

Board of Education Regular Meeting

School District of Seward

410 South Street

Seward, NE 68434

Monday, November 13, 2023 7:00 PM

Attendance Taken at 7:01 PM.

Paul Duer: Present

Matt Hastings: Present

Jill Hochstein: Present

Ryne Seaman: Absent

Danielle Shipley: Present

Shawn Svoboda: Present

Attendance Update Taken at 7:44 PM.

Ryne Seaman: Present

1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated November 8, 2023.

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

Motion to excuse Ryne Seaman from tonight's meeting Passed with a motion by Jill Hochstein and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

1.4. Pledge of Allegiance

1.5. **1.5 Mission The school district of Seward--where every student, every day is a success--affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.**

1.6. Approval of Agenda

Motion to approve the agenda as presented Passed with a motion by Matt Hastings and a second by Danielle Shipley.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

2. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)

2.1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.

There was none.

2.2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.

There was none.

3. Staff Recognition

Lori Voss was presented with the District Bluejay Award for certified staff. Lori is a Special Education teacher at the Middle School.

4. Reports

4.1. Administrator Reports

Written reports were received from the Administrators.

4.2. Student Board Report

Rachel Kuss presented her report to the board.

4.3. Superintendent's Report

Dr. Fields thanked the board for all their hard work during the month of November. Dr. Fields gave a recap from GNS and STANCE Meetings that Brian Sloan the Commissioner, has had discussions at. The NSAA Meeting discussed Class B girls wrestling, which is moving quickly, and for classification of activities we will stay in Class B. The NASB State Conference is November 15-17, 2023. Superintendent Evaluation is done at the December board meeting. Dr. Fields discussed the EPIC tax.

4.4. External Visit Report

Dr. Fields presented the external visit report which was sent to the state.

5. Discussion Items

5.1. FFA National Convention Summary

Rachel Kuss and Esten Johnsen presented on their trip to National Convention in Indianapolis, Indiana.

6. Action Items

6.1. Seward Elementary Roof Section 9

Motion to approve the bid from Connor Roofing of \$88,000 for the Seward Elementary roof section #9. Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

6.2. Pour and Play Preschool Playground

Motion to accept the bid from Taylormade Co. for \$29,722 for preschool poured-in play. Passed with a motion by Matt Hastings and a second by Danielle Shipley.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

6.3. Policy 4056

Motion to approve revisions to policy 4056 Passed with a motion by Jill Hochstein and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

7. Future Agenda Items

Superintendent Evaluation
NSCAS Report

8. Consent Agenda

8.1. Approval of Minutes

8.2. Approval of Financial Reports

8.2.1. Treasurer

8.2.2. Budget

8.2.3. Activities

8.2.4. Athletic

8.3. Approval of Claims

8.3.1. General Fund

8.3.2. Special Building Fund

8.3.3. Unemployment Fund

8.4. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Shawn Svoboda and a second by Paul Duer.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

9. Enter into Executive Session to discuss collective bargaining

Motion to enter into executive session at 7:48 p.m. to discuss certified staff negotiations. Passed with a motion by Paul Duer and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

9.1. Restate the reason for entering into an executive session to discuss certified staff negotiations.

10. Adjournment

Motion to adjourn the meeting at 8:22 PM with the next study session and regular board meeting scheduled for Monday, December 11, 2023 at 5:30 and 7:00 PM Passed with a motion by Paul Duer and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

Please publish the following legal notice in the November 8, 2023 edition of the Seward County Independent. Thank you.

NOTICE OF SCHOOL BOARD MEETING

The board of education of the School District of Seward will meet in regular session on Monday, November 13, 2023 at 5:30 p.m. for a board study session to be followed by the 7:00 p.m. regular business meeting. The meeting will be held at the Administrative Offices located at 410 South St., Seward, Nebraska. An agenda for the meeting which shall be kept continually current is readily available for public inspection at the Superintendent's Office during normal business hours.

To view the agenda go to <http://SewardPublicSchools.org/> and find the eMeeting link.

School District of Seward Board Report

November 13, 2023

**Jessica Dominy, Principal
Seward Elementary School**

Enrollment: as of November 2, 2023

- Preschool: 65
- Kindergarten: 74
- 1st Grade: 93
- 2nd Grade: 93
- 3rd Grade: 100
- 4th Grade: 92
- Total: 517

Upcoming Seward Elementary Events:

- November 11th: Thank you Veterans!
- November 14th-17th: Kindergarten Inside View Meetings
- November 14th: District Strategic Planning @ 5:00 PM
- November 16th: Turkey Bingo 5:30-6:30 PM
- November 16th: Cherrydale Pick Up (PTO fundraiser)
- November 22nd: No School
- November 23rd: No School - Happy Thanksgiving!
- November 24th: No School
- November 27th: PTO Meeting @ 5:30 PM
- November 28th: District Strategic Planning @ 5:00 PM
- November 28th: 3rd Grade Music Program @ 7:00 PM
- December 4th-15th: All School Writing Assessment; mid-year MAP testing/DIBELS testing

Inside View Meetings:

I am looking forward to holding Inside View Meetings once again this year. Inside View meetings are 90 minute meetings with parents of each kindergarten class and myself. Together, we discuss instructional videos of SES teachers in action with students in kindergarten, and walk through curriculum, instruction, and how school is different and the same from when parents were in school. I see these meetings as a great opportunity to build relationships with parents and establish open communication with school from when children are at a young age.

Turkey Bingo:

Turkey Bingo will be held on November 16th from 5:30-6:30 PM at the elementary school. Turkey Bingo is a free PTO sponsored event where families can come play bingo for an hour and win turkeys (adults) and Thanksgiving toys (children). We always coordinate Turkey Bingo with our PTO fundraiser, Cherrydale, pick up. Families who participated in the fundraiser can also pick up

items ordered during the fundraiser that afternoon before Turkey Bingo. We typically have a huge turnout for Turkey Bingo, and I'm sure this year is no exception!

New Reading Curriculum:

After the first few months of school, our teachers have settled into our new reading program, Wonders. Overall, the program is getting great reviews from our staff for several reasons: the great phonics/phonemic awareness program, the high expectations for citing text evidence when responding to questions, and the overall rigor of the program. Students are beginning to get the hang of the more challenging reading material and will continue to do so as the year progresses.

District Strategic Planning:

I am looking forward to the District Strategic Planning meetings that are right around the corner. I greatly value this process and am excited to see where our future goals take us!

Board of Education Report
Seward Middle School - Mr. Kirk J. Gottschalk
13 November, 2023

1. Middle School Activities:

- 13 Nov. - 7th Girls BBall @ Columbus Middle School, 1615 hrs. (4:15 pm)
- 13 Nov. - 8th Girls BBall vs. Columbus MS, Home, 1615 hrs. (4:15 pm)
- 14 Nov. - Wrestling Quad @ Columbus MS, 1615 hrs. (4:15 pm)
- 16 Nov. - 7th Girls BBall vs Barr MS, Home, 1615 hrs. (4:15 pm)
- 20 Nov. - 7th Girls BBall vs Aurora, Home, 1600 hrs. (4:00 pm)
- 20 Nov. - 8th Girls BBall @ Aurora, 1600 hrs. (4:00 pm)
- 21 Nov. - 7th Girls BBall vs Col. Scotus, Home, 1600 hrs. (4:00 pm)
- 21 Nov. - 8th Girls BBall @ Col. Scotus, 1830 hrs. (6:30 pm)
- 28 Nov. - Wrestling Quad. @ Centennial High School, 1800 hrs., (6 pm)
- 28 Nov. - Seward 7/8 Girls BBall Tournament @ M.S., 1600 hrs. (4:00 pm)
- 28 Nov. - 7/8 Girls Basketball at Schuyler (B/C Teams Only), 1630 hrs. (4:30 pm)
- 30 Nov. - Seward 7/8 Girls BBall Tournament @ M.S., 1600 hrs. (4:00 pm)
- 30 Nov. - 7/8 Girls Basketball at Crete (B/C Teams Only), 1600 hrs. (4 pm)
- 2 Dec. - Wrestling at Schuyler Invite, 0830 hrs. (8:30 am)
- 4 Dec. - 7th Girls Basketball vs York (Home), 1600 hrs. (4:00 pm)
- 4 Dec. - 8th Girls Basketball at York MS, 1630 hrs. (4:30 pm)
- 5 Dec. - 7th Girls BBall @ Westridge, 1615 hrs. (4:15 pm)
- 5 Dec. - 8th Girls BBall vs Westridge (H), 1615 hrs. (4:15 pm)
- 8 Dec. - 7th Girls BBall at Crete Middle School, 1600 hrs. (4:00 pm)
- 8 Dec. - 8th Girls BBall vs Crete, (H), 1600 hrs. (4:00)
- 9 Dec. - Wrestling Invite @ Centennial, 0900 hrs. (9 am)

2. Character Building Recognition. Each quarter our teachers nominate students who have displayed good character consistently, discuss it at their team meeting, provide a rationale then submit the names to me for final approval. The M.S. PTO supports this recognition by purchasing a gift card for each student from a local business, usually Dairy Queen. Parents will also receive a letter from school acknowledging their recognition. Students recognized 1st quarter:

5th Grade: Adelaide Brown, Alyson Brown, Koen Cookus, Rylee Fisher, William Gabriel, Annemarie Myles, Stella Schegg, Henry Sommerfeld

6th Grade: Olivia Clark, Damein Conners, Carlee Erwin, Ryder Geschke, Reese Leiting, Jayslyn Robidoux, Allison Vajgrt, Bristol Woolsey

7th Grade: Declan Brown, Grayson Steinmeyer

8th Grade: Hunter Garver, Lily Jackson, Carley Kimbrough, Carly Kolterman, Alex Pliefke

3. SCIP - School Community Intervention Program. We currently have 17 students who have been referred to the SCIP team. Nobody is currently involved in the Youth Assistance Program (YAP), which involves a counselor from Blue Valley Behavioral Health coming in and conducting a screening/evaluation which includes 6 sessions at no charge to the family.

With the remaining kids we are in the discussion, encouraging and monitoring stage as we wait for parents to return paperwork which gives Blue Valley permission to see their kids.

4. Teammates. This is our mentoring program where adults in the community are trained then matched with students who could benefit from a positive role model from outside the home. Students meet with their mentor for one hour a week at school. We currently have 9 kids who are matched with mentors and three more we are waiting on parents permission. Mrs. Kimbrough is in her third year as our Teammates district Program Coordinator.

5. Happenings at the Middle School.

4H After school clubs meeting this month:

- a. Sewing continues



**Board of Education Report
November 2023
Seward High School
Scott Axt Rich Eber John Moody**



Bluejay Way:

The annual Seward High “Blue Jay Way-Community Service Day” was held on Sunday, November 5, 2023, at various locations in the Greater Seward Area community. SHS Key Club took the lead in the project. [Link to Article](#)

Winter Sports Key Dates:

Winter Sports Practice: will begin Monday, November 13.

The winter sports parent meeting will be held on November 16 at 6:30 p.m. in the Little Theater at the High School.

NSAA Moratorium:

There will be no sports practices or competitions from December 23 through December 27 because of the mandatory five-day NSAA moratorium. Additional information regarding sports practices and competitions during the winter break will be communicated directly by the coach of each sport/team.

Parent/Teacher Conferences:

The second round of parent/teacher conferences is scheduled for Wednesday, November 15th from 5:30-7:30 p.m.

Junior Parent/Guardian Session with Counselors (5:45-6:30)

A special program will be held for the parents/guardians of junior students on the evening of the November 15th parent/teacher conferences. The presentation will start at 5:45 p.m. in the new theater and will last approximately 45 minutes. School staff will share information regarding post-high school admissions tests, college planning, financial aid, and 2024-25 course registration.

College Week:

October 16th-October 18th was “College Week” for SHS. All staff at SHS contributed to the week by wearing gear associated with the colleges they attended, by sharing their personal postsecondary stories with students, and participating in the array of activities offered throughout the week. A big thank you to our counselors Noelle Baker and Kevin Fields for the work they did behind the scenes to make the week a success! Overall it was a great short week for our students and school. We had a tremendous number of students apply to many different colleges. I feel that we accomplished our objectives of improving college and career awareness to all of our student body.

ACT Test:

All Juniors took the ACT on October 17th and we have received the scores back. The scores were better than last year but we still have work to do, we have individual meetings scheduled in November with each student to go over their scores and set an improvement plan. We have been having discussions among our HS office team and Dr. Dominy, exploring new ways to improve our ACT preparation and effort by some of our students who personally do not see any relevance to the ACT Test.

Holiday Music:

The SHS music department has had a great start to the school year! The Marching Band received Superior ratings at all 5 competitions, including the NSBA State Festival on October 21. The Jazz Band and Wind Ensemble will perform a concert on Monday, November 6, at 7 p.m. in the SHS theater.

The vocal music department presented a great concert on October 23, featuring several solos, small groups, and all the choirs. We have also had several students selected for area honor bands and choirs, including Nebraska All-State. Congratulations to Xander Foulk, who was selected for All-State Band, Kayla Albright, who was selected for All-State Orchestra, and Ella Mohnike, Kretyn Roth, Kyla Novak, Sjoen Munk, Domenic Artigas, Sophie Matthias, Brynlie Robbins, Callie Breece, and Madison Sides, who were selected for All State Choir, and Hannah Bierbaum and Keile Naslund who are alternates for Choir and Izzie Peetz who is an alternate for band.

There will be a lot of wonderful music to celebrate the holiday season! All students in grades 8-12 in the instrumental music program have the opportunity to participate in the annual Holiday Parade on Saturday, November 25. During this fun performance, students decorate their instruments with lights and glow sticks to march through town while performing Christmas music. The instrumental holiday concert will be held on Monday, December 11, at 7 p.m. in the theater. All members of the 9-12 instrumental groups- symphonic band, jazz band, wind ensemble, and color guard- will perform. The vocal concert will be on Tuesday, December 19, at 7 p.m. in the theater, with all vocal groups performing. We hope you'll be able to join us in person or online via Bluejay Network as we enjoy the music of the holiday season

End of First Semester and Start of Second Semester:

The last day of classes before winter vacation is Friday, December 22. Classes will dismiss early at 1:30. School resumes with the start of the second semester on Thursday, January 4.

Class of 2024 Commencement Ceremony:

The 139th annual Seward High School commencement ceremony will be held on Sunday, May 12th at 2:00 p.m.

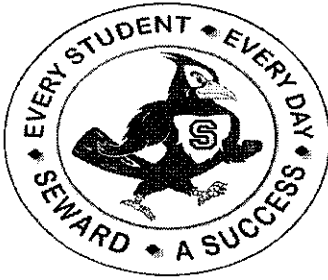
Staying Connected with Seward High School:

Building/District Website: www.sewardschools.org

Facebook: <http://www.facebook.com/sewardpublicschools>

Twitter: @SewardBlueJays

Activity Calendar: www.centralconference.org



School District of Seward
Board Report
Shannon Hall-Schmeckpeper, Director of Special Services
November 14th, 2022

Once again, it feels like the year is flying by. We are already in November, and before we know if the first semester will be over.

On the last professional development day, we have Jane Byers, who is a former Special Education director and who currently works at NDE work with our special education teachers on Writing Quality IEPs and IEP meeting facilitation. We will continue to work on understanding the critical components of the IEP, writing quality IEPs, and having efficient IEP meetings where we collaborate with parents.

Carol Burke and Kelley Jones, who are Early Childhood Specialists from NDE came on October 30 to work with our early childhood and preschool teams on how we can use our GOLD data to design lessons to improve social-emotional learning opportunities for our children in our home-based and preschool programs. GOLD is an online assessment tool that we use for children who receive services from birth through preschool. The state requires ongoing data collection and reporting

On November 2nd and 3rd, Nate Stepp and I were able to attend the Tri-State Special Education Law Conference in Omaha. The Keynote speakers focused on what is happening in special education law and special education finance. The conference had several good reminders on Child find obligations, 504 legislation, and discipline procedures.

On November 7th, the Seward County Sixpence Advisory Board is meeting. Seward County comprises Seward, Milford, and Centennial Public Schools. At this meeting, state-level Sixpence data and data from our Seward County Program will be shared. We currently have 17 children who participate in the Sixpence program.

Unified Bowling at the high school is off to a great start. There are eight athletes and 18 partners who make up the team. Special Olympics bowling has also started practice. We have ten middle school students on our Special Olympics team.

Thank you for all you do for our students, staff, and community. I am grateful to work in a community where we value education for all.

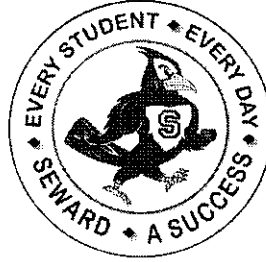
Shannon Hall-Schmeckpeper

Dr. Shannon Hall-Schmeckpeper
Director of Special Services

Seward Public Schools Special Programs Enrollment Data										
Data as of the 30th of last month	2023-2024									
	Sept	Oct	Nov	De	Jan	Feb	March	April	May	August
Special Education Open Evaluations										
Public School										
Birth to 3 (IFSP)	2	3	4							
3-5	2	4	5							
School Age	0	2	2							
Non-Public School	0	0	2							
Special Education Numbers										
Birth to 3 (IFSP)	10	11	11							
Preschool Numbers										
Community (IEP)	7	7	7							
Pre-K (IEP)	27	26	28							
PreK (No IEP)	38	38	38							
Total Birth to 5 Special Education	44	45	47							
School Age (K-21 programing)	239	224	226							
Total Public School Special Education Enrollment	283	276	273							

Total Non-Public School Special Education Enrollment	21	20	19
Grand Total Special Education Enrollment	304	296	292
Special Programs			
HAL	136	136	136
ELL	4	4	4
ELL Monitor	3	3	3
504	44	46	48
Sixpence	16	17	17
Title 1: Public	0	42	42
Title1: Non-Public	0	15	15
Migrant	1	1	1
Immigrant	0	0	0

SCHOOL DISTRICT OF SEWARD
410 South Street
Seward, NE 68434



Dr. Matt Dominy
Director of Curriculum and Staff
Development
Phone: (402) 643-2941
FAX: (402) 643-4986

November 2023 Board Report for Curriculum and Staff Development

Board Members,

It was a great Fall season for Seward Public Schools in both activities and academics. I am thankful for all of the people, including you, who provide so many amazing opportunities for our students.

Curriculum

We had our first meeting of the social studies and art curriculum teams during the October Staff Development Day. In our first meeting, we identified our beliefs and philosophy regarding social studies and art instruction. We took time examining the state standards and we looked at National standards regarding these curricular areas. I have been doing some research regarding curriculum maps and the best product that we can provide that will answer the following questions:

What does a new teacher need to know about this course- what are the key units, materials, and goals?

How do we communicate to our school board, our parents, and our patrons regarding the "what" of our instruction?

In a collaborative conversation with these curricular areas, we felt that curriculum storyboards might be the best answer in addressing these questions. In time, we will share these curriculum storyboards with you for your feedback.

Instruction

During our October staff development day, our staff completed an online training regarding MTSS (Multi-Tiered System of Support) and then completed a survey regarding their learning, anticipated successes, and anticipated roadblocks. Now that common language has been established, our District MTSS Leadership team will be working with individual buildings on clarifying processes, procedures, data points, data meetings, etc. that will be put in place to ensure each student gets the support necessary for success- including our High Ability Learners.

Staff Development

Our October Staff Development Day was a success. Staff began their day by hearing from Jen and Jamie from Wellness 4 All. Jamie and Jen presented information regarding suicide prevention. Warning signs were provided to the staff as well as resources to support both staff and students. Jamie ended the session by having us discuss several situations and how we would respond, the questions we would ask, etc. As mentioned above, our art and social studies curriculum teams met and made good progress on our curriculum review cycle and all staff participated in an online MTSS training. We ended the day by providing a reunification training for our certified staff. Staff members were either assigned a role of parent, student, or a reunification worker and we physically practiced what reunification would look like in our district. It was a slow process, but an accountable process. We learned a great deal, and will make revisions, but I think it was good for all of us to see the process in action.

Assessment

NSCAS Growth 3-8 and NSCAS ACT are still currently embargoed as of writing of this newsletter. When those proficiency scores become available, I will communicate those with the Board. Individual Score Reports were sent to parents of students in grades 3-8 from last year.

