

Board of Education Regular Meeting
Monday, July 8, 2024 5:30 PM
McKinley Education Center
301 West F Street
North Platte, NE 69103-1557

1. **Call to Order**
2. **Roll Call**
3. **Posting of the Open Meetings Act**
4. **Approve the publication of the July 8, 2024, regular meeting of the Board of Education**
5. **Approve the agenda for the July 8, 2024, regular meeting of the Board of Education**
6. **Pledge of Allegiance and Announcements**
7. **Consent Agenda**
 - 7.1. Approve the minutes of the June 10, 2024, regular meeting of the Board of Education
 - 7.2. Approve the minutes of the June 10, 2024, Parent Involvement Hearing
 - 7.3. Approve the minutes of the June 10, 2024, Bullying Hearing
 - 7.4. Approve the minutes of the June 27, 2024, Board of Education Committee of the Whole meeting
 - 7.5. Approve the minutes for the June 27, 2024 Board Work Session
 - 7.6. Approval of Financial Claims and Reports
8. **Reports and Discussion Items**
 - 8.1. Monthly Financial & Budget Report
 - 8.2. Legislative Update
9. **Public Comment**

10. Action Items

- 10.1. Request approval of Board goals as presented.
- 10.2. Request approval of 2024-2025 Student Handbook
- 10.3. Request approval of 2024-2025 Employee Handbook
- 10.4. Request approval of revised policies #2006, #2008, #2009, #3003.1, #3004.1, #3011, #3032, #3033, #3053, #3057, #4011, #4053, #5001, #5004, #5005, #5008, #5035, #5049, #5052, #6031 and #6036.
- 10.5. Request approval on revised policy #4041 Staff Dress and Appearance.

11. Future Board Calendar

12. Adjournment

Board of Education Regular Meeting

McKinley Education Center
301 West F Street
North Platte, NE 69103-1557
Monday, June 10, 2024 5:30 PM

1. Call to Order

2. Roll Call

All Present: Cindy O'Connor, Skip Altig, Angela Blaesi, Matthew Pederson, Emily Garrick and Jo Ann Lundgreen

3. Posting of the Open Meetings Act

4. Approve the publication of the June 10, 2024, regular meeting of the Board of Education

Motion by Angela Blaesi second by Cindy O'Connor to approve the publication of this meeting
Yeas: Skip Altig, Angela Blaesi, Matthew Pederson, Emily Garrick, Jo Ann Lundgreen and Cindy O'Connor

5. Approve the agenda for the June 10, 2024, regular meeting of the Board of Education

Motion by Skip Altig second by Emily Garrick to approve the agenda for this meeting
Yeas: Angela Blaesi, Matthew Pederson, Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor and Skip Altig

6. Pledge of Allegiance and Announcements

President Lundgreen read a note of appreciation from Brian Maher, the commissioner of the Nebraska Department of Education, for Superintendent Rhodes' service on NDE's Superintendent Advisory Council.

7. Communications

7.1. Foundation Report/Staff Recognitions

Foundation Director, Terri Burchell, reminded everyone about the upcoming Evening of Excellence and the Bulldog Golf Classic. She also introduced North Platte Public School's Employees of the year: Classified-Charles Hayes, Secondary Teacher-Kyle Milton, Elementary Teacher-Jennifer Paul, Administrator-Cory Spotanski and Rookie-Johnny Zogg.

8. Consent Agenda

8.1. Approve the minutes of the May 13, 2024, regular meeting of the Board of Education

8.2. Approve the minutes of the May 30, 2024, Board of Education Committee of the Whole meeting

8.3. Approve the teaching contract of John Little effective for the 2024-2025 school year

8.4. Approve the teaching contract of Stephanie Humpherys effective for the 2024-2025 school year

8.5. Approve the teaching contract of Aspen Nepper effective for the 2024-2025 school year

8.6. Approve the teaching contract of Lacie Cortez effective for the 2024-2025 school year

8.7. Approve the teaching contract of Connor Blumanthal effective for the 2024-2025 school year

8.8. Accept the resignation of Jenna Campbell effective as of May 24, 2024.

8.9. Approval of Financial Claims and Reports

Motion by Matthew Pederson second by Skip Altig to approve the consent agenda as presented
Yeas: Matthew Pederson, Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig and Angela Blaesi

9. Reports and Discussion Items

9.1. Monthly Financial & Budget Report

Executive Director of Finance, Stuart Simpson, presented the monthly financial report which included an expense to revenue comparison and a revenue collection by source report. He noted that 70% of District funds are spent directly towards student instruction (salaries, etc.). Board members asked clarifying questions and complimented Mr. Simpson on the detail provided.

9.2. 2024-2025 Property Valuation Discussion

Lincoln County has set the preliminary property valuations which prompted the District receiving the Certified School Adjusted Value Report. This report shows an increase in receipts of local property taxes which will cause lower state aid funds to be received by NPPSD this year. Director Simpson reported the tax authority amount and talked about the Join Property Tax Hearing and figures associated with that.

At the request of Board President Jo Ann Lundgreen, each Board member commented on this topic.

Skip Altig – The budget is discussed every month. The Board does not set property values, they are set by the county according to state statute. The Board are property owners too. When valuations go up state aid is decreased. The District does its best but we still have to pay teachers, administrators, etc.

Cindy O'Connor – Agrees with Mr. Altig that some patrons think the school district sets the valuations. Her valuation has increased significantly too. Money received from the state designated for special education can only be used for that. When the state aid decreases the expectation is to replace those funds through a levy increase. She noted that there are a lot of fixed expenses such as salaries, benefits and utilities. The Board feels the patron's pain and they will work together to get this better for everybody. She noted Governor Pillen will be having a property tax town hall at Mid Plains Community College tomorrow and she encourages tax payers to attend.

Angela Blaesi – Noted that property taxes are increasing along with everything else. As a business owner it is necessary for her to cut frivolous things. If the District does have to raise the tax we need to show the public where we are trimming the fat.

Matthew Pederson – Agreed the District doesn't set property valuations. There is a lot of discussion of changes at the legislative level, but anything decided by the state now would likely not go into effect until the 2025-2026 school year. The Board has 2 or 3 months to have these tough discussions prior to making a decision. He understands that everyone has concerns on taxes but we have a constitutional obligation to provide our students with a free education. He asked for clarification of what would be the amount requested that would prompt the need for NPPS to participate in the Joint Public Hearing. He has heard more patrons considering protesting their valuations which could affect funds received. He also noted that NPPSD does not receive a portion of sales or any other taxes besides property tax.

Emily Garrick – We won't know the final numbers for a couple of months and we do not set the property values. She thinks the Board is discounting its own abilities and powers. After the valuations are set the ball is in our court as the taxing authority. She referenced Policy #3001 Property and Budget Tax Request: "If the annual assessment of property would result in an increase in the total property taxes levied as determined using the previous year's rate of levy, the district's property tax request for the current year shall be no more than its property tax request in the prior year, and the district's rate of levy for the current year shall be decreased accordingly when such rate is set by the county board of equalization." We do have a lot of control and power and we are all feeling the crunch. But it is our duty laid out in this policy to lower our levy so the tax is not increased on our community. If property values go up that levy should go down to receive the same amount of tax dollars. She is aware there are other taxing authorities that could raise their levies but we are the largest and tax the most. She wants to challenge the Board to take ownership. Last year we talked about cuts that were uncomfortable but ultimately those cuts didn't happen to the extent we thought they were going to, so there was fat there to trim. We need to determine what we need to provide a great learning environment for students. We need to determine what impact these things have on student learning and work up from there rather than just looking at the max amount we can tax our community without having a hearing, and then work backwards. We will keep getting pressure from the state to take ownership on our part and if we don't do that there will be things that happen that we would like a lot less than cutting budgets considering some of the tax options being proposed in the legislature. She encourages the board to do its due diligence to try and ease the burden on our community.

Jo Ann Lundgreen – We want our taxpayers to be aware of the things the Board is talking about. Governor Pillen is planning to call a special session of the legislature in July and one of the things he is encouraging is a request to drop property taxes by 40%. She agrees with the governor that we all have to do our part but hopes the state steps up their game. The governor reported that Nebraska schools have gone from 49th in the nation as far as state aid to schools to 27th based on additional support to special education. We were 49th for a long time so the state has not historically carried their portion of support for schools. There are a lot of things happening in North Platte and we are looking at growth. However, we are prepared to have the hard conversations of what it might look like if in the meantime if we have to redo district boundaries or do some things differently in the way we are running the schools. Those will not be pleasant

conversations for the Board or the public. She wants patrons to be aware of these possibilities. She commented that the governor has also suggested the state take over all local entities which would cause loss of local control.

9.3. Discussion on Board policy #4041

Kevin Mills, Director of Human Resources, discussed Policy #4041 Staff Dress and Appearance. He reported that this past year administration and NPEA representatives have discussed dress code on several occasions. Mr. Mills noted that starting in 2019 there has been a national general trend toward more comfortable attire for teachers. The suggestion is to change the wording in this policy from “Business Casual” to “Business Comfortable”. Mr. Mills noted that a younger work force and coming out of the pandemic have affected wardrobe in the workplace. He provided examples of what would be acceptable such as a blend of work, afterwork and weekend clothing items. He also commented on some of what would be unacceptable such as pajama pants, flip flops, slides, and hooded sweatshirts. Jeans and athleisure would be allowed. The feeling is that teachers are professionals and should be given autonomy in this area. Jacqueline Mraz from NPEA reported that the NPEA executive team discussed this based on input from members and that NPEA supports the change. NPEA members have shared concerns on dress code including jeans as well as concerns on inconsistencies of administration enforcement of the current code. The inconsistency of enforcement has an impact on staff morale. Ms. Mraz feels that if this policy is changed it would show that staff have been heard. Board members discussed this policy at length and offered their opinions and concerns on the possible change. The Board asked for additional specific information from NPEA members. The NPEA executive team will put together a survey to gather more specific information on member concerns regarding dress code. This item will move forward for more discussion at the June 27th Committee of the Whole meeting.

10. Public Comment

There was no public comment.

11. Action Items

11.1. Request approval to amend the 2024-2025 school calendar.

For the last two years graduation has been on the second Saturday in May. But due to potential upcoming conflicts with state finals of both baseball and soccer, it is being recommended to move graduation back to the second Sunday in May, Mother’s Day. Traditionally that had been graduation day for North Platte Public Schools. Superintendent Rhodes noted that the High School will send an email in the morning notifying parents, if this passes, to provide the opportunity to change their arrangements as needed.

Motion by Angela Blaesi second by Cindy O’Connor to move the 2024-2025 high school graduation date to the second Sunday in May

Yeas: Jo Ann Lundgreen, Cindy O’Connor, Skip Altig, Angela Blaesi, Matthew Pederson and Emily Garrick.

11.2. Request approval of amendments to the NPEA negotiated agreement

When the certified negotiated agreement was accepted earlier it was understood that the extra duty schedule needed to be reworked. There have been several meetings with administration and the

NPEA negotiating team leading up to this recommended amendment for extra duty for the 2024-2025 and 2025-2026 school years. The amendment outlines extra duty pay of \$15/hour up to 30 hours a week for coaches and sponsors. It also puts requirements on what defines a club: at least five students, meeting a minimum of 1.5 hours/ week, attendance logs, dues to the activity office, and a summary of activities.

Motion by Matthew Pederson second by Skip Altig to approve the amendments to the NPEA negotiated agreement

Yeas: Cindy O'Connor, Skip Altig, Angela Blaesi, Matthew Pederson, Emily Garrick and Jo Ann Lundgreen.

11.3. Request approval for the adoption of new policies #6039, #6040, #6041 and #6042.

Dr. Rhodes outlined these new policies which are being enacted due to new Nebraska state statutes. Policy #6039 Repeat of Grade at Parent-Guardian Request, #6040 Prekindergarten program, #6041 Malcom X Day Education, #6042 Projection Maps

Motion by Matthew Pederson second by Angela Blaesi for approval of new policies #6039, #6040, #6041 and #6042

Yeas: Skip Altig, Angela Blaesi, Matthew Pederson, Emily Garrick, Jo Ann Lundgreen and Cindy O'Connor

11.4. Request approval of revised policies #2006, #2008, #2009, #3003.1, #3004.1, #3011, #3032, #3033, #3053, #3057, #4011, #4053, #5001, #5004, #5005, #5008, #5035, #5049, #5052, #6031 and #6036.

It was suggested

by Jo Ann Lundgreen that in light of the lengthy discussion of previous items this topic should be moved to a different meeting. Angela Blaesi moved to table this item seconded by Skip Altig

Yeas: Skip Altig, Angela Blaesi, Matthew Pederson, Emily Garrick, Jo Ann Lundgreen and Cindy O'Connor

11.5. Request approval to reaffirm Board policy #5018.

The Parent Involvement Hearing was held immediately preceding this regular meeting of the North Platte Public Schools Board of Education. This request is to reaffirm the policy.

Motion by Matthew Pederson second Emily Garrick to reaffirm policy #5018

Yeas: Angela Blaesi, Matthew Pederson, Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor and Skip Altig

11.6. Request approval to reaffirm Board policy #5054.

The Bullying Hearing was held before this regular meeting of the North Platte Board of Education. This request is to reaffirm the policy.

Motion by Angela Blaesi second by Skip Altig to reaffirm policy #5054

Yeas: Matthew Pederson, Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig and Angela Blaes

12. Future Board Calendar

Future Board professional development and meetings were discussed.

13. Adjournment

Motion by Skip Altig second by Angela Blaes to adjourn this regular meeting of the North Platte Board of Education at 7:35 p.m.

Yeas: Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig, Angela Blaes and Matthew Pederson

President, Jo Ann Lundgreen

Secretary, Cindy O'Connor

A video recording of this meeting can be found at www.npsd.org

Draft

Parent Involvement Hearing Policy #5018

McKinley Education Center CMR

301 West F Street

North Platte, NE 69103-1557

Monday, June 10, 2024 5:30 PM

1. Roll Call

All Present: Matthew Pederson, Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig and Angela Blaes

2. Parent Involvement Hearing Policy #5018

There were no changes to this policy at this time. However, Superintendent Rhodes commented that due to changes recently made to Nebraska state statues, a revised Parent Involvement Policy will need to be adopted by North Platte Public Schools for the 2025-2026 school year.

3. Public Comment

There was no public comment.

4. Adjournment

Motion by Angela Blaes second by Matthew Pederson to adjourn the Parent Involvement Hearing at 5:32 p.m.

Yeas: Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig, Angela Blaes and Matthew Pederson

President, Jo Ann Lundgreen

Secretary, Cindy O'Connor

A video recording of this meeting can be found at www.npsd.org

Bullying Hearing Policy #5054
McKinley Education Center CMR
301 West F Street
North Platte, NE 69103-1557
Monday, June 10, 2024 5:30 PM

1. Roll Call

All Present: Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig, Angela Blaesi and Matthew Pederson.

2. Bullying Hearing Policy Hearing #5054

Director of Student Services, Brandy Buscher, outlined the procedures and forms available for students and patrons to report bullying concerns.

3. Public Comment

There was no public comment.

4. Adjournment

Motion by Angela Blaesi second by Matthew Pederson to adjourn this Bullying Hearing of the North Platte Board of Education at 5:36 p.m.

President, Jo Ann Lundgreen

Secretary, Cindy O'Connor

A video recording of this meeting can be found at www.nppsd.org

Committee of the Whole
McKinley Education Center
301 West F Street
North Platte, NE 69103-1557
Thursday, June 27, 2024 5:15 PM

1. Call to Order

President Jo Ann Lundgreen called the meeting to order at 5:15 p.m. following a Board work session.

2. Posting of the Open Meetings Act

3. Roll Call

All Present: Jo Ann Lundgreen, Cindy O'Connor, Skip Altig, Angela Blaesi, Matthew Pederson and Emily Garrick

4. Approval of Publication

Motion by Angela Blaesi seconded by Cindy O'Connor to approve the publication of this meeting
Yeas: Cindy O'Connor, Skip Altig, Angela Blaesi, Matthew Pederson, Emily Garrick and Jo Ann Lundgreen

5. Approval of Agenda

Motion by Skip Altig second by Angela Blaesi to approve the agenda for this Committee of the Whole meeting
Yeas: Skip Altig, Angela Blaesi, Matthew Pederson, Emily Garrick, Jo Ann Lundgreen and Cindy O'Connor

6. Pledge of Allegiance

7. Board Engagement

Cindy O'Connor reported that she attended Governor Pillen's Town Hall meeting. His platform centered on property tax relief. He talked about unfunded mandates passed by the legislature. He feels teacher income should be raised to attract teachers to our state.

Skip Altig also attended the Governor's Town Hall meeting. Governor Pillen has called an initial special legislative session to discuss property tax relief and announced he will continue to call special sessions if necessary. Mr. Altig also commented on Governor Pillen's concerns about unfunded mandates to school districts like replacing maps and required teacher trainings. The governor would like to lower some taxes such as property and raise "sin" taxes such as those on alcohol and tobacco products. Mr. Altig is concerned with the potential of the State of Nebraska taking local financial control away from school districts.

Angela Blaesi reminded everyone of the Kids Klub bake sale tomorrow.

Matthew Pederson remarked that his niece attends summer Kids Klub and absolutely loves it.

Emily Garrick visited Kids Klub and was amazed at the level of organization. She was impressed with the technology. Mrs. Garrick also participated in the two-day District Strategic Planning meeting. She feels the common goal is excellence in our students and the Strategic Plan will outline what the District can do to meet that goal.

Jo Ann Lundgreen also participated in the District Strategic Planning meeting that included 28 participants. She saw similar themes that staff wanted to address. Mrs. Lundgreen also attended the Nebraska Association of School Board Foundations meeting at the invitation from NPPSD Executive Director Terry Burchell. She attended Kids Fun Fest and enjoyed interacting with staff and families at the Sixpence booth.

8. Agenda

8.1. Teammates Report

Teammates Coordinator and mentor, Molly Morales, along with NPPSD Student Services Liaison Maggie Butler presented a report on the Teammates program. Mrs. Butler is also on the Teammates Board and a mentor. The program was originally started by Tom and Nancy Osbourne with the Husker football players as mentors. Mrs. Morales reported that academic improvement, fewer absences and fewer disciplinary referrals have been seen as a benefit of students participating in the program. COVID impacted the number of mentor/mentee matches, but there were 64 matches in the 23-24 school year. Mrs. Morales also reported that North Platte Public Schools received the READ Nebraska Grant that funds a book vending machine which has been located at Jefferson elementary. The grant also funded a tote of reading resources for each elementary school.

8.2. Special Education Report

Special Education Director, Erica Johnson, reported there are 51 certificated special education staff at NPPSD. She reminded the Board that the department serves students from birth to 21 years old. They serve students in a variety of environments, not just within school buildings. Mrs. Johnson summarized the many services offered including adaptive PE, a transition house and an autism team. Prompted by questions from Board members, Mrs. Johnson reported that they serve all special education students including students not enrolled in NPPSD, there is a speech therapist that will work virtually, students can graduate out of services and then also return if needed and that 21% of North Platte Public School Students qualify for special education services.

8.3. Staffing Update

Director of Human Resources, Kevin Mills, commented on a late resignation of a counselor and that the position has been filled. He reported that the paraprofessional negotiations are moving forward and that the para hiring window is now open. He anticipates hiring 14 paraprofessionals this year. He also reported that 14 is about half the number of replacement paras that were needed last year reflecting improved retention of staff. The district currently has approximately 120 paraprofessionals total.

8.4. Finance Report

There is no finance report at this meeting but Finance Director Stuart Simpson reminded the Board that there will be a Budget Workshop on July 16, 2024.

8.5. District Expenditure Reimbursement Guidelines

Executive Director of Finance, Stuart Simpson, shared a document that outlined travel expenditure procedures and guidelines for staff while traveling on District business. Travel requests are evaluated at the District level by the cabinet prior to approval. Expenses for grant funded activities may have different rules and guidelines per the grant. Emily Garrick asked about in town restaurant expenditure guidelines. There are guidelines in place for that as well for which Stuart Simpson provided examples. Mrs. Garrick would like the local food purchases to be discussed again and perhaps some subtle changes could be determined in the process to make an impact on those expenses. Jo Ann Lundgreen noted that food donations from businesses are often requested so feels purchasing some product from them would support local businesses who provide those donations. Matthew Pederson noted that many of those kind of expenses are self-supported within activity funds. Mr. Simpson noted that with the use of the P-card (which earns cash back for the District) the separation of activity and general fund expenses isn't as clear on the P-card report as on the other methods of payment reviewed monthly by the Board.

8.6. Discussion on revised policies #2006, #2008, #2009, #3003.1, #3004.1, #3011, #3032, #3033, #3053, #3057, #4011, #4053, #5001, #5004, #5005, #5008, #5035, #5049, #5052, #6031 and #6036.

Superintendent Dr. Todd Rhodes outlined highlights of the changes to these policies which have been recommended by KSB Law to comply with new Nebraska State Statutes. Board members asked questions and asked for clarification on some. These policies will be forwarded to the July regular meeting for approval. If the Board has any additional questions on these policies, they are asked to contact administration prior to the next meeting

8.7. Discussion on Board policy #4041 Staff Dress and Appearance.

This policy was discussed at the June regular meeting of the Board of Education and the June Committee of the Whole meeting. The original suggestion brought by administration was to change the wording in this policy from Business Casual to Business Comfortable. Prompted by prior Board discussions President Jo Ann Lundgreen provided outlines and suggested the wording Business Smart and provided examples. The Board continued to discuss this policy at length sharing concerns including student respect level for teachers, jeans vs colored denim, clothing budgets and the consistency of administration enforcement of this policy. The Board asked for the results of the survey recently gathered from NPEA members. Dr. Rhodes will forward the NPEA survey results for Board review. Dr. Rhodes noted it is a rare occasion he has seen anyone inappropriately dressed and feels this is a more practical way to implement a dress code policy.

8.8. Discussion on Board goals

The Board self-assessment has been completed with Board goals determined. This topic will be added to the agenda of the regular July meeting for discussion.

9. Adjournment

Motion by Cindy O'Connor second by Skip Altig to adjourn this Committee of the Whole Meeting at 7:30 p.m.

Yeas: Matthew Pederson, Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig and Angela Blaesi

Board of Education Work Session

McKinley Education Center
301 West F Street
North Platte, NE 69103-1557
Thursday, June 27, 2024 3:30 PM

1. Roll Call

All present: Emily Garrick, Jo Ann Lundgreen, Cindy O'Connor, Skip Altig, Angela Blaesie and Matthew Pederson

2. Work Session

The Board met with Shari Becker from the Nebraska Association of School Boards who presented the results of the Gallup Strengths Finder to the Board.

3. Adjournment

Work Session adjourned at 5:15 p.m.

Draft



NORTH PLATTE PUBLIC SCHOOLS

MONTHLY FINANCIAL REPORT

For the Ten Month Period Ending June 30, 2024

www.nppsd.org

Current Budget Usage should be 83.3%

Manage finances in order to sustain educational programs while maintaining and improving safety, accessibility, usability and value of our school facilities within budget limitations.

Strategy 3

Strategy 3: We will provide a safe and healthy learning environment.

Date: February 2, 2023

Specific Results 3.1: Balance revenues and expenses to maintain a strong financial position.

Action Steps:

1. Analyze past spending and revenue patterns over the past 5 years and align with the district goals.
2. Identify, develop and analyze **additional revenue sources** that would assist the district in meeting district goals. (grants)
3. Provide district leaders and principals with information on the current financial information, receiving input, that will help the district make sound financial decisions that impact the budget process and improve student achievement.
4. Manage the cash reserve for the district to provide three months of expenditures but not to exceed 25%.

Specific Results 3.2: Ensure a safe and secure environment for all students and staff.

Action Steps:

1. Analyze and continuously update the long-range facility plan so the district is utilizing the facilities at its maximum potential.
2. Prepare a school utilization study and a plan of action to enhance the effectiveness and efficiency of the schools' operations.
3. Continually evaluate and work with business partners on implementing early childhood offerings.
4. Annually review, update, and implement the district safety plan and all building level safety plans.
5. Maintain and Implement Long Range Facility Plan.
6. Plan, develop and implement programs to promote staff and student wellness.
7. Meet as a district-level safety team and work with building administrators on individual building needs.

Specific Results 3.3: Provide internal and external communication systems.

Action Step:

1. Communicate and share district-approved platforms with administrators and staff.
2. Provide ongoing training and support for administrators and staff.
3. Share information on district-wide issues through internal and external media outlets.
4. Create a system to encourage two-way communication between North Platte Public Schools and patrons of the community.

North Platte Public Schools



STATEMENT OF OF CHANGES IN DISBURSEMENTS-BUDGET AND ACTUAL

For the Ten Month Period Ending June 30, 2024

	<u>Budget</u> <u>(Original and Final)</u>	<u>Actual</u>	% of Budget <u>Spent</u>
General-Regular	40,633,166	33,608,118	82.71%
General-Grants			
ESSERS	874,231	851,271	97.37%
ESSA	1,254,889	1,076,719	85.80%
IDEA	1,149,744	1,019,933	88.71%
Grants	3,843,478	1,139,738	29.65%
Total Disbursements less Special Education	47,755,508	37,695,779	78.93%
General-Special Education	7,090,420	5,640,626	79.55%
General Fund	\$ 54,845,928	\$ 43,336,405	
Depreciation	4,435,782	584,339	13.17%
Employee Benefit	300,000	145,052	48.35%
Activities	2,000,000	1,345,960	67.30%
Lunch	3,048,000	2,664,210	87.41%
Bond	-	-	
Building	4,643,242	1,975,755	42.55%
QCPUF	1,005,794	893,362	88.82%
Cooperative Fund	100,000	10,801	10.80%
Total	<u><u>\$ 70,378,746</u></u>	<u><u>\$ 50,955,884</u></u>	72.40%

North Platte Public Schools
Treasurers Report
6/30/2024



General Fund

Reserves-May 31 ,2024 **2,710,633**

Deposits

Property Taxes	1,455,618	
State Aid	978,081	
Special Education	738,286	
Interest Income		
IDEA		
Other Income (Tuition, HHS Payments)	3,325	
Grants	190,746	
Transfers/Liabilities	(140,249)	
Total Deposits		3,225,807

Disbursements

Payroll	1,999,332	
Federal Taxes	649,517	
Nebraska Retirement	498,392	
Nebraska Taxes	90,201	
Payroll Deductions	64,448	
		3,301,890

Bills	1,076,074	
Total Disbursement		4,377,964

Net Change (1,152,157)

Reserves-June 30, 2024 **1,558,476**

0

Depreciation

Reserves-May 31 ,2024 **3,828,252**

Deposits	25,521	
Disbursements	459,485	
Net Change		(433,964)

Reserves-June 30, 2024 **3,394,288**

0

Employee Benefit

Reserves-May 31 ,2024 **(3,687)**

Deposits	-	
Disbursements	1,498	
Net Change		(1,498)

Reserves-June 30, 2024 **(5,185)**

0

North Platte Public Schools
Treasurers Report
6/30/2024



Activity Fund

Reserves-May 31 ,2024		1,348,219
Deposits	103,539	
Disbursements	138,319	
Net Change		(34,780)
Reserves-June 30, 2024		1,313,439
		0

Cafeteria Fund

Reserves-May 31 ,2024		1,262,784
Deposits		
Federal Funds	138,168	
Student Lunches		
Accrual of Meals	Accrual	
State Reimbursements		
Other Income (Catering)	16,680	
Adjustments for prior months	(42,436)	
Total Deposits		112,412
Disbursements		
Bills		
SODEXO	304,879	
Payroll	7,975	
Other Bills	347	
Total Disbursement		313,201
Net Change		(200,789)
Reserves-June 30, 2024		1,061,995
		0

Bond Fund

Reserves-May 31 ,2024		28,151
Deposits		
Property Taxes	31	
Disbursements		
Net Change		31
Reserves-June 30, 2024		28,182
		0

North Platte Public Schools
Treasurers Report
6/30/2024



Building Fund

Reserves-May 31 ,2024		112,293
Deposits	-	
Property Taxes	31,567	
Disbursements	461,741	
Net Change		(430,174)
Reserves-June 30, 2024		(317,881)
		0

QCPUF

Reserves-May 31 ,2024		784,682
Deposits		
Property Taxes	42,486	
Other Revenue		
Disbursements	-	
Net Change		42,486
Reserves-June 30, 2024		827,168
		0

Cooperative Fund

Reserves-May 31 ,2024		13,894
Deposits	1,000	
Disbursements		
Net Change		1,000
Reserves-June 30, 2024		14,894

NORTH PLATTE PUBLIC SCHOOLS

STATEMENT OF NET ASSETS-CASH BASIS
ARISING FROM CASH TRANSACTIONS-GOVERNMENTAL FUNDS



BALANCE SHEET

June 30, 2024

	<u>General</u>	<u>Depreciation</u>	<u>Employee Benefit</u>	<u>Nutrition</u>	<u>Bond</u>	<u>Building</u>	<u>QCPUF</u>	<u>Cooperative</u>
ASSETS								
Cash	\$ 2,232,271	\$ 3,380,450	\$ (3,688)	\$ 1,218,612	\$ 28,182	\$ (317,881)	\$ 827,168	\$ 14,894
Investments								
Cash with Fiscal Agent	-				-			
Accounts Receivables	-	-		(210,876)		-	-	
Due From	-							
Prepaid Insurance								
Amount Provided for Bonds								
Total Assets	\$ 2,232,271	\$ 3,380,450	\$ (3,688)	\$ 1,007,736	\$ 28,182	\$ (317,881)	\$ 827,168	\$ 14,894
LIABILITIES								
Bank Overdraft	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Accounts Payable	606,164							
Due To	67,631	(13,838)	1,497	(54,259)		-	-	-
Bonds Payable		-	-			-	-	-
Total Liabilities	\$ 673,795	\$ (13,838)	\$ 1,497	\$ (54,259)	\$ -	\$ -	\$ -	\$ -
Total Assets less Liabilities	\$1,558,476	\$3,394,288	(\$5,185)	\$1,061,995	\$28,182	(\$317,881)	\$827,168	\$14,894
NET ASSETS (RESERVES)								
Reserved for:								
Debt Service	\$ -	\$ -	\$ -	\$ -	\$ 28,182	\$ -	\$ -	\$ -
Unreserved for:								
General	1,558,476	-	-	-	-	-	-	14,894
Special Revenue Funds	-	3,394,288	(5,185)	1,061,995	-	-	827,168	-
Capital Projects Fund	-	-	-	-	-	(317,881)	-	-
Total Net Assets (Reserves)	\$1,558,476	\$3,394,288	(\$5,185)	\$1,061,995	\$28,182	(\$317,881)	\$827,168	\$14,894

