, AP French, AP Spanish, AP US History | Honors English 11 and Honors English 10   | Yes                   | All AP courses.   | NO   | No   | A couple weeks before graduation.   | Yes. The top 2 weighted cumulative grade point averages.                                  |
| 4/7/201412:03:38 | Plattsmouth High   | B          | AP Calculus<br>AP Government & Politics<br>AP Biology   | Honors Algebra II<br>Honors Pre Calculus<br>Honors Chemistry  | No                    |   |  | No   | We don't determine our 4.0 graduates until they are completely done with grades. So that would be 3 days before graduation. We assume the 4.0 graduates will keep that and will be speaking at graduation. Our class president also speaks at graduation. | We don't call them valedictorian. We just have our 4.0 graduates.                         |
| 4/7/201412:26:22 | McCook Senior High | B          | AP English Literature<br>AP English Language  | Honors Biology, Honors World History, Honors Chemistry, Honors Physics  | No                    | n/a   | n/a  | Any class that receives a Pass/Fail grade in not included in class rankings. | n/a<br><br>All Honor students are determined by their 7th semester grades and then checked for accuracy before the graduation ceremony.   | Honor Student = 3.5 or better cumulative gpa<br>All 4.0 students recognized at graduation |

| Timestamp         | School name        | Class Size | Please name the AP courses offered at your school:  | Please name honors courses offered at your school: | Do you weight grades? | If yes to weighting grades, which courses are weighted?                 | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes? | At what point in the school year do you determine valedictorian and salutatorian?   | Do you have a valedictorian / salutatorian? or just top percent?   |
|-------------------|--------------------|------------|---|--|-----------------------|---|--|---|---|--|
| 4/8/2014 12:25:54 | Norris             | B          | AP American History<br>AP Stats (offered as dual credit)<br>AP Gov & Politics<br>AP Lit and Comp (offered as dual credit)<br>AP Lang and Comp (offered as dual credit)                  | N/A  | No                    |   |  | No  | N/A   | No~ just top ten percent.  |
| 4/9/2014 6:04:57  | Crete High School  | B          | AP World History<br>AP US Government & Politics<br>AP Human Geography<br>AP Calculus<br>AP Biology<br>AP Statistics<br>AP Spanish Language & Culture<br>AP Spanish Literature & CUlture | Honors American Studies<br>College Writing         | Yes                   | All AP & Honors, plus Advanced Literature. More may be added next year. | No   | Only if the class was taken P/F                                 | "minutes" before graduation -- actually senior grades are due a few days before graduation, but on occasion it changes things -- not usually. One year a student was told on Friday that he was a valedictorian. He joined the group and put together his graduation speech on Saturday. (So we order medals and certificates on the best information we have.) | Anyone with a GPA of 4.0 or higher is a co-valedictorian. All students with cumulative GPAs of 3.66 or higher are recognized as Honor Graduates. |
|                   | Seward High School | B          | AP English Literature (dual credit)<br>AP Calculus (dual credit)<br>Adding next year: AP Biology  | No honors  | No                    | n/a   | n/a  | Just P/F  | Currently - right up to Honors Night which is during the week before graduation.  | Val and Sal based on the high percentage grade. Honor graduates with a 95% or higher.  |
| 4/7/2014 6:48:45  | David City High    | C1         | none  | none - we allow early college entry                | No                    |   |  | no  | The week of graduation  | Val and Sal for top ranked students  |

| Timestamp       | School name | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school: | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?                     | At what point in the school year do you determine valedictorian and salutatorian? | Do you have a valedictorian / salutatorian? or just top percent?   |
|-----------------|-------------|------------|--|--|-----------------------|---|--|---|---|--|
| 4/7/20146:54:06 | Minden      | C1         | None   | None   | No                    | na  | na   | Yes. Band, vocal, weights, PE, study skills, basic math, etc...are not part of GPA. | na  | Our honor graduates are all students maintaining a 3.75 GPA and above on a 4.0 scale. This year, that looks to be a total of 8 students out of 61 graduates. |

| Timestamp        | School name | Class Size | Please name the AP courses offered at your school:  | Please name honors courses offered at your school: | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes? | At what point in the school year do you determine valedictorian and salutatorian?   | Do you have a valedictorian / salutatorian? or just top percent?  |
|------------------|-------------|------------|---|--|-----------------------|---|--|---|---|---|
| 4/7/2014 6:56:28 | Chadron HS  | C1         | AP English, AP US History, AP Calculus and AP Statistics (we are still "set up" to do AP Bio, but haven't had enough kids to warrant a class lately). | N/A  | No                    |   |  | No  | We rank kids at the end of their junior year (although some of them may have not yet taken two AP courses, but they are on their schedule). The students who choose not to take AP courses fall to the lower ranks. We rank again after 1st semester and then the final tally is done at the end of April, so it keeps them on their toes until the end. We look at percentage grades for every class they have taken in high school, to see who has the overall best performance. We have a rubric that Mrs. Drinkwalter developed. Please call me if you want more specific information. I feel it works well, because it truly rewards the kids who are willing to challenge themselves in AP courses. | Previously, we had as many as 12 valedictorians (because it was everyone who had a 4.0). A few years ago, our faculty decided we needed a change and we now require a 4.0 AND two AP courses. |

| Timestamp       | School name      | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school:   | Do you weight grades? | If yes to weighting grades, which courses are weighted?   | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?   | At what point in the school year do you determine valedictorian and salutatorian?  | Do you have a valedictorian / salutatorian? or just top percent?                |
|-----------------|------------------|------------|--|--|-----------------------|---|--|---|--|---|
| 4/7/20146:58:00 | Arlington HS     | C1         | None   | Honors US History, Honors Algebra I, Honors Algebra II, Honors Geometry, Honors English 9, Honors English 10, Honors English 11.                   | No                    |   |  | No.   | At the end of 3rd Quarter.   | Yes, we have a valedictorian and salutatorian and we recognize the top 10%.     |
| 4/7/20147:07:26 | Milford HS       | C1         | none   | none   | No                    |   |  | Academy, college dual credit, online college  | As close to the end as possible - Best of Class is due mid-April, so will likely do it at that time, but recheck before grad speeches are assigned to Val / Sal. | Val/Sal Percentages too   |
| 4/7/20147:11:50 | Kearney Catholic | C1         | No AP courses                                      | We have honors courses in 9, 10, 11, and 12th grade math, 11th and 12th grade English, upper level science courses, and foreign language courses   | No                    | NA  | NA   | Yes, our vocabulary courses are   | end  | Val and Sal   |
| 4/7/20147:15:43 | Falls City HS    | C1         | No official AP courses                             | We don't call them honors courses. We call them "weighted courses". 90-100=A, 80-89=B etc... BUT they are reported as UNweighted on the transcript | Yes                   | All of what would be considered "honors classes":<br>Calculus<br>College English<br>College Am History<br>Advanced Math<br>Accounting II<br>Anatomy & Physiology<br>Physics<br>Adv. Music Theory<br>Spanish III & IV<br>Statistics & Probablity<br>Civics<br>Adv. Chemistry | Students are encouraged to take as many challenging classes as they can.   | TA's, or teachers aides are Pass/Fail<br>All courses carry importance for either rank or GPA. By taking a P/F aide, someone who takes a weighted class COULD surpass another. | No val/sal, but our Cum Laude is determined after seniors take finals and grades are made FINAL.   | We have Cum Laude system. Successfully got rid of Val/Sal a few years ago!!!!!! |

| Timestamp       | School name                 | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school:   | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?   | At what point in the school year do you determine valedictorian and salutatorian?  | Do you have a valedictorian / salutatorian? or just top percent?                              |
|-----------------|-----------------------------|------------|--|--|-----------------------|---|--|---|--|---|
| 4/7/20147:28:32 | Grand IslandCentralCatholic | C1         | AP Calculus  | none   | No                    |   |  | Yes, Driver's Education, Teacher Aide. Senior Seminar   | I determine our top ten at the end of the first semester. We do not have a valedictorian or salutatorian.                      | We honor the top ten students because our Chamber of Commerce has always honored our top ten. |
| 4/7/20147:34:30 | Malcolm                     | C1         | None   | None   | No                    |   |  | Yes, Art, Instrumental Music, Physical Education, Speech and Vocal Music are not included in our GPA calculation.<br><br>(This was in policy before I arrived here so have no idea of their justification.) | Immediately before graduation--last week before. My principal does this, I am not involved.                                    | Val and Sal   |
| 4/7/20148:24:47 | Johnson CountyCentral       | C1         | None   | None   | No                    |   |  | Our Lifeskills program courses We include most special education courses.   | After the end of the 8th semester - after teachers turn in grades. Usually can estimate but not determined until grades final. | Valedictorian and salutatorian Determined by top % GPA and 2nd % GPA.                         |
| 4/7/20149:52:26 | Central City                | C1         | None   | British Literature<br>American Literature<br>Accounting II<br>Spanish III<br>Spanish IV<br>Algebra II<br>Trig/Pre-Calc<br>Calculus<br>Chemistry<br>Biology<br>Adv Biology<br>Physics<br>Adv Chemistry<br>Scientific Research | Yes                   | Honors Courses  | No limit   | Yes...<br><br>Personal Development, Speech, Careers, Alternative Ed and Credit Recovery courses... All are P/F  | 3 days before graduation, as it is always very close.  | Yes a Val and Sal   |

| Timestamp         | School name                  | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school:  | Do you weight grades? | If yes to weighting grades, which courses are weighted?   | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes? | At what point in the school year do you determine valedictorian and salutatorian?  | Do you have a valedictorian / salutatorian? or just top percent?   |
|-------------------|------------------------------|------------|--|---|-----------------------|---|--|---|--|--|
| 4/9/2014 13:02:19 | Norfolk Catholic High School | C1         | None   | Pre-Calculus;<br>Calculus;<br>Chemistry;<br>Anatomy & Physiology;<br>College Biology;<br>Physics;<br>Spanish III;<br>Spanish IV;<br>Accounting 2; | Yes                   | The Honor's Courses listed above are weighted.  | No.  | No.   | The end of the second semester...about 5-6 days before graduation.   | Valedictorian is ranked first in the class and salutatorian is ranked second in the class.   |
| 4/7/20146:52:54   | Franklin                     | C2         | CP English   |   | No                    |   |  | no  | 1 week before graduation   | yes  |
| 4/7/20147:08:06   | Logan View                   | C2         | None   | None  | Yes                   | Adv Biol, Adv Chem, Physics, English Comp III, Great Novels, Calculus, Trig, Adv Math, Span 3, Span 4, Psychology | No   | No, not at this time  | after 7 semesters  | top percent, there can be ties. So, we could have more than one of either. If we have 2 top students, same % they are Valedictorians. No salutatorian. OR 1 Valedictorian and possible 2-3 Salutatorian if ties. |
| 4/7/20147:55:47   | Nebraska Christian           | C2         | 0  | 0   | No                    |   |  |   |  | Top percentages.   |
| 4/7/20148:07:14   | Lutheran High Northeast      | C2         | None   | None  | Yes                   | Advanced math, Calculus, Anatomy, Physics with .2 added factor  | No   | No  | After senior semester finals and 8th semester grades are factored into GPA. Seniors take semester finals earlier so final GPA can be determined. | Valedictorian and salutatorian based on class rank determined by GPA   |

| Timestamp        | School name                | Class Size | Please name the AP courses offered at your school:   | Please name honors courses offered at your school:                     | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?   | At what point in the school year do you determine valedictorian and salutatorian?  | Do you have a valedictorian / salutatorian? or just top percent?   |
|------------------|----------------------------|------------|--|--|-----------------------|---|--|---|--|--|
| 4/7/20148:27:49  | St. Patrick North Platte   | C2         | none   | none-have dual credit  | No                    |   |  | Band, Chorus, PE, 9th grade Health, 9th grade Art, 9th grade Speech-they only meet 2 days a week for 45 minutes-not enough time | Top 3 students is determined after 7th semester grades-if ties, we look at 3rd quarter grades  | Top 3 students in English, Social Studies, Math, Science, Spanish, Theology and Business are recognized-top student in each receives a medal. Our conference also recognizes the top 10 ACT scores and they receive a medal as well. |
| 4/7/20149:47:16  | ThayerCentral              | C2         | None   | Honors Dual Credit Calculus  | No                    |   |  | Yes, music and PE   | If it is close, we do not determine until one week before graduation.  | Val and Sal but top 4.0 get listed on program  |
| 4/7/201410:29:04 |                            | C2         | None - Students have access to them through Penn Foster on-line high school but must pay for them. | None   | No                    |   |  | remedial classes -- like Math Tutoring, Reading Support, etc.   | Usually at the end of first semester but if the G.P.A. is very close we do it after final Senior grades are turned in.   | valdictorian/salutatoria   |
| 4/7/201410:38:31 | East Butler Public Schools | C2         | None   | None   | No                    |   |  | no  | End of the school year.  | Yes we have a valedictorian and Salutatorian   |
| 4/7/201410:45:51 | Twin River                 | C2         |  | College Prep - English<br>Calculus<br>Honors Science<br>Honors English | No                    |   |  | No  | N/A  | Top Percent  |
| 4/7/201420:45:20 | Doniphan-Trumbull          | C2         | English Literature & Composition   | none   | No                    |   |  | Modified (SpEd) courses are excluded. We also do not count GPA points for online courses or alternative education.              | After final grades of the final semester (grades due a few days before graduation ceremony). I have got real good at doing the math to figure if there is a chance we will have a change in Val/Sal. | Traditional Valedictorian / Salutatorian<br>We use a breakdown of grades to break by percentage points to break any ties   |

| Timestamp          | School name     | Class Size | Please name the AP courses offered at your school:                                       | Please name honors courses offered at your school:  | Do you weight grades? | If yes to weighting grades, which courses are weighted?  | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?  | At what point in the school year do you determine valedictorian and salutatorian?   | Do you have a valedictorian / salutatorian? or just top percent? |
|--------------------|-----------------|------------|--|---|-----------------------|--|--|--|---|--|
| 4/8/2014 12:21:34  | Palmyra         | C2         | None   | None  | No                    |  |  | No   | We don't.   | Top 10%  |
| 4/14/2014 11:22:37 | Ord High School | C2         | None   | None  | Yes                   | Accounting II, Business Law, Spanish II, Algebra II, Geometry, Advanced Math, Calculus, Biology II, Anatomy/Physiology, Chemistry, Advanced Chemistry, Physics, Economics,   | No   | The classes we have at 0 period - before school do not count for class rank/GPA. Swing Singers, FFA Officers Leadership, FBLA Officers, and Debate | The week of graduation. We let them know approximately 4 weeks before graduation, but some years it has been decided the last week based upon final grades. | Valedictorian and Salutatorian                                   |
| 4/7/20147:00:59    | Crawford        | D1         | None offered here, available D.L.  | None offered here, available D.L.   | No                    |  |  | No   | Days before graduation.   | Val/Sal  |
| 4/7/20147:12:00    | Deshler Public` | D1         | Offering AP testing for a course taken by a student through UNL Independent High School. | College Prep Biology  | No                    |  |  | No   | We determine Honor Grads after Second Semester, Senior Year.<br><br>We order enough medals to cover ourselves.  | NO. We have Honor Graduates with GPA at or above 91%.            |
| 4/7/20148:41:33    |                 | D1         | AP Calsulus (AB)<br>AP Government (US)<br>AP Stats (online)                              | Anatomy and Physiology (online)<br><br>We don't offer any Honors courses on campus. Our "regular" classes are basically honors level. | Yes                   | AP courses receive an additional 0.666 in GPA (we use a +/- system so this is like a 2/3 grade boost.) For example , if a student earns a B in an AP class, it shows up as a B on the report card. But, it is calculated into his/her GPA as 3.666 - that is what we give for an A-. |  | NO   | After 7 semesters.  | Yes, Val. is #1 in class, Sal. is #2                             |
| 4/7/20149:15:33    | Hemingford      | D1         | NA   | NA  | No                    | NA   | NA   | No   | At the very end after all senior grades are in.   | Valedictorian / Salutatorian                                     |

| Timestamp       | School name              | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school:   | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?   | At what point in the school year do you determine valedictorian and salutatorian?  | Do you have a valedictorian / salutatorian? or just top percent? |
|-----------------|--------------------------|------------|--|--|-----------------------|---|--|---|--|--|
| 4/7/20149:29:41 | Loup City Public Schools | D1         | none   | none   | No                    | none  | none   | <p>None are excluded. We previously had excluded PE, Band and Chorus but since have changed this due to the fact that if a student is majoring in music in college it seemed unfair to them that their music classes were excluded from their GPA in high school.</p> | <p>Usually it's at the end of the 3rd quarter (typically mid March). However, if they are dangerously close we try to either give Co-Val or Co-Sal as needed. We used to refigure the grades right before graduation but feelings were hurt and then you have the situation where one student is blamed for taking "pud" classes to pad their GPA just to get ahead of the other in rank. The cream typically rises to the top early on in their high school careers and doesn't change too drastically.</p> | Valedictorian and Salutatorian                                   |
| 4/7/20149:36:48 | Cross County             | D1         | None   | We offer our students college credit only courses online or through distance learning, or dual credit courses. | No                    |   |  | All college credit only courses are excluded from class rank.   | End of 1st semester  | Yes we have both   |

| Timestamp         | School name                 | Class Size | Please name the AP courses offered at your school:   | Please name honors courses offered at your school:   | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes? | At what point in the school year do you determine valedictorian and salutatorian?   | Do you have a valedictorian / salutatorian? or just top percent?   |
|-------------------|-----------------------------|------------|--|--|-----------------------|---|--|---|---|--|
| 4/7/2014 9:58:35  | Osceola Public School       | D1         | We offer dual/nondual credit classes through colleges, in particular, Central Community College. | N/A  | No                    | N/A   | N/A  | No.   | We determine the val and sal the last day for seniors. At times, because of the nature of things, we have to announce #1 and #2--like to Omaha World Herald and other press entities. We determine that from the end of first semester senior year. We figure that is better than losing an opportunity to honor them--even if the 1 and 2 may change.<br><br>The most difficult year was the year we had FIVE students with 4.0's. It's a great problem to have. | We have a valedictorian and a salutatorian.<br><br>During our Honors' Night at the end of the year, we announce the "Top Five" in each class 6th-12th. |
| 4/7/2014 11:17:53 | Fullerton High School       | D1         | None   | None   | No                    |   |  | Yes, Band, Chorus, PE   | Toward the end of 2nd Semester  | We have Top 10% of Class based on GPA  |
| 4/7/2014 12:05:02 | Arapahoe                    | D1         | None at this time, but we are looking at a stats class this fall.                                | None that are just honors, but we do pull in dual credit classes and think of them as higher level coursework. | No                    |   |  | Weight training is excluded for both.                           | Not until all grades are in . . . sometimes it is just days before graduation!  | Val/Sal  |
| 4/8/2014 5:31:08  | Burwell Jr. Sr. High school | D1         | no   | no   | No                    |   |  | teachers aid<br>work release<br>job shadow                      | NA  | top students with a 3.5 GPA - graduate with honors<br>top students with a 4.0 GPA - graduate with distinction  |

| Timestamp          | School name         | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school:                          | Do you weight grades? | If yes to weighting grades, which courses are weighted?      | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes?                               | At what point in the school year do you determine valedictorian and salutatorian?   | Do you have a valedictorian / salutatorian? or just top percent? |
|--------------------|---------------------|------------|--|---|-----------------------|--|--|---|---|--|
| 4/8/2014 8:38:48   | WheelerCentral      | D1         | none   | none  | Yes                   | Algebra 2, Spanish 2, Anatomy, Physics, Biology 2, Chemistry | no   | no  | After third quarter grades are posted, I send letters home to the valedictorian and salutatorian.   | Yes. Only one valedictorian and one salutatorian. No ties.       |
| 4/16/2014 11:31:30 |                     | D1         |  |   | No                    |  |  | no  | 5/1/2014  | yes top 1 and 2  |
| 4/7/20146:48:17    | Eustis-Farnam       | D2         | None   | None  | No                    |  |  | PE and teacher's aide   | The week of graduation, after all final grades for seniors have been calculated   | Val/Sal based on 100% scale                                      |
| 4/7/20147:10:43    | South Platte        | D2         | None   | None  | No                    |  |  | No  | After mid-term the fourth quarter unless extremely close.   | We have a valedictorian/salutatorian.                            |
| 4/7/20147:13:33    | Stuart              | D2         | None   | None ... we do offer dual credit courses for high school and college credit | No                    |  |  | We only count the first Physical Education course taken and no others                         | This is determined at the end of the school year when all senior grades are finalized before the graduation ceremony ... usually about 4-5 days before graduation | We have a valedictorian and salutatorian                         |
| 4/7/20148:03:52    | Paxton Consolidated | D2         | NA   | NA  | No                    |  |  | Yes, we don't include music, pe, school-to-work, student aide classes, and mentoring periods. | Last week of the seniors' final semester  | We have a valedictorian and a salutatorian.                      |
| 4/7/20149:25:36    | Mullen              | D2         |  |   | No                    |  |  |   | After first semester  | Valedictorian/Salutatorian                                       |

| Timestamp         | School name                    | Class Size | Please name the AP courses offered at your school: | Please name honors courses offered at your school:   | Do you weight grades? | If yes to weighting grades, which courses are weighted? | If yes to weighting grades, do you set a limit on the number of courses a student can take with weighted grades? | Are any of your courses excluded for class rank / GPA purposes? | At what point in the school year do you determine valedictorian and salutatorian? | Do you have a valedictorian / salutatorian? or just top percent? |
|-------------------|--------------------------------|------------|--|--|-----------------------|---|--|---|---|--|
| 4/7/2014 11:27:25 | Heartland Lutheran High School | D2         | none   | We are adding Honors courses next year. I haven't been involved in the planning, so I don't know them all. Here are some Honors Chemistry Honors Physics Honors U.S. History | Yes                   | Beginning next year, Honors courses will be weighted.   | No   | No  | End of 3rd quarter  | Valedictorian and Salutatorian                                   |

## Grading Scales

-Here is what Anselmo-Merna's student handbook says:

### **Section 1 Grading System**

Students will receive letter grades on report cards and transcripts. The following scale will be used to assign letter grades and a grade point average from a percent:

A+... 98-100, A...96, 97 A-...93 -95, B+...91-92...B...89-90, B-...86- 88, C+...83 - 85, C... 79-82, C-... 77, 78, D+...75 - 76, D... 73 - 74, D-...70 - 72, F... Below 70,  
P...Pass, I... Incomplete,  
O... Outstanding, S... Satisfactory

**\*\*Student grade-point averages (GPA)** will be calculated as A and A-: 4.0, B+-3.5, B and B- :3.0, C+-2.5, C and C-:2.0, D+-1.5, D and D-:1.0 for all courses beginning in 2014-2015 going forward. All courses taken will count towards a student's GPA.

**\*\*In all classes where students earn college credit and Calculus, a 1.05 factor will be applied to the student's final grade.** For example, if a student earned an 88 in Calculus as their final average it would be multiplied with 1.05 for a new final average of 92.

**Incompletes** must be made up with in 10 school days.

Each teacher will define the grading procedures to be used in their classes.

**-Nebraska Lutheran Grading Scale (Letter Grade, Percentage, Grade Point conversion):**

|    |          |       |
|----|----------|-------|
| A+ | 99 – 100 | 4.000 |
| A  | 95 – 98  | 4.000 |
| A- | 93 – 94  | 3.666 |
| B+ | 91 – 92  | 3.333 |
| B  | 87 – 90  | 3.000 |
| B- | 85 – 86  | 2.666 |
| C+ | 83 84    | 2.333 |
| C  | 79 – 82  | 2.000 |
| C- | 77 – 78  | 1.666 |
| D+ | 75 – 76  | 1.333 |
| D  | 71 – 74  | 1.000 |
| D- | 69 – 70  | 0.666 |

Below 69: F

Grade points are calculated on a 4.0 point basis. To achieve honor roll, the GPA must be 3.5 or higher; highest honors are earned for 3.75 or above. GPA is based on a weighted scale. Advanced Placement courses are the only courses that receive a weight. These courses receive a weight of 0.666. There is no cap on a student's GPA, thus, a student could earn a cumulative GPA of over 4.0.

**-Minden High School**

We do GPAs in an unweighted system with all regular education classes counting in GPA (including weights, band, choir, etc.)...We made this switch a couple years ago. We used to not count some classes in GPA. It has been a good switch.

**GRADING SCALE:**

- A 93-100
- B+ 92-91
- B 90-86
- C+ 85-84
- C 83-78
- D+ 77-76
- D 76-70
- F 69 and below

A is worth 4, B+ 3.5, B 3, C+ 2.5, C 2, D+ 1.5, D 1, and F 0.

**-Dorchester** is on a 4.0 scale. We do not use plus or minus.

**-Plattsmouth High School grading system.**

| GRADE | PERC. RANGE | GPA  |
|-------|-------------|------|
|       |             |      |
| A     | 93-100      | 4.00 |
| A-    | 90-92       | 3.67 |
| B+    | 87-89       | 3.33 |
| B     | 83-86       | 3.00 |
| B-    | 80-82       | 2.67 |
| C+    | 77-79       | 2.33 |
| C     | 73-76       | 2.00 |
| C-    | 70-72       | 1.67 |

|    |       |      |
|----|-------|------|
| D+ | 67-69 | 1.33 |
| D  | 63-66 | 1.00 |
| D- | 60-62 | 0.67 |
| F  | 0-59  | 0.00 |

# Spreadsheet Created by Michael Chaffee

| Grading Scale |             |            |             |             |            |             |             |            |             |             |            |            |          |
|---------------|-------------|------------|-------------|-------------|------------|-------------|-------------|------------|-------------|-------------|------------|------------|----------|
| Schools       | A+          | A          | A-          | B+          | B          | B-          | C+          | C          | C-          | D+          | D          | D-         | F        |
| Syracuse      |             | 93-100     |             |             | 85-92      |             |             | 78-84      |             |             | 70-77      |            | Below 70 |
| Kimball       |             | 93-100     |             |             | 85-92      |             |             | 77-84      |             |             | 70-76      |            | Below 70 |
| Wheeler       | 98-100(4.0) | 96-97(4.0) | 94-95(3.75) | 91-93(3.5)  | 88-90(3.0) | 86-87(2.75) | 83-85(2.5)  | 80-82(2.0) | 78-79(1.75) | 75-77(1.5)  | 72-74(1.0) | 70-71(1.0) | Below 70 |
| Cntrl Cty     |             | 93-100     |             |             | 85-92      |             |             | 77-84      |             |             | 70-76      |            | Below 70 |
| McCook        |             | 94-100     |             |             | 87-93      |             |             | 78-86      |             |             | 70-77      |            | Below 70 |
| Malcolm       |             | 93-100     |             | 89-92       | 85-88      |             | 81-84       | 77-80      |             | 73-76       | 69-72      |            | Below 69 |
| Sthrn Vly     |             | 93-100     |             |             | 85-92      |             |             | 77-84      |             |             | 70-76      |            | Below 70 |
| Lrl-Cncrd     |             | 93-100     |             |             | 85-92      |             |             | 76-84      |             |             | 70-75      |            | Below 70 |
| Red Cld       |             | 94-100     |             |             | 86-93      |             |             | 78-85      |             |             | 70-77      |            | Below 70 |
| SW-Brtly      | 98-100(4.0) | 93-97(4.0) |             | 90-92(3.5)  | 85-89(3.0) |             | 82-84(2.5)  | 78-81(2.0) |             | 74-77(1.5)  | 70-73      |            | Below 70 |
| BrngDvprt     | 97-100      | 95-96      | 93-94       | 90-92       | 88-89      | 86-87       | 83-85       | 80-82      | 78-79       | 75-77       | 72-74      | 70-71      | Below 69 |
| AshGnwd       |             | 90-100     |             |             | 80-89      |             |             | 70-79      |             |             | 60-69      |            | Below 60 |
| Shelton       |             | 90-100     |             |             | 80-89      |             |             | 70-79      |             |             | 60-69      |            | Below 60 |
| Leyton        |             | 93-100     |             |             | 86-92      |             |             | 78-85      |             |             | 70-77      |            | Below 70 |
| Crk Vlly      |             | 94-100     |             |             | 86-93      |             |             | 78-85      |             |             | 70-77      |            | Below 70 |
| PrkVwChr      |             | 90-100     |             |             | 80-89      |             |             | 70-79      |             |             | 60-69      |            | Below 60 |
| Lexington     | 98-100(4.3) | 93-97(4.0) |             | 90-92(3.33) | 85-89(3.0) |             | 82-84(2.33) | 77-81(2.0) |             | 74-76(1.33) | 70-73(1.0) |            | Below 70 |
| Wayne         |             | 93-100     |             |             | 85-92      |             |             | 75-84      |             |             | 65-74      |            | Below 65 |
| Plattsmth     |             | 39-100     | 90-92       | 87-89       | 83-86      | 80-82       | 77-79       | 73-76      | 70-72       | 67-69       | 63-66      | 60-62      | Below 60 |
| WakeFld       | 100         | 95-99      | 94          | 93          | 88-92      | 87          | 86          | 78-85      | 77          | 76          | 71-75      | 70         | Below 70 |
| JCC           |             | 94-100     |             |             | 86-93      |             |             | 78-85      |             |             | 70-77      |            | Below 70 |
| Seward        | 98-100      | 95-97      | 93-94       | 91-92       | 88-90      | 86-87       | 84-85       | 80-83      | 78-79       | 76-77       | 72-75      | 70-71      | Below 70 |

# Leigh Community School

## Article 5 - Scholastic Achievement

### Section 1 Grading System

Students will receive letter grades on report cards and transcripts. The following scale will be used to assign letter grades and a grade point average from a percent:

|    |        |   |       |    |       |
|----|--------|---|-------|----|-------|
| A+ | 98-100 | A | 96-97 | A- | 94-95 |
| B+ | 92-93  | B | 89-91 | B- | 87-88 |
| C+ | 84-86  | C | 80-83 | C- | 77-79 |
| D+ | 75-76  | D | 72-74 | D- | 70-71 |
| F  | 0-69   |   |       |    |       |

Each teacher will define the grading procedures to be used in their classes.

Class rank is determined by a student's cumulative percentage. A grade point average (GPA) is assigned to each percentage as follows:

|        |       |      |       |
|--------|-------|------|-------|
| 94-100 | 4.000 | 81   | 2.250 |
| 93     | 3.833 | 80   | 2.125 |
| 92     | 3.667 | 79   | 2.000 |
| 91     | 3.500 | 78   | 2.000 |
| 90     | 3.333 | 77   | 2.000 |
| 89     | 3.167 | 76   | 1.833 |
| 88     | 3.000 | 75   | 1.667 |
| 87     | 3.000 | 74   | 1.500 |
| 86     | 2.875 | 73   | 1.333 |
| 85     | 2.750 | 72   | 1.167 |
| 84     | 2.625 | 71   | 1.000 |
| 83     | 2.500 | 70   | 1.000 |
| 82     | 2.375 | 0-69 | 0.000 |

# Stanton Community Schools

## *Grade Conversion Scales*

| <u>GRADES</u>    | <u>GPA SCALE</u> |
|------------------|------------------|
| A+ = 98, 99, 100 | 98-100 = 4.0     |
| A = 96, 97       | 97 = 3.98        |
| A- = 94, 95      | 96 = 3.95        |
| B+ = 91, 92, 93  | 95 = 3.90        |
| B = 88, 89, 90   | 94 = 3.89        |
| B- = 86, 87      | 93 = 3.875       |
| C+ = 83, 84, 85  | 92 = 3.75        |
| C = 80, 81, 82   | 91 = 3.625       |
| C- = 78, 79      | 90 = 3.5         |
| D+ = 75, 76, 77  | 89 = 3.375       |
| D = 72, 73, 74   | 88 = 3.25        |
| D- = 70, 71      | 87 = 3.125       |
|                  | 86 = 3.0         |
|                  | 85 = 2.875       |
|                  | 84 = 2.75        |
|                  | 83 = 2.625       |
|                  | 82 = 2.5         |
|                  | 81 = 2.375       |
|                  | 80 = 2.25        |
|                  | 79 = 2.125       |
|                  | 78 = 2.0         |
|                  | 77 = 1.875       |
|                  | 76 = 1.75        |
|                  | 75 = 1.625       |
|                  | 74 = 1.5         |
|                  | 73 = 1.375       |
|                  | 72 = 1.25        |
|                  | 71 = 1.125       |
|                  | 70 = 1.0         |

KAREN A. HAASE  
STEVE WILLIAMS  
BOBBY TRUHE



COADY H. PRUETT  
SHARI RUSSELL, Paralegal

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## MEMORANDUM

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To: KSB Policy Service Subscribers  
FROM: KSB School Law  
DATE: June 3, 2019  
RE: Annual Policy Updates

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Attached are the 2019 KSB School Law policy updates. We have also included changes to our standard forms and updates on some other laws which do not require changes to policies but do present new obligations or things to keep in mind as you enter the 2019-20 year. We have broken these down in 3 sections: "Policy Changes;" "Forms Changes;" and "Other Issues to Consider."

To assist subscribers in implementing these policy changes and the other considerations laid out in this Memo, **KSB will hold a webinar on Tuesday, June 4, 2019 at 9:00 a.m. Central Time.** In the webinar, we will give a brief overview of the changes and then answer questions from attendees regarding the policies and other considerations. We have included the link to the ZOOM conference in the cover e-mail that transmitted these updates. We will also record the webinar and will post it on the KSB School Law website in the Policy Updates section.

Please feel free to contact us if you have any additional questions or if you would like to have a policy customized or "tweaked" to meet your individual circumstances.

### **Policy Changes**

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#### **REVISION OF POLICY 2002: Organization of the Board**

LB 399 changes the name of the Committee on Americanism to the Committee on American Civics. You must appoint this committee at the

beginning of each calendar year. Previously, you appointed the committee at the beginning of each school year.

The duties of this committee now include the following:

- Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
- Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill pride and respect for the nation's institutions and not be merely a recital of events and dates;
- Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  - Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
  - Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
  - Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event

- commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event; and
- Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

Other requirements of LB 399 include the following:

- All social studies courses approved for grade levels as provided by this section shall include and adequately stress contributions of all ethnic groups to (a) the development and growth of America into a great nation, (b) art, music, education, medicine, literature, science, politics, and government, and (c) the military in all of this nation's wars.
- All grades of all public, private, denominational, and parochial schools, below the sixth grade, shall devote at least one hour per week to exercises or teaching periods for the following purpose:
  - The discussion of noteworthy events pertaining to American history or the exceptional acts of individuals and groups of Americans;
  - The historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful;
  - The development of respect for the American flag as a symbol of freedom and the sacrifices of those who secured that freedom; and
  - Instruction as to proper conduct in the presentation of the American flag.
- In at least two of the three grades from the fifth grade to the eighth grade in all public, private, denominational, and parochial schools, time shall be set aside for the teaching of American history from the social studies curriculum which shall be taught in such a manner that all students are given the opportunity to (a) become competent, responsible, patriotic, and civil citizens who possess a deep understanding of and respect for both the Constitution of the United States and the Constitution of Nebraska and (b) prepare to preserve, protect, and defend freedom and democracy in our nation and our world.
- In at least two courses in every high school, time shall be devoted to the teaching of civics and American history as outlined in the social studies standards adopted pursuant to section 79-760.01, during which courses specific attention shall be given to the following matters:
  - The Declaration of Independence, the United States Constitution, and the Constitution of Nebraska, and the structure and function of local government in this state;

- The benefits and advantages of representative government, the rights and responsibilities of citizenship in our government, and the dangers and fallacies of forms of government that restrict individual freedoms or possess antidemocratic ideals such as, but not limited to, Nazism and communism;
- The duties of citizenship, which include active participation in the improvement of a citizen's community, state, country, and world and the value and practice of civil discourse between opposing interests; and
- The application of knowledge in civics, history, economics, financial literacy, and geography to address societal issues.
- Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent in every public, private, denominational, and parochial school on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.
- Every school board, the State Board of Education, and the superintendent of each school district in the state shall be held directly responsible in the order named for carrying out this section. Neglect thereof by any employee may be considered a cause for dismissal.

The State Board of Education has been directed to adopt rules and regulations to carry out these provisions and to ensure that all of these requirements are carried out by each school district.

**This change is required.**

---

### **REVISION OF POLICY 2006: Complaints**

We have added a section to this policy that makes it clear that parents of students with IEPs and Section 504 plans cannot use the complaint process to side-step the formal administrative exhaustion requirements found in those laws and the accompanying regulations. We have had several instances over the last year in which unhappy special education parents have tried to appeal to the board to override decisions made by the student's IEP team. That is simply not allowed by the Individuals with Disabilities Education Act. We also believe this edit will make it more difficult for special education parents to sue the school district for money damages by seeking to identify a conflict over a disabled students' education as a Section 504 issue rather than an IDEA issue.

**This change is required.**

---

**REVISION OF POLICY 2014: Relationship with School Attorney**  
**NEW NAME: Relationship with District Legal Counsel**

We have revised this policy to swap out the term "school's attorney" for "district legal counsel." We think this will make it clearer that the school's law firm serves at the discretion of the board of education, and the board is free to use law firms and legal services whenever it deems advisable. We have also added a provision in the policy that allows the board president or superintendent to retain an attorney if there is a pressing situation between board meetings. For example, this will allow the superintendent to retain a hearing officer before a personnel hearing if there is not a board meeting before the date of the hearing.

**This change is not required but is highly recommended.**

---

**NEW POLICY 2017: Indemnification and Liability Insurance**

Nebraska statute section 79-516 has long provided broad authority for a board to purchase liability insurance and to indemnify board members, employees, and agents of the school in the event they become involved in a legal proceeding. This includes lawsuits, as well as administrative hearings, investigations, and others.

Most boards have purchased broad insurance coverage for defense costs and damages, but no insurance provider covers every single circumstance in which a board might want to indemnify board members or employees. This is why many administrator contracts have provisions providing indemnification if the administrator is involved in employment-related legal proceedings.

Some circumstances are trickier than the standard employment contract covers. For example, the board might want to provide indemnification for a principal facing a PPC complaint in some but not all situations. Similarly, there are a few obscure statutes under which a school board member could face criminal charges for the execution of his/her duties. These circumstances are not covered by insurance carriers but section 79-516 will allow the school board to provide a legal defense to the employees or board members in these circumstances.

This policy is designed to make it clear that the board may, but is not required, to provide a defense at the outset of these sorts of circumstances. This policy also allows the superintendent to procure legal services for other

employees in certain circumstances under their authority to secure legal services.

**This policy is not required but is highly recommended.**

---

**REVISION OF POLICY 3003.1: Bidding for Construction, Remodeling, Repair, or Related Projects Financed with Federal Funds**

Very few school districts in Nebraska use federal funds for construction projects. However, those districts that do use federal dollars for construction must follow all of the special provisions required by the federal government. We included all of these special requirements in Policy 3004.1, but we have had feedback from auditors and NDE compliance reviewers that it is better to have all of these unique requirements centralized in the construction policy as well.

We have also modified this policy to make it clear that, although the federal limit for solicitation of sealed bids is \$250,000, Nebraska state law requires formal bidding for all construction projects with an anticipated aggregate cost of \$100,000 or more.

**This change is required, even though it is likely to impact very few districts.**

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**REVISION OF POLICY 3004.1: Fiscal Management for Purchasing and Procurement Using Federal Funds**

This revision just fixes a typographical error that we discovered when we were transferring duplicate sections of Policy 3004.1 into Policy 3003.1.

**This change is required.**

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**REVISION OF POLICY 3016: Smoking**

Two bills passed this year criminalizing the use of "electronic nicotine delivery systems," defined as "any product or device containing nicotine, tobacco, or tobacco derivatives that employs a heating element, power source, electronic circuit, or other electronic, chemical, or mechanical means, regardless of shape or size, to simulate smoking by delivering the nicotine, tobacco, or tobacco derivatives in vapor, fog, mist, gas, or aerosol form to a person inhaling from the product or device." LB 149 criminalizes the use of an electronic nicotine delivery system by any minor under the age

of **19**. LB 397 criminalizes the use of an electronic nicotine delivery system by any minor under the age of 18. We have added the term "electronic nicotine delivery system" to the policy and cleaned up and added some additional terms. There are three options under this policy, and the district must choose one.

Option B  
Any tobacco product is prohibited.

**This change is not required but is highly recommended.**

---

**REVISION OF POLICY 3028: Sex Offenders**

This policy has been amended to note that the second paragraph is no longer required by the Nebraska Sex Offender Registration Act. Several years ago, prior to changes to the Act, schools would get information about certain offenders not available to the general public. The Act used to require schools to disclose that information to its stakeholders. Now that nearly all offender information is publicly available, school districts may, but are not required to, notify staff members, parents, and students of any registered sex offenders residing in the school district. If you wish to continue to provide such notice, no policy change is required. If you do not wish to continue to provide such notice, you may delete this paragraph.

We have this policy but have not been pushing the info out to parents/patrons. It is public information.

**This change is not required.**

---

**POLICY 3039: Threat Assessment and Response**

Policy 3039 was revised for clarity, but no substantive changes were made to Options 1 and 2.

**These changes are required.**

This policy was also updated to add a third option for school boards who decide to adopt the policy naming a "Law Enforcement Unit" under FERPA, discussed below. This option to Policy 3039 provides that the law enforcement unit will be responsible for conducting threat assessment investigations, and will share the results of that investigation with the superintendent for further action. However, please note that this is not required even if you chose to adopt the policy designating a law enforcement unit.

**This change is not required.**

---

## **POLICY 3046: Animals at School**

We received many questions over the past year about former Policies 3046: Service Animals; 5060: Animals; and 5061: Therapy Dogs. In an attempt to better address these issues and to avoid further confusion, we have decided to combine all of the animal policies into Policy 3046: Animals at School.

The first section of this policy addresses the instructional use of animals in school. The policy requires the written permission of the superintendent or the building principal before a teacher can have an animal like a class pet in the building. We would be happy to tailor this section of the policy to address any different procedure that you might use.

The second section of this policy addresses service animals and is identical to our 2017 Policy Update, when we changed Policy 5060: Animals into Policy 3046: Service Animals. Some policy subscribers did not delete Policy 5060 at that time, which has resulted in some confusion. **If you have Policy 5060: Animals in your service, please delete it!**

The third section of this policy addresses "therapy animals" and was in former Policy 5061: Therapy Dogs. That policy was originally limited to dogs and placed in the 5000 series when it was created in 2012 at the specific request of policy subscribers that wanted to allow teachers to bring their therapy dogs to school. As you are probably aware, the news has been full of stories regarding people taking or attempting to take their therapy animals to a wide variety of public locations. Nebraska schools have not been immune to this trend. Many of our client schools have received requests from staff members, students, and members of the public to be allowed to bring their "therapy animals" to school.

The Americans with Disabilities Act (ADA) requires schools to allow students who comply with federal regulations to bring dogs and miniature horses to school. However, those regulations explicitly state that animals that provide only "emotional support, well-being, comfort, or companionship" (i.e. "therapy dogs") are not service animals. Schools are not *required* to allow therapy animals at school under the service animal regulations. Are schools required to allow therapy animals into school as an accommodation under the ADA? Unfortunately, there is no guidance in the ADA or its regulations about allowing emotional support animals or therapy animals at school as an accommodation for a staff member, student, or patron. For this reason, we have given you **two options**. One is to allow therapy animals brought by a school employee when (1) approved by an administrator and (2) it is for the benefit of students. Otherwise, therapy animals are prohibited except as otherwise required by law. The second option bans therapy animals in school except as otherwise required by law. Obviously, there are other

options available. Please contact us if you would like to explore those other options.

*Option 1  
Therapy Animals  
as approved by  
the administration.*

**This change is required. DELETE Policy 5060: Animals if you did not do so after the 2017 policy updates; DELETE Policy 5061: Therapy Dogs; and select either Option 1 or Option 2 under the third section of this policy.**

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### **REVISION OF POLICY 3050: Technology in the Classroom**

Over the last year, we've received a number of calls regarding the use of smart speakers and other devices, such as AngelSense devices. In response, we updated this policy to provide additional clarity regarding the use of smart speaker devices and other forms of assistive technology that are becoming more widely used and requested. The updated language indicates that teachers may use smart speakers with the permission of building administration. Additionally, the updated language clarifies that assistive technology devices, such as AngelSense devices, that actively or passively create or transmit audio or video recordings must have that function disabled while being used in district classrooms, unless otherwise required by law.

**This change is not required.**

---

### **NEW POLICY 3051: Opioid Overdose Prevention and Response**

In 2015 the Nebraska Unicameral authorized expanded access to naloxone, an opioid antagonist which is administered to individuals who are experiencing an opioid overdose. Naloxone, also known by its brand name Narcan, has been used by emergency responders for many years. Although the naloxone statute allows for dispensing naloxone without a prescription, the Department of Health and Human Services, Division of Public Health, has also issued a standing order to facilitate the availability of naloxone.