Food Service/Wellness

A number of our staff received \$150 Gift cards for completing the Elevate requirements of the EHA wellness program part of our insurance. Our schools were also granted \$1040 in funds to support wellness activities for staff in our schools.

Thank you for your support!

Dr. Matt Dominy

November Staff Dev. Newsletter

A NEWSLETTER FOR THE SEWARD STAFF BY DR. DOMINY

A NOTE FROM MATT

As October comes to a close, I have found myself reflecting on all of the great things that happened in October. In early October, we had our external review. This process, while burdensome to prepare, is a great way to get honest feedback from people who fully understand education. We are blessed to have our review by practitioners who live education each day and recognize all the great things that are happening in Seward Public Schools. The feedback this team gave us will be used by the district strategic planning team to help make our strategies of the future.

On our October staff development day, we dove into the social studies and art curriculum reviews. I am excited that these teams chose to look at a new format for our curriculum documents- a story board format. We feel like this will be the best tool to communicate to new teachers of the future, our school board, and our parents.

October has also been a tremendous month for student activities- so many great examples of grit, determination, teamwork, etc. Thank you to all of you who lead our student activities.

JON GORDON- ONE TEAM BUILDING WITH HOPE

They say hope is not a strategy.
I disagree.

Hope in the future gives you power in the present to take one more step today. This week, I saw a family in Mexico have their hopes and dreams realized as a group of volunteers took steps to build their new home.

Their current home consisted of one room the size of a small office with one bed, a fridge, oven, no bathroom, and no running water for a family of four. Four people slept in one bed. I was invited by Sean and Janet Lambert, the founders of Homes of Hope, to speak to all their volunteers who consist of many business leaders, their families and teams. Businesses and family's partner with Homes of Hope to build a home (they've built over 8000 around the world) and while I was there speaking, many of the business leaders told me it was the most powerful team building initiative they've ever done.

I decided I couldn't just talk the talk; I had to walk the walk and join them in building a home. You may think I'm handy because I wrote The Carpenter but actually, I'm one of the least handy people on the planet. But I had hope I could contribute and so I put on a tool belt, grabbed a hammer and volunteered.

As a student and teacher of people and team dynamics, I watched and experienced CEO's of companies, employees, spouses, kids, and Mexican Homes of Hope builders, all work together alongside the family to build their home.

Within minutes, I watched as titles, job status, corporate hierarchy, economic backgrounds and past accomplishments dissolved into one hope, one mission and everyone became an equal member of the team.

If someone needed help carrying sheet rock, you carried it with them. If someone needed nails hammered, you hammered. If someone needed sheet rock to be painted, you painted. And if the man whose house you were building needed help, you helped him.

There was a moment that will be etched in my memory forever. I could see the look in his eyes. This man was on a ladder, proudly building the new home his family would be moving into. It was the home they hoped for and now he was building the reality. He needed some nails and so I grabbed a handful and handed them one at a time to him as he hammered the sheet rock into the studs near the ceiling.

Each time he looked down at me and opened his hand I gave him a nail. In that moment I was his helper. Me dissolved into WE. I came there as a volunteer to help him fund and build his house, but now he was helping me become a better teammate. It was a moment of connection and oneness.

That's what building a home with hope does. It brings people together. It creates connection. It creates oneness. And that's why it's such a powerful team building experience.

The same goes for your business, school, hospital, church or organization. When you become ONE team and lose your egos and status and past accomplishments, you become a powerful team that creates a future filled with hope.

ARTIFICIAL INTELLIGENCE AND RIGOR

1. Classroom Rigor and Artificial Intelligence

In this online article, Eric Hudson says that during a recent workshop he gave on how students can use artificial intelligence to help them think, he was asked this question: If

students need to struggle in order to learn, why would we encourage them to use artificial intelligence?

"I love this question," says Hudson. "It gets to the heart of what causes learning." What the question reveals is a common belief about rigor: that if we want students to learn, we need

to get them doing things that are hard. Rigor is also associated with students' output: pages read, courses taken, levels completed. "At its worst, rigor is difficulty without purpose," says Hudson, "more about assessing what students can endure rather than what they have learned... Designing learning experiences for challenge is different than simply making things hard."

What's more important, he believes, are the inputs teachers design – meaningful tasks aligned to students' prior knowledge and responsive to students' values, culture, and identity – and the process involved in having students learn those tasks – scaffolding, differentiation, feedback – so students feel challenged and supported. "Outputs," says Hudson, "are simply how we assess how well students used the inputs to navigate the learning process."

More important than rigor, he continues, is students learning in their "zone of proximal development" (Vygotsky) and experiencing "flow" (Csikszentmihalyi): "Students learn," says Hudson, "when they take on challenging tasks that are emotionally satisfying and involve the guidance of a skilled partner like a teacher, tutor, or peer." The sweet spot of learning lies between boredom on one hand and confusion and anxiety on the other.

The human brain can only handle so much at a time and will stop processing when it's overloaded. But students will work hard if they trust the teacher, value the task, and are motivated to try something new and hard because they have a sense of belonging, relevance, and confidence that they will succeed. "The complexity of teaching," says Hudson, "is guiding students to the right places in the learning process where they can focus their precious cognitive and emotional energy on the tasks that will increase knowledge and competence." Can artificial intelligence help with this kind of learning? Hudson believes AI can support good work at every level of Bloom's taxonomy:

- Remember – Helping a student memorize vocabulary or formulas by presenting them in a variety of formats;
- Understand – Helping students process information by organizing and explaining it in different ways;
- Apply – Modeling a potential way to solve a problem that allows the student to create their own solution and compare it to AI's;
- Analyze – Reviewing students' work and asking follow-up questions;
- Evaluate – Generating alternative arguments or perspectives for critique;
- Create – Offering feedback and elaboration on students' new ideas.

Initial research indicates that AI is especially effective at accelerating improvement among lower-performing students. Why? "Perhaps using AI knocks down some of the cognitive and emotional barriers that hold these performers back from learning deeply," says Hudson. "Perhaps it offers assistance not previously accessible to them (like human tutors). Perhaps it smooths out the simpler or less-important parts of the process to ensure they're fresh for complex tasks."

"Back to School with AI. Part 4: AI and the Question of Rigor" by Eric Hudson on his website.

MTSS



Classroom Interventions: What ...

www.hankbohanon.net

In this blog, we share classwide strategies that can increase the chance students will be successful based on the purpose of their behavior.

PATRIOTIC HOLIDAYS

Nebraska Revised Statute 79-724 requires the following:

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.

Native American Heritage Day is Friday, November 24th

Veterans Day is Saturday, November 11th

Thanksgiving Day is Thursday, November 23rd

Student Board Report

- Ro-Sham-Bo will be next week. This is a school-wide game of rock-paper-scissors helping fundraise money for the outdoor seating for students.
- Bluejay Store. We have begun selling blankets for \$65. We have sold 56 so far. This has been a good way to kickstart the store in hopes of purchasing our own cricut to create our own merch.
- We are adding names to lockers because we have gotten feedback from students saying they would like them and there is PRIDE in having it known who is in the activities.
 - This will be helpful for us to know who is not involved and how we can help them to do so.
- In response to a Student Pride survey, we had a majority of students rank themselves 3 and above on a 5-point scale. This means they are a part of student sections and participate in school activities or spirit days.
 - This survey had students tell us what they wanted more of. Many respondents said they would enjoy more spirit days and pep rallies.

Cheer (Ashley Martin): As football and volleyball season is coming to an end we are practicing as hard as we can to get ready for basketball. We will be at all the home games and hopefully, some away games to help cheer our Bluejays to victory. We are so excited and hope everyone can be there to support them as well!

Quiz Bowl (Kretyn Roth): Quiz Bowl has been doing many competitions and we've been very successful so far. Ms. Pohl has been helping us learn more information and studying specific things that we will hear in questions in meetings.

FFA (Kathryn Naber): FFA has been busy these past months. We just attended the National Convention in Indianapolis. Our chapter is selling fruit as a fundraiser and preparing for many competitions. We had LDEs coming up and have been practicing with Mrs. Cast and Ms. Eggerling. There are many different competitions throughout the year. After LDEs, we will move right into CDEs and continue to compete. Our chapter has been successful in how much work and effort we put into the chapter.

FBLA (Layla Sugden): Just recently we completed our Krispy Kreme Donut sales. They came in on Monday the 6th and we had them all handed out to the members to deliver by the end of the day. Right now we have our online stock market challenge going. We have one team of senior girls in second

place out of over 500 teams. Coming up this week, on Thursday we have an officer meeting where we will plan what needs talked about at our next meeting and try to set up a guest speaker. At our next meeting, we will inform the members about our CASA giving tree. Our goal is to reach 50 presents.

Show Choir (Easton Else): Show Choir has been working hard learning new dances and songs. At the moment we're getting ready for competitions but soon we'll be learning new songs and dances for our Christmas show too. Everybody has been working so hard and I'm proud of the group.

FCCLA (Maya Hubach): FCCLA has been preparing our Thanksgiving activities. We are planning a canned food drive, and are planning to decorate a tree for the tree decorating contest taking place November 25. We are planning our activity of decorating cookies with Ridgewood residents and many members are working on getting their STAR projects started.

Key Club (Taylor Ball): Key Club just finished our Blue Jay service day helping out places in the community like the Methodist Church and the Civic Center. We are getting ready to move on to our next big project Operation Christmas Child. We will be shopping for supplies to fill our shoeboxes on Nov 13 and packing the shoe boxes on the 16th.

E-Sports (Landen Ford): E-Sports teams have been hard at work practicing and competing against various schools with both the Smash and Valorant teams picking up wins. Practices and games have been taking place on Tuesdays and Thursdays after school. Both teams are now in the playoff season with a chance to attend state on the 17th and 18th if we go all the way.

One Acts (Camden Baldassano): One Acts has been very busy over the past month or so. We have practices Mondays Tuesdays and Thursdays. We have been working extra hard this year because the auditorium has been used almost every night that we have had practice so we have to practice in the little theatre. The conference is also being held at Seward this year so we have been extra busy. We worked on the set this last Saturday.



Monthly Update for your Board Meeting Agenda

November 2023

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



2023 Advocacy Handout

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

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

Your 2023 Advocacy Handout is now posted!

Changes to the NASB bylaws, standing positions and legislative resolutions, for review prior to the 2023 Delegate Assembly. To better prepare you and your board's voting representative for the Delegate Assembly, please download, review, and bring this Handout with you to Omaha. This year's Delegate Assembly will take place **Friday, November 17, at 8:00 AM**, in conjunction with the State Education Conference in Omaha. All items within the Advocacy Handout will be considered by this Assembly. If you haven't already, each board should select one board member to represent the district or ESU as the voting delegate.

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



Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

State Education Conference – November 15-17 - CHI Health Center, Omaha

<https://members.nasbonline.org/events/state-education-conference>

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

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

JANUARY / FEBRUARY 2024

School Board Member Week in Nebraska – January 21-28

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

Legislative Issues Conference – January 21-22

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

Board President's Retreats

January 28-29 – Norfolk February 4-5 – Kearney

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



Latest 'Board Notes' – Monthly Newsletter

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

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

- *Thirteen Boards Receive Board of Excellence Award*
- *Training, Networking, Engagement & Events*
- *The 2023 State Education Conference*
- *At The Board Table*
- *Omaha Hosts 2023 Western Region Meeting*
- *Big Issues: What Can the Board Do?*
- *Choosing Your Board's Delegate ...*
- *NASB Affiliate Spotlight - Boyd Jones*
- *Connect the Dots - NAPS Fall Conference*
- *This Month In ... And Much More!*



"Annual Board Calendar Summary"

View the full detailed calendar at:

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

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

November Board Agenda Items

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

ACCOUNTABILITY AND STUDENT ACHIEVEMENT REVIEW - Financial Literacy – Beginning the 2023-24 school year, each district shall include financial literacy instruction [at minimum complete at least one five-credit high school course in personal finance or financial literacy prior to graduation]. On or before December 31, 2024, and on or before December 31 of each year thereafter, in order to promote and support financial literacy education, each school district shall provide an annual financial literacy status report to its school board, including, but not limited to, student progress in financial literacy courses and other district determined measures of financial literacy progress from the previous school year. §79-3004

ADVOCACY - Appoint local board Delegate Assembly Representative – notify Matt @ mbelka@NASBonline.org

BUDGET - District Audit Report – Review

****Review the full November Agenda on page 36 of the 2023 NASB Board Meeting Guide & Annual Board Calendar.**

Board Self-Assessment

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

Board Retreat

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

NASB President Retreats

January 28-29, 2024 in Norfolk February 4-5, 2024 in Kearney

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



Government Relations & Advocacy

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

(www.NASBonline.org – Government Relations)

WHO IS YOUR DELEGATE? While any board member is welcome to attend the Delegate Assembly, each board should select one member to represent them as the voting delegate prior to November 17.

Now is a great time to engage your lawmaker while they are in the district. Reach out if NASB can help you make a connection. Advocacy starts at home!

Nebraska Attorney General's Office Consumer Warning - THC-Containing Products Sold in Nebraska

<https://ago.nebraska.gov/attorney-general-consumer-warning>

Attorney General Mike Hilgers is warning consumers that many THC-containing products sold in Nebraska may be dangerous for human consumption for the following reasons: Unknown production processes; Mislabeling; Unknown health effects; & Danger to children



This Month In ...

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

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

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



Monthly Agenda Video Updates & NASB’s Video Resources

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

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

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



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NEBRASKA CONTINUOUS IMPROVEMENT EXTERNAL REPORT

(Revised, July 2022)



Prepared For:	Seward Public Schools
Head Administrator:	Dr. Josh Fields, Superintendent
Dates of Visit:	Wednesday, October 4th - Thursday, October 5th, 2023



Table of Contents

[Introduction and Purpose of the Visit](#)

[Team Roster](#)

[On-Site Agenda](#)

[Review of Continuous Improvement Process](#)

[Review of Progress on Continuous Improvement Goals](#)

[Summary](#)

Introduction and Purpose of the Visit

92 NAC 10 “Regulations and Procedures for the Accreditation of Nebraska Schools”

Section 009 of Rule 10 describes Continuous Improvement as, *“A systematic on-going process guides planning, implementation, and evaluation and renewal of continuous school improvement activities to meet local and statewide goals and priorities. The school improvement process focuses on improving student learning. The process includes a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals.”*

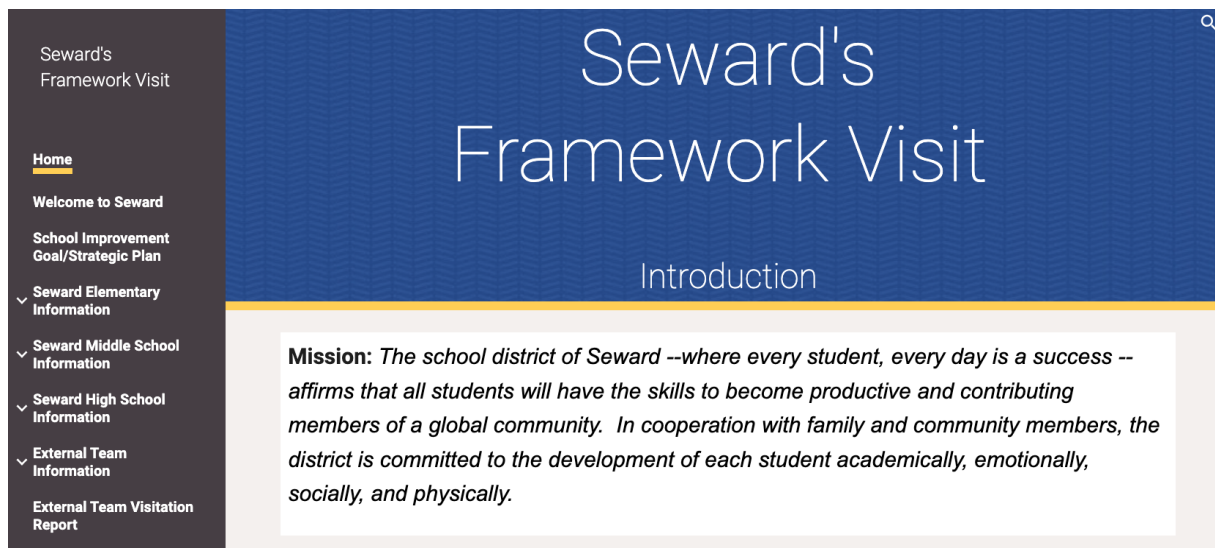
The purpose of the continuous improvement visit is to review the documentation and efforts for continuous improvement by the school system and to affirm compliance with Section 009 of Rule 10. Continuous improvement visits serve to provide meaningful feedback that can be used to continue improvement goals. In Nebraska, a network of professional peers volunteer to serve on continuous improvement teams. Prior to the visit team members verse themselves on best practices and data literacy for Continuous Improvement.

The District’s previous Continuous Improvement Visit took place on **February 25-26, 2019**. There were five recommendations from that visit:

- Examine the tools available to you to create a vision for moving technology use forward in the areas of student engagement and learning.
- We recognize that you have adopted a new teacher evaluation system. The next decisions you make around implementation will be important.

- Continually engage teachers in learning and implementing the components of the instructional model.
- In the new strategic plan, prioritize the high-leverage practices that will move the district to the next level in each goal area.
- Research and expand instructional delivery systems to meet the diverse academic needs of each student.

ARTIFACTS: The district provided exceptional artifacts for review. It was clear there was a lot of time and effort put into considering what information would be most helpful to the team and organizing it in a way that was intuitive for external team members. Information was broken down by building which was incredibly helpful since feedback was asked for in this same manner. Each building had shared evidence of effective practices being utilized, collaborative work that had taken place, attendance and suspension data, assessment data, perceptual feedback, and district-wide state-level reporting information.



VISIT: The visit opened with a comprehensive overview for the on-site team by Dr. Fields, Superintendent in the early evening with many action team leaders in attendance. Team members were dispersed throughout the room to ensure full immersion of the team with teacher leaders from the district. After Introductions and the district overview, the team had an opportunity to visit with four members of the Board of Education before having about 30 minutes to visit as a team and establish expectations for Day Two.

On the second day of the visit, the agenda included time for focus group interviews and classroom observations. In the morning, the team divided into three teams, composed of two team members each:

- Elementary: Bess Scott, Decua Jean-Baptiste
- Middle School: Delanie McMillan, Josh Snyder
- High School: Rachel King, Allison Jonas

Building-specific focus group interviews included teachers and students from each building. At noon, the team reconvened at the High School with a comprehensive parent group that included those who have elementary students through those who have students who have graduated and utilized transition services through age 21. Overall, there were 67 stakeholders that were part of the interviews. These interview opportunities provided correlations between the artifacts submitted and the information shared during the opening presentation.

Continuous Improvement Team

The responsibilities of the continuous improvement team include:

- 1) Review school system evidence of Continuous Improvement.
- 2) Observe educational services provided by the school system.
- 3) Assess the progress and effectiveness of the Action Plan.
- 4) Provide feedback for continued improvement.

Peer review is a common strategy for supporting school and teacher improvement. Research suggests the potential value in peer review as a part of larger school improvement initiatives. Of particular note, some suggest that peer reviews may reduce “top-down” accountability mindsets and generate greater practitioner-driven innovations. Several states utilize peer review as part of their larger school quality, accountability, or accreditation processes, though peer review is rarely linked to a broader CI process. *(Data Literacy Workbook, Hanover Research, February 2022)*

Serving as a continuous improvement team volunteer is an important responsibility. The Nebraska Department of Education (NDE) appreciates the leadership skills and peer collegiality of educators throughout the state who volunteer for this role.

Team Roster

	Name	Position	Email	Phone
Team Leader	Allison Jonas	Gothenburg Public Schools Superintendent	allison.jonas@goswede...	308-537-3651
Member	Delanie McMillan	Waverly Public Schools Director of Student Services	delanie.mcmillan@dist...	402-786-2321 x1106
Member	Dr. Josh Snyder	Wahoo Public Schools Director of Teaching & Learning	jsnyder@wahoowarrior...	402-443-4332 x4004
Member	Bess Scott	Doane University Associate Professor of Practice	bess.sullivan.scott@gm...	402-202-1512

Member	Rachel King	Lincoln Public Schools Associate Principal	rking2@lps.org	402.436.1305
Member	Dr. Decua Jean-Baptiste	Director, The Office of Accreditation and Approval at Nebraska Department of Education	decua.jean-baptiste@nebraska.gov	402-480-0810

Agenda

The On-Site Visit was scheduled for October 4th and 5th, 2023. Prior to the visit, Dr. Jonas met with Drs. Fields and Dominy on June 21st via ZOOM to discuss specifics of the upcoming Continuous Improvement Visit. The team roster was established by this point so the discussion focused on the type/length of the visit, the specifics of the agenda, and the available evidence at that point. An Action Plan was established with Dr. Dominy taking the lead on items that needed to be collected prior to August 15th when they would be shared with Dr. Jonas.