NORTH PLATTE PUBLIC SCHOOLS

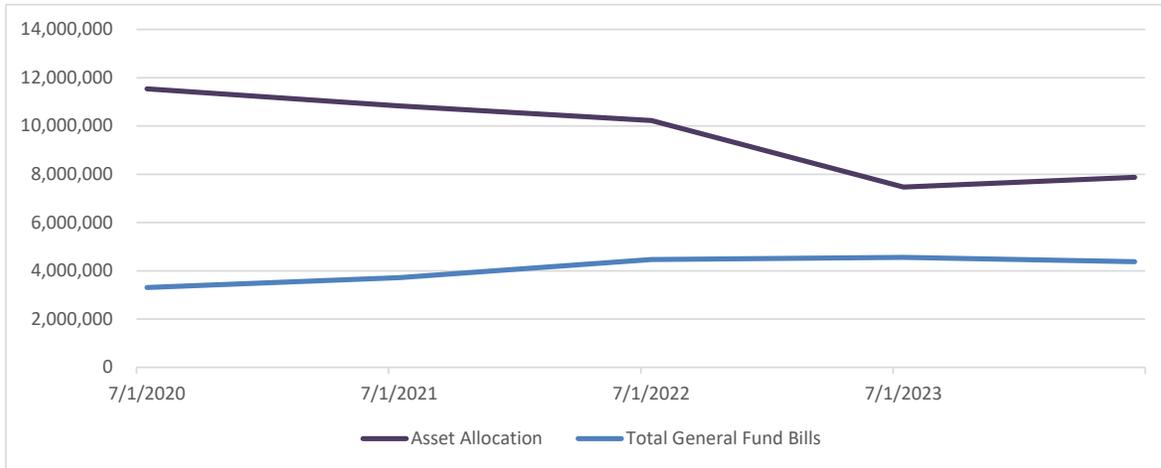
STATEMENT OF NET ASSETS-CASH BASIS
ARISING FROM CASH TRANSACTIONS-GOVERNMENTAL FUNDS



June 30, 2024

Asset Allocation	<u>7/1/2020</u>	<u>7/1/2021</u>	<u>7/1/2022</u>	<u>7/1/2023</u>	<u>6/30/2024</u>
General	6,458,336	4,342,770	4,456,791	1,544,336	1,558,476
Depreciation	2,876,387	3,525,783	3,087,246	2,903,187	3,394,288
Employee Benefit	8,482	87,588	27,081	33,869	(5,185)
Activity	1,455,330	1,555,921	1,371,807	1,379,673	1,313,439
Nutrition	61,432	417,042	870,483	1,062,819	1,061,995
Bond	370,487	365,418	108,361	27,935	28,182
Building	(35,338)	(24,496)	(418,384)	(274,619)	(317,881)
QCPUF	351,133	554,939	722,591	798,823	827,168
Cooperative	(7,423)	2,504	238	(5,994)	14,894
TOTAL	11,538,826	10,827,469	10,226,214	7,470,029	7,875,376

General Fund Expenditures						
Payroll	\$	2,672,727	\$	2,872,716	\$	2,760,760
Bills		634,603		838,720		1,700,773
TOTAL	\$	3,307,330	\$	3,711,436	\$	4,461,533



NORTH PLATTE PUBLIC SCHOOLS

STATEMENT OF CASH RECEIPTS, DISBURSEMENTS AND CHANGES IN FUND BALANCES



For the Ten Month Period Ending June 30, 2024

FUNDS	Fund Balances (deficits) at Beginning of Year	Receipts	2023-2024 BUDGET	Disbursements	Excess (deficiency) of receipts over (under) Disbursements	Fund Balances (deficits) at End of Year	Fund Balance Composite		
							School District Treasurer's Cash/Investments (overdrawn)	Due to/ Due From	Receivables and Liabilities
GENERAL									
Education	\$ 4,064,812	\$ 37,560,914	\$ 43,251,577	\$ 33,608,118			\$ 2,232,271	\$ (67,631)	\$ (606,164)
Special Education			\$ 7,090,420	5,640,626					
Grants		3,269,155	\$ 4,503,931	4,087,661					
Total	\$ 4,064,812	\$ 40,830,069	\$ 54,845,928	\$ 43,336,405	(2,506,336)	1,558,476	\$ 2,232,271	\$ (67,631)	\$ (606,164)
DEPRECIATION	\$ 2,584,409	\$ 1,394,218	\$ 4,435,782	\$ 584,339	809,879	3,394,288	\$ 3,380,450	\$ 13,838	\$ -
EMPLOYEE BENEFIT	\$ 139,867	\$ -	\$ 300,000	\$ 145,052	(145,052)	(5,185)	\$ (3,688)	\$ (1,497)	\$ -
Combined Total	\$ 6,789,088	\$ 42,224,287	\$ 59,581,710	\$ 44,065,796	(1,841,509)	4,947,579	\$ 5,609,033	\$ (55,290)	\$ (606,164)
FIDUCIARY									
Student Activity	\$ 1,521,021	\$ 1,138,378	\$ 2,000,000	\$ 1,345,960	(207,582)	1,313,439	\$ 1,312,407	\$ 1,032	\$ -
SCHOOL NUTRITION									
School Year	\$ 1,081,287	\$ 2,635,771	\$ 3,048,000	\$ 2,655,700	(19,929)	1,061,358	\$ 1,218,612	\$ 54,259	\$ (210,876)
Vending Machine	-	9,147		8,510	637	637			
Total	\$ 1,081,287	\$ 2,644,918	\$ 3,048,000	\$ 2,664,210	(19,292)	1,061,995	\$ 1,218,612	\$ 54,259	\$ (210,876)
BOND INTEREST AND RETIREMENT	\$ 28,008	\$ 174	\$ -	\$ -	174	28,182	\$ 28,182	\$ -	\$ -
SPECIAL BUILDING	\$ 459,339	\$ 1,198,535	\$ 4,643,242	\$ 1,975,755	(777,220)	(317,881)	\$ (317,881)	\$ -	\$ -
QUALIFIED CAPITAL PURPOSE UNDERTAKING	\$ 1,021,760	\$ 698,770	\$ 1,005,794	\$ 893,362	(194,592)	827,168	\$ 827,168	\$ -	\$ -
COOPERATIVE	\$ 12,957	\$ 12,738	\$ 100,000	\$ 10,801	1,937	14,894	\$ 14,894	\$ -	\$ -
GRAND TOTAL-ALL FUNDS	\$ 10,913,460	\$ 47,917,800	\$ 70,378,746	\$ 50,955,884	\$ (3,038,084)	7,875,376	\$ 8,692,415	\$ 1	\$ (817,040)

Income Statement

Income Statement

Report Description: INCOME STATEMENT

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
01	GENERAL FUND						
81	REVENUES						
11 00	TAXES	\$31,423,050.00	\$0.00	\$0.00	\$19,162,892.07	\$12,260,157.93	60.98
15 00	INVESTMENT INCOME	\$1,000.00	\$0.00	\$0.00	\$2,144.53	-\$1,144.53	214.45
19 00	PRIVATE GRANTS	\$140,000.00	\$0.00	\$10,849.60	\$174,040.98	-\$34,040.98	124.31
21 00	COUNTY FINES/LICENSES	\$300,000.00	\$0.00	\$0.00	\$265,053.35	\$34,946.65	88.35
31 00	STATE RECEIPTS	\$13,936,021.00	\$0.00	\$1,772,045.00	\$17,043,070.82	-\$3,107,049.82	122.30
34 00	CATEGORICAL/PRIVATE GRANTS	\$600,000.00	\$0.00	\$0.00	\$613,491.37	-\$13,491.37	102.25
35 00	STATE CATEGORICAL PROGRAMS	\$391,000.00	\$0.00	\$46,009.00	\$241,592.29	\$149,407.71	61.79
38 00	IN-LIEU OF SCHOOL LAND	\$0.00	\$0.00	\$0.00	\$37,045.19	-\$37,045.19	0.00
40 00	UNOBLIGATED FUNDS	\$3,944,951.00	\$0.00	\$0.00	\$0.00	\$3,944,951.00	0.00
41 00	UNIVERSAL SERVICE FUND	\$0.00	\$0.00	\$0.00	\$44,284.00	-\$44,284.00	0.00
44 00	IDEA	\$16,750.00	\$0.00	\$0.00	\$36,792.03	-\$20,042.03	219.65
45 00	FEDERAL PROGRAMS	\$2,707,754.00	\$0.00	\$22,010.12	\$2,174,402.19	\$533,351.81	80.30
47 00	CARL PERKINS	\$0.00	\$0.00	\$55,799.43	\$222,914.70	-\$222,914.70	0.00
49 00	21ST CENTURY/EIN	\$891,731.00	\$0.00	\$0.00	\$790,762.00	\$100,969.00	88.68
56 00	MISC REVENUE	\$5,000.00	\$0.00	\$3,325.20	\$21,583.51	-\$16,583.51	431.67
81	REVENUES	\$54,357,257.00	\$0.00	\$1,910,038.35	\$40,830,069.03	\$13,527,187.97	75.11

Income Statement

Income Statement

Report Description: INCOME STATEMENT

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
01	GENERAL FUND						
91	EXPENDITURES						
11 00	REGULAR INSTRUCTION	\$21,823,770.72	\$97,464.03	\$1,930,521.47	\$18,215,261.17	\$3,511,045.52	83.91
12 00	SPECIAL EDUCATION	\$5,544,648.00	\$1,850.00	\$490,972.52	\$4,852,216.12	\$690,581.88	87.55
13 00	SUMMER SCHOOL	\$73,516.00	\$429.00	\$16,759.71	\$16,759.71	\$56,327.29	23.38
21 00	PUPIL SUPPORT	\$2,539,977.88	\$24,072.00	\$262,458.00	\$2,137,226.07	\$378,679.81	85.09
22 00	STAFF SUPPORT	\$2,717,769.00	\$36,822.63	\$154,868.49	\$2,062,831.33	\$618,115.04	77.26
23 00	GENERAL ADMINISTRATION	\$1,211,810.00	\$29,083.99	\$115,292.91	\$1,092,585.34	\$90,140.67	92.56
24 00	SCHOOL ADMINISTRATION	\$3,141,611.30	\$3,477.00	\$279,097.52	\$2,670,661.16	\$467,473.14	85.12
25 00	BUSINESS SUPPORT	\$2,804,240.00	\$254,594.78	\$230,863.23	\$2,442,309.12	\$107,336.10	96.17
26 00	OPERATIONS/MAINTENANCE	\$5,683,598.11	\$208,031.00	\$473,847.72	\$4,752,601.98	\$722,965.13	87.28
27 00	TRANSPORTATION	\$725,565.00	\$13,848.82	\$135,595.58	\$529,593.45	\$182,122.73	74.90
31 00		\$0.00	\$0.00	\$0.00	\$18,137.52	-\$18,137.52	0.00
33 00	COMMUNITY SERVICE	\$302,080.00	\$0.00	\$33,755.89	\$237,277.99	\$64,802.01	78.55
34 00	CATEGORICAL/PRIVATE GRANTS	\$89,029.00	\$0.00	\$14,855.01	\$181,155.83	-\$92,126.83	203.48
35 00	STATE CATEGORICAL PROGRAMS	\$403,074.00	\$5,994.48	\$47,228.72	\$318,277.24	\$78,802.28	80.45
40 00	UNOBLIGATED FUNDS	\$3,618,411.00	\$0.00	\$0.00	\$0.00	\$3,618,411.00	0.00
62 00	ESSA-TITLE	\$1,091,707.00	\$60,000.00	\$86,590.03	\$920,392.05	\$111,314.95	89.80
63 00	ESSA-TITLE II	\$163,182.00	\$60,000.00	\$7,913.70	\$156,326.83	-\$53,144.83	132.57
64 00	IDEA	\$1,149,744.00	\$1,328.90	\$85,937.06	\$1,019,933.30	\$128,481.80	88.83
66 00	OTHER FEDERAL SERV-NON CATEGORICAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
67 00	CARL PERKINS FUNDS	\$63,624.00	\$3,621.30	\$4,629.90	\$59,540.40	\$462.30	99.27
69 00	FEDERAL SERV-CATEGORICAL	\$1,558,571.00	\$0.00	\$76,317.45	\$1,432,036.37	\$126,534.63	91.88
80 00	TRANSFERS	\$140,000.00	\$0.00	\$0.00	\$221,281.69	-\$81,281.69	158.06
91	EXPENDITURES	\$54,845,928.01	\$800,617.93	\$4,447,504.91	\$43,336,404.67	-\$10,708,905.41	80.47
01	GENERAL FUND	-\$488,671.01	-\$800,617.93	-\$2,537,466.56	-\$2,506,335.64	\$2,818,282.56	676.72

Activity and Depreciation

Account Year: 24

Period Range: 00 - 10

		Begin Balance	Revenue	Expenditures	End Balance
02	DEPRECIATION FUND				
8001	HIGH SCHOOL	84,692.32	0.00	16,604.59	68,087.73
8002	ADAMS MIDDLE SCHOOL	96,900.02	0.00	14,409.73	82,490.29
8003	BUFFALO ELEMENTARY	8,125.43	0.00	0.00	8,125.43
8004	MADISON SCHOOL	176,023.78	0.00	29,384.95	146,638.83
8005	CODY ELEMENTARY	35,600.42	0.00	13,202.71	22,397.71
8006	JEFFERSON ELEMENTARY	-5,759.74	5,759.74	0.00	0.00
8007	LINCOLN ELEMENTARY	41,429.92	0.00	8,920.16	32,509.76
8009	WASHINGTON ELEMENTARY	39,906.00	0.00	3,619.82	36,286.18
8010	MCDONALD ELEMENTARY	40,908.21	0.00	1,326.86	39,581.35
8011	EISENHOWER ELEMENTARY	22,139.23	0.00	3,011.96	19,127.27
8012	OSGOOD/LAKE ELEMENTARY	12,209.15	0.00	803.52	11,405.63
8013	SPED	0.00	0.00	0.00	0.00
8015	STUDENT LEAD TECHNOLOGY	482,071.60	182,000.00	896.00	663,175.60
8026	NURSING SERVICES	4,217.77	0.00	0.00	4,217.77
8028	ELEMENTARY LIBRARIES	22,863.51	0.00	0.00	22,863.51
8040	ELEMENTARY MUSIC	9,581.15	0.00	0.00	9,581.15
8041	ELEMENTARY PE	23,074.20	0.00	0.00	23,074.20
8051	NEW SERIES TEXTBOOKS	202,696.80	850,000.00	446,949.77	605,747.03
8052	TECHNOLOGY OFFICE	453,121.37	0.00	13,499.13	439,622.24
8055	REPLACEMENT TEXTBOOKS	144,009.49	0.00	41,985.00	102,024.49
8110	NPHS LIBRARY	3,470.58	0.00	0.00	3,470.58
8111	NPHS BAND	-7,289.34	12,289.34	0.00	5,000.00
8230	MS BAND	7,500.00	0.00	0.00	7,500.00
8232	CENTRAL OFFICE	-27,853.37	0.00	0.00	-27,853.37
8233	CUSTODIAL/MAINTENANCE	29,110.53	49,346.29	0.00	78,456.82
8234	TEACHER COMPUTERS	-16,064.56	52,000.00	-10,275.00	46,210.44
8235	VEHICLE ACQUISITION	186,033.86	50,000.00	0.00	236,033.86
8240	TRACK	353,506.63	50,000.00	0.00	403,506.63
8241	TENNIS COURTS	222,532.00	25,000.00	0.00	247,532.00
8245	FOOTBALL FIELD	200,597.00	50,000.00	0.00	250,597.00
8250	ADAMS HVAC	-197,532.52	0.00	0.00	-197,532.52
8255	PLAYGROUNDS	-75,931.00	10,000.00	0.00	-65,931.00
8290	INTEREST	12,518.82	57,822.71	0.00	70,341.53
	Total Funds:	\$2,584,409.26	\$1,394,218.08	\$584,339.20	\$3,394,288.14
	Grand Total for All Funds:	\$2,584,409.26	\$1,394,218.08	\$584,339.20	\$3,394,288.14

Activity and Depreciation

Account Year: 24

Period Range: 00 - 10

		Begin Balance	Revenue	Expenditures	End Balance
03	EMPLOYEE BENEFIT FUND				
8600	NPPS BENEFITS	25,528.45	0.00	129,061.85	-103,533.40
8610	EMPLOYEE BENEFITS-UNEMP COMP	2,975.81	0.00	15,990.38	-13,014.57
8620	SECTION 125	111,362.60	0.00	0.00	111,362.60
	Total Funds:	\$139,866.86	\$0.00	\$145,052.23	-\$5,185.37
	Grand Total for All Funds:	\$139,866.86	\$0.00	\$145,052.23	-\$5,185.37

		Begin Balance	Revenue	Expenditures	End Balance
05	ACTIVITY FUND				
7001	FOOTBALL	0.00	19,459.00	78,000.73	-58,541.73
7002	VOLLEYBALL	0.00	5,332.70	14,394.90	-9,062.20
7003	SOFTBALL	0.00	1,858.00	25,240.08	-23,382.08
7004	UNIFIED BOWLING	0.00	735.00	3,432.95	-2,697.95
7005	CROSS COUNTRY	0.00	1,458.30	6,819.61	-5,361.31
7006	TENNIS	0.00	2,560.00	8,500.72	-5,940.72
7007	GOLF	0.00	1,657.39	12,005.34	-10,347.95
7008	BASKETBALL	0.00	12,536.71	39,489.39	-26,952.68
7009	SOCCER	0.00	5,301.00	17,161.89	-11,860.89
7010	WRESTLING	0.00	9,007.08	28,790.30	-19,783.22
7011	SWIMMING	0.00	0.00	13,874.31	-13,874.31
7012	TRACK	0.00	8,215.00	20,352.19	-12,137.19
7013	UNIFIED TRACK	0.00	0.00	0.00	0.00
7016	SPEECH	0.00	4,218.00	7,177.30	-2,959.30
7017	BASEBALL	0.00	745.00	30,010.05	-29,265.05
7019	ACTIVITY TICKETS	798.18	232,424.75	37,174.94	196,047.99
7020	ACTIVITY OFFICE	63.79	1,569.60	48,855.67	-47,222.28
7022	HIGH SCHOOL CONCESSIONS	-2,225.30	43,890.04	45,784.09	-4,119.35
7023	COACHES ASSOCIATION	568.25	3,205.14	568.25	3,205.14
7024	SUMMER WEIGHT PROGRAM	0.00	0.00	0.00	0.00
7030	ACTIVITY OFFICE FUNDRAISER	-15,025.62	402.49	7,340.15	-21,963.28
7031	FOOTBALL FUND RAISER	9,523.73	33,920.65	23,441.42	20,002.96
7032	VOLLEYBALL FUND RAISER	9,104.11	4,608.00	5,606.92	8,105.19
7033	WRESTLING FUND RAISER	5,819.88	8,361.50	8,897.23	5,284.15
7034	SOFTBALL FUND RAISER	5,503.96	6,551.97	7,376.34	4,679.59
7035	BOYS BBALL FUND RAISER	1,407.20	13,677.00	8,210.41	6,873.79
7036	GIRLS BBALL FUND RAISER	1,191.90	12,229.50	10,026.57	3,394.83
7037	SWIMMING FUND RAISER	1,818.26	3,837.00	4,527.00	1,128.26
7038	BOYS SOCCER FUND RAISER	3,874.74	4,974.85	2,914.32	5,935.27
7039	GIRLS SOCCER FUND RAISER	2,475.77	8,052.38	5,918.39	4,609.76
7040	BOYS TRACK FUND RAISER	1,880.44	4,597.80	3,534.33	2,943.91
7041	GIRLS TRACK FUND RAISER	1,937.41	0.00	893.19	1,044.22
7042	BOYS TENNIS FUND RAISER	2,119.44	1,252.00	240.43	3,131.01
7043	GIRLS TENNIS FUND RAISER	4,555.52	500.00	267.34	4,788.18
7044	BOYS GOLF FUND RAISER	383.67	1,281.00	337.36	1,327.31
7045	GIRLS GOLF FUND RAISER	728.97	655.00	1,194.65	189.32
7046	BIOLOGY FUND RAISER	1,474.19	0.00	0.00	1,474.19
7047	CREW FUND RAISER	194.38	0.00	0.00	194.38
7048	PROJECT SEARCH FUND RAISER	0.00	0.00	0.00	0.00
7049	TEAMMATES FUND RAISER	3,034.43	0.00	250.92	2,783.51
7050	UNIFIED BOWLING FUND RAISER	2,102.62	500.00	304.59	2,298.03
7051	POWER LIFTING FUND RAISER	1,050.50	6,492.95	5,386.19	2,157.26
7052	UNIFIED TRACK FUNDRAISER	810.67	2,977.87	1,232.70	2,555.84
7053	ESPORTS FUNDRAISER	854.11	0.00	0.00	854.11
7055	CC FUND RAISER	12,635.98	729.75	5,836.71	7,529.02
7056	SPEECH FUND RAISER	1,322.46	2,798.35	1,363.19	2,757.62
7057	BASEBALL FUNDRAISER	0.00	0.00	0.00	0.00
7060	CIRCLE OF FRIENDS	2,308.88	1,649.56	309.69	3,648.75
7090	BOOSTER CLUB	22,336.65	16,023.71	28,741.69	9,618.67
7100	MIDDLE SCHOOL CONCESSIONS	1,970.57	5,756.60	7,308.17	419.00
7101	MIDDLE SCHOOL TICKET OFFICE	18,315.43	-2,326.91	556.68	15,431.84
7102	MIDDLE SCHOOL ATHLETICS ADMINISTRATION	19,068.29	10,812.00	3,002.87	26,877.42
7120	MIDDLE SCHOOL FOOTBALL	0.00	3,342.00	13,182.66	-9,840.66
7121	MIDDLE SCHOOL WRESTLING	0.00	1,208.90	4,738.59	-3,529.69
7122	MIDDLE SCHOOL VOLLEYBALL	3,797.86	3,838.25	3,021.58	4,614.53
7123	MIDDLE SCHOOL BOYS BB	9,004.62	2,343.00	2,000.00	9,347.62
7124	MIDDLE SCHOOL GIRLS BB	2,419.45	1,791.75	2,079.50	2,131.70
7125	MIDDLE SCHOOL TRACK	1,074.20	803.00	559.98	1,317.22
7126	MIDDLE SCHOOL CROSS COUNTRY	-383.00	0.00	567.00	-950.00
7150	MIDDLE SCHOOL-FOOTBALL FUND RAISER	10,204.06	0.00	622.82	9,581.24
7151	MIDDLE SCHOOL WRESTLING FUND RAISER	1,494.80	2,689.20	2,984.58	1,199.42
7152	MIDDLE SCHOOL-VOLLEYBALL FUND RAISER	6,937.25	357.10	172.04	7,122.31

		Begin Balance	Revenue	Expenditures	End Balance
05	ACTIVITY FUND				
7153	MIDDLE SCHOOL-BOYS BB FUND RAISER	1,055.59	-1,019.10	0.00	36.49
7154	MIDDLE SCHOOL-GIRLS BB FUND RAISER	8,775.15	0.00	499.66	8,275.49
7155	MIDDLE SCHOOL-TRACK FUND RAISER	9,442.50	4,252.00	2,896.50	10,798.00
7156	MIDDLE SCHOOL-CC FUNDRAISER	1,275.94	1,269.00	960.13	1,584.81
7157	MIDDLE SCHOOL-ROBOTIC	312.26	0.00	0.00	312.26
7200	VARSITY CHEERLEADERS	-2,727.07	30,443.62	41,521.50	-13,804.95
7201	HOMECOMING	350.00	7,505.00	7,328.91	526.09
7202	PACERS	-3,989.03	14,573.68	6,969.84	3,614.81
7203	FLAG CORP	2,314.80	2,697.82	3,908.28	1,104.34
7204	NPHS MUSICAL	60,188.51	18,820.30	19,370.64	59,638.17
7205	ADVANCED ACTING	7,073.38	8,439.74	6,806.07	8,707.05
7209	CLASS - FRESHMAN	456.50	0.00	0.00	456.50
7210	CLASS - SOPHMORE	500.00	0.00	0.00	500.00
7211	CLASS - JUNIOR	-486.26	7,190.00	3,795.37	2,908.37
7212	CLASS - SENIOR	9,786.35	2,930.00	4,577.48	8,138.87
7226	ENVIRONMENTAL CLUB	638.95	0.00	0.00	638.95
7230	ART CLUB	2,262.19	248.00	480.00	2,030.19
7231	CRIME STOPPERS	0.00	0.00	0.00	0.00
7232	CLOSE UP	1,732.12	0.00	0.00	1,732.12
7233	DRAMA/ONE ACTS	149.32	1,679.00	5,935.23	-4,106.91
7234	FBLA	841.70	0.00	0.00	841.70
7235	FCCLA	1,461.96	588.15	339.72	1,710.39
7236	YEARBOOK	-8,915.76	6,385.39	1,240.66	-3,771.03
7237	KEY CLUB	1,653.71	3,150.00	3,603.38	1,200.33
7238	UNUSED	0.00	0.00	0.00	0.00
7239	MOCK TRIAL	443.31	500.00	752.35	190.96
7240	NATL HONOR SOCIETY	2,748.03	7,982.36	4,136.99	6,593.40
7242	SKILLS USA	6,407.39	12,201.06	9,658.85	8,949.60
7243	STUDENT COUNCIL	7,530.65	14,479.80	17,093.09	4,917.36
7244	WORLD LANGUAGE CLUB	341.86	3,953.75	3,117.00	1,178.61
7245	FFA	91,704.83	62,754.17	33,141.91	121,317.09
7246	DUNGEONS AND DRAGONS	75.29	240.00	41.60	273.69
7250	VIDEO PRODUCTION	1,209.99	1,170.00	1,393.22	986.77
7260	GSA CLUB	444.47	0.00	0.00	444.47
7290	FEE SUPPORT	377.13	0.00	26,197.26	-25,820.13
7300	COUNSELORS	2,873.42	0.00	0.00	2,873.42
7301	AP TESTING	1,202.75	0.00	0.00	1,202.75
7302	SCHOLARSHIP	15,944.19	0.00	0.00	15,944.19
7303	DUAL CREDIT - HIGH SCHOOL	259,015.76	68,796.02	58,675.41	269,136.37
7304	PRINCIPAL CONTINGENCY	4,407.13	16,811.96	3,589.64	17,629.45
7305	FACULTY	-959.05	959.05	0.00	0.00
7306	RESTITUTION	50.00	0.00	0.00	50.00
7307	NPHS SCHOOL STORE (SPED)	2,459.43	1,906.50	1,466.75	2,899.18
7310	BAND UNIFORM FUND	-1,281.69	1,281.69	0.00	0.00
7311	CHOIR ROBE FUND	0.00	28.48	0.00	28.48
7315	HIGH SCHOOL BOOK FINES	19,544.21	624.14	1,832.18	18,336.17
7316	LIBRARY FINES	4,348.56	3,906.73	4,154.20	4,101.09
7317	P.E. FINES	653.00	198.61	0.00	851.61
7320	ART SUPPLIES	13,909.60	6,963.17	8,693.42	12,179.35
7321	AUTO SHOP	13,476.51	4,052.96	9,388.58	8,140.89
7322	BAND	6,641.77	12,708.58	16,607.92	2,742.43
7323	BULLDOGGER	-137.38	1,825.00	2,524.00	-836.38
7324	DRAFTING	1,754.87	147.65	0.00	1,902.52
7325	ELECTRONICS	4,542.02	516.97	17.96	5,041.03
7326	FOODS	5,731.53	5,249.26	5,396.39	5,584.40
7327	ORCHESTRA	3,314.85	0.00	462.33	2,852.52
7328	VOCAL	3,978.08	1,086.47	1,744.78	3,319.77
7329	WELDING	445.90	2,572.96	1,902.15	1,116.71
7330	WOODS	1,123.03	7,791.38	5,979.22	2,935.19
7331	PHOTOGRAPHY CLASS	3,455.72	2,633.42	15.99	6,073.15
7332	FCS DESIGN	947.82	915.62	701.86	1,161.58
7400	ELEMENTARY BOOK FINES	9,309.70	1,989.24	2,765.87	8,533.07

Activity and Depreciation

Account Year: 24

Period Range: 00 - 10

		Begin Balance	Revenue	Expenditures	End Balance
05	ACTIVITY FUND				
7403	ELEMENTARY - BUFFALO	3,556.59	6,670.00	8,287.75	1,938.84
7404	MADISON	142.09	0.00	0.00	142.09
7405	ELEMENTARY - CODY	11,528.17	10,871.21	13,699.46	8,699.92
7406	ELEMENTARY - JEFFERSON	7,526.76	6,576.55	4,248.35	9,854.96
7407	ELEMENTARY - LINCOLN	10,782.37	1,339.71	1,045.72	11,076.36
7409	ELEMENTARY - WASHINGTON	24,665.72	5,564.04	0.00	30,229.76
7410	ELEMENTARY - MCDONALD	6,680.46	2,590.75	2,803.88	6,467.33
7411	ELEMENTARY - EISNEHOWER	4,827.84	26,632.66	31,218.53	241.97
7413	BUFFALO SOCIAL COMMITTEE	249.74	412.66	523.32	139.08
7420	ADAMS MIDDLE SCHOOL	6,321.35	1,853.29	3,655.97	4,518.67
7421	ADAMS - STUDENT COUNCIL	9,841.88	9,894.81	9,101.01	10,635.68
7422	ADAMS - JOURNALISM	9,103.08	2,280.90	5,457.87	5,926.11
7423	ADAMS - MUSIC/SWING CHOIR	-1,411.98	22,577.24	18,692.25	2,473.01
7424	ADAMS-LIBRARY FINES	1,098.47	15.86	0.00	1,114.33
7425	MS SPEECH CLUB	483.22	797.35	680.28	600.29
7426	MS ENVIRONMENTAL CLUB	713.45	0.00	0.00	713.45
7427	MS STORE (SPED)	21.31	229.75	67.11	183.95
7428	ADAMS - BAND	2,778.79	6,193.15	5,492.88	3,479.06
7429	ADAMS-FACULTY COURTESY COMM	0.00	0.00	0.00	0.00
7430	MADISON MIDDLE SCHOOL	40,449.78	5,004.42	2,080.51	43,373.69
7431	MADISON - BAND/CHORUS	10,020.92	33.00	352.89	9,701.03
7432	MADISON - TENNIS COURTS	0.00	0.00	0.00	0.00
7433	MADISON - STUDENT COUNCIL	1,484.70	1,896.00	1,884.11	1,496.59
7442	ELEMENTARY ORCHESTRA	1,302.03	3,601.92	2,841.86	2,062.09
7445	ELEMENTARY - HALL	2,766.24	0.00	0.00	2,766.24
7454	ELEMENTARY - LAKE/OSGOOD	16,525.93	4,184.37	5,413.96	15,296.34
7460	ADAMS ART CLUB	968.88	1,244.56	150.00	2,063.44
7461	ADAMS CHESS CLUB	591.28	461.89	424.56	628.61
7462	ADAMS UNFIIED SCHOOLS	200.00	0.00	0.00	200.00
7480	TLC	3,361.18	0.00	0.00	3,361.18
7481	KIDS KLUB	95,782.92	4,625.00	5,625.05	94,782.87
7490	DISTRICT	1,072.20	675.18	6,538.06	-4,790.68
7491	MENTAL HEALTH	3,785.26	0.00	9,948.06	-6,162.80
7802	MCKINLEY RENTALS	10,396.85	0.00	0.00	10,396.85
7803	RENTALS - ALL BUILDINGS	38,499.51	6,110.00	0.00	44,609.51
7852	CAMPS	1,345.15	0.00	0.00	1,345.15
7900	REVOLVING FUND	11,976.27	2,940.37	16,220.57	-1,303.93
7910	INTEREST	9,252.34	25,160.69	2,250.00	32,163.03
7911	BUS/VAN DEPRECIATION	21,626.22	0.00	0.00	21,626.22
7913	CHROMEBOOK INS	22,080.95	12,309.82	545.00	33,845.77
7914	VERIZON TOWER RENTAL	241,745.97	31,394.76	153,926.75	119,213.98
7915	TECHNOLOGY	98,105.04	15,995.55	51,762.81	62,337.78
7916	TUITION WAIVERS	815.66	-150.00	7,004.50	-6,338.84
7917	MAINTENANCE	32,413.32	36,744.16	23,196.67	45,960.81
7918	SPECIAL OLYMPICS	7,980.03	3,200.00	1,794.80	9,385.23
7920	CENTRAL OFFICE	27.53	1,186.35	3,931.26	-2,717.38
7928	BAUER FIELD SIGNS	6,915.42	0.00	0.00	6,915.42
7929	SCHOOL/COMMUNITY PARTNERSHIP	-100.00	750.00	0.00	650.00
7930	BELOW 5	0.00	249.38	829.48	-580.10
	Total Funds:	\$1,521,021.08	\$1,138,377.88	\$1,345,960.48	\$1,313,438.48
	Grand Total for All Funds:	\$1,521,021.08	\$1,138,377.88	\$1,345,960.48	\$1,313,438.48