We have had several policy service subscribers ask us about the policy which they should have in place if they wish to stock and administer naloxone. This policy has been reviewed by both the Nebraska Department of Education and the Nebraska Department of Health and Human Services. The National Association of School Nurses has a naloxone administration protocol, which school nursing staff can review [here](#). There are also a number of programs which will provide schools with access to naloxone at little or no cost, which you can review [here](#).

**This policy is NOT required unless your district wants to stock and administer naloxone.**

---

Do we want  
the school nurse  
to do this?  
EMT's

**NEW POLICY 3052: Leasing Personal Property**

This is a new policy. It provides the authority for authorized personnel to lease personal property (e.g., equipment, goods, etc.) from vendors for school district use. Each board of education will need to select the total lease amount above which written quotes/estimates will be required to be obtained from multiple vendors.

\$5,000 lease  
amount for  
securing property

---

\$ dollar amount  
of equipment  
to lease - \$5,000

Maximum number  
of days - 30

This policy also provides the authority for the superintendent to lease out district-owned personal property that is not needed for school purposes. Boards will have to decide (1) the threshold (dollar amount) of the fair market value of the personal property under which the superintendent may lease out such property without board authorization, and (2) the maximum number of days that the superintendent can agree to lease out district-owned personal property.

**This policy is not required but is highly recommended. If it does not reflect your current practice, you should speak with one of us to tailor it to meet your current practices.**

---

**MOVED POLICY 3053: Nondiscrimination**

This policy has been 4001 in our series for some time. However, because it contains nondiscrimination provisions for laws that apply to students and staff, we have decided that it is more appropriate to have it in the 3000 series. Policy 4001 will now be "[Intentionally Left Blank]."

Be sure to check any internal references you may have made to this policy in other locations. Please note this is a nondiscrimination policy. You are also required to have nondiscrimination notices which you likely include in your handbooks, on your website, etc. We have updated our standard nondiscrimination notice below, as well, so now is a good time to review the policy and notices together.

**This move is required.**

---

## **POLICY 3054: Law Enforcement Unit**

In the wake of increased threats to school districts' safety and security, we've had several subscribers interested in providing more information to law enforcement and other third parties outside the district. For example, several schools have asked whether they can provide law enforcement with live access to video surveillance cameras. Generally speaking, FERPA requires schools to obtain parental consent before disclosing education records, unless the disclosure fits within one of the narrow exceptions.

However, FERPA places no limits on the disclosure of records created and maintained by a district's designated "law enforcement unit." That means "law enforcement unit" records may be shared much more freely, because they do not constitute education records under FERPA.

Law enforcement units are defined as the school district staff or group which is charged with (1) maintaining the physical security and safety of the district to enforce any local, state, or federal law, or (2) authorized to refer criminal matters to appropriate authorities. These responsibilities mean that the school district's "law enforcement unit" may be responsible for the creation of records, such a video surveillance footage, that can be disclosed without regard to the restrictions of state and federal law.

Boards of education who want to share information like security footage with the police and others can use this policy to designate a school staff member or group as the district's "law enforcement unit." Before designating a law enforcement unit, however, boards should consider the complex legal and practical implications of designating a law enforcement unit. This includes understanding the scope and application of this "exemption" from FERPA, the use of law enforcement units and law enforcement unit records for disciplinary purposes, and the treatment of law enforcement unit records in different contexts and under different laws.

If you choose to adopt this policy, you should also update Policy 5016: Student Records, with the optional language addressing law enforcement unit records. As further discussed above, Policy 3039: Threat Assessment and Response was also updated with optional language available to schools that adopt this policy.

**This policy is not required.**

---

*Do not use -  
Continue to  
ask law  
enforcement  
to obtain  
a subpoena  
for such  
information*

### **DELETE POLICY 4001: Nondiscrimination**

This policy has been moved to the 3000 series. It will now be Policy 3053. Your index for the 4000 series should indicate that Policy 4001 will now be "[Intentionally Left Blank]."

**This move is required.**

---

### **REVISION OF POLICY 4048: Assessment Administration and Security**

We have updated the internal references from Nebraska State Accountability (NeSA) to the Nebraska Student-Centered Assessment System (NSCAS).

**This change is required.**

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### **REVISION OF POLICY 4052: Job References to Prospective Employers**

Last summer the US Department of Education issued a Dear Colleague letter highlighting the requirements of Section 8546 of ESEA (20 U.S.C. § 7926). You can review the letter [here](#). ESEA states that all schools must have a policy prohibiting school employees from providing assistance in obtaining a new job to an employee, contractor, or agent if the school knows or has probable cause to believe that he/she has engaged in sexual misconduct with a student or minor in violation of the law. The prohibition does not apply to routine procedures regarding the transmission of administrative or personnel files, but prohibits the district or its agents from doing anything more than that to help the employee obtain new employment. This policy has been updated with a general prohibition as required by law.

**This change is required.**

---

### **REVISION OF POLICY 5002: Admission of Students**

The Nebraska Supreme Court's Commission on Children and Families in the Courts is working to improve the educational outcomes for court-involved students. One of the major impediments to these students' educational success is a lack of educational stability. The Commission's Education Sub-committee has developed a form called the "Education Court Report" which is designed to force probation officers and DHHS caseworkers to seek information about a student's educational situation before the agency changes the student's educational placement. If you have never seen the

form, here is a copy for you to review. Unfortunately, too few probation officers and caseworkers are completing this form. The new wording in Policy 5002 states that schools will ask to review the Education Court Report before enrolling a court-involved student. Note that we cannot refuse to enroll a student without the Education Court Report. We are hopeful that if schools consistently ask to review the Report, however, that this will prod the agencies to more consistently complete the form.

**This change is not required but is highly recommended.**

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### **REVISIONS OF POLICY 5016: Student Records**

Under the Family Educational Rights and Privacy Act (FERPA) and the Individuals with Disabilities Education Act (IDEA) there must be "data protections" set up around the personally identifiable student information in education records. The US Department of Education identifies elements which must be present in contracts between local education agencies and the testing companies. The good news is that in Nebraska the state department of education has signed a single statewide contract with ACT, Inc. The revision to Policy 5016 makes it clear that any information disclosed to ACT, Inc. by the school is pursuant to the portion of FERPA which allows schools to disclose information to their state departments of education. It also makes it clear that any redisclosure of information about student test scores by ACT, Inc. is governed by the NDE contract and not within the control of the local school district.

~~Do not  
adopt~~

**This change is required.**

Under the section designating "school officials," we have added in the school district's insurance carriers. When schools report incidents which may trigger coverage, we often get the question of whether FERPA-protected information can be disclosed. This allows schools to disclose information and records to insurance representatives required to exercise the district's rights under the policy. It also eliminates a sentence which is more restrictive than required under federal law.

**This change is required.**

This policy was further updated to include optional language regarding the records of law enforcement units. This language should only be included if you also adopt the policy designating a law enforcement unit, discussed above.

**This change is optional, and should only be made if you also adopt a policy designating a law enforcement unit.**

---

**REVISION OF POLICY 5017: Routine Directory Information**

LB 575 adds a provision to state law to provide equal access to high schools for military recruiters that is enjoyed by all other post-secondary recruiters who visit high schools and speak with students about opportunities after graduation. This is the same concept put into law by the federal government under the 2001 No Child Left Behind Act, but the wording of the state law is slightly different than the federal law which necessitates an amendment to this policy.

**This change is required.**

---

**REVISION OF POLICY 5022 OPTION A: Investigations, Arrests, and Other Student Contact by Law Enforcement and Health and Human Services**

We modified the section in only this option of the policy relating to administrators being present in student interviews by law enforcement. We also deleted the requirement for administrators to intervene in the interviews with law enforcement.

**This change is not required but is highly recommended.**

---

**REVISION OF POLICY 5035: Student Discipline**

We revised two of the "school rules" in this policy. First, we added provisions prohibiting the possession, handling, or transmission of a look-a-like weapon and simulating the possession of a weapon. Second, we updated the wording related to vaping to include "an electronic nicotine delivery system" (discussed above in Policy 3016). We also changed a reference to "state law" to "the Nebraska Criminal Code" to track the wording found in section 79-293 regarding the requirement to report certain violations to law enforcement.

**This change is required.**

---

## REVISION OF POLICY 5045: Student Fees

We revised this policy to add a section addressing fees associated with technological devices, which are becoming increasingly prevalent as more schools utilize 1:1 device programs. While such fees are lawful in limited circumstances, it is important that the policy and the district's practice make clear that fees will not be charged for the use of these devices when they are necessary to access the basic curriculum.

Do not  
adopt

Additionally, we revised the formatting of the policy, because the previous tables used to list fees sometimes made it difficult to customize the policy.

**This change is not required.**

---

## REVISION OF POLICY 5063: Audio and Video Recording

We've had a number of districts ask for guidance in dealing with student use of devices that actively or passively create or transmit audio or video recordings. This policy was updated to provide additional clarity with respect to this issue. As devices like Amazon Echo, Google Home, Apple HomePod, and AngelSense trackers are becoming more popular in use, more students are bringing these devices to school, sometimes unbeknownst to the district. In some situations, parents may be under the impression that their student is entitled to bring such a device to school. The updated language makes clear that students are generally prohibited from using such devices unless otherwise permitted by district policy or administration.

~~Adopt  
Revised  
Policy~~

**This change is not required.**

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## Forms Changes

### REVISION of Notice of Nondiscrimination

Regulations implementing various antidiscrimination laws require recipients of federal funds to issue notices of nondiscrimination notifying students, parents, and others that the recipients do not discriminate on the basis of race, color, national origin, sex, disability, and age, and, if applicable, that they provide equal access to the Boy Scouts of America and other designated youth groups. Over the years, the U.S. Department of Education Office of Civil Rights (OCR) has approved various versions of the Notice of

Nondiscrimination used by our school district clients. Those different versions found their way into our stand-alone notices, handbook provisions, policy provision, etc. In order to ensure uniformity, we have revised our Notice of Nondiscrimination to essentially follow the sample notice provided by OCR across our policies and handbooks.

**This revision is required.**

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### **REVISION OF 3000 FORM: General Facility Use Application**

The liability insurance coverage limits appearing in this form have been updated to reflect the school district requiring applicants seeking to use district facilities to furnish liability coverage with limits of \$5,000,000 per occurrence. This level of coverage is consistent with the limit on the school district's tort liability under the Nebraska Political Subdivision Tort Claims Act. Applicants can meet this requirement through a combination of underlying liability policies and umbrella/excess policies. Applicants are also required to name the school district as an additional insured to such policies on a primary and non-contributory basis.

**This change is required. Failure to adopt this update may leave a gap between the insurance coverage furnished by a facility user for the benefit of the district and the liability limitation under the Nebraska Political Subdivision Tort Claims Act.**

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### **Veterans Preference Not Hiring Letter (4000 Series)**

Under Nebraska's Veterans Preference laws (48-225 to 48-231), any preference-eligible applicant must be informed if they will not be hired and provided with their appeal rights. Here is the exact provision of the law:

Within thirty days after filling a position, veterans who have applied and are not hired shall be notified by regular mail, electronic mail, telephone call, or personal service that they have not been hired. Such notice also shall advise the veteran of any administrative appeal available.

If you have a preference-eligible veteran apply and submit the required forms and documentation, this letter can be used to provide the required notices. You can also provide notice via phone call or e-mail, but we prefer using a letter to document the notice when possible.

The law does not require a school district to have an appeal procedure. Our form policy service does not include an appeal right. If you permit an appeal, you should include that process in this letter.

**This form is not required but can be used to satisfy your obligations under the Veterans Preference law in Nebraska.**

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### **SPECIAL EDUCATION PROCEDURES (6000 Series Form)**

KSB updated our procedures in February in response to new requirements conveyed to school districts during the special education audits conducted by NDE. The revised procedures address all of the areas required by Rule 51, IDEA, and its implementing regulations.

**The adoption of these procedures is required.**

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### **Other Issues to Consider**

#### **COMMENT ON POLICY 5015: Protection of Pupil Rights and Related Handbook Requirement**

Nebraska is 1 of 29 states which require administration of a college entrance exam to meet the requirement to administer an assessment in reading/language arts and mathematics at least once in grades 9-12 the Elementary and Secondary Education Act (ESEA). However, last spring, the department within the U.S. Department of Education in charge of protecting student privacy issued a document which requires schools to take certain steps related to administration of these exams. You can review a copy of that document [here](#).

One of the issues that the US Department of Education is concerned about is the voluntary pre-test surveys that the testing companies include in their exams. These surveys ask questions about all kinds of topics: academic interests, participation in extracurricular activities and religious affiliation. That information is then sold by the testing companies to colleges, universities, scholarship services and other organizations for the purposes of college recruitment and scholarship solicitation.

The US Department of Education's new guidance emphasizes that these surveys implicate the Protection of Pupil Rights Amendment (PPRA). Under PPRA, parents have a right to be consulted regarding the development of

district policies related to surveys covering restricted topics; they must also be notified annually about the policies and "informed" whenever a survey includes questions on a restricted topic or when student information will be for the purposes of marketing or selling.

Most educators have assumed that since the survey questions at the beginning of the ACT are voluntary, a student can choose whether to complete them or not. But note that, unless the student is 18, it is not the *student* who gets to decide whether the survey will be completed, it is the parent. PPRA requires schools to notify *parents* and give *parents* the opportunity to opt their student out of participation in the pre-surveys (unless the student is emancipated or is 18 or older).

The PPRA also requires schools to make pre-test survey questions available for review by parents and students and to provide parents (and emancipated students or those 18 or older) with notice of the date the survey will be administered.

As written, Policy 5015 is general enough that it will not have to be revised. However, your student handbooks will need to be updated to address this issue. The updated KSB student handbooks will be distributed to full service subscribers soon. If you do not use KSB's form handbooks, you will need to provide this updated notice to parents.

**No change to 5015 is required, but your handbooks will need to be updated.**

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**COMMENT ON POLICY 5057: District Title I Parent  
and Family Engagement and School-Parent-Student Compact  
Example Title I**

Each year, our service subscribers get visits from the ESSA Federal Programs monitoring staff from NDE. As many of you will recall, we've worked with NDE proactively on policies like Homeless Students and Title I Parent and Family Engagement to be sure the policies are in compliance long before the monitoring staff ask for them.

This year, NDE staff told some administrators who that our policy 5057 was not sufficient. After discussing the matter with NDE, and after they once again reviewed our policy in light of the compliance checklist, we have been assured that our policy is compliant. If you are going through the ESSA Federal Programs monitoring check and run into any issues, please let us know. If you're a full policy subscriber and want to be sure your policy is the

most current version, you can always get it from our website under the Complete Policy Service link.

Finally, we have provided an updated "School-Parent-Student Compact Example Title I" which removes the signature lines. If you want to use this version moving forward, you can. If you have been obtaining signatures on this document, it is no longer required to do so.

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**REMINDER FOR POLICY 6036:  
Reading Instruction and Intervention Services**

Last year, the Unicameral passed LB 1081, thereby creating the Nebraska Reading Improvement Act (sections 79-2601 through 79-2607). This Act expresses the Unicameral's intent that all students in public schools be able to read at or above grade level by third grade. In order to meet this goal, school boards are required to develop policies to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia. Beginning with the 2019-20 school year, schools will be required to administer reading assessments approved by NDE three times per school year to all students in kindergarten through third grade. A list of reading assessments that have been reviewed and approved by the Nebraska Department of Education can be [found here at NebraskaREADS](#). Schools will also be required to provide supplemental reading intervention programs to students identified with reading deficiencies to ensure that they are reading at or above grade level by the end of third grade. NDE's FAQ indicates that it will be providing a supplemental reading program template, but it was not yet available as of this writing. This policy, which we sent out last year, addresses all of the requirements of the new Act.

The Act also authorizes NDE to adopt rules and regulations. While the department has not yet done so, it has created [a list of Frequently Asked Questions that can be viewed here](#).

**This policy is required.**

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**Fair Credit Reporting Act and Background Checks**

Some school business officials have reached out to us regarding changing obligations under the federal Fair Credit Reporting Act when schools and ESUs use third-party background check companies, like OneSource. If you've seen "FCRA" updates in various HR emails or tweets over the last year, it's likely because the FTC put out new forms last fall, and in January

the Ninth Circuit Court of Appeals issued a FCRA decision regarding the required notices.

These items are important, because the compliance obligations under FCRA fall to the employer and not the third-party company (and FCRA generally doesn't apply if you conduct your own). However, most schools work with an entity like OneSource which provides the required notices as a service. If you have questions about your FCRA obligations, please feel free to contact us. However, at this time we are not making any changes to our standard policies or forms.

Finally, please keep in mind that FCRA is different from Nebraska's state "ban the box" statutes which prohibit conducting criminal background checks (other than for crimes of abuse) until your school or ESU has determined that the employee meets the "minimum essential qualifications" for employment. These differ from the ADA and the "essential function" analysis, as well, and we already have the "MEQ" section at the beginning of our form job application in the 4000 series forms.

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### **LB 103: Changes in Property Tax Requests**

The Unicameral passed LB 103 and the Governor signed it early in the legislative session. It requires boards of education to hold an extra public hearing and pass a resolution when the district's tax collections will increase, regardless of whether the increase resulted from higher property valuations or from a higher property tax levy. The bill specifies what information must be provided in published notices of the public hearing.

Boards of education and school administrators should be aware of these new requirements. Both the Nebraska Department of Education and the Nebraska State Auditor will be developing the forms necessary for boards of education to use in making property tax requests in compliance with LB 103. These new requirements do not require a policy change or any immediate board action, but you should prepare for them.

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### **LB 281: Posting the Child Abuse Hotline Number**

This bill requires all public schools to either:

1. Post a sign with the statewide toll-free child abuse and neglect number in English and Spanish in a "clearly visible location in a public area of the school"; OR
2. Post a link to the sign or poster on its website.

NDE has been given the authority to contract with an appropriate entity to create such a poster.

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### **LB 675: Contracts for Certain Services**

This bill changes the maximum length of contracts for utility services, refuse disposal, transportation services, maintenance services, financial services, insurance, security services, and instructional materials, supplies, and equipment from four years to seven year. The maximum contract length allowed for collective bargaining agreements remains four years.

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### **LB 630: Sexting and Revenge Porn**

LB 630 changes the criminal penalties for sexting and creates a new criminal offense for revenge porn and sexual extortion. This new law doesn't require any policy changes, but the new crimes will be included in the definitions of the crimes which principals must report to law enforcement under Policy 5035. When schools provide the annual digital citizenship training to students required by the Children's Internet Privacy Protection Act, you should be sure to include a summary of these new crimes.

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### **Title IX Regulatory Changes**

In November of 2018, the US Department of Education released new proposed Title IX regulations. We have been warning for several months that the revisions to the Title IX regulations which have been proposed by the US Department of Education will have enormous policy implications for K-12 school districts. If you would like to review our summary of the proposed regulations, we blogged about the regulations [here](#).

News reports indicate that the proposed rule generated more than 100,000 pieces of feedback. Now that the notice-and-comment period has closed, the Department of Education is under legal obligation to consider and respond to all substantive comments. Department of Education has set an internal goal of releasing the final regulations in September, although that

target date can be extended. Once we have the final regulation, KSB will develop compliant Title IX policies for subscribers' consideration. We will also be training both administrators and board members on the new regulations. In the meantime, there is nothing to do but wait to see if the regulators take the concerns of the K-12 education community to heart and revise the proposed regulations.

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### **CONCLUSION**

It is all too easy to adopt policies that look good, but that do not actually reflect how the school operates or assist the school in accomplishing its goals. Every year we stress that it is very important to us to give you a working, useful set of policies and a continuing ***policy service***. There is no additional charge for revisions to these policies or consultation about them. Please don't hesitate to contact any one of us with questions. Our group e-mail address is [ksb@ksbschoollaw.com](mailto:ksb@ksbschoollaw.com).

KAREN A. HAASE  
STEVE WILLIAMS  
BOBBY TRUHE



COADY H. PRUETT  
SHARI RUSSELL, Paralegal

## **ANNUAL NOTICES OR POLICY REVIEWS REQUIRED OF NEBRASKA SCHOOL BOARDS**

Each year, school boards are required to provide students, parents, and/or the public with notices, many of which must be provided at the beginning of the school year. Similarly, school boards must review certain policies on an annual basis, even if they do not have to provide a separate notice of that review. This list reviews the notices and policy reviews your board should complete before or during the 2019-20 school year.

### **Required Annual Policy Reviews**

**Parental Involvement Policy.** Although it is confusing, there are two “parental involvement” policies: one required by state law and one by federal law under Title I. State law requires the board to hold a public hearing on its parental involvement policy. After the hearing, the board must either alter and adopt the revised policy or reaffirm it as written. NEB. REV. STAT. § 79-533.

**Title I Parental Involvement Policy.** In addition to the general parental involvement policy, the district must have a policy on the involvement of parents in its Title I program. The board must “conduct, with the involvement of parents, an annual evaluation of the content and effectiveness of the parental involvement policy in improving the academic quality of the schools served....” 20 U.S.C. § 6318(a)(2)(E) (Elementary and Secondary Education Act § 6318(B)). *Note that NDE has been looking for evidence of parental input in the “annual evaluation” of the policy and programs. We recommend that you provide evidence of input from at least one affected parent, even if that is a staff member of the district, such as recording their input in your board meeting minutes or receiving an e-mail from an affected parent suggesting changes or stating that the policy is good as written.*

**Student Fees Policy.** The board must review the amount of money collected from students and review the waivers of student fees provided to students under its student fee policy. It must then hold a public hearing on a proposed student fee policy for the following school year. NEB. REV. STAT. § 79-2,134.

**Bullying.** The board must review its bullying policy. No public hearing is required. NEB. REV. STAT § 79-2,137.

**Multicultural Education.** The board must receive a report about the district's multicultural education curriculum. Rule 10 § 004.01F5.

**Teacher Evaluation.** The district must communicate with staff members in writing about the evaluation process. Rule 10 § 007.06A1a. If the district revises its evaluation instrument or process, it must submit the revised policies and procedures to the Nebraska Department of Education for approval. Rule 10 § 007.06A2.

**Student Academic Performance.** The district must distribute an annual report to patrons about the district's academic performance. Rule 10 § 010.01A and B.

**Safety and Security Committee.** The district's safety and security committee must meet at least annually to prepare and/or review safety and security plans and procedures. Rule 10 § 011.01C. The district's safety and security plan must be reviewed annually by at least one person who is not on the safety and security committee and is not an employee of the district. Rule 10 § 011.01C.

**Attendance and Excessive Absenteeism.** The board must annually review its attendance policy at a board meeting. The statute requires that this review be "in collaboration with the county attorney." We interpret the statute to allow an administrator to communicate with the county attorney either before or after the board's annual review of the policy.

### **Required Biennial Policy Reviews**

**Federal Inventory Review.** The Education Department General Administrative Regulations (EDGAR) regulations require in section 80.32 that "a physical inventory of the property must be taken and the results reconciled with the property records at least once every two years." If you've accepted federal funds for to purchase physical items like iPads or kitchen equipment, you'll need to comply with the biennial inventory requirements. You also will need to tag all non-consumable purchases, like network equipment, and small property such as Chromebooks and tablets that can easily be stolen. Those in charge of grants must ensure that procedures are in place and followed to tag equipment in a visible location and record funding details.

## **Required Triennial Policy Reviews**

**Wellness.** Under the Healthy and Hunger Free Kids Act of 2010 the district is required to assess and review its wellness policy to determine compliance, compare with NDE model wellness policies, and how much progress has been made toward the goals of the policy. Updates or modifications should be made after review as the board deems appropriate.

## **Required Notices**

**Federal Educational Rights and Privacy Act.** The Federal Educational Rights and Privacy Act (FERPA), requires school districts to provide parents/guardians and adult students annual notice of their rights to inspect and review education records, amend education records, consent to disclose personally identifiable information in education records, and file a complaint with the U.S. Department of Education. 34 C.F.R. § 99.7. This information is contained in the FERPA policies we have provided you and should be reproduced in your student handbook.

**Protection of Pupil Rights Amendment.** The Protection of Pupil Rights Amendment (PPRA) requires school districts to adopt a number of policies regarding surveys, instructional materials, physical examinations, personal information used for marketing, etc. Parents must be notified of these policies at least annually at the beginning of the school year and within a reasonable time period after any substantial change is made to the policies. 20 U.S.C. § 1232(h) (c)(2)(A). This information is contained in the PPRA policy we have provided you and should be reproduced in your student handbook.

**Child Nutrition Programs.** School districts that participate in the National School Lunch Program, the School Breakfast Program, or the Special Milk Program, must provide both parents and the public information near the beginning of the school year, about free and reduced price meals and/or free milk. 7 C.F.R. § 245.5. Districts must provide parents with an application form. Districts must also notify students and their families of the district's policy for meal purchases by students with negative account balances.

**McKinney Vento Act.** The McKinney Vento Act requires homeless student liaisons to provide public notice of the education rights of homeless students in places where homeless students receive services under the Act. 42 U.S.C. § 11432(g)(6). This information is included in the policy we have provided you.

The McKinney Vento Act also requires homeless student liaisons to provide public notice of the education rights of homeless students disseminated in places where homeless students receive services under the Act including schools, family shelters, and soup kitchens. The notice must be in a “manner and form” understandable to homeless students and their parents/guardians, “including, if necessary and to the extent feasible,” in their native language. 42 U.S.C. § 11432(g)(6). The National Center for Homeless Students (funded by the U.S. Department of Education) has created posters (in black and white or color, in English or in Spanish, for parents or for students) that can be ordered here: <http://center.serve.org/nche/products.php#electronic>

**Title VI, Section 504, Age Discrimination Act, and Title II of the American with Disabilities Act.** A number of federal statutes protect the rights of beneficiaries in programs or activities that receive financial assistance from being discriminated against, and most of these statutes require districts to provide public notice of compliance with these laws. The Notice of Non-Discrimination that we have provided with this update should appear in your staff and student handbooks.

**Drug-Free Workplace.** Your staff handbook should contain a notice to all employees that the school is a drug-free workplace. This is required of all recipients of federal funds pursuant to 41 U.S.C. § 702. Be sure to have your employees sign a receipt confirming that they have reviewed and understand that policy.

**Notice of Policy on Opting Out of Assessments.** The Every Student Succeeds Act requires school districts receiving Title I funds shall notify parents that they may request, information regarding any state or local policy addressing student participation in assessments mandated by state and federal law. Schools must provide this information in a timely manner. We have included in the policy service a sample opt-out notice. If a parent requests this information, you should provide them with a copy of Policy 5018 (as amended in the 2017 Annual Updates).

**Information on State and Federal Assessments.** ESSA also requires all school districts to take steps to ensure that state and federal assessments are administered with transparency. School districts are required to “make widely available through public means” information on required state assessments and, if available and feasible to report, information on assessments required districtwide. This information must include:

- Subject matter assessed
- Purpose for which the assessment is designed and used
- Source of the requirement for the assessment

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If the following information is available, the public notice of assessments must also include:

- Amount of time students will spend taking the assessment
- Schedule for the assessment
- Time and format for disseminating results

This information must be posted "in a clear and easily accessible manner" on the district's website.

**Asbestos Management Plan.** Federal law requires districts to have an asbestos management plan for all of its buildings—owned or leased—and to update it periodically, among other requirements for inspections and training if staff work in buildings which contain or may contain asbestos. At least once each school year, schools must notify parents, staff, and local associations of the plan and where it can be found.

**Notice of Designation for Support.** Schools which are designated by NDE as needing "comprehensive support and improvement" or "targeted support and improvement" must "promptly notify the parents" of every student of the school's identification for support, the reasons for identification, and how parents can become involved in the improvement process.

### **Annual Training Requirements**

**Dating Violence.** The Lyndsay Ann Burke Act, adopted by Nebraska in 2010, requires "[e]ach school district shall provide dating violence training to staff deemed appropriate by a school district's administration. The dating violence training shall include, but not be limited to, basic awareness of dating violence, warning signs of dating violence, and the school district's dating violence policy." Neb. Rev. Stat. § 79-2,141. Notice that this does not have to be an annual training, but you should be able to point to something since 2010 that you have done which counts as "dating violence training."

**Concussion Awareness.** The school is obligated to make available training approved by the chief medical officer on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams. Again, this doesn't have to be re-done every year, but you should make sure all of your current coaches have had that. You also have to provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition on an annual basis.

**Suicide Prevention.** The Nebraska Department of Education is required by NEB. REV. STAT. § 79-2,146 to provide annual suicide prevention training to schools. The statute requires that “all public school nurses, teachers, counselors, school psychologists, administrators, school social workers, and any other appropriate personnel shall receive at least one hour of suicide awareness and prevention training each year.” It is up to the board to determine who constitutes “other appropriate personnel.” The NDE training is web-based and takes 1-2 hours to complete, depending on the individualized responses of the trainee.

### **Suggested Annual Reviews and/or Trainings**

Although we try hard not to make service on the board of education more onerous than it already is, we think boards would also be well served to review the following policies once per year, whether it be prior to the beginning of the school year, or at the beginning of the calendar year.

**Policy 2007 Reimbursement and Miscellaneous Expenditures.** State statute allows the board of education to provide one recognition dinner each year for the board, employees or volunteers. You may also spend funds on “plaques, certificates of achievement, or items of value awarded to elected or appointed officials, employees, or volunteers.” including persons serving on local government boards or commissions. These expenditures have to be formally authorized by the board “after a public hearing.” You may not amend the policy more than once in any 12-month period after its initial adoption. This is an area that the Nebraska State Auditor has focused on, so we think school boards would be wise to review this policy annually and to have that review recorded in its meeting minutes.

**Policy 2008 Meetings.** Finally, we strongly suggest that your board “repass” this policy or whichever policy you use to designate the method of providing notice of meetings. The Open Meetings Act requires you to use the method designated in your board’s minutes. If you do not have those minutes readily available, repassing the policy and including the methods in your minutes during your next meeting will allow you to comply with that technical requirement.

**Policy 3047 Data Breach.** We recommend that the superintendent, or his/her designee, annually update the data directory. This includes a list of all computing devices purchased by the district, all software installed on district devices, a list of staff members with access to district devices, and a list of staff members with active usernames and passwords for any district software.

**Conflict of Interest Training for All Staff Working with Federal Programs.** The EDGAR regulations require that each school district has a code of conduct to prevent employees who work in programs funded by federal dollars from engaging in behavior which creates a conflict of interest. Although there is no requirement that you train your staff on this policy, we do not think it is fair to create standards for employees like cooks, special education drivers and Title I paraeducators without providing them with training. We recommend that you train on this issue annually.

**2018-2019 Si**

| School         | Base Salary  | Additional Compensation | Benefits    |
|----------------|--------------|-------------------------|-------------|
| Wood River     | \$165,250.00 |                         | \$32,452.00 |
| Gibbon         | \$145,000.00 |                         | \$36,353.00 |
| *Amherst       | \$117,000.00 |                         | \$41,729.00 |
| Shelton        | \$127,000.00 |                         | \$22,251.00 |
| Centura        | \$130,000.00 |                         | \$55,202.00 |
| St. Paul       | \$142,807.00 |                         | \$46,761.00 |
| Pleasanton     | \$115,000.00 |                         | \$18,487.00 |
| Loup City      | \$115,000.00 |                         | \$43,759.00 |
| Ravenna        | \$130,246.00 |                         | \$44,948.00 |
| Array Average: | \$131,922.56 | \$0.00                  | \$37,993.56 |
|                |              |                         |             |
|                |              |                         |             |
|                |              |                         |             |
|                |              |                         |             |

\*Serves as .5 Superintendent and .5 Elementary Principal

## Superintendent Salary Array

| Years of Experience | Education Level  |      | Total Compensation | Rank |
|---------------------|------------------|------|--------------------|------|
| 32                  | Doctorate        |      | \$197,702.00       | 1    |
| 26                  | Doctorate        |      | \$181,353.00       | 4    |
| 35                  | Specialist       |      | \$158,729.00       | 7    |
| 31                  | Specialist       |      | \$149,251.00       | 8    |
| 26                  | Specialist       |      | \$185,202.00       | 3    |
| 32                  | Specialist       |      | \$189,568.00       | 2    |
| 21                  | Specialist       |      | \$133,487.00       | 9    |
| 25                  | Specialist       |      | \$158,759.00       | 6    |
| 22                  | Doctorate        |      | \$175,194.00       | 5    |
|                     |                  |      |                    |      |
| 29                  | Mean             |      | \$169,916.11       |      |
|                     | Median           |      | \$175,194.00       |      |
|                     | 102% of Midpoint | 102% | \$176,006.16       |      |
|                     | Midpoint         | 100% | \$172,555.06       |      |
|                     | 98% of Midpoint  | 98%  | \$169,103.95       |      |

NEBRASKA DEPARTMENT OF EDUCATION  
SCHOOL DISTRICT AND ESU SALARY REPORT

School Year: 2018–2019

SUPERINTENDENT, ASSISTANT SUPERINTENDENT, CHIEF ADMINISTRATOR

As Of: 11/2/2018

| Name                         | Email Address                   | Education Attained |                  | Total Exp     |                                 |          |          |  |
|------------------------------|---------------------------------|--------------------|------------------|---------------|---------------------------------|----------|----------|--|
| Controlling District         |                                 | Contracted         |                  | System Exp    | Salary                          | Add Comp | Benefits |  |
| Assigned Location            | Agency ID                       | Position           | FTE              | Email Address |                                 |          |          |  |
| <b>ADLER, MARK</b>           | mark_adler@ralstonschools.org   |                    | SPECIALIST (EDS) | Total: 28     |                                 |          |          |  |
| RALSTON PUBLIC SCHOOLS       |                                 | Y                  |                  | System: 11    | 207,100                         | 0        | 51,344   |  |
| RALSTON PUBLIC SCHOOLS       | 28-0054-000                     | SUPERINTENDENT     | 1.00             |               | mark_adler@ralstonschools.org   |          |          |  |
| <b>Ahrends, Kirk</b>         | Kirk.Ahrends@walthillschool.org |                    | MASTERS DEGREE   | Total: 30     |                                 |          |          |  |
| WALTHILL PUBLIC SCHOOLS      |                                 | Y                  |                  | System: 1     | 100,000                         | 0        | 34,399   |  |
| WALTHILL PUBLIC SCHOOLS      | 87-0013-000                     | SUPERINTENDENT     | 1.00             |               | Kirk.Ahrends@walthillschool.org |          |          |  |
| <b>ALEXANDER, JASON</b>      | jalexander@bpsnebr.org          |                    | SPECIALIST (EDS) | Total: 1      |                                 |          |          |  |
| BEATRICE PUBLIC SCHOOLS      |                                 | Y                  |                  | System: 1     | 160,000                         | 2,400    | 33,491   |  |
| BEATRICE PUBLIC SCHOOLS      | 34-0015-000                     | SUPERINTENDENT     | 1.00             |               | jalexander@bpsnebr.org          |          |          |  |
| <b>Alexander, Shane</b>      | salexander@blfdbees.org         |                    | SPECIALIST (EDS) | Total: 29     |                                 |          |          |  |
| BLOOMFIELD COMMUNITY SCHOOLS |                                 | Y                  |                  | System: 6     | 115,000                         | 0        | 24,093   |  |
| BLOOMFIELD COMMUNITY SCHOOLS | 54-0586-000                     | SUPERINTENDENT     | 0.60             |               | salexander@blfdbees.org         |          |          |  |
| BLOOMFIELD JR-SR HIGH SCHOOL | 54-0586-001                     | PRINCIPAL          | 0.40             |               |                                 |          |          |  |
| <b>Anderson, Jeff</b>        | janders@fullerton.esu7.org      |                    | DOCTORATE        | Total: 34     |                                 |          |          |  |
| FULLERTON PUBLIC SCHOOLS     |                                 | Y                  |                  | System: 25    | 148,500                         | 0        | 33,304   |  |
| FULLERTON PUBLIC SCHOOLS     | 63-0001-000                     | SUPERINTENDENT     | 1.00             |               | janders@fullerton.esu7.org      |          |          |  |
| <b>Apple, Michael</b>        | mikeapple@opsd.org              |                    | SPECIALIST (EDS) | Total: 32     |                                 |          |          |  |
| OGALLALA PUBLIC SCHOOLS      |                                 | Y                  |                  | System: 3     | 154,000                         | 0        | 48,439   |  |
| OGALLALA PUBLIC SCHOOLS      | 51-0001-000                     | SUPERINTENDENT     | 1.00             |               | mikeapple@opsd.org              |          |          |  |

| Name                                     | Email Address                   | Education Attained | Total Exp  |                                 |          |          |
|--|---------------------------------|--------------------|------------|---------------------------------|----------|----------|
| Controlling District                     |                                 | Contracted         | System Exp | Salary                          | Add Comp | Benefits |
| Assigned Location                        | Agency ID                       | Position           | FTE        | Email Address                   |          |          |
| <b>Applegate, Joel</b>                   | joel.applegate@cozadschools.net | DOCTORATE          | Total: 26  |                                 |          |          |
| COZAD COMMUNITY SCHOOLS                  |                                 | Y                  | System: 6  | 153,000                         | 0        | 49,005   |
| COZAD COMMUNITY SCHOOLS                  | 24-0011-000                     | SUPERINTENDENT     | 1.00       | joel.applegate@cozadschools.net |          |          |
| <b>Arlt, Darron</b>                      | darlt@plainviewschools.org      | DOCTORATE          | Total: 29  |                                 |          |          |
| PLAINVIEW PUBLIC SCHOOLS                 |                                 | Y                  | System: 3  | 124,200                         | 16,686   | 21,770   |
| PLAINVIEW PUBLIC SCHOOLS                 | 70-0005-000                     | SUPERINTENDENT     | 1.00       | darlt@plainviewschools.org      |          |          |
| <b>Ashton, Michael</b>                   | Mwashton@archomaha.org          | DOCTORATE          | Total: 29  |                                 |          |          |
| ALL SAINTS CATHOLIC SCHOOL               |                                 | N                  | System: 2  |                                 |          |          |
| ALL SAINTS CATHOLIC SCHOOL               | 28-0709-000                     | SUPERINTENDENT     | 0.01       | Mwashton@archomaha.org          |          |          |
| ARCHBISHOP BERGAN ELEMENTARY             |                                 | N                  | System: 2  |                                 |          |          |
| ARCHBISHOP BERGAN ELEMENTARY             | 27-0706-000                     | SUPERINTENDENT     | 1.00       |                                 |          |          |
| ARCHBISHOP BERGAN SCHOOL                 |                                 | N                  | System: 2  |                                 |          |          |
| ARCHBISHOP BERGAN SCHOOL                 | 27-0701-000                     | SUPERINTENDENT     | 1.00       |                                 |          |          |
| CEDAR CATHOLIC HIGH SCHOOL               |                                 | N                  | System: 2  |                                 |          |          |
| CEDAR CATHOLIC HIGH SCHOOL               | 14-0702-000                     | SUPERINTENDENT     | 0.01       |                                 |          |          |
| CHRIST THE KING CATHOLIC SCH             |                                 | N                  | System: 2  |                                 |          |          |
| CHRIST THE KING CATHOLIC SCH             | 28-0712-000                     | SUPERINTENDENT     | 0.01       |                                 |          |          |
| CREIGHTON PREPARATORY SCHOOL             |                                 | N                  | System: 2  |                                 |          |          |
| CREIGHTON PREPARATORY SCHOOL             | 28-0713-000                     | SUPERINTENDENT     | 0.01       |                                 |          |          |
| DANIEL J GROSS CATHOLIC HIGH             |                                 | N                  | System: 2  |                                 |          |          |
| DANIEL J GROSS CATHOLIC HIGH             | 77-0703-000                     | SUPERINTENDENT     | 0.01       |                                 |          |          |
| DUCHESNE ACADEMY                         |                                 | N                  | System: 2  |                                 |          |          |
| DUCHESNE ACADEMY                         | 28-0716-000                     | SUPERINTENDENT     | 0.01       |                                 |          |          |
| EAST CATHOLIC ELEMENTARY SCH             |                                 | N                  | System: 2  |                                 |          |          |
| EAST CATHOLIC ELEMENTARY SCH             | 14-0704-000                     | SUPERINTENDENT     | 0.01       |                                 |          |          |
| GUARDIAN ANGELS CENTRAL CATHOLIC SCHOOLS |                                 | N                  | System: 2  |                                 |          |          |
| GUARDIAN ANGELS CENTRAL CATHOLIC SCHOOLS | 20-0710-000                     | SUPERINTENDENT     | 0.01       |                                 |          |          |

| Name                              | Email Address     | Education Attained | Total Exp           | Salary | Add Comp   | Benefits      |
|-----------------------------------|-------------------|--------------------|---------------------|--------|------------|---------------|
| Controlling District              | Assigned Location | Agency ID          | Contracted Position | FTE    | System Exp | Email Address |
| HOLY CROSS CATHOLIC SCHOOL        |                   |                    | N                   |        | System: 2  |               |
| HOLY CROSS CATHOLIC SCHOOL        | 28-0720-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| HOLY NAME ELEMENTARY SCHOOL       |                   |                    | N                   |        | System: 0  |               |
| HOLY NAME ELEMENTARY SCHOOL       | 28-0722-002       |                    | DEPARTMENT HEAD     | 0.01   |            |               |
| HOLY TRINITY ELEMENTARY SCHOOL    |                   |                    | N                   |        | System: 2  |               |
| HOLY TRINITY ELEMENTARY SCHOOL    | 14-0701-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| HOWELLS COMMUNITY CATHOLIC SCHOOL |                   |                    | N                   |        | System: 2  |               |
| HOWELLS COMMUNITY CATHOLIC SCHOOL | 19-0704-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| JESUIT ACADEMY                    |                   |                    | N                   |        | System: 2  |               |
| JESUIT ACADEMY                    | 28-0702-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| MARIAN HIGH SCHOOL                |                   |                    | N                   |        | System: 2  |               |
| MARIAN HIGH SCHOOL                | 28-0726-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| MARY OUR QUEEN ELEM SCHOOL        |                   |                    | N                   |        | System: 2  |               |
| MARY OUR QUEEN ELEM SCHOOL        | 28-0727-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| MT MICHAEL BENEDICTINE H S        |                   |                    | N                   |        | System: 2  |               |
| MT MICHAEL BENEDICTINE H S        | 28-0733-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| OUR LADY OF LOURDES ELEM SCH      |                   |                    | N                   |        | System: 2  |               |
| OUR LADY OF LOURDES ELEM SCH      | 28-0736-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| POPE JOHN XXIII HIGH SCHOOL       |                   |                    | N                   |        | System: 2  |               |
| POPE JOHN XXIII HIGH SCHOOL       | 02-0702-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| RONCALLI CATHOLIC HIGH SCHOOL     |                   |                    | N                   |        | System: 3  |               |
| RONCALLI CATHOLIC HIGH SCHOOL     | 28-0740-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| SCOTUS CENTRAL CATHOLIC           |                   |                    | N                   |        | System: 2  |               |
| SCOTUS CENTRAL CATHOLIC           | 71-0705-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| ST ANTHONY ELEMENTARY SCHOOL      |                   |                    | N                   |        | System: 2  |               |
| ST ANTHONY ELEMENTARY SCHOOL      | 71-0702-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| ST AUGUSTINE ELEMENTARY SCHOOL    |                   |                    | N                   |        | System: 2  |               |
| ST AUGUSTINE ELEMENTARY SCHOOL    | 87-0701-000       |                    | SUPERINTENDENT      | 0.01   |            |               |
| ST BERNADETTE ELEMENTARY SCH      |                   |                    | N                   |        | System: 2  |               |
| ST BERNADETTE ELEMENTARY SCH      | 77-0702-000       |                    | SUPERINTENDENT      | 0.01   |            |               |