The team communicated via email prior to the visit to discuss responsibilities and to plan for the review of the Action Plan and School Profile and then refined their process during the in-person meeting on the first evening.

Team Schedule for October 4, 2023

Time	Activity	Location
5:30-6:00 PM	Team Check-In - Wifi password, materials, etc.	HS Library
6:00-7:00 PM	Dinner	HS Library
7:00-7:45 PM	District Presentation- Strategic Planning, Data, etc.	HS Library
7:45- 8:15 PM	Interview with Board of Education	HS Library
8:15-9:00 PM	External Team Meeting	HS Library

Team Schedule for October 5, 2023

Elementary - Bess Scott and Decua Jean-Baptiste

8:00-9:00 AM	Overview with Principal Jessica Dominy and SIT Team- Tour	Conference Room
9:00-10:00 AM	Classroom Observations	Throughout ES
10:00-10:30 AM	ES student interviews	Conference Room
10:30-11:00 AM	ES staff interviews	Conference Room
11:00-11:30 AM	Principal Debrief/Questions	Conference Room
11:30-12:00 AM	Team observation notes and follow-ups	Conference Room

Team Schedule for October 5, 2023

Middle School - Delanie McMillan and Josh Snyder

8:00-8:45 AM	MS Staff Interview	MS Conference RM
9:00-10:00 AM	Overview with Principal Kirk Gottschalk and SIT Team- Tour	MS Conference Room, Tour- Throughout MS
10:00-11:00 AM	Classroom Observations	Throughout MS 5th and 6th grade
11:00-11:30 AM	MS Student Interviews	MS Conference RM
11:30-12:00 AM	Team observation notes and follow-ups	MS Conference RM

Team Schedule for October 5, 2023

High School - Allison Jonas and Rachel King

8:00-9:00 AM	Overview with Principal Scott Axt and SIT Team- Tour	HS Conference RM
9:00-10:00 AM	Classroom Observations	Throughout HS
10:00-10:30 AM	HS staff interviews	HS Conference RM
10:30-11:00 AM	HS student interviews	HS Conference RM
11:00-11:30 AM	Principal Debrief/Questions	HS Conference RM
11:30-12:00 AM	Team observation notes and follow-ups	HS Conference RM

Team Schedule for October 5, 2023

PM- ALL Team Members at HS

12:00-12:30 PM	Lunch with Admin Team/Work Time	HS Conference RM
12:30-1:15 PM	Parent Interviews	HS Conference RM
1:15-3:15 PM	Team Prepares External Report	HS Conference RM
3:15-3:45 PM	Team Shares big ideas with Admin	HS Conference RM
3:45-4:15 PM	External Team Report Presentation	HS Theatre

Review of Continuous Improvement Process & Progress Toward Goals

NAC 92 Chapter 10

009.01A The school system develops and implements a continuous school improvement process to promote quality learning for all students. This process includes procedures and strategies to address quality learning, equity, and accountability.

The Seward Continuous Improvement Process consists of a comprehensive strategic planning process, representation from every certificated staff member on an Action Team, data digs, action plans, implementation, and evaluation in accordance with standards of professional learning.

School Improvement Goal: All students will demonstrate an increase in proficiency in reading and math K-12.

The district's Action Plan to support this goal can be found [here](#). However, it should be noted that the school district's exceptional use of Strategic Planning is the true driver of change in this district. The Strategic Plan can be located [here](#) and should be considered a more comprehensive view of where the district is dedicating time and resources to impact change.

009.01A1 Review and update of the mission and vision statements.

The Mission of Seward Public Schools:

The school district of Seward--where every student, every day is a success--affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.

Beliefs

- We believe in embracing the value of diversity.
- We believe in providing a physically and emotionally safe and healthy environment.
- We believe all students can learn when their unique needs are met.
- We believe that together families, schools, and community can prepare students to develop life skills and achieve academic success.
- We believe in developing the abilities of our staff to improve student learning and grow positive relationships.
- We believe in intentionally preparing students to be problem solvers and critical thinkers to meet the demands of a global society.

Parameters

- We will make decisions in the best interests of the whole student providing the support needed to be successful academically, emotionally, physically, and socially.
- We will provide a safe and secure learning environment.
- We will recruit, hire, retain, and professionally develop quality staff.
- We will employ research-based instructional methodology.
- We will be responsible stewards of our resources.
- We will have consistent processes and systems in place to guide data-informed decisions in the district.
- We will have high expectations for all students.

Staff, student, and parent interviews as well as student data support an environment where students will have the skills to become productive and contributing members of a global community. Further, interviews and perceptual survey data reflect a district that is committed to the development of each student academically, emotionally, socially, and physically.

There were forty-three stakeholders involved in the development of the strategic plan and every certificated staff member is a part of the overall action team process that is tasked with moving each objective forward. This consistent district-wide communication, participation, and engagement resulted in consistent responses from all stakeholder groups throughout our visit.

009.01A2 Collection and analysis of data about student performance, demographics, learning climate, and former high school students.

Dr. Josh Fields addressed a room full of staff members, administrators, board members, and team members on Wednesday evening. He began by sharing that the district is 245 square miles including parts of Butler, Lancaster, and Seward County. There are five small communities that are part of Seward Public Schools including Staplehurst, Goehner, Garland, Bee, Ulysses, and a small unincorporated community called Ruby. Additionally, Seward is home to *three* parochial schools that the district works very closely with: St. Vincent K-4, St. John K-8, and Our Redeemer K-8. Additionally, there are many homeschooled students in the community, and the

district, due to its size and proximity to other communities, is a negative option district. This is not a reflection of the district as a whole rather, because of the size of the district, there are often families two miles from a community like Malcolm yet 20 miles from Seward even though their home is in the Seward school district.

Seward Public Schools serves 1,446 students in grades PK-12 and employs 118 certified staff members and 218 total staff members. Included in these numbers are 7 administrators. The student population has 20% that qualify for free/reduced school lunch - well below the state average of 41%. In contrast, 20% of students are served through Special Education which is actually 4% above the state average creating a unique contrast further explored by the team during their visit.

Student assessment data was reviewed with a drop from pre-COVID numbers being noted and in line with national norms. However, the significant percentage of students above the state average is commendable. All NSCAS ELA scores were at least 10% above the state average with many closer to 20% above the state average. These scores became even more impressive when the team reviewed math scores. All grades have at least 30% more students proficient in Math than the state average!

Instructional practices that supported these scores at the elementary level were that each classroom had a schedule of the day's subjects, specials, lunch, etc. posted outside of the classroom. Teachers provided instruction through either whole groups or small groups. Teachers were able to work with small groups during their rotational periods while students were assigned various grade-level tasks while working independently.

During the day, classrooms participated in the Plum Creek Book Festival. Due to the planned activities for the day, classroom visits were short causing a limited depth of instruction and learning to be viewed.

The Elementary Site Visit presentation and Elementary Site Plan provided evidence of a structured continuous improvement process that engaged staff committees to study and address the lower reading achievement, grading and grading report processes, Special Education programming, HAL, and wellness. The monitoring and evaluation of this work coupled with staff ownership for growth and implementation has contributed to academic success as measured by NSCAS.

At the middle school level, instructional practices were evident through learning objectives posted on the board along with an agenda. During classroom visits, teachers used the class time efficiently by having well-established routines in place. This was evident even on a day when the schedule was different due to multiple events - picture day and Plum Creek Book Festival. Teachers used a variety of methods to increase student engagement - including pulling names on sticks, random calling, choral responses, and think-pair-share. The Middle School has put into place a daily intervention/enrichment time that allows students to get reteaching, specific interventions, and extend their learning in the areas of math and reading. These

groupings are monitored by the Middle School grade-level teams by reviewing data during their team time. Students have the opportunity to be a part of both a reading and a math intervention if needed. If they do not participate in an intervention, students attend enrichment classes. Students also have 15 minutes at the end of the day for a study hall which allows them to determine what they have for homework, organize their materials, create a plan for completion, and work on homework prior to going home. Students and staff equally found value in this end-of-day time to increase executive functioning skills and work completion.

ACT Data revealed 69% were proficient in Math (compared to 44% state average), 65% proficient in ELA (46%), and 63% proficient in Science (48%). At the secondary level, there were a multitude of strong instructional practices at work resulting in these scores. Our team was able to review instructional guides that outlined objectives, vocabulary, learning targets, and assessments that were then displayed in the classroom.

Of note, student discipline data has consistently improved over the past three years. At the high school level, there were 22 suspensions in the 19-20 school year, 16 in the 20-21 school year, and 15 during 21-22. Administrator interviews indicated the district began using restorative practices a few years ago. These have been informal conversations with the students conducted by either the principal or assistant principal. The administration also shared a restorative leadership group they have formed this school year with some of the incoming ninth graders to support their transition.

009.01A3 Selection of improvement goals. At least one goal is directed toward improving student academic achievement

After the previous visit, the Continuous Improvement Team (2019) recommended that the district:

- Examine the tools available to you to create a vision for moving technology use forward in the areas of student engagement and learning.
- We recognize that you have adopted a new teacher evaluation system. The next decisions you make around implementation will be important.
- Continually engage teachers in learning and implementing the components of the instructional model.
- In the new strategic plan, prioritize the high-leverage practices that will move the district to the next level in each goal area.
- Research and expand instructional delivery systems to meet the diverse academic needs of each student.

After a comprehensive review of longitudinal data, perceptual surveys, and the external visit report, the district embarked on a Strategic Plan overhaul which they do every five years. Through this process, they identified a school improvement goal specific to student academic outcomes as well as strategies to support that goal.

School Improvement Goal: All students will demonstrate an increase in proficiency in reading and math K-12.

Every step taken to move toward the goal was connected to one of the following strategies from the Strategic Plan.

Strategies:

1. We will research, design, and support the implementation of programs that develop physical, mental, social, and emotional health in a secure and nurturing environment that develops the grit and resilience of our students.
2. We will develop plans and partnerships, that cultivate positive character, citizenship, and leadership for all students in a culture where all stakeholders feel valued, known and safe.
3. We will extend our implementation of consistent district-wide processes for instructional decisions.
4. We will research, develop, and implement plans to create consistent systems to enhance student learning.
5. We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.

Additional evidence of planning and implementation can be found by reviewing the district's Action Plan [here](#).

As part of this process, each individual school building developed their own site plan. These plans took the strategies outlined in the Strategic Plan and devised a plan for how to accomplish this in each of their buildings.

The individual site plans are available here: [Elementary](#) | [Middle School](#) | [High School](#)

009.01A4 Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.

009.01A5 Evaluation of progress toward improvement goals.

Elementary:

Commendations:

Strategy 1: Social-Emotional

SEL, meaningful movement, and physical activity are incorporated daily, coupled with Second Steps and an LMHP available to staff and students, provide strong evidence of Mental Health and wellness as a priority.

Strategy 2: Communication & Collaboration

Parents, staff, and students consistently spoke of Seward Elementary as a family that cares about and values each other and has high expectations for academics and behavior.

The elementary school has multiple and varied partnerships with educational institutions, businesses, middle school, and high school that benefit students and their connection to the district and community.

The elementary school has improved communication, updating its website, creating “What to Expect” documents for parents that explain the new grade level, and establishing “See-Saw” as the schoolwide communication application to reach all parents. Teachers have the ability to use “Remind” as a direct communication application method to communicate with families with students in their specific grade level or classroom.

Strategy 3: Instruction

Using the Strategic Goal site-based committees, elementary staff through data analysis identified the need for a new reading curriculum. Using the district curriculum process, a new reading curriculum is being implemented in the 2023-2024 school year. Special Education staff and the leadership team with input and feedback from staff created a Behavior Program and a Life Skills Program. To address the needs of high-ability learners, it was decided to develop and implement STEAM bins in all grade levels.

Strategy 4: Systems of Learning

A high priority was established to study effective, research-based grading and grade reporting processes to develop a new elementary report card that is consistent across all grades and all subjects. The report card establishes a common language that allows students and parents to understand and use from grade level to grade level. After four

years of work, the new report card is being implemented in the 2023-2024 school year.

Strategy 5: Individualized Learning

The use of data to develop a Life Skills program and Behavior program that addresses student needs and strives to be simultaneously inclusive has increased individualized learning. The teacher in the Behavior program reports that the students who are supported by this program are successful academically.

Implementation of WIN time is addressing student learning needs while using Wonders 2023 to align Tier 1 instruction and intervention. Efforts during this first year of implementation focus on learning the curriculum, the pacing of the curriculum, use of effective instructional strategies, and using Wonders 2023 materials to reteach missing skills in WIN (intervention) time.

A study of the math curriculum and determining any needs for intervention is beginning.

Recommendations:

Strategy 1: Social-Emotional

Continue to assess the effectiveness of SEL, including intentional meaningful movement and physical activity with an emphasis placed on the importance of being active. Continue making the availability of an LMHP to staff and students a priority. Providing professional development, services, and strategies on Mental Health will support staff and students in recognizing signs/symptoms within themselves and others allowing for appropriate steps to be taken in order to help each other and the overall climate of the school.

Strategy 2: Communication & Collaboration

Continue to grow awareness of the needs of students as your student population diversifies. All students need to see themselves in the materials, resources, and curriculum that are provided through the school district.

Seek out more research-based, evidenced-based partnership opportunities that connect to learning priorities. Partnerships with the community and other Seward Schools engage stakeholders in your school mission and connect students to the community and district. Seeking research-based, evidenced-based opportunities will increase the probability of both academic and wellness benefits for your students and staff.

Strategy 3: Instruction

Develop a process to monitor fidelity and quality of implementation of curriculum using instruction that meets the needs of diverse learners. To monitor the fidelity and quality of implementation, consider peer observation, instructional walks, and using teacher edition lesson plans when providing feedback during informal and formal observations using the Seward Teacher Evaluation system.

Provide professional learning for effective use of the STEAM bins to extend learning for all students. STEAM activities benefit all students. Monitor and evaluate the quality implementation of the bins and measure which teachers engage which students with the bins. From this data, determine the impact on teacher effective practice and on student learning. This information will help you decide whether to continue providing this resource.

Strategy 4: Systems of Learning

Seek feedback about report cards from students, teachers, and parents after each quarter to determine possible adjustments. Accurate assessments of what students know, understand and are able to do based on the grade level proficiency standards, reported in a consistent way that is easily understood by parents and students across all grade levels and subjects, provide clarity for students, parents, and staff of where the student progress is and what work remains. Students, teachers, and parents are more likely to work in partnership toward grade-level proficiency standards with this clarity.

Strategy 5: Individualized Learning

With the many effective systems in place and the ongoing continuous improvement efforts in the process, set a goal of 85 - 90% of all students attaining grade-level proficiency in reading and math. Identify students (early) who may fall slightly below proficiency in core curriculum areas, but do not qualify for special education and develop educational plans that can increase their chances of becoming proficient.

Develop a more comprehensive HAL program. Every student deserves to grow at least one year in knowledge, understanding, and skills. A comprehensive HAL program increases the probability that that will happen for students who enter a grade already at grade level.

Continue to develop a systematic use of the MTSS framework.

Middle School:

Commendations:

Utilize evidence from the Action Plan, Perceptual Survey, Comprehensive Needs Assessment, Interviews, Achievement Data, the NEP, and Classroom Visits.

Strategy 1: Social-Emotional

A positive school culture was evident through our discussions with students, staff, and stakeholders and our classroom observations. Teachers were seen greeting students in the hallway and during staff interviews colleagues complimented their commitment to each other, "Staff take care of each other." "We challenge each other and hold each other accountable." "Everyone in the building is valued. There is no pecking order." Staff

highlights that they focus on the entire child as a learner, not only the academics but social and emotional support as well. This is noticed throughout the middle school years in the development of emotional maturity. All students are actively participating and made to feel a part of the school.

Students identified that teachers care, “Our teachers know us (but they also know all of our drama).” “We feel safe, teachers are in the hallways greeting students.” “Smiling staff meeting and greeting everyone between class periods. All teachers meet and greet students in the hallway.”

The middle school has implemented multiple programs and levels of support for students. It is reflected at the district level in the hiring of a Licensed Mental Health Professional (LMHP) who is available to support students at the middle school. This is supported through the implementation of a social-emotional screener (school psychologist and LMHP) and curriculum (Second Step - selected lessons) and the use of Common Sense Digital Media lessons.

From a physical health perspective, the middle school has added a structure supporting brain breaks, a dedicated time for recess, and a Gaga Ball Pit. Students appreciate the scheduled time for movement and love the clubs and sports opportunities that are available.

There is a strong belief that everyone is committed to the district mission statement and is working together to support the whole child!

Strategy 2: Communication & Collaboration

Parents at all levels noted their appreciation for communication. It did not matter if a parent was in the elementary or post-secondary - communication and effective transitions were primary points of emphasis. Parents knew where to go to find the information they needed (social media, website) and also knew if they contacted an administrator or teacher, they would hear back promptly.

The middle school has leveraged its community partnerships to support the extension of classroom instruction/activities to benefit all students. Specific programs like Outdoor Education, Career Fair (7th & 8th grade, every other year), Career and College Week, and Plum Creek Literacy Festival were all mentioned as activities that students engage in during the school year. These activities are supported by a variety of community stakeholders.

Through the Action Team planning process, the middle school staff members realized there was a need to update their website images and some other pertinent information. The Action Team members assigned to Communication and Collaboration understand this is an important aspect of their committee and continue to work on ways to make sure the appropriate work gets completed. The work in this area also prioritized

updating plans for the Open House (adding additional signs and including more information on the night of the Open House) and utilizing Remind 101 to open lines of communication between school and home.

Strategy 3: Instruction

Each grade level/content area has created working documents that include the following for each content area: 1) Current place in the Curriculum Renewal Process 2) Belief Statements 3) Philosophy 4) Curriculum Team Members 5) Curriculum Cards (Essential Standard, Learning Goals, Course Content, Crosswalk to Nebraska College/Career Readiness Standards, Assessments administered, and Vocabulary). These documents are updated routinely and guide the 6-8 instructional program.

Staff are committed to student success and student learning. Support is available when needed. Students shared things like, *teachers make things understandable and teachers help us connect with what we're learning*. The culture of the school promotes collaboration and teamwork. Leadership is also available to help and discuss when needed. The staff we spoke to stated that they love to work here. The staff we interviewed stated that when making decisions they focus on, "What's best for kids?" This focus is on the entire child as a learner. Not only the academics but the social-emotional needs as well. Staff often share the successes that students are having with each other. One teacher mentioned that after having trouble connecting with a particular student, they were able to go to another teacher and find some strategies that would help with this process. This approach was mentioned by multiple staff members during our interview process. All staff members worked together to help each other.

Student learning is assessed both formally and informally. Both pretests and posttests are used throughout the instructional program. When we visited classrooms, staff were observed asking probing questions, helping students make connections to prior learning, and pushing student learning forward.

From a staffing perspective, Seward Public Schools recently added an additional Writing teacher at the 5th-grade level. This new hire shifted 6th grade Writing instruction to a full-time teacher and created the opportunity for a full year of Writing instruction in all grade levels. It also added more flexibility to provide additional support for Math and Reading Interventions and Enrichment classes.

Strategy 4: Systems of Learning

Seward Public Schools operates with a clearly defined instructional model. This model, based on the Marzano Instructional Model, was developed with assistance from Marzano Associates and reflects work completed by a twelve-person committee. The Seward Instructional Model is based on clearly articulated Marzano strategies, is reflected in the Appraisal Process, and has components for probationary teachers, permanent teachers, and staff needing improvement. The priority elements within the informal and formal observation processes fall under the following domains: Planning

and Preparing; Classroom Strategies and Behaviors; The Classroom Environment. An additional domain, Professional Practices and Responsibilities, is added to the Summative Evaluation process. A unique element of the Seward Public Schools appraisal process is that staff must identify two Professional Goals, with one of them being specifically connected to the district strategic plan. This commitment to the district and building-level strategic plan is commended.