Income Statement

Month End Report CNP-Income Statement

North Platte Public School District

Report Description: Month End Report 10

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
81 REVENUES							
24-06-1510-000-000-100	INVESTMENT INCOME (FS)	1,000.00	0.00	4.68	316.49	683.51	31.65
000		\$1,000.00	\$0.00	\$4.68	\$316.49	\$683.51	31.65
15 00 INVESTMENT INCOME		\$1,000.00	\$0.00	\$4.68	\$316.49	\$683.51	31.65
24-06-1611-000-000-100	DAILY SALES-SCHOOL LUNCH PROGRAM	450,000.00	0.00	0.00	428,663.48	21,336.52	95.26
24-06-1612-000-000-100	DAILY SALES-SCHOOL BREAKFAST	150,000.00	0.00	0.00	112,643.70	37,356.30	75.10
24-06-1614-000-000-100	DAILY SALES-AFTER SCHOOL PROGRAM	0.00	0.00	0.00	11,463.65	-11,463.65	0.00
24-06-1620-000-000-100	DAILY SALES NON REIMBURSEABLE	246,000.00	0.00	386.10	114,012.08	131,987.92	46.35
000		\$846,000.00	\$0.00	\$386.10	\$666,782.91	\$179,217.09	78.82
16 00 LOCAL REVENUE		\$846,000.00	\$0.00	\$386.10	\$666,782.91	\$179,217.09	78.82
24-06-3150-000-000-100	(3150) STATE REVENUE (FS)	15,000.00	0.00	0.00	4,675.58	10,324.42	31.17
24-06-3150-000-044-100	(3150) STATE REVENUE: BREAKFAST (FS)	0.00	0.00	0.00	11,618.45	-11,618.45	0.00
000		\$15,000.00	\$0.00	\$0.00	\$16,294.03	-\$1,294.03	108.63
31 00 STATE RECEIPTS		\$15,000.00	\$0.00	\$0.00	\$16,294.03	-\$1,294.03	108.63
24-06-4210-000-000-100	FEDERAL REVENUE: OTHER	150,000.00	0.00	0.00	88,963.77	61,036.23	59.31
24-06-4210-000-040-100	FED REVENUE: SECTION 4 FY	325,000.00	0.00	0.00	171,423.00	153,577.00	52.75
24-06-4210-000-041-100	FED REVENUE:SNACK FY	35,000.00	0.00	0.00	34,753.05	246.95	99.29
24-06-4210-000-042-100	FED REVENUE:SECTION 4 6CENT FY	35,000.00	0.00	0.00	32,652.00	2,348.00	93.29
24-06-4210-000-043-100	FED REVENUE: SECTION 11 FY	1,000,000.00	0.00	0.00	1,007,846.25	-7,846.25	100.78
24-06-4210-000-044-100	FED REVENUE: BREAKFAST	600,000.00	0.00	0.00	592,448.14	7,551.86	98.74
000		\$2,145,000.00	\$0.00	\$0.00	\$1,928,086.21	\$216,913.79	89.89
42 00 FEDERAL REVENUE		\$2,145,000.00	\$0.00	\$0.00	\$1,928,086.21	\$216,913.79	89.89
24-06-5690-000-000-100	NON PROGRAM RECEIPTS (FS)	35,000.00	0.00	0.00	24,292.21	10,707.79	69.41
24-06-5690-000-000-110	NON PROGRAM RECEIPTS-vending	6,000.00	0.00	0.00	9,146.52	-3,146.52	152.44
000		\$41,000.00	\$0.00	\$0.00	\$33,438.73	\$7,561.27	81.56
56 00 MISC REVENUE		\$41,000.00	\$0.00	\$0.00	\$33,438.73	\$7,561.27	81.56
81 REVENUES		\$3,048,000.00	\$0.00	\$390.78	\$2,644,918.37	\$403,081.63	86.78
91 EXPENDITURES							
24-06-3100-110-005-100	PARAPROFESSIONALS-CNP-CODY	10,000.00	0.00	709.31	7,145.97	2,854.03	71.46
24-06-3100-110-006-100	PARAPROFESSIONALS-CNP-JEFFERSON	10,000.00	0.00	777.41	6,473.70	3,526.30	64.74
24-06-3100-110-007-100	PARAPROFESSIONALS-CNP-LINCOLN	15,000.00	0.00	1,283.37	7,857.03	7,142.97	52.38
24-06-3100-110-009-100	PARAPROFESSIONALS-CNP-WASHINGTON	10,000.00	0.00	1,086.72	7,052.90	2,947.10	70.53
24-06-3100-110-010-100	PARAPROFESSIONALS-CNP-MCDONALD	10,000.00	0.00	1,104.56	7,332.87	2,667.13	73.33
24-06-3100-110-011-100	PARAPROFESSIONALS-CNP-EISENHOWER	10,000.00	0.00	0.00	479.53	9,520.47	4.80
24-06-3100-110-016-100	PARAPROFESSIONALS-CNP-LAKE MALONEY	10,000.00	0.00	903.46	8,890.92	1,109.08	88.91
110 CLERICAL_BUSDRIVERS		\$75,000.00	\$0.00	\$5,864.83	\$45,232.92	\$29,767.08	60.31

Report Description: Month End Report 10

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
91 EXPENDITURES							
24-06-3100-210-005-100	HEALTH CARE-CNP-CODY	5,000.00	0.00	0.00	0.00	5,000.00	0.00
24-06-3100-210-007-100	HEALTH CARE-CNP-LINCOLN	5,000.00	0.00	0.00	0.00	5,000.00	0.00
24-06-3100-210-009-100	HEALTH CARE-CNP-WASHINGTON	5,000.00	0.00	423.83	2,966.81	2,033.19	59.34
24-06-3100-210-010-100	HEALTH CARE-CNP-MCDONALD	5,000.00	0.00	312.05	2,387.89	2,612.11	47.76
24-06-3100-210-011-100	HEALTH CARE-CNP-EISENHOWER	5,000.00	0.00	0.00	0.00	5,000.00	0.00
24-06-3100-210-016-100	HEALTH CARE-CNP-LAKE MALONEY	5,000.00	0.00	353.19	3,531.92	1,468.08	70.64
210 HEALTH CARE NON-INSRUCTIONAL		\$30,000.00	\$0.00	\$1,089.07	\$8,886.62	\$21,113.38	29.62
24-06-3100-220-003-100	FICA-CNP-BUFFALO	1,000.00	0.00	0.00	0.00	1,000.00	0.00
24-06-3100-220-005-100	FICA-CNP-CODY	1,000.00	0.00	54.27	546.69	453.31	54.67
24-06-3100-220-006-100	FICA-CNP-JEFFERSON	1,000.00	0.00	59.47	495.26	504.74	49.53
24-06-3100-220-007-100	FICA-CNP-LINCOLN	1,000.00	0.00	98.18	601.10	398.90	60.11
24-06-3100-220-009-100	FICA-CNP-WASHINGTON	1,000.00	0.00	82.40	534.26	465.74	53.43
24-06-3100-220-010-100	FICA-CNP-WASHINGTON	1,000.00	0.00	80.10	527.19	472.81	52.72
24-06-3100-220-011-100	FICA-CNP-EISENHOWER	1,000.00	0.00	0.00	36.69	963.31	3.67
24-06-3100-220-016-100	FICA-CNP-LAKE MALONEY	1,000.00	0.00	69.11	680.15	319.85	68.02
220 FICA NON INSTRUCTIONAL		\$8,000.00	\$0.00	\$443.53	\$3,421.34	\$4,578.66	42.77
24-06-3100-230-005-100	RETIREMENT-CNP-CODY	2,000.00	0.00	70.07	692.19	1,307.81	34.61
24-06-3100-230-006-100	RETIREMENT-CNP-JEFFERSON	2,000.00	0.00	76.79	639.44	1,360.56	31.97
24-06-3100-230-007-100	RETIREMENT-CNP-LINCOLN	2,000.00	0.00	126.77	776.09	1,223.91	38.80
24-06-3100-230-009-100	RETIREMENT-CNP-WASHINGTON	2,000.00	0.00	107.34	696.65	1,303.35	34.83
24-06-3100-230-010-100	RETIREMENT-CNP-MCDONALD	2,000.00	0.00	109.10	724.30	1,275.70	36.22
24-06-3100-230-011-100	RETIREMENT-CNP-EISENHOWER	2,000.00	0.00	0.00	0.00	2,000.00	0.00
24-06-3100-230-016-100	RETIREMENT-CNP-LAKE MALONEY	1,000.00	0.00	89.25	878.25	121.75	87.83
230 RETIREMENT NON INSTRUCTIONAL		\$13,000.00	\$0.00	\$579.32	\$4,406.92	\$8,593.08	33.90
24-06-3100-570-000-100	CONTRACTED SERVICES (SODEXO)	2,917,000.00	0.00	0.00	2,530,824.91	386,175.09	86.76
24-06-3100-570-001-110	CONTRACTED SERVICES-VENDING-NPHS	0.00	0.00	0.00	8,509.53	-8,509.53	0.00
570 FOOD SERVICE MANAGEMENT		\$2,917,000.00	\$0.00	\$0.00	\$2,539,334.44	\$377,665.56	87.05
24-06-3100-610-000-100	SUPPLIES	0.00	0.00	0.00	7,812.33	-7,812.33	0.00
24-06-3100-610-000-110	SUPPLIES-MM	5,000.00	0.00	0.00	0.00	5,000.00	0.00
610 GENERAL SUPPLIES		\$5,000.00	\$0.00	\$0.00	\$7,812.33	-\$2,812.33	156.25
24-06-3100-733-000-100	EQUIPMENT/REPAIRS-CNP	0.00	0.00	0.00	54,040.83	-54,040.83	0.00
733 FURNITURE AND FIXTURS		\$0.00	\$0.00	\$0.00	\$54,040.83	-\$54,040.83	0.00
24-06-3100-890-000-100	MISCELLANEOUS EXPENSE-CNP	0.00	0.00	0.00	1,074.89	-1,074.89	0.00
890 MISCELLANEOUR EXPENDITURES		\$0.00	\$0.00	\$0.00	\$1,074.89	-\$1,074.89	0.00
31 00		\$3,048,000.00	\$0.00	\$7,976.75	\$2,664,210.29	\$383,789.71	87.41
91 EXPENDITURES		\$3,048,000.00	\$0.00	\$7,976.75	\$2,664,210.29	-\$383,789.71	87.41
06 NUTRITION FUND		\$0.00	\$0.00	-\$7,585.97	-\$19,291.92	\$19,291.92	0.00

Report Description: Month End Report 12

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
000 DISTRICT WIDE							
24-07-0001-905-000-000	UNRESERVED FUND BALANCE	0.00	0.00	0.00	28,007.58	-28,007.58	0.00
03 EQUITY		\$0.00	\$0.00	\$0.00	\$28,007.58	-\$28,007.58	0.00
000 DISTRICT WIDE		\$0.00	\$0.00	\$0.00	\$28,007.58	-\$28,007.58	0.00
001 HIGH SCHOOL							
24-07-1100-000-000-001	(1110) PROPERTY TAXES-NPHS BOND	0.00	0.00	0.00	107.64	-107.64	0.00
81 REVENUES		\$0.00	\$0.00	\$0.00	\$107.64	-\$107.64	0.00
001 HIGH SCHOOL		\$0.00	\$0.00	\$0.00	\$107.64	-\$107.64	0.00
016 LAKE BOND ISSUE							
24-07-1100-000-000-016	(1110) PROPERTY TAXES-LAKE MALONEY	0.00	0.00	0.00	66.86	-66.86	0.00
81 REVENUES		\$0.00	\$0.00	\$0.00	\$66.86	-\$66.86	0.00
016 LAKE BOND ISSUE		\$0.00	\$0.00	\$0.00	\$66.86	-\$66.86	0.00
07 BOND FUND		\$0.00	\$0.00	\$0.00	\$28,182.08	-\$28,182.08	0.00

Report Description: Month End Report 13

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
24-08-0001-905-000-000	UNRESERVED FUND BALANCE	0.00	0.00	0.00	459,339.28	-459,339.28	0.00
03 EQUITY		\$0.00	\$0.00	\$0.00	\$459,339.28	-\$459,339.28	0.00
24-08-9000-000-000-000	REVENUE-BUDGET	848,472.00	0.00	0.00	0.00	848,472.00	0.00
81 REVENUES		\$848,472.00	\$0.00	\$0.00	\$0.00	\$848,472.00	0.00
24-08-9000-100-000-000	EXPENDITURES	1,489,726.00	0.00	0.00	0.00	1,489,726.00	0.00
91 EXPENDITURES		\$1,489,726.00	\$0.00	\$0.00	\$0.00	-\$1,489,726.00	0.00
000 DISTRICT WIDE		-\$641,254.00	\$0.00	\$0.00	\$459,339.28	-\$1,100,593.28	-71.63
24-08-4997-000-000-015	REVENUE-ESSERS II	0.00	0.00	0.00	0.00	0.00	0.00
24-08-4998-000-000-015	REVENUE-ESSERS III	1,944,177.00	0.00	0.00	676,592.00	1,267,585.00	34.80
81 REVENUES		\$1,944,177.00	\$0.00	\$0.00	\$676,592.00	\$1,267,585.00	34.80
24-08-6997-340-002-015	CONTRACTED SERVICES-ARCHITECT-ESSERS II	0.00	0.00	0.00	0.00	0.00	0.00
24-08-6997-720-002-015	BUILDING IMPROVEMENTS-ESSERS II-ADAMS	0.00	0.00	0.00	0.00	0.00	0.00
24-08-6998-340-011-015	ESSRS III - CONTRACTED SERVICES IKE	0.00	0.00	0.00	48,000.00	-48,000.00	0.00
24-08-6998-720-000-015	CONSTRUCTION-ESSERS III	0.00	0.00	0.00	0.00	0.00	0.00
24-08-6998-720-010-015	BUILDING IMPROVEMENTS-ESSERS III	732,503.00	0.00	0.00	730,665.79	1,837.21	99.75
24-08-6998-720-011-015	BUILDING IMPROVMENTS-ESSERSIII (IKE)	1,211,674.00	0.00	369,217.72	390,400.72	821,273.28	32.22
91 EXPENDITURES		\$1,944,177.00	\$0.00	\$369,217.72	\$1,169,066.51	-\$775,110.49	60.13
015 NON-PUBLIC_MCKINLEY		\$0.00	\$0.00	-\$369,217.72	-\$492,474.51	\$492,474.51	0.00
24-08-1100-000-000-100	(1110) PROPERTY TAXES-BUILDING FUND	750,000.00	0.00	0.00	455,019.97	294,980.03	60.67
24-08-1115-000-000-100	CARLINE TAXES	2,000.00	0.00	0.00	2,031.13	-31.13	101.56
24-08-3130-000-000-100	HOMESTEAD EXEMPTION	0.00	0.00	0.00	17,934.26	-17,934.26	0.00
24-08-3131-000-000-100	PROPERTY TAX CREDIT-BUILDING	0.00	0.00	0.00	45,464.06	-45,464.06	0.00
24-08-3180-000-000-100	PRO-RATA MOTOR VEHICLE	0.00	0.00	0.00	1,493.77	-1,493.77	0.00
24-08-5690-000-000-100	(9000) NON-PROGRAM INCOME-BUILDING FUND	718,432.00	0.00	0.00	0.00	718,432.00	0.00
81 REVENUES		\$1,470,432.00	\$0.00	\$0.00	\$521,943.19	\$948,488.81	35.50
24-08-2620-340-000-100	CONTRACTED SERVICES - ARCHITECT	0.00	0.00	0.00	98,601.75	-98,601.75	0.00
24-08-2620-720-001-100	BUILDING IMPROVEMENT-NPHS	718,432.00	0.00	0.00	207,445.60	510,986.40	28.87
24-08-2620-720-002-100	BUILDING IMPROVEMENTS-ADAMS	0.00	0.00	0.00	16,718.20	-16,718.20	0.00
24-08-2620-720-010-100	BUILDING IMPROVEMENTS-MCDONALD	400,000.00	0.00	91,916.80	477,862.99	-77,862.99	119.47
24-08-2620-720-032-100	BUILDING IMPROVEMENTS-DISTRICT	90,907.00	0.00	606.00	6,060.00	84,847.00	6.67
91 EXPENDITURES		\$1,209,339.00	\$0.00	\$92,522.80	\$806,688.54	-\$402,650.46	66.70
100 DISTRICT		\$261,093.00	\$0.00	-\$92,522.80	-\$284,745.35	\$545,838.35	-109.06
08 SPECIAL BUILDING FUND		-\$380,161.00	\$0.00	-\$461,740.52	-\$317,880.58	-\$62,280.42	83.62

Report Description: Month End Report 14

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
24-09-0001-905-000-000	UNRESERVED FUND BALANCE	0.00	0.00	0.00	1,021,759.71	-1,021,759.71	0.00
03 EQUITY		\$0.00	\$0.00	\$0.00	\$1,021,759.71	-\$1,021,759.71	0.00
24-09-1100-000-000-000	PROPERTY TAXES-QCPUF	1,009,483.00	0.00	0.00	608,745.58	400,737.42	60.30
24-09-1115-000-000-000	CARLINE TAXES	0.00	0.00	0.00	2,733.83	-2,733.83	0.00
24-09-3130-000-000-000	HOMESTEAD EXEMPTION	0.00	0.00	0.00	24,138.82	-24,138.82	0.00
24-09-3131-000-000-000	PROPERTY TAX CREDIT-QCPUF	0.00	0.00	0.00	61,193.00	-61,193.00	0.00
24-09-3180-000-000-000	PRO-RATA MOTOR VEHICLE	0.00	0.00	0.00	1,958.63	-1,958.63	0.00
81 REVENUES		\$1,009,483.00	\$0.00	\$0.00	\$698,769.86	\$310,713.14	69.22
24-09-4500-340-000-000	CONTRACTED SERVICES	0.00	0.00	0.00	18,543.38	-18,543.38	0.00
24-09-4500-720-000-000	BUILDING REPAIR AND MAINTENANCE	0.00	0.00	0.00	3,960.00	-3,960.00	0.00
24-09-4500-720-001-001	BUILDING REPAIR-NPHS	0.00	0.00	0.00	5,880.00	-5,880.00	0.00
24-09-4500-720-007-007	BUILDING R/M-LINCOLN	0.00	0.00	0.00	11,930.20	-11,930.20	0.00
24-09-4500-720-010-010	BUILDING IMPROVMENTS-MCDONALD	0.00	0.00	0.00	565.00	-565.00	0.00
24-09-4500-733-000-000	FURNITURE/EQUIPMENT	0.00	0.00	0.00	12,289.00	-12,289.00	0.00
24-09-5000-830-000-000	DUES AND FEES-PAYING AGENT	1,000.00	0.00	0.00	400.00	600.00	40.00
24-09-5000-831-000-000	PRINCIPAL COSTS	980,000.00	0.00	0.00	815,000.00	165,000.00	83.16
24-09-5000-832-000-000	DEBT SERVICE INTEREST	24,794.00	0.00	0.00	24,793.75	0.25	100.00
91 EXPENDITURES		\$1,005,794.00	\$0.00	\$0.00	\$893,361.33	-\$112,432.67	88.82
09 QCPUF		\$3,689.00	\$0.00	\$0.00	\$827,168.24	-\$823,479.24	22,422.56

Report Description: Month End Report 14

Account Year: 24

Period Range: 10 - 10

Date Range: 06/01/2024 - 06/30/2024

Account	Account Description	Adjusted Budget	Encumbrance	Actual Period	Actual YTD	Available Balance	Percent
24-10-0001-905-000-000	FUND BALANCE-UNRESERVED	0.00	0.00	0.00	12,956.99	-12,956.99	0.00
03 EQUITY		\$0.00	\$0.00	\$0.00	\$12,956.99	-\$12,956.99	0.00
24-10-5690-000-000-000	NON-PROGRAM RECEIPTS	100,000.00	0.00	1,000.00	12,738.44	87,261.56	12.74
81 REVENUES		\$100,000.00	\$0.00	\$1,000.00	\$12,738.44	\$87,261.56	12.74
24-10-1190-490-000-003	WATER-BUFFALO	0.00	0.00	0.00	1,675.74	-1,675.74	0.00
24-10-1190-490-000-012	WATER-OSGOOD	0.00	0.00	0.00	511.07	-511.07	0.00
24-10-1190-621-000-012	NATURAL GAS-OSGOOD	0.00	0.00	0.00	45.57	-45.57	0.00
24-10-1190-890-000-003	ELECTRICITY-BUFFALO	0.00	0.00	0.00	5,379.42	-5,379.42	0.00
24-10-1190-890-000-012	ELECTRICITY-OSGOOD	0.00	0.00	0.00	3,190.01	-3,190.01	0.00
24-10-6210-151-000-000	STIPEND - ESU FUNDS	100,000.00	0.00	0.00	0.00	100,000.00	0.00
91 EXPENDITURES		\$100,000.00	\$0.00	\$0.00	\$10,801.81	-\$89,198.19	10.80
10 COOPTERATING FUND		\$0.00	\$0.00	\$1,000.00	\$14,893.62	-\$14,893.62	0.00

NORTH PLATTE PUBLIC SCHOOLS
CASH AND INVESTMENTS
June 30, 2024



FUNDS	Bank	<u>Nebraskaland</u>	<u>Other</u>	
GENERAL FUND	Operating	2,063,248		2,063,248
DEPRECIATION	Enterprise	3,380,450		3,380,450
EMPLOYEE BENEFIT	Enterprise	(3,688)		(3,688)
FIDUCIARY FUNDS	Enterprise	1,308,257		1,308,257
NUTRITION		1,218,107		1,218,107
BOND FUND		28,182		28,182
BUILDING FUND	Operating	(317,881)		(317,881)
QCPUF	Operating	827,168		827,168
COOPERATING	Operating	14,894		14,894
Subtotal		<u>8,518,737</u>		<u>8,518,737</u>
		100.0%		
GENERAL FUND	NLAF		67,480	67,480
Cash On Hand/Petty Cash				
General Fund				
Schools			\$ 50	
McKinley	Stamps/Cash			231
McKinley-Checking	Equitable		101,062	101,062
Maintenance				200
Kids Klub				-
				<hr/>
Total General Fund			\$ 101,543	
				<hr/>
Activity-Athletics				4,150
Cafeteria				505
				<hr/>
Total Cash on Hand				106,198
				<hr/>
Total Cash			\$ 8,624,935	<hr/> <hr/>

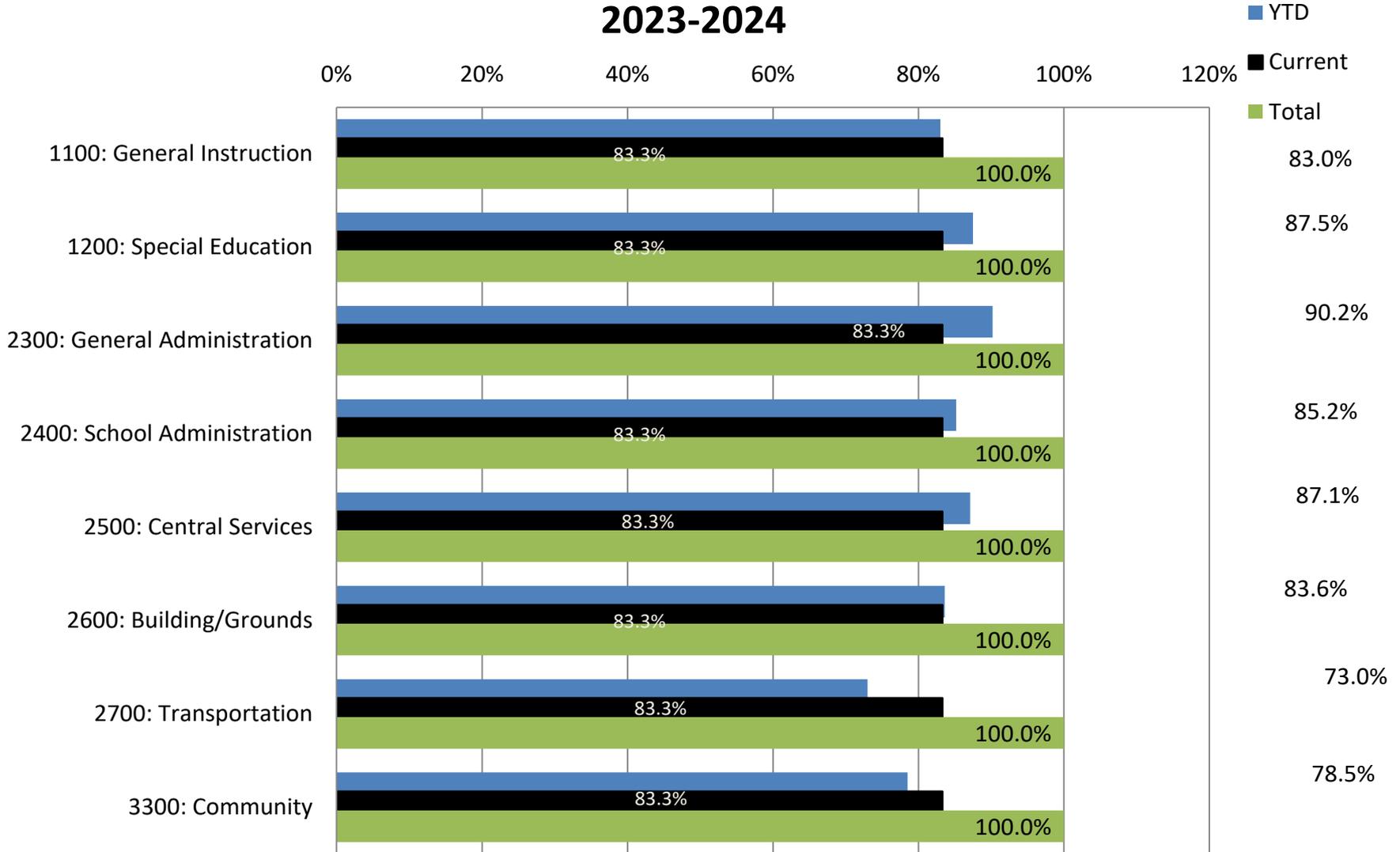
North Platte Public Schools

June



	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020
Revenue	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
Property Taxes	17,277,306	16,036,402	15,644,747	15,427,235	14,175,394
State Aid	9,780,783	10,489,135	9,885,536	9,477,434	9,748,618
Other Local Revenue	2,059,627	2,022,922	1,959,116	1,888,968	1,685,310
County Sources	265,053	230,297	190,813	221,569	231,269
State Sources	8,154,417	5,231,696	5,157,917	4,348,282	5,511,854
Interest	2,145	1,441	312	364	11,126
Other	21,584	6,885	342,019	39,635	28,916
Grants	3,269,155	3,043,147	3,725,814	2,864,716	2,352,414
Total Revenue	40,830,070	37,061,925	36,906,274	34,268,203	33,744,901
Expenditures					
Salaries	23,618,560	22,563,335	21,694,712	21,721,397	21,411,058
Fringe Benefits	8,591,786	8,082,764	7,672,875	7,009,774	6,434,562
Operating Expenses	2,964,657	2,916,260	2,484,807	1,989,498	2,061,710
Supplies/Materials	2,659,405	2,463,149	2,025,209	2,009,029	2,185,672
Equipment	1,072,369	1,558,569	1,088,777	1,698,872	858,831
Travel	120,684	129,241	130,320	87,337	137,061
Other Expenses	221,282	103,000	70,000	85,000	77,313
Grants	4,087,661	4,331,289	3,809,728	4,416,207	3,044,921
Total Expenditures	43,336,404	42,147,607	38,976,428	39,017,114	36,211,128
Instruction	18,453,305	17,575,962	17,107,343	17,208,984	16,752,214
Special Education	4,852,216	4,341,044	4,081,186	3,571,904	3,465,409
Guidance/Health	2,137,226	2,162,263	1,972,025	2,064,136	1,754,256
Libraries	2,062,831	1,577,677	1,167,714	1,346,307	1,237,021
General Administration	1,092,585	994,428	957,333	859,937	935,032
School Administration	2,670,661	2,618,029	2,328,587	2,297,641	2,341,274
Business Office	2,442,309	2,648,843	2,201,820	2,458,241	1,782,661
Building/Grounds	4,752,602	4,998,623	4,474,265	4,076,276	4,159,568
Transportation	529,593	670,194	697,642	517,910	493,097
Private Grants/Other	255,415	229,255	178,785	199,571	245,675
Grants	4,087,661	4,331,289	3,809,728	4,416,207	3,044,921
Total	43,336,404	42,147,607	38,976,428	39,017,114	36,211,128
	0	0	0	0	0
Net Income	(2,506,334)	(5,085,682)	(2,070,154)	(4,748,911)	(2,466,227)
Net Income-GF	(1,687,828)	(3,797,540)	(1,986,240)	(3,197,420)	(1,773,720)

2023-2024



1100: **Regular Instruction:** Those programs that are directed to students in the classroom