| Name                           | Email Address | Education Attained  | Total Exp | System Exp    | Salary | Add Comp | Benefits |
|--------------------------------|---------------|---------------------|-----------|---------------|--------|----------|----------|
| Controlling District           | Agency ID     | Contracted Position | FTE       | System Exp    | Salary | Add Comp | Benefits |
| Assigned Location              | Agency ID     | Position            | FTE       | Email Address |        |          |          |
| ST BONAVENTURE ELEM SCHOOL     |               | N                   |           | System: 2     |        |          |          |
| ST BONAVENTURE ELEM SCHOOL     | 71-0703-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST BONIFACE ELEMENTARY SCHOOL  |               | N                   |           | System: 2     |        |          |          |
| ST BONIFACE ELEMENTARY SCHOOL  | 02-0701-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST ISIDORE ELEMENTARY SCHOOL   |               | N                   |           | System: 2     |        |          |          |
| ST ISIDORE ELEMENTARY SCHOOL   | 71-0704-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST JAMES-SETON ELEMENTARY SCH  |               | N                   |           | System: 2     |        |          |          |
| ST JAMES-SETON ELEMENTARY SCH  | 28-0752-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST JOAN OF ARC ELEMENTARY SCH  |               | N                   |           | System: 2     |        |          |          |
| ST JOAN OF ARC ELEMENTARY SCH  | 28-0753-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST JOSEPH'S ELEMENTARY SCHOOL  |               | N                   |           | System: 2     |        |          |          |
| ST JOSEPH'S ELEMENTARY SCHOOL  | 45-0703-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST JOSEPH'S ELEMENTARY SCHOOL  | 45-0703-001   | PRINCIPAL           | 0.01      |               |        |          |          |
| ST MARGARET MARY ELEM SCHOOL   |               | N                   |           | System: 2     |        |          |          |
| ST MARGARET MARY ELEM SCHOOL   | 28-0755-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST MARY ELEMENTARY SCHOOL      |               | N                   |           | System: 2     |        |          |          |
| ST MARY ELEMENTARY SCHOOL      | 77-0701-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST MARY'S CATHOLIC SCHOOL      |               | N                   |           | System: 2     |        |          |          |
| ST MARY'S CATHOLIC SCHOOL      | 90-0702-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST MARY'S SCHOOLS              |               | N                   |           | System: 2     |        |          |          |
| ST MARY'S SCHOOLS              | 45-0701-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST MATTHEW THE EVANGELIST SCH  |               | N                   |           | System: 2     |        |          |          |
| ST MATTHEW THE EVANGELIST SCH  | 77-0706-000   | SUPERINTENDENT      | 1.00      |               |        |          |          |
| ST MICHAEL ELEMENTARY SCHOOL   |               | N                   |           | System: 2     |        |          |          |
| ST MICHAEL ELEMENTARY SCHOOL   | 22-0701-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST MICHAEL'S ELEMENTARY SCHOOL |               | N                   |           | System: 2     |        |          |          |
| ST MICHAEL'S ELEMENTARY SCHOOL | 06-0701-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST PATRICK'S CATHOLIC SCHOOL   |               | N                   |           | System: 2     |        |          |          |
| ST PATRICK'S CATHOLIC SCHOOL   | 28-0723-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |
| ST PHILIP NERI ELEM SCHOOL     |               | N                   |           | System: 2     |        |          |          |
| ST PHILIP NERI ELEM SCHOOL     | 28-0760-000   | SUPERINTENDENT      | 0.01      |               |        |          |          |

| Name                          | Email Address                 | Education Attained | Total Exp           | System Exp | Salary        | Add Comp | Benefits                      |
|-------------------------------|-------------------------------|--------------------|---------------------|------------|---------------|----------|-------------------------------|
| Controlling District          | Assigned Location             | Agency ID          | Contracted Position | FTE        | Email Address |          |                               |
| ST PIUS X / ST LEO ELEMENTARY |                               |                    | N                   |            | System: 2     |          |                               |
| ST PIUS X / ST LEO ELEMENTARY | 28-0761-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| ST ROBERT BELLARMINE ELEM     |                               |                    | N                   |            | System: 2     |          |                               |
| ST ROBERT BELLARMINE ELEM     | 28-0763-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| ST STEPHEN THE MARTYR SCHOOL  |                               |                    | N                   |            | System: 2     |          |                               |
| ST STEPHEN THE MARTYR SCHOOL  | 28-0708-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| ST THOMAS MORE ELEM SCHOOL    |                               |                    | N                   |            | System: 2     |          |                               |
| ST THOMAS MORE ELEM SCHOOL    | 28-0765-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| ST VINCENT DE PAUL ELEMENTARY |                               |                    | N                   |            | System: 2     |          |                               |
| ST VINCENT DE PAUL ELEMENTARY | 28-0729-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| ST WENCESLAUS ELEM SCHOOL     |                               |                    | N                   |            | System: 2     |          |                               |
| ST WENCESLAUS ELEM SCHOOL     | 27-0704-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| STS PETER & PAUL ELEM SCHOOL  |                               |                    | N                   |            | System: 2     |          |                               |
| STS PETER & PAUL ELEM SCHOOL  | 28-0759-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| WEST CATHOLIC ELEMENTARY SCH  |                               |                    | N                   |            | System: 2     |          |                               |
| WEST CATHOLIC ELEMENTARY SCH  | 14-0703-000                   |                    | SUPERINTENDENT      | 0.01       |               |          |                               |
| <b>Aten, Mark</b>             | mark.aten@overtoneagles.org   |                    | SPECIALIST (EDS)    |            | Total: 31     |          |                               |
| OVERTON PUBLIC SCHOOLS        |                               |                    | Y                   |            | System: 31    | 125,000  | 0 21,000                      |
| OVERTON PUBLIC SCHOOLS        | 24-0004-000                   |                    | SUPERINTENDENT      | 1.00       |               |          | mark.aten@overtoneagles.org   |
| <b>Barnes, Greg</b>           | greg.barnes@esu11.org         |                    | DOCTORATE           |            | Total: 32     |          |                               |
| EDUCATIONAL SERVICE UNIT 11   |                               |                    | Y                   |            | System: 2     | 191,300  | 0 33,531                      |
| EDUCATIONAL SERVICE UNIT 11   | 00-0011-000                   |                    | CHIEF ADMINISTRATOR | 1.00       |               |          | greg.barnes@esu11.org         |
| <b>Becker, Thomas</b>         | tbecker@rockcountyschools.org |                    | SPECIALIST (EDS)    |            | Total: 42     |          |                               |
| ROCK COUNTY PUBLIC SCHOOLS    |                               |                    | Y                   |            | System: 6     | 117,500  | 0 13,816                      |
| ROCK COUNTY PUBLIC SCHOOLS    | 75-0100-000                   |                    | SUPERINTENDENT      | 1.00       |               |          | tbecker@rockcountyschools.org |

| Name                         | Email Address                                   | Education Attained       | Total Exp  |   |          |          |
|------------------------------|---|--------------------------|------------|---|----------|----------|
| Controlling District         |   | Contracted               | System Exp | Salary  | Add Comp | Benefits |
| Assigned Location            | Agency ID                                       | Position                 | FTE        | Email Address                                   |          |          |
| <b>Bejot, Mark</b>           | mbejot@wakefieldschools.org                     | SPECIALIST (EDS)         | Total: 27  |   |          |          |
| WAKEFIELD PUBLIC SCHOOLS     |   | Y                        | System: 8  | 121,500   | 0        | 34,871   |
| WAKEFIELD PUBLIC SCHOOLS     | 90-0560-000                                     | SUPERINTENDENT           | 1.00       | mbejot@wakefieldschools.org                     |          |          |
| <b>BERAN, RICHARD</b>        | rberan@gpsne.org                                | DOCTORATE                | Total: 38  |   |          |          |
| GRETNA PUBLIC SCHOOLS        |   | Y                        | System: 23 | 170,408   | 0        | 47,249   |
| GRETNA PUBLIC SCHOOLS        | 77-0037-000                                     | ASSISTANT SUPERINTENDENT | 1.00       | rberan@gpsne.org                                |          |          |
| <b>Berniklau, Jacqueline</b> | Jacquejbest@berniklaueducationsolutionsteam.com | SPECIALIST (EDS)         | Total: 41  |   |          |          |
| BERNIKLAU ED SOLUTIONS TEAM  |   | N                        | System: 23 |   |          |          |
| BERNIKLAU ED SOLUTIONS TEAM  | 55-0759-000                                     | SUPERINTENDENT           | 0.25       | Jacquejbest@berniklaueducationsolutionsteam.com |          |          |
| BERNIKLAU ED SOLUTIONS TEAM  | 55-0759-001                                     | PRINCIPAL                | 0.50       |   |          |          |
| BERNIKLAU ED SOLUTIONS TEAM  | 55-0759-001                                     | TEACHER                  | 0.25       |   |          |          |
| <b>Best, Bradley</b>         | bbest@heartlandschools.net                      | SPECIALIST (EDS)         | Total: 36  |   |          |          |
| HEARTLAND COMMUNITY SCHOOLS  |   | Y                        | System: 7  | 148,000   | 0        | 46,944   |
| HEARTLAND COMMUNITY SCHOOLS  | 93-0096-000                                     | SUPERINTENDENT           | 1.00       | bbest@heartlandschools.net                      |          |          |
| <b>Bird, Daniel</b>          | dan.bird@burwellpublicschools.com               | SPECIALIST (EDS)         | Total: 35  |   |          |          |
| BURWELL PUBLIC SCHOOLS       |   | Y                        | System: 23 | 133,600   | 0        | 40,050   |
| BURWELL PUBLIC SCHOOLS       | 36-0100-000                                     | SUPERINTENDENT           | 1.00       | dan.bird@burwellpublicschools.com               |          |          |
| <b>Bohlken, Joel</b>         | jbohlken@palmer.esu7.org                        | DOCTORATE                | Total: 28  |   |          |          |
| PALMER PUBLIC SCHOOLS        |   | Y                        | System: 6  | 131,931   | 0        | 21,285   |
| PALMER PUBLIC SCHOOLS        | 61-0049-000                                     | SUPERINTENDENT           | 1.00       | jbohlken@palmer.esu7.org                        |          |          |

| Name                           | Email Address                 | Education Attained | Total Exp  |                               |          |              |
|--------------------------------|-------------------------------|--------------------|------------|-------------------------------|----------|--------------|
| Controlling District           |                               | Contracted         | System Exp | Salary                        | Add Comp | Benefits     |
| Assigned Location              | Agency ID                     | Position           | FTE        | Email Address                 |          |              |
| <b>Boldt, Galen</b>            | galen.boldt@jccentral.org     |                    |            |                               |          |              |
| JOHNSON CO CENTRAL PUBLIC SCHS |                               | Y                  |            |                               |          |              |
| JOHNSON CO CENTRAL PUBLIC SCHS | 49-0050-000                   | SUPERINTENDENT     | 1.00       | galen.boldt@jccentral.org     |          |              |
|                                |                               |                    |            | Total: 43                     |          |              |
|                                |                               |                    |            | System: 1                     | 140,500  | 0 24,963     |
| <b>Boyer, Chad</b>             | cboyer@igators.org            |                    |            |                               |          |              |
| WISNER-PILGER PUBLIC SCHOOLS   |                               | Y                  |            |                               |          |              |
| WISNER-PILGER PUBLIC SCHOOLS   | 20-0030-000                   | SUPERINTENDENT     | 1.00       | cboyer@igators.org            |          |              |
|                                |                               |                    |            | Total: 20                     |          |              |
|                                |                               |                    |            | System: 7                     | 129,842  | 0 44,625     |
| <b>Brown, Jason</b>            | jason.brown@maywoodtigers.org |                    |            |                               |          |              |
| MAYWOOD PUBLIC SCHOOLS         |                               | Y                  |            |                               |          |              |
| MAYWOOD PUBLIC SCHOOLS         | 32-0046-000                   | SUPERINTENDENT     | 0.50       | jason.brown@maywoodtigers.org |          |              |
| MAYWOOD ELEMENTARY SCHOOL      | 32-0046-002                   | PRINCIPAL          | 0.50       |                               |          |              |
|                                |                               |                    |            | Total: 14                     |          |              |
|                                |                               |                    |            | System: 4                     | 115,000  | 676 20,771   |
| <b>Brown, Michael</b>          | mbrown@boydcounty.org         |                    |            |                               |          |              |
| BOYD COUNTY SCHOOLS            |                               | Y                  |            |                               |          |              |
| BOYD COUNTY SCHOOLS            | 08-0051-000                   | SUPERINTENDENT     | 1.00       | mbrown@boydcounty.org         |          |              |
|                                |                               |                    |            | Total: 20                     |          |              |
|                                |                               |                    |            | System: 2                     | 112,000  | 0 42,798     |
| <b>Browne, Evelyn</b>          | evelyn.browne@bcszone.org     |                    |            |                               |          |              |
| BANNER COUNTY PUBLIC SCHOOLS   |                               | Y                  |            |                               |          |              |
| BANNER COUNTY PUBLIC SCHOOLS   | 04-0001-000                   | SUPERINTENDENT     | 1.00       | evelyn.browne@bcszone.org     |          |              |
|                                |                               |                    |            | Total: 17                     |          |              |
|                                |                               |                    |            | System: 1                     | 103,000  | 3,240 34,959 |
| <b>Buller, Brad</b>            | bbuller@sdarockets.org        |                    |            |                               |          |              |
| SYRACUSE-DUNBAR-AVOCA SCHOOLS  |                               | Y                  |            |                               |          |              |
| SYRACUSE-DUNBAR-AVOCA SCHOOLS  | 66-0027-000                   | SUPERINTENDENT     | 1.00       | bbuller@sdarockets.org        |          |              |
|                                |                               |                    |            | Total: 30                     |          |              |
|                                |                               |                    |            | System: 23                    | 166,316  | 1,200 30,082 |
| <b>Burback, Lindsey</b>        | lbeaudette@ehpirates.org      |                    |            |                               |          |              |
| EMERSON-HUBBARD PUBLIC SCHOOLS |                               | Y                  |            |                               |          |              |
| EMERSON-HUBBARD PUBLIC SCHOOLS | 26-0561-000                   | SUPERINTENDENT     | 0.50       | lbeaudette@ehpirates.org      |          |              |
| EMERSON-HUBBARD ELEMENTARY SCH | 26-0561-002                   | PRINCIPAL          | 0.50       |                               |          |              |
|                                |                               |                    |            | Total: 14                     |          |              |
|                                |                               |                    |            | System: 14                    | 124,535  | 0 33,189     |

| Name                               | Email Address                     | Education Attained        | Total Exp  |                                   |          |          |
|------------------------------------|-----------------------------------|---------------------------|------------|-----------------------------------|----------|----------|
| Controlling District               |                                   | Contracted                | System Exp | Salary                            | Add Comp | Benefits |
| Assigned Location                  | Agency ID                         | Position                  | FTE        | Email Address                     |          |          |
| <b>Burrell, Cheryl</b>             | cburrell@winnebagok12.org         | MASTERS DEGREE            | Total: 29  |                                   |          |          |
| WINNEBAGO PUBLIC SCHOOLS           |                                   | Y                         | System: 24 | 50,000                            | 500      | 500      |
| WINNEBAGO PUBLIC SCHOOLS           | 87-0017-000                       | ASSISTANT SUPERINTENDENT  | 1.00       | cburrell@winnebagok12.org         |          |          |
| <b>Calvert, Paul</b>               | p.calver@esu15.org                | SPECIALIST (EDS)          | Total: 30  |                                   |          |          |
| EDUCATIONAL SERVICE UNIT 15        |                                   | Y                         | System: 10 | 161,583                           | 0        | 49,276   |
| EDUCATIONAL SERVICE UNIT 15        | 00-0015-000                       | CHIEF ADMINISTRATOR       | 1.00       | p.calver@esu15.org                |          |          |
| <b>Cerny, Jon</b>                  | jcerny@esu2.org                   | DOCTORATE                 | Total: 37  |                                   |          |          |
| BANCROFT-ROSALIE COMM SCHOOLS      |                                   | Y                         | System: 37 | 154,060                           | 0        | 42,750   |
| BANCROFT-ROSALIE COMM SCHOOLS      | 20-0020-000                       | SUPERINTENDENT            | 0.50       | jcerny@esu2.org                   |          |          |
| BANCROFT-ROSALIE ELEMENTARY SCHOOL | 20-0020-006                       | PRINCIPAL                 | 0.50       |                                   |          |          |
| <b>CHICK, KEVIN</b>                | kchick@mpsomaha.org               | SPECIALIST (EDS)          | Total: 27  |                                   |          |          |
| MILLARD PUBLIC SCHOOLS             |                                   | Y                         | System: 27 | 162,307                           | 18,002   | 45,258   |
| MILLARD PUBLIC SCHOOLS             | 28-0017-000                       | ASSISTANT SUPERINTENDENT  | 1.00       | kchick@mpsomaha.org               |          |          |
| <b>CHRISTIANSEN, JEREMY</b>        | jeremy.christiansen@lccschool.org | SPECIALIST (EDS)          | Total: 24  |                                   |          |          |
| LAUREL-CONCORD-COLERIDGE SCHOOL    |                                   | Y                         | System: 1  | 120,000                           | 0        | 41,880   |
| LAUREL-CONCORD-COLERIDGE SCHOOL    | 14-0054-000                       | SUPERINTENDENT            | 1.00       | jeremy.christiansen@lccschool.org |          |          |
| <b>Clark, Trudy</b>                | tclark@bdstorm.org                | DOCTORATE                 | Total: 34  |                                   |          |          |
| BRUNING-DAVENPORT UNIFIED SYS      |                                   | Y                         | System: 15 | 118,000                           | 0        | 146,291  |
| BRUNING-DAVENPORT UNIFIED SYS      | 85-2001-000                       | SUPERINTENDENT            | 1.00       | tclark@bdstorm.org                |          |          |
| <b>Cody, Tim</b>                   | supttimcody@gmail.com             | MASTERS DEGREE PLUS HOURS | Total: 15  |                                   |          |          |
| MINATARE PUBLIC SCHOOLS            |                                   | Y                         | System: 12 | 96,550                            | 0        | 16,416   |
| MINATARE PUBLIC SCHOOLS            | 79-0002-000                       | SUPERINTENDENT            | 1.00       | supttimcody@gmail.com             |          |          |

| Name                           | Email Address                       | Education Attained          | Total Exp  |                                     |          |          |
|--------------------------------|-------------------------------------|-----------------------------|------------|-------------------------------------|----------|----------|
| Controlling District           |                                     | Contracted                  | System Exp | Salary                              | Add Comp | Benefits |
| Assigned Location              | Agency ID                           | Position                    | FTE        | Email Address                       |          |          |
| <b>Coffey, Sadie</b>           | scoffey@longhornpower.org           | MASTERS DEGREE PLUS HOURS   | Total: 10  |                                     |          |          |
| SHICKLEY PUBLIC SCHOOLS        |                                     | Y                           | System: 1  | 107,000                             | 0        | 10,000   |
| SHICKLEY PUBLIC SCHOOLS        | 30-0054-000                         | SUPERINTENDENT              | 0.70       | scoffey@longhornpower.org           |          |          |
| SHICKLEY PUBLIC SCHOOLS        | 30-0054-000                         | PROGRAM SUPERVISOR/DIRECTOR | 0.15       |                                     |          |          |
| SHICKLEY ELEMENTARY SCHOOL     | 30-0054-002                         | PRINCIPAL                   | 0.15       |                                     |          |          |
| <b>Cogswell, Curtis</b>        | ccogswell@mcjmustangs.org           | DOCTORATE                   | Total: 35  |                                     |          |          |
| MC COOL JUNCTION PUBLIC SCHS   |                                     | Y                           | System: 17 | 163,426                             | 0        | 29,166   |
| MC COOL JUNCTION PUBLIC SCHS   | 93-0083-000                         | SUPERINTENDENT              | 0.50       | ccogswell@mcjmustangs.org           |          |          |
| MC COOL JUNCTION ELEM SCHOOL   | 93-0083-002                         | PRINCIPAL                   | 0.50       |                                     |          |          |
| <b>Collins, Raymond</b>        | ray.collins@wilberclatonia.org      | SPECIALIST (EDS)            | Total: 37  |                                     |          |          |
| WILBER-CLATONIA PUBLIC SCHOOLS |                                     | Y                           | System: 9  | 138,000                             | 0        | 45,234   |
| WILBER-CLATONIA PUBLIC SCHOOLS | 76-0082-000                         | SUPERINTENDENT              | 1.00       | ray.collins@wilberclatonia.org      |          |          |
| <b>Conradt, Candace</b>        | candace.conradt@fpsflyers.org       | DOCTORATE                   | Total: 43  |                                     |          |          |
| FRANKLIN PUBLIC SCHOOLS        |                                     | Y                           | System: 4  | 122,914                             | 0        | 38,378   |
| FRANKLIN PUBLIC SCHOOLS        | 31-0506-000                         | SUPERINTENDENT              | 1.00       | candace.conradt@fpsflyers.org       |          |          |
| <b>Cruikshank, Gregg</b>       | greggcruikshank@homerknights.org    | SPECIALIST (EDS)            | Total: 34  |                                     |          |          |
| HOMER COMMUNITY SCHOOLS        |                                     | Y                           | System: 2  | 160,000                             | 0        | 28,044   |
| HOMER COMMUNITY SCHOOLS        | 22-0031-000                         | SUPERINTENDENT              | 1.00       | greggcruikshank@homerknights.org    |          |          |
| <b>Cumpston, Joshua</b>        | joshcumpston@silverlakemustangs.org | SPECIALIST (EDS)            | Total: 22  |                                     |          |          |
| SILVER LAKE PUBLIC SCHOOLS     |                                     | Y                           | System: 1  | 12,000                              | 0        | 30,546   |
| SILVER LAKE PUBLIC SCHOOLS     | 01-0123-000                         | SUPERINTENDENT              | 1.00       | joshcumpston@silverlakemustangs.org |          |          |

| Name                          | Email Address                      | Education Attained        | Total Exp  |                                    |          |          |
|-------------------------------|------------------------------------|---------------------------|------------|------------------------------------|----------|----------|
| Controlling District          |                                    | Contracted                | System Exp | Salary                             | Add Comp | Benefits |
| Assigned Location             | Agency ID                          | Position                  | FTE        | Email Address                      |          |          |
| <b>Cyza , Fr Mark</b>         | fr.mark-cyza@cdolinc.net           | MASTERS DEGREE PLUS HOURS | Total: 15  |                                    |          |          |
| NEBRASKA CITY LOURDES CENTRAL |                                    | N                         | System: 13 |                                    |          |          |
| NEBRASKA CITY LOURDES CENTRAL | 66-0701-000                        | CHIEF ADMINISTRATOR       | 0.50       | fr.mark-cyza@cdolinc.net           |          |          |
| LOURDES CENTRAL HIGH SCHOOL   | 66-0701-001                        | TEACHER                   | 0.10       |                                    |          |          |
| LOURDES CENTRAL MIDDLE SCHOOL | 66-0701-004                        | PRINCIPAL                 | 0.40       |                                    |          |          |
| <b>Dack, Delbert</b>          | del.dack@paxtonschools.org         | SPECIALIST (EDS)          | Total: 30  |                                    |          |          |
| PAXTON CONSOLIDATED SCHOOLS   |                                    | Y                         | System: 18 | 132,000                            | 0        | 45,178   |
| PAXTON CONSOLIDATED SCHOOLS   | 51-0006-000                        | SUPERINTENDENT            | 1.00       | del.dack@paxtonschools.org         |          |          |
| <b>Dahl, Corey</b>            | cdahl@croftonwarriors.org          | SPECIALIST (EDS)          | Total: 26  |                                    |          |          |
| CROFTON COMMUNITY SCHOOLS     |                                    | Y                         | System: 4  | 127,432                            | 0        | 45,060   |
| CROFTON COMMUNITY SCHOOLS     | 54-0096-000                        | SUPERINTENDENT            | 1.00       | cdahl@croftonwarriors.org          |          |          |
| <b>Dahlberg, Blake</b>        | blake.dahlberg@thedfordschools.org | SPECIALIST (EDS)          | Total: 19  |                                    |          |          |
| THEDFORD PUBLIC SCHOOLS       |                                    | Y                         | System: 1  | 115,000                            | 1,600    | 39,818   |
| THEDFORD PUBLIC SCHOOLS       | 86-0001-000                        | SUPERINTENDENT            | 0.50       | blake.dahlberg@thedfordschools.org |          |          |
| THEDFORD HIGH SCHOOL          | 86-0001-001                        | PRINCIPAL                 | 0.25       |                                    |          |          |
| THEDFORD ELEM ATTENDANCE CNTR | 86-0001-003                        | PRINCIPAL                 | 0.25       |                                    |          |          |
| <b>Daniels, Kari</b>          | kdaniels@santeeschools.org         | SPECIALIST (EDS)          | Total: 2   |                                    |          |          |
| SANTEE COMMUNITY SCHOOLS      |                                    | Y                         | System: 2  | 120,000                            | 0        | 36,033   |
| SANTEE COMMUNITY SCHOOLS      | 54-0505-000                        | SUPERINTENDENT            | 1.00       | kdaniels@santeeschools.org         |          |          |
| <b>Davis, Jane</b>            | jane.davis@hspanthers.org          | SPECIALIST (EDS)          | Total: 34  |                                    |          |          |
| HERSHEY PUBLIC SCHOOLS        |                                    | Y                         | System: 34 | 147,500                            | 0        | 46,152   |
| HERSHEY PUBLIC SCHOOLS        | 56-0037-000                        | SUPERINTENDENT            | 1.00       | jane.davis@hspanthers.org          |          |          |

| Name                        | Email Address                     | Education Attained       | Total Exp  |                                   |          |          |
|-----------------------------|-----------------------------------|--------------------------|------------|-----------------------------------|----------|----------|
| Controlling District        |                                   | Contracted               | System Exp | Salary                            | Add Comp | Benefits |
| Assigned Location           | Agency ID                         | Position                 | FTE        | Email Address                     |          |          |
| <b>Davis, Jon</b>           | jon.davis@almacardinals.org       | SPECIALIST (EDS)         | Total: 33  |                                   |          |          |
| ALMA PUBLIC SCHOOLS         |                                   | Y                        | System: 27 | 141,088                           | 0        | 46,842   |
| ALMA PUBLIC SCHOOLS         | 42-0002-000                       | SUPERINTENDENT           | 0.70       | jon.davis@almacardinals.org       |          |          |
| ALMA ELEMENTARY AT ALMA     | 42-0002-002                       | PRINCIPAL                | 0.30       |                                   |          |          |
| <b>Denker, Chad</b>         | denker@dcscouts.org               | SPECIALIST (EDS)         | Total: 23  |                                   |          |          |
| DAVID CITY PUBLIC SCHOOLS   |                                   | Y                        | System: 6  | 135,000                           | 0        | 45,692   |
| DAVID CITY PUBLIC SCHOOLS   | 12-0056-000                       | SUPERINTENDENT           | 1.00       | denker@dcscouts.org               |          |          |
| <b>Derr, Michael</b>        | mderr@harvardcardinals.org        | SPECIALIST (EDS)         | Total: 23  |                                   |          |          |
| HARVARD PUBLIC SCHOOLS      |                                   | Y                        | System: 9  | 135,850                           | 600      | 24,500   |
| HARVARD PUBLIC SCHOOLS      | 18-0011-000                       | SUPERINTENDENT           | 0.50       | mderr@harvardcardinals.org        |          |          |
| HARVARD HIGH SCHOOL         | 18-0011-001                       | MEDIA SPECIALIST         | 0.05       |                                   |          |          |
| HARVARD ELEMENTARY SCHOOL   | 18-0011-002                       | PRINCIPAL                | 0.25       |                                   |          |          |
| HARVARD ELEMENTARY SCHOOL   | 18-0011-002                       | MEDIA SPECIALIST         | 0.10       |                                   |          |          |
| HARVARD MIDDLE SCHOOL       | 18-0011-003                       | MEDIA SPECIALIST         | 0.10       |                                   |          |          |
| <b>Deturk, Theodore</b>     | tdeturk@esu2.org                  | DOCTORATE                | Total: 28  |                                   |          |          |
| EDUCATIONAL SERVICE UNIT 02 |                                   | Y                        | System: 5  | 190,172                           | 0        | 33,314   |
| EDUCATIONAL SERVICE UNIT 02 | 00-0002-000                       | CHIEF ADMINISTRATOR      | 1.00       | tdeturk@esu2.org                  |          |          |
| <b>Dewaard, Timothy</b>     | tim.dewaard@centennialbroncos.org | SPECIALIST (EDS)         | Total: 33  |                                   |          |          |
| CENTENNIAL PUBLIC SCHOOLS   |                                   | Y                        | System: 12 | 159,175                           | 0        | 52,480   |
| CENTENNIAL PUBLIC SCHOOLS   | 80-0567-000                       | SUPERINTENDENT           | 1.00       | tim.dewaard@centennialbroncos.org |          |          |
| <b>Dexter, Robin</b>        | rdexter@gips.org                  | DOCTORATE                | Total: 34  |                                   |          |          |
| GRAND ISLAND PUBLIC SCHOOLS |                                   | Y                        | System: 10 | 187,360                           | 0        | 32,280   |
| GRAND ISLAND PUBLIC SCHOOLS | 40-0002-000                       | ASSISTANT SUPERINTENDENT | 1.00       | rdexter@gips.org                  |          |          |

| Name                           | Email Address                  | Education Attained | Total Exp  |                                |          |          |
|--------------------------------|--------------------------------|--------------------|------------|--------------------------------|----------|----------|
| Controlling District           |                                | Contracted         | System Exp | Salary                         | Add Comp | Benefits |
| Assigned Location              | Agency ID                      | Position           | FTE        | Email Address                  |          |          |
| <b>Dietz, Carl</b>             | carl.dietz@whfalcons.org       | SPECIALIST (EDS)   | Total: 19  |                                |          |          |
| WILCOX-HILDRETH PUBLIC SCHOOLS |                                | Y                  | System: 2  | 135,000                        | 0        | 10,328   |
| WILCOX-HILDRETH PUBLIC SCHOOLS | 50-0001-000                    | SUPERINTENDENT     | 0.50       | carl.dietz@whfalcons.org       |          |          |
| <b>Dodson , Kevin</b>          | k.dodson@npcschools.org        | SPECIALIST (EDS)   | Total: 24  |                                |          |          |
| NORTH PLATTE CATHOLIC SCHOOLS  |                                | N                  | System: 20 |                                |          |          |
| NORTH PLATTE CATHOLIC SCHOOLS  | 56-0702-000                    | SUPERINTENDENT     | 1.00       | k.dodson@npcschools.org        |          |          |
| <b>Dolliver, Jason</b>         | jadolli1@penderschools.org     | DOCTORATE          | Total: 16  |                                |          |          |
| PENDER PUBLIC SCHOOLS          |                                | Y                  | System: 13 | 126,150                        | 0        | 57,461   |
| PENDER PUBLIC SCHOOLS          | 87-0001-000                    | SUPERINTENDENT     | 0.50       | jadolli1@penderschools.org     |          |          |
| PENDER ELEMENTARY SCHOOL       | 87-0001-003                    | PRINCIPAL          | 0.50       |                                |          |          |
| <b>Dunn, Sammy</b>             | sam.dunn@loomiswolves.org      | SPECIALIST (EDS)   | Total: 32  |                                |          |          |
| LOOMIS PUBLIC SCHOOLS          |                                | Y                  | System: 6  | 97,431                         | 0        | 37,414   |
| LOOMIS PUBLIC SCHOOLS          | 69-0055-000                    | SUPERINTENDENT     | 1.00       | sam.dunn@loomiswolves.org      |          |          |
| <b>Edmundson, Sherri</b>       | sherriedmundson@htrstitans.org | SPECIALIST (EDS)   | Total: 33  |                                |          |          |
| HUMBOLDT TABLE ROCK STEINAUER  |                                | Y                  | System: 4  | 120,000                        | 0        | 28,620   |
| HUMBOLDT TABLE ROCK STEINAUER  | 74-0070-000                    | SUPERINTENDENT     | 1.00       | sherriedmundson@htrstitans.org |          |          |
| <b>Edwards, Jeffrey</b>        | jedwards@nebcityps.org         | DOCTORATE          | Total: 26  |                                |          |          |
| NEBRASKA CITY PUBLIC SCHOOLS   |                                | Y                  | System: 11 | 172,487                        | 0        | 50,664   |
| NEBRASKA CITY PUBLIC SCHOOLS   | 66-0111-000                    | SUPERINTENDENT     | 1.00       | jedwards@nebcityps.org         |          |          |
| <b>Edwards, Kent</b>           | kenedwards@kearneycats.com     | DOCTORATE          | Total: 34  |                                |          |          |
| KEARNEY PUBLIC SCHOOLS         |                                | Y                  | System: 6  | 243,510                        | 0        | 42,965   |
| KEARNEY PUBLIC SCHOOLS         | 10-0007-000                    | SUPERINTENDENT     | 1.00       | kenedwards@kearneycats.com     |          |          |

| Name                                    | Email Address                   | Education Attained                     | Total Exp  |                                 |          |          |
|---|---------------------------------|--|------------|---------------------------------|----------|----------|
| Controlling District                    |                                 | Contracted                             | System Exp | Salary                          | Add Comp | Benefits |
| Assigned Location                       | Agency ID                       | Position                               | FTE        | Email Address                   |          |          |
| <b>Ehler, Rodney Jay</b>                | jay.ehler@raidermail.org        | MASTERS DEGREE                         | Total: 13  |                                 |          |          |
| SIDNEY PUBLIC SCHOOLS                   |                                 | Y                                      | System: 13 | 149,000                         | 0        | 46,628   |
| SIDNEY PUBLIC SCHOOLS                   | 17-0001-000                     | SUPERINTENDENT                         | 1.00       | jay.ehler@raidermail.org        |          |          |
| <b>Ehlers, Alan</b>                     | aehlers@esu8.org                | SPECIALIST (EDS)                       | Total: 25  |                                 |          |          |
| MADISON PUBLIC SCHOOLS                  |                                 | Y                                      | System: 7  | 143,571                         | 780      | 45,545   |
| MADISON PUBLIC SCHOOLS                  | 59-0001-000                     | SUPERINTENDENT                         | 1.00       | aehlers@esu8.org                |          |          |
| <b>Endorf, Daniel</b>                   | dendorf@nbtigers.org            | DOCTORATE                              | Total: 24  |                                 |          |          |
| NORTH BEND CENTRAL PUBLIC SCHS          |                                 | Y                                      | System: 9  | 152,038                         | 5,000    | 50,380   |
| NORTH BEND CENTRAL PUBLIC SCHS          | 27-0595-000                     | SUPERINTENDENT                         | 1.00       | dendorf@nbtigers.org            |          |          |
| <b>Erickson, Geraldine</b>              | gerickson17@esu17.org           | SPECIALIST (EDS)                       | Total: 31  |                                 |          |          |
| EDUCATIONAL SERVICE UNIT 17             |                                 | Y                                      | System: 17 | 151,502                         | 0        | 25,778   |
| EDUCATIONAL SERVICE UNIT 17             | 00-0017-000                     | CHIEF ADMINISTRATOR                    | 0.82       | gerickson17@esu17.org           |          |          |
| VALENTINE ELEMENTARY SCHOOL             | 16-0006-002                     | SPED TEACHER COLLABORATING/CO-TEACHING | 0.18       |                                 |          |          |
| <b>Ernst, Mark</b>                      | mernst@hdcjags.org              | BACHELORS DEGREE PLUS 30 HOURS         | Total: 15  |                                 |          |          |
| HOWELLS-DODGE CONSOLIDATED SCHOOLS      |                                 | Y                                      | System: 4  | 115,000                         | 0        | 30,734   |
| HOWELLS-DODGE CONSOLIDATED SCHOOLS      | 19-0070-000                     | SUPERINTENDENT                         | 0.70       | mernst@hdcjags.org              |          |          |
| HOWELLS-DODGE ELEMENTARY SCHOOL/HOWELLS | 19-0070-002                     | PRINCIPAL                              | 0.15       |                                 |          |          |
| HOWELLS-DODGE ELEMENTARY SCHOOL/DODGE   | 19-0070-003                     | PRINCIPAL                              | 0.15       |                                 |          |          |
| <b>Ernstmeyer , Scott</b>               | sernstmeyer@lincolnlutheran.org | SPECIALIST (EDS)                       | Total: 22  |                                 |          |          |
| LINCOLN LUTHERAN MS/SR HIGH             |                                 | N                                      | System: 22 |                                 |          |          |
| LINCOLN LUTHERAN MS/SR HIGH             | 55-0706-000                     | SUPERINTENDENT                         | 1.00       | sernstmeyer@lincolnlutheran.org |          |          |

| Name                         | Email Address                 | Education Attained        | Total Exp  |                               |          |          |
|------------------------------|-------------------------------|---------------------------|------------|-------------------------------|----------|----------|
| Controlling District         |                               | Contracted                | System Exp | Salary                        | Add Comp | Benefits |
| Assigned Location            | Agency ID                     | Position                  | FTE        | Email Address                 |          |          |
| <b>ESHLEMAN, TAMI</b>        | teshleman@npspsd.org          | MASTERS DEGREE PLUS HOURS | Total: 23  |                               |          |          |
| NORTH PLATTE PUBLIC SCHOOLS  |                               | Y                         | System: 23 | 153,189                       | 0        | 25,314   |
| NORTH PLATTE PUBLIC SCHOOLS  | 56-0001-000                   | ASSISTANT SUPERINTENDENT  | 1.00       | teshleman@npspsd.org          |          |          |
| <b>Farber, Andrew</b>        | afarber@lpslions.org          | MASTERS DEGREE PLUS HOURS | Total: 25  |                               |          |          |
| LOUISVILLE PUBLIC SCHOOLS    |                               | Y                         | System: 4  | 132,000                       | 0        | 21,580   |
| LOUISVILLE PUBLIC SCHOOLS    | 13-0032-000                   | SUPERINTENDENT            | 1.00       | afarber@lpslions.org          |          |          |
| <b>Fehringer, Daniel</b>     | dfehringer@winnebagok12.org   | SPECIALIST (EDS)          | Total: 31  |                               |          |          |
| WINNEBAGO PUBLIC SCHOOLS     |                               | Y                         | System: 20 | 50,000                        | 500      | 500      |
| WINNEBAGO PUBLIC SCHOOLS     | 87-0017-000                   | SUPERINTENDENT            | 1.00       | dfehringer@winnebagok12.org   |          |          |
| <b>Fields, Josh</b>          | josh.fields@sewardschools.org | DOCTORATE                 | Total: 21  |                               |          |          |
| SEWARD PUBLIC SCHOOLS        |                               | Y                         | System: 7  | 149,600                       | 0        | 47,297   |
| SEWARD PUBLIC SCHOOLS        | 80-0009-000                   | SUPERINTENDENT            | 1.00       | josh.fields@sewardschools.org |          |          |
| <b>Finkey, Kevin</b>         | kfinkey@semmustangs.org       | SPECIALIST (EDS)          | Total: 32  |                               |          |          |
| SUMNER-EDDYVILLE-MILLER SCHS |                               | Y                         | System: 4  | 115,296                       | 0        | 30,000   |
| SUMNER-EDDYVILLE-MILLER SCHS | 24-0101-000                   | SUPERINTENDENT            | 0.60       | kfinkey@semmustangs.org       |          |          |
| ELEMENTARY SCHOOL AT SUMNER  | 24-0101-002                   | PRINCIPAL                 | 0.40       |                               |          |          |
| <b>Finley, Wade</b>          | wade.finley@litchfieldps.org  | SPECIALIST (EDS)          | Total: 30  |                               |          |          |
| LITCHFIELD PUBLIC SCHOOLS    |                               | Y                         | System: 3  | 100,000                       | 0        | 39,528   |
| LITCHFIELD PUBLIC SCHOOLS    | 82-0015-000                   | SUPERINTENDENT            | 1.00       | wade.finley@litchfieldps.org  |          |          |
| <b>Fisher, Matthew</b>       | mfisher@ginorthwest.org       | SPECIALIST (EDS)          | Total: 33  |                               |          |          |
| NORTHWEST PUBLIC SCHOOLS     |                               | Y                         | System: 7  | 166,101                       | 0        | 51,375   |
| NORTHWEST PUBLIC SCHOOLS     | 40-0082-000                   | SUPERINTENDENT            | 1.00       | mfisher@ginorthwest.org       |          |          |

| Name                           | Email Address                       | Education Attained        | Total Exp  |                                     |          |          |
|--------------------------------|-------------------------------------|---------------------------|------------|-------------------------------------|----------|----------|
| Controlling District           |                                     | Contracted                | System Exp | Salary                              | Add Comp | Benefits |
| Assigned Location              | Agency ID                           | Position                  | FTE        | Email Address                       |          |          |
| <b>Fraass, Tessa</b>           | tessa.fraass@cvsstorm.com           | MASTERS DEGREE            | Total: 17  |                                     |          |          |
| CREEK VALLEY SCHOOLS           |                                     | Y                         | System: 14 | 102,890                             | 0        | 39,972   |
| CREEK VALLEY SCHOOLS           | 25-0025-000                         | SUPERINTENDENT            | 0.40       | tessa.fraass@cvsstorm.com           |          |          |
| CREEK VALLEY ELEMENTARY SCHOOL | 25-0025-003                         | PRINCIPAL                 | 0.60       |                                     |          |          |
| <b>Frederick, Justin</b>       | jfrederick@sted.esu7.org            | SPECIALIST (EDS)          | Total: 15  |                                     |          |          |
| ST EDWARD PUBLIC SCHOOLS       |                                     | Y                         | System: 2  | 110,000                             | 0        | 42,002   |
| ST EDWARD PUBLIC SCHOOLS       | 06-0017-000                         | SUPERINTENDENT            | 1.00       | jfrederick@sted.esu7.org            |          |          |
| <b>Gaffney, Howard</b>         | howard.gaffney@stapletonschools.org | SPECIALIST (EDS)          | Total: 41  |                                     |          |          |
| STAPLETON PUBLIC SCHOOLS       |                                     | Y                         | System: 2  | 110,000                             | 1,200    | 20,212   |
| STAPLETON PUBLIC SCHOOLS       | 57-0501-000                         | SUPERINTENDENT            | 0.50       | howard.gaffney@stapletonschools.org |          |          |
| STAPLETON HIGH SCHOOL          | 57-0501-001                         | PRINCIPAL                 | 0.50       |                                     |          |          |
| <b>Garey, Alan</b>             | agarey@medvalley.org                | SPECIALIST (EDS)          | Total: 29  |                                     |          |          |
| MEDICINE VALLEY PUBLIC SCHOOLS |                                     | Y                         | System: 15 | 123,874                             | 0        | 22,245   |
| MEDICINE VALLEY PUBLIC SCHOOLS | 32-0125-000                         | SUPERINTENDENT            | 1.00       | agarey@medvalley.org                |          |          |
| <b>Geary, Christopher</b>      | chris.geary@leytonwarriors.org      | MASTERS DEGREE PLUS HOURS | Total: 1   |                                     |          |          |
| LEYTON PUBLIC SCHOOLS          |                                     | Y                         | System: 1  | 107,500                             | 0        | 33,305   |
| LEYTON PUBLIC SCHOOLS          | 17-0003-000                         | SUPERINTENDENT            | 1.00       | chris.geary@leytonwarriors.org      |          |          |
| <b>Gegg, Brian</b>             | bgegg@sheltonbulldogs.org           | SPECIALIST (EDS)          | Total: 31  |                                     |          |          |
| SHELTON PUBLIC SCHOOLS         |                                     | Y                         | System: 3  | 127,000                             | 0        | 22,251   |
| SHELTON PUBLIC SCHOOLS         | 10-0019-000                         | SUPERINTENDENT            | 1.00       | bgegg@sheltonbulldogs.org           |          |          |
| <b>Geier, Randy</b>            | rgeier724@gmail.com                 | MASTERS DEGREE PLUS HOURS | Total: 36  |                                     |          |          |
| WAUNETA-PALISADE PUBLIC SCHS   |                                     | Y                         | System: 10 | 123,000                             | 8,294    | 39,154   |
| WAUNETA-PALISADE PUBLIC SCHS   | 15-0536-000                         | SUPERINTENDENT            | 0.50       | rgeier724@gmail.com                 |          |          |

| Name                        | Email Address                  | Education Attained | Total Exp                | System Exp | Salary                         | Add Comp | Benefits                       |
|-----------------------------|--------------------------------|--------------------|--------------------------|------------|--------------------------------|----------|--------------------------------|
| Controlling District        | Assigned Location              | Agency ID          | Contracted Position      | FTE        | Email Address                  |          |                                |
|                             | PALISADE ATTENDANCE CENTER     | 15-0536-003        | PRINCIPAL                | 0.50       |                                |          |                                |
| <b>Gibbs , Kristi</b>       | kristi.gibbs@brownell.edu      |                    | DOCTORATE                |            |                                |          | Total: 19                      |
| BROWNELL TALBOT SCHOOLS     |                                |                    | N                        |            |                                |          | System: 4                      |
| BROWNELL TALBOT SCHOOLS     | 28-0706-000                    |                    | SUPERINTENDENT           | 1.00       | kristi.gibbs@brownell.edu      |          |                                |
| <b>Gies, Brett</b>          | bgies@siouxcountyschools.org   |                    | DOCTORATE                |            |                                |          | Total: 27                      |
| SIOUX COUNTY PUBLIC SCHOOLS |                                |                    | Y                        |            |                                |          | System: 11 115,250 0 27,146    |
| SIOUX COUNTY PUBLIC SCHOOLS | 83-0500-000                    |                    | SUPERINTENDENT           | 1.00       | bgies@siouxcountyschools.org   |          |                                |
| <b>GILSON, RANDALL</b>      | randy.gilson@blairschools.org  |                    | DOCTORATE                |            |                                |          | Total: 0                       |
| BLAIR COMMUNITY SCHOOLS     |                                |                    | Y                        |            |                                |          | System: 0 160,000 0 31,949     |
| BLAIR COMMUNITY SCHOOLS     | 89-0001-000                    |                    | SUPERINTENDENT           | 1.00       | randy.gilson@blairschools.org  |          |                                |
| <b>Goodman, Gordon</b>      | ggoodman211961@gmail.com       |                    | MASTERS DEGREE           |            |                                |          | Total: 34                      |
| ANSLEY PUBLIC SCHOOLS       |                                |                    | Y                        |            |                                |          | System: 3 105,000 3,825 38,631 |
| ANSLEY PUBLIC SCHOOLS       | 21-0044-000                    |                    | SUPERINTENDENT           | 1.00       | ggoodman211961@gmail.com       |          |                                |
| <b>GRAY, CINDY</b>          | cgray@epsne.org                |                    | DOCTORATE                |            |                                |          | Total: 40                      |
| ELKHORN PUBLIC SCHOOLS      |                                |                    | Y                        |            |                                |          | System: 19 193,110 0 37,344    |
| ELKHORN PUBLIC SCHOOLS      | 28-0010-000                    |                    | ASSISTANT SUPERINTENDENT | 1.00       | cgray@epsne.org                |          |                                |
| <b>Gregory, Robert</b>      | rob.gregory@axtellwildcats.org |                    | SPECIALIST (EDS)         |            |                                |          | Total: 34                      |
| AXTELL COMMUNITY SCHOOLS    |                                |                    | Y                        |            |                                |          | System: 2 127,200 0 37,572     |
| AXTELL COMMUNITY SCHOOLS    | 50-0501-000                    |                    | SUPERINTENDENT           | 1.00       | rob.gregory@axtellwildcats.org |          |                                |
| <b>GREGORY, SCOTT</b>       | sgregory@nowarriors.org        |                    | SPECIALIST (EDS)         |            |                                |          | Total: 19                      |
| NELIGH-OAKDALE SCHOOLS      |                                |                    | Y                        |            |                                |          | System: 3 120,065 399 53,824   |
| NELIGH-OAKDALE SCHOOLS      | 02-0009-000                    |                    | SUPERINTENDENT           | 1.00       | sgregory@nowarriors.org        |          |                                |