All teachers at Seward Middle School serve on an Action Team that is aligned with the district and school strategic plans. Through our interviews, it was determined that staff feel this level of commitment and alignment with the district and building-level strategic plans is appreciated.

Strategy 5: Individualized Learning

Seward Middle School has created enrichment and intervention classes to support students with “what they need”. Students rotate within the team block during this time and either attend an intervention or an enrichment block (5A/5B - 8A/8B). When it comes to enrichment and intervention support, middle school staff and leadership spoke about “getting kids what they need when they need it” - Multi-Tiered System of Support (MTSS) defined. When providing support through the Enrichment and Intervention block, staff have access to evidence-based interventions (CARS, STARS, CAMS, STAMS) and also blend these tools with the use of core grade level materials to “pre-teach/reteach” core content. These supports are provided specifically in the areas of reading and mathematics and align with the district's academic goals of increasing reading and mathematics achievement. The current middle school schedule has created opportunities to - support students with what they need when they need it - the foundation of an MTSS.

In speaking with the leadership team (principal and teachers), we learned that High Ability Learner programming, which occurs mainly after school, includes Images of Greatness, Science Olympiad, Science Fair, and Quiz Bowl. Students are also able to participate in Robotics activities during the Enrichment and Intervention Block.

Recommendations:

Strategy 1: Social-Emotional

Positive culture is an expectation at the Middle School, continue to cultivate by reiterating your belief statements that were shared with the same intention as you share the district mission statement. Staff is invested, how do maintain their level of engagement as you have turnover and build the leadership of different staff members. Develop ways to monitor the use of your programs and supports through student surveys, reviewing data, number of students participating in tiered supports. This will help you to identify which supports you want to invest time and energy into when you have to prioritize.

Strategy 2: Communication & Collaboration

Communication with stakeholders is valuable. Having consistent ways to communicate increases the probability of stakeholders accessing information consistently. Identifying people who will update the website and communicate team information along with specific timeframes in which this information is to be updated will help to strengthen your system and ensure it is done consistently.

Strategy 3: Instruction

Your students have the ability to continue to consistently achieve higher than the state average, as reflected in your data profile. Continue to pay attention to the difference in student's math and reading achievement and focus on Reading instruction as an area of improvement. Check the fidelity of your interventions to determine the depth of implementation between teachers and grade levels. Consider focusing on determining instructional strategies to be used during enrichment/intervention. Ensure all enrichment /intervention content is intentional & purposeful so that you are able to maximize time with students. Aligning your practices to the MTSS model will help teams update decision rules, increase teams referencing entry/exit data during team meetings, and document student progress.

Strategy 4: Systems of Learning

The Middle School has a variety of opportunities for students. Utilizing the MTSS Framework to define what students need, what supports, and how students move in/out of the intervention and enrichment will be beneficial as you advocate for additional resources (time, materials, staffing). Using the framework to support your students who could be challenged more can also help you to defend your needs. Align your programs, supports, and systems within the MTSS framework for ALL students (including HAL).

Strategy 5: Individualized Learning

There has been a lot of effort put forth to develop partnerships in the community around career exploration and volunteering opportunities for students. Expanding STEM and HAL is an area that can benefit the community and students, especially as many of your students excel in math and science. Consider the possibility of leveraging these same community partnerships to support your STEM and High Ability Learner programming. Can your current partnerships be utilized to improve opportunities in the STEM fields? Do you have community leaders that would commit their talents to this process? There are also opportunities within your current Intervention and Enrichment Block to prioritize STEM activities and create a scope and sequence across the grade levels. Determine what areas you want to be embedded into the middle school and prioritize the opportunities that involve the majority of students, build strong relationships with the community or create new opportunities for students.

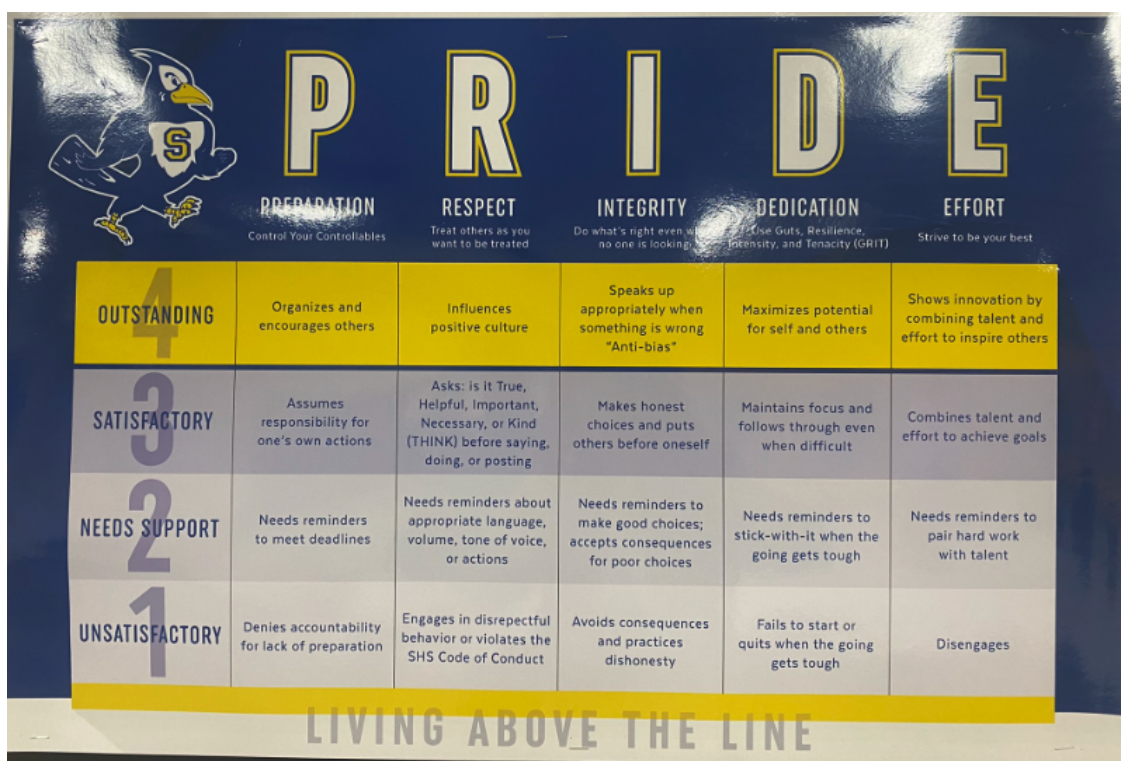
High School:

Commendations:

Strategy 1: Social-Emotional

Relationships were mentioned by all three stakeholder groups as being a strength of the district. Specifics such as the “known survey” and “teachers really caring about us more than just our school work” were important examples that show the district has been intentional with this strategy. Additionally, the district has gotten creative in how to fund an LMHP through the ESU which was noted as a benefit for students by the teacher and parent group.

Also, the PRIDE posters were posted throughout the school highlighting expected character traits of Preparation, Respect, Integrity, Dedication, and Effort. Students articulated that they are expected to be at a 3 or “live above the line” to be outstanding. If a student has a 1 or 2 they are not able to be on the honor roll and the teacher or administrator makes a call home. PRIDE rallies take place each quarter to honor those students who have committed to living above the line or are making significant improvements in these areas. Teachers nominate students for this honor.



The poster features a blue background with a yellow border. At the top left is a cartoon penguin wearing a yellow 'S' on its chest. To the right of the penguin, the word 'PRIDE' is written in large, yellow-outlined letters. Below each letter is a character trait: PREPARATION (Control Your Controllables), RESPECT (Treat others as you want to be treated), INTEGRITY (Do what's right even when no one is looking), DEDICATION (Use Guts, Resilience, Intensity, and Tenacity (GRIT)), and EFFORT (Strive to be your best). Below this is a table with four rows representing performance levels and five columns representing the traits. The rows are labeled on the left: 4 OUTSTANDING, 3 SATISFACTORY, 2 NEEDS SUPPORT, and 1 UNSATISFACTORY. The bottom of the poster has a yellow banner with the text 'LIVING ABOVE THE LINE'.

	PREPARATION Control Your Controllables	RESPECT Treat others as you want to be treated	INTEGRITY Do what's right even when no one is looking	DEDICATION Use Guts, Resilience, Intensity, and Tenacity (GRIT)	EFFORT Strive to be your best
4 OUTSTANDING	Organizes and encourages others	Influences positive culture	Speaks up appropriately when something is wrong "Anti-bias"	Maximizes potential for self and others	Shows innovation by combining talent and effort to inspire others
3 SATISFACTORY	Assumes responsibility for one's own actions	Asks: Is it True, Helpful, Important, Necessary, or Kind (THINK) before saying, doing, or posting	Makes honest choices and puts others before oneself	Maintains focus and follows through even when difficult	Combines talent and effort to achieve goals
2 NEEDS SUPPORT	Needs reminders to meet deadlines	Needs reminders about appropriate language, volume, tone of voice, or actions	Needs reminders to make good choices; accepts consequences for poor choices	Needs reminders to stick-with-it when the going gets tough	Needs reminders to pair hard work with talent
1 UNSATISFACTORY	Denies accountability for lack of preparation	Engages in disrespectful behavior or violates the SHS Code of Conduct	Avoids consequences and practices dishonesty	Fails to start or quits when the going gets tough	Disengages

LIVING ABOVE THE LINE

Strategy 2: Communication & Collaboration

Parents at all levels noted their appreciation for communication. It did not matter if a parent was in the elementary or post-secondary - communication and effective transitions were primary points of emphasis. Parents knew where to go to find the information they needed (social media, website) and also knew if they contacted an administrator or teacher, they would hear back promptly. One parent noted she had run into Mr. Dominy over the summer and expressed that her soon-to-be Middle School student was having some anxiety. He immediately welcomed them to come to school, gave them a tour, and eased any fears she had. This type of dedication, the parents mentioned, was not an anomaly, but how the team does business.

Student Five Year Plans were proudly on display in the main commons area. Students were excited to talk about where they were headed and how having their plan on the wall held them accountable for pursuing their dreams.

Strategy 3: Instruction

Each content area had created a working document that included: Essential Standards, Learning Goals, Course Content, Crosswalk to Common Core Academic Standards, Crosswalk to Nebraska Academic Standards, Crosswalk to Nebraska Career Readiness Standards, Crosswalk Clarifications, Assessment, and Vocabulary. Classroom visits revealed that these essential standards and learning goals were not only in these documents, but being utilized in practice.

Strategy 4: Systems of Learning

Community partnerships were an emphasis for the district. Teachers were given an opportunity to tour local businesses and take what they learned back to their classrooms. Additionally, Edgenuity was implemented for use with an Alternative Education program conveniently housed within the HS.

There was much discussion about report cards and the very rigorous 7-point grading scale used by Seward Public Schools. As a compromise, the teams were able to facilitate a transcript that shows colleges what the grades would be on a 10-point scale in an effort to articulate the difference between an "A" at Seward Public Schools and an "A" somewhere with a 10-point scale.

Strategy 5: Individualized Learning

Restorative discipline practices were referenced by both teachers and administrators. Discipline data supports that this practice has decreased the number of suspensions in the past five years. At SHS, there were 22 suspensions in the 19-20 school year, 16 in the 20-21 school year, and 15 during 21-22. Administrator interviews indicated the district began using restorative practices a few years ago. These have been informal conversations with the students conducted by either the principal or assistant principal. The administration also shared a restorative leadership group they have formed this school year with some of the incoming ninth graders to support their transition.

Recommendations:

Strategy 1: Social-Emotional

All staff engaged in a book study of “All Learning is Social and Emotional.” The continuous improvement team did not observe or hear how this text had impacted adult interactions with students. A next step to consider would be to possibly consider, “What will be done with this new learning?” Can this text support an understanding of what social-emotional learning looks like for staff or should the team utilize another resource? Staff interviews revealed that the staff doesn’t really know what “social-emotional health” looks like for staff (i.e. how to support it) and this would be something to consider in future learning. Recruitment and retention were mentioned as significant concerns moving forward. Being able to address and articulate how to support staff could be one way to ensure staff feel supported in the very difficult role of teaching.

There was an ask from the student group to have more communication and engagement with teachers about the citizenship grades. They remarked they often do not know why they received a particular grade but know when there is a problem, the teachers do communicate about that. If a focus on character is something the district would like to focus on, increased communication in this area would be beneficial.

Strategy 2: Communication & Collaboration

The Action Team has done a fantastic job of building on culture within the building. A continued practice of these supports is important. One thing the district could consider to improve internal communication would be to evaluate the process in which staff access their leave balances, etc. Staff note that this is not available to them without a phone call to the district office and that ideally, they could access this online. A similar sentiment was shared regarding the use of credit cards. They articulated a process of going downtown to get a credit card yet they are often teaching/coaching and unable to get there which results in them having to use their personal card. They were very professional in recognizing the likely misuse of this privilege that led to the current strict guidelines but wondered if cards could be held in each building with a similar process for checkout.

Strategy 3: Instruction

With the rise of Artificial Intelligence (AI) the team would encourage secondary teachers to continue to find ways to engage students in performance-based activities. A performance-based activity will ensure that students are being graded on what they are able to demonstrate as their learning at the moment.

There seemed to be a lot of ambiguity around “5th period.” Based on interviews and conversations throughout our visit, we would recommend that the teachers and administration collaborate around this period to create more concrete guidelines and maximize effectiveness. Ideally, the group would consider goals for the 5th Period and

then work backward to determine what structures they can put in place to support those goals.

Strategy 4: Systems of Learning

Parents, students, and teachers all articulated a need for increased opportunities for students who are pursuing two-year college or entering the workforce after graduation. All stakeholder groups emphasized that there were very high expectations in the district which has led to incredible outcomes for kids (ACT scores, scholarships, high-performing students outside of high school) but that the “others” - those who are not headed to a four-year college, do not have the same opportunity to expand on their experiences, skills, and knowledge.

Strategy 5: Individualized Learning

When our team reviewed the evidence for Strategy 5 we were excited to hear an MTSS process exists even at the secondary level. While there were supports that were mentioned, we were not able to discern a specific person or process that guided these referrals at the secondary level. The building should consider what this process could look like in order to be highly effective. As this was an evolving theme for the district, further details can be found below.

Review of District Goals

Seward Public School’s comprehensive Strategic Plan for 2019-2024 included four objectives:

1. **Well-Being:** Each student will receive needed support that ensures physical, mental, social, and emotional health in a secure and nurturing environment.
2. **Culture and Communication:** Each student will be valued, known, safe, and supported by highly trained and caring staff members resulting in increased student growth.
3. **Instruction:** Each Student, on a broad array of academic indicators that target their individual needs, will show continuous improvement and perform at the highest levels when compared to state and national performance.
4. **Community:** Each student will aspire toward personal excellence and responsible citizenship with community and family support.

Each school took these objectives and developed a site plan. As such, we have provided the majority of our feedback in a similar manner. After reviewing data, conducting interviews, observing classrooms, and collaborating as a team, our team would like to share the following themes that evolved through our discussion of the evidence:

Objective 1: Well-Being

The district embarked on an objective to ensure that each student will receive the needed support that ensures physical, mental, social, and emotional health in a secure and nurturing environment. Every interview, conversation, perceptual survey, and observation indicated that in this district, Relationships Matter! This was consistent in every one of these areas and quite

impressive. The district should consider the strategies they utilized to meet this objective as highly functional and note this goal as MET although we recognize this work is continual and should not cease simply because the goal has been met. The next step for this goal would be to evaluate the systemic implementation of recognized powerful practices and determine how the district can assist teachers in the consistent implementation of these practices. The words shared by another teacher were “We need to be narrow, but deeper.”

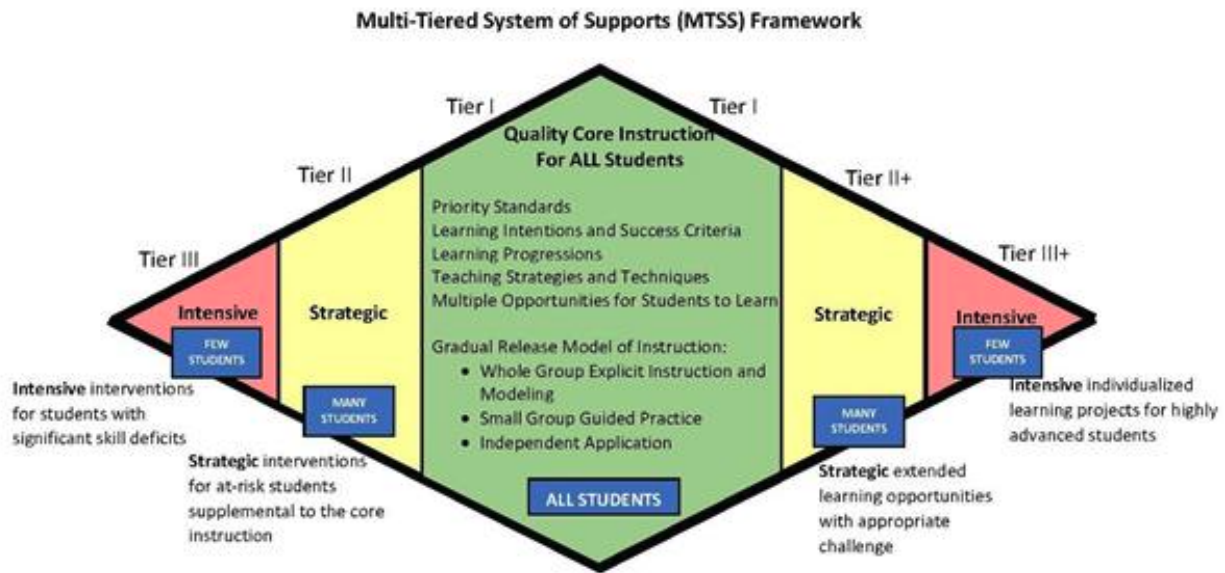
Objective 2: Culture and Communication

There is an emphasis on culture in every building. The district sought to ensure each student would be valued, known, safe, and supported by highly trained and caring staff members resulting in increased student growth. While student data has been slow to improve since 2020, it should be noted that Seward Public Schools’ data overall is well above state averages indicating this process is in place and functional. Students were proud to show off what they had learned. Interview themes included fostering school pride, promoting unity and support, recognizing and rewarding positive behavior and achievements, enhancing student engagement through events and multimedia presentations, and emphasizing the significance of good citizenship. This goal should be considered ONGOING.

Objective 3: Instruction

High Expectations were articulated at all levels. The goal was designed to address the specific needs of each student and ensure ongoing progress, aiming for exceptional performance that surpasses state and national standards. High expectations, AP courses, and high levels of performance on ACT assessments and statewide assessments should all be considered a celebration. The team would consider this goal ONGOING. Even though scores are high, there is still a percentage of students that the district can work to engage - those who do not intend to attend a four-year college. Consider what additional internship or externship opportunities could exist that would better prepare these students for life outside the walls of Seward Public Schools.

One recommendation to be considered at the district level is growing the MTSS process to further articulate the interventions that are available as well as the process that can be utilized. The staff is used to an inverted pyramid although we would encourage the use of a diamond to ensure those on the High Ability end of the spectrum are also articulated. An example is provided but each district should consider what this looks like specifically to their own context.



The district might further consider formalizing this process to articulate what Tier II and Tier III supports look like such as articulating what interventions are being utilized and what the decision rules look like. This process could help address the seemingly disproportionate number of students who are qualified for the special education program referenced early on in this report. By strengthening the support provided to students in Tier I and Tier II it is possible to reduce the number of students being referred for Special Education services. It is this team's recommendation to gather baseline data regarding referrals: how many are referred for evaluation, what percent qualify for services, and did they receive interventions prior to qualifying? And then use this information to evaluate the effectiveness of the increased rigor of the MTSS process if this change is adopted. Ultimately, by intervening at the Tier I and Tier II levels, it is possible these supports could assist with ensuring only those students who truly meet the verification guidelines for special education are verified.