1200: **Special Education Program**

2100: **Support Services-Pupil:** Attendance, guidance, health services

2200: **Support Services-Staff:** Curriculum, libraries, technology, activities

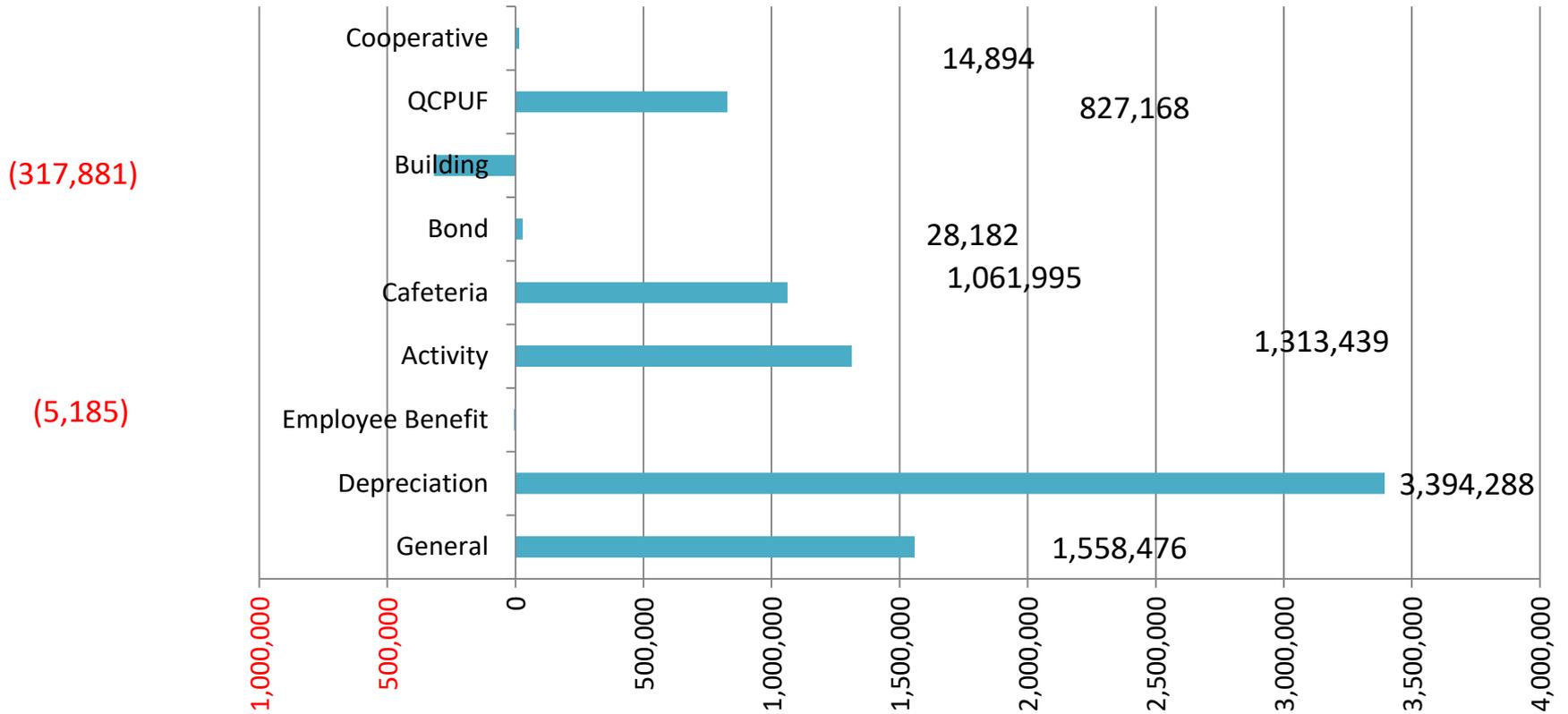
2300: **General Administration:** Board of Education, Superintendent

2400: **School Administration:** Building Principals Office and Support

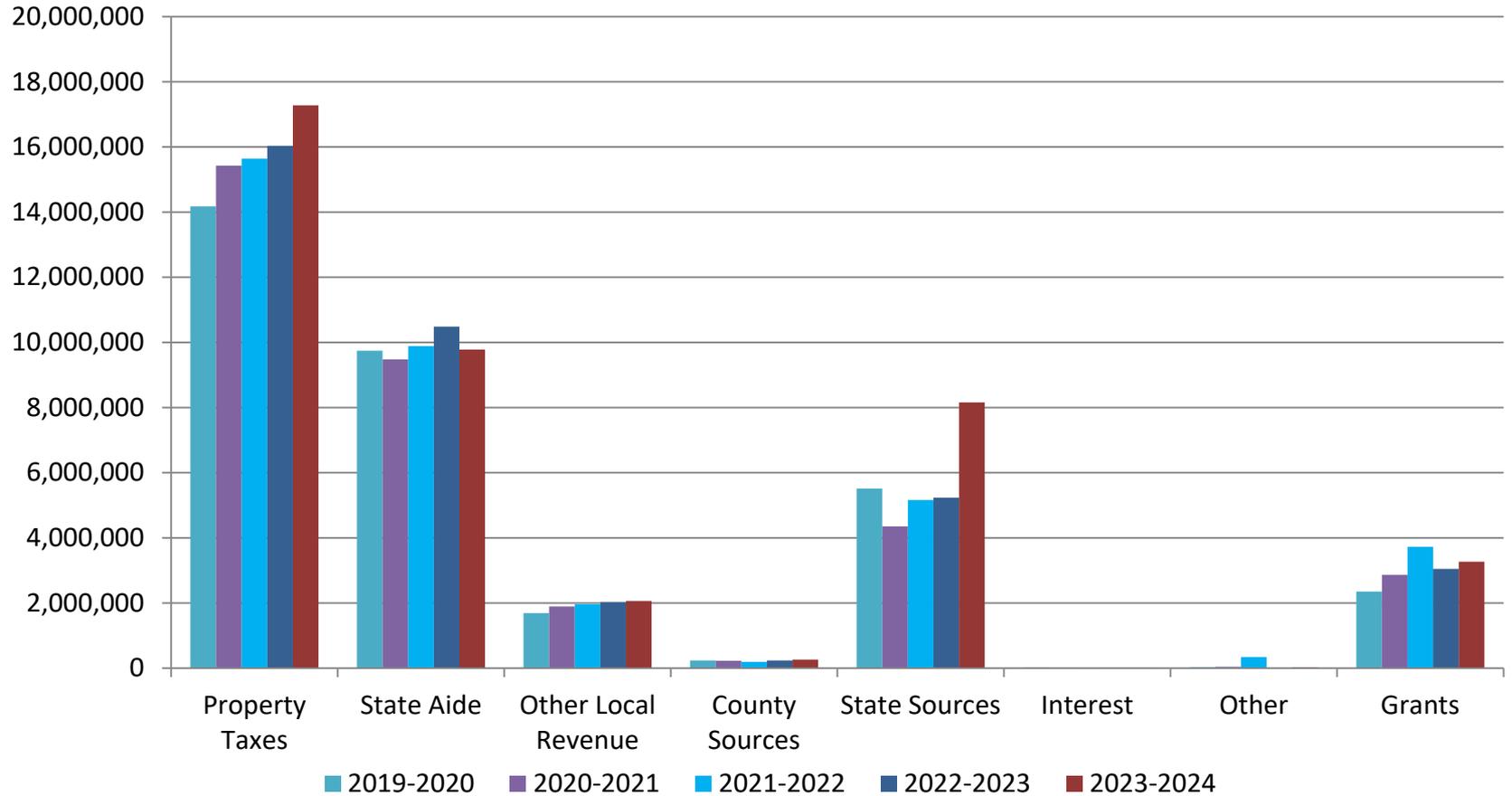


North Platte Public Schools
 Balance Sheet – Total Net Assets
 For the Ten Month Period Ending June 30, 2024

2023-2024



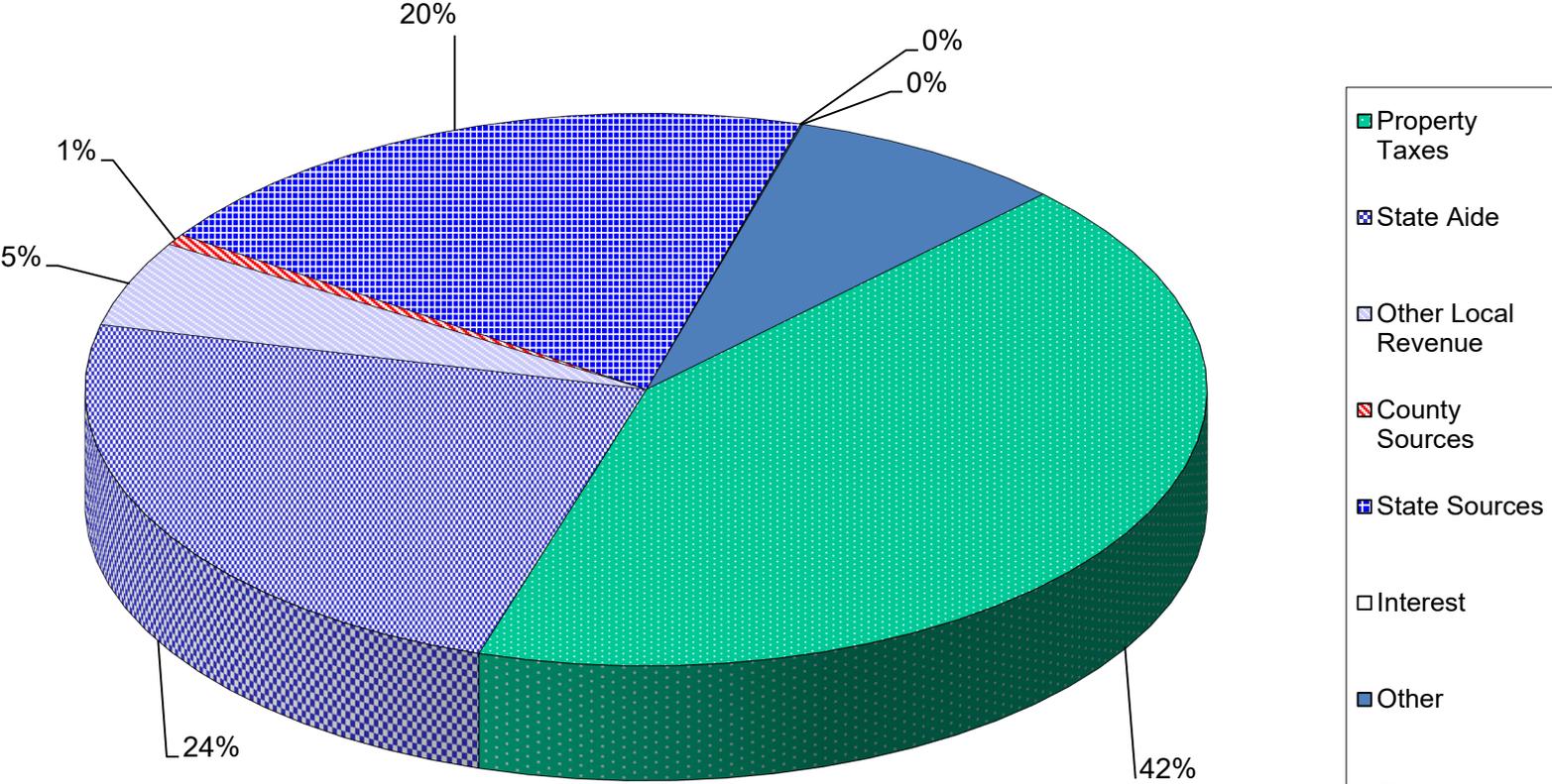
North Platte Public Schools Revenue Comparison For the Ten Month Period Ending June 30



North Platte Public Schools

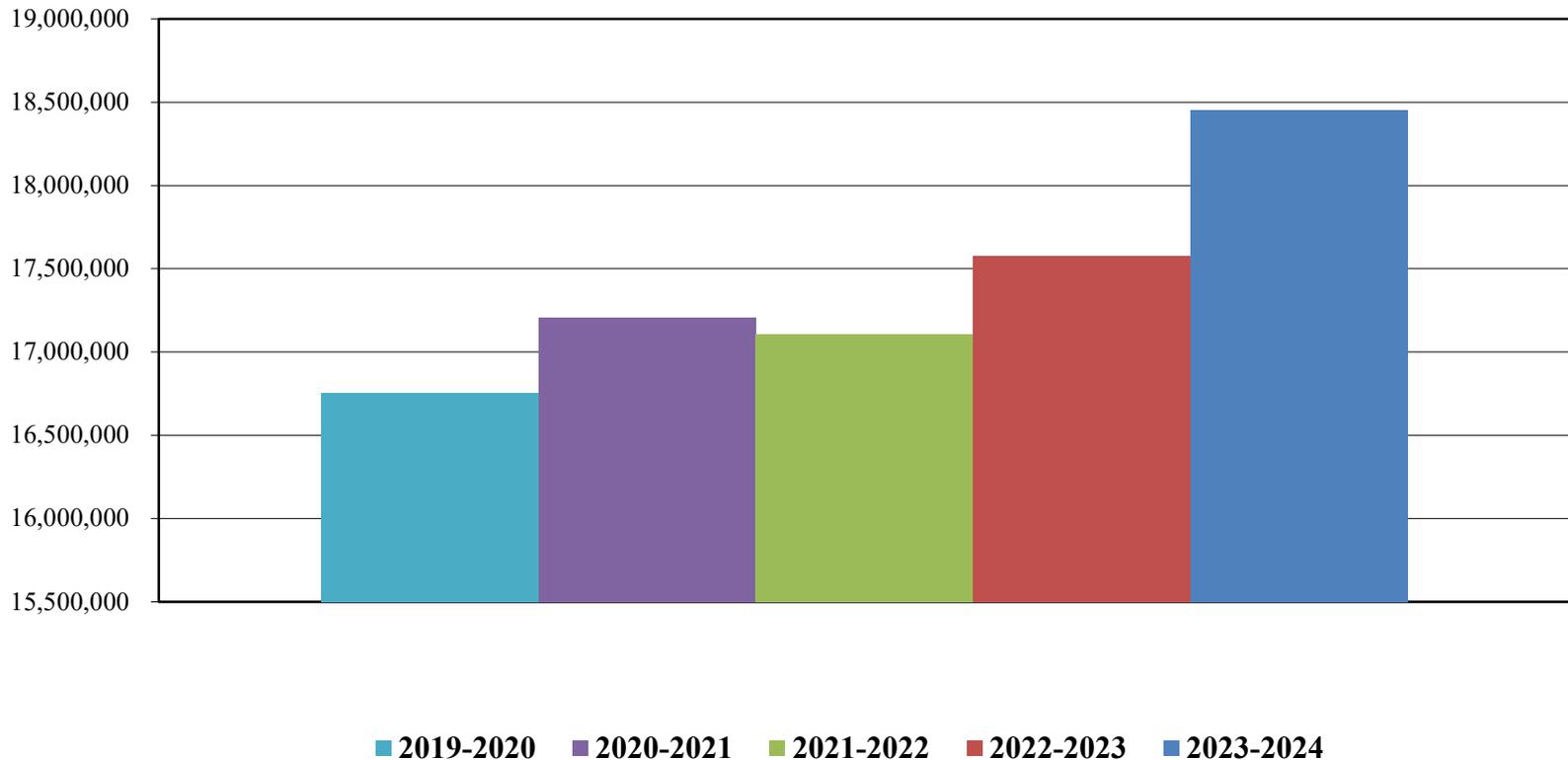
Revenue by Object Code

For the Ten Month Period Ending June 30, 2024



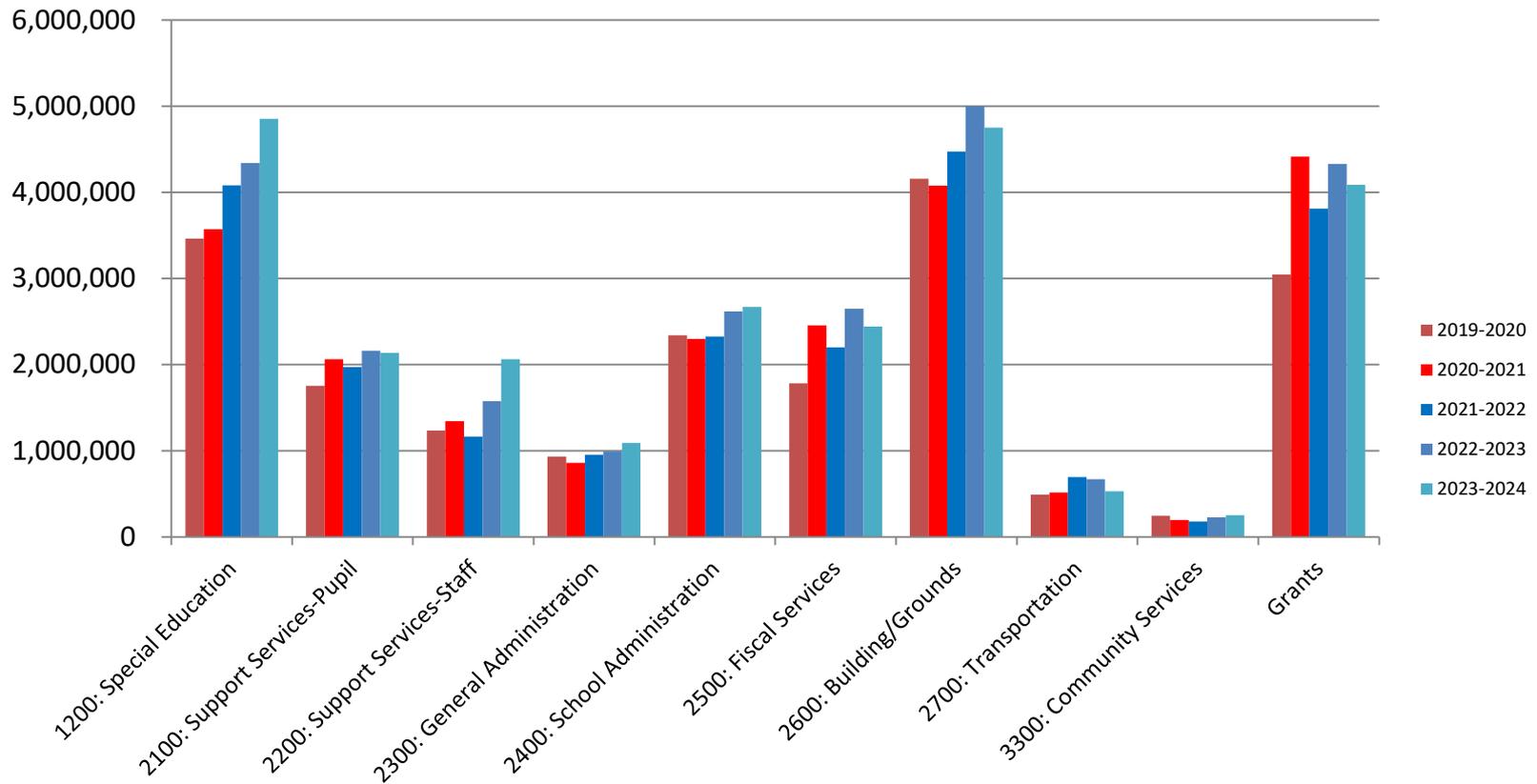
North Platte Public Schools

Comparison of Expense-1100: Instruction Only
For the Ten Month Period Ending June 30



North Platte Public Schools

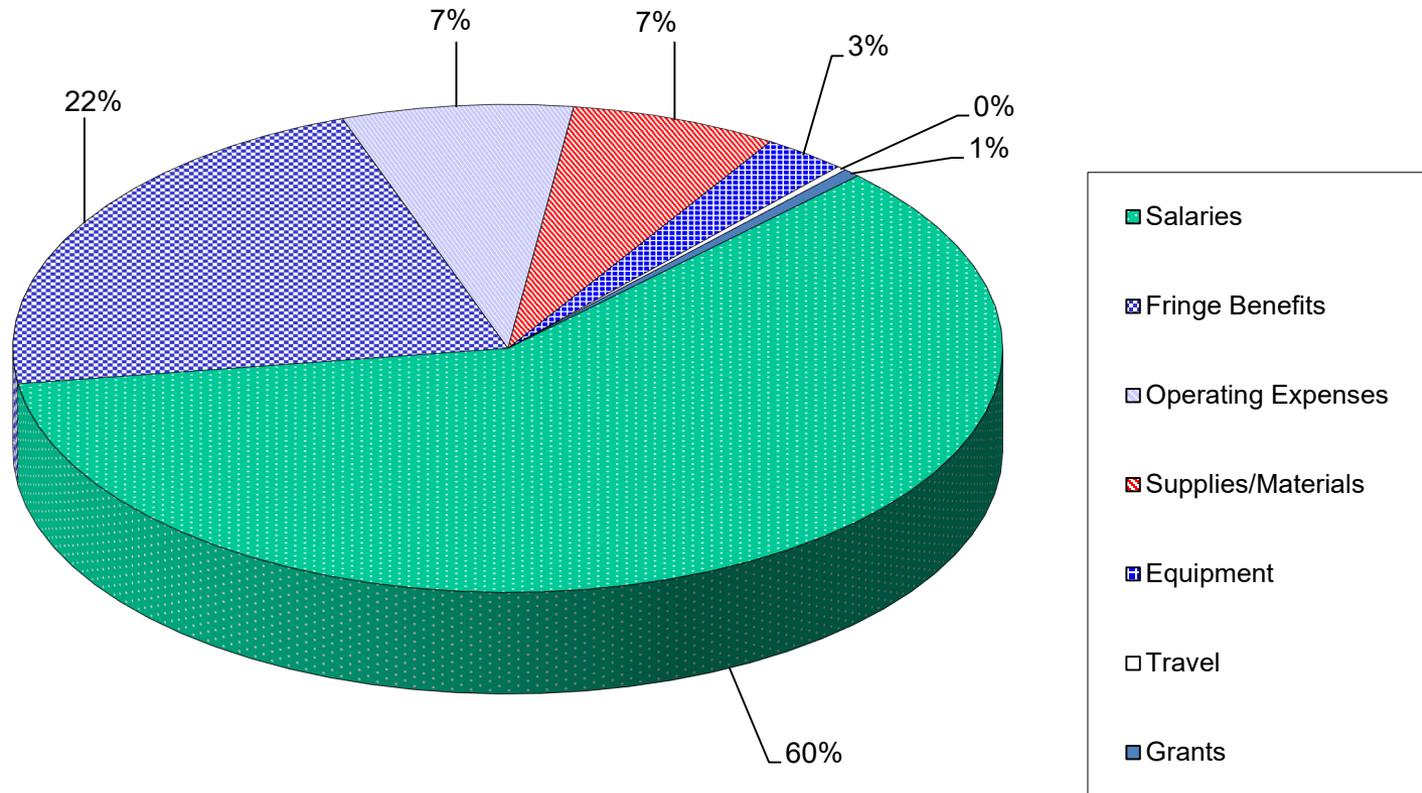
Comparison of Expense by Discipline For the Ten Month Period Ending June 30



North Platte Public Schools

Expenditures by Object Code

For the Ten Month Period Ending June 30, 2024

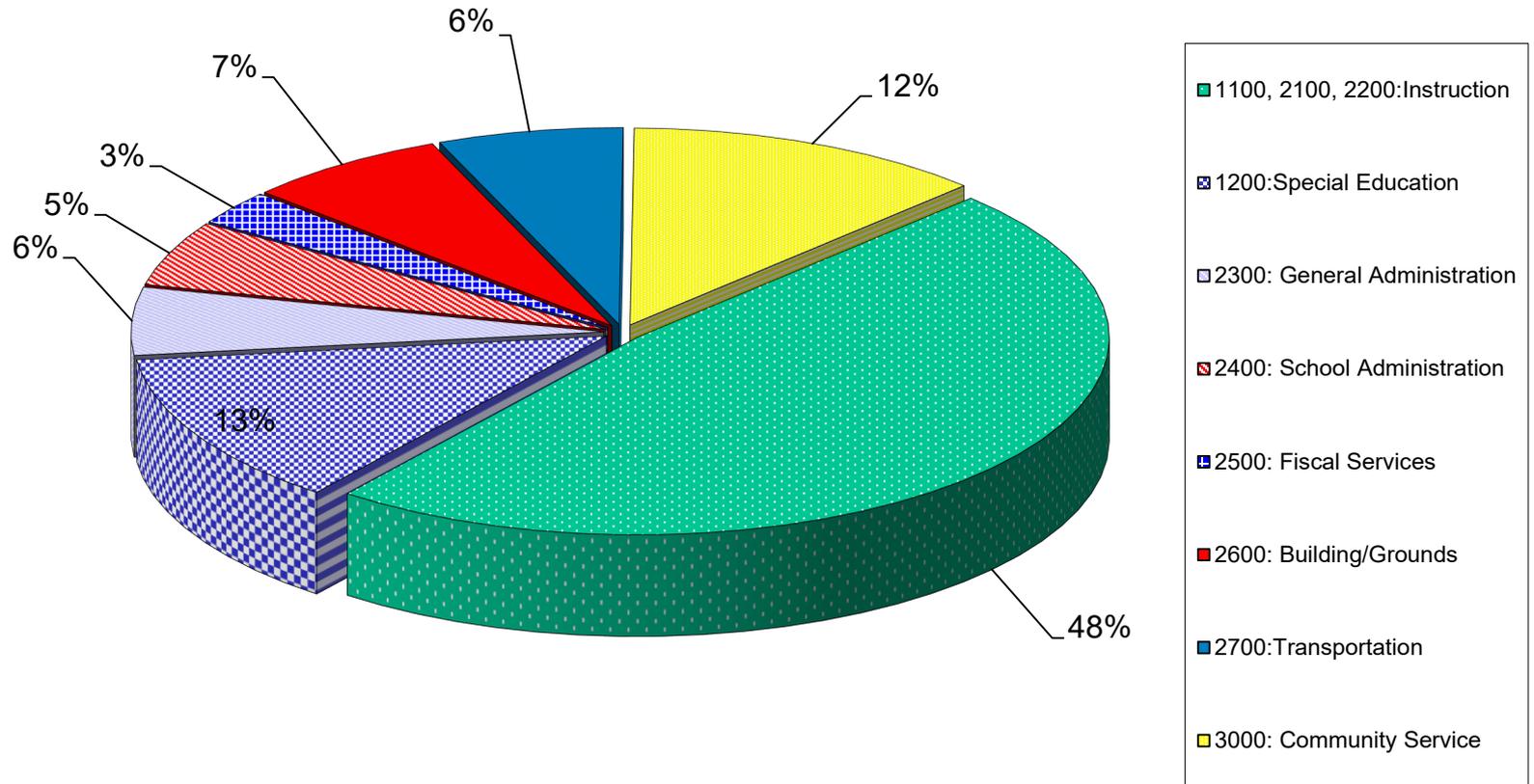


General Fund Expenditures excluding Grants

North Platte Public Schools

Expenditures by Discipline

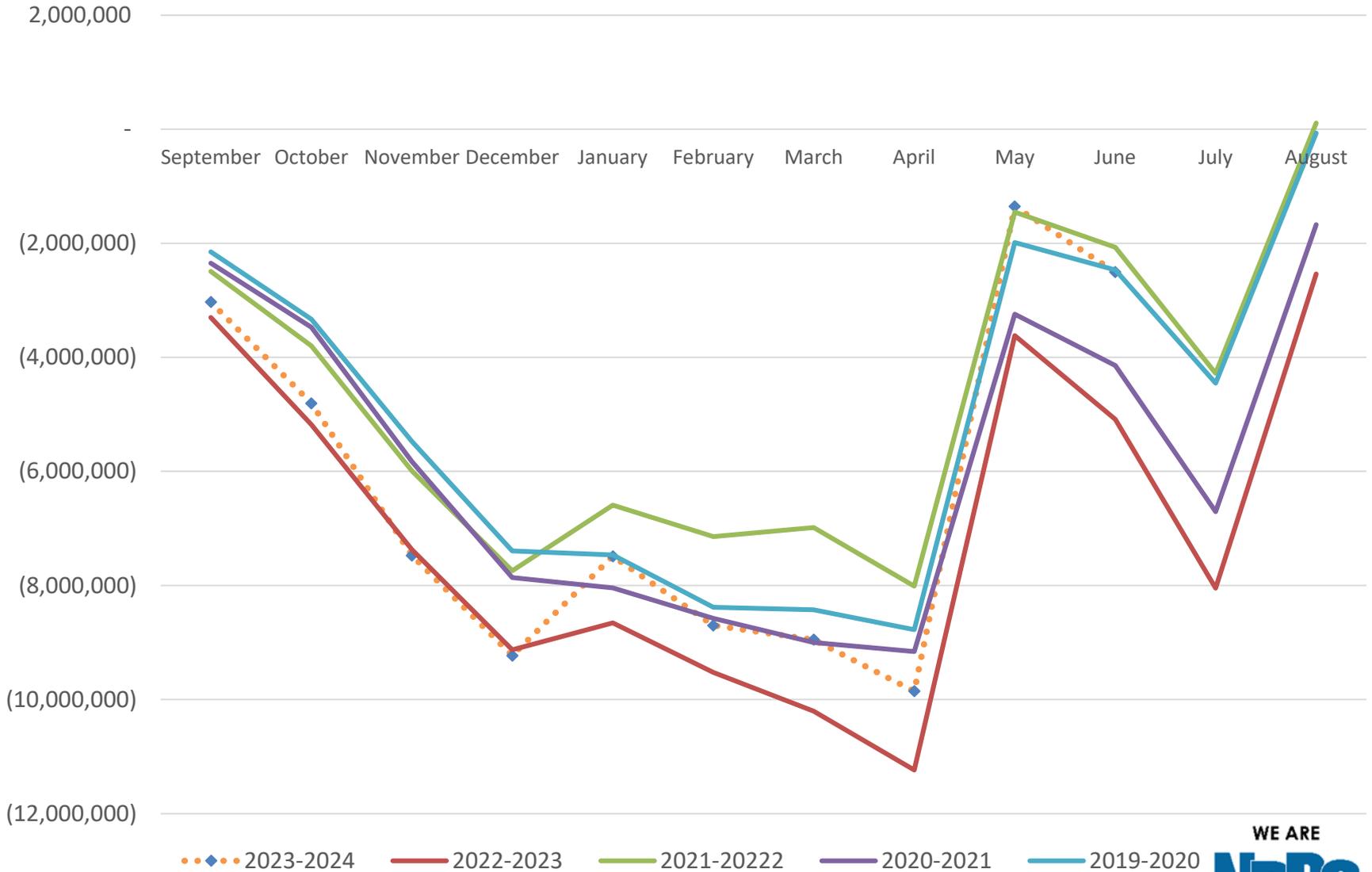
For the Ten Month Period Ending June 30, 2024