| Name                          | Email Address                        | Education Attained        | Total Exp  |                                      |          |          |  |
|-------------------------------|--------------------------------------|---------------------------|------------|--------------------------------------|----------|----------|--|
| Controlling District          |                                      | Contracted                | System Exp | Salary                               | Add Comp | Benefits |  |
| Assigned Location             | Agency ID                            | Position                  | FTE        | Email Address                        |          |          |  |
| <b>Griffith, George</b>       | george.griffith@arapahoewarriors.org | DOCTORATE                 | Total: 22  |                                      |          |          |  |
| ARAPAHOE PUBLIC SCHOOLS       |                                      | Y                         | System: 3  | 111,000                              | 420      | 35,407   |  |
| ARAPAHOE PUBLIC SCHOOLS       | 33-0018-000                          | SUPERINTENDENT            | 1.00       | george.griffith@arapahoewarriors.org |          |          |  |
| <b>Grizzle, Stephen</b>       | sgrizzle@fairburyjeffs.org           | SPECIALIST (EDS)          | Total: 24  |                                      |          |          |  |
| FAIRBURY PUBLIC SCHOOLS       |                                      | Y                         | System: 4  | 142,462                              | 76,000   | 53,670   |  |
| FAIRBURY PUBLIC SCHOOLS       | 48-0008-000                          | SUPERINTENDENT            | 1.00       | sgrizzle@fairburyjeffs.org           |          |          |  |
| <b>Gross, Dan</b>             | dgross@esu2.org                      | MASTERS DEGREE PLUS HOURS | Total: 26  |                                      |          |          |  |
| TEKAMAH-HERMAN COMMUNITY SCHS |                                      | Y                         | System: 26 | 127,000                              | 0        | 20,866   |  |
| TEKAMAH-HERMAN COMMUNITY SCHS | 11-0001-000                          | SUPERINTENDENT            | 1.00       | dgross@esu2.org                      |          |          |  |
| <b>Grover, Tawana</b>         | tgrover@gips.org                     | DOCTORATE                 | Total: 22  |                                      |          |          |  |
| GRAND ISLAND PUBLIC SCHOOLS   |                                      | Y                         | System: 3  | 258,208                              | 0        | 38,494   |  |
| GRAND ISLAND PUBLIC SCHOOLS   | 40-0002-000                          | SUPERINTENDENT            | 1.00       | tgrover@gips.org                     |          |          |  |
| <b>Haack, Terrence</b>        | thaack@bennps.org                    | DOCTORATE                 | Total: 34  |                                      |          |          |  |
| BENNINGTON PUBLIC SCHOOLS     |                                      | Y                         | System: 15 | 152,500                              | 396      | 39,638   |  |
| BENNINGTON PUBLIC SCHOOLS     | 28-0059-000                          | SUPERINTENDENT            | 1.00       | thaack@bennps.org                    |          |          |  |
| <b>HABROCK, BARY</b>          | bhabrock@epsne.org                   | DOCTORATE                 | Total: 24  |                                      |          |          |  |
| ELKHORN PUBLIC SCHOOLS        |                                      | Y                         | System: 19 | 220,860                              | 0        | 55,031   |  |
| ELKHORN PUBLIC SCHOOLS        | 28-0010-000                          | SUPERINTENDENT            | 1.00       | bhabrock@epsne.org                   |          |          |  |
| <b>Hafer, Dale</b>            | dale.hafer@sandhillsknights.org      | SPECIALIST (EDS)          | Total: 23  |                                      |          |          |  |
| SANDHILLS PUBLIC SCHOOLS      |                                      | Y                         | System: 15 | 120,000                              | 0        | 47,060   |  |
| SANDHILLS PUBLIC SCHOOLS      | 05-0071-000                          | SUPERINTENDENT            | 0.10       | dale.hafer@sandhillsknights.org      |          |          |  |
| HIGH SCHOOL AT DUNNING        | 05-0071-001                          | PRINCIPAL                 | 0.50       |                                      |          |          |  |
| ELEMENTARY SCHOOL AT HALSEY   | 05-0071-002                          | PRINCIPAL                 | 0.40       |                                      |          |          |  |

| Name                          | Email Address                | Education Attained | Contracted | Total Exp     |                              |          |          |
|-------------------------------|------------------------------|--------------------|------------|---------------|------------------------------|----------|----------|
|                               |                              |                    |            | System Exp    | Salary                       | Add Comp | Benefits |
| Controlling District          | Agency ID                    | Position           | FTE        | Email Address |                              |          |          |
| Assigned Location             |                              |                    |            |               |                              |          |          |
| <b>Hakonson, John</b>         | john.hakonson@lexschools.org | DOCTORATE          |            | Total: 22     |                              |          |          |
| LEXINGTON PUBLIC SCHOOLS      |                              | Y                  |            | System: 7     | 192,149                      | 0        | 51,222   |
| LEXINGTON PUBLIC SCHOOLS      | 24-0001-000                  | SUPERINTENDENT     | 1.00       |               | john.hakonson@lexschools.org |          |          |
| <b>Haley, James</b>           | jhaley@wrrsd.org             | DOCTORATE          |            | Total: 32     |                              |          |          |
| WOOD RIVER RURAL SCHOOLS      |                              | Y                  |            | System: 6     | 160,000                      | 0        | 0        |
| WOOD RIVER RURAL SCHOOLS      | 40-0083-000                  | SUPERINTENDENT     | 1.00       |               | jhaley@wrrsd.org             |          |          |
| <b>Hamm, David</b>            | dhamm@esu8.org               | SPECIALIST (EDS)   |            | Total: 35     |                              |          |          |
| OSMOND COMMUNITY SCHOOLS      |                              | Y                  |            | System: 9     | 126,200                      | 9,000    | 29,724   |
| OSMOND COMMUNITY SCHOOLS      | 70-0542-000                  | SUPERINTENDENT     | 1.00       |               | dhamm@esu8.org               |          |          |
| <b>Hanger, Robert</b>         | hanger.rob@districtor1.net   | SPECIALIST (EDS)   |            | Total: 33     |                              |          |          |
| PALMYRA DISTRICT O R 1        |                              | Y                  |            | System: 9     | 141,588                      | 0        | 47,830   |
| PALMYRA DISTRICT O R 1        | 66-0501-000                  | SUPERINTENDENT     | 1.00       |               | hanger.rob@districtor1.net   |          |          |
| <b>Hansen, Freddie</b>        | fhansen@esu2.org             | SPECIALIST (EDS)   |            | Total: 39     |                              |          |          |
| LYONS-DECATUR NORTHEAST SCHS  |                              | Y                  |            | System: 14    | 146,000                      | 0        | 41,830   |
| LYONS-DECATUR NORTHEAST SCHS  | 11-0020-000                  | SUPERINTENDENT     | 0.75       |               | fhansen@esu2.org             |          |          |
| NORTHEAST ELEMENTARY AT LYONS | 11-0020-002                  | PRINCIPAL          | 0.25       |               |                              |          |          |
| <b>HANSON, RONALD</b>         | rhanson@nppsd.org            | DOCTORATE          |            | Total: 36     |                              |          |          |
| NORTH PLATTE PUBLIC SCHOOLS   |                              | Y                  |            | System: 36    | 220,317                      | 0        | 32,918   |
| NORTH PLATTE PUBLIC SCHOOLS   | 56-0001-000                  | SUPERINTENDENT     | 1.00       |               | rhanson@nppsd.org            |          |          |
| <b>Hanzlik, Robert</b>        | rhanzlik@stuartbronzos.org   | SPECIALIST (EDS)   |            | Total: 31     |                              |          |          |
| STUART PUBLIC SCHOOLS         |                              | Y                  |            | System: 24    | 125,000                      | 0        | 41,507   |
| STUART PUBLIC SCHOOLS         | 45-0044-000                  | SUPERINTENDENT     | 0.25       |               | rhanzlik@stuartbronzos.org   |          |          |
| STUART HIGH SCHOOL            | 45-0044-001                  | PRINCIPAL          | 0.50       |               |                              |          |          |
| STUART HIGH SCHOOL            | 45-0044-001                  | TEACHER            | 0.13       |               |                              |          |          |

| Name                          | Email Address                   | Education Attained                       | Total Exp  |                                 |          |          |
|-------------------------------|---------------------------------|--|------------|---------------------------------|----------|----------|
| Controlling District          |                                 | Contracted                               | System Exp | Salary                          | Add Comp | Benefits |
| Assigned Location             | Agency ID                       | Position                                 | FTE        | Email Address                   |          |          |
| STUART ELEMENTARY SCHOOL      | 45-0044-002                     | PRINCIPAL                                | 0.12       |                                 |          |          |
| <b>Hardwick, Nicole</b>       | nhardwick@boonecentral.esu7.org | MASTERS DEGREE                           | Total: 12  |                                 |          |          |
| BOONE CENTRAL SCHOOLS         |                                 | Y  | System: 2  | 136,800                         | 0        | 44,490   |
| BOONE CENTRAL SCHOOLS         | 06-0001-000                     | SUPERINTENDENT                           | 1.00       | nhardwick@boonecentral.esu7.org |          |          |
| <b>Hardy, Stacie</b>          | shardy@unpsk-12.org             | SPECIALIST (EDS)                         | Total: 9   |                                 |          |          |
| UMO N HO N NATION PUBLIC SCHS |                                 | Y  | System: 9  | 133,063                         | 0        | 15,646   |
| UMO N HO N NATION PUBLIC SCHS | 87-0016-000                     | SUPERINTENDENT                           | 1.00       | shardy@unpsk-12.org             |          |          |
| <b>Harris, Drew</b>           | drew.harris@thayercentral.net   | MASTERS DEGREE                           | Total: 34  |                                 |          |          |
| THAYER CENTRAL COMMUNITY SCHS |                                 | Y  | System: 13 | 123,811                         | 0        | 44,283   |
| THAYER CENTRAL COMMUNITY SCHS | 85-0070-000                     | SUPERINTENDENT                           | 1.00       | drew.harris@thayercentral.net   |          |          |
| <b>Hastings, Bobby</b>        | bhastings@geringschools.net     | SPECIALIST (EDS)                         | Total: 25  |                                 |          |          |
| GERING PUBLIC SCHOOLS         |                                 | Y  | System: 6  | 217,612                         | 0        | 35,447   |
| GERING PUBLIC SCHOOLS         | 79-0016-000                     | SUPERINTENDENT                           | 1.00       | bhastings@geringschools.net     |          |          |
| <b>Hasty, Richard</b>         | rhasty@pcsd.org                 | DOCTORATE                                | Total: 22  |                                 |          |          |
| PLATTSMOUTH COMMUNITY SCHOOLS |                                 | Y  | System: 14 | 170,775                         | 0        | 43,853   |
| PLATTSMOUTH COMMUNITY SCHOOLS | 13-0001-000                     | SUPERINTENDENT                           | 0.80       | rhasty@pcsd.org                 |          |          |
| PLATTSMOUTH COMMUNITY SCHOOLS | 13-0001-000                     | SPECIAL EDUCATION ADMINISTRATOR/DIRECTOR | 0.20       |                                 |          |          |
| <b>Hatch, Daren</b>           | daren.hatch@elwoodpirates.org   | SPECIALIST (EDS)                         | Total: 24  |                                 |          |          |
| ELWOOD PUBLIC SCHOOLS         |                                 | Y  | System: 4  | 118,000                         | 25,000   | 15,900   |
| ELWOOD PUBLIC SCHOOLS         | 37-0030-000                     | SUPERINTENDENT                           | 0.50       | daren.hatch@elwoodpirates.org   |          |          |
| ELWOOD ELEMENTARY SCHOOL      | 37-0030-002                     | PRINCIPAL                                | 0.50       |                                 |          |          |

| Name                          | Email Address                      | Education Attained                       | Total Exp  |                                    |          |          |
|-------------------------------|------------------------------------|--|------------|------------------------------------|----------|----------|
| Controlling District          |                                    | Contracted                               | System Exp | Salary                             | Add Comp | Benefits |
| Assigned Location             | Agency ID                          | Position                                 | FTE        | Email Address                      |          |          |
| <b>Heckenlively, Timothy</b>  | theckenlively@fallscityps.org      | SPECIALIST (EDS)                         | Total: 26  |                                    |          |          |
| FALLS CITY PUBLIC SCHOOLS     |                                    | Y  | System: 20 | 141,300                            | 0        | 0        |
| FALLS CITY PUBLIC SCHOOLS     | 74-0056-000                        | SUPERINTENDENT                           | 1.00       | theckenlively@fallscityps.org      |          |          |
| <b>Heimann, Bill</b>          | bheimann@esu1.org                  | DOCTORATE                                | Total: 24  |                                    |          |          |
| EDUCATIONAL SERVICE UNIT 01   |                                    | Y  | System: 2  | 171,000                            | 2,500    | 51,960   |
| EDUCATIONAL SERVICE UNIT 01   | 00-0001-000                        | CHIEF ADMINISTRATOR                      | 0.75       | bheimann@esu1.org                  |          |          |
| EDUCATIONAL SERVICE UNIT 01   | 00-0001-000                        | SPECIAL EDUCATION ADMINISTRATOR/DIRECTOR | 0.25       |                                    |          |          |
| <b>Heinz, Kenneth</b>         | kheinz@weepingwaterps.org          | DOCTORATE                                | Total: 34  |                                    |          |          |
| WEEPING WATER PUBLIC SCHOOLS  |                                    | Y  | System: 6  | 157,516                            | 0        | 22,665   |
| WEEPING WATER PUBLIC SCHOOLS  | 13-0022-000                        | SUPERINTENDENT                           | 1.00       | kheinz@weepingwaterps.org          |          |          |
| <b>Hekrdle, Timothy</b>       | thekrdle@nebraskachristian.org     | MASTERS DEGREE                           | Total: 16  |                                    |          |          |
| NEBRASKA CHRISTIAN SCHOOLS    |                                    | N  | System: 1  |                                    |          |          |
| NEBRASKA CHRISTIAN SCHOOLS    | 61-0701-000                        | SUPERINTENDENT                           | 1.00       | thekrdle@nebraskachristian.org     |          |          |
| <b>Hendricks, Stanford</b>    | shendricks@dtcardinals.org         | SPECIALIST (EDS)                         | Total: 33  |                                    |          |          |
| DONIPHAN-TRUMBULL PUBLIC SCHS |                                    | Y  | System: 1  | 136,000                            | 0        | 45,166   |
| DONIPHAN-TRUMBULL PUBLIC SCHS | 40-0126-000                        | SUPERINTENDENT                           | 1.00       | shendricks@dtcardinals.org         |          |          |
| <b>Herzberg, Holly</b>        | hherzberg@hamptonhawks.us          | SPECIALIST (EDS)                         | Total: 26  |                                    |          |          |
| HAMPTON PUBLIC SCHOOL         |                                    | Y  | System: 26 | 129,000                            | 0        | 44,035   |
| HAMPTON PUBLIC SCHOOL         | 41-0091-000                        | SUPERINTENDENT                           | 1.00       | hherzberg@hamptonhawks.us          |          |          |
| <b>Heusman, Dottie</b>        | dheusman@sterlingpublicschools.com | SPECIALIST (EDS)                         | Total: 32  |                                    |          |          |
| STERLING PUBLIC SCHOOLS       |                                    | Y  | System: 2  | 111,500                            | 0        | 40,683   |
| STERLING PUBLIC SCHOOLS       | 49-0033-000                        | SUPERINTENDENT                           | 1.00       | dheusman@sterlingpublicschools.com |          |          |

| Name                        | Email Address                             | Education Attained    | Total Exp  |   |          |          |
|-----------------------------|---|-----------------------|------------|---|----------|----------|
| Controlling District        |   | Contracted            | System Exp | Salary                                    | Add Comp | Benefits |
| Assigned Location           | Agency ID                                 | Position              | FTE        | Email Address                             |          |          |
| <b>Hillman, Tedsen</b>      | thillman@esu8.org                         | SPECIALIST (EDS)      | Total: 49  |   |          |          |
| EWING PUBLIC SCHOOLS        |   | Y                     | System: 6  | 47,500                                    | 0        | 3,634    |
| EWING PUBLIC SCHOOLS        | 45-0029-000                               | SUPERINTENDENT        | 0.40       | thillman@esu8.org                         |          |          |
| <b>Hilyard, Todd</b>        | todd.hilyard@dusters.org                  | SPECIALIST (EDS)      | Total: 25  |   |          |          |
| HOLDREGE PUBLIC SCHOOLS     |   | Y                     | System: 8  | 151,905                                   | 1,943    | 46,572   |
| HOLDREGE PUBLIC SCHOOLS     | 69-0044-000                               | SUPERINTENDENT        | 1.00       | todd.hilyard@dusters.org                  |          |          |
| <b>Hoelsing, Bradley</b>    | bradhoelsing@wausaschools.org             | SPECIALIST (EDS)      | Total: 16  |   |          |          |
| WAUSA PUBLIC SCHOOLS        |   | Y                     | System: 13 | 121,195                                   | 2,958    | 26,761   |
| WAUSA PUBLIC SCHOOLS        | 54-0576-000                               | SUPERINTENDENT        | 0.60       | bradhoelsing@wausaschools.org             |          |          |
| WAUSA HIGH SCHOOL           | 54-0576-001                               | PRINCIPAL             | 0.40       |   |          |          |
| <b>Hoelsing, Dan</b>        | dan.hoelsing@schuylercommunityschools.org | DOCTORATE             | Total: 40  |   |          |          |
| SCHUYLER COMMUNITY SCHOOLS  |   | Y                     | System: 6  | 174,000                                   | 0        | 51,487   |
| SCHUYLER COMMUNITY SCHOOLS  | 19-0123-000                               | SUPERINTENDENT        | 1.00       | dan.hoelsing@schuylercommunityschools.org |          |          |
| <b>Hoelsing, Jeffery</b>    | jeff.hoelsing@rcards.org                  | SPECIALIST (EDS)      | Total: 36  |   |          |          |
| RANDOLPH PUBLIC SCHOOLS     |   | Y                     | System: 6  | 125,000                                   | 0        | 43,629   |
| RANDOLPH PUBLIC SCHOOLS     | 14-0045-000                               | SUPERINTENDENT        | 1.00       | jeff.hoelsing@rcards.org                  |          |          |
| <b>Hof, Brian</b>           | bhof@redcloudschool.us                    | SPECIALIST (EDS)      | Total: 18  |   |          |          |
| RED CLOUD COMMUNITY SCHOOLS |   | Y                     | System: 8  | 106,525                                   | 0        | 32,837   |
| RED CLOUD COMMUNITY SCHOOLS | 91-0002-000                               | SUPERINTENDENT        | 0.75       | bhof@redcloudschool.us                    |          |          |
| RED CLOUD COMMUNITY SCHOOLS | 91-0002-000                               | CURRICULUM SPECIALIST | 0.25       |   |          |          |

| Name                                 | Email Address                   | Education Attained       | Total Exp  |                                 |          |          |
|--------------------------------------|---------------------------------|--------------------------|------------|---------------------------------|----------|----------|
| Controlling District                 |                                 | Contracted               | System Exp | Salary                          | Add Comp | Benefits |
| Assigned Location                    | Agency ID                       | Position                 | FTE        | Email Address                   |          |          |
| <b>Hoffer, Mitchell</b>              | hoffer@esu2.org                 | SPECIALIST (EDS)         | Total: 12  |                                 |          |          |
| YUTAN PUBLIC SCHOOLS                 |                                 | Y                        | System: 1  | 125,000                         | 0        | 34,644   |
| YUTAN PUBLIC SCHOOLS                 | 78-0009-000                     | SUPERINTENDENT           | 1.00       | hoffer@esu2.org                 |          |          |
| <b>Hollinger, Brent</b>              | bhollinger@crosscounty.esu7.org | SPECIALIST (EDS)         | Total: 26  |                                 |          |          |
| CROSS COUNTY COMMUNITY SCHOOLS       |                                 | Y                        | System: 10 | 139,500                         | 2,151    | 46,167   |
| CROSS COUNTY COMMUNITY SCHOOLS       | 72-0015-000                     | SUPERINTENDENT           | 1.00       | bhollinger@crosscounty.esu7.org |          |          |
| <b>Hughes, Kirk</b>                  | kirk.hughes@cpsrams.org         | SPECIALIST (EDS)         | Total: 21  |                                 |          |          |
| CRAWFORD PUBLIC SCHOOLS              |                                 | Y                        | System: 2  | 115,000                         | 0        | 17,433   |
| CRAWFORD PUBLIC SCHOOLS              | 23-0071-000                     | SUPERINTENDENT           | 1.00       | kirk.hughes@cpsrams.org         |          |          |
| <b>HYDE, RENEE</b>                   | RHYDE@PAPLV.ORG                 | DOCTORATE                | Total: 26  |                                 |          |          |
| PAPILLION LA VISTA COMMUNITY SCHOOLS |                                 | Y                        | System: 12 | 184,279                         | 1,080    | 35,974   |
| PAPILLION LA VISTA COMMUNITY SCHOOLS | 77-0027-000                     | ASSISTANT SUPERINTENDENT | 1.00       | RHYDE@PAPLV.ORG                 |          |          |
| <b>Isom, Charles</b>                 | cisom@gubn.org                  | SPECIALIST (EDS)         | Total: 32  |                                 |          |          |
| HEMINGFORD PUBLIC SCHOOLS            |                                 | Y                        | System: 1  | 110,000                         | 0        | 30,414   |
| HEMINGFORD PUBLIC SCHOOLS            | 07-0010-000                     | SUPERINTENDENT           | 1.00       | cisom@gubn.org                  |          |          |
| <b>Isom, Jamie</b>                   | jisom@vcshadger.net             | DOCTORATE                | Total: 34  |                                 |          |          |
| VALENTINE COMMUNITY SCHOOLS          |                                 | Y                        | System: 27 | 136,300                         | 0        | 38,168   |
| VALENTINE COMMUNITY SCHOOLS          | 16-0006-000                     | SUPERINTENDENT           | 1.00       | jisom@vcshadger.net             |          |          |
| <b>JENSEN, JEFFREY</b>               | jjensen@centralcityps.org       | SPECIALIST (EDS)         | Total: 19  |                                 |          |          |
| CENTRAL CITY PUBLIC SCHOOLS          |                                 | Y                        | System: 4  | 153,750                         | 914      | 45,991   |
| CENTRAL CITY PUBLIC SCHOOLS          | 61-0004-000                     | SUPERINTENDENT           | 1.00       | jjensen@centralcityps.org       |          |          |

| Name                                | Email Address            | Education Attained        | Total Exp  |                          |          |          |
|-------------------------------------|--------------------------|---------------------------|------------|--------------------------|----------|----------|
| Controlling District                |                          | Contracted                | System Exp | Salary                   | Add Comp | Benefits |
| Assigned Location                   | Agency ID                | Position                  | FTE        | Email Address            |          |          |
| <b>Jeppson, Dana</b>                | djeppson@mcstryon.org    | MASTERS DEGREE PLUS HOURS | Total: 5   |                          |          |          |
| MC PHERSON COUNTY SCHOOLS           |                          | Y                         | System: 2  | 100,000                  | 600      | 36,359   |
| MC PHERSON COUNTY SCHOOLS           | 60-0090-000              | SUPERINTENDENT            | 1.00       | djeppson@mcstryon.org    |          |          |
| <b>Jesse, Frank</b>                 | frankjesse@esu8.org      | MASTERS DEGREE            | Total: 22  |                          |          |          |
| CHAMBERS PUBLIC SCHOOLS             |                          | Y                         | System: 2  | 105,000                  | 0        | 38,290   |
| CHAMBERS PUBLIC SCHOOLS             | 45-0137-000              | SUPERINTENDENT            | 0.50       | frankjesse@esu8.org      |          |          |
| CHAMBERS ELEMENTARY SCHOOL          | 45-0137-002              | PRINCIPAL                 | 0.50       |                          |          |          |
| <b>Joel, Derrick</b>                | djoel@rcentral.org       | DOCTORATE                 | Total: 11  |                          |          |          |
| RAYMOND CENTRAL PUBLIC SCHOOLS      |                          | Y                         | System: 2  | 137,500                  | 2,500    | 8,368    |
| RAYMOND CENTRAL PUBLIC SCHOOLS      | 55-0161-000              | SUPERINTENDENT            | 1.00       | djoel@rcentral.org       |          |          |
| <b>Joel, Stephen</b>                | sjoel@lps.org            | DOCTORATE                 | Total: 43  |                          |          |          |
| LINCOLN PUBLIC SCHOOLS              |                          | Y                         | System: 9  | 325,139                  | 0        | 171,401  |
| LINCOLN PUBLIC SCHOOLS              | 55-0001-000              | SUPERINTENDENT            | 1.00       | sjoel@lps.org            |          |          |
| <b>JOHNSEN, BETH</b>                | bjohnsen@conestogaps.org | SPECIALIST (EDS)          | Total: 6   |                          |          |          |
| CONESTOGA PUBLIC SCHOOLS            |                          | Y                         | System: 6  | 155,000                  | 0        | 41,635   |
| CONESTOGA PUBLIC SCHOOLS            | 13-0056-000              | SUPERINTENDENT            | 1.00       | bjohnsen@conestogaps.org |          |          |
| <b>Johnson, Adrian</b>              | adrian@hnsccats.org      | MASTERS DEGREE PLUS HOURS | Total: 22  |                          |          |          |
| HARTINGTON NEWCASTLE PUBLIC SCHOOLS |                          | Y                         | System: 22 | 116,000                  | 6,381    | 41,715   |
| HARTINGTON NEWCASTLE PUBLIC SCHOOLS | 14-0008-000              | SUPERINTENDENT            | 1.00       | adrian@hnsccats.org      |          |          |
| <b>JOHNSON, DONALD</b>              | djohnson@ftcpioneers.org | MASTERS DEGREE PLUS HOURS | Total: 31  |                          |          |          |
| FORT CALHOUN COMMUNITY SCHS         |                          | Y                         | System: 28 | 148,582                  | 1,500    | 42,969   |
| FORT CALHOUN COMMUNITY SCHS         | 89-0003-000              | SUPERINTENDENT            | 1.00       | djohnson@ftcpioneers.org |          |          |

| Name                                | Email Address                       | Education Attained | Total Exp  |                                     |          |          |
|-------------------------------------|-------------------------------------|--------------------|------------|-------------------------------------|----------|----------|
| Controlling District                |                                     | Contracted         | System Exp | Salary                              | Add Comp | Benefits |
| Assigned Location                   | Agency ID                           | Position           | FTE        | Email Address                       |          |          |
| <b>JOHNSON, LYNN</b>                | lynn.johnson@apseagles.org          | SPECIALIST (EDS)   | Total: 36  |                                     |          |          |
| ARLINGTON PUBLIC SCHOOLS            |                                     | Y                  | System: 31 | 142,649                             | 0        | 35,755   |
| ARLINGTON PUBLIC SCHOOLS            | 89-0024-000                         | SUPERINTENDENT     | 1.00       | lynn.johnson@apseagles.org          |          |          |
| <b>Jorgenson, Bryce</b>             | bryce.jorgenson@sveagles.org        | SPECIALIST (EDS)   | Total: 20  |                                     |          |          |
| SOUTHERN VALLEY SCHOOLS             |                                     | Y                  | System: 1  | 125,000                             | 0        | 44,973   |
| SOUTHERN SCHOOL DISTRICT 1          | 34-0001-000                         | SUPERINTENDENT     | 1.00       | bryce.jorgenson@sveagles.org        |          |          |
| <b>Kaczor, Stephanie</b>            | stephanie.kaczor@riversideps.org    | SPECIALIST (EDS)   | Total: 15  |                                     |          |          |
| RIVERSIDE PUBLIC SCHOOLS            |                                     | Y                  | System: 10 | 105,000                             | 0        | 19,349   |
| RIVERSIDE PUBLIC SCHOOLS            | 06-0075-000                         | SUPERINTENDENT     | 1.00       | stephanie.kaczor@riversideps.org    |          |          |
| <b>Kassebaum, Zachary</b>           | Zach.Kassebaum@lincolnchristian.org | DOCTORATE          | Total: 17  |                                     |          |          |
| LINCOLN CHRISTIAN SCHOOLS           |                                     | N                  | System: 3  |                                     |          |          |
| LINCOLN CHRISTIAN SCHOOLS           | 55-0704-000                         | SUPERINTENDENT     | 1.00       | Zach.Kassebaum@lincolnchristian.org |          |          |
| <b>Kautz, Craig</b>                 | craig.kautz@hpstigers.org           | SPECIALIST (EDS)   | Total: 39  |                                     |          |          |
| HASTINGS PUBLIC SCHOOLS             |                                     | Y                  | System: 28 | 224,600                             | 0        | 34,131   |
| HASTINGS PUBLIC SCHOOLS             | 01-0018-000                         | SUPERINTENDENT     | 1.00       | craig.kautz@hpstigers.org           |          |          |
| <b>Kay, Chester</b>                 | ckay@shelby.esu7.org                | SPECIALIST (EDS)   | Total: 27  |                                     |          |          |
| SHELBY - RISING CITY PUBLIC SCHOOLS |                                     | Y                  | System: 6  | 137,000                             | 0        | 39,292   |
| SHELBY - RISING CITY PUBLIC SCHOOLS | 72-0032-000                         | SUPERINTENDENT     | 1.00       | ckay@shelby.esu7.org                |          |          |
| <b>Kent, James</b>                  | jim@dcstigers.org                   | SPECIALIST (EDS)   | Total: 31  |                                     |          |          |
| DUNDY CO STRATTON PUBLIC SCHS       |                                     | Y                  | System: 30 | 135,650                             | 0        | 43,663   |
| DUNDY CO STRATTON PUBLIC SCHS       | 29-0117-000                         | SUPERINTENDENT     | 1.00       | jim@dcstigers.org                   |          |          |

| Name                           | Email Address                 | Education Attained | Total Exp  |                               |          |          |
|--------------------------------|-------------------------------|--------------------|------------|-------------------------------|----------|----------|
| Controlling District           |                               | Contracted         | System Exp | Salary                        | Add Comp | Benefits |
| Assigned Location              | Agency ID                     | Position           | FTE        | Email Address                 |          |          |
| <b>Kentfield, Rick</b>         | rkentfield@lewistonschool.net | SPECIALIST (EDS)   | Total: 30  |                               |          |          |
| LEWISTON CONSOLIDATED SCHOOLS  |                               | Y                  | System: 8  | 119,000                       | 0        | 34,026   |
| LEWISTON CONSOLIDATED SCHOOLS  | 67-0069-000                   | SUPERINTENDENT     | 1.00       | rkentfield@lewistonschool.net |          |          |
| <b>Keyser, Dan</b>             | dan.keyser@spssailors.org     | SPECIALIST (EDS)   | Total: 39  |                               |          |          |
| SUTHERLAND PUBLIC SCHOOLS      |                               | Y                  | System: 9  | 137,000                       | 0        | 40,630   |
| SUTHERLAND PUBLIC SCHOOLS      | 56-0055-000                   | SUPERINTENDENT     | 1.00       | dan.keyser@spssailors.org     |          |          |
| <b>Klein, Jeremy</b>           | jklein@loganview.org          | SPECIALIST (EDS)   | Total: 21  |                               |          |          |
| LOGAN VIEW PUBLIC SCHOOLS      |                               | Y                  | System: 7  | 139,863                       | 0        | 47,910   |
| LOGAN VIEW PUBLIC SCHOOLS      | 27-0594-000                   | SUPERINTENDENT     | 1.00       | jklein@loganview.org          |          |          |
| <b>Klooz, Randall</b>          | rklooz@chasecountyschools.org | MASTERS DEGREE     | Total: 24  |                               |          |          |
| CHASE COUNTY SCHOOLS           |                               | Y                  | System: 1  | 140,000                       | 0        | 43,397   |
| CHASE COUNTY SCHOOLS           | 15-0010-000                   | SUPERINTENDENT     | 1.00       | rklooz@chasecountyschools.org |          |          |
| <b>KNIPPELMEYER, RYAN</b>      | RKNIPPELMEYER@EMKNIGHTS.ORG   | SPECIALIST (EDS)   | Total: 31  |                               |          |          |
| ELMWOOD-MURDOCK PUBLIC SCHOOLS |                               | Y                  | System: 9  | 129,000                       | 0        | 43,158   |
| ELMWOOD-MURDOCK PUBLIC SCHOOLS | 13-0097-000                   | SUPERINTENDENT     | 1.00       | RKNIPPELMEYER@EMKNIGHTS.ORG   |          |          |
| <b>Kobza, Martin</b>           | mkobza@superiorwildcats.org   | SPECIALIST (EDS)   | Total: 30  |                               |          |          |
| SUPERIOR PUBLIC SCHOOLS        |                               | Y                  | System: 1  | 145,000                       | 0        | 47,027   |
| SUPERIOR PUBLIC SCHOOLS        | 65-0011-000                   | SUPERINTENDENT     | 1.00       | mkobza@superiorwildcats.org   |          |          |
| <b>Koehler, Jeffrey</b>        | jeff.koehler@johnsonbrock.org | SPECIALIST (EDS)   | Total: 21  |                               |          |          |
| JOHNSON-BROCK PUBLIC SCHOOLS   |                               | Y                  | System: 8  | 125,240                       | 0        | 42,436   |
| JOHNSON-BROCK PUBLIC SCHOOLS   | 64-0023-000                   | SUPERINTENDENT     | 1.00       | jeff.koehler@johnsonbrock.org |          |          |

| Name                           | Email Address                       | Education Attained          | Total Exp  |                                     |          |          |
|--------------------------------|-------------------------------------|-----------------------------|------------|-------------------------------------|----------|----------|
| Controlling District           |                                     | Contracted                  | System Exp | Salary                              | Add Comp | Benefits |
| Assigned Location              | Agency ID                           | Position                    | FTE        | Email Address                       |          |          |
| <b>Kort, Randall</b>           | rkort@meridianmustangs.org          | SPECIALIST (EDS)            | Total: 5   |                                     |          |          |
| MERIDIAN PUBLIC SCHOOLS        |                                     | Y                           | System: 5  | 122,000                             | 0        | 41,896   |
| MERIDIAN PUBLIC SCHOOLS        | 48-0303-000                         | SUPERINTENDENT              | 1.00       | rkort@meridianmustangs.org          |          |          |
| <b>Kraus, David</b>            | david.kraus@friendschool.org        | SPECIALIST (EDS)            | Total: 25  |                                     |          |          |
| FRIEND PUBLIC SCHOOLS          |                                     | Y                           | System: 4  | 125,000                             | 0        | 44,804   |
| FRIEND PUBLIC SCHOOLS          | 76-0068-000                         | SUPERINTENDENT              | 0.95       | david.kraus@friendschool.org        |          |          |
| FRIEND PUBLIC SCHOOLS          | 76-0068-000                         | PROGRAM SUPERVISOR/DIRECTOR | 0.05       |                                     |          |          |
| <b>Kuncl, Christopher</b>      | chris.kuncl@mullenpublicschools.org | SPECIALIST (EDS)            | Total: 18  |                                     |          |          |
| MULLEN PUBLIC SCHOOLS          |                                     | Y                           | System: 1  | 112,500                             | 0        | 43,138   |
| MULLEN PUBLIC SCHOOLS          | 46-0001-000                         | SUPERINTENDENT              | 1.00       | chris.kuncl@mullenpublicschools.org |          |          |
| <b>Lambert, Adam</b>           | alambert@cody-kilgore.com           | SPECIALIST (EDS)            | Total: 14  |                                     |          |          |
| CODY-KILGORE PUBLIC SCHS       |                                     | Y                           | System: 3  | 129,766                             | 0        | 43,337   |
| CODY-KILGORE PUBLIC SCHS       | 16-0030-000                         | SUPERINTENDENT              | 0.30       | alambert@cody-kilgore.com           |          |          |
| CODY-KILGORE HIGH SCHOOL       | 16-0030-001                         | PRINCIPAL                   | 0.30       |                                     |          |          |
| CODY-KILGORE ELEMENTARY SCHOOL | 16-0030-002                         | PRINCIPAL                   | 0.20       |                                     |          |          |
| CODY-KILGORE MIDDLE SCHOOL     | 16-0030-003                         | PRINCIPAL                   | 0.20       |                                     |          |          |
| <b>Lambert, Charles</b>        | clambert@bpsbulldogs.org            | SPECIALIST (EDS)            | Total: 27  |                                     |          |          |
| BRIDGEPORT PUBLIC SCHOOLS      |                                     | Y                           | System: 5  | 160,780                             | 0        | 27,346   |
| BRIDGEPORT PUBLIC SCHOOLS      | 62-0063-000                         | SUPERINTENDENT              | 1.00       | clambert@bpsbulldogs.org            |          |          |
| <b>Lavaley, Brandon</b>        | blavaley@wahoowarriors.org          | SPECIALIST (EDS)            | Total: 19  |                                     |          |          |
| WAHOO PUBLIC SCHOOLS           |                                     | Y                           | System: 3  | 150,000                             | 0        | 47,237   |
| WAHOO PUBLIC SCHOOLS           | 78-0039-000                         | SUPERINTENDENT              | 1.00       | blavaley@wahoowarriors.org          |          |          |

| Name                          | Email Address                   | Education Attained        | Total Exp  |                                 |          |          |
|-------------------------------|---------------------------------|---------------------------|------------|---------------------------------|----------|----------|
| Controlling District          |                                 | Contracted                | System Exp | Salary                          | Add Comp | Benefits |
| Assigned Location             | Agency ID                       | Position                  | FTE        | Email Address                   |          |          |
| <b>Lechtenberg, D</b>         | russell.lechtenberg@hshawks.com | SPECIALIST (EDS)          | Total: 37  |                                 |          |          |
| HAY SPRINGS PUBLIC SCHOOLS    |                                 | Y                         | System: 2  | 125,000                         | 500      | 41,997   |
| HAY SPRINGS PUBLIC SCHOOLS    | 81-0003-000                     | SUPERINTENDENT            | 0.55       | russell.lechtenberg@hshawks.com |          |          |
| HAY SPRINGS HIGH SCHOOL       | 81-0003-001                     | PRINCIPAL                 | 0.15       |                                 |          |          |
| HAY SPRINGS ELEMENTARY SCHOOL | 81-0003-002                     | PRINCIPAL                 | 0.15       |                                 |          |          |
| HAY SPRINGS MIDDLE SCHOOL     | 81-0003-003                     | PRINCIPAL                 | 0.15       |                                 |          |          |
| <b>Leckron, Keith</b>         | keith.a.leckron@gmail.com       | MASTERS DEGREE PLUS HOURS | Total: 32  |                                 |          |          |
| ELKHORN VALLEY SCHOOLS        |                                 | Y                         | System: 11 | 137,000                         | 0        | 22,649   |
| ELKHORN VALLEY SCHOOLS        | 59-0080-000                     | SUPERINTENDENT            | 1.00       | keith.a.leckron@gmail.com       |          |          |
| <b>Lemburg, Rich</b>          | rlemburg@clarkson.esu7.org      | MASTERS DEGREE            | Total: 33  |                                 |          |          |
| CLARKSON PUBLIC SCHOOLS       |                                 | Y                         | System: 14 | 132,480                         | 0        | 42,104   |
| CLARKSON PUBLIC SCHOOLS       | 19-0058-000                     | SUPERINTENDENT            | 0.70       | rlemburg@clarkson.esu7.org      |          |          |
| CLARKSON ELEMENTARY SCHOOL    | 19-0058-002                     | PRINCIPAL                 | 0.30       |                                 |          |          |
| <b>Lenz, Stuart</b>           | slenz@giltnerschool.us          | DOCTORATE                 | Total: 12  |                                 |          |          |
| GILTNER PUBLIC SCHOOLS        |                                 | Y                         | System: 2  | 188,000                         | 0        | 22,569   |
| GILTNER PUBLIC SCHOOLS        | 41-0002-000                     | SUPERINTENDENT            | 0.51       | slenz@giltnerschool.us          |          |          |
| GILTNER HIGH SCHOOL           | 41-0002-001                     | PRINCIPAL                 | 0.25       |                                 |          |          |
| GILTNER ELEMENTARY SCHOOL     | 41-0002-002                     | PRINCIPAL                 | 0.24       |                                 |          |          |
| <b>Lewis, Dawn</b>            | dawnlewis@esu10.org             | DOCTORATE                 | Total: 19  |                                 |          |          |
| ARNOLD PUBLIC SCHOOLS         |                                 | Y                         | System: 9  | 63,000                          | 0        | 22,378   |
| ARNOLD PUBLIC SCHOOLS         | 21-0089-000                     | SUPERINTENDENT            | 0.50       | dawnlewis@esu10.org             |          |          |
| CALLAWAY PUBLIC SCHOOLS       |                                 | Y                         | System: 4  | 63,000                          | 0        | 22,044   |
| CALLAWAY PUBLIC SCHOOLS       | 21-0180-000                     | SUPERINTENDENT            | 0.50       |                                 |          |          |

| Name                                 | Email Address                 | Education Attained | Total Exp                |               |                               |              |
|--------------------------------------|-------------------------------|--------------------|--------------------------|---------------|-------------------------------|--------------|
| Controlling District                 |                               | Contracted         | System Exp               | Salary        | Add Comp                      | Benefits     |
| Assigned Location                    | Agency ID                     | Position           | FTE                      | Email Address |                               |              |
| <b>LEWIS, DOUGLAS</b>                | dlewis@paplv.org              |                    | SPECIALIST (EDS)         | Total: 37     |                               |              |
| PAPILLION LA VISTA COMMUNITY SCHOOLS |                               | Y                  |                          | System: 28    | 184,370                       | 1,080 30,261 |
| PAPILLION LA VISTA COMMUNITY SCHOOLS | 77-0027-000                   |                    | ASSISTANT SUPERINTENDENT | 1.00          | dlewis@paplv.org              |              |
| <b>Libal, Jason</b>                  | Jason.Libal@agps.org          |                    | SPECIALIST (EDS)         | Total: 23     |                               |              |
| ASHLAND-GREENWOOD PUBLIC SCHS        |                               | Y                  |                          | System: 4     | 132,612                       | 0 43,166     |
| ASHLAND-GREENWOOD PUBLIC SCHS        | 78-0001-000                   |                    | SUPERINTENDENT           | 1.00          | Jason.Libal@agps.org          |              |
| <b>Liggett, Lori</b>                 | lori.liggett@grmustangs.org   |                    | SPECIALIST (EDS)         | Total: 36     |                               |              |
| GORDON-RUSHVILLE PUBLIC SCHS         |                               | Y                  |                          | System: 13    | 138,875                       | 0 27,240     |
| GORDON-RUSHVILLE PUBLIC SCHS         | 81-0010-000                   |                    | SUPERINTENDENT           | 1.00          | lori.liggett@grmustangs.org   |              |
| <b>Lightfoot, Logan</b>              | logan.lightfoot@amcoyotes.org |                    | DOCTORATE                | Total: 0      |                               |              |
| ANSELMO-MERNA PUBLIC SCHOOLS         |                               | Y                  |                          | System: 0     | 113,000                       | 0 18,090     |
| ANSELMO-MERNA PUBLIC SCHOOLS         | 21-0015-000                   |                    | SUPERINTENDENT           | 1.00          | logan.lightfoot@amcoyotes.org |              |
| <b>Loeffelholz, Troy</b>             | loeffelholzt@discoverers.org  |                    | DOCTORATE                | Total: 31     |                               |              |
| COLUMBUS PUBLIC SCHOOLS              |                               | Y                  |                          | System: 9     | 237,466                       | 0 71,892     |
| COLUMBUS PUBLIC SCHOOLS              | 71-0001-000                   |                    | SUPERINTENDENT           | 1.00          | loeffelholzt@discoverers.org  |              |
| <b>Lofquist, Kraig</b>               | kraig.lofquist@esu9.us        |                    | DOCTORATE                | Total: 21     |                               |              |
| EDUCATIONAL SERVICE UNIT 09          |                               | Y                  |                          | System: 8     | 153,941                       | 0 47,020     |
| EDUCATIONAL SERVICE UNIT 09          | 00-0009-000                   |                    | CHIEF ADMINISTRATOR      | 1.00          | kraig.lofquist@esu9.us        |              |
| <b>LOGAN, CHERYL</b>                 | eLoganC169@ops.org            |                    | DOCTORATE                | Total: 1      |                               |              |
| OMAHA PUBLIC SCHOOLS                 |                               | Y                  |                          | System: 1     | 300,000                       | 0 36,120     |
| OMAHA PUBLIC SCHOOLS                 | 28-0001-000                   |                    | SUPERINTENDENT           | 1.00          | eLoganC169@ops.org            |              |