Objective 4: Community

This goal focused on ensuring each student could aspire toward personal excellence and responsible citizenship with community and family support. Community Pride was evident in all building visits, interviews, and interactions. Stakeholders are overwhelmingly proud to be a Blue Jay! One teacher articulated so well a response to "What does it mean to be a Blue Jay?" This teacher stated it means you are "born a blue jay, go to school as a blue jay, graduate a blue jay, come back to teach as a blue jay, live as a blue jay." This sentiment was seen time and time again in all stakeholders as they articulated that being a blue jay meant feeling supported, part of a family atmosphere, and being connected to a community. The processes that were put in place have ensured this objective is FULLY MET. Continue the great work here.

General Observations

As a district, there was an overwhelming commitment to continually get better. An undertone to every conversation that said "Give us feedback, we are hungry for it." This is a rare quality

and should truly be commended. This is evidence of the best kind of culture - one that never sits still and is continually working to grow and improve. Congratulations on establishing this mindset, culture, and way of life!

There is so much work that has been done to move the needle forward with regard to the district's strategic plan. This team recommends that the district use the same assessment process that is utilized in the classroom to evaluate the strategic plan. We encourage the district to create systems for celebration specific to strategies. Determine what success would look like five years from now and use that to guide your steps moving forward. Utilize a formative assessment to determine how each Action Team is doing in attaining their goal, provide an opportunity for each Action Team to share what they are working on, and determine if the Action Teams are on track or need to adjust. We cannot emphasize enough that celebrating milestones *as you go* is an important component of the overall process. Can these updates be shared through gallery walks? Board reports? PRIDE Rallies for staff? Get creative after determining your highly functional outcomes.

Summary

Our continuous improvement team enjoyed a wonderful two-day visit with Seward Public Schools staff, students, parents, and board members. There is much to be proud of in this district, as articulated in detail within this report.

To summarize, the former district objectives are listed below along with a status report.

Former Objectives	Status
Well-Being: Each student will receive needed support that ensures physical, mental, social, and emotional health in a secure and nurturing environment.	MET
Culture and Communication: Each student will be valued, known, safe, and supported by highly trained and caring staff members resulting in increased student growth.	MET
Instruction: Each Student, on a broad array of academic indicators that target their individual needs, will show continuous improvement and perform at the highest levels when compared to state and national performance.	CONTINUE
Community: Each student will aspire toward personal excellence and responsible citizenship with community and family support.	MET

Recommended Goals

The purpose of the continuous improvement visit is to review the documentation and efforts for continuous improvement by the school system and to affirm compliance with Section 009 of Rule 10. This district is doing an exceptional job of this.

Additionally, continuous improvement visits serve to provide meaningful feedback that can be used to continue improvement goals. By this measure, the continuous improvement team noted a recurring theme that many great things are happening here but monitoring and evaluating the practices in place to determine what should continue and what should be removed in order to leverage the time, talents, and resources of the district were not as evident. Our continuous improvement team recommends that the district develop a research-based process in the next five-year cycle that will help determine what strategies and initiatives are making the biggest impact. Celebrate with your teams what is going well and adjust where things are not making the impact you had hoped to see. Through this lens, our team finds three areas that Seward Public Schools may choose to focus on in their next cycle:

1. **Well-Being:** Evaluate the systemic implementation of recognized powerful practices and determine how the district can assist teachers in the consistent implementation of these practices. The words shared by another teacher were “We need to be narrow, but deeper.”
2. **Instruction:** Evaluate the MTSS process and further articulate the interventions that are available as well as the process that can be utilized to ensure students receive individualized support for all students who are at benchmark, approaching benchmark, and beyond benchmark.
3. **Strategic Planning:** In the upcoming cycle of continuous improvement, consider identifying criteria for achieving a "highly functional" status for each goal developed through strategic planning. This information can then be used to develop actionable steps that the action teams will discuss and implement. Additionally, milestones achieved along the way could then be celebrated to ensure that all staff members are aware of the excellent work being carried out by the action teams, even those who are not directly involved.

Finally, our team observed directly through interactions and indirectly through artifact review that Seward Public Schools is a special place. While all districts are working hard to improve student outcomes, Seward has managed to also embrace community, culture, and connectedness in a time when those three words are not always attainable. Congratulations to Seward Public Schools on a well-done five-year continuous improvement cycle. We know you will continue to achieve great outcomes for students.

While we were on campus, each stakeholder group was asked to summarize Seward Public Schools in one word. The responses were compiled into the word art below that emphasizes the same themes that were found throughout our interviews and observations - words that articulate what the “Blue Jay Way” means...



Conner Roofing Co., Inc.

3702 Division Avenue

York, NE 68467

Phone: 402-362-6689

Fax: 402-362-5709

Email: connerroofinginc@windstream.net

PROPOSAL

September 20, 2023

Adam Dowling

RE: Seward Elementary School Roof Area #9

Move ballast rock
Install new 60 mil EPDM
Put ballast rock back
New flashings walls and pipes
New metal cap on all outside walls

Cost \$88,000

Could be done in 2 different years

Cost is less than I thought because there is no tear-off or insulation.



James Conner
Conner Roofing Co., Inc.

ACCEPTANCE OF PROPOSAL - The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Signature_____

Date of Acceptance:_____

Signature_____

PROPOSAL

Weathercraft Co. of Lincoln

5410 NW 44th St.. PO Box 80459
Lincoln, Nebraska 68524/68501
(402) 435-3567 • FAX (402) 435-8130

Page 1 of 1

PROPOSAL SUBMITTED TO Seward Public Schools	PHONE 402-360-0997	DATE October 10, 2023
STREET	JOB NAME Seward Elementary – North Roof Replacement	
CITY, STATE and ZIP CODE Seward, NE	JOB LOCATION 200 East Pinewood Ave. Seward, NE	

We hereby submit specifications and estimates for:

Estimate to install a new Firestone ballasted EPDM roof system as specified below.

1. Existing ballast rock will be shoveled aside and saved for later use.
2. Existing EPDM membrane and metal flashings will be removed and disposed of.
3. Existing roof insulation will remain in place.
4. New Firestone 60 mil EPDM membrane will be installed over existing insulation.
5. All walls, drains, roof penetrations will be flashed per Firestone specifications.
6. The existing ballast rock will be reused to cover the new EPDM membrane.
7. New 24-gauge prefinished cap metal will be installed on all walls. Color to be selected by owner from standard color selections.
8. A Firestone twenty (20) year warranty is included.

We propose to furnish material and labor – complete in accordance with above specifications, for the sum of: **\$91,915**

Payment to be made as follows:

NET DUE TEN DAYS FROM INVOICE DATE.

All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by worker's compensation insurance.

Authorized Signature


Jeff Scott

NOTE: This proposal may be withdrawn by us if not accepted within 30 days.

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Date of Acceptance: _____

Signature _____

Signature _____

\$29,722.00



**7356 Holliday Drive
Kansas City, KS 66106
Phone: 913-713-1573**

Estimate Contract

The estimate price for this project has been calculated based on the current prices for the materials. However, the market for the materials is considered to be volatile, and sudden price increases could occur.

Ecoturf Surfacing agrees to use our best efforts to obtain the lowest possible prices from available material suppliers, but should there be an increase in the prices of these specified materials that are purchased after execution of the Contract for use in this project, the Customer will be notified of the cost increase.

Upon notification, the Customer will then have the option to pay the cost increase or cancel the project and contract.

All projects are dependent on weather and installation dates are tentative

A standard additional insured certificate will be supplied at no charge upon customer request. If the customer requests any changes to Ecoturf Surfacing's insurance the customer will be responsible for the cost of any and all changes.

Customer is to supply and install construction fence around site and have security to watch over the site once the project has begun, up until the surface is dry and ready to be used. Any and all costs to repair or replace damage to surface caused by a lack of security or fencing will be the responsibility of the customer.

Customer is responsible for placing rubber wear mats in high traffic areas, such as under swings and at the bottom of slides.

100% full payment is due in NET 15 days upon completion of project

All work completed under this contract remains the property of Ecoturf Surfacing until this contract is paid in full.

Please sign and submit this quote to have your project added to our job list. By signing you are stating that you agree to the scope, details, and terms for the above mentioned proposal.

Customer Signature _____

Date: _____

Leaders in Playground Surfacing

A Taylormade Company



TRUST — *the* — EXPERTS

For over a decade, our customers have entrusted us to provide safe and affordable playground and recreational equipment. Our team of Certified General Contractors and Playground Safety Inspectors will insure that your project is completed to perfection, providing truly turnkey service, with every step of the process from planning and budgeting, through the installation being handled under one roof.



1-800-573-7529 | www.proplaygrounds.com



Pro Playgrounds
8490 Cabin Hill Road
Tallahassee, FL 32311

Quote

Project Name
PIP Example Min Order



Date	Estimate #
9/26/2023	22422

Customer / Bill To
Adam Dowling Maint Supv Seward Schools

Ship To
Seward Schools 200 E. Pinewood Ave Seward, NE 68434



WE WILL BEAT ANY PRICE BY 5%!

Item	Description	Qty	Cost	Total:
	Furnish labor and materials to: 1. remove existing PIP surfacing from concrete and dispose, work around existing equipment staying in place 2. supply and Install 2200 sqft of poured in place rubber surfacing at a 3" thickness for a 8' fall height with 50% color and 50% black granule mix over an existing concrete base.			
	SURFACING MATERIALS			
TPV-CT	Color TPV Granules T	46	105.00	4,830.00
TPV-BT	Premium 1350 Black Granules	46	28.00	1,288.00
SBRT	SBR Buffings	297	28.00	8,316.00
ARMBINDT	Aromatic Binder	68	176.00	11,968.00
Shipping	Combined Shipping and Freight Charges	1	2,470.00	2,470.00
	RENTALS, LABOR & INSTALLATION			
MINEXDAY	Mini Excavator Daily Rental	1	577.85	577.85
TRSH	Fees for dumpsters, debris hauling or other trash/materials removal including existing surfacing.	2	725.00	1,450.00
PT	Portable Toilet	1	150.00	150.00
WHFLIFT	Warehouse Fork Lift Daily Rental	1	374.65	374.65
LBR	Labor and Installation- removal and disposal of existing surfacing PIP	1	6,750.00	6,750.00

AGREED AND ACCEPTED:

If the above total price, scope of work, specifications, terms and conditions are acceptable, sign below indicating your acceptance and authorization for Pro Playgrounds to proceed with the work and/or sales transaction described in this quotation. Upon signature and payment in accordance with this quote, Pro Playgrounds will proceed with the work and/or sales transaction.

Signature

Name / Title

Date

Subtotal:

Sales Tax: (7.5%)

Total:

Terms and Conditions - Price valid for 30 days and subject to change. 1. If installation is not included with your purchase, client will be responsible for coordinating, receiving and unloading of all goods, delivery drivers will not help unload goods. 2. Client will be responsible to inspect goods for defect, damage or missing parts, any deficiency or missing parts must be noted on delivery slip. 3. Client will be responsible for costs due to cancelled or missed delivery appointments. 4. Client has reviewed all items, colors and descriptions on this quote for accuracy and correctness. 5. If quote includes installation of goods, the installation is subject to the terms and conditions of Pro Playgrounds "Standard Installation Agreement" a copy of which may be obtained from your Sales Representative.

1-800-573-7529 | www.proplaygrounds.com



Pro Playgrounds
8490 Cabin Hill Road
Tallahassee, FL 32311

Quote

Project Name
PIP Example Min Order



Date	Estimate #
9/26/2023	22422

Customer / Bill To
Adam Dowling Maint Supv Seward Schools

Ship To
Seward Schools 200 E. Pinewood Ave Seward, NE 68434



WE WILL BEAT ANY PRICE BY 5%!

Item	Description	Qty	Cost	Total:
LBR	Labor and Installation new surfacing	1	19,502.60	19,502.60

AGREED AND ACCEPTED:

If the above total price, scope of work, specifications, terms and conditions are acceptable, sign below indicating your acceptance and authorization for Pro Playgrounds to proceed with the work and/or sales transaction described in this quotation. Upon signature and payment in accordance with this quote, Pro Playgrounds will proceed with the work and/or sales transaction.

Signature

Name / Title

Date

Subtotal: \$57,677.10

Sales Tax: (7.5%) \$0.00

Total: \$57,677.10

Terms and Conditions - Price valid for 30 days and subject to change. 1. If installation is not included with your purchase, client will be responsible for coordinating, receiving and unloading of all goods, delivery drivers will not help unload goods. 2. Client will be responsible to inspect goods for defect, damage or missing parts, any deficiency or missing parts must be noted on delivery slip. 3. Client will be responsible for costs due to cancelled or missed delivery appointments. 4. Client has reviewed all items, colors and descriptions on this quote for accuracy and correctness. 5. If quote includes installation of goods, the installation is subject to the terms and conditions of Pro Playgrounds "Standard Installation Agreement" a copy of which may be obtained from your Sales Representative.



RH32

RH01

RH31

RH60

RH21

RH65

RH23

Premium
Colored
Rubber

RH10

RH30

RH40

RH02

RH90

RH22

RH61

RH20

RH 26

RH11

RH50

RH41



POURED-IN- PLACE SURFACING FOR PLAYGROUNDS

Care and Maintenance Information

The playground surfacing system installed at your facility is formulated withstand all weather conditions and the test of time; however the surface will require regular maintenance on your part. Your surface, like your play equipment, should be scheduled for inspection and cleaning on an annual basis to ensure that it functions properly and stays free of debris. An annual cleaning and inspection schedule will help keep your surface in top condition and allow you to address any minor repairs before they become larger issues. Also, re-topping of the G-Flex™ surface wear course should be considered after every five years of use or as needed based on existing surface conditions at time of inspection.

The resilient rubber system is comprised of two parts. The bottom layer is a cushion course using recycled SBR rubber. The top layer is an EPDM surface that permits easy cleaning. The schedule for routine cleaning depends upon many factors including the following—how often it is used, the volume of foot traffic, climatic factors and potential for vandalism. It is important that any tear, rip or unusual wear be reported so that appropriate repairs can be made before the area becomes larger.

The following general guidelines will help you to keep your new surfacing system in top condition.

- 1.) Do not wash the surface for at least five days after installation.
- 2.) Keep the surface clean of sand and gritty soils that will prematurely abrade the surface. A regular blowing is likely all that is needed. Sand on the playground surface is destructive and will reduce its life expectancy.
- 3.) Do not use any cleaning agent that contains a petroleum based solvent, for example, acetone, diesel fuel, kerosene, MEK, paint thinner, and similar. Petrol based agents will weaken or dissolve the surface.
- 4.) Regular cleaning can be accomplished with a garden hose, push broom and mild detergent (with or without germicide). A non-sudsing detergent should be used, such as SIMPLE GREEN or similar. Power washers (with or without detergent) can only be used with extreme caution as too much pressure can dislodge individual granules, degrade the polyurethane binder and cause the surface to become weakened.
- 5.) Graffiti can usually be removed by aggressively scrubbing the area with a stiff brush and detergent. If scrubbing is not successful, medium grade sandpaper can remove the toughest of paints using care not to damage the surface..
- 6.) Do not use abrasive brushes or pads, steel wool, or solvents to clean your floor. Do not use high speed buffing or cleaning equipment. Do NOT use wax of any kind. Make sure that any mild detergent that is used contains no wax or paraffin.

Crouch Recreation, Inc.
1309 S 204th Street #330
Elkhorn, NE 68022
nicole@crouchrec.com
www.crouchrec.com

Quote



ADDRESS
Seward Elementary 200 E Pinewood Avenue Seward, NE 68434 Adam Dowling 402.643.2664

SHIP TO
Seward Elementary 200 E Pinewood Avenue Seward, NE 68434

QUOTE #	DATE	EXPIRATION DATE
3137	10/24/2023	11/23/2023

TERMS

50% Deposit W/Order

SALES REP

Mike Dobbs

PROJECT NAME

Budgetary Only

ACTIVITY	QTY	RATE	AMOUNT
DuraPlay Please Reference 2721 2.25" (5FT CFH) DuraPlay Safety Surface - 50% Blue/50% Black (no design) - Aromatic Binder - Flush edge	2,200	14.50	31,900.00
DuraPlay Security	1	400.00	400.00
DuraPlay Trash Removal	1	800.00	800.00
Freight	1	3,100.00	3,100.00
Please note this is for Poured-In-Place and install of Poured-In-Place only. This does not include removal of the old Poured-In-Place.			

Items needed to place the order:	SUBTOTAL	36,200.00
*Tax Exempt Forms (If Applicable)	TAX	0.00
*Signed Quote	TOTAL	\$36,200.00

*If payment terms requires a deposit, we will need that in hand to place the order.

1.5% Late Fee will be added to any invoices past 14 days late of the due date. Please see payment terms above.

3% Fee will be added to any payments made by credit card.

Thank you for the opportunity!

Accepted By

Accepted Date

4056
Resignation of Certificated Staff

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements. The school district will pay \$1000 for certificated staff members if they notify the Board of Education by the December board meeting, they will not be returning the following school year, \$800 if they notify the board of education by the January Board of Education Meeting and \$300 if they notify the board of education by the February Board Meeting. Unless otherwise required by law or contract, the following resignation requirements apply.

Staff members who submit their resignations to the board of education by the earlier of March 15 will be released from the next school year's contract. Staff members who refuse to fulfill their contractual obligations will be reported to the Professional Practices Committee of the Nebraska Department of Education.

Adopted on: August 8, 2022

Revised on: November 14, 2022, November 13, 2023

Reviewed on: _____

Board of Education Study Session

School District of Seward

410 South Street

Seward, NE 68434

Monday, October 9, 2023 5:30 PM

Attendance Taken at 5:33 PM.

Paul Duer:	Present
Matt Hastings:	Present
Jill Hochstein:	Present
Ryne Seaman:	Present
Danielle Shipley:	Present
Shawn Svoboda:	Present

1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated October 4, 2023.

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

2. Possible Discussion Items

2.1. Summer School Data

Dr. Dominy gave a presentation on the results of students who took summer school. We had summer school for Kindergarten through 8th grade and credit recovery for 9th through 12th graders.

2.2. Insurance Discussion

Dr. Fields discussed the districts property/vehicle insurance.

2.3. Kratos

John Moody discussed KRATOS during the school year and summer and what the cost will be for the coming year.

2.4. Resignation of Certified Staff Policy 4056

Dr. Fields discussed our policy 4056 and what changes we could possibly make.

2.5. Summer Projects 2024

Dr. Fields discussed the upcoming summer projects.

3. Adjournment

President Seaman adjourned the meeting at 6:35 p.m.

Prepared by:

Heidi Covert

Jill Hochstein

Secretary

Board of Education Regular Meeting Template

School District of Seward

410 South Street

Seward, NE 68434

Monday, October 9, 2023 7:00 PM

Attendance Taken at 7:00 PM.

Paul Duer:	Present
Matt Hastings:	Present
Jill Hochstein:	Present
Ryne Seaman:	Present
Danielle Shipley:	Present
Shawn Svoboda:	Present

1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated October 4, 2023.

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

1.4. Pledge of Allegiance

1.5. 1.5 Mission The school district of Seward--where every student, every day is a success--affirms that all students will have the skills to become productive and contributing members of a global community. In cooperation with family and community members, the district is committed to the development of each student academically, emotionally, socially, and physically.

1.6. Approval of Agenda

Motion to approve the agenda as presented Passed with a motion by Paul Duer and a second by Shawn Svoboda.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

2. Public Forum: (The Board President reserves the right to place time limits on individuals and topics.)

2.1. Public Forum on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.

There was none.

2.2. Public Forum on Any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.

There was none.

3. Reports

3.1. Administrator Reports

Written reports were received from the administrators.

3.2. Student Board Report

Rachel Kuss presented her report to the board.

3.3. Superintendent's Report

The State Board Conference will be November 15-17, 2023. Negotiations will start later this month and Ryne, Danielle, and Shawn will represent the board as the negotiation's committee. Dr. Fields gave an update on the Technical Advisory Committee. The Conference Cross Country meet was held on the new route, which is by the middle school and goes into Plum Creek. Thanks to the city for helping with traffic and allowing us to use some of the city property for the route. Our annual audit will be October 11-12. Our Strategic Planning meeting will be November 7th, 14th and 28th from 5:00 to 8:00 at the high school library. The Empty Bowl Luncheon is October 17th. We received the Strong Connections Grant in the amount of \$212,000.00. We had four companies come talk to high school students for manufacturing month.