General Fund Expenditures excluding grants



Monthly Cash Flow



Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
1100 REGULAR INSTRUCTION							
1100 REGULAR INSTRUCTION							
111 TEACHERS/PROFESSIONALS	\$8,390,422.00	\$8,390,422.00	\$0.00	\$651,076.70	\$6,600,566.53	\$1,789,855.47	78.67
112 PARAPROFESSIONALS	\$49,123.00	\$49,123.00	\$0.00	\$15,377.66	\$189,992.46	-\$140,869.46	386.77
123 SUBSTITUTE TEACHERS	\$383,800.00	\$383,800.00	\$0.00	\$37,287.50	\$344,455.09	\$39,344.91	89.75
124 TEMPORARY EMP TECHNICAL STAFF	\$0.00	\$0.00	\$0.00	\$4,000.00	\$18,000.00	-\$18,000.00	0.00
150 STIPDENT NON-INSTRUCTION	\$0.00	\$0.00	\$0.00	\$0.00	\$4,800.00	-\$4,800.00	0.00
151 INCENTIVE PROFESSIONAL STAFF	\$1,082,424.00	\$1,082,424.00	\$0.00	\$219,346.20	\$825,353.25	\$257,070.75	76.25
211 HEALTH CARE PROFESSIONAL	\$1,741,241.00	\$1,741,241.00	\$0.00	\$154,769.98	\$1,459,821.37	\$281,419.63	83.84
212 HEALTH CARE PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$2,420.06	\$27,085.55	-\$27,085.55	0.00
213 HEALTH CARE-PROFESSIONAL NON CERTIFIED	\$0.00	\$0.00	\$0.00	\$0.00	\$48.99	-\$48.99	0.00
214 HEALTH CARE TECHNICAL	\$0.00	\$0.00	\$0.00	\$666.78	\$3,577.26	-\$3,577.26	0.00
220 FICA NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$367.20	-\$367.20	0.00
221 FICA PROFESSIONAL	\$677,799.00	\$677,799.00	\$0.00	\$65,445.41	\$565,237.77	\$112,561.23	83.39
222 FICA PARAPROFESSIONAL	\$3,759.00	\$3,759.00	\$0.00	\$1,095.86	\$14,205.57	-\$10,446.57	377.91
223 FICA SUBSTITUTES	\$39,995.00	\$39,995.00	\$0.00	\$2,852.50	\$26,155.86	\$13,839.14	65.40
224 FICA TECHNICAL	\$0.00	\$0.00	\$0.00	\$301.11	\$1,370.75	-\$1,370.75	0.00
230 RETIREMENT NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$474.13	-\$474.13	0.00
231 RETIREMENT PROFESSIONAL	\$866,312.00	\$866,312.00	\$0.00	\$69,585.38	\$705,720.50	\$160,591.50	81.46
232 RETIREMENT PARAPROFESSIONALS	\$3,922.00	\$3,922.00	\$0.00	\$1,027.48	\$13,014.42	-\$9,092.42	331.83
233 RETIREMENT SUBS	\$0.00	\$0.00	\$0.00	\$99.27	\$720.10	-\$720.10	0.00
234 RETIREMENT TECHNICAL	\$0.00	\$0.00	\$0.00	\$395.10	\$592.66	-\$592.66	0.00
281 HEALTH BENEFITS FOR TEACHERS	\$175,500.00	\$175,500.00	\$0.00	\$10,833.40	\$113,209.03	\$62,290.97	64.51
333 MILEAGE STAFF	\$620.00	\$620.00	\$0.00	\$268.00	\$1,590.42	-\$970.42	256.52
340 OTHER PROFESSIONAL SERVICES	\$5,000.00	\$5,000.00	\$0.00	\$262.96	\$8,005.85	-\$3,005.85	160.12
580 TRAVEL:MEAL,HOTEL,RENTAL	\$5,300.00	\$5,300.00	\$1,370.00	\$1,212.17	\$5,272.52	-\$1,342.52	125.33
610 GENERAL SUPPLIES	\$279,682.00	\$271,454.00	\$76,999.50	\$44,574.69	\$151,709.08	\$42,745.42	84.25
612 COPY COST	\$65,165.00	\$65,165.00	\$1,595.48	\$8,997.24	\$28,458.43	\$35,111.09	46.12
625 CONSUMABLES	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00
640 BOOKS/PERIODICALS	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$3,000.00	0.00
733 FURNITURE AND FIXTURS	\$90,286.00	\$90,286.00	\$2,747.70	\$249.99	\$79,548.89	\$7,989.41	91.15
734 TECHNOLGOY HARDWARE	\$100.00	\$100.00	\$0.00	\$0.00	\$0.00	\$100.00	0.00
890 MISCELLANEOUR EXPENDITURES	\$27,850.00	\$27,850.00	\$1,088.41	\$416.29	\$17,314.72	\$9,446.87	66.08
1100 REGULAR INSTRUCTION	\$13,892,300.00	\$13,884,072.00	\$83,801.09	\$1,292,561.73	\$11,206,668.40	\$2,593,602.51	81.32

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
1100 REGULAR INSTRUCTION							
1125 FLEX FUNDING							
111 TEACHERS/PROFESSIONALS	\$58,520.00	\$58,520.00	\$0.00	\$0.00	\$0.00	\$58,520.00	0.00
211 HEALTH CARE PROFESSIONAL	\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$25,000.00	0.00
221 FICA PROFESSIONAL	\$4,702.00	\$4,702.00	\$0.00	\$0.00	\$0.00	\$4,702.00	0.00
231 RETIREMENT PROFESSIONAL	\$6,071.00	\$6,071.00	\$0.00	\$0.00	\$0.00	\$6,071.00	0.00
333 MILEAGE STAFF	\$350.00	\$350.00	\$0.00	\$0.00	\$0.00	\$350.00	0.00
340 OTHER PROFESSIONAL SERVICES	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$816.13	\$183.87	81.61
352 OTHER TECHNICAL SERVICES	\$100.00	\$100.00	\$0.00	\$0.00	\$0.00	\$100.00	0.00
382 DISTANCE EDUCATION ONLY	\$200.00	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00	0.00
610 GENERAL SUPPLIES	\$6,000.00	\$6,000.00	\$0.00	\$0.00	\$0.00	\$6,000.00	0.00
733 FURNITURE AND FIXTURS	\$500.00	\$500.00	\$0.00	\$0.00	\$94.61	\$405.39	18.92
1125 FLEX FUNDING	\$102,443.00	\$102,443.00	\$0.00	\$0.00	\$910.74	\$101,532.26	0.89
1150 LIMITED ENGLISH PROFICIENCY PROGRAM							
111 TEACHERS/PROFESSIONALS	\$203,599.00	\$203,599.00	\$0.00	\$13,533.33	\$137,692.28	\$65,906.72	67.63
112 PARAPROFESSIONALS	\$73,591.00	\$73,591.00	\$0.00	\$10,324.98	\$98,380.58	-\$24,789.58	133.69
123 SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$0.00	\$0.00	\$1,215.00	-\$1,215.00	0.00
151 INCENTIVE PROFESSIONAL STAFF	\$0.00	\$0.00	\$0.00	\$310.00	\$1,472.50	-\$1,472.50	0.00
211 HEALTH CARE PROFESSIONAL	\$49,381.32	\$49,381.32	\$0.00	\$4,933.73	\$48,429.57	\$951.75	98.07
212 HEALTH CARE PARAPROFESSIONALS	\$7,931.00	\$7,931.00	\$0.00	\$1,273.50	\$11,718.16	-\$3,787.16	147.75
221 FICA PROFESSIONAL	\$17,114.00	\$17,114.00	\$0.00	\$1,052.06	\$10,578.11	\$6,535.89	61.81
222 FICA PARAPROFESSIONAL	\$5,630.00	\$5,630.00	\$0.00	\$789.31	\$7,522.20	-\$1,892.20	133.61
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$0.00	\$92.93	-\$92.93	0.00
231 RETIREMENT PROFESSIONAL	\$20,111.00	\$20,111.00	\$0.00	\$1,367.42	\$13,746.43	\$6,364.57	68.35
232 RETIREMENT PARAPROFESSIONALS	\$7,269.00	\$7,269.00	\$0.00	\$1,019.89	\$9,666.28	-\$2,397.28	132.98
233 RETIREMENT SUBS	\$0.00	\$0.00	\$0.00	\$0.00	\$14.82	-\$14.82	0.00
333 MILEAGE STAFF	\$1,000.00	\$1,000.00	\$0.00	\$868.09	\$4,449.27	-\$3,449.27	444.93
340 OTHER PROFESSIONAL SERVICES	\$1,000.00	\$1,000.00	\$0.00	\$25.00	\$520.00	\$480.00	52.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$1,000.00	\$1,000.00	\$0.00	\$792.76	\$809.26	\$190.74	80.93
610 GENERAL SUPPLIES	\$2,000.00	\$2,000.00	\$4,267.21	\$0.00	\$1,363.87	-\$3,631.08	281.55
733 FURNITURE AND FIXTURS	\$0.00	\$0.00	\$0.00	\$170.67	\$720.14	-\$720.14	0.00
1150 LIMITED ENGLISH PROFICIENCY PROGRAM	\$389,626.32	\$389,626.32	\$4,267.21	\$36,460.74	\$348,391.40	\$36,967.71	90.51

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
1100 REGULAR INSTRUCTION							
1160 POVERTY PROGRAM							
110 CLERICAL_BUSDRIVERS	\$36,540.00	\$36,540.00	\$0.00	\$4,033.90	\$39,793.30	-\$3,253.30	108.90
111 TEACHERS/PROFESSIONALS	\$3,781,539.00	\$3,781,539.00	\$0.00	\$343,767.05	\$3,417,654.47	\$363,884.53	90.38
112 PARAPROFESSIONALS	\$262,994.00	\$262,994.00	\$0.00	\$13,274.90	\$165,898.00	\$97,096.00	63.08
116 PROFESSIONAL NON-CERTIFIED	\$166,177.00	\$166,177.00	\$0.00	\$13,090.00	\$131,132.87	\$35,044.13	78.91
122 TEMPORARY EMP PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$0.00	\$5,447.00	-\$5,447.00	0.00
123 SUBSTITUTE TEACHERS	\$35,000.00	\$35,000.00	\$0.00	\$9,780.00	\$91,650.00	-\$56,650.00	261.86
210 HEALTH CARE NON-INSTRUCTIONAL	\$8,477.00	\$8,477.00	\$0.00	\$696.34	\$7,020.96	\$1,456.04	82.82
211 HEALTH CARE PROFESSIONAL	\$707,236.00	\$707,236.00	\$0.00	\$56,069.43	\$645,104.48	\$62,131.52	91.21
212 HEALTH CARE PARAPROFESSIONALS	\$8,500.00	\$8,500.00	\$0.00	\$1,197.38	\$30,578.03	-\$22,078.03	359.74
213 HEALTH CARE-PROFESSIONAL NON CERTIFIED	\$0.00	\$0.00	\$0.00	\$466.05	\$823.09	-\$823.09	0.00
220 FICA NON INSTRUCTIONAL	\$2,795.00	\$2,795.00	\$0.00	\$307.73	\$3,035.43	-\$240.43	108.60
221 FICA PROFESSIONAL	\$297,124.00	\$297,124.00	\$0.00	\$25,080.21	\$245,841.76	\$51,282.24	82.74
222 FICA PARAPROFESSIONAL	\$20,118.00	\$20,118.00	\$0.00	\$1,000.76	\$12,918.70	\$7,199.30	64.21
223 FICA SUBSTITUTES	\$8,328.00	\$8,328.00	\$0.00	\$711.82	\$6,837.18	\$1,490.82	82.10
226 FICA NC PROFESSIONAL	\$12,713.00	\$12,713.00	\$0.00	\$1,000.93	\$10,027.19	\$2,685.81	78.87
230 RETIREMENT NON INSTRUCTIONAL	\$3,609.00	\$3,609.00	\$0.00	\$398.45	\$3,624.90	-\$15.90	100.44
231 RETIREMENT PROFESSIONAL	\$383,655.00	\$383,655.00	\$0.00	\$33,857.79	\$332,901.97	\$50,753.03	86.77
232 RETIREMENT PARAPROFESSIONALS	\$25,093.00	\$25,093.00	\$0.00	\$1,311.28	\$16,037.20	\$9,055.80	63.91
233 RETIREMENT SUBS	\$0.00	\$0.00	\$0.00	\$0.00	\$88.89	-\$88.89	0.00
236 RETIREMENT NC PROFESSIONAL	\$16,415.00	\$16,415.00	\$0.00	\$1,293.00	\$12,953.00	\$3,462.00	78.91
281 HEALTH BENEFITS FOR TEACHERS	\$123,500.00	\$123,500.00	\$0.00	\$13,216.73	\$107,900.62	\$15,599.38	87.37
290 LONG TERM DISABILITY	\$0.00	\$0.00	\$0.00	\$12.21	\$121.72	-\$121.72	0.00
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$0.00	\$91.31	-\$91.31	0.00
340 OTHER PROFESSIONAL SERVICES	\$200,400.00	\$300,400.00	\$300.00	\$6,238.55	\$332,960.94	-\$32,860.94	110.94
382 DISTANCE EDUCATION ONLY	\$0.00	\$0.00	\$0.00	\$100.00	\$1,000.00	-\$1,000.00	0.00
442 RENTALS	\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$25,000.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$3,500.00	\$3,500.00	\$0.00	\$717.97	\$1,168.25	\$2,331.75	33.38
610 GENERAL SUPPLIES	\$73,077.00	\$108,754.00	\$3,554.30	\$10,084.65	\$47,248.73	\$57,950.97	46.71
612 COPY COST	\$39,500.00	\$39,500.00	\$3,494.13	\$3,484.80	\$32,449.52	\$3,556.35	91.00
625 CONSUMABLES	\$3,530.00	\$3,530.00	\$422.30	\$0.00	\$698.48	\$2,409.22	31.75
630 FOOD:FOOD SERVICES	\$465,000.00	\$280,000.00	\$0.00	\$0.00	\$263,687.65	\$16,312.35	94.17
733 FURNITURE AND FIXTURES	\$15,247.00	\$15,247.00	\$0.00	\$0.00	\$15,163.66	\$83.34	99.45
890 MISCELLANEOUS EXPENDITURES	\$35,749.00	\$35,749.00	\$0.00	\$89.22	\$4,259.27	\$31,489.73	11.91
1160 POVERTY PROGRAM	\$6,760,816.00	\$6,711,493.00	\$7,770.73	\$541,281.15	\$5,986,118.57	\$717,603.70	89.31

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
1100 REGULAR INSTRUCTION							
1190 PRE SCHOOL PROGRAM							
111 TEACHERS/PROFESSIONALS	\$373,320.00	\$373,320.00	\$0.00	\$37,974.80	\$381,289.05	-\$7,969.05	102.13
112 PARAPROFESSIONALS	\$161,292.00	\$161,292.00	\$0.00	\$10,793.78	\$110,268.58	\$51,023.42	68.37
123 SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$0.00	\$0.00	\$2,820.00	-\$2,820.00	0.00
211 HEALTH CARE PROFESSIONAL	\$41,703.00	\$41,703.00	\$0.00	\$3,183.77	\$34,461.11	\$7,241.89	82.63
212 HEALTH CARE PARAPROFESSIONALS	\$23,902.00	\$23,902.00	\$0.00	\$2,221.69	\$23,742.81	\$159.19	99.33
221 FICA PROFESSIONAL	\$29,554.00	\$29,554.00	\$0.00	\$2,999.53	\$30,073.50	-\$519.50	101.76
222 FICA PARAPROFESSIONAL	\$12,341.00	\$12,341.00	\$0.00	\$820.25	\$8,377.55	\$3,963.45	67.88
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$0.00	\$215.69	-\$215.69	0.00
231 RETIREMENT PROFESSIONAL	\$38,160.00	\$38,160.00	\$0.00	\$3,751.07	\$37,662.87	\$497.13	98.70
232 RETIREMENT PARAPROFESSIONALS	\$15,932.00	\$15,932.00	\$0.00	\$1,066.19	\$10,863.71	\$5,068.29	68.19
281 HEALTH BENEFITS FOR TEACHERS	\$13,000.00	\$13,000.00	\$0.00	\$1,625.01	\$16,250.10	-\$3,250.10	125.00
333 MILEAGE STAFF	\$0.00	\$2,000.00	\$0.00	\$196.72	\$1,399.42	\$600.58	69.97
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$1,392.26	\$3,087.26	-\$3,087.26	0.00
610 GENERAL SUPPLIES	\$14,932.40	\$14,932.40	\$1,625.00	\$5,108.06	\$11,119.77	\$2,187.63	85.35
630 FOOD:FOOD SERVICES	\$0.00	\$10,000.00	\$0.00	\$0.00	\$12,349.97	-\$2,349.97	123.50
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$0.00	\$105.95	-\$105.95	0.00
1190 PRE SCHOOL PROGRAM	\$724,136.40	\$736,136.40	\$1,625.00	\$71,133.13	\$684,087.34	\$50,424.06	93.15
1100 REGULAR INSTRUCTION	\$21,869,321.72	\$21,823,770.72	\$97,464.03	\$1,941,436.75	\$18,226,176.45	\$3,500,130.24	83.96
1200 SPECIAL EDUCATION							
1200 SPECIAL EDUCATION - NON REIMB							
111 TEACHERS/PROFESSIONALS	\$100,000.00	\$100,000.00	\$0.00	\$0.00	\$0.00	\$100,000.00	0.00
151 INCENTIVE PROFESSIONAL STAFF	\$180,000.00	\$180,000.00	\$0.00	\$0.00	\$0.00	\$180,000.00	0.00
210 HEALTH CARE NON-INSTRUCTIONAL	\$40,000.00	\$40,000.00	\$0.00	\$0.00	\$0.00	\$40,000.00	0.00
220 FICA NON INSTRUCTIONAL	\$11,500.00	\$11,500.00	\$0.00	\$0.00	\$0.00	\$11,500.00	0.00
230 RETIREMENT NON INSTRUCTIONAL	\$12,000.00	\$12,000.00	\$0.00	\$0.00	\$0.00	\$12,000.00	0.00
340 OTHER PROFESSIONAL SERVICES	\$20,000.00	\$20,000.00	\$0.00	\$582.00	\$5,087.47	\$14,912.53	25.44
352 OTHER TECHNICAL SERVICES	\$0.00	\$0.00	\$0.00	\$183.00	\$6,563.00	-\$6,563.00	0.00
382 DISTANCE EDUCATION ONLY	\$1,000.00	\$1,000.00	\$0.00	\$129.48	\$1,294.80	-\$294.80	129.48
410 UTILITY SERVICES (Water/Sewer)	\$500.00	\$500.00	\$0.00	\$35.40	\$526.44	-\$26.44	105.29
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$105.00	-\$105.00	0.00
610 GENERAL SUPPLIES	\$2,000.00	\$2,000.00	\$0.00	\$0.00	\$213.32	\$1,786.68	10.67
612 COPY COST	\$8,000.00	\$8,000.00	\$0.00	\$767.95	\$2,459.89	\$5,540.11	30.75
621 HEATING FUEL	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$757.79	\$242.21	75.78
622 ENERGY:ELECTRICITY	\$1,050.00	\$1,050.00	\$0.00	\$97.91	\$1,081.01	-\$31.01	102.95
733 FURNITURE AND FIXTURS	\$2,500.00	\$2,500.00	\$0.00	\$0.00	\$0.00	\$2,500.00	0.00
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$0.00	\$53.95	-\$53.95	0.00
1200 SPECIAL EDUCATION - NON REIMB	\$379,550.00	\$379,550.00	\$0.00	\$1,795.74	\$18,142.67	\$361,407.33	4.78

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
1200 SPECIAL EDUCATION							
1210 PROGRAM DIRECTOR							
110 CLERICAL_BUSDRIVERS	\$60,990.00	\$60,990.00	\$0.00	\$6,126.17	\$54,432.66	\$6,557.34	89.25
111 TEACHERS/PROFESSIONALS	\$137,734.00	\$137,734.00	\$0.00	\$9,526.63	\$95,266.02	\$42,467.98	69.17
210 HEALTH CARE NON-INSTRUCTIONAL	\$8,477.00	\$8,477.00	\$0.00	\$706.38	\$7,063.80	\$1,413.20	83.33
211 HEALTH CARE PROFESSIONAL	\$23,902.00	\$23,902.00	\$0.00	\$1,653.24	\$16,532.42	\$7,369.58	69.17
220 FICA NON INSTRUCTIONAL	\$4,665.00	\$4,665.00	\$0.00	\$450.49	\$3,982.44	\$682.56	85.37
221 FICA PROFESSIONAL	\$10,537.00	\$10,537.00	\$0.00	\$699.23	\$6,956.01	\$3,580.99	66.02
230 RETIREMENT NON INSTRUCTIONAL	\$6,025.00	\$6,025.00	\$0.00	\$547.02	\$5,318.63	\$706.37	88.28
231 RETIREMENT PROFESSIONAL	\$13,605.00	\$13,605.00	\$0.00	\$941.02	\$9,410.21	\$4,194.79	69.17
333 MILEAGE STAFF	\$2,500.00	\$2,500.00	\$0.00	\$0.00	\$0.00	\$2,500.00	0.00
540 ADVERTISING	\$500.00	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$2,548.46	\$451.54	84.95
810 DUES AND FEES	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00
1210 PROGRAM DIRECTOR	\$272,935.00	\$272,935.00	\$0.00	\$20,650.18	\$201,510.65	\$71,424.35	73.83
1220 RESOURCE PROGRAMS							
111 TEACHERS/PROFESSIONALS	\$1,680,944.00	\$1,680,944.00	\$0.00	\$165,963.48	\$1,600,386.34	\$80,557.66	95.21
112 PARAPROFESSIONALS	\$1,475,962.00	\$1,475,962.00	\$0.00	\$120,780.49	\$1,288,555.35	\$187,406.65	87.30
123 SUBSTITUTE TEACHERS	\$50,000.00	\$50,000.00	\$0.00	\$2,582.50	\$43,768.21	\$6,231.79	87.54
151 INCENTIVE PROFESSIONAL STAFF	\$15,000.00	\$15,000.00	\$0.00	\$6,774.25	\$7,498.25	\$7,501.75	49.99
211 HEALTH CARE PROFESSIONAL	\$287,256.00	\$287,256.00	\$0.00	\$24,043.77	\$268,566.77	\$18,689.23	93.49
212 HEALTH CARE PARAPROFESSIONALS	\$308,134.00	\$308,134.00	\$0.00	\$27,532.99	\$288,639.72	\$19,494.28	93.67
221 FICA PROFESSIONAL	\$142,808.00	\$142,808.00	\$0.00	\$13,241.46	\$122,653.31	\$20,154.69	85.89
222 FICA PARAPROFESSIONAL	\$111,530.00	\$111,530.00	\$0.00	\$9,035.13	\$96,676.20	\$14,853.80	86.68
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$197.56	\$3,314.21	-\$3,314.21	0.00
231 RETIREMENT PROFESSIONAL	\$184,395.00	\$184,395.00	\$0.00	\$17,062.72	\$158,823.82	\$25,571.18	86.13
232 RETIREMENT PARAPROFESSIONALS	\$138,285.00	\$138,285.00	\$0.00	\$11,913.22	\$126,618.72	\$11,666.28	91.56
233 RETIREMENT SUBS	\$0.00	\$0.00	\$0.00	\$28.40	\$802.80	-\$802.80	0.00
281 HEALTH BENEFITS FOR TEACHERS	\$52,000.00	\$52,000.00	\$0.00	\$3,250.02	\$27,625.17	\$24,374.83	53.13
333 MILEAGE STAFF	\$3,500.00	\$3,500.00	\$0.00	\$1,072.44	\$6,098.54	-\$2,598.54	174.24
340 OTHER PROFESSIONAL SERVICES	\$20,000.00	\$20,000.00	\$0.00	\$0.00	\$11,987.93	\$8,012.07	59.94
352 OTHER TECHNICAL SERVICES	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$4,600.12	\$399.88	92.00
531 POSTAGE	\$950.00	\$950.00	\$0.00	\$0.00	\$9.92	\$940.08	1.04
580 TRAVEL:MEAL,HOTEL,RENTAL	\$3,500.00	\$3,500.00	\$225.00	\$189.00	\$2,438.47	\$836.53	76.10
610 GENERAL SUPPLIES	\$35,000.00	\$35,000.00	\$0.00	\$6,695.00	\$12,125.02	\$22,874.98	34.64
733 FURNITURE AND FIXTURES	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$7,029.25	-\$6,029.25	702.93
890 MISCELLANEOUS EXPENDITURES	\$10,000.00	\$10,000.00	\$0.00	\$1,711.31	\$14,658.53	-\$4,658.53	146.59
1220 RESOURCE PROGRAMS	\$4,525,264.00	\$4,525,264.00	\$225.00	\$412,073.74	\$4,092,876.65	\$432,162.35	90.45

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
1200 SPECIAL EDUCATION							
1230 CONTRACTED PROGRAMS							
340 OTHER PROFESSIONAL SERVICES	\$150,000.00	\$150,000.00	\$0.00	\$22,004.52	\$176,036.16	-\$26,036.16	117.36
1230 CONTRACTED PROGRAMS	\$150,000.00	\$150,000.00	\$0.00	\$22,004.52	\$176,036.16	-\$26,036.16	117.36
1291 SPED AGE 3-5							
111 TEACHERS/PROFESSIONALS	\$0.00	\$0.00	\$0.00	\$0.00	\$14,744.01	-\$14,744.01	0.00
112 PARAPROFESSIONALS	\$117,718.00	\$117,718.00	\$0.00	\$19,206.53	\$231,705.80	-\$113,987.80	196.83
151 INCENTIVE PROFESSIONAL STAFF	\$16,000.00	\$16,000.00	\$0.00	\$767.25	\$2,946.25	\$13,053.75	18.41
211 HEALTH CARE PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$78.54	\$78.54	-\$78.54	0.00
212 HEALTH CARE PARAPROFESSIONALS	\$35,000.00	\$35,000.00	\$0.00	\$5,651.04	\$57,459.36	-\$22,459.36	164.17
221 FICA PROFESSIONAL	\$1,224.00	\$1,224.00	\$0.00	\$56.18	\$1,371.29	-\$147.29	112.03
222 FICA PARAPROFESSIONAL	\$9,007.00	\$9,007.00	\$0.00	\$1,453.95	\$17,572.07	-\$8,565.07	195.09
231 RETIREMENT PROFESSIONAL	\$2,448.00	\$2,448.00	\$0.00	\$75.79	\$1,747.42	\$700.58	71.38
232 RETIREMENT PARAPROFESSIONALS	\$11,627.00	\$11,627.00	\$0.00	\$1,897.18	\$22,839.75	-\$11,212.75	196.44
281 HEALTH BENEFITS FOR TEACHERS	\$0.00	\$0.00	\$0.00	\$0.00	\$541.67	-\$541.67	0.00
333 MILEAGE STAFF	\$6,000.00	\$6,000.00	\$0.00	\$1,247.42	\$6,089.90	-\$89.90	101.50
340 OTHER PROFESSIONAL SERVICES	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00
352 OTHER TECHNICAL SERVICES	\$1,425.00	\$1,425.00	\$0.00	\$360.82	\$706.82	\$718.18	49.60
382 DISTANCE EDUCATION ONLY	\$0.00	\$0.00	\$0.00	\$15.02	\$550.20	-\$550.20	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$950.00	\$950.00	\$0.00	\$0.00	\$175.00	\$775.00	18.42
610 GENERAL SUPPLIES	\$5,500.00	\$5,500.00	\$1,625.00	\$3,553.21	\$4,844.50	-\$969.50	117.63
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$60.00	\$252.00	-\$252.00	0.00
1291 SPED AGE 3-5	\$216,899.00	\$216,899.00	\$1,625.00	\$34,422.93	\$363,624.58	-\$148,350.58	168.40
1200 SPECIAL EDUCATION	\$5,544,648.00	\$5,544,648.00	\$1,850.00	\$490,947.11	\$4,852,190.71	\$690,607.29	87.54
1300 SUMMER SCHOOL							
1300 SUMMER SCHOOLS							
151 INCENTIVE PROFESSIONAL STAFF	\$60,000.00	\$60,000.00	\$0.00	\$12,457.54	\$12,457.54	\$47,542.46	20.76
211 HEALTH CARE PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$1,856.40	\$1,856.40	-\$1,856.40	0.00
221 FICA PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$942.39	\$942.39	-\$942.39	0.00
222 FICA PARAPROFESSIONAL	\$4,590.00	\$4,590.00	\$0.00	\$0.00	\$0.00	\$4,590.00	0.00
231 RETIREMENT PROFESSIONAL	\$5,926.00	\$5,926.00	\$0.00	\$1,074.38	\$1,074.38	\$4,851.62	18.13
610 GENERAL SUPPLIES	\$3,000.00	\$3,000.00	\$429.00	\$429.00	\$429.00	\$2,142.00	28.60
1300 SUMMER SCHOOLS	\$73,516.00	\$73,516.00	\$429.00	\$16,759.71	\$16,759.71	\$56,327.29	23.38
1300 SUMMER SCHOOL	\$73,516.00	\$73,516.00	\$429.00	\$16,759.71	\$16,759.71	\$56,327.29	23.38

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2100 PUPIL SUPPORT							
2110 ATTENDANCE/SOCIAL WORK							
112 PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$1,059.75	\$5,879.87	-\$5,879.87	0.00
116 PROFESSIONAL NON-CERTIFIED	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$15,000.00	0.00
222 FICA PARAPROFESSIONAL	\$0.00	\$0.00	\$0.00	\$81.08	\$449.83	-\$449.83	0.00
226 FICA NC PROFESSIONAL	\$1,148.00	\$1,148.00	\$0.00	\$0.00	\$0.00	\$1,148.00	0.00
232 RETIREMENT PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$104.68	\$536.83	-\$536.83	0.00
236 RETIREMENT NC PROFESSIONAL	\$1,482.00	\$1,482.00	\$0.00	\$0.00	\$0.00	\$1,482.00	0.00
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$3,305.00	\$42,821.42	-\$42,821.42	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$5,000.00	\$5,000.00	\$250.00	\$0.00	\$830.19	\$3,919.81	21.60
610 GENERAL SUPPLIES	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$75.00	\$14,925.00	0.50
735 TECHNOLOGY SOFTWARE	\$0.00	\$4,000.00	\$0.00	\$0.00	\$4,600.00	-\$600.00	115.00
890 MISCELLANEOUR EXPENDITURES	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0.00
2110 ATTENDANCE/SOCIAL WORK	\$42,630.00	\$46,630.00	\$250.00	\$4,550.51	\$55,193.14	-\$8,813.14	118.90
2120 GUIDANCE							
110 CLERICAL_BUSDRIVERS	\$98,705.00	\$98,705.00	\$0.00	\$9,916.44	\$91,962.74	\$6,742.26	93.17
111 TEACHERS/PROFESSIONALS	\$791,483.88	\$791,483.88	\$0.00	\$68,926.01	\$596,323.62	\$195,160.26	75.34
123 SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$0.00	\$0.00	\$585.00	-\$585.00	0.00
210 HEALTH CARE NON-INSTRUCTIONAL	\$8,477.00	\$8,477.00	\$0.00	\$2,189.78	\$21,897.80	-\$13,420.80	258.32
211 HEALTH CARE PROFESSIONAL	\$91,023.00	\$91,023.00	\$0.00	\$9,052.89	\$89,387.34	\$1,635.66	98.20
220 FICA NON INSTRUCTIONAL	\$7,550.00	\$7,550.00	\$0.00	\$744.45	\$6,893.51	\$656.49	91.30
221 FICA PROFESSIONAL	\$63,036.00	\$63,036.00	\$0.00	\$5,376.53	\$46,795.93	\$16,240.07	74.24
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$0.00	\$44.75	-\$44.75	0.00
230 RETIREMENT NON INSTRUCTIONAL	\$9,750.00	\$9,750.00	\$0.00	\$979.52	\$9,083.89	\$666.11	93.17
231 RETIREMENT PROFESSIONAL	\$80,654.00	\$80,654.00	\$0.00	\$6,808.37	\$58,903.50	\$21,750.50	73.03
281 HEALTH BENEFITS FOR TEACHERS	\$26,000.00	\$26,000.00	\$0.00	\$2,166.68	\$21,666.80	\$4,333.20	83.33
580 TRAVEL:MEAL,HOTEL,RENTAL	\$2,200.00	\$2,200.00	\$0.00	\$0.00	\$2,965.82	-\$765.82	134.81
610 GENERAL SUPPLIES	\$4,500.00	\$8,468.00	\$0.00	\$43.00	\$1,317.48	\$7,150.52	15.56
2120 GUIDANCE	\$1,183,378.88	\$1,187,346.88	\$0.00	\$106,203.67	\$947,828.18	\$239,518.70	79.83