| Name                          | Email Address               | Education Attained       | Total Exp        |                             |          |               |
|-------------------------------|-----------------------------|--------------------------|------------------|-----------------------------|----------|---------------|
| Controlling District          |                             | Contracted               | System Exp       | Salary                      | Add Comp | Benefits      |
| Assigned Location             | Agency ID                   | Position                 | FTE              | Email Address               |          |               |
| <b>Logsdon , Gregory</b>      | supt@gidiocese.org          |                          | SPECIALIST (EDS) | Total: 27                   |          |               |
| KEARNEY CATHOLIC SCHOOLS      |                             | N                        |                  | System: 6                   |          |               |
| KEARNEY CATHOLIC SCHOOLS      | 10-0701-000                 | SUPERINTENDENT           | 0.02             | supt@gidiocese.org          |          |               |
| <b>Lucas, Dr. Michael</b>     | mike.lucas@yorkdukes.org    |                          | DOCTORATE        | Total: 25                   |          |               |
| YORK PUBLIC SCHOOLS           |                             | Y                        |                  | System: 10                  | 166,226  | 10,480 52,899 |
| YORK PUBLIC SCHOOLS           | 93-0012-000                 | SUPERINTENDENT           | 1.00             | mike.lucas@yorkdukes.org    |          |               |
| <b>LUHR, JASON</b>            | jluhr@bcpsne.info           |                          | SPECIALIST (EDS) | Total: 20                   |          |               |
| BATTLE CREEK PUBLIC SCHOOLS   |                             | Y                        |                  | System: 1                   | 135,000  | 0 41,973      |
| BATTLE CREEK PUBLIC SCHOOLS   | 59-0005-000                 | SUPERINTENDENT           | 1.00             | jluhr@bcpsne.info           |          |               |
| <b>Lundgren, Michelle</b>     | Mlundgren@graceu.edu        |                          | DOCTORATE        | Total: 31                   |          |               |
| OMAHA STREET SCHOOL           |                             | N                        |                  | System: 12                  |          |               |
| OMAHA STREET SCHOOL           | 28-0796-000                 | SUPERINTENDENT           | 0.01             | Mlundgren@graceu.edu        |          |               |
| OMAHA STREET SCHOOL           | 28-0796-001                 | PRINCIPAL                | 0.01             |                             |          |               |
| PARKVIEW CHRISTIAN SCHOOLS    |                             | N                        |                  | System: 4                   |          |               |
| PARKVIEW CHRISTIAN SCHOOLS    | 55-0755-000                 | SUPERINTENDENT           | 0.01             |                             |          |               |
| <b>Malander, Amy</b>          | amy.malander@centralvps.org |                          | SPECIALIST (EDS) | Total: 21                   |          |               |
| CENTRAL VALLEY PUBLIC SCHOOLS |                             | Y                        |                  | System: 5                   | 132,379  | 0 46,020      |
| CENTRAL VALLEY PUBLIC SCHOOLS | 39-0060-000                 | SUPERINTENDENT           | 0.80             | amy.malander@centralvps.org |          |               |
| <b>Martin , Dennis</b>        | dennis-martin@cdolinc.net   |                          | SPECIALIST (EDS) | Total: 34                   |          |               |
| ST JOHN'S ELEMENTARY SCHOOL   |                             | N                        |                  | System: 15                  |          |               |
| ST JOHN'S ELEMENTARY SCHOOL   | 55-0712-000                 | ASSISTANT SUPERINTENDENT | 0.50             | dennis-martin@cdolinc.net   |          |               |
| ST JOHN'S ELEMENTARY SCHOOL   | 55-0712-001                 | PRINCIPAL                | 0.50             |                             |          |               |

| Name                        | Email Address                 | Education Attained       | Total Exp  |                               |          |          |
|-----------------------------|-------------------------------|--------------------------|------------|-------------------------------|----------|----------|
| Controlling District        |                               | Contracted               | System Exp | Salary                        | Add Comp | Benefits |
| Assigned Location           | Agency ID                     | Position                 | FTE        | Email Address                 |          |          |
| <b>Martin, Dale</b>         | dalemartin@neunified1.org     | SPECIALIST (EDS)         | Total: 32  |                               |          |          |
| NEBRASKA UNIFIED DISTRICT 1 |                               | Y                        | System: 25 | 147,455                       | 0        | 46,903   |
| NEBRASKA UNIFIED DISTRICT 1 | 02-2001-000                   | SUPERINTENDENT           | 1.00       | dalemartin@neunified1.org     |          |          |
| <b>Maschmann, Brian</b>     | brian.maschmann@nsdtitans.org | DOCTORATE                | Total: 22  |                               |          |          |
| NORRIS SCHOOL DIST 160      |                               | Y                        | System: 9  | 150,276                       | 0        | 20,034   |
| NORRIS SCHOOL DIST 160      | 55-0160-000                   | ASSISTANT SUPERINTENDENT | 1.00       | brian.maschmann@nsdtitans.org |          |          |
| <b>Masters, Richard</b>     | rmasters@kenesawschools.org   | SPECIALIST (EDS)         | Total: 25  |                               |          |          |
| KENESAW PUBLIC SCHOOLS      |                               | Y                        | System: 2  | 114,400                       | 0        | 30,852   |
| KENESAW PUBLIC SCHOOLS      | 01-0003-000                   | SUPERINTENDENT           | 0.60       | rmasters@kenesawschools.org   |          |          |
| KENESAW ELEMENTARY SCHOOL   | 01-0003-002                   | PRINCIPAL                | 0.40       |                               |          |          |
| <b>Mcallister, Bill</b>     | wmcallister@wpcadets.net      | SPECIALIST (EDS)         | Total: 23  |                               |          |          |
| WEST POINT PUBLIC SCHOOLS   |                               | Y                        | System: 4  | 148,625                       | 0        | 48,536   |
| WEST POINT PUBLIC SCHOOLS   | 20-0001-000                   | SUPERINTENDENT           | 1.00       | wmcallister@wpcadets.net      |          |          |
| <b>MCCANN, BLANE</b>        | Mccann.Blane@westside66.net   | DOCTORATE                | Total: 7   |                               |          |          |
| WESTSIDE COMMUNITY SCHOOLS  |                               | Y                        | System: 7  | 222,195                       | 0        | 44,831   |
| WESTSIDE COMMUNITY SCHOOLS  | 28-0066-000                   | SUPERINTENDENT           | 1.00       | Mccann.Blane@westside66.net   |          |          |
| <b>Mcdonald, Damon</b>      | dmcdonald@4rhuskies.org       | DOCTORATE                | Total: 23  |                               |          |          |
| AURORA PUBLIC SCHOOLS       |                               | Y                        | System: 8  | 157,900                       | 0        | 26,460   |
| AURORA PUBLIC SCHOOLS       | 41-0504-000                   | SUPERINTENDENT           | 1.00       | dmcdonald@4rhuskies.org       |          |          |
| <b>Mcgown, James</b>        | jmcgown@bradyschools.org      | SPECIALIST (EDS)         | Total: 19  |                               |          |          |
| BRADY PUBLIC SCHOOLS        |                               | Y                        | System: 4  | 112,970                       | 0        | 40,698   |
| BRADY PUBLIC SCHOOLS        | 56-0006-000                   | SUPERINTENDENT           | 1.00       | jmcgown@bradyschools.org      |          |          |

| Name                           | Email Address                           | Education Attained                       | Total Exp  |   |          |          |
|--------------------------------|---|--|------------|---|----------|----------|
| Controlling District           |   | Contracted                               | System Exp | Salary                                  | Add Comp | Benefits |
| Assigned Location              | Agency ID                               | Position                                 | FTE        | Email Address                           |          |          |
| <b>McNiff, Brenda</b>          | bmcniff@esu5.org                        | DOCTORATE                                | Total: 24  |   |          |          |
| EDUCATIONAL SERVICE UNIT 05    |   | Y  | System: 16 | 167,200                                 | 0        | 29,372   |
| EDUCATIONAL SERVICE UNIT 05    | 00-0005-000                             | CHIEF ADMINISTRATOR                      | 0.90       | bmcniff@esu5.org                        |          |          |
| EDUCATIONAL SERVICE UNIT 05    | 00-0005-000                             | SPECIAL EDUCATION ADMINISTRATOR/DIRECTOR | 0.10       |   |          |          |
| <b>MEIER, AL</b>               | al.meier@deshlerdragons.org             | DOCTORATE                                | Total: 32  |   |          |          |
| DESHLER PUBLIC SCHOOLS         |   | Y  | System: 12 | 113,239                                 | 0        | 51,495   |
| DESHLER PUBLIC SCHOOLS         | 85-0060-000                             | SUPERINTENDENT                           | 0.50       | al.meier@deshlerdragons.org             |          |          |
| DESHLER ELEMENTARY SCHOOL      | 85-0060-002                             | PRINCIPAL                                | 0.50       |   |          |          |
| <b>Messersmith, Jeffrey</b>    | jeff.messersmith@wynotpublicschools.org | SPECIALIST (EDS)                         | Total: 28  |   |          |          |
| WYNOT PUBLIC SCHOOLS           |   | Y  | System: 5  | 130,000                                 | 722      | 39,315   |
| WYNOT PUBLIC SCHOOLS           | 14-0101-000                             | SUPERINTENDENT                           | 0.50       | jeff.messersmith@wynotpublicschools.org |          |          |
| WYNOT HIGH SCHOOL              | 14-0101-001                             | PRINCIPAL                                | 0.17       |   |          |          |
| WYNOT ELEMENTARY SCHOOL        | 14-0101-002                             | PRINCIPAL                                | 0.17       |   |          |          |
| WYNOT MIDDLE SCHOOL            | 14-0101-003                             | PRINCIPAL                                | 0.16       |   |          |          |
| <b>Meyer, Ginger</b>           | gingermeyer@sstrojans.org               | SPECIALIST (EDS)                         | Total: 23  |   |          |          |
| SCRIBNER-SNYDER COMMUNITY SCHS |   | Y  | System: 8  | 125,850                                 | 0        | 43,642   |
| SCRIBNER-SNYDER COMMUNITY SCHS | 27-0062-000                             | SUPERINTENDENT                           | 1.00       | gingermeyer@sstrojans.org               |          |          |
| <b>Meyerle, Michael</b>        | mmeyerle@dillerodell.org                | SPECIALIST (EDS)                         | Total: 29  |   |          |          |
| DILLER-ODELL PUBLIC SCHOOLS    |   | Y  | System: 29 | 124,679                                 | 0        | 19,861   |
| DILLER-ODELL PUBLIC SCHOOLS    | 34-0100-000                             | SUPERINTENDENT                           | 1.00       | mmeyerle@dillerodell.org                |          |          |
| <b>Miller, Travis</b>          | travis.miller@bayardtigers.org          | DOCTORATE                                | Total: 18  |   |          |          |
| BAYARD PUBLIC SCHOOLS          |   | Y  | System: 8  | 135,200                                 | 0        | 23,970   |
| BAYARD PUBLIC SCHOOLS          | 62-0021-000                             | SUPERINTENDENT                           | 1.00       | travis.miller@bayardtigers.org          |          |          |

| Name                         | Email Address              | Education Attained        | Total Exp  |                            |          |          |
|------------------------------|----------------------------|---------------------------|------------|----------------------------|----------|----------|
| Controlling District         |                            | Contracted                | System Exp | Salary                     | Add Comp | Benefits |
| Assigned Location            | Agency ID                  | Position                  | FTE        | Email Address              |          |          |
| <b>MOORE, ROBERT</b>         | robert.moore@bpsne.net     | SPECIALIST (EDS)          | Total: 25  |                            |          |          |
| BELLEVUE PUBLIC SCHOOLS      |                            | Y                         | System: 3  | 182,107                    | 5,900    | 29,344   |
| BELLEVUE PUBLIC SCHOOLS      | 77-0001-000                | ASSISTANT SUPERINTENDENT  | 1.00       | robert.moore@bpsne.net     |          |          |
| <b>Moore, Tom</b>            | tmoore@amherstbroncos.org  | SPECIALIST (EDS)          | Total: 35  |                            |          |          |
| AMHERST PUBLIC SCHOOLS       |                            | Y                         | System: 11 | 117,000                    | 0        | 41,729   |
| AMHERST PUBLIC SCHOOLS       | 10-0119-000                | SUPERINTENDENT            | 0.50       | tmoore@amherstbroncos.org  |          |          |
| AMHERST ELEMENTARY SCHOOL    | 10-0119-002                | PRINCIPAL                 | 0.50       |                            |          |          |
| <b>Morin, Fr. mike</b>       | Fr.Mike-Morin@cdolinc.net  | MASTERS DEGREE            | Total: 22  |                            |          |          |
| BISHOP NEUMANN HIGH SCHOOL   |                            | N                         | System: 4  |                            |          |          |
| BISHOP NEUMANN HIGH SCHOOL   | 78-0702-000                | SUPERINTENDENT            | 0.50       | Fr.Mike-Morin@cdolinc.net  |          |          |
| ST WENCESLAUS ELEMENTARY SCH |                            | N                         | System: 3  |                            |          |          |
| ST WENCESLAUS ELEMENTARY SCH | 78-0701-000                | SUPERINTENDENT            | 0.50       |                            |          |          |
| <b>Mowinkel, Bill</b>        | bmowinkel@esu8.org         | SPECIALIST (EDS)          | Total: 42  |                            |          |          |
| EDUCATIONAL SERVICE UNIT 08  |                            | Y                         | System: 6  | 163,150                    | 0        | 43,874   |
| EDUCATIONAL SERVICE UNIT 08  | 00-0008-000                | CHIEF ADMINISTRATOR       | 1.00       | bmowinkel@esu8.org         |          |          |
| <b>Mundorf, Jason</b>        | jasmundorf@kearneycats.com | SPECIALIST (EDS)          | Total: 19  |                            |          |          |
| KEARNEY PUBLIC SCHOOLS       |                            | Y                         | System: 2  | 167,317                    | 0        | 31,725   |
| KEARNEY PUBLIC SCHOOLS       | 10-0007-000                | ASSISTANT SUPERINTENDENT  | 1.00       | jasmundorf@kearneycats.com |          |          |
| <b>Myles, Richard</b>        | rmyles@sbps.net            | MASTERS DEGREE PLUS HOURS | Total: 35  |                            |          |          |
| SCOTTSBUFF PUBLIC SCHOOLS    |                            | Y                         | System: 9  | 204,117                    | 0        | 36,162   |
| SCOTTSBUFF PUBLIC SCHOOLS    | 79-0032-000                | SUPERINTENDENT            | 1.00       | rmyles@sbps.net            |          |          |
| <b>Neal, John</b>            | jpineal@lps.org            | MASTERS DEGREE            | Total: 30  |                            |          |          |
| LINCOLN PUBLIC SCHOOLS       |                            | Y                         | System: 17 | 214,525                    | 0        | 50,186   |
| LINCOLN PUBLIC SCHOOLS       | 55-0001-000                | ASSISTANT SUPERINTENDENT  | 1.00       | jpineal@lps.org            |          |          |

| Name                             | Email Address                    | Education Attained        | Total Exp  |                                  |          |          |
|----------------------------------|----------------------------------|---------------------------|------------|----------------------------------|----------|----------|
| Controlling District             |                                  | Contracted                | System Exp | Salary                           | Add Comp | Benefits |
| Assigned Location                | Agency ID                        | Position                  | FTE        | Email Address                    |          |          |
| <b>Nebesniak, Heather</b>        | hnebesniak@ordps.org             | DOCTORATE                 | Total: 24  |                                  |          |          |
| ORD PUBLIC SCHOOLS               |                                  | Y                         | System: 1  | 140,000                          | 0        | 44,757   |
| ORD PUBLIC SCHOOLS               | 88-0005-000                      | SUPERINTENDENT            | 1.00       | hnebesniak@ordps.org             |          |          |
| <b>NIELSEN, JACQUELYN</b>        | jnielsen@bpsnebr.org             | MASTERS DEGREE PLUS HOURS | Total: 8   |                                  |          |          |
| BEATRICE PUBLIC SCHOOLS          |                                  | Y                         | System: 8  | 135,851                          | 654      | 23,460   |
| BEATRICE PUBLIC SCHOOLS          | 34-0015-000                      | ASSISTANT SUPERINTENDENT  | 1.00       | jnielsen@bpsnebr.org             |          |          |
| <b>Ningen, Patrick</b>           | patrick.ningen@cvsstorm.com      | SPECIALIST (EDS)          | Total: 20  |                                  |          |          |
| CREEK VALLEY SCHOOLS             |                                  | Y                         | System: 10 | 114,250                          | 0        | 39,972   |
| CREEK VALLEY SCHOOLS             | 25-0025-000                      | SUPERINTENDENT            | 0.40       | patrick.ningen@cvsstorm.com      |          |          |
| CREEK VALLEY HIGH SCHOOL         | 25-0025-001                      | PRINCIPAL                 | 0.60       |                                  |          |          |
| <b>Norgaard, Grant</b>           | gnorgaard@mccookbison.org        | DOCTORATE                 | Total: 24  |                                  |          |          |
| MC COOK PUBLIC SCHOOLS           |                                  | Y                         | System: 10 | 164,300                          | 0        | 49,763   |
| MC COOK PUBLIC SCHOOLS           | 73-0017-000                      | SUPERINTENDENT            | 1.00       | gnorgaard@mccookbison.org        |          |          |
| <b>Norvell, Mark</b>             | mark.norvell@fillmorecentral.org | SPECIALIST (EDS)          | Total: 40  |                                  |          |          |
| FILLMORE CENTRAL PUBLIC SCHS     |                                  | Y                         | System: 14 | 147,650                          | 0        | 29,384   |
| FILLMORE CENTRAL PUBLIC SCHS     | 30-0025-000                      | SUPERINTENDENT            | 1.00       | mark.norvell@fillmorecentral.org |          |          |
| <b>Olson, Rodney</b>             | rodney.olson@wbroncs.org         | MASTERS DEGREE PLUS HOURS | Total: 37  |                                  |          |          |
| WHEELER CENTRAL SCHOOLS          |                                  | Y                         | System: 3  | 105,000                          | 0        | 33,411   |
| WHEELER CENTRAL SCHOOLS          | 92-0045-000                      | SUPERINTENDENT            | 0.70       | rodney.olson@wbroncs.org         |          |          |
| WHEELER CENTRAL ELEMENTARY #45   | 92-0045-002                      | PRINCIPAL                 | 0.30       |                                  |          |          |
| <b>Otero, Julie</b>              | jotero@southcentralusd.us        | SPECIALIST (EDS)          | Total: 18  |                                  |          |          |
| SOUTH CENTRAL NEBRASKA UNIFIED 5 |                                  | Y                         | System: 1  | 134,000                          | 0        | 39,350   |
| SOUTH CENTRAL NEBRASKA UNIFIED 5 | 65-2005-000                      | SUPERINTENDENT            | 1.00       | jotero@southcentralusd.us        |          |          |

| Name                                   | Email Address                 | Education Attained        | Total Exp  |                               |          |          |
|--|-------------------------------|---------------------------|------------|-------------------------------|----------|----------|
| Controlling District                   |                               | Contracted                | System Exp | Salary                        | Add Comp | Benefits |
| Assigned Location                      | Agency ID                     | Position                  | FTE        | Email Address                 |          |          |
| <b>Owens, Elizabeth</b>                | eowens@kpslonghorns.org       | DOCTORATE                 | Total: 30  |                               |          |          |
| KIMBALL PUBLIC SCHOOLS                 |                               | Y                         | System: 1  | 151,666                       | 0        | 26,583   |
| KIMBALL PUBLIC SCHOOLS                 | 53-0001-000                   | SUPERINTENDENT            | 1.00       | eowens@kpslonghorns.org       |          |          |
| <b>Page, Randy</b>                     | rpage@freemanschools.net      | SPECIALIST (EDS)          | Total: 20  |                               |          |          |
| FREEMAN PUBLIC SCHOOLS                 |                               | Y                         | System: 10 | 140,617                       | 0        | 44,908   |
| FREEMAN PUBLIC SCHOOLS                 | 34-0034-000                   | SUPERINTENDENT            | 1.00       | rpage@freemanschools.net      |          |          |
| <b>Palmer, Matthew</b>                 | matthew.palmer@esu10.org      | SPECIALIST (EDS)          | Total: 6   |                               |          |          |
| ELBA PUBLIC SCHOOLS                    |                               | Y                         | System: 2  | 85,000                        | 0        | 30,708   |
| ELBA PUBLIC SCHOOLS                    | 47-0103-000                   | SUPERINTENDENT            | 1.00       | matthew.palmer@esu10.org      |          |          |
| <b>Pattee, Michael</b>                 | mpattee@allenschools.org      | SPECIALIST (EDS)          | Total: 22  |                               |          |          |
| ALLEN CONSOLIDATED SCHOOLS             |                               | Y                         | System: 11 | 137,754                       | 696      | 24,798   |
| ALLEN CONSOLIDATED SCHOOLS             | 26-0070-000                   | SUPERINTENDENT            | 0.50       | mpattee@allenschools.org      |          |          |
| ALLEN ELEMENTARY SCHOOL                | 26-0070-002                   | PRINCIPAL                 | 0.50       |                               |          |          |
| <b>Paulman, Debra</b>                  | dpaulman@esusixteen.org       | MASTERS DEGREE PLUS HOURS | Total: 37  |                               |          |          |
| EDUCATIONAL SERVICE UNIT 16            |                               | Y                         | System: 14 | 139,050                       | 0        | 39,273   |
| EDUCATIONAL SERVICE UNIT 16            | 00-0016-000                   | CHIEF ADMINISTRATOR       | 1.00       | dpaulman@esusixteen.org       |          |          |
| <b>Perkinton , Rev John</b>            | fr.john-perkenton@cdolinc.net | SPECIALIST (EDS)          | Total: 34  |                               |          |          |
| ALL SAINTS CATHOLIC SCHOOL             |                               | N                         | System: 29 |                               |          |          |
| ALL SAINTS CATHOLIC SCHOOL             | 69-0705-000                   | SUPERINTENDENT            | 0.01       | fr.john-perkenton@cdolinc.net |          |          |
| AQUINAS ST MARYS CATHOLIC SCHS         |                               | N                         | System: 29 |                               |          |          |
| AQUINAS ST MARYS CATHOLIC SCHS         | 12-0701-000                   | SUPERINTENDENT            | 0.01       |                               |          |          |
| BLESSED SACRAMENT CATHOLIC ELEM SCHOOL |                               | N                         | System: 29 |                               |          |          |
| BLESSED SACRAMENT CATHOLIC ELEM SCHOOL | 55-0701-000                   | SUPERINTENDENT            | 0.01       |                               |          |          |

| Name                           | Email Address | Education Attained | Total Exp  | Salary        | Add Comp | Benefits |
|--------------------------------|---------------|--------------------|------------|---------------|----------|----------|
| Controlling District           |               | Contracted         | System Exp |               |          |          |
| Assigned Location              | Agency ID     | Position           | FTE        | Email Address |          |          |
| CATHEDRAL OF RISEN CHRIST ELEM |               | N                  | System: 29 |               |          |          |
| CATHEDRAL OF RISEN CHRIST ELEM | 55-0703-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| HASTINGS CATHOLIC SCHOOLS      |               | N                  | System: 29 |               |          |          |
| HASTINGS CATHOLIC SCHOOLS      | 01-0702-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| NEBRASKA CITY LOURDES CENTRAL  |               | N                  | System: 29 |               |          |          |
| NEBRASKA CITY LOURDES CENTRAL  | 66-0701-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| NORTH AMERICAN MARTYRS SCHOOL  |               | N                  | System: 29 |               |          |          |
| NORTH AMERICAN MARTYRS SCHOOL  | 55-0758-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| PIUS X HIGH SCHOOL             |               | N                  | System: 29 |               |          |          |
| PIUS X HIGH SCHOOL             | 55-0707-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| SACRED HEART ELEM SCHOOL       |               | N                  | System: 29 |               |          |          |
| SACRED HEART ELEM SCHOOL       | 55-0708-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| SACRED HEART SCHOOLS           |               | N                  | System: 33 |               |          |          |
| SACRED HEART SCHOOLS           | 74-0702-000   | SUPERINTENDENT     | 0.60       |               |          |          |
| ST ANDREW ELEMENTARY SCHOOL    |               | N                  | System: 29 |               |          |          |
| ST ANDREW ELEMENTARY SCHOOL    | 49-0702-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| ST JAMES ELEMENTARY SCHOOL     |               | N                  | System: 29 |               |          |          |
| ST JAMES ELEMENTARY SCHOOL     | 76-0701-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| ST JOHN NEPOMUCENE ELEM SCHOOL |               | N                  | System: 29 |               |          |          |
| ST JOHN NEPOMUCENE ELEM SCHOOL | 78-0703-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| ST JOHN THE BAPTIST ELEMENTARY |               | N                  | System: 29 |               |          |          |
| ST JOHN THE BAPTIST ELEMENTARY | 13-0701-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| ST JOHN'S ELEMENTARY SCHOOL    |               | N                  | System: 29 |               |          |          |
| ST JOHN'S ELEMENTARY SCHOOL    | 55-0712-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| ST JOSEPH ELEMENTARY SCHOOL    |               | N                  | System: 29 |               |          |          |
| ST JOSEPH ELEMENTARY SCHOOL    | 34-0701-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| ST JOSEPH'S CATHOLIC SCHOOL    |               | N                  | System: 29 |               |          |          |
| ST JOSEPH'S CATHOLIC SCHOOL    | 55-0719-000   | SUPERINTENDENT     | 0.01       |               |          |          |
| ST MARY'S ELEMENTARY SCHOOL    |               | N                  | System: 29 |               |          |          |
| ST MARY'S ELEMENTARY SCHOOL    | 55-0714-000   | SUPERINTENDENT     | 0.01       |               |          |          |

| Name                       | Email Address                  | Education Attained | Total Exp           | System Exp | Salary                        | Add Comp | Benefits |
|----------------------------|--------------------------------|--------------------|---------------------|------------|-------------------------------|----------|----------|
| Controlling District       | Assigned Location              | Agency ID          | Contracted Position | FTE        | Email Address                 |          |          |
|                            | ST PATRICK CATHOLIC SCHOOL     |                    | N                   |            | System: 29                    |          |          |
|                            | ST PATRICK CATHOLIC SCHOOL     | 55-0715-000        | SUPERINTENDENT      | 0.01       |                               |          |          |
|                            | ST PATRICK'S ELEMENTARY SCHOOL |                    | N                   |            | System: 29                    |          |          |
|                            | ST PATRICK'S ELEMENTARY SCHOOL | 73-0701-000        | SUPERINTENDENT      | 0.01       |                               |          |          |
|                            | ST PETER'S CATHOLIC SCHOOL     |                    | N                   |            | System: 29                    |          |          |
|                            | ST PETER'S CATHOLIC SCHOOL     | 55-0753-000        | SUPERINTENDENT      | 0.01       |                               |          |          |
|                            | ST TERESA ELEMENTARY SCHOOL    |                    | N                   |            | System: 29                    |          |          |
|                            | ST TERESA ELEMENTARY SCHOOL    | 55-0716-000        | SUPERINTENDENT      | 0.01       |                               |          |          |
|                            | ST VINCENT DEPAUL CATHOLIC SCH |                    | N                   |            | System: 29                    |          |          |
|                            | ST VINCENT DEPAUL CATHOLIC SCH | 80-0710-000        | SUPERINTENDENT      | 0.01       |                               |          |          |
|                            | VILLA MARIE SCHOOL             |                    | N                   |            | System: 29                    |          |          |
|                            | VILLA MARIE SCHOOL             | 55-0720-000        | SUPERINTENDENT      | 0.10       |                               |          |          |
| <b>Peters, Dennis</b>      | dpeters@kpschools.org          |                    | MASTERS DEGREE      |            | Total: 26                     |          |          |
|                            | KEYA PAHA COUNTY SCHOOLS       |                    | Y                   |            | System: 2                     | 55,000   | 0 8,033  |
|                            | KEYA PAHA COUNTY SCHOOLS       | 52-0100-000        | SUPERINTENDENT      | 0.50       | dpeters@kpschools.org         |          |          |
| <b>Petersen, Stephanie</b> | spetersen@leigh.esu7.org       |                    | SPECIALIST (EDS)    |            | Total: 29                     |          |          |
|                            | LEIGH COMMUNITY SCHOOLS        |                    | Y                   |            | System: 2                     | 127,100  | 0 43,273 |
|                            | LEIGH COMMUNITY SCHOOLS        | 19-0039-000        | SUPERINTENDENT      | 0.51       | spetersen@leigh.esu7.org      |          |          |
|                            | LEIGH ELEMENTARY SCHOOL        | 19-0039-002        | PRINCIPAL           | 0.49       |                               |          |          |
| <b>Peterson, Darrell</b>   | dkpeters@ainsworthschools.org  |                    | SPECIALIST (EDS)    |            | Total: 40                     |          |          |
|                            | AINSWORTH COMMUNITY SCHOOLS    |                    | Y                   |            | System: 14                    | 141,000  | 0 39,692 |
|                            | AINSWORTH COMMUNITY SCHOOLS    | 09-0010-000        | SUPERINTENDENT      | 1.00       | dkpeters@ainsworthschools.org |          |          |
| <b>Phillips, Jody</b>      | jodyphillips@poncaschool.org   |                    | SPECIALIST (EDS)    |            | Total: 18                     |          |          |
|                            | PONCA PUBLIC SCHOOLS           |                    | Y                   |            | System: 2                     | 135,000  | 0 41,574 |
|                            | PONCA PUBLIC SCHOOLS           | 26-0001-000        | SUPERINTENDENT      | 1.00       | jodyphillips@poncaschool.org  |          |          |

| Name                           | Email Address                            | Education Attained        | Total Exp  |  |          |          |
|--------------------------------|--|---------------------------|------------|--|----------|----------|
| Controlling District           |  | Contracted                | System Exp | Salary                                   | Add Comp | Benefits |
| Assigned Location              | Agency ID                                | Position                  | FTE        | Email Address                            |          |          |
| <b>PHIPPS, HEATHER</b>         | hphipps@mpsomaha.org                     | DOCTORATE                 | Total: 27  |  |          |          |
| MILLARD PUBLIC SCHOOLS         |  | Y                         | System: 27 | 163,947                                  | 18,174   | 45,463   |
| MILLARD PUBLIC SCHOOLS         | 28-0017-000                              | ASSISTANT SUPERINTENDENT  | 1.00       | hphipps@mpsomaha.org                     |          |          |
| <b>Picquet, Phillip</b>        | phillip.picquet@perkinscountyschools.org | MASTERS DEGREE PLUS HOURS | Total: 19  |  |          |          |
| PERKINS COUNTY SCHOOLS         |  | Y                         | System: 5  | 135,000                                  | 0        | 44,947   |
| PERKINS COUNTY SCHOOLS         | 68-0020-000                              | SUPERINTENDENT            | 1.00       | phillip.picquet@perkinscountyschools.org |          |          |
| <b>Pistulka, Paul</b>          | paupistulka@westholt.org                 | SPECIALIST (EDS)          | Total: 18  |  |          |          |
| WEST HOLT PUBLIC SCHOOLS       |  | Y                         | System: 4  | 125,500                                  | 0        | 43,517   |
| WEST HOLT PUBLIC SCHOOLS       | 45-0239-000                              | SUPERINTENDENT            | 1.00       | paupistulka@westholt.org                 |          |          |
| <b>Plas, Aaron</b>             | aplas@lakeview.esu7.org                  | DOCTORATE                 | Total: 14  |  |          |          |
| LAKEVIEW COMMUNITY SCHOOLS     |  | Y                         | System: 3  | 128,698                                  | 0        | 44,078   |
| LAKEVIEW COMMUNITY SCHOOLS     | 71-0005-000                              | SUPERINTENDENT            | 1.00       | aplas@lakeview.esu7.org                  |          |          |
| <b>Polk, Daniel</b>            | dan.polk@elgineagles.org                 | SPECIALIST (EDS)          | Total: 29  |  |          |          |
| ELGIN PUBLIC SCHOOLS           |  | Y                         | System: 7  | 121,678                                  | 0        | 42,436   |
| ELGIN PUBLIC SCHOOLS           | 02-0018-000                              | SUPERINTENDENT            | 1.00       | dan.polk@elgineagles.org                 |          |          |
| <b>POLK, LARIANNE</b>          | lpolk@esu7.org                           | SPECIALIST (EDS)          | Total: 23  |  |          |          |
| EDUCATIONAL SERVICE UNIT 07    |  | Y                         | System: 11 | 169,036                                  | 0        | 27,795   |
| EDUCATIONAL SERVICE UNIT 07    | 00-0007-000                              | CHIEF ADMINISTRATOR       | 1.00       | lpolk@esu7.org                           |          |          |
| <b>Poloncic, Melissa</b>       | MPOLONCIC@DCWEST.ORG                     | DOCTORATE                 | Total: 20  |  |          |          |
| DOUGLAS CO WEST COMMUNITY SCHS |  | Y                         | System: 5  | 167,000                                  | 0        | 27,455   |
| DOUGLAS CO WEST COMMUNITY SCHS | 28-0015-000                              | SUPERINTENDENT            | 1.00       | MPOLONCIC@DCWEST.ORG                     |          |          |

| Name                         | Email Address                 | Education Attained        | Total Exp  |                               |          |          |
|------------------------------|-------------------------------|---------------------------|------------|-------------------------------|----------|----------|
| Controlling District         |                               | Contracted                | System Exp | Salary                        | Add Comp | Benefits |
| Assigned Location            | Agency ID                     | Position                  | FTE        | Email Address                 |          |          |
| <b>Poppert, John</b>         | jpoppert8@gmail.com           | SPECIALIST (EDS)          | Total: 25  |                               |          |          |
| ST PAUL PUBLIC SCHOOLS       |                               | Y                         | System: 8  | 142,804                       | 0        | 46,761   |
| ST PAUL PUBLIC SCHOOLS       | 47-0001-000                   | SUPERINTENDENT            | 1.00       | jpoppert8@gmail.com           |          |          |
| <b>Porter, Robert</b>        | todd.porter@swpschools.org    | SPECIALIST (EDS)          | Total: 27  |                               |          |          |
| SOUTHWEST PUBLIC SCHOOLS     |                               | Y                         | System: 6  | 135,060                       | 0        | 50,318   |
| SOUTHWEST PUBLIC SCHOOLS     | 73-0179-000                   | SUPERINTENDENT            | 1.00       | todd.porter@swpschools.org    |          |          |
| <b>Primavera, David</b>      | tprimavera@hccardinals.org    | MASTERS DEGREE PLUS HOURS | Total: 37  |                               |          |          |
| HAYES CENTER PUBLIC SCHOOLS  |                               | Y                         | System: 5  | 115,000                       | 0        | 45,910   |
| HAYES CENTER PUBLIC SCHOOLS  | 43-0079-000                   | SUPERINTENDENT            | 1.00       | tprimavera@hccardinals.org    |          |          |
| <b>Prososki, Christopher</b> | cprosocki@southernschools.org | DOCTORATE                 | Total: 11  |                               |          |          |
| SOUTHERN SCHOOL DISTRICT 1   |                               | Y                         | System: 2  | 132,481                       | 600      | 24,364   |
| SOUTHERN SCHOOL DISTRICT 1   | 34-0001-000                   | SUPERINTENDENT            | 1.00       | cprosocki@southernschools.org |          |          |
| <b>Ptomey, Harlan</b>        | hptomey@esu2.org              | SPECIALIST (EDS)          | Total: 19  |                               |          |          |
| CEDAR BLUFFS PUBLIC SCHOOLS  |                               | Y                         | System: 7  | 135,000                       | 0        | 35,000   |
| CEDAR BLUFFS PUBLIC SCHOOLS  | 78-0107-000                   | SUPERINTENDENT            | 1.00       | hptomey@esu2.org              |          |          |
| <b>Rawson, Dale</b>          | drawson@esu2.org              | DOCTORATE                 | Total: 44  |                               |          |          |
| MEAD PUBLIC SCHOOLS          |                               | Y                         | System: 11 | 132,000                       | 0        | 30,459   |
| MEAD PUBLIC SCHOOLS          | 78-0072-000                   | SUPERINTENDENT            | 1.00       | drawson@esu2.org              |          |          |
| <b>Reiman, Kevin</b>         | kevin.reiman@apsbulldogs.org  | SPECIALIST (EDS)          | Total: 26  |                               |          |          |
| AUBURN PUBLIC SCHOOLS        |                               | Y                         | System: 22 | 137,500                       | 0        | 41,845   |
| AUBURN PUBLIC SCHOOLS        | 64-0029-000                   | SUPERINTENDENT            | 1.00       | kevin.reiman@apsbulldogs.org  |          |          |

| Name                                     | Email Address                       | Education Attained | Total Exp  |                                     |          |          |
|--|-------------------------------------|--------------------|------------|-------------------------------------|----------|----------|
| Controlling District                     |                                     | Contracted         | System Exp | Salary                              | Add Comp | Benefits |
| Assigned Location                        | Agency ID                           | Position           | FTE        | Email Address                       |          |          |
| <b>Reinert, James</b>                    | msgr.james-reinert@cdolinc.net      | DOCTORATE          | Total: 21  |                                     |          |          |
| ST JOSEPH'S ELEMENTARY SCHOOL            |                                     | N                  | System: 9  |                                     |          |          |
| ST JOSEPH'S ELEMENTARY SCHOOL            | 93-0702-000                         | SUPERINTENDENT     | 0.75       | msgr.james-reinert@cdolinc.net      |          |          |
| ST JOSEPH'S ELEMENTARY SCHOOL            | 93-0702-000                         | TEACHER            | 0.25       |                                     |          |          |
| <b>Reznicek , Robert</b>                 | robert.reznicek@boystown.org        | DOCTORATE          | Total: 45  |                                     |          |          |
| BOYS TOWN SCHOOLS                        |                                     | N                  | System: 9  |                                     |          |          |
| BOYS TOWN SCHOOLS                        | 28-0703-000                         | SUPERINTENDENT     | 1.00       | robert.reznicek@boystown.org        |          |          |
| <b>Rhodes, Todd</b>                      | trhodes@maxwellschools.org          | SPECIALIST (EDS)   | Total: 26  |                                     |          |          |
| MAXWELL PUBLIC SCHOOLS                   |                                     | Y                  | System: 6  | 135,974                             | 0        | 46,465   |
| MAXWELL PUBLIC SCHOOLS                   | 56-0007-000                         | SUPERINTENDENT     | 1.00       | trhodes@maxwellschools.org          |          |          |
| <b>Richards, Brett</b>                   | brichards@springfieldplatteview.org | SPECIALIST (EDS)   | Total: 12  |                                     |          |          |
| SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS |                                     | Y                  | System: 10 | 151,204                             | 0        | 47,549   |
| SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS | 77-0046-000                         | SUPERINTENDENT     | 1.00       | brichards@springfieldplatteview.org |          |          |
| <b>RIKLI, ANDREW</b>                     | arikli@paplv.org                    | DOCTORATE          | Total: 22  |                                     |          |          |
| PAPILLION LA VISTA COMMUNITY SCHOOLS     |                                     | Y                  | System: 6  | 230,525                             | 8,580    | 55,737   |
| PAPILLION LA VISTA COMMUNITY SCHOOLS     | 77-0027-000                         | SUPERINTENDENT     | 1.00       | arikli@paplv.org                    |          |          |
| <b>RILEY, KEVIN</b>                      | KRiley@gpsne.org                    | DOCTORATE          | Total: 41  |                                     |          |          |
| GRETNA PUBLIC SCHOOLS                    |                                     | Y                  | System: 37 | 204,849                             | 0        | 46,163   |
| GRETNA PUBLIC SCHOOLS                    | 77-0037-000                         | SUPERINTENDENT     | 1.00       | KRiley@gpsne.org                    |          |          |
| <b>Rinehart, Steve</b>                   | srinehart@osceola.esu7.org          | SPECIALIST (EDS)   | Total: 35  |                                     |          |          |
| OSCEOLA PUBLIC SCHOOLS                   |                                     | Y                  | System: 8  | 129,500                             | 0        | 29,150   |
| OSCEOLA PUBLIC SCHOOLS                   | 72-0019-000                         | SUPERINTENDENT     | 1.00       | srinehart@osceola.esu7.org          |          |          |

| Name                        | Email Address                     | Education Attained        | Total Exp  |                                   |          |          |
|-----------------------------|-----------------------------------|---------------------------|------------|-----------------------------------|----------|----------|
| Controlling District        |                                   | Contracted                | System Exp | Salary                            | Add Comp | Benefits |
| Assigned Location           | Agency ID                         | Position                  | FTE        | Email Address                     |          |          |
| <b>RIPPE, JEFFREY</b>       | jeff.rippe@bpsne.net              | DOCTORATE                 | Total: 28  |                                   |          |          |
| BELLEVUE PUBLIC SCHOOLS     |                                   | Y                         | System: 22 | 224,932                           | 5,900    | 44,851   |
| BELLEVUE PUBLIC SCHOOLS     | 77-0001-000                       | SUPERINTENDENT            | 1.00       | jeff.rippe@bpsne.net              |          |          |
| <b>Robke, Gregg</b>         | grobke@esu4.net                   | SPECIALIST (EDS)          | Total: 25  |                                   |          |          |
| EDUCATIONAL SERVICE UNIT 04 |                                   | Y                         | System: 15 | 115,000                           | 0        | 20,847   |
| EDUCATIONAL SERVICE UNIT 04 | 00-0004-000                       | CHIEF ADMINISTRATOR       | 1.00       | grobke@esu4.net                   |          |          |
| <b>Rottinghaus, Brian</b>   | brottinghaus@pawneecityschool.net | MASTERS DEGREE PLUS HOURS | Total: 16  |                                   |          |          |
| PAWNEE CITY PUBLIC SCHOOLS  |                                   | Y                         | System: 3  | 110,000                           | 0        | 36,808   |
| PAWNEE CITY PUBLIC SCHOOLS  | 67-0001-000                       | SUPERINTENDENT            | 0.70       | brottinghaus@pawneecityschool.net |          |          |
| PAWNEE CITY ELEMENTARY SCH  | 67-0001-002                       | PRINCIPAL                 | 0.30       |                                   |          |          |
| <b>Ruhl, Ryan</b>           | ryan.ruhl@centuraps.org           | SPECIALIST (EDS)          | Total: 26  |                                   |          |          |
| CENTURA PUBLIC SCHOOLS      |                                   | Y                         | System: 1  | 130,000                           | 0        | 45,294   |
| CENTURA PUBLIC SCHOOLS      | 47-0100-000                       | SUPERINTENDENT            | 1.00       | ryan.ruhl@centuraps.org           |          |          |
| <b>Ruppert, Wayne</b>       | wruppert@loupcountyschools.org    | SPECIALIST (EDS)          | Total: 48  |                                   |          |          |
| LOUP COUNTY PUBLIC SCHOOLS  |                                   | Y                         | System: 23 | 65,660                            | 1,645    | 32,660   |
| LOUP COUNTY PUBLIC SCHOOLS  | 58-0025-000                       | SUPERINTENDENT            | 0.50       | wruppert@loupcountyschools.org    |          |          |
| SARGENT PUBLIC SCHOOLS      |                                   | Y                         | System: 9  |                                   |          |          |
| SARGENT PUBLIC SCHOOLS      | 21-0084-000                       | SUPERINTENDENT            | 0.45       |                                   |          |          |
| SARGENT ELEMENTARY SCHOOL   | 21-0084-002                       | PRINCIPAL                 | 0.05       |                                   |          |          |
| <b>Ruybalid, Joel</b>       | JoelRuybalid@bluehillschools.org  | MASTERS DEGREE PLUS HOURS | Total: 26  |                                   |          |          |
| BLUE HILL PUBLIC SCHOOLS    |                                   | Y                         | System: 9  | 120,590                           | 0        | 54,027   |
| BLUE HILL PUBLIC SCHOOLS    | 91-0074-000                       | SUPERINTENDENT            | 1.00       | JoelRuybalid@bluehillschools.org  |          |          |