4. Discussion Items

4.1. External Review

Dr. Fields and Dr. Dominy discussed our external review and will have the final report in the next 30 days.

5. Action Items

5.1. JAG Program MOU

Motion to approve the JAG MOU for the 2024-2025 school year. Passed with a motion by Matt Hastings and a second by Paul Duer.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

5.2. Kratos

Motion to approve the services with Kratos for two times per week and summer services Passed with a motion by Jill Hochstein and a second by Paul Duer.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

6. Future Agenda Items

Americanism report
Negotiations

7. Consent Agenda

7.1. Approval of Minutes

7.2. Approval of Financial Reports

7.2.1. Treasurer

7.2.2. Budget

7.2.3. Activities

7.2.4. Athletic

7.3. Approval of Claims

7.3.1. General Fund - \$1,677,463.83

7.3.2. Depreciation Fund - \$93,000.00

7.4. Approval of Consent Agenda

Motion to approve the consent agenda as presented Passed with a motion by Danielle Shipley and a second by Jill Hochstein.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

8. Adjournment

Motion to adjourn the meeting at 8:03 PM with the next study session and regular board meeting scheduled for November 13 at 5:30 and 7:00 PM Passed with a motion by Matt Hastings and a second by Danielle Shipley.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

Prepared by:

Jill Hochstein

Heidi Covert

Secretary

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2023**

GENERAL FUND (ACCOUNT NUMBER 100-172)

Bank Balance		2,881,513.00
Seward County Treasurer--Local Taxes	414,970.46	
Butler County Treasurer--Local Taxes	18,167.88	
Seward Hot Lunch--Reimbursement	30,717.24	
Anothney Bennett--2Q Preschool Pymt	375.00	
Lydia Nieveen--2Q Preschool Pymt	225.00	
Levi Dixon--2Q Preschool Pymt	225.00	
Emly Daberkow--2Q Preschool Pymt	225.00	
Ann Koch--2Q Preschool Pymt	375.00	
Madison Ouellette--2Q Preschool Pymt	225.00	
Megan Naber--2Q Preschool Pymt	225.00	
Hannah Weisgerber--2Q Preschool Pymt	225.00	
Marie Newquist--2Q Preschool Pymt	225.00	
Devon Luebbe--2Q Preschool Pymt	375.00	
Audrey Aherns--2Q Preschool Pymt	375.00	
Joshua Dorcsey--2Q Preschool Pymt	375.00	
Stephanie Luebbe--2Q Preschool Pymt	375.00	
Kelli Fleek--2Q Preschool Pymt	375.00	
Natasha Hibbert--2Q Preschool Pymt	225.00	
Natasha Andersen--2Q Preschool Pymt	250.00	
Kayli Codr--2Q Preschool Pymt	225.00	
Elisabeth Preister--2Q Preschool Pymt	375.00	
Morgan Luebbe--2Q Preschool Pymt	225.00	
Sarah Dolezal--2Q Preschool Pymt	375.00	
Sara Hinrichs--2Q Preschool Pymt	225.00	
Andrea Carr--2Q Preschool Pymt	225.00	
Katherine Rohren--2Q Preschool Pymt	225.00	
Sharon Regnier--2Q Preschool Pymt	225.00	
Tysha Smith--2Q Preschool Pymt	225.00	
Lakin Bohac--2Q Preschool Pymt	375.00	
Sasha Szarafinski--2Q Preschool Pymt	225.00	
Alyssa Dolezal--2Q Preschool Pymt	225.00	
Charlotte Runcie--2Q Preschool Pymt	225.00	
Shanae Hentzen--2Q Preschool Pymt	225.00	
Halie Hemenway--2Q Preschool Pymt	225.00	
Megan Ball--Technology Sale	40.00	
David Neeley--Technology Sale	150.00	
Laurie Morse--Technology Sale	125.00	
Craig Williams--Technology Sale	280.00	
Sharon Aldrich--Technology Sale	95.00	
Cattle Bank--Interest	12,874.58	
Jays Club--Rent	800.00	
Village of Garland--License Fee	300.00	
ESU 6--EIS Stipends	1,800.00	
Jones Supply Co--Refund	44.10	
SHS--Drivers Education	5,250.00	
St John's--Transportation	750.00	
Methodist Church--Transportation	750.00	

Abby Redfield--Transportation	750.00
BEST--Reimb Service Code Approval	15,808.00
City of Seward--Fines	48.30
State of Nebraska--State Aid	246,065.00
State of Nebraska--Sixpence	35,565.00
State of Nebraska--Tilte IIA 6310	8,101.00
EHA Wellness--Elevate	1,020.00
Jones Bank - Interest	1,192.62

TOTAL IN DEPRECIATION FUND ACCOUNTS	1,035,536.43
--	---------------------

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2023**

SPECIAL BUILDING FUND (ACCOUNT NUMBER 10-074-9)

Beginning Balance -----	625,869.35
Deposits: Seward County Treasurer--Local Taxes-----	3,801.85
Butler County Treasurer--Local Taxes-----	195.17
Disbursements -----	<u>0.00</u>
Interest-----	<u>413.64</u>
Bank Balance -----	<u>630,280.01</u>

TOTAL IN SPECIAL BUILDING FUND ACCOUNTS 630,280.01

UNEMPLOYMENT FUND ACCOUNT (ACCT # 473-633)

Beginning Balance -----	22,057.52
Interest -----	16.32
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>22,073.84</u>

GIFTS AND DONATIONS (ACCT # 162036)

Beginning Balance -----	24,722.04
Deposit: Jen McNally-----	500.00
Interest-----	10.85
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>25,232.89</u>

QUALITY CAPITAL PURPOSE UNDERTAKING FUND (ACCT #640-822)

Beginning Balance -----	177,073.66
Seward County Treasurer & Butler County Treasurer --Local Taxes -----	3,057.89
Interest -----	78.40
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>180,209.95</u>

BOARD REVOLVING FUND (ACCOUNT NUMBER 159-913)

Beginning Balance -----	17,097.87
Deposits: SPS-----	14,963.31
Deposits: SHS-----	1,914.85
Interest -----	3.83
Disbursements -----	<u>16,926.64</u>
Bank Balance -----	<u>17,053.22</u>

**SCHOOL DISTRICT OF SEWARD
TREASURER'S REPORT
FOR THE MONTH
ENDED OCTOBER 31, 2023**

HOT LUNCH FUND (ACCOUNT # 10 353 5)

Beginning Balance -----	576,148.98
Interest -----	394.46
State of NE Payments -----	28,119.10
Other Receipts -----	74,993.63
Disbursements -----	<u>31,915.65</u>
Bank Balance -----	647,740.52
Amount Due District -----	<u>57,506.88</u>
Available Balance -----	<u>590,233.64</u>

STUDENT FEE FUND (ACCOUNT #668-157)

Beginning Balance -----	1,291.26
Receipts: Seward High School Activity Fund -----	0.00
Interest -----	0.00
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>1,291.26</u>

BOND FUND (ACCOUNT #60000586)

Beginning Balance -----	1,338,950.55
Seward County Treasurer - Local Taxes -----	30,181.70
Butler County Treasurer - Local Taxes -----	1,548.72
Deposit--Joens Bank -----	0.00
Interest -----	595.05
Disbursements -----	<u>0.00</u>
Bank Balance -----	<u>1,371,276.02</u>

CD#70001325--JNB RATE OF 5.10% DATE DUE 11/27/2023 -----	<u>350,000.00</u>
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TOTAL IN BOND FUND ACCOUNT	1,721,276.02
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Heidi Covert, Treasurer

**BUDGET PRINTOUT
RECAPITULATION
OCTOBER 31, 2023**

RECEIPTS PORTION OF THE 2023-2024 BUDGET

	AMOUNT BUDGETED	AMOUNT RECEIVED	AMOUNT REMAINING	% RECEIVED TO DATE
RECEIPTS	23,210,000.00	4,846,851.69	18,363,148.31	20.88%
HOT LUNCH		<u>58,915.06</u>		
TOTAL RECEIPTS		4,905,766.75	18,304,233.25	

EXPENDITURES PORTION OF THE 2023-2024 BUDGET

CATEGORY	BUDGET	SPENT	REMAINING	% EXPENDED
REG INSTRUCTION	10,800,000.00	1,666,271.89	9,133,728.11	15.43%
SPECIAL ED	3,200,000.00	448,422.32	2,751,577.68	14.01%
SS--PUPILS	1,770,000.00	184,631.53	1,585,368.47	10.43%
SS-INSTRUCTION	670,000.00	95,321.73	574,678.27	14.23%
GENERAL ADM	465,000.00	54,333.89	410,666.11	11.68%
PRIN ADMIN	1,350,000.00	193,746.63	1,156,253.37	14.35%
GEN BUSINESS	400,000.00	41,900.63	358,099.37	10.48%
OPER/MAINT	2,380,000.00	296,330.62	2,083,669.38	12.45%
TRANSPORTATION	1,050,000.00	131,751.08	918,248.92	12.55%
FOUNDATION	0.00	0.00	0.00	0.00%
TRANSFERS	40,000.00	0.00	40,000.00	0.00%
GEN FUND TOTALS	22,125,000.00	3,112,710.32	19,012,289.68	14.07%
FEDERAL FUNDS	1,085,000.00	90,309.58	994,690.42	8.32%
SIXPENCE		29,771.07		
GRAND TOTAL	23,210,000.00	3,232,790.97	19,977,209.03	13.93%
HOT LUNCH	1,090,720.00	88,224.12		
TOTAL	24,300,720.00	3,321,015.09		

13

*Outstanding check to Courtney Cookus- science supplies \$36.48 #2187

		Library		
Line Item:	Date:	Number:	Name:	Balance:
Elementary Library Line Item: Beginning Balance:				
	10/02/23		Deposit-lost/damaged books	\$5,098.88
	10/12/23	2188	Jennifer Flemings-Plum Creek books	\$5,128.86
	10/25.23		Deposit-damaged books	\$5,031.11
Total of Elementary Library Line Item: Ending Balance:				\$5,106.04

Total of All Line Items Included: Ending Balance: \$16,095.06

Principal Jessica Doming

Date: 11/6/23

Bookkeeper: Jane Rota

Date: 11/6/23

11/06/23

Seward Middle School

Balance Sheet Standard

As of October 31, 2023

Oct 31, '23

ASSETS

Current Assets

Checking/Savings

Skills USA	515.43
Gaming	704.59
Special Olympics	1,229.78
Posters	1,663.26
FCCLA	888.18
Book Fair	820.22
Art	177.10
PTO	14,038.54
Sports Buttons	1,968.83
Music	2,027.54
Athletics	27,125.96
Band	46.99
Builders Club	1,395.83
Bully Response Team	1,771.31
Courtesy Fund	1,417.39
FCS	0.16
Industrial Arts	512.87
Interest	1,456.69
Library	1,764.75
Milk	0.94
MS Computer	3.10
Outdoor Ed	13,343.35
PE	501.27
Sales Tax	7.61
Student Council	2,972.63
Wellness	462.50
Yearbook	9,346.03

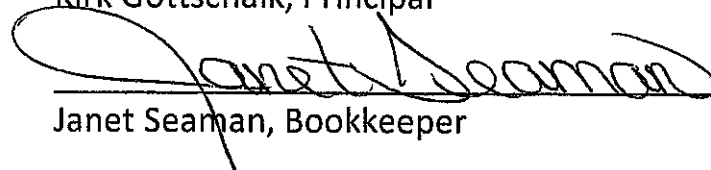
Total Checking/Savings 86,162.85Total Current Assets 86,162.85TOTAL ASSETS 86,162.85**LIABILITIES & EQUITY**

Equity

Opening Bal Equity 86,162.85

Total Equity 86,162.85TOTAL LIABILITIES & EQU... 86,162.85


Kirk Gottschalk, Principal



Janet Seaman, Bookkeeper

11/06/23

Seward Middle School

Account QuickReport

As of October 31, 2023

Type	Date	Num	Name	Memo	Split	Amount
Opening Bal Equity						
General Journal	10/02/23	10137	Audrey Ahrens	TT shirts	Interest	-40.00
General Journal	10/02/23				Athletics	253.34
General Journal	10/03/23	10138	Lula Belle		Interest	-204.00
General Journal	10/03/23	10139	Dietze Music		Band	-18.00
General Journal	10/03/23	10140	Pepsi		-SPLIT-	-1,032.30
General Journal	10/03/23			TT shirts	Interest	204.00
General Journal	10/05/23	10141	Julia Daniels		Athletics	-90.00
General Journal	10/05/23	10142	Seth Fitzke		Athletics	-80.00
General Journal	10/05/23	10143	Ryan Kratochvil		Athletics	-80.00
General Journal	10/05/23	10144	Bob Miers		Athletics	-80.00
General Journal	10/05/23	10145	Pac 'N Save		Athletics	-207.60
General Journal	10/05/23	10146	Culligan Water	water	Courtesy Fund	-60.00
General Journal	10/09/23	10147	Julia Daniels		Athletics	-75.00
General Journal	10/09/23	10148	Tasha Osten		Athletics	-75.00
General Journal	10/10/23	10149	Bill Dutton		Athletics	-80.00
General Journal	10/10/23	10150	Justin Hartman		Athletics	-80.00
General Journal	10/10/23	10151	Ryan Kratochvil		Athletics	-80.00
General Journal	10/10/23	10152	Bob Miers		Athletics	-80.00
General Journal	10/10/23	10153	Valentino's	Wellness Day shirts	PTO	-241.39
General Journal	10/10/23	10154	Lori Todd		FCCLA	-267.82
General Journal	10/10/23				-SPLIT-	1,732.30
General Journal	10/12/23	10155	Ashley Schlegel		Athletics	-75.00
General Journal	10/12/23				-SPLIT-	1,255.00
General Journal	10/16/23	10156	Julia Daniels		Athletics	-75.00
General Journal	10/17/23				Athletics	2,499.47
General Journal	10/18/23	10157	Sodexo		Athletics	-147.67
General Journal	10/18/23	10158	Steve Borer		Athletics	-200.00
General Journal	10/19/23	10159	Janni Hanson		Outdoor Ed	-46.32
General Journal	10/23/23	10160	Cash-Wa Distributing	Concession	Athletics	-999.34
General Journal	10/24/23				-SPLIT-	649.00
General Journal	10/25/23	10161	Lori Todd		FCCLA	-89.98
General Journal	10/25/23	10162	Lori Voss		Sports Buttons	-104.08
General Journal	10/26/23	10163	Valentino's		Sports Buttons	-185.57
General Journal	10/26/23				-SPLIT-	1,069.10
General Journal	10/27/23	10164	Henry Doorly Zoo	7th Field Trip	Interest	-1,064.00
General Journal	10/30/23				-SPLIT-	125.25

11/06/23

Seward Middle School
Account QuickReport
As of October 31, 2023

Type	Date	Num	Name	Memo	Split	Amount
General Journal	10/30/23			#9750 not cas...	Library	16.98
General Journal	10/30/23			#9877 not cas...	Athletics	254.02
General Journal	10/31/23				Interest	57.45
Total Opening Bal Equity						2,257.84
TOTAL						2,257.84

SEWARD HIGH SCHOOL

General Ledger Report

From Date: 10/1/2023
To Date: 10/31/2023

Financial Report

From Acct: 1
To Acct: 999999

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
100	DUAL CREDIT CLASSES	\$8,333.15	\$0.00	\$0.00	\$0.00	\$8,333.15	\$0.00	\$8,333.15
105	ALTERNATIVE SCHOOL	\$268.84	\$0.00	\$0.00	\$0.00	\$268.84	\$0.00	\$268.84
110	ACT CLASS	\$379.96	\$0.00	\$0.00	\$0.00	\$379.96	\$0.00	\$379.96
115	HONOR SOCIETY	\$57.97	\$0.00	\$0.00	\$0.00	\$57.97	\$0.00	\$57.97
120	ALUMNI ASSOCIATION	\$738.03	\$0.00	\$0.00	\$0.00	\$738.03	\$0.00	\$738.03
125	GUIDANCE	\$659.46	\$0.00	\$0.00	\$0.00	\$659.46	\$0.00	\$659.46
126	AMBASSADORS	\$407.09	\$0.00	\$0.00	\$0.00	\$407.09	\$0.00	\$407.09
127	AP EXAMS	\$4,777.50	\$0.00	\$0.00	\$0.00	\$4,777.50	\$0.00	\$4,777.50
130	CAREER ACADEMY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
135	BOWLING	\$1,629.21	\$0.00	\$0.00	\$0.00	\$1,629.21	\$0.00	\$1,629.21
137	UNIFIED BOWLING	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
140	FOOTBALL	\$8,674.86	\$0.00	\$0.00	\$0.00	\$8,674.86	\$0.00	\$8,674.86
142	FOOTBALL-UNIFORMS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
144	GIRLS WRESTLING	\$1,367.49	\$0.00	\$0.00	\$0.00	\$1,367.49	\$0.00	\$1,367.49
145	WRESTLING	\$1,376.27	\$8,551.18	\$0.00	\$0.00	\$9,927.45	\$0.00	\$9,927.45
147	X-COUNTRY	\$1,502.19	\$90.00	\$(741.92)	\$0.00	\$850.27	\$0.00	\$850.27
149	TRACK	\$2,114.10	\$0.00	\$0.00	\$0.00	\$2,114.10	\$0.00	\$2,114.10
150	GIRLS BB CAMP	\$3,235.70	\$0.00	\$(75.00)	\$0.00	\$3,160.70	\$0.00	\$3,160.70
155	BOYS BB CAMP	\$9,071.98	\$0.00	\$(75.00)	\$0.00	\$8,996.98	\$0.00	\$8,996.98
160	BOYS SOCCER	\$470.21	\$1,071.00	\$0.00	\$0.00	\$1,541.21	\$0.00	\$1,541.21
165	GIRLS SOCCER	\$2,281.93	\$1,771.00	\$(301.90)	\$0.00	\$3,751.03	\$0.00	\$3,751.03
170	SOFTBALL	\$3,847.89	\$320.96	\$(1,542.86)	\$0.00	\$2,625.99	\$0.00	\$2,625.99
175	VOLLEYBALL	\$4,132.93	\$1,912.00	\$0.00	\$0.00	\$6,044.93	\$0.00	\$6,044.93
180	VIDEO ACCOUNT	\$4,315.74	\$420.00	\$(303.60)	\$0.00	\$4,432.14	\$0.00	\$4,432.14
185	BASEBALL	\$3,838.67	\$0.00	\$0.00	\$0.00	\$3,838.67	\$0.00	\$3,838.67
190	GIRLS GOLF	\$1,057.45	\$0.00	\$(70.00)	\$0.00	\$987.45	\$0.00	\$987.45
195	BOYS GOLF	\$985.20	\$0.00	\$0.00	\$0.00	\$985.20	\$0.00	\$985.20
198	POWERLIFTING	\$50.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
200	SMUTNY SCHOLARSHIP	\$(100.00)	\$0.00	\$0.00	\$0.00	\$(100.00)	\$0.00	\$(100.00)
225	ACADEMIC CONTESTS	\$1,035.02	\$0.00	\$(280.00)	\$0.00	\$755.02	\$0.00	\$755.02
230	SCIP	\$342.50	\$0.00	\$0.00	\$0.00	\$342.50	\$0.00	\$342.50
240	THORELL SCHOLARSHIPS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
250	PEPSI SCHOLARSHIPS	\$2,000.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$2,000.00
260	SCHOLARSHIP ACCT.	\$140.00	\$0.00	\$0.00	\$0.00	\$140.00	\$0.00	\$140.00
270	BOWMASTER SCHOLARSHIP	\$(375.00)	\$0.00	\$0.00	\$0.00	\$(375.00)	\$0.00	\$(375.00)
275	CONCESSIONS	\$16,884.30	\$13,681.02	\$(6,717.59)	\$(319.62)	\$23,528.11	\$0.00	\$23,528.11
300	Teacher Pop Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
310	VENDING SALES	\$5,789.94	\$1,247.06	\$(706.95)	\$0.00	\$6,330.05	\$0.00	\$6,330.05
315	DLC ACCOUNT	\$25.81	\$0.00	\$0.00	\$0.00	\$25.81	\$0.00	\$25.81
330	DRIVER EDUCATION	\$5,390.00	\$0.00	\$(5,250.00)	\$0.00	\$140.00	\$0.00	\$140.00
400	FBLA	\$(206.76)	\$3,597.50	\$(641.20)	\$0.00	\$2,749.54	\$0.00	\$2,749.54
410	FFA	\$18,133.95	\$892.62	\$(2,547.33)	\$0.00	\$16,479.24	\$0.00	\$16,479.24
415	FCS LAB FEES	\$8,696.50	\$20.00	\$0.00	\$0.00	\$8,716.50	\$0.00	\$8,716.50
418	DISTRICT 2 FCCLA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
420	FCCLA	\$6,103.55	\$400.00	\$(1,936.81)	\$0.00	\$4,566.74	\$0.00	\$4,566.74
425	DRILL TEAM/DANCE	\$2,886.82	\$0.00	\$0.00	\$0.00	\$2,886.82	\$0.00	\$2,886.82
430	SOCIAL MEDIA TEAM	\$7,271.18	\$0.00	\$0.00	\$0.00	\$7,271.18	\$0.00	\$7,271.18
440	LEADERSHIP TEAM	\$3,540.99	\$0.00	\$(463.90)	\$0.00	\$3,077.09	\$0.00	\$3,077.09
445	E SPORTS	\$206.41	\$100.00	\$0.00	\$0.00	\$306.41	\$0.00	\$306.41
450	MATH	\$44.46	\$0.00	\$0.00	\$0.00	\$44.46	\$0.00	\$44.46
460	SCIENCE LAB FEES	\$243.57	\$64.00	\$0.00	\$0.00	\$307.57	\$0.00	\$307.57