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2100 PUPIL SUPPORT							
2130 HEALTH SERVICES							
112 PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$2,676.74	\$29,780.67	-\$29,780.67	0.00
116 PROFESSIONAL NON-CERTIFIED	\$171,039.00	\$171,039.00	\$0.00	\$31,403.47	\$216,034.05	-\$44,995.05	126.31
123 SUBSTITUTE TEACHERS	\$15,000.00	\$15,000.00	\$0.00	\$405.30	\$16,175.95	-\$1,175.95	107.84
156 SALARIES-PROFESSIONAL NON CERTIFIED	\$0.00	\$0.00	\$0.00	\$500.00	\$5,113.75	-\$5,113.75	0.00
212 HEALTH CARE PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$1,991.86	\$17,926.74	-\$17,926.74	0.00
216 HEALTH CARE NC PROFESSIONAL	\$23,902.00	\$23,902.00	\$0.00	\$6,303.31	\$24,370.30	-\$468.30	101.96
222 FICA PARAPROFESSIONAL	\$0.00	\$0.00	\$0.00	\$202.35	\$2,251.61	-\$2,251.61	0.00
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$31.01	\$1,237.50	-\$1,237.50	0.00
226 FICA NC PROFESSIONAL	\$14,079.00	\$14,079.00	\$0.00	\$2,507.78	\$17,705.01	-\$3,626.01	125.75
232 RETIREMENT PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$264.40	\$2,941.69	-\$2,941.69	0.00
236 RETIREMENT NC PROFESSIONAL	\$18,179.00	\$18,179.00	\$0.00	\$3,151.36	\$21,844.51	-\$3,665.51	120.16
286 HEALTH BENEFITS PROFESSIONALS	\$13,000.00	\$13,000.00	\$0.00	\$1,083.34	\$10,833.40	\$2,166.60	83.33
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$0.00	\$2,195.03	-\$2,195.03	0.00
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$121.00	-\$121.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$5,000.00	\$5,000.00	\$0.00	\$500.00	\$1,327.60	\$3,672.40	26.55
610 GENERAL SUPPLIES	\$10,000.00	\$10,000.00	\$2,100.00	\$5,044.91	\$14,145.61	-\$6,245.61	162.46
630 FOOD:FOOD SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$145.87	-\$145.87	0.00
2130 HEALTH SERVICES	\$270,199.00	\$270,199.00	\$2,100.00	\$56,065.83	\$384,150.29	-\$116,051.29	142.95
2140 PSYCHOLOGISCAL SERVICES							
111 TEACHERS/PROFESSIONALS	\$0.00	\$0.00	\$0.00	\$4,702.70	\$46,378.36	-\$46,378.36	0.00
221 FICA PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$359.76	\$3,547.97	-\$3,547.97	0.00
231 RETIREMENT PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$464.52	\$4,581.13	-\$4,581.13	0.00
2140 PSYCHOLOGISCAL SERVICES	\$0.00	\$0.00	\$0.00	\$5,526.98	\$54,507.46	-\$54,507.46	0.00
2141 PSYCHOLOGIST							
151 INCENTIVE PROFESSIONAL STAFF	\$0.00	\$0.00	\$0.00	\$1,255.57	\$1,255.57	-\$1,255.57	0.00
221 FICA PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$92.12	\$92.12	-\$92.12	0.00
231 RETIREMENT PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$124.02	\$124.02	-\$124.02	0.00
333 MILEAGE STAFF	\$950.00	\$950.00	\$0.00	\$154.09	\$221.27	\$728.73	23.29
340 OTHER PROFESSIONAL SERVICES	\$300,000.00	\$300,000.00	\$0.00	\$13,202.00	\$155,266.00	\$144,734.00	51.76
352 OTHER TECHNICAL SERVICES	\$0.00	\$0.00	\$20,742.00	\$1,600.00	\$1,684.00	-\$22,426.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$950.00	\$950.00	\$0.00	\$0.00	\$0.00	\$950.00	0.00
610 GENERAL SUPPLIES	\$4,000.00	\$4,000.00	\$980.00	\$0.00	\$0.00	\$3,020.00	24.50
2141 PSYCHOLOGIST	\$305,900.00	\$305,900.00	\$21,722.00	\$16,427.80	\$158,642.98	\$125,535.02	58.96

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2100 PUPIL SUPPORT							
2151 SPEECH PATHOLOGY							
111 TEACHERS/PROFESSIONALS	\$262,389.00	\$211,344.00	\$0.00	\$16,519.23	\$174,142.67	\$37,201.33	82.40
112 PARAPROFESSIONALS	\$107,769.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
211 HEALTH CARE PROFESSIONAL	\$25,155.00	\$25,155.00	\$0.00	\$3,438.25	\$34,588.18	-\$9,433.18	137.50
221 FICA PROFESSIONAL	\$20,816.00	\$16,404.00	\$0.00	\$1,283.33	\$13,521.28	\$2,882.72	82.43
222 FICA PARAPROFESSIONAL	\$3,746.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
231 RETIREMENT PROFESSIONAL	\$26,878.00	\$20,868.00	\$0.00	\$1,631.74	\$16,894.58	\$3,973.42	80.96
232 RETIREMENT PARAPROFESSIONALS	\$4,837.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
281 HEALTH BENEFITS FOR TEACHERS	\$13,000.00	\$13,000.00	\$0.00	\$352.09	\$3,520.90	\$9,479.10	27.08
2151 SPEECH PATHOLOGY	\$464,590.00	\$286,771.00	\$0.00	\$23,224.64	\$242,667.61	\$44,103.39	84.62
2152 SPEECH PATH							
116 PROFESSIONAL NON-CERTIFIED	\$0.00	\$158,814.00	\$0.00	\$7,687.75	\$56,941.86	\$101,872.14	35.85
123 SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$0.00	\$6,399.00	\$16,584.75	-\$16,584.75	0.00
216 HEALTH CARE NC PROFESSIONAL	\$0.00	\$32,376.00	\$0.00	\$1,997.61	\$17,668.14	\$14,707.86	54.57
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$489.53	\$1,268.73	-\$1,268.73	0.00
226 FICA NC PROFESSIONAL	\$0.00	\$27,636.00	\$0.00	\$586.80	\$4,343.29	\$23,292.71	15.72
236 RETIREMENT NC PROFESSIONAL	\$0.00	\$35,760.00	\$0.00	\$759.38	\$5,624.60	\$30,135.40	15.73
333 MILEAGE STAFF	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$497.81	\$502.19	49.78
352 OTHER TECHNICAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$1,871.95	-\$1,871.95	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$85.00	-\$85.00	0.00
610 GENERAL SUPPLIES	\$2,000.00	\$2,000.00	\$0.00	\$174.80	\$1,410.31	\$589.69	70.52
2152 SPEECH PATH	\$3,000.00	\$257,586.00	\$0.00	\$18,094.87	\$106,296.44	\$151,289.56	41.27
2161 OCCUPATIONAL THERAPY							
116 PROFESSIONAL NON-CERTIFIED	\$46,678.00	\$46,678.00	\$0.00	\$12,144.83	\$67,873.39	-\$21,195.39	145.41
216 HEALTH CARE NC PROFESSIONAL	\$15,873.00	\$15,873.00	\$0.00	\$8,264.50	\$15,308.27	\$564.73	96.44
226 FICA NC PROFESSIONAL	\$3,441.00	\$3,441.00	\$0.00	\$894.59	\$5,243.68	-\$1,802.68	152.39
236 RETIREMENT NC PROFESSIONAL	\$4,635.00	\$4,635.00	\$0.00	\$1,676.60	\$7,315.71	-\$2,680.71	157.84
286 HEALTH BENEFITS PROFESSIONALS	\$0.00	\$0.00	\$0.00	\$226.67	\$1,586.69	-\$1,586.69	0.00
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$1,365.23	\$2,455.68	-\$2,455.68	0.00
352 OTHER TECHNICAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$2,449.44	-\$2,449.44	0.00
610 GENERAL SUPPLIES	\$2,000.00	\$2,000.00	\$0.00	\$0.00	\$601.45	\$1,398.55	30.07
2161 OCCUPATIONAL THERAPY	\$72,627.00	\$72,627.00	\$0.00	\$24,572.42	\$102,834.31	-\$30,207.31	141.59
2171 PHYSICAL THERAPY							
116 PROFESSIONAL NON-CERTIFIED	\$76,538.00	\$76,538.00	\$0.00	\$5,025.00	\$55,961.75	\$20,576.25	73.12
216 HEALTH CARE NC PROFESSIONAL	\$22,965.00	\$22,965.00	\$0.00	\$1,436.71	\$15,810.67	\$7,154.33	68.85
226 FICA NC PROFESSIONAL	\$5,855.00	\$5,855.00	\$0.00	\$370.91	\$4,132.50	\$1,722.50	70.58
236 RETIREMENT NC PROFESSIONAL	\$7,560.00	\$7,560.00	\$0.00	\$496.36	\$5,527.79	\$2,032.21	73.12
2171 PHYSICAL THERAPY	\$112,918.00	\$112,918.00	\$0.00	\$7,328.98	\$81,432.71	\$31,485.29	72.12

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2100 PUPIL SUPPORT							
2181 VISUALLY IMPAIRED							
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$462.30	\$3,672.95	-\$3,672.95	0.00
2181 VISUALLY IMPAIRED	\$0.00	\$0.00	\$0.00	\$462.30	\$3,672.95	-\$3,672.95	0.00
2100 PUPIL SUPPORT	\$2,455,242.88	\$2,539,977.88	\$24,072.00	\$262,458.00	\$2,137,226.07	\$378,679.81	85.09
2200 STAFF SUPPORT							
2211 SCHOOL IMPROVEMENT							
110 CLERICAL_BUSDRIVERS	\$55,102.00	\$55,102.00	\$0.00	\$5,058.62	\$49,993.58	\$5,108.42	90.73
111 TEACHERS/PROFESSIONALS	\$266,265.00	\$266,265.00	\$0.00	\$22,188.75	\$221,887.50	\$44,377.50	83.33
211 HEALTH CARE PROFESSIONAL	\$47,804.00	\$47,804.00	\$0.00	\$3,983.72	\$38,779.17	\$9,024.83	81.12
220 FICA NON INSTRUCTIONAL	\$4,215.00	\$4,215.00	\$0.00	\$386.98	\$3,824.53	\$390.47	90.74
221 FICA PROFESSIONAL	\$20,370.00	\$20,370.00	\$0.00	\$1,633.30	\$16,350.98	\$4,019.02	80.27
230 RETIREMENT NON INSTRUCTIONAL	\$5,443.00	\$5,443.00	\$0.00	\$499.68	\$4,938.27	\$504.73	90.73
231 RETIREMENT PROFESSIONAL	\$26,301.00	\$26,301.00	\$0.00	\$2,191.76	\$21,917.60	\$4,383.40	83.33
333 MILEAGE STAFF	\$500.00	\$500.00	\$0.00	\$65.33	\$1,216.44	-\$716.44	243.29
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$14,000.00	\$0.00	\$300.00	\$15,800.00	-\$1,800.00	112.86
580 TRAVEL:MEAL,HOTEL,RENTAL	\$411,600.00	\$211,600.00	\$515.00	\$435.00	\$214,302.22	-\$3,217.22	101.52
610 GENERAL SUPPLIES	\$12,000.00	\$12,000.00	\$7,431.08	\$500.00	\$5,097.99	-\$529.07	104.41
611 TESTING MATERIAL	\$50,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
612 COPY COST	\$0.00	\$0.00	\$0.00	\$0.00	\$1,133.14	-\$1,133.14	0.00
625 CONSUMABLES	\$36,000.00	\$11,000.00	\$0.00	\$0.00	\$371.81	\$10,628.19	3.38
640 BOOKS/PERIODICALS	\$30,000.00	\$30,000.00	\$926.30	\$0.00	\$4,379.45	\$24,694.25	17.69
733 FURNITURE AND FIXTURES	\$0.00	\$0.00	\$0.00	\$0.00	\$6,159.91	-\$6,159.91	0.00
735 TECHNOLOGY SOFTWARE	\$45,000.00	\$0.00	\$0.00	\$0.00	\$3,450.00	-\$3,450.00	0.00
890 MISCELLANEOUS EXPENDITURES	\$0.00	\$0.00	\$0.00	\$0.00	\$1,022.88	-\$1,022.88	0.00
2211 SCHOOL IMPROVEMENT	\$1,010,600.00	\$704,600.00	\$8,872.38	\$37,243.14	\$610,625.47	\$85,102.15	87.92
2213 INSERVICE							
580 TRAVEL:MEAL,HOTEL,RENTAL	\$53,200.00	\$17,200.00	\$2,535.00	\$0.00	\$4,392.18	\$10,272.82	40.27
2213 INSERVICE	\$53,200.00	\$17,200.00	\$2,535.00	\$0.00	\$4,392.18	\$10,272.82	40.27

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2200 STAFF SUPPORT							
2214 IMPLEMENTATION OF STANDARDS							
151 INCENTIVE PROFESSIONAL STAFF	\$229,890.00	\$229,890.00	\$0.00	\$50,814.00	\$56,508.25	\$173,381.75	24.58
211 HEALTH CARE PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$7,823.08	\$8,696.30	-\$8,696.30	0.00
221 FICA PROFESSIONAL	\$17,587.00	\$17,587.00	\$0.00	\$3,765.91	\$4,191.58	\$13,395.42	23.83
231 RETIREMENT PROFESSIONAL	\$22,708.00	\$22,708.00	\$0.00	\$4,974.90	\$5,537.40	\$17,170.60	24.39
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$225.00	-\$225.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$450.00	\$0.00	\$314.52	-\$764.52	0.00
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$61.88	-\$61.88	0.00
640 BOOKS/PERIODICALS	\$950,000.00	\$850,000.00	\$360.00	\$0.00	\$858,020.00	-\$8,380.00	100.99
641 eBOOKS	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$0.00	100.00
735 TECHNOLOGY SOFTWARE	\$225,000.00	\$221,000.00	\$21,059.00	\$0.00	\$5,607.39	\$194,333.61	12.07
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$0.00	\$24.47	-\$24.47	0.00
2214 IMPLEMENTATION OF STANDARDS	\$1,455,185.00	\$1,351,185.00	\$21,869.00	\$67,377.89	\$949,186.79	\$380,129.21	71.87
2220 MEDIA LIBRARY							
111 TEACHERS/PROFESSIONALS	\$276,476.00	\$276,476.00	\$0.00	\$30,424.13	\$282,982.24	-\$6,506.24	102.35
112 PARAPROFESSIONALS	\$151,800.00	\$151,800.00	\$0.00	\$4,382.99	\$43,526.92	\$108,273.08	28.67
123 SUBSTITUTE TEACHERS	\$6,450.00	\$6,450.00	\$0.00	\$105.00	\$2,925.00	\$3,525.00	45.35
211 HEALTH CARE PROFESSIONAL	\$39,800.00	\$39,800.00	\$0.00	\$2,382.19	\$26,607.38	\$13,192.62	66.85
212 HEALTH CARE PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$706.38	\$7,046.08	-\$7,046.08	0.00
221 FICA PROFESSIONAL	\$22,978.00	\$22,978.00	\$0.00	\$2,430.18	\$22,453.07	\$524.93	97.72
222 FICA PARAPROFESSIONAL	\$11,613.00	\$11,613.00	\$0.00	\$333.15	\$3,307.16	\$8,305.84	28.48
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$8.03	\$223.79	-\$223.79	0.00
231 RETIREMENT PROFESSIONAL	\$30,359.00	\$30,359.00	\$0.00	\$3,005.23	\$28,326.96	\$2,032.04	93.31
232 RETIREMENT PARAPROFESSIONALS	\$14,995.00	\$14,995.00	\$0.00	\$432.94	\$4,299.52	\$10,695.48	28.67
281 HEALTH BENEFITS FOR TEACHERS	\$6,500.00	\$6,500.00	\$0.00	\$1,625.01	\$13,541.75	-\$7,041.75	208.33
333 MILEAGE STAFF	\$300.00	\$300.00	\$0.00	\$0.00	\$0.00	\$300.00	0.00
340 OTHER PROFESSIONAL SERVICES	\$1,000.00	\$1,000.00	\$0.00	\$3,798.64	\$9,548.64	-\$8,548.64	954.86
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$415.00	-\$415.00	0.00
610 GENERAL SUPPLIES	\$12,345.00	\$48,338.00	\$2,332.31	\$237.91	\$16,655.61	\$29,350.08	39.28
640 BOOKS/PERIODICALS	\$20,865.00	\$20,865.00	\$1,213.94	\$375.68	\$31,399.99	-\$11,748.93	156.31
642 AUDIO-VISUAL MATERIALS	\$700.00	\$700.00	\$0.00	\$0.00	\$0.00	\$700.00	0.00
733 FURNITURE AND FIXTURS	\$3,300.00	\$3,300.00	\$0.00	\$0.00	\$171.96	\$3,128.04	5.21
734 TECHNOLGOY HARDWARE	\$8,810.00	\$8,810.00	\$0.00	\$0.00	\$5,195.82	\$3,614.18	58.98
810 DUES AND FEES	\$500.00	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00	0.00
2220 MEDIA LIBRARY	\$608,791.00	\$644,784.00	\$3,546.25	\$50,247.46	\$498,626.89	\$142,610.86	77.88
2200 STAFF SUPPORT	\$3,127,776.00	\$2,717,769.00	\$36,822.63	\$154,868.49	\$2,062,831.33	\$618,115.04	77.26

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2300 GENERAL ADMINISTRATION							
2310 BOARD OF EDUCATION							
110 CLERICAL_BUSDRIVERS	\$22,500.00	\$22,500.00	\$0.00	\$0.00	\$0.00	\$22,500.00	0.00
210 HEALTH CARE NON-INSRUCTIONAL	\$4,900.00	\$4,900.00	\$0.00	\$0.00	\$0.00	\$4,900.00	0.00
220 FICA NON INSTRUCTIONAL	\$1,680.00	\$1,680.00	\$0.00	\$0.00	\$0.00	\$1,680.00	0.00
230 RETIREMENT NON INSTRUCTIONAL	\$2,160.00	\$2,160.00	\$0.00	\$0.00	\$0.00	\$2,160.00	0.00
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$0.00	\$373.35	-\$373.35	0.00
340 OTHER PROFESSIONAL SERVICES	\$13,000.00	\$58,000.00	\$0.00	\$10,000.00	\$81,991.72	-\$23,991.72	141.37
520 PROPERTY/LIABILITY INSURANCE	\$680,000.00	\$635,000.00	\$0.00	\$66,382.79	\$616,243.58	\$18,756.42	97.05
540 ADVERTSING	\$15,000.00	\$10,000.00	\$0.00	\$477.78	\$2,962.00	\$7,038.00	29.62
550 PRINTING/BINDING	\$0.00	\$0.00	\$0.00	\$0.00	\$3,001.04	-\$3,001.04	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$7,000.00	\$7,000.00	\$0.00	\$398.81	\$8,533.47	-\$1,533.47	121.91
610 GENERAL SUPPLIES	\$5,000.00	\$5,000.00	\$0.00	\$269.80	\$1,729.80	\$3,270.20	34.60
733 FURNITURE AND FIXTURS	\$0.00	\$0.00	\$18,471.99	\$0.00	\$2,089.39	-\$20,561.38	0.00
810 DUES AND FEES	\$15,000.00	\$10,000.00	\$0.00	\$0.00	\$12,049.00	-\$2,049.00	120.49
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$1,092.50	\$8,689.13	-\$8,689.13	0.00
2310 BOARD OF EDUCATION	\$766,240.00	\$756,240.00	\$18,471.99	\$78,621.68	\$737,662.48	\$105.53	99.99
2320 SUPERINTENDENT							
105 SUPERINTENDENT SALARY	\$243,382.00	\$243,382.00	\$0.00	\$19,833.37	\$201,581.86	\$41,800.14	82.83
110 CLERICAL_BUSDRIVERS	\$68,716.00	\$68,716.00	\$0.00	\$6,473.09	\$60,229.24	\$8,486.76	87.65
210 HEALTH CARE NON-INSRUCTIONAL	\$17,801.00	\$17,801.00	\$0.00	\$1,483.40	\$14,834.00	\$2,967.00	83.33
220 FICA NON INSTRUCTIONAL	\$5,256.00	\$5,256.00	\$0.00	\$477.84	\$4,434.03	\$821.97	84.36
221 FICA PROFESSIONAL	\$18,618.00	\$18,618.00	\$0.00	\$0.00	\$0.00	\$18,618.00	0.00
225 FICA SUPERINTENDENT	\$23,509.00	\$23,509.00	\$0.00	\$1,516.72	\$10,510.78	\$12,998.22	44.71
230 RETIREMENT NON INSTRUCTIONAL	\$6,788.00	\$6,788.00	\$0.00	\$639.40	\$5,949.31	\$838.69	87.64
235 RETIREMENT SUPERINTENDENT	\$0.00	\$0.00	\$0.00	\$1,959.10	\$19,591.00	-\$19,591.00	0.00
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$0.00	\$134.00	-\$134.00	0.00
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$7,107.86	-\$7,107.86	0.00
382 DISTANCE EDUCATION ONLY	\$0.00	\$0.00	\$0.00	\$100.00	\$1,000.00	-\$1,000.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$6,000.00	\$6,000.00	\$0.00	\$0.00	\$612.64	\$5,387.36	10.21
610 GENERAL SUPPLIES	\$6,500.00	\$6,500.00	\$10,612.00	\$335.60	\$4,297.71	-\$8,409.71	229.38
733 FURNITURE AND FIXTURS	\$10,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0.00
810 DUES AND FEES	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$951.99	\$2,048.01	31.73
890 MISCELLANEOUR EXPENDITURES	\$11,000.00	\$6,000.00	\$0.00	\$1,792.71	\$6,759.44	-\$759.44	112.66
2320 SUPERINTENDENT	\$420,570.00	\$410,570.00	\$10,612.00	\$34,611.23	\$337,993.86	\$61,964.14	84.91
2330 LEGAL SERVICES							
317 LEGAL SERVICES	\$45,000.00	\$45,000.00	\$0.00	\$2,060.00	\$16,929.00	\$28,071.00	37.62
2330 LEGAL SERVICES	\$45,000.00	\$45,000.00	\$0.00	\$2,060.00	\$16,929.00	\$28,071.00	37.62
2300 GENERAL ADMINISTRATION	\$1,231,810.00	\$1,211,810.00	\$29,083.99	\$115,292.91	\$1,092,585.34	\$90,140.67	92.56

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2400 SCHOOL ADMINISTRATION							
2410 OFFICE OF THE PRINCIPAL							
110 CLERICAL_BUSDRIVERS	\$586,785.00	\$586,785.00	\$0.00	\$62,866.60	\$622,916.90	-\$36,131.90	106.16
111 TEACHERS/PROFESSIONALS	\$1,356,611.30	\$1,356,611.30	\$0.00	\$123,915.29	\$1,092,468.37	\$264,142.93	80.53
112 PARAPROFESSIONALS	\$20,641.00	\$20,641.00	\$0.00	\$0.00	\$0.00	\$20,641.00	0.00
116 PROFESSIONAL NON-CERTIFIED	\$0.00	\$0.00	\$0.00	\$0.00	\$2,100.00	-\$2,100.00	0.00
123 SUBSTITUTE TEACHERS	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$4,500.00	\$500.00	90.00
151 INCENTIVE PROFESSIONAL STAFF	\$0.00	\$7,000.00	\$0.00	\$0.00	\$6,812.25	\$187.75	97.32
210 HEALTH CARE NON-INSTRUCTIONAL	\$124,977.00	\$124,977.00	\$0.00	\$10,231.58	\$107,223.50	\$17,753.50	85.79
211 HEALTH CARE PROFESSIONAL	\$206,898.00	\$206,898.00	\$0.00	\$12,643.58	\$126,540.63	\$80,357.37	61.16
220 FICA NON INSTRUCTIONAL	\$48,131.00	\$48,131.00	\$0.00	\$4,731.98	\$46,877.98	\$1,253.02	97.40
221 FICA PROFESSIONAL	\$110,649.00	\$111,185.00	\$0.00	\$9,342.30	\$82,852.51	\$28,332.49	74.52
222 FICA PARAPROFESSIONAL	\$1,579.00	\$1,579.00	\$0.00	\$0.00	\$0.00	\$1,579.00	0.00
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$0.00	\$344.25	-\$344.25	0.00
226 FICA NC PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$160.65	-\$160.65	0.00
230 RETIREMENT NON INSTRUCTIONAL	\$62,152.00	\$62,152.00	\$0.00	\$6,093.47	\$60,531.86	\$1,620.14	97.39
231 RETIREMENT PROFESSIONAL	\$142,873.00	\$143,565.00	\$0.00	\$12,240.11	\$108,584.89	\$34,980.11	75.63
232 RETIREMENT PARAPROFESSIONALS	\$2,039.00	\$2,039.00	\$0.00	\$0.00	\$0.00	\$2,039.00	0.00
333 MILEAGE STAFF	\$550.00	\$550.00	\$0.00	\$308.88	\$477.69	\$72.31	86.85
340 OTHER PROFESSIONAL SERVICES	\$1,000.00	\$1,000.00	\$0.00	\$124.47	\$654.47	\$345.53	65.45
382 DISTANCE EDUCATION ONLY	\$10,750.00	\$10,750.00	\$0.00	\$1,000.17	\$12,046.27	-\$1,296.27	112.06
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$20,000.00	\$3,477.00	\$3,922.00	\$15,525.04	\$997.96	95.01
610 GENERAL SUPPLIES	\$10,169.00	\$10,169.00	\$0.00	\$29.75	\$9,228.09	\$940.91	90.75
733 FURNITURE AND FIXTURES	\$4,369.00	\$4,369.00	\$0.00	\$0.00	\$506.76	\$3,862.24	11.60
890 MISCELLANEOUS EXPENDITURES	\$4,396.00	\$4,396.00	\$0.00	\$273.97	\$2,266.87	\$2,129.13	51.57
2410 OFFICE OF THE PRINCIPAL	\$2,699,569.30	\$2,727,797.30	\$3,477.00	\$247,724.15	\$2,302,618.98	\$421,701.32	84.54

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2400 SCHOOL ADMINISTRATION							
2490 ACTIVITIES OFFICES							
110 CLERICAL_BUSDRIVERS	\$93,706.00	\$93,706.00	\$0.00	\$10,755.75	\$112,110.23	-\$18,404.23	119.64
111 TEACHERS/PROFESSIONALS	\$176,568.00	\$176,568.00	\$0.00	\$10,289.05	\$105,916.02	\$70,651.98	59.99
112 PARAPROFESSIONALS	\$17,640.00	\$17,640.00	\$0.00	\$0.00	\$5,638.65	\$12,001.35	31.97
210 HEALTH CARE NON-INSTRUCTIONAL	\$39,584.00	\$39,584.00	\$0.00	\$3,697.07	\$36,765.83	\$2,818.17	92.88
211 HEALTH CARE PROFESSIONAL	\$35,853.00	\$35,853.00	\$0.00	\$1,991.86	\$21,910.46	\$13,942.54	61.11
220 FICA NON INSTRUCTIONAL	\$7,169.00	\$7,169.00	\$0.00	\$820.25	\$8,548.04	-\$1,379.04	119.24
221 FICA PROFESSIONAL	\$13,506.00	\$13,506.00	\$0.00	\$767.94	\$7,900.74	\$5,605.26	58.50
222 FICA PARAPROFESSIONAL	\$1,350.00	\$1,350.00	\$0.00	\$0.00	\$431.35	\$918.65	31.95
230 RETIREMENT NON INSTRUCTIONAL	\$9,256.00	\$9,256.00	\$0.00	\$1,062.44	\$11,074.03	-\$1,818.03	119.64
231 RETIREMENT PROFESSIONAL	\$17,440.00	\$17,440.00	\$0.00	\$943.73	\$9,647.00	\$7,793.00	55.32
232 RETIREMENT PARAPROFESSIONALS	\$1,742.00	\$1,742.00	\$0.00	\$0.00	\$556.97	\$1,185.03	31.97
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$873.55	\$17,309.76	-\$17,309.76	0.00
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$17,050.00	-\$17,050.00	0.00
382 DISTANCE EDUCATION ONLY	\$0.00	\$0.00	\$0.00	\$100.00	\$1,000.00	-\$1,000.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$71.73	\$1,319.01	-\$1,319.01	0.00
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$1,233.24	-\$1,233.24	0.00
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$0.00	\$9,630.85	-\$9,630.85	0.00
2490 ACTIVITIES OFFICES	\$413,814.00	\$413,814.00	\$0.00	\$31,373.37	\$368,042.18	\$45,771.82	88.94
2400 SCHOOL ADMINISTRATION	\$3,113,383.30	\$3,141,611.30	\$3,477.00	\$279,097.52	\$2,670,661.16	\$467,473.14	85.12

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2500 BUSINESS SUPPORT							
2510 BUSINESS SERVICES							
110 CLERICAL_BUSDRIVERS	\$187,919.00	\$187,919.00	\$0.00	\$18,489.20	\$196,212.39	-\$8,293.39	104.41
116 PROFESSIONAL NON-CERTIFIED	\$188,103.00	\$188,103.00	\$0.00	\$15,675.25	\$156,752.50	\$31,350.50	83.33
210 HEALTH CARE NON-INSTRUCTIONAL	\$38,939.00	\$38,939.00	\$0.00	\$3,556.64	\$34,351.03	\$4,587.97	88.22
216 HEALTH CARE NC PROFESSIONAL	\$17,801.00	\$17,801.00	\$0.00	\$1,483.40	\$14,292.61	\$3,508.39	80.29
220 FICA NON INSTRUCTIONAL	\$14,376.00	\$14,376.00	\$0.00	\$1,400.83	\$14,878.05	-\$502.05	103.49
226 FICA NC PROFESSIONAL	\$14,390.00	\$14,390.00	\$0.00	\$1,162.54	\$9,953.21	\$4,436.79	69.17
230 RETIREMENT NON INSTRUCTIONAL	\$18,562.00	\$18,562.00	\$0.00	\$1,826.31	\$19,381.44	-\$819.44	104.41
236 RETIREMENT NC PROFESSIONAL	\$18,580.00	\$18,580.00	\$0.00	\$1,548.37	\$15,483.70	\$3,096.30	83.34
315 ACCOUNTING SERVICES	\$30,000.00	\$30,000.00	\$0.00	\$0.00	\$28,600.00	\$1,400.00	95.33
333 MILEAGE STAFF	\$2,000.00	\$2,000.00	\$0.00	\$0.00	\$0.00	\$2,000.00	0.00
340 OTHER PROFESSIONAL SERVICES	\$20,000.00	\$20,000.00	\$0.00	\$51.00	\$507.18	\$19,492.82	2.54
382 DISTANCE EDUCATION ONLY	\$15,000.00	\$15,000.00	\$0.00	\$716.17	\$16,303.67	-\$1,303.67	108.69
531 POSTAGE	\$35,000.00	\$35,000.00	\$0.00	\$3,612.76	\$23,875.34	\$11,124.66	68.22
580 TRAVEL:MEAL,HOTEL,RENTAL	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$893.92	\$4,106.08	17.88
610 GENERAL SUPPLIES	\$10,000.00	\$10,000.00	\$69.00	\$220.52	\$8,463.95	\$1,467.05	85.33
612 COPY COST	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$1,791.05	\$3,208.95	35.82
733 FURNITURE AND FIXTURES	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$13,794.31	-\$3,794.31	137.94
734 TECHNOLOGY HARDWARE	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00
810 DUES AND FEES	\$0.00	\$0.00	\$0.00	\$0.00	\$340.00	-\$340.00	0.00
890 MISCELLANEOUS EXPENDITURES	\$10,000.00	\$10,000.00	\$0.00	\$112.83	\$2,165.43	\$7,834.57	21.65
2510 BUSINESS SERVICES	\$641,670.00	\$641,670.00	\$69.00	\$49,855.82	\$558,039.78	\$83,561.22	86.98