| Name                            | Email Address                            | Education Attained        | Total Exp  |  |          |          |
|---------------------------------|--|---------------------------|------------|--|----------|----------|
| Controlling District            |  | Contracted                | System Exp | Salary                                   | Add Comp | Benefits |
| Assigned Location               | Agency ID                                | Position                  | FTE        | Email Address                            |          |          |
| <b>Sampy, Steve</b>             | steve.sampy@efknights.org                | SPECIALIST (EDS)          | Total: 36  |  |          |          |
| EUSTIS-FARNAM PUBLIC SCHOOLS    |  | Y                         | System: 11 | 135,105                                  | 0        | 39,001   |
| EUSTIS-FARNAM PUBLIC SCHOOLS    | 32-0095-000                              | SUPERINTENDENT            | 1.00       | steve.sampy@efknights.org                |          |          |
| <b>Sandberg, Thomas</b>         | thsandberg@whscats.org                   | SPECIALIST (EDS)          | Total: 43  |  |          |          |
| WALLACE PUBLIC SCH DIST 65 R    |  | Y                         | System: 6  | 128,000                                  | 0        | 33,323   |
| WALLACE PUBLIC SCH DIST 65 R    | 56-0565-000                              | SUPERINTENDENT            | 0.50       | thsandberg@whscats.org                   |          |          |
| WALLACE ELEMENTARY SCHOOL       | 56-0565-002                              | PRINCIPAL                 | 0.50       |  |          |          |
| <b>Sandoz, Margaret</b>         | msandoz@esu1.org                         | SPECIALIST (EDS)          | Total: 27  |  |          |          |
| NIOBRARA PUBLIC SCHOOLS         |  | Y                         | System: 17 | 125,411                                  | 0        | 41,916   |
| NIOBRARA PUBLIC SCHOOLS         | 54-0501-000                              | SUPERINTENDENT            | 0.50       | msandoz@esu1.org                         |          |          |
| NIOBRARA ELEMENTARY SCHOOL      | 54-0501-002                              | PRINCIPAL                 | 0.50       |  |          |          |
| <b>Sattler, Robert</b>          | rsattler@hcfalcons.org                   | MASTERS DEGREE PLUS HOURS | Total: 27  |  |          |          |
| HITCHCOCK CO SCH SYSTEM         |  | Y                         | System: 3  | 120,950                                  | 0        | 22,410   |
| HITCHCOCK CO SCH SYSTEM         | 44-0070-000                              | SUPERINTENDENT            | 0.50       | rsattler@hcfalcons.org                   |          |          |
| HITCHCOCK CO JR/SR HIGH SCHOOL  | 44-0070-001                              | PRINCIPAL                 | 0.50       |  |          |          |
| <b>Schaeffer, Barry</b>         | acssuperintendent@arthurcountywolves.org | SPECIALIST (EDS)          | Total: 31  |  |          |          |
| ARTHUR COUNTY SCHOOLS           |  | Y                         | System: 7  | 89,000                                   | 875      | 30,745   |
| ARTHUR COUNTY SCHOOLS           | 03-0500-000                              | SUPERINTENDENT            | 0.75       | acssuperintendent@arthurcountywolves.org |          |          |
| ARTHUR COUNTY ELEMENTARY SCHOOL | 03-0500-002                              | PRINCIPAL                 | 0.25       |  |          |          |
| <b>Schlueter, Randall</b>       | randy.schlueter@tricountyschools.org     | SPECIALIST (EDS)          | Total: 45  |  |          |          |
| TRI COUNTY PUBLIC SCHOOLS       |  | Y                         | System: 6  | 137,951                                  | 0        | 41,145   |
| TRI COUNTY PUBLIC SCHOOLS       | 48-0300-000                              | SUPERINTENDENT            | 1.00       | randy.schlueter@tricountyschools.org     |          |          |

| Name                                 | Email Address                     | Education Attained        | Total Exp  |                                   |          |          |
|--------------------------------------|-----------------------------------|---------------------------|------------|-----------------------------------|----------|----------|
| Controlling District                 |                                   | Contracted                | System Exp | Salary                            | Add Comp | Benefits |
| Assigned Location                    | Agency ID                         | Position                  | FTE        | Email Address                     |          |          |
| <b>SCHNOES, DANNY</b>                | dschnoes@esu3.org                 | DOCTORATE                 | Total: 4   |                                   |          |          |
| EDUCATIONAL SERVICE UNIT 03          |                                   | Y                         | System: 4  | 199,823                           | 0        | 37,989   |
| EDUCATIONAL SERVICE UNIT 03          | 00-0003-000                       | CHIEF ADMINISTRATOR       | 1.00       | dschnoes@esu3.org                 |          |          |
| <b>SCHONEWISE, ENID</b>              | Schonewise.Enid@westside66.net    | DOCTORATE                 | Total: 39  |                                   |          |          |
| WESTSIDE COMMUNITY SCHOOLS           |                                   | Y                         | System: 39 | 177,288                           | 0        | 33,944   |
| WESTSIDE COMMUNITY SCHOOLS           | 28-0066-000                       | ASSISTANT SUPERINTENDENT  | 1.00       | Schonewise.Enid@westside66.net    |          |          |
| <b>Schrag, Teri Lynn</b>             | tlschrag@ccsnebraska.org          | MASTERS DEGREE PLUS HOURS | Total: 25  |                                   |          |          |
| CORNERSTONE CHRISTIAN SCHOOLS        |                                   | N                         | System: 13 |                                   |          |          |
| CORNERSTONE CHRISTIAN SCHOOLS        | 77-0713-000                       | SUPERINTENDENT            | 1.00       | tlschrag@ccsnebraska.org          |          |          |
| <b>Schroeder, Kenneth</b>            | ken.schroeder@ravennabluejays.org | DOCTORATE                 | Total: 22  |                                   |          |          |
| RAVENNA PUBLIC SCHOOLS               |                                   | Y                         | System: 4  | 130,246                           | 425      | 44,523   |
| RAVENNA PUBLIC SCHOOLS               | 10-0069-000                       | SUPERINTENDENT            | 1.00       | ken.schroeder@ravennabluejays.org |          |          |
| <b>Schrunk, Daryl</b>                | dschrunk@dorchesterschool.org     | SPECIALIST (EDS)          | Total: 23  |                                   |          |          |
| DORCHESTER PUBLIC SCHOOL             |                                   | Y                         | System: 3  | 120,800                           | 0        | 42,245   |
| DORCHESTER PUBLIC SCHOOL             | 76-0044-000                       | SUPERINTENDENT            | 1.00       | dschrunk@dorchesterschool.org     |          |          |
| <b>SCHWARTZ, JOHN</b>                | JSCHWARTZ@PAPLV.ORG               | DOCTORATE                 | Total: 10  |                                   |          |          |
| PAPILLION LA VISTA COMMUNITY SCHOOLS |                                   | Y                         | System: 7  | 165,313                           | 1,080    | 46,756   |
| PAPILLION LA VISTA COMMUNITY SCHOOLS | 77-0027-000                       | ASSISTANT SUPERINTENDENT  | 1.00       | JSCHWARTZ@PAPLV.ORG               |          |          |
| <b>Scott, Shawn</b>                  | shawn.scott@adams-central.org     | SPECIALIST (EDS)          | Total: 21  |                                   |          |          |
| ADAMS CENTRAL PUBLIC SCHOOLS         |                                   | Y                         | System: 12 | 152,161                           | 0        | 48,418   |
| ADAMS CENTRAL PUBLIC SCHOOLS         | 01-0090-000                       | SUPERINTENDENT            | 1.00       | shawn.scott@adams-central.org     |          |          |

| Name                           | Email Address                      | Education Attained        | Total Exp  |                                    |          |          |
|--------------------------------|------------------------------------|---------------------------|------------|------------------------------------|----------|----------|
| Controlling District           |                                    | Contracted                | System Exp | Salary                             | Add Comp | Benefits |
| Assigned Location              | Agency ID                          | Position                  | FTE        | Email Address                      |          |          |
| <b>Shalikow, Mikal</b>         | mikal.shalikow@ngpublicschools.com | SPECIALIST (EDS)          | Total: 16  |                                    |          |          |
| NEWMAN GROVE PUBLIC SCHOOLS    |                                    | Y                         | System: 5  | 126,000                            | 2,618    | 7,101    |
| NEWMAN GROVE PUBLIC SCHOOLS    | 59-0013-000                        | SUPERINTENDENT            | 1.00       | mikal.shalikow@ngpublicschools.com |          |          |
| <b>Shane, Amy</b>              | amyshane@oneillschools.org         | SPECIALIST (EDS)          | Total: 34  |                                    |          |          |
| O'NEILL PUBLIC SCHOOLS         |                                    | Y                         | System: 20 | 142,000                            | 0        | 40,876   |
| O'NEILL PUBLIC SCHOOLS         | 45-0007-000                        | SUPERINTENDENT            | 1.00       | amyshane@oneillschools.org         |          |          |
| <b>Sheffield, Paul</b>         | psheffie@emwolves.net              | SPECIALIST (EDS)          | Total: 27  |                                    |          |          |
| EXETER-MILLIGAN PUBLIC SCHOOLS |                                    | Y                         | System: 11 | 130,000                            | 0        | 43,298   |
| EXETER-MILLIGAN PUBLIC SCHOOLS | 30-0001-000                        | SUPERINTENDENT            | 1.00       | psheffie@emwolves.net              |          |          |
| <b>Shepard, Gregory</b>        | gregory.shepard@cpstrojans.org     | SPECIALIST (EDS)          | Total: 35  |                                    |          |          |
| CAMBRIDGE PUBLIC SCHOOLS       |                                    | Y                         | System: 3  | 128,000                            | 0        | 35,893   |
| CAMBRIDGE PUBLIC SCHOOLS       | 33-0021-000                        | SUPERINTENDENT            | 1.00       | gregory.shepard@cpstrojans.org     |          |          |
| <b>Shepard, Mark</b>           | mark.shepard@fpsmail.org           | MASTERS DEGREE PLUS HOURS | Total: 35  |                                    |          |          |
| FREMONT PUBLIC SCHOOLS         |                                    | Y                         | System: 19 | 208,435                            | 29,180   | 49,254   |
| FREMONT PUBLIC SCHOOLS         | 27-0001-000                        | SUPERINTENDENT            | 1.00       | mark.shepard@fpsmail.org           |          |          |
| <b>Sherwood, Joseph</b>        | joe.sherwood@mpslions.org          | MASTERS DEGREE PLUS HOURS | Total: 23  |                                    |          |          |
| MORRILL PUBLIC SCHOOLS         |                                    | Y                         | System: 4  | 120,000                            | 0        | 14,456   |
| MORRILL PUBLIC SCHOOLS         | 79-0011-000                        | SUPERINTENDENT            | 1.00       | joe.sherwood@mpslions.org          |          |          |
| <b>Shipp, Dennis</b>           | dennis.shipp@bertrandvikings.org   | DOCTORATE                 | Total: 37  |                                    |          |          |
| BERTRAND PUBLIC SCHOOLS        |                                    | Y                         | System: 12 | 138,393                            | 0        | 45,848   |
| BERTRAND PUBLIC SCHOOLS        | 69-0054-000                        | SUPERINTENDENT            | 0.50       | dennis.shipp@bertrandvikings.org   |          |          |
| BERTRAND HIGH SCHOOL           | 69-0054-001                        | SECONDARY COUNSELOR       | 0.50       |                                    |          |          |

| Name                        | Email Address               | Education Attained  | Total Exp  |                             |          |          |
|-----------------------------|-----------------------------|---------------------|------------|-----------------------------|----------|----------|
| Controlling District        |                             | Contracted          | System Exp | Salary                      | Add Comp | Benefits |
| Assigned Location           | Agency ID                   | Position            | FTE        | Email Address               |          |          |
| <b>SHOEMAKE, DANIEL</b>     | dan.shoemake@esu6.org       | DOCTORATE           | Total: 45  |                             |          |          |
| EDUCATIONAL SERVICE UNIT 06 |                             | Y                   | System: 13 | 162,579                     | 601      | 27,050   |
| EDUCATIONAL SERVICE UNIT 06 | 00-0006-000                 | CHIEF ADMINISTRATOR | 1.00       | dan.shoemake@esu6.org       |          |          |
| <b>Shoff, Michael</b>       | mshoff@winsidewildcats.org  | SPECIALIST (EDS)    | Total: 29  |                             |          |          |
| WINSIDE PUBLIC SCHOOLS      |                             | Y                   | System: 5  | 114,500                     | 0        | 40,989   |
| WINSIDE PUBLIC SCHOOLS      | 90-0595-000                 | SUPERINTENDENT      | 1.00       | mshoff@winsidewildcats.org  |          |          |
| <b>Sieh, Michael</b>        | msieh@esu8.org              | DOCTORATE           | Total: 31  |                             |          |          |
| STANTON COMMUNITY SCHOOLS   |                             | Y                   | System: 18 | 139,164                     | 0        | 47,213   |
| STANTON COMMUNITY SCHOOLS   | 84-0003-000                 | SUPERINTENDENT      | 1.00       | msieh@esu8.org              |          |          |
| <b>Simpson, Angela</b>      | angela.simpson@lcpublic.org | SPECIALIST (EDS)    | Total: 25  |                             |          |          |
| LOUP CITY PUBLIC SCHOOLS    |                             | Y                   | System: 1  | 115,000                     | 13,034   | 2,010    |
| LOUP CITY PUBLIC SCHOOLS    | 82-0001-000                 | SUPERINTENDENT      | 1.00       | angela.simpson@lcpublic.org |          |          |
| <b>Sissel, Paula</b>        | psissel@gceagles.org        | DOCTORATE           | Total: 39  |                             |          |          |
| GARDEN COUNTY SCHOOLS       |                             | Y                   | System: 12 | 127,350                     | 0        | 21,110   |
| GARDEN COUNTY SCHOOLS       | 35-0001-000                 | SUPERINTENDENT      | 1.00       | psissel@gceagles.org        |          |          |
| <b>Sjuts, Greg</b>          | gregsjuts@humphrey.esu7.org | SPECIALIST (EDS)    | Total: 32  |                             |          |          |
| HUMPHREY PUBLIC SCHOOLS     |                             | Y                   | System: 17 | 126,943                     | 8,937    | 45,828   |
| HUMPHREY PUBLIC SCHOOLS     | 71-0067-000                 | SUPERINTENDENT      | 1.00       | gregsjuts@humphrey.esu7.org |          |          |
| <b>Skretta, John</b>        | john.skretta@nsdtitans.org  | DOCTORATE           | Total: 23  |                             |          |          |
| NORRIS SCHOOL DIST 160      |                             | Y                   | System: 15 | 165,983                     | 6,000    | 20,034   |
| NORRIS SCHOOL DIST 160      | 55-0160-000                 | SUPERINTENDENT      | 1.00       | john.skretta@nsdtitans.org  |          |          |

| Name                          | Email Address                        | Education Attained        | Total Exp  |                                      |          |          |
|-------------------------------|--------------------------------------|---------------------------|------------|--------------------------------------|----------|----------|
| Controlling District          |                                      | Contracted                | System Exp | Salary                               | Add Comp | Benefits |
| Assigned Location             | Agency ID                            | Position                  | FTE        | Email Address                        |          |          |
| <b>Spencer, David</b>         | dspencer@southplatteschools.com      | MASTERS DEGREE PLUS HOURS | Total: 27  |                                      |          |          |
| SOUTH PLATTE PUBLIC SCHOOLS   |                                      | Y                         | System: 16 | 125,000                              | 0        | 19,542   |
| SOUTH PLATTE PUBLIC SCHOOLS   | 25-0095-000                          | SUPERINTENDENT            | 0.75       | dspencer@southplatteschools.com      |          |          |
| SO PLATTE ELEM AT BIG SPRINGS | 25-0095-002                          | PRINCIPAL                 | 0.25       |                                      |          |          |
| <b>Standish, Elizabeth</b>    | lstandis@lps.org                     | DOCTORATE                 | Total: 23  |                                      |          |          |
| LINCOLN PUBLIC SCHOOLS        |                                      | Y                         | System: 6  | 214,859                              | 0        | 90,424   |
| EDUCATIONAL SERVICE UNIT 18   | 00-0018-000                          | CHIEF ADMINISTRATOR       | 0.50       | lstandis@lps.org                     |          |          |
| LINCOLN PUBLIC SCHOOLS        | 55-0001-000                          | ASSISTANT SUPERINTENDENT  | 1.50       |                                      |          |          |
| <b>Stecher, Samuel</b>        | sstecher@ebutler.esu7.org            | SPECIALIST (EDS)          | Total: 21  |                                      |          |          |
| EAST BUTLER PUBLIC SCHOOLS    |                                      | Y                         | System: 5  | 135,239                              | 0        | 43,976   |
| EAST BUTLER PUBLIC SCHOOLS    | 12-0502-000                          | SUPERINTENDENT            | 1.00       | sstecher@ebutler.esu7.org            |          |          |
| <b>STEFFENSEN, KENDALL</b>    | kendallsteffensen@piercebluejays.org | SPECIALIST (EDS)          | Total: 29  |                                      |          |          |
| PIERCE PUBLIC SCHOOLS         |                                      | Y                         | System: 8  | 127,590                              | 0        | 41,421   |
| PIERCE PUBLIC SCHOOLS         | 70-0002-000                          | SUPERINTENDENT            | 1.00       | kendallsteffensen@piercebluejays.org |          |          |
| <b>Strom, Todd</b>            | todd.strom@ssccardinals.org          | MASTERS DEGREE PLUS HOURS | Total: 4   |                                      |          |          |
| SO SIOUX CITY COMMUNITY SCHS  |                                      | Y                         | System: 4  | 205,285                              | 0        | 55,607   |
| SO SIOUX CITY COMMUNITY SCHS  | 22-0011-000                          | SUPERINTENDENT            | 1.00       | todd.strom@ssccardinals.org          |          |          |
| <b>Sullivan, Jason</b>        | jason.sullivan@elmcreekschools.org   | SPECIALIST (EDS)          | Total: 15  |                                      |          |          |
| ELM CREEK PUBLIC SCHOOLS      |                                      | Y                         | System: 5  | 102,000                              | 0        | 24,733   |
| ELM CREEK PUBLIC SCHOOLS      | 10-0009-000                          | SUPERINTENDENT            | 1.00       | jason.sullivan@elmcreekschools.org   |          |          |
| <b>SUTFIN, JAMES</b>          | jsutfin@mpsomaha.org                 | DOCTORATE                 | Total: 30  |                                      |          |          |
| MILLARD PUBLIC SCHOOLS        |                                      | Y                         | System: 24 | 237,286                              | 36,824   | 39,011   |
| MILLARD PUBLIC SCHOOLS        | 28-0017-000                          | SUPERINTENDENT            | 1.00       | jsutfin@mpsomaha.org                 |          |          |

| Name                               | Email Address                 | Education Attained | Total Exp  |                               |          |          |
|------------------------------------|-------------------------------|--------------------|------------|-------------------------------|----------|----------|
| Controlling District               |                               | Contracted         | System Exp | Salary                        | Add Comp | Benefits |
| Assigned Location                  | Agency ID                     | Position           | FTE        | Email Address                 |          |          |
| <b>TEAHON, MICHAEL</b>             | michael.teahon@goswed.es.org  | DOCTORATE          | Total: 34  |                               |          |          |
| GOTHENBURG PUBLIC SCHOOLS          |                               | Y                  | System: 18 | 179,225                       | 0        | 26,774   |
| GOTHENBURG PUBLIC SCHOOLS          | 24-0020-000                   | SUPERINTENDENT     | 1.00       | michael.teahon@goswed.es.org  |          |          |
| <b>Terwilliger, Ryan</b>           | ryan.terwilliger@mps148.org   | SPECIALIST (EDS)   | Total: 22  |                               |          |          |
| MALCOLM PUBLIC SCHOOLS             |                               | Y                  | System: 21 | 150,528                       | 0        | 39,958   |
| MALCOLM PUBLIC SCHOOLS             | 55-0148-000                   | SUPERINTENDENT     | 1.00       | ryan.terwilliger@mps148.org   |          |          |
| <b>THOMPSON, JAMI JO</b>           | JamiJoThompson@npsne.org      | DOCTORATE          | Total: 7   |                               |          |          |
| NORFOLK PUBLIC SCHOOLS             |                               | Y                  | System: 7  | 204,350                       | 0        | 48,241   |
| NORFOLK PUBLIC SCHOOLS             | 59-0002-000                   | SUPERINTENDENT     | 1.00       | JamiJoThompson@npsne.org      |          |          |
| <b>Thompson, Robby</b>             | robthompson@chsbulldogs.org   | SPECIALIST (EDS)   | Total: 34  |                               |          |          |
| CREIGHTON COMMUNITY PUBLIC SCHOOLS |                               | Y                  | System: 2  | 123,000                       | 0        | 41,321   |
| CREIGHTON COMMUNITY PUBLIC SCHOOLS | 54-0013-000                   | SUPERINTENDENT     | 0.65       | robthompson@chsbulldogs.org   |          |          |
| CREIGHTON ELEMENTARY SCHOOL        | 54-0013-002                   | PRINCIPAL          | 0.35       |                               |          |          |
| <b>Tobey, Darren</b>               | darren.tobey@bbps.org         | SPECIALIST (EDS)   | Total: 13  |                               |          |          |
| BROKEN BOW PUBLIC SCHOOLS          |                               | Y                  | System: 1  | 120,833                       | 0        | 22,941   |
| BROKEN BOW PUBLIC SCHOOLS          | 21-0025-000                   | SUPERINTENDENT     | 1.00       | darren.tobey@bbps.org         |          |          |
| <b>Tonniges, Brian</b>             | btonniges@hpcstorm.org        | SPECIALIST (EDS)   | Total: 29  |                               |          |          |
| HIGH PLAINS COMMUNITY SCHOOLS      |                               | Y                  | System: 4  | 125,074                       | 0        | 42,530   |
| HIGH PLAINS COMMUNITY SCHOOLS      | 72-0075-000                   | SUPERINTENDENT     | 1.00       | btonniges@hpcstorm.org        |          |          |
| <b>Underwood, Jess</b>             | jess.underwood@apshuskies.org | SPECIALIST (EDS)   | Total: 20  |                               |          |          |
| ARCADIA PUBLIC SCHOOLS             |                               | Y                  | System: 9  | 87,500                        | 0        | 33,689   |
| ARCADIA PUBLIC SCHOOLS             | 88-0021-000                   | SUPERINTENDENT     | 0.75       | jess.underwood@apshuskies.org |          |          |
| ARCADIA ELEMENTARY SCHOOL          | 88-0021-002                   | PRINCIPAL          | 0.25       |                               |          |          |

| Name                                | Email Address                  | Education Attained | Total Exp  |                                |          |          |
|-------------------------------------|--------------------------------|--------------------|------------|--------------------------------|----------|----------|
| Controlling District                |                                | Contracted         | System Exp | Salary                         | Add Comp | Benefits |
| Assigned Location                   | Agency ID                      | Position           | FTE        | Email Address                  |          |          |
| <b>Unzicker, Troy</b>               | tunzicker@apschools.org        | DOCTORATE          | Total: 22  |                                |          |          |
| ALLIANCE PUBLIC SCHOOLS             |                                | Y                  | System: 6  | 186,300                        | 0        | 18,175   |
| ALLIANCE PUBLIC SCHOOLS             | 07-0006-000                    | SUPERINTENDENT     | 0.82       | tunzicker@apschools.org        |          |          |
| HYANNIS AREA SCHOOLS                | 38-0011-000                    | SUPERINTENDENT     | 0.18       |                                |          |          |
| <b>Urbanek, Katherine</b>           | kurbanek@mpstigers.com         | SPECIALIST (EDS)   | Total: 14  |                                |          |          |
| MITCHELL PUBLIC SCHOOLS             |                                | Y                  | System: 5  | 124,000                        | 0        | 47,251   |
| MITCHELL PUBLIC SCHOOLS             | 79-0031-000                    | SUPERINTENDENT     | 1.00       | kurbanek@mpstigers.com         |          |          |
| <b>Vetter, Jeffrey</b>              | jvetter@pleasantonbulldogs.org | SPECIALIST (EDS)   | Total: 21  |                                |          |          |
| PLEASANTON PUBLIC SCHOOLS           |                                | Y                  | System: 3  | 115,000                        | 5,484    | 13,003   |
| PLEASANTON PUBLIC SCHOOLS           | 10-0105-000                    | SUPERINTENDENT     | 1.00       | jvetter@pleasantonbulldogs.org |          |          |
| <b>Waters, Michael</b>              | mike.waters@creteschools.org   | DOCTORATE          | Total: 27  |                                |          |          |
| CRETE PUBLIC SCHOOLS                |                                | Y                  | System: 3  | 152,000                        | 0        | 46,428   |
| CRETE PUBLIC SCHOOLS                | 76-0002-000                    | SUPERINTENDENT     | 1.00       | mike.waters@creteschools.org   |          |          |
| <b>Weber , Don</b>                  | donw@ndlcms.org                | MASTERS DEGREE     | Total: 49  |                                |          |          |
| CHRIST ELEMENTARY SCHOOL            |                                | N                  | System: 26 |                                |          |          |
| CHRIST ELEMENTARY SCHOOL            | 55-0764-000                    | SUPERINTENDENT     | 0.02       | donw@ndlcms.org                |          |          |
| CHRIST LUTHERAN ELEM SCHOOL         |                                | N                  | System: 26 |                                |          |          |
| CHRIST LUTHERAN ELEM SCHOOL         | 59-0706-000                    | SUPERINTENDENT     | 0.02       |                                |          |          |
| CHRIST LUTHERAN ELEMENTARY SCH      |                                | N                  | System: 14 |                                |          |          |
| CHRIST LUTHERAN ELEMENTARY SCH      | 01-0701-000                    | SUPERINTENDENT     | 0.01       |                                |          |          |
| CHRIST LUTHERAN ELEMENTARY SCH      |                                | N                  | System: 26 |                                |          |          |
| CHRIST LUTHERAN ELEMENTARY SCH      | 71-0711-000                    | SUPERINTENDENT     | 0.02       |                                |          |          |
| CONCORDIA LUTHERAN SCHOOLS OF OMAHA |                                | N                  | System: 26 |                                |          |          |
| CONCORDIA LUTHERAN SCHOOLS OF OMAHA | 28-0754-000                    | SUPERINTENDENT     | 0.02       |                                |          |          |

| Name                 | Email Address                      | Education Attained | Total Exp           | System Exp | Salary        | Add Comp | Benefits |
|----------------------|------------------------------------|--------------------|---------------------|------------|---------------|----------|----------|
| Controlling District | Assigned Location                  | Agency ID          | Contracted Position | FTE        | Email Address |          |          |
|                      | DESHLER LUTHERAN ELEM SCHOOL       |                    | N                   |            | System: 14    |          |          |
|                      | DESHLER LUTHERAN ELEM SCHOOL       | 85-0703-000        | SUPERINTENDENT      | 0.01       |               |          |          |
|                      | EMMANUEL-FAITH LUTHERAN SCHOOL     |                    | N                   |            | System: 26    |          |          |
|                      | EMMANUEL-FAITH LUTHERAN SCHOOL     | 93-0701-000        | SUPERINTENDENT      | 0.02       |               |          |          |
|                      | FAITH LUTHERAN SCHOOL              |                    | N                   |            | System: 14    |          |          |
|                      | FAITH LUTHERAN SCHOOL              | 55-0728-000        | SUPERINTENDENT      | 0.01       |               |          |          |
|                      | IMMANUEL LUTHERAN ELEM SCHOOL      |                    | N                   |            | System: 26    |          |          |
|                      | IMMANUEL LUTHERAN ELEM SCHOOL      | 41-0701-000        | SUPERINTENDENT      | 0.02       |               |          |          |
|                      | IMMANUEL LUTHERAN ELEM SCHOOL      |                    | N                   |            | System: 26    |          |          |
|                      | IMMANUEL LUTHERAN ELEM SCHOOL      | 71-0701-000        | SUPERINTENDENT      | 0.02       |               |          |          |
|                      | LINCOLN LUTHERAN MS/SR HIGH        |                    | N                   |            | System: 26    |          |          |
|                      | LINCOLN LUTHERAN MS/SR HIGH        | 55-0706-000        | SUPERINTENDENT      | 0.02       |               |          |          |
|                      | LUTHERAN HIGH NORTHEAST            |                    | N                   |            | System: 26    |          |          |
|                      | LUTHERAN HIGH NORTHEAST            | 59-0714-000        | SUPERINTENDENT      | 0.01       |               |          |          |
|                      | MESSIAH LUTHERAN ELEMENTARY SCHOOL |                    | N                   |            | System: 26    |          |          |
|                      | MESSIAH LUTHERAN ELEMENTARY SCHOOL | 55-0702-000        | SUPERINTENDENT      | 0.02       |               |          |          |
|                      | OUR REDEEMER LUTHERAN ELEM SCH     |                    | N                   |            | System: 26    |          |          |
|                      | OUR REDEEMER LUTHERAN ELEM SCH     | 56-0701-000        | SUPERINTENDENT      | 0.01       |               |          |          |
|                      | ST JOHN LUTHERAN ELEM SCHOOL       |                    | N                   |            | System: 26    |          |          |
|                      | ST JOHN LUTHERAN ELEM SCHOOL       | 59-0708-000        | SUPERINTENDENT      | 0.02       |               |          |          |
|                      | ST JOHN LUTHERAN SCHOOL            |                    | N                   |            | System: 14    |          |          |
|                      | ST JOHN LUTHERAN SCHOOL            | 80-0701-000        | SUPERINTENDENT      | 0.01       |               |          |          |
|                      | ST PAUL LUTHERAN ELEM SCHOOL       |                    | N                   |            | System: 26    |          |          |
|                      | ST PAUL LUTHERAN ELEM SCHOOL       | 20-0703-000        | SUPERINTENDENT      | 0.01       |               |          |          |
|                      | ST PAUL'S LUTHERAN ELEM SCHOOL     |                    | N                   |            | System: 14    |          |          |
|                      | ST PAUL'S LUTHERAN ELEM SCHOOL     | 34-0702-000        | SUPERINTENDENT      | 0.01       |               |          |          |
|                      | ST PAUL'S LUTHERAN ELEM SCHOOL     |                    | N                   |            | System: 26    |          |          |
|                      | ST PAUL'S LUTHERAN ELEM SCHOOL     | 51-0702-000        | SUPERINTENDENT      | 0.02       |               |          |          |
|                      | ST PAUL'S LUTHERAN ELEM SCHOOL     |                    | N                   |            | System: 16    |          |          |
|                      | ST PAUL'S LUTHERAN ELEM SCHOOL     | 89-0701-000        | SUPERINTENDENT      | 0.01       |               |          |          |

| Name                          | Email Address | Education Attained       | Total Exp                           |               |                                     |          |                  |
|-------------------------------|---------------|--------------------------|-------------------------------------|---------------|-------------------------------------|----------|------------------|
| Controlling District          |               | Contracted               | System Exp                          | Salary        | Add Comp                            | Benefits |                  |
| Assigned Location             | Agency ID     | Position                 | FTE                                 | Email Address |                                     |          |                  |
| TRINITY LUTHERAN ELEM SCHOOLS |               |                          | N                                   |               |                                     |          | System: 26       |
| TRINITY LUTHERAN ELEM SCHOOLS | 27-0702-000   | SUPERINTENDENT           | 0.02                                |               |                                     |          |                  |
| ZION LUTHERAN ELEMENTARY SCH  |               |                          | N                                   |               |                                     |          | System: 26       |
| ZION LUTHERAN ELEMENTARY SCH  | 10-0702-000   | SUPERINTENDENT           | 0.02                                |               |                                     |          |                  |
| <b>Weber, Eric</b>            |               |                          | eweber@lps.org                      |               |                                     |          | DOCTORATE        |
| LINCOLN PUBLIC SCHOOLS        |               |                          | Y                                   |               |                                     |          | Total: 23        |
| LINCOLN PUBLIC SCHOOLS        | 55-0001-000   | ASSISTANT SUPERINTENDENT | 1.00                                | System: 8     | 214,859                             | 0 50,261 |                  |
|                               |               |                          |                                     |               | eweber@lps.org                      |          |                  |
| <b>WEICHEL, MARK</b>          |               |                          | Weichel.Mark@westside66.net         |               |                                     |          | DOCTORATE        |
| WESTSIDE COMMUNITY SCHOOLS    |               |                          | Y                                   |               |                                     |          | Total: 14        |
| WESTSIDE COMMUNITY SCHOOLS    | 28-0066-000   | ASSISTANT SUPERINTENDENT | 1.00                                | System: 14    | 173,626                             | 0 33,529 |                  |
|                               |               |                          |                                     |               | Weichel.Mark@westside66.net         |          |                  |
| <b>Weidner, John</b>          |               |                          | jweidner@twinriver.esu7.org         |               |                                     |          | DOCTORATE        |
| TWIN RIVER PUBLIC SCHOOLS     |               |                          | Y                                   |               |                                     |          | Total: 33        |
| TWIN RIVER PUBLIC SCHOOLS     | 63-0030-000   | SUPERINTENDENT           | 1.00                                | System: 3     | 130,000                             | 0 43,800 |                  |
|                               |               |                          |                                     |               | jweidner@twinriver.esu7.org         |          |                  |
| <b>West, Jeffery</b>          |               |                          | jwest@esu13.org                     |               |                                     |          | DOCTORATE        |
| EDUCATIONAL SERVICE UNIT 13   |               |                          | Y                                   |               |                                     |          | Total: 32        |
| EDUCATIONAL SERVICE UNIT 13   | 00-0013-000   | CHIEF ADMINISTRATOR      | 1.00                                | System: 11    | 186,351                             | 0 39,571 |                  |
|                               |               |                          |                                     |               | jwest@esu13.org                     |          |                  |
| <b>Wheelock, Melissa</b>      |               |                          | mwheelock@esu10.org                 |               |                                     |          | DOCTORATE        |
| EDUCATIONAL SERVICE UNIT 10   |               |                          | Y                                   |               |                                     |          | Total: 11        |
| EDUCATIONAL SERVICE UNIT 10   | 00-0010-000   | SUPERINTENDENT           | 1.00                                | System: 1     | 165,000                             | 0 29,929 |                  |
|                               |               |                          |                                     |               | mwheelock@esu10.org                 |          |                  |
| <b>Widdifield, James</b>      |               |                          | james.widdifield@mindenwhippets.org |               |                                     |          | SPECIALIST (EDS) |
| MINDEN PUBLIC SCHOOLS         |               |                          | Y                                   |               |                                     |          | Total: 23        |
| MINDEN PUBLIC SCHOOLS         | 50-0503-000   | SUPERINTENDENT           | 1.00                                | System: 1     | 135,000                             | 0 43,841 |                  |
|                               |               |                          |                                     |               | james.widdifield@mindenwhippets.org |          |                  |

| Name                         | Email Address                           | Education Attained        | Total Exp  |   |          |          |
|------------------------------|---|---------------------------|------------|---|----------|----------|
| Controlling District         |   | Contracted                | System Exp | Salary                                  | Add Comp | Benefits |
| Assigned Location            | Agency ID                               | Position                  | FTE        | Email Address                           |          |          |
| <b>Williams, Michael</b>     | mike.williams@pdcoyotes.org             | MASTERS DEGREE PLUS HOURS | Total: 28  |   |          |          |
| POTTER-DIX PUBLIC SCHOOLS    |   | Y                         | System: 4  | 108,025                                 | 0        | 39,958   |
| POTTER-DIX PUBLIC SCHOOLS    | 17-0009-000                             | SUPERINTENDENT            | 0.50       | mike.williams@pdcoyotes.org             |          |          |
| POTTER-DIX ELEMENTARY SCHOOL | 17-0009-003                             | PRINCIPAL                 | 0.50       |   |          |          |
| <b>Winchester, Caroline</b>  | caroline.winchester@chadronschoools.net | DOCTORATE                 | Total: 34  |   |          |          |
| CHADRON PUBLIC SCHOOLS       |   | Y                         | System: 9  | 125,300                                 | 0        | 37,021   |
| CHADRON PUBLIC SCHOOLS       | 23-0002-000                             | SUPERINTENDENT            | 1.00       | caroline.winchester@chadronschoools.net |          |          |
| <b>Wingard, Kevin</b>        | kevin.wingard@milfordpublicschools.org  | SPECIALIST (EDS)          | Total: 28  |   |          |          |
| MILFORD PUBLIC SCHOOLS       |   | Y                         | System: 14 | 156,000                                 | 186      | 27,533   |
| MILFORD PUBLIC SCHOOLS       | 80-0005-000                             | SUPERINTENDENT            | 0.60       | kevin.wingard@milfordpublicschools.org  |          |          |
| MILFORD ELEMENTARY SCHOOL    | 80-0005-002                             | PRINCIPAL                 | 0.40       |   |          |          |
| <b>Wiseman, Dana</b>         | dwiseman@spsne.org                      | MASTERS DEGREE PLUS HOURS | Total: 27  |   |          |          |
| SUTTON PUBLIC SCHOOLS        |   | Y                         | System: 16 | 140,378                                 | 0        | 37,268   |
| SUTTON PUBLIC SCHOOLS        | 18-0002-000                             | SUPERINTENDENT            | 1.00       | dwiseman@spsne.org                      |          |          |
| <b>Worrell, Cory</b>         | cory.worrell@district145.org            | DOCTORATE                 | Total: 21  |   |          |          |
| WAVERLY SCHOOL DISTRICT 145  |   | Y                         | System: 2  | 160,679                                 | 0        | 36,864   |
| WAVERLY SCHOOL DISTRICT 145  | 55-0145-000                             | SUPERINTENDENT            | 1.00       | cory.worrell@district145.org            |          |          |

## **SUPERINTENDENT'S CONTRACT OF EMPLOYMENT RAVENNA PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Ravenna Public Schools**, legally known as **Buffalo County School District 10-0069**, and referred to as "the Board" and "the School District" respectively, and **Dr. Ken Schroeder**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2017, and expiring on June 30, 2019. During each year of this contract, the Superintendent shall render at least 230 working days of service in the performance of his duties as Superintendent. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Superintendent actually and necessarily completes his contractual duties. The Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Superintendent shall keep complete and accurate records of his working days and shall provide the Board of Education with a report of his accumulated working days at least quarterly.

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

**Section 3. Salary.** The Superintendent's salary for the contract year shall be **\$130,246.20** which shall be paid in 12 equal monthly installments beginning in the month of July **2018**. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

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

**Section 5. Professional Status.** The Superintendent affirms that he is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

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

**Section 7. Board-Superintendent Relationship.** The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually

and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

**Section 8. Cancellation or Mid-Term Amendment.** The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with his duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

**Section 9. Disability.** If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than 90 days or if the disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

**Section 10. Transportation.** The Board shall provide the Superintendent with transportation or reimburse him for mileage required in the performance of his official duties at the then-current IRS rate.

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

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. Life Insurance.** Term life insurance with a total death benefit of \$50,000.00 with the option to purchase an additional \$50,000 of coverage.
- d. Sick Leave.** The Superintendent shall be entitled to 10 days of sick leave per year which may accumulate to a total of 30 days. For purposes of the 2017-2018 year only, the Superintendent will receive a one-time credit of 10 additional days, meaning he will begin the 2017-2018 contract year with 20 total sick days. In each subsequent year, the Superintendent will be eligible for up to 10 days of sick leave unless otherwise capped by the 30-day limit on accrual. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, he shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of his sick days and shall provide the Board of Education with a report of his accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of his employment with the District.
- e. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at his own expense. The Board will increase his salary by the amount of the premium cost.
- f. Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the

District in full for national convention expenses paid by the District.

- g. Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: American Association of Superintendents; Nebraska Council of School Administrators.
- h. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees that he will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$200 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- i. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- j. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,000.00 or more.

**Section 12. Principal Residence/Domicile in School District.** The Superintendent shall have his domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain his domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in his first year of

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

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

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

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

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

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

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

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

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

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

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

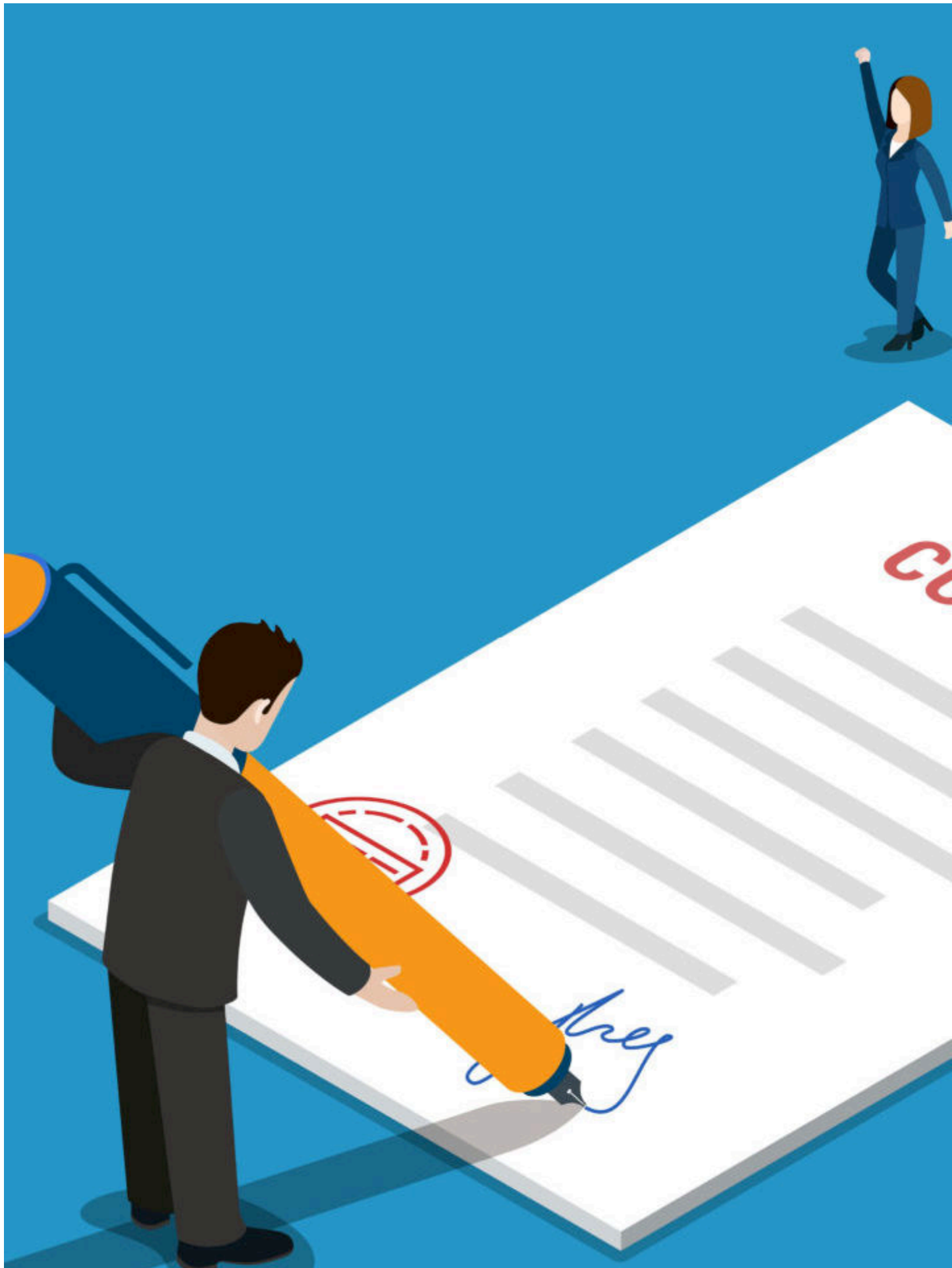
**Executed by the Board this 14th day of May, 2018.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Superintendent this 14th day of May, 2018.**

\_\_\_\_\_  
Superintendent



[Click here for a printable version](#)

Many boards are beginning the process of negotiating renewal contracts with their superintendents. This is a good time to pause and remember the requirements of the Superintendent Pay Transparency Act. The Act requires school districts and ESUs to publish both the superintendent's/administrator's contract and a "reasonable estimates and descriptions of all current and future costs." Most districts and ESUs have just added another tab or link on the homepage of their website under which the contract and a copy of "Schedule D" from the state auditor can be found.

As a reminder, when the board is preparing to renew a contract the board must:

1. Post the proposed contract and related costs 3 days before the board meeting at which the contract will be approved or amended;
2. Post the contract and the related costs within 2 days after the meeting at which the contract is approved;
3. Publish an updated [Schedule D](#) any time the "future costs" change; and
4. Provide a copy of the contract and any subsequent amendments to the NDE by August 1<sup>st</sup> following the adoption or amendment of the contract.