SEWARD HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 10/1/2023
To Date: 10/31/2023

From Acct: 1
To Acct: 999999

Activity Accounts

Acct	Account Name	Beg. Bal.	Recpt / JV	Disb / JV	Transfers	End. Bal.	YTD Payables	Work Bal
470	KEY CLUB	\$8,688.53	\$338.50	\$(7.92)	\$0.00	\$9,019.11	\$0.00	\$9,019.11
475	SPANISH ACCOUNT	\$66.94	\$0.00	\$0.00	\$0.00	\$66.94	\$0.00	\$66.94
490	ART	\$3,435.64	\$0.00	\$0.00	\$0.00	\$3,435.64	\$0.00	\$3,435.64
495	Study Abroad	\$674.27	\$0.00	\$0.00	\$0.00	\$674.27	\$0.00	\$674.27
500	YEARBOOK	\$686.13	\$250.00	\$0.00	\$0.00	\$936.13	\$0.00	\$936.13
520	BAND TRIP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
525	SPANISH/SCIENCE TRIP	\$916.75	\$179.24	\$0.00	\$0.00	\$1,095.99	\$0.00	\$1,095.99
530	SPEECH	\$1,169.65	\$0.00	\$0.00	\$0.00	\$1,169.65	\$0.00	\$1,169.65
535	DRAMATICS	\$5,475.31	\$0.00	\$0.00	\$0.00	\$5,475.31	\$0.00	\$5,475.31
540	LIBRARY	\$1,489.10	\$0.00	\$0.00	\$0.00	\$1,489.10	\$0.00	\$1,489.10
542	EDUCATORS RISING	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
545	ALL SCHOOL READS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
550	BAND	\$1,668.36	\$808.00	\$(824.00)	\$0.00	\$1,652.36	\$0.00	\$1,652.36
554	CHEERLEADERS	\$1,534.07	\$2,400.00	\$(980.00)	\$0.00	\$2,954.07	\$0.00	\$2,954.07
555	CHORUS	\$27,792.40	\$2,832.82	\$(3,887.62)	\$0.00	\$26,737.60	\$0.00	\$26,737.60
557	SKILLS/TECHNICAL SCIENCE	\$930.00	\$0.00	\$0.00	\$0.00	\$930.00	\$0.00	\$930.00
560	INDUSTRIAL ARTS/WOODS	\$803.89	\$0.00	\$(59.90)	\$0.00	\$743.99	\$0.00	\$743.99
565	TECH PREP/SKILLS USA	\$1,314.68	\$100.00	\$0.00	\$0.00	\$1,414.68	\$0.00	\$1,414.68
570	AUTO/WELDING	\$934.45	\$0.00	\$0.00	\$0.00	\$934.45	\$0.00	\$934.45
575	POWER DRIVE	\$76.57	\$0.00	\$0.00	\$0.00	\$76.57	\$0.00	\$76.57
580	PAY TO PLAY	\$6,674.47	\$140.00	\$0.00	\$0.00	\$6,814.47	\$0.00	\$6,814.47
600	PHYSICAL EDUCATION	\$34.11	\$0.00	\$0.00	\$0.00	\$34.11	\$0.00	\$34.11
615	REVOLVING ACCT	\$250.12	\$0.00	\$0.00	\$0.00	\$250.12	\$0.00	\$250.12
620	NOW ACCOUNT	\$8,285.87	\$211.77	\$0.00	\$0.00	\$8,497.64	\$0.00	\$8,497.64
700	SOCIAL STUDIES SCHOL	\$50.00	\$0.00	\$0.00	\$0.00	\$50.00	\$0.00	\$50.00
800	ATHLETICS	\$51,536.95	\$23,891.00	\$(18,796.46)	\$319.62	\$56,951.11	\$0.00	\$56,951.11
825	WEIGHTROOM	\$129.19	\$0.00	\$0.00	\$0.00	\$129.19	\$0.00	\$129.19
850	PRIDE	\$21.60	\$0.00	\$(21.60)	\$0.00	\$0.00	\$0.00	\$0.00
860	AOK	\$393.91	\$0.00	\$0.00	\$0.00	\$393.91	\$0.00	\$393.91
865	HOPE SQUAD	\$135.74	\$0.00	\$0.00	\$0.00	\$135.74	\$0.00	\$135.74
870	STUDENT HELP FUND	\$447.48	\$0.00	\$0.00	\$0.00	\$447.48	\$0.00	\$447.48
900	MEMORIALS	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00	\$0.00	\$70.00
950	IPAD FEES	\$6,563.41	\$225.00	\$0.00	\$0.00	\$6,788.41	\$0.00	\$6,788.41
955	HORTICULTURE	\$505.00	\$0.00	\$0.00	\$0.00	\$505.00	\$0.00	\$505.00
2015	CLASS OF 2015	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2016	CLASS OF 2016	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2017	CLASS OF 2017	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2018	CLASS OF 2018	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2019	CLASS OF 2019	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2020	CLASS OF 2020	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2021	Class of 2021	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2022	CLASS OF 2022	\$805.17	\$0.00	\$0.00	\$0.00	\$805.17	\$0.00	\$805.17
2023	CLASS OF 2023	\$1,472.73	\$0.00	\$0.00	\$0.00	\$1,472.73	\$0.00	\$1,472.73
2024	CLASS OF 2024	\$1,756.26	\$0.00	\$0.00	\$0.00	\$1,756.26	\$0.00	\$1,756.26
2025	CLASS OF 2025	\$2,871.00	\$0.00	\$0.00	\$0.00	\$2,871.00	\$0.00	\$2,871.00
2026	CLASS OF 2026	\$1,617.00	\$0.00	\$0.00	\$0.00	\$1,617.00	\$0.00	\$1,617.00
Activity Accounts Grand Total		\$284,903.81	\$65,514.67	\$(46,231.56)	\$0.00	\$304,186.92	\$0.00	\$304,186.92

SEWARD HIGH SCHOOL

General Ledger Report

Financial Report

From Date: 10/1/2023
To Date: 10/31/2023

From Acct: 1
To Acct: 999999

GL Accounts

GL Acct	Begin Bal	Recpt / JV	Disb / JV	Transfers	End Bal	YTD Payables	Work Bal
992 CHECK ACCOUNT	\$284,903.81	\$65,514.67	\$(46,231.56)	\$0.00	\$304,186.92	\$0.00	\$304,186.92
General Ledger Grand Total	\$284,903.81	\$65,514.67	\$(46,231.56)	\$0.00	\$304,186.92	\$0.00	\$304,186.92

I have reviewed the above ledger report and attached reports for the current month. I find them accurate and complete to the best of my knowledge.

Bookkeeper: Mary Russell Date: 11/8/23
Principal: [Signature] Date: 11/2/23

Bank Reconciliation Report

Checking Account

992

Date From 10/1/2023

Date to 10/31/2023

Ending Balance on Statement Dated : 10/31/2023	\$322,176.53
Outstanding Deposits (Bank Deposits) -> +	\$0.00
Less Outstanding Checks:	\$17,989.61
Cash Balance as of : 10/31/2023	\$304,186.92 ***

Cash Balance for Checking as of 10/1/2023	\$284,903.81
Add: Total Deposits (Bank Deposits):	\$65,514.67
Less: Total Checks and Withdrawals:	(\$46,231.56)
Computer Cash Balance as of : 10/31/2023	\$304,186.92 ***

Summary of Asset Accounts

Gl Acct	Account Name	Begin Bal	Recpt/JV	Disb/JV	Transfer	End Bal
992	CHECK ACCOUNT	\$284,903.81	\$65,514.67	(\$46,231.56)	\$0.00	\$304,186.92 ***
Grand Total		\$284,903.81	\$65,514.67	(\$46,231.56)	\$0.00	\$304,186.92

I have reviewed the above ledger report and attached reports for the current month. I find them accurate and complete to the best of my knowledge.

Bookkeeper: Mary Russell Date: 11/8/23
Principal: [Signature] Date: 11/15/23

*** Entries Must Match

SEWARD HIGH SCHOOL

Reconciliation Activity Account Report

From Date: 10/1/2023

From Acct: 800

To Date: 10/31/2023

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Dish/JV	Transfer	Balance	Offset Acct
Activity Acct: 800 - ATHLETICS							Beginning Balance: \$51,536.95		
Advisor:	John Moody								
10/2/23	RECEIPTS			8016	\$2,161.00	\$0.00	\$0.00	\$53,697.95	992
	FB GATE - LNW								
10/3/23	RECEIPTS			8019	\$1,082.00	\$0.00	\$0.00	\$54,779.95	992
	SB SUB DIST GATE								
10/3/23	SEWARD COUNTY INDEP		15951	60411	\$0.00	\$93.75	\$0.00	\$54,686.20	992
	SR FALL ACTIVITY POSTERS								
10/3/23	SALLY CONNELL		15952	60412	\$0.00	\$165.00	\$0.00	\$54,521.20	992
	VB OFFICIAL - AURORA								
10/3/23	MITZI ADEN		15952	60413	\$0.00	\$165.00	\$0.00	\$54,356.20	992
	VB OFFICIAL - AURORA								
10/3/23	NSAA		15680	60415	\$0.00	\$242.15	\$0.00	\$54,114.05	992
	SB B-6 SUBDIST PAYOUT								
10/3/23	CHARLES GEBHARDT		15894	60416	\$0.00	\$102.85	\$0.00	\$54,011.20	992
	VB HOSPITALITY RM SUPPLIES								
10/3/23	LIZ NEELEY		15952	60418	\$0.00	\$25.00	\$0.00	\$53,986.20	992
	VB LINE JUDGING								
10/3/23	SCOTTSBLUFF COUNTRY		15956	60419	\$0.00	\$125.00	\$0.00	\$53,861.20	992
	ST GOLF PRACTICE ROUNDS								
10/4/23	RECEIPTS			8021	\$558.00	\$0.00	\$0.00	\$54,419.20	992
	VB GATE - AURORA								
10/4/23	BSN SPORTS	922983213	15676	60421	\$0.00	\$77.25	\$0.00	\$54,341.95	992
	VB, BB SCOREBOOKS								
10/5/23	CASH		15682	60427	\$0.00	\$462.00	\$0.00	\$53,879.95	992
	STATE G GOLF MEALS								
10/5/23	HENRY SCHEIN	3379934	15966	60429	\$0.00	\$610.03	\$0.00	\$53,269.92	992
	TRAINING ROOM SUPPLIES 23/24								
10/6/23	RECEIPTS			8027	\$40.00	\$0.00	\$0.00	\$53,309.92	992
	ACTIVITY PASSES								
10/6/23	LANE GOTTULA		15681	60433	\$0.00	\$178.00	\$0.00	\$53,131.92	992
	SB DIST OFFICIAL								
10/6/23	GREG OTTERMAN		15681	60434	\$0.00	\$178.00	\$0.00	\$52,953.92	992
	SB DIST OFFICIAL								
10/6/23	GREG OTTERMAN		15681	60435	\$0.00	\$65.00	\$0.00	\$52,888.92	992
	SB DIST OFFICIAL								
10/6/23	LANE GOTTULA		15681	60436	\$0.00	\$65.00	\$0.00	\$52,823.92	992
	SB DIST OFFICIAL								
10/9/23	BOB MIERS		15967	60438	\$0.00	\$75.00	\$0.00	\$52,748.92	992
	JV FB OFFICIAL - AURORA								
10/9/23	TONY CONELL		15967	60439	\$0.00	\$75.00	\$0.00	\$52,673.92	992
	JV FB OFFICIAL - AURORA								
10/9/23	DUSTIN GARRISON		15967	60440	\$0.00	\$75.00	\$0.00	\$52,598.92	992
	JV FB OFFICIAL - AURORA								
10/9/23	NSAA		15683	60441	\$0.00	\$340.65	\$0.00	\$52,258.27	992
	SB B-4 DIST FINAL PAYOUT								
10/9/23	BLACK SQUIRREL ENTER	1448	15685	60442	\$0.00	\$614.60	\$0.00	\$51,643.67	992
	CONF XC TIMING SERVICES								
10/9/23	BRIAN REESE		15968	60443	\$0.00	\$165.00	\$0.00	\$51,478.67	992
	VB OFFICIAL - CRETE								
10/9/23	MATT HUNT		15968	60444	\$0.00	\$165.00	\$0.00	\$51,313.67	992
	VB OFFICIAL - CRETE								

SEWARD HIGH SCHOOL

Reconciliation Activity Account Report

From Date: 10/1/2023

To Date: 10/31/2023

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
10/9/23	LINCOLN SOUTHEAST HIG XC INVITE ENTRY		15978	60445	\$0.00	\$80.00	\$0.00	\$51,233.67	992
10/9/23	LEXINGTON HIGH SCHOOL DIST XC ENTRY		15979	60446	\$0.00	\$50.00	\$0.00	\$51,183.67	992
10/9/23	MALCOLM HIGH SCHOOL 9TH VB TOURN ENTRY		15980	60447	\$0.00	\$80.00	\$0.00	\$51,103.67	992
10/10/23	RECEIPTS SB DIST FINAL GATE			8034	\$1,322.00	\$0.00	\$0.00	\$52,425.67	992
10/10/23	RECEIPTS JV FB GATE - AURORA			8035	\$432.00	\$0.00	\$0.00	\$52,857.67	992
10/10/23	RECEIPTS VB, XC ENTRIES			8038	\$180.00	\$0.00	\$0.00	\$53,037.67	992
10/10/23	RECEIPTS BLJY BOOSTERS - HEADSETS			8039	\$5,000.00	\$0.00	\$0.00	\$58,037.67	992
10/11/23	RECEIPTS VB GATE - CRETE			8041	\$580.00	\$0.00	\$0.00	\$58,617.67	992
10/11/23	HAMPTON INN & SUITES STATE G GOLF HOTEL		15985	60449	\$0.00	\$588.00	\$0.00	\$58,029.67	992
10/11/23	HENRY SCHEIN TRAINING ROOM SUPPLIES 23/24	58368057	15966	60451	\$0.00	\$3.77	\$0.00	\$58,025.90	992
10/11/23	JULIE MOODY VB SCOREBOOK		15684	60452	\$0.00	\$45.00	\$0.00	\$57,980.90	992
10/11/23	NICOLE ANDERSON CONF VB OFFICIAL		15684	60453	\$0.00	\$262.50	\$0.00	\$57,718.40	992
10/11/23	HILARY VANNESS CONF VB OFFICIAL		15684	60454	\$0.00	\$262.50	\$0.00	\$57,455.90	992
10/11/23	JODI HUGHES VB LINE JUDGING		15684	60455	\$0.00	\$50.00	\$0.00	\$57,405.90	992
10/12/23	Transfer in 15% JR HIGH FB CONC				\$0.00	\$0.00	\$319.62	\$57,725.52	275
10/12/23	KEN MAR FB OFFICIAL - WAVERLY		15984	60458	\$0.00	\$120.00	\$0.00	\$57,605.52	992
10/12/23	JACK MAR FB OFFICIAL - WAVERLY		15984	60459	\$0.00	\$120.00	\$0.00	\$57,485.52	992
10/12/23	CHUCK LEWIS FB OFFICIAL - WAVERLY		15984	60460	\$0.00	\$120.00	\$0.00	\$57,365.52	992
10/12/23	RYAN LEWIS FB OFFICIAL - WAVERLY		15984	60461	\$0.00	\$120.00	\$0.00	\$57,245.52	992
10/12/23	TOM MAR FB OFFICIAL - WAVERLY		15984	60462	\$0.00	\$120.00	\$0.00	\$57,125.52	992
10/12/23	CASH EXTRA GATE/CONCESSION		15989	60463	\$0.00	\$1,200.00	\$0.00	\$55,925.52	992
10/13/23	RECEIPTS VB CONF TOURN GATE			8042	\$733.00	\$0.00	\$0.00	\$56,658.52	992
10/13/23	JACKIE STEINER CONF VB OFFICIAL		15990	60466	\$0.00	\$625.00	\$0.00	\$56,033.52	992
10/13/23	KIM KWAPNOSKI CONF VB OFFICIAL		15990	60467	\$0.00	\$525.00	\$0.00	\$55,508.52	992
10/13/23	HILARY VANNESS CONF VB OFFICIAL		15990	60468	\$0.00	\$350.00	\$0.00	\$55,158.52	992
10/13/23	NANCY FUCHS CONF VB OFFICIAL		15990	60469	\$0.00	\$350.00	\$0.00	\$54,808.52	992
10/13/23	HEATHER MULLER		15990	60470	\$0.00	\$60.00	\$0.00	\$54,748.52	992

SEWARD HIGH SCHOOL
Reconciliation Activity Account Report

From Date: 10/1/2023
 To Date: 10/31/2023

From Acct: 800
 To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Dish/JV	Transfer	Balance	Offset Acct
	CONF VB SCOREBOOK								
10/13/23	MADISON DOMINY		15990	60471	\$0.00	\$36.00	\$0.00	\$54,712.52	992
	CONF VB LINE JUDGE								
10/13/23	LACEY KOCH		15990	60472	\$0.00	\$24.00	\$0.00	\$54,688.52	992
	CONF VB LINE JUDGE								
10/13/23	MERLES FLOWER SHOP	0000441	15992	60474	\$0.00	\$130.00	\$0.00	\$54,558.52	992
	SENIOR NIGHT FLOWERS								
10/16/23	RECEIPTS			8043	\$3,061.00	\$0.00	\$0.00	\$57,619.52	992
	FB GATE - WAVERLY								
10/16/23	RECEIPTS			8044	\$2,331.00	\$0.00	\$0.00	\$59,950.52	992
	CONF VB TOURN GATE								
10/16/23	RECEIPTS			8045	\$1,200.00	\$0.00	\$0.00	\$61,150.52	992
	EXTRA GATE / CONCESSION								
10/16/23	CASH		15687	60476	\$0.00	\$264.00	\$0.00	\$60,886.52	992
	STATE XC MEALS								
10/17/23	BRIAN REESE		15991	60477	\$0.00	\$165.00	\$0.00	\$60,721.52	992
	VB OFFICIAL - BLAIR								
10/17/23	KENDRA JANTZEN		15991	60478	\$0.00	\$165.00	\$0.00	\$60,556.52	992
	VB OFFICIAL - BLAIR								
10/18/23	RECEIPTS			8050	\$350.00	\$0.00	\$0.00	\$60,906.52	992
	VB GATE - BLAIR								
10/18/23	RECEIPTS			8053	\$435.00	\$0.00	\$0.00	\$61,341.52	992
	XC, SB, VB ENTRIES								
10/18/23	CARMEN JOHNSON		16000	60486	\$0.00	\$17.52	\$0.00	\$61,324.00	992
	REIMB CONF VB HOSP ROOM								
10/18/23	JENNY HEASTON		16000	60487	\$0.00	\$75.10	\$0.00	\$61,248.90	992
	REIMB CONF VB HOSP ROOM								
10/18/23	MARY RUSSELL		16000	60488	\$0.00	\$11.91	\$0.00	\$61,236.99	992
	REIMB CONF VB HOSP ROOM								
10/18/23	CHARLES GEBHARDT		16000	60489	\$0.00	\$47.96	\$0.00	\$61,189.03	992
	REIMB CONF VB HOSP ROOM								
10/19/23	RECEIPTS			8058	\$60.00	\$0.00	\$0.00	\$61,249.03	992
	ACTIVITY PASSES								
10/19/23	RECEIPTS			8061	\$100.00	\$0.00	\$0.00	\$61,349.03	992
	BLJY BOOSTERS - HUDL SPONSOR								
10/19/23	MARK HICKSON		16004	60494	\$0.00	\$90.00	\$0.00	\$61,259.03	992
	9TH VB TOURN OFFICIAL								
10/19/23	WILLIE BEAMON		16004	60495	\$0.00	\$270.00	\$0.00	\$60,989.03	992
	9TH VB TOURN OFFICIAL								
10/19/23	STEVE ADKISSON		16004	60496	\$0.00	\$180.00	\$0.00	\$60,809.03	992
	9TH VB TOURN OFFICIAL								
10/19/23	SALLY CONNELL		16004	60497	\$0.00	\$270.00	\$0.00	\$60,539.03	992
	9TH VB TOURN OFFICIAL								
10/19/23	MITZI ADEN		16004	60498	\$0.00	\$270.00	\$0.00	\$60,269.03	992
	9TH VB TOURN OFFICIAL								
10/19/23	HEATHER MULLER		16004	60499	\$0.00	\$45.00	\$0.00	\$60,224.03	992
	VB SCOREBOOK								
10/23/23	JASON HARSTICK		15689	60503	\$0.00	\$151.00	\$0.00	\$60,073.03	992
	VB SUB DIST OFFICIAL								
10/23/23	MARK TACKETT		15689	60504	\$0.00	\$151.00	\$0.00	\$59,922.03	992
	VB SUB DIST OFFICIAL								
10/23/23	SPORTS EXPRESS	EH 109698	16014	60505	\$0.00	\$1,326.00	\$0.00	\$58,596.03	992
	UNIFIED BOWLING POLOS								