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2500 BUSINESS SUPPORT							
2560 PUBLIC RELATIONS							
110 CLERICAL_BUSDRIVERS	\$45,000.00	\$45,000.00	\$0.00	\$5,105.34	\$40,015.92	\$4,984.08	88.92
116 PROFESSIONAL NON-CERTIFIED	\$85,698.00	\$85,698.00	\$0.00	\$4,233.33	\$42,333.30	\$43,364.70	49.40
210 HEALTH CARE NON-INSTRUCTIONAL	\$8,477.00	\$8,477.00	\$0.00	\$706.38	\$4,238.28	\$4,238.72	50.00
216 HEALTH CARE NC PROFESSIONAL	\$23,902.00	\$23,902.00	\$0.00	\$0.00	\$0.00	\$23,902.00	0.00
220 FICA NON INSTRUCTIONAL	\$4,665.00	\$4,665.00	\$0.00	\$390.56	\$3,006.61	\$1,658.39	64.45
226 FICA NC PROFESSIONAL	\$6,556.00	\$6,556.00	\$0.00	\$323.85	\$3,238.50	\$3,317.50	49.40
230 RETIREMENT NON INSTRUCTIONAL	\$6,025.00	\$6,025.00	\$0.00	\$504.30	\$3,703.04	\$2,321.96	61.46
236 RETIREMENT NC PROFESSIONAL	\$8,465.00	\$8,465.00	\$0.00	\$418.16	\$4,181.60	\$4,283.40	49.40
333 MILEAGE STAFF	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00
540 ADVERTSING	\$16,000.00	\$16,000.00	\$0.00	\$963.00	\$17,213.13	-\$1,213.13	107.58
550 PRINTING/BINDING	\$0.00	\$0.00	\$0.00	\$0.00	\$244.08	-\$244.08	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$3,000.00	0.00
610 GENERAL SUPPLIES	\$7,000.00	\$7,000.00	\$0.00	\$0.00	\$2,036.03	\$4,963.97	29.09
612 COPY COST	\$0.00	\$0.00	\$0.00	\$0.00	\$577.14	-\$577.14	0.00
733 FURNITURE AND FIXTURS	\$0.00	\$0.00	\$0.00	\$15.02	\$150.20	-\$150.20	0.00
810 DUES AND FEES	\$500.00	\$500.00	\$0.00	\$0.00	\$285.00	\$215.00	57.00
890 MISCELLANEOUR EXPENDITURES	\$2,000.00	\$2,000.00	\$0.00	\$0.00	\$152.02	\$1,847.98	7.60
2560 PUBLIC RELATIONS	\$218,288.00	\$218,288.00	\$0.00	\$12,659.94	\$121,374.85	\$96,913.15	55.60
2570 PERSONNEL SERVICES							
110 CLERICAL_BUSDRIVERS	\$66,419.00	\$66,419.00	\$0.00	\$6,141.57	\$62,989.00	\$3,430.00	94.84
111 TEACHERS/PROFESSIONALS	\$150,075.00	\$150,075.00	\$0.00	\$12,506.25	\$125,062.50	\$25,012.50	83.33
210 HEALTH CARE NON-INSTRUCTIONAL	\$8,477.00	\$8,477.00	\$0.00	\$738.84	\$7,388.40	\$1,088.60	87.16
211 HEALTH CARE PROFESSIONAL	\$8,477.00	\$8,477.00	\$0.00	\$1,306.81	\$8,013.50	\$463.50	94.53
220 FICA NON INSTRUCTIONAL	\$5,081.00	\$5,081.00	\$0.00	\$435.49	\$4,475.30	\$605.70	88.08
221 FICA PROFESSIONAL	\$11,481.00	\$11,481.00	\$0.00	\$952.78	\$9,534.64	\$1,946.36	83.05
230 RETIREMENT NON INSTRUCTIONAL	\$6,561.00	\$6,561.00	\$0.00	\$606.65	\$6,221.92	\$339.08	94.83
231 RETIREMENT PROFESSIONAL	\$14,824.00	\$14,824.00	\$0.00	\$1,235.34	\$12,353.40	\$2,470.60	83.33
333 MILEAGE STAFF	\$500.00	\$500.00	\$0.00	\$0.00	\$115.00	\$385.00	23.00
340 OTHER PROFESSIONAL SERVICES	\$10,000.00	\$10,000.00	\$0.00	\$386.40	\$5,915.29	\$4,084.71	59.15
382 DISTANCE EDUCATION ONLY	\$500.00	\$500.00	\$0.00	\$100.00	\$1,000.00	-\$500.00	200.00
540 ADVERTSING	\$5,000.00	\$5,000.00	\$0.00	\$150.00	\$1,200.00	\$3,800.00	24.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$5,000.00	\$5,000.00	\$0.00	\$286.00	\$3,411.38	\$1,588.62	68.23
610 GENERAL SUPPLIES	\$3,000.00	\$3,000.00	\$0.00	\$100.00	\$6,418.81	-\$3,418.81	213.96
733 FURNITURE AND FIXTURS	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00
810 DUES AND FEES	\$1,000.00	\$1,000.00	\$0.00	\$315.00	\$2,349.00	-\$1,349.00	234.90
890 MISCELLANEOUR EXPENDITURES	\$500.00	\$500.00	\$0.00	\$0.00	\$307.12	\$192.88	61.42
2570 PERSONNEL SERVICES	\$297,895.00	\$297,895.00	\$0.00	\$25,261.13	\$256,755.26	\$41,139.74	86.19

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2500 BUSINESS SUPPORT							
2580 TECHNOLOGY SERVICES							
110 CLERICAL_BUSDRIVERS	\$55,395.00	\$55,395.00	\$0.00	\$14,961.15	\$102,589.22	-\$47,194.22	185.20
112 PARAPROFESSIONALS	\$53,266.00	\$53,266.00	\$0.00	\$3,961.96	\$38,320.47	\$14,945.53	71.94
116 PROFESSIONAL NON-CERTIFIED	\$430,960.00	\$430,960.00	\$0.00	\$41,006.96	\$393,332.19	\$37,627.81	91.27
210 HEALTH CARE NON-INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$1,991.86	\$1,991.86	-\$1,991.86	0.00
212 HEALTH CARE PARAPROFESSIONALS	\$8,477.00	\$8,477.00	\$0.00	\$706.38	\$7,063.80	\$1,413.20	83.33
216 HEALTH CARE NC PROFESSIONAL	\$88,660.00	\$88,660.00	\$0.00	\$7,367.05	\$73,670.50	\$14,989.50	83.09
220 FICA NON INSTRUCTIONAL	\$4,237.00	\$4,237.00	\$0.00	\$1,140.61	\$7,822.41	-\$3,585.41	184.62
222 FICA PARAPROFESSIONAL	\$2,698.00	\$2,698.00	\$0.00	\$302.38	\$2,924.47	-\$226.47	108.39
226 FICA NC PROFESSIONAL	\$32,968.00	\$32,968.00	\$0.00	\$3,111.82	\$29,836.24	\$3,131.76	90.50
230 RETIREMENT NON INSTRUCTIONAL	\$5,472.00	\$5,472.00	\$0.00	\$1,477.83	\$9,957.91	-\$4,485.91	181.98
232 RETIREMENT PARAPROFESSIONALS	\$3,484.00	\$3,484.00	\$0.00	\$391.35	\$3,785.20	-\$301.20	108.65
236 RETIREMENT NC PROFESSIONAL	\$42,570.00	\$42,570.00	\$0.00	\$4,050.57	\$38,852.54	\$3,717.46	91.27
333 MILEAGE STAFF	\$22,000.00	\$22,000.00	\$0.00	\$0.00	\$2,729.37	\$19,270.63	12.41
340 OTHER PROFESSIONAL SERVICES	\$10,000.00	\$10,000.00	\$23,152.59	\$1,278.57	\$66,635.16	-\$79,787.75	897.88
382 DISTANCE EDUCATION ONLY	\$7,500.00	\$7,500.00	\$0.00	\$73.20	\$1,097.17	\$6,402.83	14.63
531 POSTAGE	\$700.00	\$700.00	\$0.00	\$13.19	\$113.49	\$586.51	16.21
580 TRAVEL:MEAL,HOTEL,RENTAL	\$9,500.00	\$9,500.00	\$0.00	\$0.00	\$1,127.06	\$8,372.94	11.86
610 GENERAL SUPPLIES	\$15,000.00	\$15,000.00	\$1,980.04	\$707.07	\$9,505.00	\$3,514.96	76.57
612 COPY COST	\$500.00	\$500.00	\$0.00	\$0.00	\$126.45	\$373.55	25.29
733 FURNITURE AND FIXTURES	\$220,000.00	\$220,000.00	\$8,491.91	\$364.89	\$146,438.80	\$65,069.29	70.42
734 TECHNOLOGY HARDWARE	\$418,000.00	\$268,000.00	\$0.00	\$0.00	\$234,714.01	\$33,285.99	87.58
735 TECHNOLOGY SOFTWARE	\$365,000.00	\$365,000.00	\$220,901.24	\$60,149.50	\$333,410.91	-\$189,312.15	151.87
810 DUES AND FEES	\$0.00	\$0.00	\$0.00	\$0.00	\$65.00	-\$65.00	0.00
2580 TECHNOLOGY SERVICES	\$1,796,387.00	\$1,646,387.00	\$254,525.78	\$143,056.34	\$1,506,109.23	-\$114,248.01	106.94
2500 BUSINESS SUPPORT	\$2,954,240.00	\$2,804,240.00	\$254,594.78	\$230,833.23	\$2,442,279.12	\$107,366.10	96.17
2600 OPERATIONS/MAINTENANCE							
2600 UTILITIES							
116 PROFESSIONAL NON-CERTIFIED	\$106,918.00	\$106,918.00	\$0.00	\$8,909.87	\$89,098.34	\$17,819.66	83.33
216 HEALTH CARE NC PROFESSIONAL	\$8,477.00	\$8,477.00	\$0.00	\$706.38	\$6,787.18	\$1,689.82	80.07
226 FICA NC PROFESSIONAL	\$8,179.00	\$8,179.00	\$0.00	\$673.90	\$6,741.33	\$1,437.67	82.42
236 RETIREMENT NC PROFESSIONAL	\$10,561.00	\$10,561.00	\$0.00	\$880.10	\$8,801.00	\$1,760.00	83.33
410 UTILITY SERVICES (Water/Sewer)	\$68,537.00	\$68,537.00	\$0.00	\$3,415.70	\$44,187.63	\$24,349.37	64.47
621 HEATING FUEL	\$233,247.00	\$233,247.00	\$0.00	\$1,626.46	\$123,932.25	\$109,314.75	53.13
622 ENERGY:ELECTRICITY	\$707,716.09	\$707,716.09	\$0.00	\$47,168.95	\$532,832.57	\$174,883.52	75.29
2600 UTILITIES	\$1,143,635.09	\$1,143,635.09	\$0.00	\$63,381.36	\$812,380.30	\$331,254.79	71.03

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2600 OPERATIONS/MAINTENANCE							
2610 PLANT OPERATIONS							
110 CLERICAL_BUSDRIVERS	\$1,584,877.00	\$1,584,877.00	\$0.00	\$134,006.40	\$1,307,869.73	\$277,007.27	82.52
150 STIPDENT NON-INSTRUCTION	\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$25,000.00	0.00
210 HEALTH CARE NON-INSTRUCTIONAL	\$459,177.00	\$459,177.00	\$0.00	\$35,145.91	\$365,140.13	\$94,036.87	79.52
220 FICA NON INSTRUCTIONAL	\$109,664.00	\$109,664.00	\$0.00	\$10,164.74	\$99,179.21	\$10,484.79	90.44
230 RETIREMENT NON INSTRUCTIONAL	\$141,603.00	\$141,603.00	\$0.00	\$13,083.74	\$127,773.35	\$13,829.65	90.23
290 LONG TERM DISABILITY	\$0.00	\$0.00	\$0.00	\$475.91	\$4,814.71	-\$4,814.71	0.00
340 OTHER PROFESSIONAL SERVICES	\$66,000.00	\$66,000.00	\$0.00	\$12,644.34	\$116,569.41	-\$50,569.41	176.62
610 GENERAL SUPPLIES	\$166,800.00	\$166,800.00	\$29,679.08	\$9,098.57	\$169,244.13	-\$32,123.21	119.26
733 FURNITURE AND FIXTURS	\$57,500.00	\$57,500.00	\$69,901.39	\$5,581.76	\$27,569.37	-\$39,970.76	169.51
2610 PLANT OPERATIONS	\$2,610,621.00	\$2,610,621.00	\$99,580.47	\$220,201.37	\$2,218,160.04	\$292,880.49	88.78
2620 MAINTENANCE							
110 CLERICAL_BUSDRIVERS	\$684,767.02	\$684,767.02	\$0.00	\$60,877.85	\$572,911.55	\$111,855.47	83.67
120 SUBSTITUTE TEACHERS	\$30,000.00	\$30,000.00	\$0.00	\$0.00	\$4,575.00	\$25,425.00	15.25
150 STIPDENT NON-INSTRUCTION	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$2,897.28	\$12,102.72	19.32
210 HEALTH CARE NON-INSTRUCTIONAL	\$213,436.00	\$213,436.00	\$0.00	\$16,405.41	\$177,374.01	\$36,061.99	83.10
220 FICA NON INSTRUCTIONAL	\$53,118.00	\$53,118.00	\$0.00	\$4,634.17	\$44,155.40	\$8,962.60	83.13
230 RETIREMENT NON INSTRUCTIONAL	\$64,878.00	\$64,878.00	\$0.00	\$6,010.92	\$56,674.61	\$8,203.39	87.36
290 LONG TERM DISABILITY	\$0.00	\$0.00	\$0.00	\$186.46	\$1,831.21	-\$1,831.21	0.00
340 OTHER PROFESSIONAL SERVICES	\$161,383.00	\$161,383.00	\$44,578.84	\$12,662.95	\$214,864.46	-\$98,060.30	160.76
382 DISTANCE EDUCATION ONLY	\$5,000.00	\$5,000.00	\$0.00	\$663.99	\$6,115.70	-\$1,115.70	122.31
430 REPAIRS AND MAINTENANCE	\$14,760.00	\$14,760.00	\$0.00	\$330.00	\$17,940.29	-\$3,180.29	121.55
580 TRAVEL:MEAL,HOTEL,RENTAL	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$800.00	\$4,200.00	16.00
610 GENERAL SUPPLIES	\$185,000.00	\$185,000.00	\$2,659.06	\$7,857.80	\$121,530.27	\$60,810.67	67.13
612 COPY COST	\$0.00	\$0.00	\$0.00	\$0.00	\$419.89	-\$419.89	0.00
626 GASOLINE/DIESEL	\$30,000.00	\$30,000.00	\$0.00	\$3,052.19	\$31,893.14	-\$1,893.14	106.31
720 BUILDINGS/CONSTRUCTIONS	\$189,000.00	\$189,000.00	\$668.00	\$1,572.99	\$185,399.90	\$2,932.10	98.45
733 FURNITURE AND FIXTURS	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$369.99	\$2,630.01	12.33
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$4,800.00	\$0.00	\$791.91	-\$5,591.91	0.00
2620 MAINTENANCE	\$1,654,342.02	\$1,654,342.02	\$52,705.90	\$114,254.73	\$1,440,544.61	\$161,091.51	90.26
2630 GROUNDS							
340 OTHER PROFESSIONAL SERVICES	\$5,000.00	\$5,000.00	\$0.00	\$195.00	\$18,163.35	-\$13,163.35	363.27
610 GENERAL SUPPLIES	\$35,000.00	\$35,000.00	\$628.98	\$7,850.78	\$14,569.03	\$19,801.99	43.42
2630 GROUNDS	\$40,000.00	\$40,000.00	\$628.98	\$8,045.78	\$32,732.38	\$6,638.64	83.40
2640 WAREHOUSE MAINTENANCE							
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$6,500.79	-\$6,500.79	0.00
2640 WAREHOUSE MAINTENANCE	\$0.00	\$0.00	\$0.00	\$0.00	\$6,500.79	-\$6,500.79	0.00

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2600 OPERATIONS/MAINTENANCE							
2650 LARGE PROJECTS							
340 OTHER PROFESSIONAL SERVICES	\$100,000.00	\$135,000.00	\$53,826.20	\$55,088.00	\$205,415.84	-\$124,242.04	192.03
2650 LARGE PROJECTS	\$100,000.00	\$135,000.00	\$53,826.20	\$55,088.00	\$205,415.84	-\$124,242.04	192.03
2660 SAFETY AND SECURITY							
340 OTHER PROFESSIONAL SERVICES	\$100,000.00	\$100,000.00	\$1,289.45	\$10,746.25	\$24,845.71	\$73,864.84	26.14
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$9,892.08	-\$9,892.08	0.00
2660 SAFETY AND SECURITY	\$100,000.00	\$100,000.00	\$1,289.45	\$10,746.25	\$34,737.79	\$63,972.76	36.03
2600 OPERATIONS/MAINTENANCE	\$5,648,598.11	\$5,683,598.11	\$208,031.00	\$471,717.49	\$4,750,471.75	\$725,095.36	87.24

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
2700 TRANSPORTATION							
2710 VEHICLE OPERATIONS							
110 CLERICAL_BUSDRIVERS	\$125,000.00	\$125,000.00	\$0.00	\$8,841.87	\$103,794.86	\$21,205.14	83.04
112 PARAPROFESSIONALS	\$20,000.00	\$20,000.00	\$0.00	\$0.00	\$38.72	\$19,961.28	0.19
210 HEALTH CARE NON-INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$108.71	\$1,795.75	-\$1,795.75	0.00
212 HEALTH CARE PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$0.00	\$4.77	-\$4.77	0.00
220 FICA NON INSTRUCTIONAL	\$9,180.00	\$9,180.00	\$0.00	\$676.28	\$7,935.30	\$1,244.70	86.44
222 FICA PARAPROFESSIONAL	\$1,530.00	\$1,530.00	\$0.00	\$0.00	\$2.96	\$1,527.04	0.19
230 RETIREMENT NON INSTRUCTIONAL	\$11,853.00	\$11,853.00	\$0.00	\$674.20	\$6,747.52	\$5,105.48	56.93
232 RETIREMENT PARAPROFESSIONALS	\$1,975.00	\$1,975.00	\$0.00	\$0.00	\$3.82	\$1,971.18	0.19
290 LONG TERM DISABILITY	\$0.00	\$0.00	\$0.00	\$0.23	\$1.45	-\$1.45	0.00
332 MILEAGE TO PARENTS	\$175,000.00	\$175,000.00	\$0.00	\$100,803.52	\$127,958.29	\$47,041.71	73.12
352 OTHER TECHNICAL SERVICES	\$45,000.00	\$45,000.00	\$4,654.53	\$13,955.82	\$26,127.93	\$14,217.54	68.41
382 DISTANCE EDUCATION ONLY	\$3,500.00	\$3,500.00	\$9,194.29	\$129.48	\$1,294.80	-\$6,989.09	299.69
442 RENTALS	\$50,000.00	\$50,000.00	\$0.00	\$0.00	\$52,062.27	-\$2,062.27	104.12
490 OTHER PURCHASED PROPERTY	\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$58,048.59	-\$33,048.59	232.19
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$19.23	\$350.10	-\$350.10	0.00
610 GENERAL SUPPLIES	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$88.76	\$9,911.24	0.89
626 GASOLINE/DIESEL	\$65,000.00	\$65,000.00	\$0.00	\$3,546.92	\$50,891.04	\$14,108.96	78.29
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$74.26	\$494.46	-\$494.46	0.00
2710 VEHICLE OPERATIONS	\$543,038.00	\$543,038.00	\$13,848.82	\$128,830.52	\$437,641.39	\$91,547.79	83.14
2712 SPED:VEHICLE OPERATIONS: K-12							
112 PARAPROFESSIONALS	\$100,000.00	\$100,000.00	\$0.00	\$4,132.21	\$57,999.10	\$42,000.90	58.00
212 HEALTH CARE PARAPROFESSIONALS	\$20,000.00	\$20,000.00	\$0.00	\$55.05	\$1,152.63	\$18,847.37	5.76
222 FICA PARAPROFESSIONAL	\$7,650.00	\$7,650.00	\$0.00	\$315.89	\$4,376.17	\$3,273.83	57.20
232 RETIREMENT PARAPROFESSIONALS	\$9,877.00	\$9,877.00	\$0.00	\$408.19	\$5,043.07	\$4,833.93	51.06
332 MILEAGE TO PARENTS	\$15,000.00	\$15,000.00	\$0.00	\$178.49	\$1,304.02	\$13,695.98	8.69
350 TECHNICAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$9.00	-\$9.00	0.00
490 OTHER PURCHASED PROPERTY	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$5,714.76	-\$714.76	114.30
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$87.42	-\$87.42	0.00
626 GASOLINE/DIESEL	\$25,000.00	\$25,000.00	\$0.00	\$1,491.26	\$16,081.92	\$8,918.08	64.33
732 VEHICLS:SEE DESCRIPTION	\$0.00	\$0.00	\$0.00	\$183.97	\$183.97	-\$183.97	0.00
2712 SPED:VEHICLE OPERATIONS: K-12	\$182,527.00	\$182,527.00	\$0.00	\$6,765.06	\$91,952.06	\$90,574.94	50.38
2700 TRANSPORTATION	\$725,565.00	\$725,565.00	\$13,848.82	\$135,595.58	\$529,593.45	\$182,122.73	74.90
3100 STATE RECEIPTS							
3155 TEXTBOOK LOAN							
640 BOOKS/PERIODICALS	\$0.00	\$0.00	\$0.00	\$0.00	\$18,137.52	-\$18,137.52	0.00
3155 TEXTBOOK LOAN	\$0.00	\$0.00	\$0.00	\$0.00	\$18,137.52	-\$18,137.52	0.00
3100 STATE RECEIPTS	\$0.00	\$0.00	\$0.00	\$0.00	\$18,137.52	-\$18,137.52	0.00

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
3300 COMMUNITY SERVICE							
3300 KIDS KLUB							
110 CLERICAL_BUSDRIVERS	\$35,000.00	\$35,000.00	\$0.00	\$1,554.12	\$19,336.66	\$15,663.34	55.25
112 PARAPROFESSIONALS	\$97,690.00	\$97,690.00	\$0.00	\$17,639.97	\$77,519.44	\$20,170.56	79.35
116 PROFESSIONAL NON-CERTIFIED	\$71,415.00	\$71,415.00	\$0.00	\$5,951.25	\$59,512.50	\$11,902.50	83.33
210 HEALTH CARE NON-INSTRUCTIONAL	\$11,119.00	\$11,119.00	\$0.00	\$0.00	\$810.86	\$10,308.14	7.29
212 HEALTH CARE PARAPROFESSIONALS	\$9,000.00	\$9,000.00	\$0.00	\$1,318.05	\$5,695.83	\$3,304.17	63.29
220 FICA NON INSTRUCTIONAL	\$3,310.00	\$3,310.00	\$0.00	\$118.88	\$1,478.48	\$1,831.52	44.67
222 FICA PARAPROFESSIONAL	\$9,684.00	\$9,684.00	\$0.00	\$1,335.54	\$5,895.71	\$3,788.29	60.88
226 FICA NC PROFESSIONAL	\$5,463.00	\$5,463.00	\$0.00	\$455.27	\$4,552.70	\$910.30	83.34
230 RETIREMENT NON INSTRUCTIONAL	\$3,554.00	\$3,554.00	\$0.00	\$0.00	\$465.78	\$3,088.22	13.11
232 RETIREMENT PARAPROFESSIONALS	\$5,791.00	\$5,791.00	\$0.00	\$921.82	\$3,569.94	\$2,221.06	61.65
236 RETIREMENT NC PROFESSIONAL	\$7,054.00	\$7,054.00	\$0.00	\$587.85	\$5,878.52	\$1,175.48	83.34
290 LONG TERM DISABILITY	\$0.00	\$0.00	\$0.00	\$0.18	\$1.86	-\$1.86	0.00
333 MILEAGE STAFF	\$3,000.00	\$3,000.00	\$0.00	\$40.91	\$3,926.57	-\$926.57	130.89
340 OTHER PROFESSIONAL SERVICES	\$10,000.00	\$10,000.00	\$0.00	\$238.00	\$2,740.00	\$7,260.00	27.40
382 DISTANCE EDUCATION ONLY	\$3,000.00	\$3,000.00	\$0.00	\$302.12	\$3,595.37	-\$595.37	119.85
550 PRINTING/BINDING	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$5,000.00	\$5,000.00	\$0.00	\$123.42	\$6,615.68	-\$1,615.68	132.31
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$16.88	-\$16.88	0.00
810 DUES AND FEES	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00
890 MISCELLANEOUR EXPENDITURES	\$20,000.00	\$20,000.00	\$0.00	\$3,168.51	\$35,665.21	-\$15,665.21	178.33
3300 KIDS KLUB	\$302,080.00	\$302,080.00	\$0.00	\$33,755.89	\$237,277.99	\$64,802.01	78.55
3300 COMMUNITY SERVICE	\$302,080.00	\$302,080.00	\$0.00	\$33,755.89	\$237,277.99	\$64,802.01	78.55

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
3400 CATEGORICAL/PRIVATE GRANTS							
3400 PRIVATE GRANTS							
110 CLERICAL_BUSDRIVERS	\$0.00	\$3,720.00	\$0.00	\$0.00	\$6,132.50	-\$2,412.50	164.85
112 PARAPROFESSIONALS	\$18,900.00	\$18,900.00	\$0.00	\$0.00	\$268.75	\$18,631.25	1.42
210 HEALTH CARE NON-INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$1,014.14	-\$1,014.14	0.00
211 HEALTH CARE PROFESSIONAL	\$7,840.00	\$7,840.00	\$0.00	\$0.00	\$0.00	\$7,840.00	0.00
212 HEALTH CARE PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$0.00	\$74.69	-\$74.69	0.00
220 FICA NON INSTRUCTIONAL	\$0.00	\$285.00	\$0.00	\$0.00	\$450.28	-\$165.28	157.99
221 FICA PROFESSIONAL	\$1,568.00	\$1,568.00	\$0.00	\$0.00	\$0.00	\$1,568.00	0.00
222 FICA PARAPROFESSIONAL	\$1,446.00	\$1,446.00	\$0.00	\$0.00	\$17.94	\$1,428.06	1.24
230 RETIREMENT NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$339.04	-\$339.04	0.00
231 RETIREMENT PROFESSIONAL	\$2,025.00	\$2,025.00	\$0.00	\$0.00	\$0.00	\$2,025.00	0.00
232 RETIREMENT PARAPROFESSIONALS	\$1,867.00	\$1,867.00	\$0.00	\$0.00	\$26.55	\$1,840.45	1.42
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$15,400.00	\$0.00	\$13,388.88	\$152,759.25	-\$137,359.25	991.94
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$4,400.00	\$0.00	\$0.00	\$0.00	\$4,400.00	0.00
610 GENERAL SUPPLIES	\$0.00	\$30,178.00	\$0.00	\$432.56	\$9,652.78	\$20,525.22	31.99
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$1,400.00	\$0.00	\$1,033.57	\$10,419.91	-\$9,019.91	744.28
3400 PRIVATE GRANTS	\$33,646.00	\$89,029.00	\$0.00	\$14,855.01	\$181,155.83	-\$92,126.83	203.48
3400 CATEGORICAL/PRIVATE GRANTS	\$33,646.00	\$89,029.00	\$0.00	\$14,855.01	\$181,155.83	-\$92,126.83	203.48
3500 STATE CATEGORICAL PROGRAMS							
3535 HAL							
151 INCENTIVE PROFESSIONAL STAFF	\$19,548.00	\$19,548.00	\$0.00	\$900.00	\$9,000.00	\$10,548.00	46.04
211 HEALTH CARE PROFESSIONAL	\$3,389.00	\$3,389.00	\$0.00	\$129.12	\$1,597.12	\$1,791.88	47.13
221 FICA PROFESSIONAL	\$810.00	\$810.00	\$0.00	\$68.06	\$678.37	\$131.63	83.75
231 RETIREMENT PROFESSIONAL	\$1,044.00	\$1,044.00	\$0.00	\$88.92	\$889.20	\$154.80	85.17
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$1,560.00	-\$1,560.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$0.00	\$0.00	\$272.25	\$272.25	-\$272.25	0.00
610 GENERAL SUPPLIES	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$1,157.05	\$1,842.95	38.57
3535 HAL	\$27,791.00	\$27,791.00	\$0.00	\$1,458.35	\$15,153.99	\$12,637.01	54.53