Any new contract, changes to an existing contract, or automatic renewals should comply with the posting requirements discussed above. For example, if the board and superintendent agree to amend the superintendent's contract in January of 2017, the district should post the contract 3 days before the meeting, update the posting on the website within 2 days after the meeting to include the changes approved by the board, and send a copy to the NDE before August 1 once the contract is final. The board should also post a new Schedule D.

The board may need to comply with the Act multiple times if there are changes made to the superintendent's contract in separate meetings. For example, the board may extend or renew the Superintendent's contract in January and set the Superintendent's salary in March. In that case, the board would have to comply with the Act both times.

Finally, be sure to put the consideration of changes to the superintendent's contract on the board agenda. Complying with the Act does not substitute for following the Open Meetings Act. As for posting the contract and the Schedule D, there is no right or wrong answer. Here is what the Act says:

*Electronic publication on the web site of the school district or educational service unit shall satisfy the requirement of this subsection if such electronic publication is prominently displayed and allows public access to the entire proposed contract or amendment [and the Schedule D].*

If you have questions, we recommend that you consult with your school district's attorney or call Karen, Steve or Bobby.

Nebraska Council of School Administrators

**NCSA Final Legislative Report**  
**106th Legislature, First Session**

January 9, 2019, Convened  
May 31, 2019, Adjourned Sine Die

*Submitted by*  
*Dr. Michael Dulaney*  
*NCSA Executive Director*  
*June 4, 2019*

**I. Legislation Passed/Signed into Law ..... 1-18**

| <i>Category</i>                    | <i>Bill</i> | <i>Sponsor</i> | <i>Pg.</i> |
|------------------------------------|-------------|----------------|------------|
| Criminal/Juvenile Codes            | LB 149      | Quick          | 1          |
|                                    | LB 630      | Morfeld        | 1          |
| Curriculum                         | LB 399      | Slama          | 2          |
| Early Childhood Education          | LB 160      | Quick          | 6          |
| Education Savings/Scholarships     | LB 610      | Lindstrom      | 6          |
| Employment Issues                  | LB 217      | Pansing Brooks | 7          |
| Military Recruiters                | LB 575      | Brewer         | 8          |
| Omnibus Statutory Revisions        | LB 675      | Groene         | 9          |
| Open Meetings Act                  | LB 212      | Government Com | 9          |
| Property Taxes                     | LB 103      | Linehan        | 10         |
|                                    | LB 512      | Linehan        | 10         |
| Retirement                         | LB 31       | Kolterman      | 11         |
|                                    | LB 33       | Kolterman      | 12         |
|                                    | LB 34       | Kolterman      | 13         |
| School Board Members               | LB 411      | Scheer         | 14         |
| School Budget and Finance          | LB 430      | Groene         | 14         |
|                                    | LB 622      | Williams       | 14         |
| State Budget                       | LB 294      | Scheer         | 15         |
| Student Enrollment                 | LB 115      | Blood          | 15         |
| Student Safety, Health and Welfare | LB 60       | Cavanaugh      | 15         |
|                                    | LB 281      | McCollister    | 16         |
|                                    | LB 390      | Pansing Brooks | 16         |
|                                    | LB 619      | Kolowski       | 18         |
| Student Transportation             | LB 269      | Friesen        | 18         |

**II. Carryover Legislation ..... 19-22**

**III. Interim Studies, 2019 ..... 23-31**

## I. Legislation Passed/Signed into Law

*The following listing of legislation represents measures passed by the Legislature and signed into law by the Governor.*

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### Criminal/Juvenile Codes

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| <b>LB 149</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|---------------|----------------|------------------|---|
|               | Quick          | General Affairs  | Change provisions relating to sale and use of tobacco products, electronic nicotine delivery systems, and alternative nicotine products |

*Status:* Approved by the Governor, May 30, 2019

*Operative Date:* January 1, 2020

LB149 raises the legal age from 18 to 19 for purchasing and possessing electronic nicotine delivery systems, flavored liquids containing nicotine and tobacco products.

Individuals younger than 19 who purchase or use tobacco, electronic nicotine delivery systems or flavored liquids containing nicotine will be guilty of a Class V misdemeanor and an individual selling or providing such products to those under 19 will be guilty of a Class III misdemeanor.

The legislation defines “electronic nicotine delivery system” as any product or device containing nicotine, tobacco, or tobacco derivatives that employs a heating element, power source, electronic circuit, or other electronic, chemical, or mechanical means, regardless of shape or size, to simulate smoking by delivering the nicotine, tobacco, or tobacco derivatives in vapor, fog, mist, gas, or aerosol form to a person inhaling from the product or device.

LB 149 does not apply to alternative nicotine products or devices that are not sold in combination with a substance containing nicotine, tobacco or tobacco derivatives.

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| <b>LB 630</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>   |
|---------------|----------------|------------------|--|
|               | Morfeld        | Judiciary        | Change provisions relating to unlawful intrusion, sexually explicit conduct, theft, extortion, intimidation by telephone call or electronic communication, and the Sex Offender Registration Act |

*Status:* Approved by the Governor, May 30, 2019

*Operative Date:* September 1, 2019

LB 630 creates the offense of distributing a private image of another person’s intimate area or of a person engaged in sexually explicit conduct.

A person who violates this provision would be charged with a Class I misdemeanor for a first offense, punishable by up to one year in prison, a \$1,000 fine or both. Second and subsequent offenses would be a Class IV felony, punishable by up to two years in prison with 12 months post-release supervision, a \$10,000 fine or both.

The legislation also would create the offense of threatening to distribute intimate images with the intent to intimidate, threaten or harass a person. Violation of this provision would be considered a Class I misdemeanor.

LB 630 also would provide an affirmative defense for juveniles who possess a visual depiction that was knowingly and voluntarily provided by another juvenile who is within four years of age of the defendant.

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### Curriculum

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|               |                |                  |  |
|---------------|----------------|------------------|--|
| <b>LB 399</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>   |
|               | Slama          | Education        | Change the name and provisions related to the committee on Americanism |

*Status:* Approved by the Governor, March 27, 2019

*Operative Date:* September 1, 2019

**Background:** In 1949 the Nebraska Legislature passed legislation to incorporate curriculum relating to patriotism and Americanism within our public schools. School boards were required to have a committee on Americanism to ensure compliance with the curriculum requirement. The Legislature even included a penalty provision for any person violating this law (a Class III misdemeanor).

In recent years, one legislative proposal after another was introduced to modify the Americanism law and reinforce the original intent. Former Senators Lautenbaugh, Larson, and Brasch, among others, were strong proponents of this legislative effort. Senator Brasch succeeded in advancing her version of the bill in 2018 through a floor motion to “pull” the bill from committee. The bill received one hour of discussion and advanced no further.

The Education Committee itself never advanced any of these proposals until 2019 when Senator Julie Slama introduced LB 399. The bill received an early hearing date and ultimately advanced from committee by a unanimous 8-0 vote. LB 399 withstood hours of filibuster through each stage of debate but ultimately survived motions for cloture and, in fact, advanced by wide margins of support. The bill passed on March 21st by a 44-2 vote.

LB 399 is applicable to all schools in Nebraska, public and private, presumably beginning with the 2019-20 school year.

### **Objectives and Intent**

Under LB 399, as passed and signed into law, the objectives and intent of the legislation are as follows:

- It is the responsibility of society to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens to ensure a strong, stable, just, and prosperous America;
- Such a citizenry necessitates that every member thereof be knowledgeable of our fully acquainted with the nation's history, government, geography, and economic system;
- The youth in our state should be committed to the ideals and values of our country's democracy and the constitutional republic established by the people;
- Schools should help prepare our youth to make informed and reasoned decisions for the public good;
- Civic competence is necessary to sustain and improve our democratic way of life and must be taught in all public and private schools;
- A central role of schools is to impart civic knowledge and skills that help our youth to see the relevance of a civic dimension for their lives;
- Students should be made fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles of those through whose efforts these benefits were gained; and
- Since young people are most susceptible to the acceptance of principles and doctrines that will influence them throughout their lives, it is one of the first duties of our educational system to conduct its activities, choose its textbooks, and arrange its curriculum in such a way that the youth of our state have the opportunity to become competent, responsible, patriotic, and civil American citizens.

### *Committee on American Civics*

Under LB 399, each school board must, at the beginning of each calendar year, appoint from its members a committee of three, to be known as the committee on American civics. The committee on American civics must:

- (a) Hold no fewer than two public meetings annually, at least one where public testimony is accepted;
- (b) Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- (c) Carefully examine and ensure that the social studies curriculum used in the district is aligned to the social studies standards and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- (d) Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who achieved our national independence, established our

constitutional government, and preserved our union and is so written to include the incorporation of multicultural education so as to develop a pride and respect for our institutions and not be a mere recital of events and dates;

- (e) Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to “section 79-724”;
- (f) Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards;
- (g) Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by U.S. Citizenship and Immigration Services prior to the completion of 8th grade and again prior to the completion of 12th grade with the individual score from each test for each student made available to a parent or guardian of the student; or
  2. Attendance or participation between the commencement of 8th grade and completion of 12th grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
  3. Completion of a project or paper and a class presentation between the commencement of 8th grade and the completion of 12th grade on a person or persons or an event commemorated by a holiday (see below) or on a topic related to such person or persons or event; and
- (h) Take all such other steps as will assure the carrying out of the provisions contained in LB 399 and provide a report to the school board regarding the committee’s findings and recommendations.

### ***Curriculum***

LB 399 requires that all social studies courses approved for grade levels as noted below must include and adequately stress contributions of all ethnic groups:

- to the development and growth of America into a great nation,
- to art, music, education, medicine, literature, science, politics, and government, and
- to the war services in all wars of this nation.

All grades of all public and private schools, below the 6th grade, must devote at least one hour per week to exercises or teaching periods for the following purpose:

- The discussion of stories having to do with American history or the deeds and exploits of American heroes;
- The historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful;

- The development of respect for the American flag as a symbol of freedom and the sacrifices of those who secured that freedom; and
- Instruction as to proper conduct in the presentation of the American flag.

In at least two of the three grades from the 5th grade to the 8th grade in all public and private schools, time must be set aside for the teaching of American history from the social studies curriculum, which must be taught in such a way that all students are given the opportunity to:

- become competent, responsible, patriotic, and civil citizens who possess a deep understanding of and respect for the U.S. Constitution and the Constitution of Nebraska and
- prepare to preserve, protect, and defend freedom and democracy in our nation and our world.

In at least two courses in every high school, time must be devoted to the teaching of civics and American history as outlined in the social studies standards during which specific attention must be given to the following matters:

- The Declaration of Independence, the U.S. Constitution, the Constitution of Nebraska, and the structure and function of local government in this state;
- The benefits and advantages of our form of government, the rights and responsibilities of citizenship in our government, and the dangers and fallacies of forms of government that restrict individual freedoms or possess antidemocratic ideals such as, but not limited to, Nazism and Communism;
- The duties of citizenship, including active participation in the improvement of a citizen's community, state, country, and world and the value and practice of civil discourse between opposing interests; and
- The application of knowledge in civics, history, economics, financial literacy, and geography in order to address meaningful issues within our society.

Appropriate patriotic exercises suitable to the occasion must be held under the direction of the superintendent in every public and private school on:

- George Washington's birthday,
- Abraham Lincoln's birthday,
- Dr. Martin Luther King, Jr.'s birthday,
- Native American Heritage Day,
- Constitution Day,
- Memorial Day,
- Veterans Day, and
- Thanksgiving Day.

...or on the day or week preceding or following such holiday, if the school is in session.

### ***Responsible Parties / Employee Dismissal***

Every school board, the State Board of Education, and the superintendent of each school district will be held directly responsible in the order named for carrying out the new law. Neglect by any employee may be considered a cause for dismissal.

**Rules and Regulations**

LB 399 also amends existing law (section 79-727) requiring the State Board of Education to adopt and promulgate rules and regulations to carry out the provisions of LB 399. NDE must ensure that all requirements of the legislation and such rules and regulations are carried out by each school district. The penalty provision (Class III misdemeanor) was removed.

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**Early Childhood Education**

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|               |                         |                                   |  |
|---------------|-------------------------|-----------------------------------|--|
| <b>LB 160</b> | <i>Sponsor</i><br>Quick | <i>Committee</i><br>Urban Affairs | <i>Subject</i><br>Include early childhood infrastructure development and early childhood care and education programs under the Local Option Municipal Economic Development Act for certain cities and villages |
|---------------|-------------------------|-----------------------------------|--|

*Status:* Approved by the Governor, March 21, 2019  
*Operative Date:* September 1, 2019

LB 160 amends the definition of an economic development program under the Local Option Municipal Economic Development Act. Cities of the first and second class and villages would be allowed to use local option municipal economic development funds for early childhood infrastructure development.

Early childhood infrastructure development pertains to early childhood education programs of recognized quality, as determined by the quality rating criteria provided under the Step Up to Quality Child Care Act.

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**Education Savings/Scholarships**

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|               |                             |                             |   |
|---------------|-----------------------------|-----------------------------|---|
| <b>LB 610</b> | <i>Sponsor</i><br>Lindstrom | <i>Committee</i><br>Revenue | <i>Subject</i><br>Adopt the Meadowlark Act, the Employer Matching Contribution Incentive Program, and the College Savings Plan Low-Income Matching Scholarship Program and change the Nebraska educational savings plan trust |
|---------------|-----------------------------|-----------------------------|---|

*Status:* Approved by the Governor, May 30, 2019  
*Operative Date:* September 1, 2019

LB 610 will create two college savings programs and open an account for each Nebraska resident when he/she is born.

The legislation will create a cash fund administered by the state treasurer to provide incentive payments to employers that make matching contributions to employees’ college savings accounts established under the Nebraska educational savings plan trust. Government entities, including school districts and ESUs, are not included as employers for purposes of this legislation.

The trust provides tax-advantaged 529 accounts meant to encourage saving for postsecondary education costs. Contributions grow tax-deferred, and withdrawals are exempt from state and federal taxes as long as they are used for a beneficiary’s qualified higher education expenses such as tuition, books, supplies and room and board.

As passed and signed into law, the legislation incorporates provisions of LB 547, introduced by Senator Anna Wishart, to permit the state to match contributions to the Nebraska Educational Savings Trust (NEST) accounts made on behalf of beneficiaries who meet certain income requirements.

LB 610 also incorporates provisions of LB 544, sponsored by Senator Linehan, to create a program under which each enrolled child would have a NEST account opened for him or her.

Under the program, the state treasurer would send a notification explaining the program to the parent or legal guardian of each Nebraska resident born on or after January 1, 2020. The parent or legal guardian could choose to exclude his or her child from the program. Any child not excluded would be deemed enrolled.

Each year the state treasurer would distribute the previous year’s investment income from an associated trust fund, also administered by the treasurer, to the accounts opened during the previous year. The fund would consist of private contributions and any funds transferred or appropriated by the Legislature.

If funds from an account opened under the program are not disbursed before the qualified individual reaches age 30, they would be transferred to the trust fund. Disbursed funds could be used only to pay the qualified higher education expenses associated with attending a college or university in Nebraska.

LB 610 also will amend an existing definition of “nonqualified withdrawals” to include the distribution from a NEST account to pay the costs of attending kindergarten through grade 12. The provision was meant to ensure that the new programs could not be used to pay private K-12 education expenses.

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**Employment Issues**

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|               |                                  |                                    |   |
|---------------|----------------------------------|------------------------------------|---|
| <b>LB 217</b> | <i>Sponsor</i><br>Pansing Brooks | <i>Committee</i><br>Business/Labor | <i>Subject</i><br>Prohibit discrimination against an employee for communicating about employee wages, benefits, or other compensation |
|---------------|----------------------------------|------------------------------------|---|

*Status:* Approved by the Governor, April 17, 2019  
*Operative Date:* September 1, 2019

LB 217 would prohibit an employer from discharging or retaliating against any employee because he/she inquired about, discussed or disclosed comparative compensation information for the purpose of determining whether an employer is compensating employees in a manner that provides equal pay for equal work.

The legislation would not apply to employers that are exempt from the Nebraska Fair Employment Practice Act or create an obligation for any employer or employee to disclose information regarding wages, benefits or other compensation. LB 217 would also prohibit disclosure or dissemination of:

- information to a competitor;
- proprietary or other privileged information; or
- information to the general public or by an employee during work hours.

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### **Military Recruiters**

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| <b>LB 575</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>   |
|---------------|----------------|------------------|--|
|               | Brewer         | Education        | Require school district policies regarding the provision of information to and access by military recruiters |

*Status:* Approved by the Governor, March 21, 2019  
*Operative Date:* September 1, 2019

*Policy:* LB 575 requires each school district to adopt a policy to provide access to routine directory information for each student in a high school grade upon a request made by a military recruiter.

The new law defines “routine directory information” as a student’s name, address, and telephone number.

The legislation specifies that the policy must provide military recruiters the same access to a student in a high school grade as is provided to postsecondary educational institutions or to prospective employers of such students.

A parent/guardian of a student in a high school grade may submit a written request to the school district that routine directory information for his/her student may not be released without prior written consent of the parent/guardian. Upon receiving the request, a school district may not release the routine directory information of the student without the prior written consent of the parent/guardian.

The legislation provides that within 30 days prior to or following the commencement of each school year and, for a new student who enrolls after the commencement of a school year, within 30 days following enrollment, each school district must notify the parents and guardians of each

student in a high school grade enrolled in the school district of the option to make a request as noted above.

*After Reaching Age of Majority:* Under LB 575, when a student reaches 18 years of age, the permission or consent required of and the rights accorded to the parents/guardians of the student would only be required of and accorded to such student. Within 30 days prior to or following the commencement of each school year and, for a new student who enrolls after the commencement of a school year, within 30 days following enrollment, each school district must notify each student who is at least 18 years of age or who will reach 18 years of age during such school year of the option to make a request and that any such request made previously by a parent or guardian for the student expires upon the student reaching 18 years of age.

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### Omnibus Statutory Revisions

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| <b>LB 675</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>                          |
|---------------|----------------|------------------|---|
|               | Groene         | Education        | Change provisions relating to education |

*Status:* Approved by the Governor, May 27, 2019

*Operative Date:* May 28, 2019

LB 675 represents the annual technical cleanup bill for NDE. There are many provisions within the bill but several stand out and are certainly worth noting.

The legislation increases the maximum length of time a school board can contract with providers of utility services, refuse disposal, transportation services, maintenance services, financial services, insurance, security services, and instructional materials, supplies, and equipment. Currently, contracts with such providers cannot exceed a period of four years. LB 675 amends this provision to seven years.

Prior law provided for a certain amount of actual transportation expenses for children with disabilities to be reimbursed by NDE. To receive reimbursement, an application had to be made to the department annually and any amendments to the application had to be submitted during the school year in which the original application was made. LB 675 changed the law so that the amendment to the application does not need to be in the same school year as the application.

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### Open Meetings Act

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| <b>LB 212</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|---------------|----------------|------------------|---|
|               | Government Com | Government       | Change provisions relating to budget limitations and procedures, hearing notices for county budgets and property tax requests, and videoconferences and telephone conferences |

*Status:* Approved by the Governor, April 24, 2019

*Operative Date:* September 1, 2019

LB 212 changes provisions related to the Open Meetings Act regarding videoconferencing options for public meetings of certain organizations created under the Interlocal Cooperation Act.

The Open Meetings Act, section 84-1412(8), provides that public bodies must make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public.

*Note:* NCSA and Perry Law Firm will provide a revised copy of the Open Meetings Act to our members at Administrators' Days 2019 in Kearney.

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**Property Taxes**

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| <b>LB 103</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|---------------|----------------|------------------|---|
|               | Linehan        | Revenue          | Change the procedure for setting a political subdivision's property tax request |

*Status:* Approved by the Governor, March 12, 2019

*Operative Date:* March 13, 2019

LB 103 amends provisions related to the property tax requests of all political subdivisions, including school districts and ESUs. The legislation provides that if the annual assessment of property results in an increase of total taxes levied, the levy must be reduced to produce no more than the amount of taxes raised in the previous year. If the political subdivision determines an increase in the levy is necessary, it must hold a special public hearing and publish notice in a newspaper of general circulation at least five days prior to the hearing.

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| <b>LB 512</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>                         |
|---------------|----------------|------------------|--|
|               | Linehan        | Revenue          | Change revenue and taxation provisions |

*Status:* Approved by the Governor, May 30, 2019

*Operative Date:* March 31, 2019

LB 512 represents the omnibus cleanup bill for the Department of Revenue, but the measure includes some significant substantive provisions.

The legislation incorporates a procedure to reassess "destroyed real property," which is property that suffers significant damage as a result of a "calamity" after January 1, 2019, and before July 1, of the current assessment year, upon a report from the property owner to the county assessor and county clerk. Calamity is defined as a disastrous event, including, but not limited to, a fire, an earthquake, a flood, a tornado, or other natural event which significantly affects the assessed value of real property.

Significant property damage is defined as:

- damage to an improvement exceeding 20% of the assessed value in the current tax year as determined by the county assessor;
- damage to land exceeding 20% of the assessed value in the current years as determined by the county assessor; or
- damage exceeding 20% of the assessed value in the current years as determined by the county assessor if (a) the property is located in an area declared a disaster area by the Governor, and (b) a housing or health inspector determined the property is uninhabitable or unlivable.

Owners of mobile homes subject to an accelerated tax can request a refund for the portion of value reduced by the county board of equalization. The legislation also provides a timetable for notice, decision, and appeals. The action of the county board of equalization may be appealed to the Tax Equalization and Review Commission.

LB 512 also excludes property considered destroyed real property from certain statutory requirements for county treasurers regarding delinquent taxes and provides for refunds for accelerated taxes adjusted by the county board of equalization.

It should be noted that the provisions related to reassessment of property tax valuation due to destroyed real property could have an impact on property tax revenue to political subdivisions.

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**Retirement**

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|              |                             |                                |   |
|--------------|-----------------------------|--------------------------------|---|
| <b>LB 31</b> | <i>Sponsor</i><br>Kolterman | <i>Committee</i><br>Retirement | <i>Subject</i><br>Provide for a work plan relating to a transfer of management of the retirement system operated under the Class V School Employees Retirement Act to NPERS |
|--------------|-----------------------------|--------------------------------|---|

*Status:* Approved by the Governor, May 1, 2019

*Operative Date:* May 2, 2019

LB 31 amends the Class V School Employees Retirement Act. The legislation requires the Public Employees Retirement Board (PERB) to develop a work plan, recommendations, cost estimates, and cost comparisons regarding the transfer of management and actuarial services of the class V (OPS) school employees retirement system to the PERB.

The work plan must include a detailed analysis and recommendations regarding:

- a. management, administration, actuarial service, information technology, computer infrastructure, accounting, member data and record transfer;
- b. necessary statutory changes to achieve the transfer of management and actuarial services;
- c. staff training and assessment of staffing needs;

- d. educational and communication plans to fully inform all system stakeholders and affected governmental entities regarding management changes;
- e. sufficient timeframes for an orderly transition and implementation of management and actuary changes;
- f. cost estimates associated with the tasks necessary to carry out the management transition; and
- g. a comparison of the current annual cost to administer any Class V school employees retirement system established under the Class V School Employees Retirement Act with an estimate of the annual cost for the Public Employees Retirement Board to administer the system after a management transfer occurs.

The PERB must electronically report the work plan, including any recommendations, cost estimates, and cost comparisons, to the Clerk of the Legislature no later than June 30, 2020.

LB 31 specifically states that management does not include:

- a. A merger or consolidation of any Class V school employees retirement system with the School Employees Retirement System or any other retirement system administered by the PERB; or
- b. An assumption of any of the liability for any Class V school employees retirement system by the State of Nebraska, the PERB, or the NPERS.

The measure permits the PERB to quarterly bill and receive payment within 45 calendar days from receipt of the bill from OPS for all work performed by the PERB for services and related expenses in completion of the work plan.

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|              |                             |                                |  |
|--------------|-----------------------------|--------------------------------|--|
| <b>LB 33</b> | <i>Sponsor</i><br>Kolterman | <i>Committee</i><br>Retirement | <i>Subject</i><br>Change various provisions relating to retirement and the Nebraska Investment Council and the Public Employees Retirement Board |
|--------------|-----------------------------|--------------------------------|--|

*Status:* Approved by the Governor, March 6, 2019

*Operative Date:* March 7, 2019

LB 33 makes several changes to various governance and administrative provisions. The legislation includes the following changes:

1. It allows the Public Employees Retirement Board to grant two 3-year extensions of actuarial contracts instead of just one 3-year extension. It also exempts legal compliance audit contracts from bidding requirements.
2. It increases the per diem for Public Employee Retirement Board members from \$50 to \$75. Per diems are cash funded.
3. It changes the date for the presentation of the Nebraska Public Employees Retirement Systems and Nebraska Investment Council Annual Reports to the Retirement Committee from March 31 to April 10 beginning in 2020. The additional time ensures that the Nebraska Investment

Council will have adequate time to receive the calendar year investment return data so this information can be included in the annual reports.

4. It would grant the Class V School Employees Retirement plan employer and its Board of Trustees the same exclusion from the Public Records Law that was placed into statute in 2009 for all plans administered by the Public Employees Retirement Board. The only member information that could be released is the member's name, the date the member began participating in the plan and the date plan participation ended. All other personal member information would be exempted under the Public Records laws.

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| <b>LB 34</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|--------------|----------------|------------------|---|
|              | Kolterman      | Retirement       | Eliminate provisions relating to benefits payable after the filing of a grievance or appeal and change provisions relating to employee reinstatement under the County Employees Retirement Act and State Employees Retirement Act |

*Status:* Approved by the Governor, April 17, 2019

*Operative Date:* April 18, 2019

LB 34 accomplishes a number of changes within various state sponsored retirement plans and also the OPS Retirement Plan.

The new law modernizes language and codifies Nebraska Public Employees Retirement Systems (NPERS) practices of awarding service credit by unifying the creditable service definition across all School Employees Retirement Plan tiers.

The new law grants NPERS additional time to process refund buy back payments for members who were employed on April 17, 2014 and who timely submit their refund buy back applications to NPERS by April 16, 2020.

*Designated Beneficiary:* LB 34 also prescribes changes to the County, State, School, and Class V School Employees Retirement Acts and to the Deferred Compensation Plan. In the event a member of one of these retirement plans is married at the time of the member's death and no designated beneficiary is on file with the appropriate retirement system, the spouse married to the member on the date of the member's death is determined to be the beneficiary.

The legislation declares that (except for qualified domestic relations orders - QDROs) when a member dies the death benefit will be paid to the beneficiary in the following order of priority:

- To the members surviving designated beneficiary;
- To the spouse married to the member at the time of the member's death, if there is no surviving designated beneficiary; or
- To the member's estate if the member is not married on the member's date of death and there is no surviving designated beneficiary.

The priority designations do not apply if the member has retired under a joint and survivor benefit option.

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### School Board Members

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|               |                   |                  |   |
|---------------|-------------------|------------------|---|
| <b>LB 411</b> | <i>Sponsor</i>    | <i>Committee</i> | <i>Subject</i>  |
|               | Speaker<br>Scheer | Government       | Name, change, and transfer provisions relating to the county civil service commission and change provisions relating to metropolitan utilities districts, county boards, elections, and political accountability and disclosure |

*Status:* Approved by the Governor, May 17, 2019

*Operative Date:* May 18, 2019

LB 411 was introduced by Speaker Scheer and prioritized by the Government Committee. The bill incorporates several bills, including LB 101, introduced by Senator Wayne. Under LB 101 a person in elective office of a municipality or school district is not prevented from participating in the decision-making process if: (1) The person's participation is legally required for the decision to be made, or (2) If the conflict of interest is based on a business association that is an association of local governments, the local government in question is a member, and the association only exists because of the person with the potential conflict of interest holding elective office.

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### School Budget and Finance

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|---------------|----------------|------------------|--|
| <b>LB 430</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>   |
|               | Groene         | Education        | Change dates related to certifications and distributions of state aid to schools |

*Status:* Approved by the Governor, February 28, 2019

*Operative Date:* March 1, 2019

LB 430 changed the certification date for state aid and budget authority for purposes of the Tax Equity and Educational Opportunities Support Act (TEEOSA) for FY2019-20 from on or before March 1, 2019 to on or before June 10, 2019.

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|               |                |                  |   |
|---------------|----------------|------------------|---|
| <b>LB 622</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|               | Williams       | Banking          | Change provisions and provide for pooled collateral under the Public Funds Deposit Security Act |

*Status:* Approved by the Governor, March 12, 2019

*Operative Date:* July 1, 2020

LB 622 provides for a mechanism (single bank pooled method) whereby collateral could be based on the total of public deposits accepted by a financial institution as opposed to pledging collateral individually for each relevant public entity's deposit account(s).

The legislation requires the director of the Department of Banking and Finance to designate a bank, savings association, trust company or other qualified firm, corporation, or association, to serve as the administrator of the alternative single bank pooled method for securing deposits of public funds. The measure was proposed by the Nebraska Bankers Association.

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### State Budget

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| <b>LB 294</b> | <i>Sponsor</i>    | <i>Committee</i> | <i>Subject</i>  |
|---------------|-------------------|------------------|---|
|               | Speaker<br>Scheer | Appropriations   | Appropriate funds for the expenses of Nebraska State Government for the biennium ending June 30, 2021 |

*Status:* Approved by the Governor, May 27, 2019

*Operative Date:* May 28, 2019

LB 294 represents the mainline appropriations bill for the 2019-21 biennium budget. Within this bill are line-items for TEEOSA, special education, ESU funding, etc.

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### Student Enrollment

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| <b>LB 115</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>   |
|---------------|----------------|------------------|--|
|               | Blood          | Education        | Change provisions related to enrollment of children of members of the military |

*Status:* Approved by the Governor, March 7, 2019

*Operative Date:* September 1, 2019

LB 115 allows children of military families to enroll preliminarily in a school district if a parent presents evidence of military orders showing the family will be stationed in the state during the current or following school year. The legislation also changes current law which allows children of military families residing on federal property to be admitted to any public school in any district in which the family is residing or in another district which is near or adjacent to the place where the member is stationed. LB 115 provides that children in military families residing on federal property will be considered to be residents of the district where the property is located.

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### Student Safety, Health and Welfare

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| <b>LB 60</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>                                      |
|--------------|----------------|------------------|---|
|              | Cavanaugh      | Health           | Change terminology relating to shaken baby syndrome |

*Status:* Approved by the Governor, March 12, 2019

*Operative Date:* September 1, 2019

LB 60 updates and replaces all references to “shaken baby syndrome” with “abusive head trauma” or “abusive head trauma in infants and children,” in several statutes relating to child care provider training, information given to new parents by health care facilities, and public awareness activities by the state. LB 60 also adds crying plans to the training requirements of child care and school-age-care programs as well as adding information about crying plans to the information given to parents by hospitals, birth centers, and other medical facilities that discharge a newborn child.

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|               |                |                  |   |
|---------------|----------------|------------------|---|
| <b>LB 281</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|               | McCollister    | Education        | Provide for posting by public schools of a toll-free number set up to report child abuse or neglect |

*Status:* Approved by the Governor, May 29, 2019

*Operative Date:* September 1, 2019

LB 281 would permit but not require each public school in Nebraska to post in a clearly visible location in a public area of the school that is readily accessible to students a sign in English and Spanish, using terminology appropriate for posting in schools, that contains the statewide toll-free number established by the Department of Health and Human Services (§ 28-711) to receive reports of child abuse or neglect.

A school may choose to post online, in lieu of displaying the poster, a link to the poster on its web site. NDE may contract with an appropriate entity to create the poster. The department would ensure that schools have free and easy access to a digital image of such poster.

NCSA worked alongside Senator McCollister on this legislation and has volunteered to be the entity that would house the digital image of the poster and also produce the poster for distribution as a member service.

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|               |                |                  |   |
|---------------|----------------|------------------|---|
| <b>LB 390</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|               | Pansing Brooks | Judiciary        | Provide duties regarding school resource officers and security guards |

*Status:* Approved by the Governor, April 24, 2019

*Operative Date:* September 1, 2019

LB 390 relates to law enforcement agencies (or security agencies) and school districts that provide school resource officers.

### ***Model Memo of Understanding***

By December 1, 2019, NDE is required to develop and distribute a model memorandum of understanding (MOU) to govern the use of school resource officers or security guards. The model MOU must, at a minimum:

- 1) Require each school resource officer or security guard to attend a minimum of 20 hours of training focused on school-based law enforcement, including coursework focused on school law, student rights, understanding special needs students and students with disabilities, conflict de-escalation techniques, ethics for school resource officers, teenage brain development, adolescent behavior, implicit bias training, diversity and cultural awareness, trauma-informed responses, and preventing violence in school settings;
- 2) Require a minimum of one administrator in each elementary or secondary school where a school resource officer or security guard is assigned to attend a minimum of 20 hours of training focused on the same coursework listed above;
- 3) Ensure records are kept on each student referral for prosecution from a school resource officer in response to an incident occurring at school, on school grounds, or at a school-sponsored event and ensure that the records allow for analysis of related data and delineate: (a) The reason for the referral; and (b) Federally identified demographic characteristics of the student;
- 4) Identify school policies that address when a parent/guardian will be notified or present, in a language that the parent/guardian understands, if a student is subjected to questioning or interrogation by a school official or by a school resource officer or security guard operating in conjunction with a school official;
- 5) Identify the school or law enforcement agency policies that address under what circumstances a student will be advised of constitutional rights prior to being questioned or interrogated by a school official or by a school resource officer or security guard operating in conjunction with a school official;
- 6) Identify the school policy required by the Student Discipline Act that addresses the type or category of student conduct or actions that will be referred to law enforcement for prosecution and the type of student conduct or actions that will be resolved as a disciplinary matter by a school official and not subject to referral to law enforcement; and
- 7) Identify a student and parent complaint process to express a concern or file a complaint about a school resource officer or security guard and the practices of the school resource officer or security guard with the law enforcement agency or security agency.

### ***Implementation and Posting***

By January 1, 2021, any law enforcement agency which provides school resource officers and any security agency which provides security guards to schools in a school district must have in effect the model MOU or a substantially similar MOU with the school district as adopted by such law enforcement agency or security agency.

The superintendent of a school district required to adopt an MOU must, within three months after its adoption, provide a copy of it to NDE or publicly post it on the school district website.

By January 1, 2021, and each January 1st thereafter, when any school district required to adopt a MOU has made any change to its MOU, in conjunction with the law enforcement agency or

security agency, in the preceding year, the superintendent of the school district must provide an updated copy to NDE or publicly post it on the school district website.

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|               |                |                  |  |
|---------------|----------------|------------------|--|
| <b>LB 619</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>   |
|               | Kolowski       | Banking          | Prohibit denial of coverage for mental health services delivered in a school |

*Status:* Approved by the Governor, April 17, 2019

*Operative Date:* September 1, 2019

LB 619 was introduced and prioritized by Senator Rick Kolowski and supported by NCSA, NASB, NRCSA and NSEA.

The legislation provides that an insurer offering a health insurance policy may not deny coverage or payment for a mental health service solely because the service is delivered in a school. The measure applies to health insurance policies issued or renewed on or after January 1, 2020, and to claims for reimbursement based on such policies for costs incurred on or after January 1, 2020.

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**Student Transportation**

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|               |                |                  |   |
|---------------|----------------|------------------|---|
| <b>LB 269</b> | <i>Sponsor</i> | <i>Committee</i> | <i>Subject</i>  |
|               | Friesen        | Transportation   | Change provisions relating to ignition interlock permits and school permits |

*Status:* Approved by the Governor, April 17, 2019

*Operative Date:* September 1, 2019

Currently, a person holding a school permit may operate a motor vehicle, moped, or motorcycle or an autocycle to and from where he/she attends school and between schools of enrollment over the most direct and accessible route by the nearest highway from his/her place of residence to transport the person or any family member who resides with the person to attend duly scheduled courses of instruction and extracurricular or school-related activities at the school he/she attends.

LB 269 modifies this provision to state that permit holder may travel to and from where he/she attends school, or property used by the school he or she attends for purposes of school events or functions, over the most direct and accessible route by the nearest highway from his/her place of residence to transport the person or any family member who resides with the person to attend duly scheduled courses of instruction and extracurricular or school-related activities at the school he/she attends or on property used by the school he/she attends.

*Note:* LB 269 was amended to include the provisions of LB 579, introduced by Senator Quick. These provisions enable individuals who are guilty of driving under the influence of alcoholic liquor or drugs and who cause serious bodily injury to another person or an unborn child of a pregnant woman to be issued an ignition interlock permit.

## II. Carryover Legislation

*Every measure not acted upon during a 90-day session, carries over to the following 60-day session. What follows is a listing of measures monitored by NCSA that were either advanced from committee and did not pass or were not advanced from committee.*

### A. Current Status: General File

- LB 66 (Hansen, M.) Provide for an early childhood element in a comprehensive plan developed by a city
- LB 101 (Wayne) Change provisions of the Nebraska Political Accountability and Disclosure Act relating to a potential conflict of interest by an elected office holder of certain cities or school districts
- LB 147 (Groene) Provide for the use of physical force or physical restraint or removal from a class in response to student behavior
- LB 148 (Groene) Change requirements for public hearings on proposed budget statements and notices of meetings of public bodies
- LB 191 (La Grone) Change provisions relating to budgets and public hearing notice for certain governmental entities
- LB 206 (Morfeld) Protect free speech rights of student journalists and student media advisers
- LB 288 (Linehan) Change income tax rates
- LB 289 (Linehan) Change provisions relating to county assessor inspections of real property for property tax purposes
- LB 303 (Lindstrom) Change the amount of relief under the Property Tax Credit Act
- LB 483 (Erdman) Change the valuation of agricultural land and horticultural land
- LB 515 (Vargas) Change provisions relating to the Student Discipline Act
- LB 544 (Linehan) Adopt the Meadowlark Scholarship Act
- LB 627 (Pansing Brooks) Prohibit discrimination based upon sexual orientation and gender identity
- LB 670 (Linehan) Adopt the Opportunity Scholarships Act and provide tax credits

### B. Current Status: Select File

- LB 183 (Briese) Change the valuation of agricultural land and horticultural land for purposes of certain school district taxes
- LB 361 (Hansen, M.) Prohibit retaliation under the Nebraska Wage Payment and Collection Act and the Wage and Hour Act
- LB 720 (Kolterman) Adopt the ImagiNE Nebraska Act, Renewable Chemical Production Tax Credit Act, Customized Job Training Act, and Community Economic Opportunities Act and provide tax incentives

### C. Current Status: Final Reading

- LB 254 (McCollister) Adopt the Fair Chance Hiring Act

D. Current Status: Held in Committee

| <i>Committee</i>   | <i>Bill</i> | <i>Sponsor</i>  | <i>Subject</i>   |
|--------------------|-------------|---|--|
| Appropriations     | LB 174      | Bolz  | State intent relating to appropriations for the Office of Violence Prevention  |
|                    | LB 292      | Vargas  | Appropriate funds to the State Department of Education   |
|                    | LB 404      | Stinner   | State intent relating to Medicaid budgeting  |
| Business and Labor | LB 19       | Briese  | Allow withholding from public of reports of injury under the Nebraska Workers' Compensation Act as prescribed and provide duties for the Workers' Compensation Court |
|                    | LB 383      | Quick   | Provide for an annual adjustment to the minimum wage   |
|                    | LB 487      | La Grone  | Require the Nebraska Workers' Compensation Court to adopt an evidence-based drug formulary   |
|                    | LB 526      | McDonnell   | Change provisions relating to compensation for temporary disability under the Nebraska Workers' Compensation Act   |
|                    | LB 644      | McDonnell   | Adopt the Nebraska Workforce Diploma Act   |
| Education          | LR 5CA      | Brewer  | Constitutional amendment to limit the percentage of funding for schools that comes from property taxes   |
|                    | LB 73       | Erdman  | Require display of the national motto in schools   |
|                    | LB 104      | Linehan   | Change distribution of the Nebraska Education Improvement Fund   |
|                    | LB 120      | Crawford  | Require teachers and other school staff to receive training on behavioral and mental health  |
|                    | LB 161      | Erdman  | Eliminate learning communities   |
|                    | LB 165      | Hunt  | Adopt the Too Young to Suspend Act   |
|                    | LB 241      | Bolz  | Provide for teacher mentoring program grants using income from solar and wind agreements on school lands   |
|                    | LB 251      | Walz  | Adopt the Child Hunger and Workforce Readiness Act   |
|                    | LB 346      | Wishart   | Change special education reimbursements  |
|                    | LB 350      | Morfeld   | Provide a budget exception for expanded learning opportunity programs  |
|                    | LB 351      | Morfeld   | Provide for school district levy and bonding authority for cybersecurity and violence prevention   |
|                    | LB 358      | Walz  | Change provisions related to early childhood education in the Tax Equity and Educational Opportunities Support Act   |
|                    | LB 398      | DeBoer  | Change learning community levy and diversity plan requirements   |
|                    | LB 416      | Friesen   | Change distribution of funds from the temporary school fund and from fines and licenses  |
|                    | LB 431      | Groene  | Change school finance base limitation and local effort rate provisions   |
|                    | LB 432      | Groene  | Include tax-increment financing valuation in adjusted valuations for purposes of state aid to schools and change school district levy authority                      |
|                    | LB 488      | Howard  | Adopt school district requirements for mental health education and change school district requirements for drug awareness and prevention                             |
|                    | LB 495      | Wayne   | Provide for collection of data on student disciplinary actions   |
| LB 513             | Briese      | Change requirements for the Issuance of certain school district bonds |  |

| <i>Committee</i> | <i>Bill</i> | <i>Sponsor</i>                          | <i>Subject</i>  |
|------------------|-------------|---|---|
| Education        | LB 537      | Lathrop                                 | Change provisions relating to actions with regard to the performance or conduct of a certificated school employee   |
|                  | LB 568      | Morfeld                                 | Provide for mental health first aid training for school districts and change provisions relating to the use of lottery funds  |
|                  | LB 588      | Stinner                                 | Change the local effort rate pursuant to the Tax Equity and Educational Opportunities Support Act   |
|                  | LB 639      | Stinner                                 | Adopt the H3 Careers Scholarship Act  |
|                  | LB 640      | Howard                                  | Include study relative to the Holocaust and other genocides in provisions relating to multicultural education   |
|                  | LB 647      | Wayne                                   | Include virtual school students in the state aid formula  |
|                  | LB 656      | Wayne                                   | Adopt the Nebraska Education Formula, terminate the Tax Equity and Educational Opportunities Support Act, and change levy limits and the base limitation for school districts |
|                  | LB 662      | Friesen                                 | Terminate the Tax Equity and Educational Opportunities Support Act  |
|                  | LB 668      | Vargas                                  | Adopt the Alternative Certification for Quality Teachers Act  |
|                  | LB 671      | Linehan                                 | Provide for sparsity aid in the Tax Equity and Educational Opportunities Support Act  |
|                  | LB 674      | Linehan                                 | Change the base limitation for school districts   |
|                  | LB 676      | Groene                                  | Change provisions relating to school districts and the reorganization of school districts   |
|                  | LB 677      | Groene                                  | Change provisions of the Property Tax Credit Act and provide school district property tax relief aid  |
|                  | LB 679      | DeBoer                                  | Create the School Financing Review Commission   |
|                  | LB 695      | Groene                                  | Change provisions relating to the Tax Equity and Educational Opportunities Support Act, the Property Tax Credit Act, levy limits, and the base limitation                     |
|                  | LB 725      | Walz                                    | Provide for reimbursements to school districts and educational service units for mental health expenditures   |
|                  | LB 727      | Walz                                    | Provide duties for school districts, the State Department of Education, and the Department of Health and Human Services with respect to mental health services                |
| LB 728           | Walz        | Provide duties relating to school meals |   |
| Government       | LB 150      | Brewer                                  | Change provisions relating to access to public records and provide for fees   |
|                  | LB 336      | Hansen, M.                              | Change the vote required to exceed certain budget limitations   |
|                  | LB 415      | Friesen                                 | Repeal recall provisions for political subdivisions   |
|                  | LB 581      | Albrecht                                | Require the use of generally accepted accounting principles in preparing budgets under the Nebraska Budget Act  |
| Judiciary        | LB 54       | Lowe                                    | Change provisions relating to carrying a concealed weapon   |
|                  | LB 167      | Hunt                                    | Prohibit conversion therapy   |
|                  | LB 343      | Halloran                                | Adopt the School Safety Rapid Response Option Act and authorize school boards to authorize employees to carry concealed handguns  |
|                  | LB 491      | Wayne                                   | Authorize punitive damages as prescribed  |
|                  | LB 589      | Chambers                                | Prohibit peace officers from serving as school resource officers  |
|                  | LB 685      | Lathrop                                 | Prohibit the denial or delay of a remedy by due course of law as prescribed   |

| <i>Committee</i> | <i>Bill</i> | <i>Sponsor</i> | <i>Subject</i>   |
|------------------|-------------|----------------|--|
| Retirement       | LB 36       | Kolterman      | Redefine creditable service, change a payment deadline for restoration of relinquished creditable service, and change payment requirements and service credit computation provisions under the School Employees Retirement Act |
|                  | LB 565      | Bolz           | State legislative intent relating to a designated beneficiary determination under certain retirement systems   |
|                  | LB 683      | Kolterman      | Provide for a work plan under the Class V School Employees Retirement Act relating to a one-time lump sum payment to certain retirement system members   |
|                  | LB 706      | Lindstrom      | Authorize a one-year freeze of cost-of-living adjustments under the Class V School Employees Retirement Act  |
| Revenue          | LR 3CA      | Erdman         | Constitutional amendment to provide income tax credits for property taxes paid   |
|                  | LR 8CA      | Linehan        | Constitutional amendment to limit the total amount of property tax revenue that may be raised by political subdivisions  |
|                  | LB 18       | Briese         | Adopt the Remote Seller Sales Tax Collection Act   |
|                  | LB 50       | Vargas         | Change individual income tax brackets and rates  |
|                  | LB 158      | Brewer         | Change provisions regarding assessed value of real property  |
|                  | LB 182      | Bolz           | Adopt the School District Local Option Income Surtax Act   |
|                  | LB 290      | Linehan        | Change the sales and use tax rate  |
|                  | LB 291      | Linehan        | Change sales and use tax provisions  |
|                  | LB 314      | Briese         | Adopt the Remote Seller Sales Tax Collection Act and change revenue provisions   |
|                  | LB 420      | Bolz           | Adopt the Property Tax Circuit Breaker Act and provide property tax relief   |
|                  | LB 482      | Erdman         | Provide for an adjustment to the assessed value of destroyed real property   |
|                  | LB 497      | Friesen        | Adopt the School District Property Tax Authority Act and change revenue and taxation provisions  |
|                  | LB 506      | Briese         | Adopt the Property Tax Request Limitation Act  |
|                  | LB 507      | Briese         | Impose sales tax on certain services and eliminate exemptions  |
|                  | LB 508      | Briese         | Impose sales taxes on certain services, eliminate sales tax exemptions, and use increased revenue for property tax credits   |
|                  | LB 530      | Groene         | Change the valuation of agricultural land and horticultural land for property tax purposes   |
|                  | LB 545      | Wayne          | Change income tax provisions relating to the Nebraska educational savings plan trust and authorize employer contributions to the trust   |
|                  | LB 614      | Crawford       | Change revenue and taxation provisions   |
|                  | LB 615      | Hilgers        | Reduce income tax rates and provide for certain transfers from the Cash Reserve Fund   |
|                  | LB 688      | Cavanaugh      | Provide for contributions to the Nebraska educational savings plan trust from income tax refunds   |
| Transportation   | LB 40       | Hilkemann      | Change provisions related to provisional operator's permits, LPD and LPE learner's permits, and interactive wireless communication devices   |
|                  | LB 634      | Hilkemann      | Require three-point safety belt systems for school vehicles as prescribed  |

**III. Interim Studies, 2019**

*Interim study resolutions are filed during the legislative session and referred to the committee having subject matter jurisdiction. It becomes the prerogative of the individual committee chair to determine the level of examination of each interim study. Some interim studies receive the full attention of the chair’s staff and other studies become the sole responsibility of the sponsor to examine during the interim period.*

*What follows is a listing of interim studies filed during the 2019 Session that have relevance to public education and categorized by the committee having jurisdiction over the matter.*

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**Business and Labor Committee**

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 128</b> | Hansen, M.     | Interim study to review the Nebraska Wage Payment and Collection Act and the Wage and Hour Act |

The purpose of this interim study is to review the Nebraska Wage Payment and Collection Act and the Wage and Hour Act. The issues addressed by this interim study shall include, but not be limited to:

- 1) The overlapping jurisdiction and applicability of such acts to both the Department of Labor and the Equal Opportunity Commission;
- 2) Efficient enforcement of such acts;
- 3) Ways to improve clarity and understanding of remedies available under such acts; and
- 4) The roles of each agency in the administration of such acts.