SEWARD HIGH SCHOOL

Reconciliation Activity Account Report

From Date: 10/1/2023

To Date: 10/31/2023

From Acct: 800

To Acct: 800

Date	Payee Source Note	Invoice	PO	Doc Ref	Recp/JV	Disb/JV	Transfer	Balance	Offset Acct
10/23/23	AARON DUEKER ASSIGNING FEE 23/24		16015	60506	\$0.00	\$100.00	\$0.00	\$58,496.03	992
10/24/23	RECEIPTS FR VB TOURN GATE			8065	\$900.00	\$0.00	\$0.00	\$59,396.03	992
10/24/23	AMAZON CAPITAL SERVI CASH BOXES - RETURNED W/CREDIT		15970	60509	\$0.00	\$20.71	\$0.00	\$59,375.32	992
10/24/23	JODI HUGHES VB LINE JUDGING		15689	60513	\$0.00	\$25.00	\$0.00	\$59,350.32	992
10/25/23	RECEIPTS VB SUB DIST GATE			8068	\$2,017.00	\$0.00	\$0.00	\$61,367.32	992
10/25/23	BSN SPORTS SOCCER NETS, GAME BALLS	923305747	15686	60515	\$0.00	\$1,471.50	\$0.00	\$59,895.82	992
10/25/23	BSN SPORTS SOCCER GAME SOCKS	923305736	15686	60515	\$0.00	\$746.86	\$0.00	\$59,148.96	992
10/25/23	NSAA B-6 SUBDIST VB EXP SHARE		15691	60517	\$0.00	\$733.45	\$0.00	\$58,415.51	992
10/25/23	YORK HIGH SCHOOL B-6 SUBDIST VB EXP SHARE		15691	60518	\$0.00	\$232.60	\$0.00	\$58,182.91	992
10/25/23	LINCOLN NORTHWEST B-6 SUBDIST VB EXP SHARE		15691	60519	\$0.00	\$107.80	\$0.00	\$58,075.11	992
10/25/23	STEVE NELSON ST FB PLAYOFF OFFICIAL		16020	60522	\$0.00	\$107.00	\$0.00	\$57,968.11	992
10/25/23	BILL DUTTON ST FB PLAYOFF OFFICIAL		16020	60523	\$0.00	\$107.00	\$0.00	\$57,861.11	992
10/25/23	GEORGE FINLEY ST FB PLAYOFF OFFICIAL		16020	60524	\$0.00	\$107.00	\$0.00	\$57,754.11	992
10/25/23	BRIAN DUHACEK ST FB PLAYOFF OFFICIAL		16020	60525	\$0.00	\$107.00	\$0.00	\$57,647.11	992
10/25/23	SHANE SMITH ST FB PLAYOFF OFFICIAL		16020	60526	\$0.00	\$107.00	\$0.00	\$57,540.11	992
10/26/23	RECEIPTS NE SPEC OLYMPICS DONATION			8076	\$500.00	\$0.00	\$0.00	\$58,040.11	992
10/26/23	RECEIPTS VB ENTRIES			8077	\$590.00	\$0.00	\$0.00	\$58,630.11	992
10/26/23	RECEIPTS RETURN CR - ICE BATH TANK			8079	\$159.00	\$0.00	\$0.00	\$58,789.11	992
10/26/23	RECEIPTS DONATION - JOST			8080	\$100.00	\$0.00	\$0.00	\$58,889.11	992
10/26/23	CASH STATE VB MEALS		16027	60527	\$0.00	\$567.00	\$0.00	\$58,322.11	992
10/26/23	CASH EXTRA GATE/CONCESSION		16026	60528	\$0.00	\$1,200.00	\$0.00	\$57,122.11	992
10/27/23	PAUL KEENEY DIST VB OFFICIAL		16028	60530	\$0.00	\$85.50	\$0.00	\$57,036.61	992
10/27/23	ROGER MARCELINO DIST VB OFFICIAL		16028	60531	\$0.00	\$85.50	\$0.00	\$56,951.11	992

Totals \$23,891.00 \$18,796.46 \$319.62 \$56,951.11

Accounts Payable \$0.00

Working Balance \$56,951.11

Currently Encumbered (PO) \$0.00

I have reviewed the above ledger report and attached reports for the current month. I find them accurate and complete to the best of my knowledge.

Bookkeeper: Mary Russell Date: 11/8/23
Principal: John Mc Date: 11/8/23

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
NOVEMBER 13,2023**

Salaries from October	Salaries	687,647.71
Jones Bank	FIT/FICA	21,151.02
Tennessee Child Support	Garnishment	9.99
NIC Nebraska	Transportation	7.50
Jones Bank	FIT/FICA	173,112.57
Nebraska Child Support	Garnishment	1,160.00
ASPIRE	403b	7,900.00
Jones Bank	FIT/FICA	21,968.20
Tennessee Child Support	Garnishment	9.99
NPERS	Retirement	184,644.61
NE Dept. of Revenue	State Tax	33,138.88
Pitney Bowes	Postage	2,500.00
Pay Flex	Section 125	3,323.57
ACT	Assessment	1,972.00
After Hours Grafix. LLC	Transportation	536.04
AGParts Worldwide, Inc	Technology	1,099.00
Ahern, J.F.	Maintenance	732.00
All Road Barricades, Inc	Maintenance	335.68
Amazon Capital Services	Supplies	2,308.88
Ameritas	Vision Insurance	1,153.52
Andersen, Jennifer	Supplies	10.48
Apple Inc	Technology	3,500.00
Awards Unlimited	Supplies	112.20
Axt, Scott	Supplies	69.27
Baker, Noelle	Supplies	45.62
Baker & Taylor	Books	32.39
Bauer, Alan	Transportation	64.00
BEST	Pupil Services	14,762.88
BlueCross BlueShield	Health Insurance	239,642.42
Brown, Samantha	Supplies	1,500.00
Brown, Summer	Mileage	216.48
Butcher, Karen	Supplies	245.00
Campbells Cleaning	Services	16,750.00
Cast, Krystin	Supplies	21.83
CDWG	Technology	2,805.48
Centennial Public School	Staff Dev.	1,687.50
Central Nebraska Rehabilitation Services	Pupil Services	7,890.59
City of Seward Utility Dept	Utilities	37,950.10
Collection Associates	Garnishment	206.17
Cornhusker International Trucks	Transportation	189.66
Credit Management Services Inc	Garnishment	132.42
Culligan	Maintenance	786.68
DAS	Distance Learning	267.63
Dana F. Cole & Company, LLP	Audit	10,100.00
Embi Tec	Supplies	1,764.00
Engineered Controls, Inc	Hot Lunch Repairs	4,925.00
ESU 6	ESU Expense	15,693.65
Fairfield Inn	Travel	139.95
Farmers Coop	Transportation	1,047.00
Fields, Kevin	Staff Dev.	100.00
Grainger	Maintenance	114.87
Heather Guarantee LLC	Garnishment	251.00
Hire Right	Transportation	231.30

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
NOVEMBER 13,2023**

Holiday Inn	Travel	229.90
Interstate All Battery Center	Maintenance	846.30
Junior Library Guild	Books	2,020.04
KSB School Law	Legal Fees	32.50
Kully Supply	Maintenance	77.73
Lincoln Journal Star	Advertising	15.26
Madison National Life	LTD Ins.	2,835.50
Matheson	Supplies	460.77
McGraw Hill	Books	9,025.13
Meehl, Jan	Pupil Services	2,568.91
Midwest Alarm Systems	Maintenance	726.30
Midwest Auto Parts	Maint. Of Equip	306.25
MMC Contractors	Maintenance	4,306.60
National Art & School Supply	Supplies	4,430.91
NCS Pearson	Supplies	344.65
Nebraska Association of School Boards	Staff Dev.	200.00
Nebraska Council of School Admin	Staff Dev.	115.00
Nebraska Equipment	Maint. Of Equip	172.95
Nebraska Landscape Solutions	Grounds	1,863.97
Omnify	Insurance	41.60
One Source	Admin. Expense	147.00
O'Reilly	Transportation	512.62
Oriental Trading	Supplies	93.64
Pac N Save	Supplies	644.69
Paper Tiger	Business Support	30.00
Pay Flex	Section 125	117.30
Pinkall, Jenny	Supplies	60.68
Providence	Services	175.00
Reed Electric	Maintenance	115.00
Rockler	Supplies	7,702.58
Safety Kleen	Transportation	1,156.80
Sasha Vazzano Choreography	Supplies	1,500.00
Seward County Independent	Advertising	284.09
Seward Lumber	Maintenance	415.72
Sodexo	Services	90,185.41
Suhr & Lichty Insurance	District Insurance	830.00
Telecky, Marty	Transportation	16.00
Tractor Supply Credit Plan	Equipment	195.94
Truck Center Companies	Transportation	715.41
Unite Private Networks, LLC	Distance Learning	1,476.28
UNUM	HAL	700.00
Uribe	Life Ins.	532.80
USA Clean	Services	2,277.00
US Bank	Maintenance	249.76
US Cellular	Lease	2,305.61
Verizon	Communications	21745%
Visa	Telephone	157.41
Waterlink	Supplies	1,543.63
WHC NE LLC	Maintenance	2,415.49
	Services	2,880.00

**SCHOOL DISTRICT OF SEWARD
PROPOSED WARRANTS
NOVEMBER 13,2023**

Windstream	Phone	395.39
WoodRiver Energy	Utilities	1,772.03
Zultys	Phone	2,312.19
TOTAL GENERAL FUND CLAIMS		1,662,719.92

**SCHOOL DISTRICT OF SEWARD
PROPOSED SPECIAL BUILDING FUND CLAIMS
NOVEMBER 13, 2023**

FACILITY ADVOCATES	HS HVAC PROJECT	5,000.00
DOUG'S HEATING & AIR	HVAC REPAIRS FROM HAIL	102,630.00
VOSS LIGHTING	BULB REPLACEMENT	11,743.75
	TOTAL	119,373.75

**SCHOOL DISTRICT OF SEWARD
PROPOSED UNEMPLOYMENT FUND CLAIMS
NOVEMBER 13, 2023**

NEBRASKA UC FUND	UNEMPLOYMENT	440.95
	TOTAL	<u>440.95</u>

Board Of Education Proposal
November 6, 2023

Board of Education Proposal #1- Place the Unified Head Bowling Coach on Category IV of the Extra Duty Schedule.

SEA Response:

Board Of Education Proposal #2- Place the Unified Assistant Bowling Coach on Category V of the Extra Duty Schedule.

SEA Response:

Board Of Education Proposal #3- Strike out Color/Winterguard out of Category V of the Extra Duty Schedule

SEA Response:

Board of Education Proposal #4 Strike out Elementary and Middle School Reading Classic off of category VI Extra Duty Schedule

SEA Response:

North Star Negotiations Comparability Study 2023-24 for 2024-2025

Comparability is done using our 2023-24 teachers and placing them into the negotiated agreements of each of the schools in our array--adjusted to 186 contract days.

CIR calculates our total costs compared to the midpoint of the array.

	Contract	Staff Index	Base Salary	Benefit Costs (Health, Dental, LTD, Life)	Schedule Costs (Sal., FICA, NPERS)	Total Costs	Total Cost Adjusted to 186 Days	BA-1	MA+27-16
Seward	186	206.7235	\$ 36,650	\$ 2,532,652	\$ 8,904,395	\$ 11,437,047	\$ 11,437,047		

Aurora	185	207.8	\$ 37,650	\$ 2,476,166	\$ 9,190,750	\$ 11,666,916	\$ 11,716,761	\$ 37,650.00	\$ 75,300.00	MA 27-14
Bennington	186	203.0632	\$ 37,850	\$ 2,685,698	\$ 9,024,791	\$ 11,710,488	\$ 11,710,488	\$ 37,850.00	\$ 73,800.00	MA 27-16
York	187	208.455	\$ 36,850	\$ 2,703,859	\$ 9,027,976	\$ 11,731,836	\$ 11,683,451	\$ 36,850.00	\$ 74,806.00	MA 27-16
Ashland-Greenwood	185	202.74	\$ 37,925	\$ 2,578,008	\$ 9,032,435	\$ 11,610,443	\$ 11,659,267	\$ 37,925.00	\$ 73,954.00	MA 27-16
Lakeview	185	206.0194	\$ 36,825	\$ 2,690,562	\$ 8,917,196	\$ 11,607,758	\$ 11,655,932	\$ 36,825.00	\$ 71,072.00	MA 27-14
Syracuse-Dunbar-Avoca	185	207.3234	\$ 39,000	\$ 1,057,464	\$ 10,384,488	\$ 11,441,951	\$ 11,493,073	\$ 39,000.00	\$ 79,950.00	MA 27-15
Schuyler	185	200.7822	\$ 38,100	\$ 2,439,646	\$ 8,986,702	\$ 11,426,349	\$ 11,475,072	\$ 38,100.00	\$ 74,295.00	MA 27-16
Seward	186	203.7235	\$ 36,650	\$ 2,532,652	\$ 8,904,395	\$ 11,437,047	\$ 11,473,047	\$ 36,650	\$ 74,400.00	MA 27-16
Fairbury	185	199.86	\$ 38,050	\$ 2,482,938	\$ 8,933,947	\$ 11,416,886	\$ 11,465,325	\$ 38,050.00	\$ 72,676.00	MA 27-15
Nothwest	185	200.36	\$ 37,050	\$ 2,678,588	\$ 8,724,486	\$ 11,403,074	\$ 11,450,386	\$ 37,050.00	\$ 70,766.00	MA 27-14
Wahoo	186	197.6749	\$ 38,150	\$ 2,536,022	\$ 8,859,239	\$ 11,395,260	\$ 11,395,239	\$ 38,150.00	\$ 74,393.00	MA 27-16
Springfield-Platteview	184	200.4887	\$ 37,325	\$ 2,486,471	\$ 8,791,005	\$ 11,277,476	\$ 11,373,356	\$ 37,325.00	\$ 71,291.00	MA 27-15
Beatrice	186	199.2592	\$ 37,475	\$ 2,565,990	\$ 8,771,845	\$ 11,337,836	\$ 11,337,836	\$ 37,425.00	\$ 71,952.00	MA 27-13
Crete	186	199.3287	\$ 37,860	\$ 2,435,235	\$ 8,865,393	\$ 11,300,628	\$ 11,300,628	\$ 37,860.00	\$ 71,934.00	MA 27-15
Norris	187	192.9758	\$ 39,350	\$ 2,408,124	\$ 8,920,352	\$ 11,328,475	\$ 11,280,773	\$ 39,350.00	\$ 72,011.00	MA 27-13
Waverly	186	193.72	\$ 38,600	\$ 2,476,132	\$ 8,784,368	\$ 11,260,501	\$ 11,260,501	\$ 38,600.00	\$ 70,638.00	MA 27-16
Platsmouth	186	197.3322	\$ 36,100	\$ 2,783,851	\$ 8,368,082	\$ 11,151,933	\$ 11,151,933	\$ 36,100.00	\$ 70,395.00	MA 27-16

Mean: \$ 11,463,710

Median: \$ 11,465,325

Midpoint: \$ 11,460,492

Seward above/below Midpoint: \$ 23,445

\$1050/3,800 DEDUCTIBLE Dual Option BCBS

BASE SALARIES	36,650	36,750	36,850	36,950	37,050	37,150	37,250	37,350	37,450	37,550	37,650
Base Increase		100	200	300	400	500	600	700	800	900	1,000
Teacher Salary Costs 23-24	8,887,015	8,887,015	8,887,015	8,887,015	8,887,015	8,887,015	8,887,015	8,887,015	8,887,015	8,887,015	8,887,015
Extra Duty Costs 23-24	350,758	350,758	350,758	350,758	350,758	350,758	350,758	350,758	350,758	350,758	350,758
Benefits 23-24 (BC/BS, LTD, Life)	2,528,705	2,528,705	2,528,705	2,528,705	2,528,705	2,528,705	2,528,705	2,528,705	2,528,705	2,528,705	2,528,705
TOTAL COST	11,766,478	11,766,478	11,766,478	11,766,478	11,766,478	11,766,478	11,766,478	11,766,478	11,766,478	11,766,478	11,766,478
Teacher Salary Costs 24-25	9,018,391	9,042,997	9,067,604	9,092,211	9,116,818	9,141,425	9,166,031	9,190,638	9,215,245	9,239,852	9,264,459
Extra Duty Costs 24-25	350,758	351,619	352,481	353,342	354,204	355,065	355,926	356,788	357,649	358,510	359,372
Benefits 23-24 (BC/BS, LTD, Life)	2,580,939	2,581,013	2,581,087	2,581,161	2,581,235	2,581,309	2,581,383	2,581,457	2,581,531	2,581,605	2,581,679
TOTAL COST	11,950,088	11,975,629	12,001,172	12,026,714	12,052,257	12,077,799	12,103,340	12,128,883	12,154,425	12,179,967	12,205,510
TOTAL % INCREASE	1.56%	1.78%	1.99%	2.21%	2.43%	2.65%	2.86%	3.08%	3.30%	3.51%	3.73%
TOTAL DOLLARS	183,610	209,151	234,694	260,236	285,779	311,321	336,862	362,405	387,947	413,489	439,032

23-24 Teacher Salary Costs (\$36,650 base) include Teaching Salaries with FICA and Retirement of 17.5278%

23-24 Extra Duty Costs include Extra Duty Salaries of \$350,758 with FICA and Retirement of 17.5278%

24-25 Teacher Salary Costs (\$36,650 base) include Teaching Salaries of with FICA and Retirement of 17.5278%

24-25 Extra Duty Costs include Extra Duty Salaries of \$350,758 with FICA and Retirement of 17.5278%

The Benefits rows include BC/BS Health and Dental, LTD, and Life Insurance

The Extra Duty costs for 2024-25 do not include any proposed changes to extra duty positions on our extra duty schedule.

Projected Movement on the Salary Schedule (no base increase and insurance increase) is a 1.56% total package increase.

BC/BS Plan 24-25	Employee	Ee-Chidren	Ee-Spouse	Family
School Contribution to HSA	\$ 1,457.76	\$ 2,696.64	\$ 3,060.84	\$ 4,110.36