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**Education Committee**

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| <i>Study</i> | <i>Sponsor</i> | <i>Subject</i>                                     |
|--------------|----------------|--|
| <b>LR 63</b> | Linehan        | Interim study to examine educational service units |

*Cosponsors:* Friesen, Groene

To study educational service units, including, but not limited to, the structure, duties, current projects, and financing of educational service units.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>  |
|---------------|----------------|---|
| <b>LR 151</b> | Groene         | Interim study to examine the financing of public education and develop recommendations for improving school funding |

The purpose of this resolution is to examine the financing of public education and develop recommendations for improving school funding in Nebraska. The study committee shall examine

school finance policy in other states and relevant studies and literature with a focus on the mix of taxable resources used to support education.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>  |
|---------------|----------------|---|
| <b>LR 152</b> | Groene         | Interim study to examine issues under the jurisdiction of the Education Committee |

The purpose of this resolution is to examine any issues within the jurisdiction of the Education Committee of the Legislature that may arise during the interim.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 153</b> | Groene         | Interim study to examine the administrative costs of local school systems and school districts |

The purpose of this interim study is to:

- 1) Examine the administrative costs of local systems and school districts, including, but not limited to, the definition of what constitutes an administrative cost and the portion of total authorized expenditures that are budgeted for such costs; and
- 2) Investigate methods for reducing such costs.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 157</b> | DeBoer         | Interim study to conduct an indepth review of the financing of the public elementary and secondary schools |

The purpose of this interim study is to conduct an indepth review of the financing of the public elementary and secondary schools. The issues addressed by this interim study shall include, but not be limited to:

- 1) The methods of financing public elementary and secondary schools, including financing methods used in other states, which would provide equitable educational opportunities across the state and offer alternatives to heavy reliance on property taxes;
- 2) The option of using income tax as a component in the financing of public elementary and secondary schools;
- 3) The option of using sales tax as a component in the financing of public elementary and secondary schools, including, but not limited to, an examination of the experience of any other states with such option;
- 4) Financing issues as they relate to the quality and performance of public elementary and secondary schools;
- 5) Options for funding expanded public prekindergarten services;
- 6) Options for funding college-readiness and career-readiness programs, including, but not limited to, programs of excellence, dual-enrollment courses, and career academies;

- 7) The costs and resources necessary to meet the diverse and growing needs of students across the state, including, but not limited to, the needs of poverty students and limited English proficiency students;
- 8) Methods used by other states to fund public elementary and secondary school infrastructure needs; and
- 9) Other issues related to public elementary and secondary school financing as necessary.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 208</b> | Pansing Brooks | Interim study to examine state and school district policies that relate to maintaining a safe and positive school learning environment |

*Cosponsors:* Arch, Blood, Bolz, Bostelman, Brandt, Brewer, Briese, Cavanaugh, Crawford, DeBoer, Dorn, Friesen, Geist, Gragert, Hansen, M., Hilgers, Hilkemann, Howard, Hunt, Kolowski, Kolterman, La Grone, Lathrop, Lindstrom, Linehan, McCollister, McDonnell, Morfeld, Murman, Quick, Scheer, Slama, Stinner, Vargas, Walz, Wayne, Williams, Wishart

The purpose of this interim study is to examine state and school district policies that relate to maintaining a safe and positive school learning environment.

The issues addressed by this interim study shall include, but not be limited to:

- 1) Best practices for school personnel to address disruptions in the classroom;
- 2) Best practices for school personnel to intervene during student conflict and physical altercations;
- 3) Best practices for the State Department of Education and school districts to adopt and implement that support and maintain safe and positive school learning environments;
- 4) Best practices for training school personnel to support and maintain safe and positive school learning environments, including conflict de-escalation and interventions; and
- 5) Mental and behavioral health support and resources available in schools.

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| <i>Study</i>  | <i>Sponsor</i>                   | <i>Subject</i>   |
|---------------|----------------------------------|--|
| <b>LR 242</b> | State-Tribal Relations Committee | Interim study to examine the replacement of Native American mascots in Nebraska at nontribal schools |

The purpose of this interim study is to examine the replacement of Native American mascots in Nebraska at nontribal schools. Support has increased to end the era of Native American mascots in sports and popular culture. Hundreds of tribal nations, national and regional tribal organizations, civil rights organizations, school boards, sports teams, sports and media personalities, and individuals have called for the end of Native American mascots. Rooted in the civil rights movement, the quest for racial equality among indigenous people led to campaigns to bring an end to negative and harmful stereotypes in the media and popular culture, including in sports. There has been significant progress at the professional, collegiate, and high school levels to change.

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## Executive Board

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| <i>Study</i> | <i>Sponsor</i> | <i>Subject</i>  |
|--------------|----------------|---|
| <b>LR 87</b> | Crawford       | Interim study to continue the work of the select interim committee created in LR 437, 2018, to examine possible improvements to the standing committee system |

The purpose of this resolution is to continue the work of the select interim committee of the Legislature created in LR437, One Hundred Fifth Legislature, second session, to fully and comprehensively analyze possible improvements and changes to the standing committee system.

That a select interim committee of the Legislature be designated to carry out the purposes of this resolution. The select interim committee shall be composed of the members of the Rules Committee of the Legislature, the Speaker of the Legislature, and two members of each congressional district selected by the Executive Board of the Legislative Council.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>  |
|---------------|----------------|---|
| <b>LR 159</b> | Crawford       | Interim study to examine the rules of the Legislature regarding information required to be included in records of the committees of the Legislature |

The purpose of this interim study is to examine the rules of the Legislature regarding information required to be included in records of the committees of the Legislature. The issues addressed by this interim study shall include, but not be limited to, the requisite information for a committee statement and how written testimony provided for a public hearing is recorded and reported by a committee.

That a select interim committee of the Legislature shall be designated to conduct an interim study to carry out the purposes of this resolution. The select interim committee shall be composed of the members of the Rules Committee of the Legislature.

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## Government Committee

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| <i>Study</i> | <i>Sponsor</i> | <i>Subject</i>   |
|--------------|----------------|--|
| <b>LR 92</b> | Lowe           | Interim study to examine the processes for adopting, promulgating, and eliminating rules and regulations in Nebraska and in other states |

The purpose of this interim study is to examine and compare the processes for adopting, promulgating, and eliminating rules and regulations in Nebraska and in other states. The study may examine the most efficient methods for reducing the number of rules and regulations.

| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 143</b> | Albrecht       | Interim study to examine the laws for accounting and financial reporting in political subdivisions to determine a more uniform method of reporting |

The purpose of this interim study is to examine the laws for accounting and financial reporting in political subdivisions to determine a more uniform method of reporting. The study shall also obtain information on financial reporting being used by cities, villages, counties, and school districts across the state and those that have changed from the cash basis to an accrual or modified accrual method. The study shall determine the process, the cost, and any savings, including any impact on debt or bond ratings, resulting from changing from the cash basis to an accrual method. Each local government has statutes regarding accounting and financial reporting spread across many of the chapters in the Nebraska Revised Statutes.

This study shall identify all of the reporting statutes and explore the possibility of consolidating them within the statutes for easier access and understanding.

The issues addressed by this interim study shall include, but not be limited to:

- 1) The accounting and financial reporting statutes for each city, village, county, and school district and possible consolidation of such statutes;
- 2) Accounting methods for cities, villages, counties, and school districts;
- 3) Bond ratings of cities, villages, counties, and school districts;
- 4) The cost to and actions taken by such local governments that have changed from the cash basis to an accrual method; and
- 5) A cost-benefit analysis of the impact the financial reporting and accounting standards have on the debt held by cities, villages, counties, and school districts.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 187</b> | Lowe           | Interim study to determine the feasibility and fiscal impact of hiring outside consultants to perform an efficiency review of state agencies |

*Cosponsor:* Brewer

The purpose of this study is to determine the feasibility and fiscal impact of hiring outside consultants to perform an efficiency review of state agencies. The people of this state expect that their government will efficiently provide services and will responsibly and effectively spend tax dollars. With the great fiscal challenges facing the state, these expectations and challenges require occasional review of the ways state agencies conduct business.

An efficiency review means a study to identify:

- 1) Areas of state agency operations that can be improved to make the delivery of services more cost-effective;
- 2) Outdated practices that can be eliminated;

- 3) Increased statewide efficiencies;
- 4) Potential new sources of nontax funding; and
- 5) Methods to make state agencies more accountable to the people of the state.

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### Health Committee

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 160</b> | Howard         | Interim study to assess the mental and behavioral health needs of Nebraskans and the current shortages of services and resources |

The purpose of this interim study is to assess the mental and behavioral health needs of Nebraskans and the current shortages of services and resources needed to ensure a robust behavioral health service delivery system. The issues addressed by this study will include, but not limited to:

- 1) Nebraska’s current system of care and adherence to the Behavioral Health Strategic Plan for 2017-2020;
- 2) Behavioral health programs and services administered by the Department of Health and Human Services and the behavioral health regions;
- 3) Funding sources for behavioral health assessment, treatment, and community support;
- 4) Model policies and programs used by behavioral health groups to ensure community mental health and behavioral health needs are met; and
- 5) Emergency protective custody and steps the Department of Health and Human Services takes to ensure a safe and appropriate environment for individuals placed in such custody.

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### Judiciary Committee

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>   |
|---------------|----------------|--|
| <b>LR 201</b> | Vargas         | Interim study to examine the role truancy plays in the school-to-prison pipeline and explore possible alternatives to reduce truancy |

The purpose of this interim study is to examine the role truancy plays in the school-to-prison pipeline and explore possible alternatives to reduce truancy and ensure students are educationally successful. The study shall include, but not be limited to, an examination of the following:

- 1) State policy and services regarding truancy;
- 2) National best practices relating to truancy;
- 3) Exploring pathways, such as alternative programs, that could be available for youth;
- 4) Factors that contribute to youth truancy;
- 5) Best practices in assessing the risks and needs of youth and implementing policies that reflect the desire to help youth succeed;
- 6) The extent to which truancy contributes to the school-to-prison pipeline; and
- 7) Other issues pertinent to truant students.

The interim study shall seek input from interested stakeholders.

| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>  |
|---------------|----------------|---|
| <b>LR 204</b> | Lathrop        | Interim study to examine issues under the jurisdiction of the Judiciary Committee |

The purpose of this interim study is to examine any issues within the jurisdiction of the Judiciary Committee of the Legislature that may arise during the interim.

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### Retirement Committee

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| <i>Study</i> | <i>Sponsor</i> | <i>Subject</i>  |
|--------------|----------------|---|
| <b>LR 65</b> | Kolterman      | Interim study to provide for presentation of reports by all political subdivisions with underfunded defined benefit plans |

The purpose of this study is to carry out section 13-2402 of the Nebraska Revised Statutes, which requires the Nebraska Retirement Systems Committee of the Legislature to monitor underfunded defined benefit plans administered by political subdivisions. The study committee shall conduct a public hearing for the presentation of reports by all political subdivisions with underfunded defined benefit plans.

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| <i>Study</i> | <i>Sponsor</i> | <i>Subject</i>  |
|--------------|----------------|---|
| <b>LR 66</b> | Kolterman      | Interim study to examine the public employees' retirement systems administered by the Public Employees Retirement Board |

The purpose of this study is to examine the public employees' retirement systems administered by the Public Employees Retirement Board, including the State Employees Retirement System, the County Employees Retirement System, the School Employees Retirement System, the Nebraska State Patrol Retirement System, and the Judges Retirement System. The study may also examine the retirement system administered under the Class V School Employees Retirement Act.

The study shall examine issues as they relate to the funding needs, benefits, contributions, and administration of each retirement system.

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### Revenue Committee

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>  |
|---------------|----------------|---|
| <b>LR 186</b> | McDonnell      | Interim study to examine the elimination of sales and use tax exemptions for goods and services |

The purpose of this interim study is to examine the potential elimination of exemptions for goods and services under sales and use tax laws. The study shall identify and evaluate:

- 1) The relative tax burdens of property taxes, income taxes, and sales taxes by income level and geographic location in the state;

- 2) Sales tax exemptions for which there is an identifiable tax expenditure;
- 3) Sales tax exemption categories that are important to avoid double taxation of inputs, such as exemptions for business and production inputs, as well as exemptions for the trade-in value of personal property in new sales;
- 4) Sales tax exemption categories that are important to retain a competitive position with the six states bordering Nebraska and with the Midwest region;
- 5) Sales tax exemption categories that are strategically important to our state economy including retention of highly mobile businesses that can relocate easily;
- 6) Transactions that involve small businesses or a small number of sales where the compliance burdens are potentially excessive in relation to the tax collected;
- 7) Historical trends and shifts in the state, regional, and national economies with respect to the sale of goods and services; and
- 8) Structural tax reforms appropriate for modernizing the state tax system in the changing global economy while promoting state competitiveness and growth.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>  |
|---------------|----------------|---|
| <b>LR 207</b> | Briese         | Interim study to examine the possible elimination of various exemptions of goods and exclusions of services under Nebraska's sales and use tax laws |

The purpose of this resolution is to examine the possible elimination of various exemptions of goods and exclusions of services under Nebraska's sales and use tax laws. The study shall include, but not be limited to, identifying and evaluating:

- 1) Criteria to consider when evaluating the feasibility of eliminating specific exemptions and exclusions;
- 2) How other states treat goods and services in their sales and use tax base, and specifically, the six states bordering Nebraska;
- 3) The tax expenditures associated with specific Nebraska sales and use tax exemptions and exclusions;
- 4) Historical trends and shifts in the economies of goods and services; and
- 5) Nebraska's current tax structure relative to its reliance on income, sales and use, and property taxes.

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| <i>Study</i>  | <i>Sponsor</i> | <i>Subject</i>  |
|---------------|----------------|---|
| <b>LR 228</b> | Lindstrom      | Interim study to examine the potential effects of implementing a flat-rate income tax |

*Cosponsor:* Linehan

The purpose of this interim study is to examine the potential effects of implementing a flat rate income tax. This study may include an examination of other states that have imposed a flat rate income tax.

| <i>Study</i>  | <i>Sponsor</i>    | <i>Subject</i>  |
|---------------|-------------------|---|
| <b>LR 262</b> | Revenue Committee | Interim study to examine issues under the jurisdiction of the Revenue Committee |

The purpose of this interim study is to examine any issues within the jurisdiction of the Revenue Committee of the Legislature that may arise during the interim.

# **Superintendent Goals**

## **Academic Achievement**

**Proposed Activity:** Implement a system of teacher and principal evaluation that is research based and aligned with the Marzano Indicators. The selected instrument is the NEE (Network for Educator Effectiveness) evaluation instrument. More information about NEE can be found at <https://neeadvantage.com/>.

**Rationale:** Teacher and principal effectiveness has a direct impact on student achievement. A quality evaluation instrument can provide data for individualized professional development opportunities and for staff development opportunities.

**AQuESTT Tenant:** Educator Effectiveness

**Deadline:** December 2020

## **Vision**

**Proposed Activity:** Coordinate a strategic planning session coordinated by NASB and engaging all stakeholders for the purpose of developing a functional, shared, written plan that is aligned to the six AQuESTT Tenants.

**Rationale:** AQuESTT is the state-wide accountability model, which the school district will be evaluated by in future years. Aligning the school district's strategic plan to the six AQuESTT Tenants will ensure that the district's strategic plan supports the school improvement process, which will also be aligned to the six AQuESTT Tenants.

**AQuESTT Tenant:** Positive Partnerships, Relationships, & Success

**Deadline:** May 2020

## **Community Relations**

**Proposed Activities:** Strategic Planning Session with NASB; Golf; coffee; senior center visit/presentation; extend a written invitation to present to community groups, clubs & organizations; increased participation in Chamber; increased participation in Lion's Club; become a "tweeting superintendent"; monthly video following board meeting that is pushed out to patrons; develop a Superintendent Advisory Committee such as Gothenburg Public Schools; "brand" the school

**Rationale:** Interacting with community members and sharing our schools story with community members improves community relations and support for the school.

**AQuESTT Tenant:** Positive Partnerships, Relationships, & Success

**Deadline:** Progress evaluated during next formal evaluation

# COMMUNITY ENGAGEMENT

## Nebraska Association of School Boards

### RAVENNA BOARD OF EDUCATION

MISTI FIDDELKE, PRESIDENT

LARRY BEHRENDT

MARILYN BOHN

TIM LEWANDOWSKI

TARA SCHIRMER

DAWN STANDAGE

**SUPERINTENDENT**  
DWAINE UTTECHT

### MISSION STATEMENT

FAMILY – COMMUNITY – SCHOOL  
PREPARING STUDENTS TODAY TO  
SUCCEED TOMORROW



# RAVENNA COMMUNITY ENGAGEMENT

## TABLE OF CONTENTS

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|      |   |         |
|------|---|---------|
| I.   | Community Engagement Meeting I Summary  | Page 3  |
| II.  | Community Engagement Meeting II Summary | Page 11 |
| III. | Community Engagement Evaluation         | Page 14 |

## COMMUNITY ENGAGEMENT MEETING I – MARCH 24, 2014

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A focus group made up of 80 members participated in a Community Discussion on Monday, March 24, 2014. The group identified the strengths, accomplishments, and achievements of the Ravenna Public Schools as well as the challenges the district will face in the next three to five years. Group participants included parents, community members, board members, and a district administrator.

Feedback received:

### **Question 1: What points of pride, accomplishments, and achievements, has the district realized?**

- Respect (Village – tight knit)
- Consistency of teaching staff, parents, and community
- People want to stay
- Our location
- Advanced classes
- Sports programs
- Small classroom sizes
- Special Education program
- Enrollment increases
- Maintain skills USA, FBLA, FFA
- College level preparedness
- Kids adjust post H.S. to college in relation to study habits
- Positive involvement and guidance/scholarship assistance
- Teacher involvement to assist outside classroom
- Fine arts program has evolved, improved over the years including music/art
- Teachers involved outside of school
- Strong administration
- Keep kids in school
- High graduation rates
- Nice building/facility – The Green House/Learning Center/Theatre
- Nice to see other things in addition to sports

- Robotics, DECA–Lifetime skills– causes people to look at Ravenna differently
- FFA, FBLA, Skills, Trap and we do have athletics
- Student issues are handled well internally
- Biology class using greenhouse – seeing start to finish with growing plants, flowers, etc.
- Ravenna is on the map because of athletics, Robotics, DECA, acting and FFA
- Well represented by our teachers (i.e., staff presentation at an Autism conference)
- The youth came together with several teachers to put gather financing for the youth center
- Ravenna produces students who become teachers which presents a positive image of the current and past teaching staff
- We are a leader in technology with the one-to-one program
- The infrastructure of the school is good. The custodial staff has done a good job maintaining the facilities and grounds
- Surrounding employment
- Great facility – one location
- Technology based education with good student/instructor ratio
- Extra-curricular opportunities especially athletics
- Faculty contribute to the success of the district
- Academic competitions
- Welcoming community
- Youth Activity Center
- Star Program
- Good ACT scores
- Technology 1:1 program
- Good facilities
- One campus
- Security buzzer
- Parent volunteers
- Recognizing all groups and their successes – Robotics (new programs have been initiated) Drama and Bowling
- Alert text program
- Keep teachers for extended times
- Quality learning environment (school is well taken care of)

- Parental involvement
- College prep classes offered
- Kinder/curriculum
- Improvement of theater
- Sporting Events
- FFA
- Robotics
- Speech and Drama
- Working with city for Trap Team
- Community Service – special needs pick up recycling
- Music program
- Music at nursing home
- High school age kids help with camps
- Teacher retention and a high number of staff members that have master’s degree
- Youth Center
- Graduates that go on to college are successful students and well prepared
- Perform well academically as compared to other C-2 schools
- Post-graduate studies and education /increase in percentage of graduates
- Staff qualified and dedicated – longevity staff
- Arts/Drama/Robotics/Fine Arts Night
- New preschool in with Elementary and High School
- Youth Center well utilized after game gathering
- Board willing to listen to constituents through this meeting
- Scholarships for in state schools
- School activities published in paper
- Students of week/Athlete of week/Jr Jays
- Accredited
- Staff respects different learning styles
- District is not in debt
- Athletics
- Greenhouse
- Computer use
- College credit courses
- High graduation rates

- Good student teacher ratio
- Strong teacher/parent involvement
- Community investment (Athletics, Academics, Organizations)
- Opportunities/Extracurricular Activities
- Youth Center (Kids took part/accepted responsibilities for development and implementation)
- Facilities kept up with changing times (technology)
- Starts at early age (preschool – high school)
- Good leadership (Administration, School Board)
- Greenhouse for Agriculture
- Good Agriculture department for community
- Clean sports program

**Question 2: What challenges will the district face in the next three to five years?**

**A. Academic Program**

- Test scores – government requirements
- Population of students
- Continue to improve student performance on Standardized Testing – Raising the bar
- Moving target of Standards
- Communication between staff and parent if the student is having trouble learning. Finding out at parent/teacher conferences could be too late.
- College courses
- Meeting standardized testing requirements
- Keeping good administrators
- NESAs testing – need more explanation about it?
- Earlier notification of grades dropping BEFORE they get to the ninth hour penalty
- Challenge them to take at least one college credit upon graduation
- Mediocre testing scores
- There is a lack of advanced class work for the high ability learning students in the elementary
- Look into offering more college level distance learning courses to high school students

## **B. School Climate/Learning Environment**

- Declining enrollment
- Maintaining enrollment
- Education should be emphasized more than sports
- School violence/security issues – No Facebook during class
- Policies in place for social networking
- Enrollment is declining
- Some kids suffer in subjects because they are pulled out of class early to focus on a subject they need extra help
- Enrollment
- More emphasis on college classes
- Keeping kids focused
- Teaching money management/life skills
- Lunch program challenges
- Safe learning environment
- Security
- School nurses – paperwork
- School food – increased paperwork
- Same rules for every student
- Lack of student motivation
- Safety
- Food – amount and quality
- A decrease in enrollment will affect the number of students we have
- Maintain Alcohol – Drug – Tobacco awareness and education – stay up on e-cigs
- Several tenured teachers are coming up on retirement and several who are able to retire already
- Preparing kids for college
- Replacing Mr. Fisher and as other great teachers leave
- Having a “Practical” education center in our high school
- Retaining good quality administration and staffing
- Increased security/safety
- School Lunchroom Guidelines
- Retention of staff
- Safety – Lockdown System

- Sustain enrollment
- Improved communication from the school to the community about classes being taught events with the administrators at the school
- Student numbers
- Keeping staff
- Staff over loaded
- Keeping teachers if student population decreases
- Out of state scholarship opportunities
- Bullying – education for both students and teachers
- Teacher access time
- Language barriers
- Have graduates evaluate teachers

### **C. Parent – Community Relations**

- Continued Family Involvement/Community Involvement
- Engaging students in entrepreneurship to take over jobs within the community
- Enrollment – Community Issues
- Changes in Family Values
- Fewer farmers every year
- Mr. Fisher leaving – what can we do to keep growth of town –students
- Prepare for Hispanic population

### **D. Governance (Board of Education/Superintendent)**

- Stay sharp on finances
- Financing – budget issues being able to sustain staffing balances
- Expectations from state and federal standard
- Drama and music left out financially
- Finances – Fiscal responsibility
- Publicize the endowment more
- Funding challenges will continue to be a problem, especially the state funding formula
- Keeping up with payroll
- Future gov't regulation
- Budget costs
- Funding

- Balancing all staff needs with demand for all activities
- Rising costs
- Decreased funding
- Money –budgeting
- Consolidation of schools
- Due to recent events in other schools. How many of our staff are trained to recognize drug use or threatening situations and what is the schools plan to handle?
- Declining state Aid dollars
- Retirement of staff
- Broadcasting teachers on TV to other places
- What funding will be like
- Possibly merging with other districts
- Figure out how to be a better leader
- If enrollment decreases – staff may decrease – funding decreases

#### **E. Technology**

- Keeping up with technology
- The cost of technology
- Technology – Social Media
- Keeping up with technology will be more challenging all the time
- Maintain quality technology
- Technology keeping up with the “jones” staffing and costs involved
- Technology – maintaining and/or improving and not falling behind
- Technology up keep – adequate funding to ensure progression
- Strict computer use regulations

#### **F. Support Program**

- Special Education programs

#### **G. Extra-Curricular**

- Sustaining the extra-curricular
- Teachers are asked to be involved in extra-curricular activities – hard to find enough volunteers
- Getting kids involved in extra activities

- Kids to involved
- Kids not involved – video games

#### **H. Transportation**

- Bussing – transportation
- Transportation – Distances have increased – Equipment
- Distance traveled for activities busing rural – subcontracted in some districts
- Out of town pre-schools

## COMMUNITY ENGAGEMENT MEETING II – APRIL 8, 2014

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Community members participated in a review and discussion of the identified needs brought forward during Community Engagement Meeting I. The outcome of the small group discussion realized the following priorities and strategies.

### **Student Academics**

- I. Provide more advanced learning opportunities for both high school and elementary students
  - a) Research programs that can “challenge” youth for the high ability learners (Example: The reading program has three levels to help kids raise their testing scores.)
  - b) Consider internships or job shadowing to help kids identify what may be an unrealized interest or passion
  - c) Identify and bring local businesses into the district to support curriculum
  - d) Insure kids who have an IEP are pushed and challenged to allow them to succeed
  - e) Make certain the district is able to consider ways to keep up with technology
  - f) Provide continuing education for staff to support curriculum offerings
  - g) Pursue grants to help fund technology
  - h) Use social media as an educational tool for students
  - i) Continue to provide an environment that supports all learning levels and types
- II. Expand the curriculum to offer more diverse opportunities for students
  - a) Poll students to identify their interests
  - b) Consider other programs such as:
    1. Robotics
    2. Auto body or Mechanics classes
    3. Block scheduling
    4. Class flipping
  - c) Maintain quality faculty (young progressive educators)
  - d) Balance extracurricular and academics
- III. Improve academic opportunities for students by providing technological advancements
- IV. Prepare students with skills for the 21<sup>st</sup> Century
  - a) Keep curriculum current with workplace trends

- V. Prepare students for a future and emphasize responsibility and professional workplace behavior
  - b) Fair standards and discipline for all students
  - c) Clear and thorough policy on bullying
  - d) Train on bullying all levels, students, staff, and parents
- VI. Maintain academic excellence with variations in resources
  - a) Encourage every student to take at least one unit of higher education
  - b) Maintain academic superiority to attract students from other areas
  - c) Promote on-line/distance learning for a better selection of classes
  - d) Encourage teachers to teach every student to the best of their ability so that every student reaches their potential
- VII. Provide a curriculum that will prepare each student to meet or exceed their potential
  - a) Provide diverse curriculum and more flexibility for staff
  - b) Continue time management finance classes and expand college classes
  - c) Consider advanced technology courses

### **Technology**

- I. Promote on-line and distance learning to support technology curriculum opportunities
- II. Improve academics by providing advanced technological (Pre-K through 12<sup>th</sup> grade)
- III. Raise technology funds through the foundation
  - a) Web presence
  - b) Brochure
  - c) Newsletter
- IV. Form an active technology task force
  - a) 1 to 2 school board representatives
  - b) 1 to 2 administrative representatives
  - c) 1 to 2 faculty representatives
  - d) 1 to 2 student representatives
- V. Enforce responsible use of technology through policy and training
  - a) Understand that once posted on the web it is forever there
  - b) Common sense ethics

## **School Climate**

- I. Provide and create an environment for all learning levels and types
- II. Provide more opportunities for higher level achieving students to challenge their level of learning
- III. Use social media as an educational tool in the classroom
- IV. Continue to offer opportunities like this to allow parents to voice not just what we want, but also to support the board and principals
- V. Consider other ways to keep parents and patrons involved

# COMMUNITY ENGAGEMENT EVALUATION

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**1. Do you think the Community Engagement process was a worthwhile activity for the district and community? Why?**

- We hope the administration and board takes a close look at the points brought up!
- Yes, whenever you can share ideas and inputs you gain interest.
- Yes, I got ideas from people that otherwise would not say anything or think their opinion didn't matter.
- Yes – it makes the community more aware of issues in the community. Everyone's opinion is valued in a setting such as this.
- Very worthwhile – shows board/community support, gives direction to school system, gives multiple points brought to attention.
- Yes, it's nice to discuss and see the difference viewpoints of other community leaders
- Yes, it gives the board the opportunity to hear others opinion's
- Yes, it will give the board some ideas on what the community expects
- Yes, ideas from many are always appreciated
- Yes – increased community involvement in the school
- Yes, communication between community and school is key to getting things done.
- Yes, you got more ideas from a lot of different people
- Yes, it brought people together and allowed us to express ourselves and concerns or hopes for our school and future.
- Yes, is always good to get new ideas and thoughts in front of a board/community
- Hope so because the board can only do so much everyone has to buy in
- Yes, very worthwhile. The community as a whole can help create/make ideas which in turn can make the whole community active in the schools
- Yes, helps show more community support to the schools
- Yes, offered variety of thoughts and ideas to be given
- Yes, helps get parents involved in what our children are learning and challenges they may be dealing with in the school system
- Yes, lots of interesting and well thought out ideas were presented
- Yes, it involved the community, all ages, all opinion's and knowledgeable
- Yes, gives people a voice
- Don't know – haven't seen anything come about it yet. This is a good start – let's see specific follow through!!!

- The Ravenna News does a very good job of informing the community of board meetings and school activities. The school does not inform. The website is not always up to date and there is no column from the school administration or board. You should not expect the News to do your advertising!
- Yes, it is important that communities come together to discuss
- Yes, the board wanted to provide a forum for input before they made major changes to policy. I believe this approach is commendable.
- Yes, it is always good to get a variety of opinions
- Yes, community involvement is always important although people don't always take the time to become involved!!
- Yes, I believe that the community needs to be heard when it comes to education because it is the community that is served my education.
- Yes, it was nice to hear what others had to say. It was also nice to know that they were thinking along the same lines as me.
- Absolutely worthwhile – Furthering is a constant necessity. Community Forums increase patrons' ownership of the education process.
- Not sure – don't know if everyone is being heard
- Yes, it brought together the community discussion, not just school board
- Yes, good community bonding and for people to realize how to solve problems instead of just identify them.
- Yes, I think it gives the board an opportunity to get a feeling about how the community feels. Gave me personal insight to other opinions.
- Yes, this activity was a positive insight as to how the public views our school.

**2. What did you learn from the Community Engagement process?**

- It's good to hear other points of view
- There are many ideas out there we do not think about and some good resources out there.
- People can work together! It was nice to have such a cross section of the community present.
- Our school is strong academically
- There is always improvement to be made and that the board has a tough job to manage this process
- How little I know
- Many people are interested in the well-being of our school
- Everyone wants a school with great academics for all children.
- Should have had the community involved years ago.
- A lot

- The willingness of the board to hear ideas and thoughts. Showed they were proactive and care.
- That things from when I was in school 6 years ago have not been improved
- How other community schools works and where we need to go.
- People do seem to care about improving school, but it seems like the same group needs to diversify somehow to include more people.
- We all have the goal of improving and bettering our school and students
- Different ways things work within school system, was nice to hear opinions from the elementary up to high school level
- The vast number of challenges facing the school board/education district. Also, the many success stories that accompany them.
- Community wants to be involved in children's academic growth.
- A lot of ideas – different views
- People want more for our school – Don't give up – but there is so much more that can be done!
- We have many same concerns and parent's community members that are interested in helping.
- Primarily that most participants were concerned with academics and the advancements in technology that can assist in teaching students.
- The community wants to be heard.
- Interesting ideas and opinions from other people. Some ideas I hadn't thought of previously.
- That there are many issues that education faces, and they continue to increase.
- I learned where the school was currently in many areas of education. I learned that technology is very much on the minds of others.
- There is a lot to be proud of.
- Physical and verbal bullying is happening, but it is not always noticed.  
It sounds like a 4 or 5 on a scale of 10
- That education is near and dear to many people
- There are a lot of people that are concerned in many areas not just a few.
- Gained insight to personal feeling in regard to what people feel is important to the education process
- I learned there are many people interested in our school and the progress it needs to make.

### 3. What would you do to improve the process?

- Possibly more input by board members
- Worked good the way it was
- Yearly community meetings
- Maybe a little more time
- Effective as it was
- Maybe have one night without administration to discuss
- Maybe have a general question and answer period
- Board Question and Answer for a set time
- Have kids come for their input
- Continue more engagement meetings because everybody has a positive attitude
- Invite more actual educators. Noticed more spouses invited but not actual educators. Don't they have better ideas of work at school? Advertise in paper.
- Liked the open discussion
- Thought it was a good process. Maybe provide each table with a different focus/area to improve.
- Encourage job shadowing, academic programs thru the web
- Nothing
- Let's see what the school board has for goals (specific goals) and what their plan is to see this through. Get more specifics and details.
- Nothing at this time
- I felt it was about right. One long meeting would overwhelm, but more than two would result in poor final attendance.
- A place that private comments could be made
- I felt this was a good format to follow in the future
- Possibly an overview of the school system for those that are not very involved in the district
- More use of technology to put their information online
- This is a fairly tried and true process
- I believe there needs to be a 3<sup>rd</sup> party secretary at every table to protect from personal opinion being shared with group and then all people will be heard
- Thought it was good as is
- I wish the administration could have interacted with the discussion groups

**4. Do you have interest in continuing to serve the district? If so, do you have ideas of how you like to serve?**

- Volunteer to help is agriculture related programs or classes
- No interest at this time
- Possibly volunteer in classroom. Encourage participation in the Ravenna Foundation. Encourage the foundation to help in funding “extra” projects of the school.
- I have interest/participate with the children
- Yes, taskforce
- Yes, giving input as needed on topics
- Community and Parents needs to feel welcomed in to the school system to volunteer. If people were welcomed to help at school they would see a lot more volunteers
- Yes, school board or another board of some kind
- Yes, not sure at this time.
- Yes, engagement meetings
- Stacy Paitz – any type of committee to help our youth
- Yes. Would love to provide an internship/practical experience for students
- Yes, I’m interested everyone should be –without our school our community would go under.
- Always willing to help.
- Keep this up I really appreciate being included and participating in this type
- Yes, I would like to be a part of the next step of this process. What becomes of the information the board has from the Community Engagement?
- I would be willing to sponsor a mentorship course or arrange for contacts in different disciplines per curriculum guidelines.
- Yes
- Yes, advice and information
- I’m going to remain anonymous on this form – I will sign up for something down the road.
- Yes, in discussions
- Not at this time. The walleye are biting and my fishing pole is ready for a workout



Ken Schroeder &lt;ken.schroeder@ravennabluejays.org&gt;

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**Fwd: NASB Board Self-Assessment Resources and Services**

1 message

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**Marilyn Bohn** <mamabohn7@gmail.com>  
To: Ken Schroeder <ken.schroeder@ravennabluejays.org>

Thu, Feb 7, 2019 at 10:12 AM

Hi K

Here are the attachments you can put on e-meetings.

Thank you  
M

----- Forwarded message -----

**From:** Marcia Herring <mherring@nasbonline.org>  
**Date:** Fri, Jan 25, 2019, 6:23 PM  
**Subject:** NASB Board Self-Assessment Resources and Services  
**To:** Marilyn Bohn <mamabohn7@gmail.com>

Good evening, Marilyn!

I have attached the four traditional board self-assessment resources. Please note that BA.1, BA.2, BA.3 and BA.4 are available in two formats (both narrative and numerical). The Board Leadership Standard Assessment is available only in the format attached. Below, I have provided the details of the Online Board Self-Assessment process.

**Board Self-Assessment**The **Online Board Self-Assessment Survey Service** includes:

Option I –

The Association will

- Assist the board to identify a board self-assessment tool
- Integrate the identified tool into an online survey
- Distribute the link to all board members to complete the survey
- Issue reminders to board members prior to deadline
- Summarize board member input
- Develop a written Needs Analysis summarizing areas of need

Fee: \$250

If the board requests a Board Retreat to review the written summary and to develop goals, no fee will be assessed for the Online Survey.

Fee: Board Retreat fee plus travel expenses

Thank you for your interest in the NASB Board Self-Assessment resources. Please let me know if you have any questions.

Have an amazing weekend and safe travels to Lincoln for the Legislative Issues Conference.

Warm regards,

*Marcia R. Herring*



**NASB Director of Board Leadership**

**Nebraska Association of School Boards**

1311 Stockwell Street

Lincoln NE 68502

Toll Free 800.422.4572

Direct Line 402.817.0296

Cell/Text 402.450.5152

**Legislative Issues Conference**

January 27-28

**School Board Member Week**

January 27 to February 2

**Budget & Finance Workshops**

February 13 | La Vista

February 20 | North Platte

**Presidents Retreat – Kearney** / February 17-18

**Presidents Retreat – Lincoln** / February 24-25

*Learn more and register at [www.NASBonline.org](http://www.NASBonline.org)*

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**5 attachments**



image003.png  
12K

**BA.1 Narrative.doc**  
160K

**BA.2 Numerical.doc**  
151K

**BA.3 Narrative.doc**  
128K

**BA.4 Numerical.doc**  
138K



Ken Schroeder &lt;ken.schroeder@ravennabluejays.org&gt;

## Fwd: NASB Superintendent Evaluation Resources and Services

1 message

Marilyn Bohn &lt;mamabohn7@gmail.com&gt;

Thu, Feb 7, 2019 at 10:13 AM

To: Ken Schroeder &lt;ken.schroeder@ravennabluejays.org&gt;

And more..... Thank you! If we can get back in time I'll be there.

M

----- Forwarded message -----

From: **Marcia Herring** <mherring@nasbonline.org>

Date: Fri, Jan 25, 2019, 6:23 PM

Subject: NASB Superintendent Evaluation Resources and Services

To: Marilyn Bohn &lt;mamabohn7@gmail.com&gt;

Good evening, Marilyn! I have attached the NASB Superintendent Evaluation resources and below you will find a breakdown of the three options available to the board should they have interest in utilizing the online process.

### NASB Online Superintendent Evaluation Service includes:

#### Option I –

The Association will:

- Integrate the board adopted superintendent evaluation tool into an online survey
- Issue link to superintendent to complete a self-assessment (Note: The superintendent self-evaluation is an optional feature.)
- Download superintendent self-assessment
- Distribute the superintendent self-assessment summary and survey link to each board member via email
- Issue reminders to board members prior to deadline
- Summarize board member input
- Develop a written summary and forward to board president

Fee \$200

If the board requests a Board Retreat to review the written summary and to develop goals, no fee will be assessed for the Online Survey.

Fee: Board Retreat fee plus travel expenses

#### Option II -

The Association will:

- Assist the board in the identification and/or design of a superintendent evaluation tool
- Issue link to superintendent to complete a self-assessment (Note: The superintendent self-evaluation is an optional feature.)
- Download superintendent self-assessment
- Distribute the superintendent self-assessment summary and survey link to each board member via email
- Issue reminders to board members prior to deadline
- Summarize board member input
- Develop a written summary and forward to board president

Fee \$250

If the board requests a Board Retreat to review the written summary and to develop goals, no fee will be assessed for the Online Survey.

Fee: Board Retreat fee plus travel expenses

**Option III –**

The Association will:

- Develop a customized Superintendent Evaluation tool for the board

Fee \$50

- Issue link to superintendent to complete a self-assessment (Note: The superintendent self-evaluation is an optional feature.)
- Download superintendent self-assessment
- Distribute the superintendent self-assessment summary and survey link to each board member via email
- Issue reminders to board members prior to deadline
- Summarize board member input
- Develop a written summary and forward to board president

Fee \$250

If the board requests a Board Retreat to review the written summary and to develop goals, no fee will be assessed for the Online Survey.

Fee: Board Retreat fee plus travel expenses

Thank you for your interest in the NASB Superintendent Evaluation resources and the Online Superintendent Evaluation should the board decide to utilize this service. Please let me know if you have any questions, Marilyn!

Warm regards,

*Marcia R. Herring*



**NASB Director of Board Leadership**

**Nebraska Association of School Boards**

1311 Stockwell Street

Lincoln NE 68502

Toll Free 800.422.4572

Direct Line 402.817.0296

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**4 attachments**



**image003.png**  
12K

 **Supt Eval 1.1 Governance Standards Narrative.doc**  
170K

 **Supt Eval 1.2 Governance Standards Numerical.doc**  
181K

 **Supt Eval 2.1 Leadership Standards Narrative.doc**  
178K

# RAVENNA SCHOOL BOARD 2018-2019 CALENDAR

|           |   |                                  |
|-----------|---|----------------------------------|
| September | Parent Teacher Board Meet & Greet       | Dawn Planning<br>All Participate |
| October   | Review Envision<br>Civic Group Visits   | Marc<br>Ryan                     |
| November  | Review Community Data Results from 2014 | Tara                             |

|          |  |                                   |
|----------|--|-----------------------------------|
| December | Retreat with Personality Strength        | Misti Planning<br>All Participate |
| January  | Organize, Structure, Expectations        | All                               |
| February | Superintendent Review, Assessment, Tools | Marilyn Tools<br>All Participate  |

|       |   |      |
|-------|---|------|
| March | Parent Teacher Conf<br>Staff Engagement | All  |
| April | High School Achievement                 | Brad |
| May   | Elementary Achievement                  | Paul |

|        |                                |     |
|--------|--------------------------------|-----|
| June   | Mission Statement              | All |
| July   | Vision                         | All |
| August | Planning for 19-20 School Year | All |