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
3500 STATE CATEGORICAL PROGRAMS							
3540 PRE SCHOOL GRANT							
111 TEACHERS/PROFESSIONALS	\$68,338.00	\$68,338.00	\$0.00	\$3,666.67	\$36,666.70	\$31,671.30	53.65
112 PARAPROFESSIONALS	\$57,028.00	\$57,028.00	\$0.00	\$1,590.84	\$7,570.78	\$49,457.22	13.28
123 SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$0.00	\$0.00	\$435.00	-\$435.00	0.00
210 HEALTH CARE NON-INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$1,483.40	-\$1,483.40	0.00
211 HEALTH CARE PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$1,165.53	\$13,032.73	-\$13,032.73	0.00
220 FICA NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$258.55	-\$258.55	0.00
221 FICA PROFESSIONAL	\$5,725.00	\$5,725.00	\$0.00	\$263.25	\$2,331.65	\$3,393.35	40.73
222 FICA PARAPROFESSIONAL	\$4,363.00	\$4,363.00	\$0.00	\$121.70	\$579.17	\$3,783.83	13.27
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$0.00	\$33.28	-\$33.28	0.00
230 RETIREMENT NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$362.19	-\$362.19	0.00
231 RETIREMENT PROFESSIONAL	\$7,392.00	\$7,392.00	\$0.00	\$362.19	\$3,259.71	\$4,132.29	44.10
232 RETIREMENT PARAPROFESSIONALS	\$5,633.00	\$5,633.00	\$0.00	\$157.14	\$747.82	\$4,885.18	13.28
281 HEALTH BENEFITS FOR TEACHERS	\$6,500.00	\$6,500.00	\$0.00	\$0.00	\$0.00	\$6,500.00	0.00
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$1,460.34	\$15,318.78	-\$15,318.78	0.00
3540 PRE SCHOOL GRANT	\$154,979.00	\$154,979.00	\$0.00	\$8,787.66	\$82,079.76	\$72,899.24	52.96
3541 SIXPENCE-EARLY CHILDHOOD ENDOWMENT							
116 PROFESSIONAL NON-CERTIFIED	\$126,908.00	\$126,908.00	\$0.00	\$11,587.56	\$117,580.90	\$9,327.10	92.65
216 HEALTH CARE NC PROFESSIONAL	\$16,954.00	\$16,954.00	\$0.00	\$1,412.76	\$13,888.49	\$3,065.51	81.92
222 FICA PARAPROFESSIONAL	\$8,469.00	\$8,469.00	\$0.00	\$0.00	\$0.00	\$8,469.00	0.00
226 FICA NC PROFESSIONAL	\$6,012.00	\$6,012.00	\$0.00	\$884.50	\$8,960.11	-\$2,948.11	149.04
236 RETIREMENT NC PROFESSIONAL	\$7,763.00	\$7,763.00	\$0.00	\$1,144.59	\$11,614.42	-\$3,851.42	149.61
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$0.00	\$1,604.01	-\$1,604.01	0.00
340 OTHER PROFESSIONAL SERVICES	\$3,818.00	\$3,818.00	\$0.00	\$0.00	\$0.00	\$3,818.00	0.00
382 DISTANCE EDUCATION ONLY	\$0.00	\$0.00	\$0.00	\$101.34	\$1,013.40	-\$1,013.40	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$7,200.00	\$7,200.00	\$2,781.90	\$2,551.90	\$8,068.66	-\$3,650.56	150.70
610 GENERAL SUPPLIES	\$8,876.00	\$8,876.00	\$0.00	\$629.84	\$6,880.47	\$1,995.53	77.52
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$0.00	\$194.81	-\$194.81	0.00
3541 SIXPENCE-EARLY CHILDHOOD ENDOWMENT	\$186,000.00	\$186,000.00	\$2,781.90	\$18,312.49	\$169,805.27	\$13,412.83	92.79
3551							
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$3,212.58	\$2,519.88	\$22,372.83	-\$25,585.41	0.00
3551	\$0.00	\$0.00	\$3,212.58	\$2,519.88	\$22,372.83	-\$25,585.41	0.00

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
3500 STATE CATEGORICAL PROGRAMS							
3590 TWO YEAR OPPORTUNITY GRANT 04/28/22-06/3							
110 CLERICAL_BUSDRIVERS	\$0.00	\$0.00	\$0.00	\$200.00	\$760.00	-\$760.00	0.00
112 PARAPROFESSIONALS	\$2,400.00	\$2,400.00	\$0.00	\$0.00	\$0.00	\$2,400.00	0.00
220 FICA NON INSTRUCTIONAL	\$696.00	\$696.00	\$0.00	\$15.30	\$58.14	\$637.86	8.35
230 RETIREMENT NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$19.76	\$75.08	-\$75.08	0.00
340 OTHER PROFESSIONAL SERVICES	\$31,208.00	\$31,208.00	\$0.00	\$5,000.00	\$12,600.00	\$18,608.00	40.37
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$4,456.89	-\$4,456.89	0.00
3590 TWO YEAR OPPORTUNITY GRANT 04/28/22-06/3	\$34,304.00	\$34,304.00	\$0.00	\$5,235.06	\$17,950.11	\$16,353.89	52.33
3500 STATE CATEGORICAL PROGRAMS	\$403,074.00	\$403,074.00	\$5,994.48	\$36,313.44	\$307,361.96	\$89,717.56	77.74
4000 UNOBLIGATED FUNDS							
4000 UNOBLIGATED BUDGET							
101 BUDGET-UNOBLIGATED	\$3,394,153.00	\$2,863,411.00	\$0.00	\$0.00	\$0.00	\$2,863,411.00	0.00
102 ESSERS	\$0.00	\$755,000.00	\$0.00	\$0.00	\$0.00	\$755,000.00	0.00
4000 UNOBLIGATED BUDGET	\$3,394,153.00	\$3,618,411.00	\$0.00	\$0.00	\$0.00	\$3,618,411.00	0.00
4000 UNOBLIGATED FUNDS	\$3,394,153.00	\$3,618,411.00	\$0.00	\$0.00	\$0.00	\$3,618,411.00	0.00
6200 ESSA-TITLE							
6200 ESSA GRANT							
111 TEACHERS/PROFESSIONALS	\$473,102.00	\$556,934.00	\$0.00	\$43,719.14	\$428,483.58	\$128,450.42	76.94
112 PARAPROFESSIONALS	\$177,901.00	\$178,335.00	\$0.00	\$14,960.88	\$154,255.70	\$24,079.30	86.50
116 PROFESSIONAL NON-CERTIFIED	\$286,865.00	\$85,531.00	\$0.00	\$6,743.89	\$74,795.22	\$10,735.78	87.45
123 SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$0.00	\$315.00	\$7,365.00	-\$7,365.00	0.00
211 HEALTH CARE PROFESSIONAL	\$24,159.00	\$32,379.00	\$0.00	\$3,087.05	\$26,313.29	\$6,065.71	81.27
212 HEALTH CARE PARAPROFESSIONALS	\$0.00	\$25,430.00	\$0.00	\$1,412.76	\$20,485.02	\$4,944.98	80.55
216 HEALTH CARE NC PROFESSIONAL	\$0.00	\$23,902.00	\$0.00	\$1,991.86	\$19,918.60	\$3,983.40	83.33
221 FICA PROFESSIONAL	\$34,451.00	\$44,791.00	\$0.00	\$3,521.83	\$34,208.03	\$10,582.97	76.37
222 FICA PARAPROFESSIONAL	\$10,800.00	\$13,431.00	\$0.00	\$1,126.87	\$11,624.15	\$1,806.85	86.55
223 FICA SUBSTITUTES	\$0.00	\$0.00	\$0.00	\$24.10	\$563.46	-\$563.46	0.00
226 FICA NC PROFESSIONAL	\$0.00	\$6,373.00	\$0.00	\$515.87	\$5,721.46	\$651.54	89.78
231 RETIREMENT PROFESSIONAL	\$44,484.00	\$55,010.00	\$0.00	\$4,318.46	\$41,963.45	\$13,046.55	76.28
232 RETIREMENT PARAPROFESSIONALS	\$13,945.00	\$17,616.00	\$0.00	\$1,477.81	\$15,223.38	\$2,392.62	86.42
236 RETIREMENT NC PROFESSIONAL	\$0.00	\$8,229.00	\$0.00	\$666.16	\$7,388.21	\$840.79	89.78
281 HEALTH BENEFITS FOR TEACHERS	\$26,000.00	\$32,500.00	\$0.00	\$2,708.35	\$27,083.50	\$5,416.50	83.33
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$60,000.00	\$0.00	\$45,000.00	-\$105,000.00	0.00
610 GENERAL SUPPLIES	\$0.00	\$11,246.00	\$0.00	\$0.00	\$0.00	\$11,246.00	0.00
6200 ESSA GRANT	\$1,091,707.00	\$1,091,707.00	\$60,000.00	\$86,590.03	\$920,392.05	\$111,314.95	89.80
6200 ESSA-TITLE	\$1,091,707.00	\$1,091,707.00	\$60,000.00	\$86,590.03	\$920,392.05	\$111,314.95	89.80

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
6300 ESSA-TITLE II							
6310 TITLE II-ESSA							
111 TEACHERS/PROFESSIONALS	\$61,309.00	\$55,904.00	\$0.00	\$5,233.33	\$52,333.30	\$3,570.70	93.61
211 HEALTH CARE PROFESSIONAL	\$21,202.00	\$21,202.00	\$0.00	\$1,766.79	\$17,667.90	\$3,534.10	83.33
221 FICA PROFESSIONAL	\$4,690.00	\$4,690.00	\$0.00	\$396.64	\$3,966.40	\$723.60	84.57
231 RETIREMENT PROFESSIONAL	\$6,056.00	\$5,184.00	\$0.00	\$516.94	\$5,169.40	\$14.60	99.72
340 OTHER PROFESSIONAL SERVICES	\$60,000.00	\$60,000.00	\$60,000.00	\$0.00	\$75,000.00	-\$75,000.00	225.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$9,925.00	\$16,202.00	\$0.00	\$0.00	\$2,189.83	\$14,012.17	13.52
6310 TITLE II-ESSA	\$163,182.00	\$163,182.00	\$60,000.00	\$7,913.70	\$156,326.83	-\$53,144.83	132.57
6300 ESSA-TITLE II	\$163,182.00	\$163,182.00	\$60,000.00	\$7,913.70	\$156,326.83	-\$53,144.83	132.57
6400 IDEA							
6406 IDEA PRESCHOOL							
111 TEACHERS/PROFESSIONALS	\$24,719.00	\$24,719.00	\$0.00	-\$1,730.64	\$24,363.00	\$356.00	98.56
116 PROFESSIONAL NON-CERTIFIED	\$0.00	\$0.00	\$0.00	\$356.00	\$356.00	-\$356.00	0.00
211 HEALTH CARE PROFESSIONAL	\$3,654.00	\$3,654.00	\$0.00	\$975.69	\$11,146.91	-\$7,492.91	305.06
216 HEALTH CARE NC PROFESSIONAL	\$0.00	\$0.00	\$0.00	-\$7,364.64	-\$7,364.64	\$7,364.64	0.00
221 FICA PROFESSIONAL	\$1,891.00	\$1,891.00	\$0.00	-\$84.76	\$1,891.00	\$0.00	100.00
226 FICA NC PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$26.97	\$26.97	-\$26.97	0.00
231 RETIREMENT PROFESSIONAL	\$1,952.00	\$1,952.00	\$0.00	-\$625.52	\$1,952.00	\$0.00	100.00
236 RETIREMENT NC PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$35.16	\$35.16	-\$35.16	0.00
6406 IDEA PRESCHOOL	\$32,216.00	\$32,216.00	\$0.00	-\$8,411.74	\$32,406.40	-\$190.40	100.59
6408 IDEA-BASE ENROLLMENT POVERTY							
111 TEACHERS/PROFESSIONALS	\$706,964.00	\$706,964.00	\$0.00	\$53,023.82	\$501,994.52	\$204,969.48	71.01
112 PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$1,979.84	\$39,562.45	-\$39,562.45	0.00
116 PROFESSIONAL NON-CERTIFIED	\$59,356.00	\$59,356.00	\$0.00	\$11,685.00	\$144,916.33	-\$85,560.33	244.15
151 INCENTIVE PROFESSIONAL STAFF	\$0.00	\$0.00	\$0.00	\$0.00	\$449.50	-\$449.50	0.00
211 HEALTH CARE PROFESSIONAL	\$79,364.00	\$79,364.00	\$0.00	\$5,263.45	\$44,317.52	\$35,046.48	55.84
216 HEALTH CARE NC PROFESSIONAL	\$8,053.00	\$8,053.00	\$0.00	\$2,334.64	\$28,710.91	-\$20,657.91	356.52
221 FICA PROFESSIONAL	\$55,923.00	\$55,923.00	\$0.00	\$4,075.05	\$38,855.57	\$17,067.43	69.48
222 FICA PARAPROFESSIONAL	\$4,714.00	\$4,714.00	\$0.00	\$151.10	\$3,016.89	\$1,697.11	64.00
226 FICA NC PROFESSIONAL	\$4,541.00	\$4,541.00	\$0.00	\$891.95	\$11,047.71	-\$6,506.71	243.29
231 RETIREMENT PROFESSIONAL	\$72,205.00	\$72,205.00	\$0.00	\$5,237.59	\$49,790.97	\$22,414.03	68.96
232 RETIREMENT PARAPROFESSIONALS	\$6,085.00	\$6,085.00	\$0.00	\$195.56	\$3,907.04	\$2,177.96	64.21
236 RETIREMENT NC PROFESSIONAL	\$5,863.00	\$5,863.00	\$0.00	\$1,158.17	\$14,342.20	-\$8,479.20	244.62
281 HEALTH BENEFITS FOR TEACHERS	\$0.00	\$0.00	\$0.00	\$1,625.01	\$18,958.45	-\$18,958.45	0.00
286 HEALTH BENEFITS PROFESSIONALS	\$0.00	\$0.00	\$0.00	\$40.00	\$280.00	-\$280.00	0.00
6408 IDEA-BASE ENROLLMENT POVERTY	\$1,003,068.00	\$1,003,068.00	\$0.00	\$87,661.18	\$900,150.06	\$102,917.94	89.74

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
6400 IDEA							
6412 IDEA PROPORTIONATE SHARE							
111 TEACHERS/PROFESSIONALS	\$51,226.00	\$51,226.00	\$0.00	\$2,641.33	\$31,093.30	\$20,132.70	60.70
211 HEALTH CARE PROFESSIONAL	\$6,035.00	\$6,035.00	\$0.00	\$492.11	\$10,650.59	-\$4,615.59	176.48
221 FICA PROFESSIONAL	\$3,850.00	\$3,850.00	\$0.00	\$212.69	\$2,446.06	\$1,403.94	63.53
231 RETIREMENT PROFESSIONAL	\$4,971.00	\$4,971.00	\$0.00	\$260.90	\$3,071.31	\$1,899.69	61.78
281 HEALTH BENEFITS FOR TEACHERS	\$0.00	\$0.00	\$0.00	\$189.58	\$1,895.80	-\$1,895.80	0.00
6412 IDEA PROPORTIONATE SHARE	\$66,082.00	\$66,082.00	\$0.00	\$3,796.61	\$49,157.06	\$16,924.94	74.39
6415 IDEA SPECIAL PROGRAMS							
111 TEACHERS/PROFESSIONALS	\$18,408.00	\$18,408.00	\$0.00	\$1,951.24	\$19,512.32	-\$1,104.32	106.00
211 HEALTH CARE PROFESSIONAL	\$4,200.00	\$4,200.00	\$0.00	\$338.62	\$3,386.18	\$813.82	80.62
221 FICA PROFESSIONAL	\$1,400.00	\$1,400.00	\$0.00	\$143.22	\$1,468.49	-\$68.49	104.89
231 RETIREMENT PROFESSIONAL	\$1,900.00	\$1,900.00	\$0.00	\$192.74	\$1,927.39	-\$27.39	101.44
340 OTHER PROFESSIONAL SERVICES	\$2,357.00	\$2,357.00	\$0.00	\$0.00	\$0.00	\$2,357.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$3,363.00	\$3,363.00	\$0.00	\$0.00	\$0.00	\$3,363.00	0.00
6415 IDEA SPECIAL PROGRAMS	\$31,628.00	\$31,628.00	\$0.00	\$2,625.82	\$26,294.38	\$5,333.62	83.14
6416 PLANNING REGION							
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$40.95	-\$40.95	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$10,819.00	\$10,819.00	\$0.00	\$240.19	\$7,234.50	\$3,584.50	66.87
610 GENERAL SUPPLIES	\$4,735.00	\$4,735.00	\$1,328.90	\$0.00	\$4,150.20	-\$744.10	115.71
890 MISCELLANEOUR EXPENDITURES	\$1,196.00	\$1,196.00	\$0.00	\$25.00	\$499.75	\$696.25	41.79
6416 PLANNING REGION	\$16,750.00	\$16,750.00	\$1,328.90	\$265.19	\$11,925.40	\$3,495.70	79.13
6400 IDEA	\$1,149,744.00	\$1,149,744.00	\$1,328.90	\$85,937.06	\$1,019,933.30	\$128,481.80	88.83
6600 OTHER FEDERAL SERV-NON CATEGORICAL							
6690 OTHER FEDERAL EXPENDITURES							
112 PARAPROFESSIONALS	\$23,874.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
222 FICA PARAPROFESSIONAL	\$1,826.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
232 RETIREMENT PARAPROFESSIONALS	\$2,358.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
6690 OTHER FEDERAL EXPENDITURES	\$28,058.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00
6600 OTHER FEDERAL SERV-NON CATEGORICAL	\$28,058.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
6700 CARL PERKINS FUNDS							
6700 CARL PERKINS							
151 INCENTIVE PROFESSIONAL STAFF	\$2,710.00	\$2,710.00	\$0.00	\$1,030.75	\$1,030.75	\$1,679.25	38.04
221 FICA PROFESSIONAL	\$427.00	\$427.00	\$0.00	\$78.77	\$78.77	\$348.23	18.45
231 RETIREMENT PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$101.82	\$101.82	-\$101.82	0.00
340 OTHER PROFESSIONAL SERVICES	\$360.00	\$360.00	\$0.00	\$0.00	\$0.00	\$360.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$6,200.00	\$6,200.00	\$3,621.30	\$3,418.56	\$7,207.36	-\$4,628.66	174.66
610 GENERAL SUPPLIES	\$53,927.00	\$53,927.00	\$0.00	\$0.00	\$37,139.57	\$16,787.43	68.87
640 BOOKS/PERIODICALS	\$0.00	\$0.00	\$0.00	\$0.00	\$12,232.13	-\$12,232.13	0.00
643 WEB/CLOUD BASED SOFTWARE	\$0.00	\$0.00	\$0.00	\$0.00	\$1,750.00	-\$1,750.00	0.00
6700 CARL PERKINS	\$63,624.00	\$63,624.00	\$3,621.30	\$4,629.90	\$59,540.40	\$462.30	99.27
6700 CARL PERKINS FUNDS	\$63,624.00	\$63,624.00	\$3,621.30	\$4,629.90	\$59,540.40	\$462.30	99.27
6900 FEDERAL SERV-CATEGORICAL							
6968 21ST CENTURY							
112 PARAPROFESSIONALS	\$33,914.00	\$126,522.00	\$0.00	\$24,729.61	\$137,129.18	-\$10,607.18	108.38
212 HEALTH CARE PARAPROFESSIONALS	\$0.00	\$0.00	\$0.00	\$725.62	\$3,769.82	-\$3,769.82	0.00
222 FICA PARAPROFESSIONAL	\$2,593.00	\$10,225.00	\$0.00	\$1,885.83	\$10,434.33	-\$209.33	102.05
223 FICA SUBSTITUTES	\$0.00	\$10,312.00	\$0.00	\$0.00	\$0.00	\$10,312.00	0.00
232 RETIREMENT PARAPROFESSIONALS	\$2,691.00	\$2,691.00	\$0.00	\$1,356.38	\$6,154.13	-\$3,463.13	228.69
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$3,626.00	\$0.00	\$0.00	\$0.00	\$3,626.00	0.00
610 GENERAL SUPPLIES	\$0.00	\$1,874.00	\$0.00	\$0.00	\$0.00	\$1,874.00	0.00
6968 21ST CENTURY	\$39,198.00	\$155,250.00	\$0.00	\$28,697.44	\$157,487.46	-\$2,237.46	101.44
6969 TITLE IV							
151 INCENTIVE PROFESSIONAL STAFF	\$19,368.00	\$52,291.00	\$0.00	\$5,856.78	\$58,147.99	-\$5,856.99	111.20
211 HEALTH CARE PROFESSIONAL	\$5,220.00	\$0.00	\$0.00	\$859.83	\$9,188.17	-\$9,188.17	0.00
221 FICA PROFESSIONAL	\$1,479.00	\$4,000.00	\$0.00	\$443.18	\$4,393.64	-\$393.64	109.84
231 RETIREMENT PROFESSIONAL	\$1,910.00	\$11,164.00	\$0.00	\$512.67	\$5,085.40	\$6,078.60	45.55
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$8,917.00	\$0.00	\$0.00	\$0.00	\$8,917.00	0.00
610 GENERAL SUPPLIES	\$0.00	\$16,606.00	\$0.00	\$8,568.00	\$11,510.00	\$5,096.00	69.31
6969 TITLE IV	\$27,977.00	\$92,978.00	\$0.00	\$16,240.46	\$88,325.20	\$4,652.80	95.00
6988 ESSERS - AFTERSCHOOL							
112 PARAPROFESSIONALS	\$32,490.00	\$15,373.00	\$0.00	\$2,177.98	\$21,247.01	-\$5,874.01	138.21
212 HEALTH CARE PARAPROFESSIONALS	\$2,469.00	\$1,489.00	\$0.00	\$353.20	\$3,511.82	-\$2,022.82	235.85
222 FICA PARAPROFESSIONAL	\$1,633.00	\$1,176.00	\$0.00	\$166.28	\$1,621.95	-\$445.95	137.92
232 RETIREMENT PARAPROFESSIONALS	\$2,108.00	\$1,518.00	\$0.00	\$215.12	\$2,098.70	-\$580.70	138.25
580 TRAVEL:MEAL,HOTEL,RENTAL	\$10,000.00	\$2,466.00	\$0.00	\$0.00	\$3,368.14	-\$902.14	136.58
610 GENERAL SUPPLIES	\$0.00	\$25,701.00	\$0.00	\$0.00	\$2,061.29	\$23,639.71	8.02
6988 ESSERS - AFTERSCHOOL	\$48,700.00	\$47,723.00	\$0.00	\$2,912.58	\$33,908.91	\$13,814.09	71.05

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
6900 FEDERAL SERV-CATEGORICAL							
6989 ESSERS - SUMMER							
112 PARAPROFESSIONALS	\$32,000.00	\$21,498.00	\$0.00	\$2,177.99	\$17,092.10	\$4,405.90	79.51
212 HEALTH CARE PARAPROFESSIONALS	\$3,905.00	\$2,820.00	\$0.00	\$353.18	\$2,815.50	\$4.50	99.84
222 FICA PARAPROFESSIONAL	\$2,485.00	\$1,682.00	\$0.00	\$166.25	\$1,304.69	\$377.31	77.57
232 RETIREMENT PARAPROFESSIONALS	\$3,210.00	\$2,173.00	\$0.00	\$215.15	\$1,688.36	\$484.64	77.70
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$11,450.00	\$0.00	\$0.00	\$0.00	\$11,450.00	0.00
580 TRAVEL:MEAL,HOTEL,RENTAL	\$0.00	\$4,900.00	\$0.00	\$0.00	\$2,636.00	\$2,264.00	53.80
610 GENERAL SUPPLIES	\$4,900.00	\$30,413.00	\$0.00	\$0.00	\$8,015.94	\$22,397.06	26.36
6989 ESSERS - SUMMER	\$46,500.00	\$74,936.00	\$0.00	\$2,912.57	\$33,552.59	\$41,383.41	44.77
6990 OTHER FEDERAL PROGRAMS							
116 PROFESSIONAL NON-CERTIFIED	\$195,583.00	\$195,583.00	\$0.00	\$16,360.61	\$166,774.42	\$28,808.58	85.27
211 HEALTH CARE PROFESSIONAL	\$278.00	\$278.00	\$0.00	\$0.00	\$162.40	\$115.60	58.42
216 HEALTH CARE NC PROFESSIONAL	\$65,605.00	\$65,605.00	\$0.00	\$5,269.24	\$52,205.23	\$13,399.77	79.58
221 FICA PROFESSIONAL	\$90.00	\$90.00	\$0.00	\$0.00	-\$162.40	\$252.40	-180.44
226 FICA NC PROFESSIONAL	\$14,962.00	\$14,962.00	\$0.00	\$1,228.69	\$12,528.57	\$2,433.43	83.74
231 RETIREMENT PROFESSIONAL	\$116.00	\$116.00	\$0.00	\$0.00	\$0.00	\$116.00	0.00
236 RETIREMENT NC PROFESSIONAL	\$19,319.00	\$19,319.00	\$0.00	\$1,616.07	\$16,473.65	\$2,845.35	85.27
333 MILEAGE STAFF	\$0.00	\$0.00	\$0.00	\$166.83	\$2,052.56	-\$2,052.56	0.00
382 DISTANCE EDUCATION ONLY	\$0.00	\$0.00	\$0.00	\$129.48	\$1,245.32	-\$1,245.32	0.00
610 GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$512.35	-\$512.35	0.00
890 MISCELLANEOUR EXPENDITURES	\$0.00	\$0.00	\$0.00	\$0.00	\$399.70	-\$399.70	0.00
6990 OTHER FEDERAL PROGRAMS	\$295,953.00	\$295,953.00	\$0.00	\$24,770.92	\$252,191.80	\$43,761.20	85.21
6991 MCKINNEY-VENTO							
116 PROFESSIONAL NON-CERTIFIED	\$0.00	\$14,960.00	\$0.00	\$0.00	\$11,502.26	\$3,457.74	76.89
216 HEALTH CARE NC PROFESSIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$2,111.50	-\$2,111.50	0.00
226 FICA NC PROFESSIONAL	\$0.00	\$1,144.00	\$0.00	\$0.00	\$855.27	\$288.73	74.76
236 RETIREMENT NC PROFESSIONAL	\$0.00	\$1,396.00	\$0.00	\$0.00	\$830.72	\$565.28	59.51
6991 MCKINNEY-VENTO	\$0.00	\$17,500.00	\$0.00	\$0.00	\$15,299.75	\$2,200.25	87.43

Expenditure Summary

BOARD REPORT ON 1100 MAJOR PROGRAM

North Platte Public School Distri

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
6900 FEDERAL SERV-CATEGORICAL							
6998 ESSERS III							
110 CLERICAL_BUSDRIVERS	\$0.00	\$0.00	\$0.00	\$0.00	\$42,971.07	-\$42,971.07	0.00
111 TEACHERS/PROFESSIONALS	\$369,322.00	\$369,322.00	\$0.00	\$666.67	\$388,855.71	-\$19,533.71	105.29
116 PROFESSIONAL NON-CERTIFIED	\$101,140.00	\$101,140.00	\$0.00	\$0.00	\$156,250.93	-\$55,110.93	154.49
210 HEALTH CARE NON-INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$14,501.49	-\$14,501.49	0.00
211 HEALTH CARE PROFESSIONAL	\$17,801.00	\$17,801.00	\$0.00	\$0.00	\$34,857.41	-\$17,056.41	195.82
216 HEALTH CARE NC PROFESSIONAL	\$32,379.00	\$32,379.00	\$0.00	\$0.00	\$65,104.99	-\$32,725.99	201.07
220 FICA NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$3,273.68	-\$3,273.68	0.00
221 FICA PROFESSIONAL	\$17,812.00	\$17,812.00	\$0.00	\$50.96	\$29,789.17	-\$11,977.17	167.24
226 FICA NC PROFESSIONAL	\$7,737.00	\$7,737.00	\$0.00	\$0.00	\$11,747.06	-\$4,010.06	151.83
230 RETIREMENT NON INSTRUCTIONAL	\$0.00	\$0.00	\$0.00	\$0.00	\$4,244.59	-\$4,244.59	0.00
231 RETIREMENT PROFESSIONAL	\$23,000.00	\$23,000.00	\$0.00	\$65.85	\$38,410.37	-\$15,410.37	167.00
236 RETIREMENT NC PROFESSIONAL	\$25,801.00	\$25,801.00	\$0.00	\$0.00	\$15,434.16	\$10,366.84	59.82
281 HEALTH BENEFITS FOR TEACHERS	\$0.00	\$0.00	\$0.00	\$0.00	\$4,875.03	-\$4,875.03	0.00
340 OTHER PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$40,955.00	-\$40,955.00	0.00
610 GENERAL SUPPLIES	\$279,239.00	\$279,239.00	\$0.00	\$0.00	\$0.00	\$279,239.00	0.00
6998 ESSERS III	\$874,231.00	\$874,231.00	\$0.00	\$783.48	\$851,270.66	\$22,960.34	97.37
6900 FEDERAL SERV-CATEGORICAL	\$1,332,559.00	\$1,558,571.00	\$0.00	\$76,317.45	\$1,432,036.37	\$126,534.63	91.88
8000 TRANSFERS							
8000 TRANSFERS (OUTGOING)							
913 TRANSFERS TO ACTIVITY FUND	\$140,000.00	\$140,000.00	\$0.00	\$0.00	\$221,281.69	-\$81,281.69	158.06
8000 TRANSFERS (OUTGOING)	\$140,000.00	\$140,000.00	\$0.00	\$0.00	\$221,281.69	-\$81,281.69	158.06
8000 TRANSFERS	\$140,000.00	\$140,000.00	\$0.00	\$0.00	\$221,281.69	-\$81,281.69	158.06
01 GENERAL FUND	\$54,845,928.01	\$54,845,928.01	\$800,617.93	\$4,445,319.27	\$43,334,219.03	\$10,711,091.05	80.47

Report Description: BOARD REPORT

Account Year: 24

Account Periods: 10 - 10

Dates: 06/01/2024 - 06/30/2024

FJEXS06A

(build 24.4.5.1)

Selection Criteria

Account Year	24
Account Period Range	10 - 10
Accounts	All Accounts
Report ID	102778
Report Title	BOARD REPORT ON 1100 MAJOR PROGRAM
Report Description	BOARD REPORT
Role ID	SYS

Report Specification Sort / Totals

FUND	Sequence: 1	Heading: N	Total: Y	Page Break: N
MAJOR PROG	Sequence: 2	Heading: Y	Total: Y	Page Break: N
PROGRAM	Sequence: 3	Heading: Y	Total: Y	Page Break: N
OBJECT	Sequence: 4	Heading: N	Total: Y	Page Break: N

Display Options

Show Zero Accounts	No
Summary/Detail	Summary

Report Specification Selection Ranges

OBJECT	100 - 999
FUND	01 - 01

North Platte Public Schools
Operating Fund
June 2024

Check No	Check Date	Vendor Name	Payment Amount
6/20/2024		Payroll	\$2,001,857.10
00638492	7/2/2024	PLATTE VALLEY COMMUNICATION, INC	\$1,600.00
00638508	7/2/2024	GUYNAN MACHINE & STEEL	\$10,335.25
00638486	7/2/2024	KIWANIS - BUFFALO BILL	\$510.00
00638556	7/2/2024	JOURNEYED.COM, INC.	\$124.00
00638518	7/2/2024	CROELL, INC.	\$494.00
00638527	7/2/2024	RUTT'S HEATING AND AIR CONDITIONING INC	\$2,277.50
00638510	7/2/2024	KNAPP ELECTRIC CO	\$827.00
00638517	7/2/2024	COCA-COLA/PREMIUM FOOD & BEVERAGE	\$163.10
00638517	7/2/2024	COCA-COLA/PREMIUM FOOD & BEVERAGE	\$76.06
00638539	7/2/2024	ESU #10	\$633.00
00638555	7/2/2024	HINTON'S LOCK & ALARM	\$562.00
00638500	7/2/2024	MCGRAW-HILL EDUCATION, INC.	\$16,938.69
00638500	7/2/2024	MCGRAW-HILL EDUCATION, INC.	\$101,633.40
00638500	7/2/2024	MCGRAW-HILL EDUCATION, INC.	\$6,309.99
00638500	7/2/2024	MCGRAW-HILL EDUCATION, INC.	\$41,179.05
00638500	7/2/2024	MCGRAW-HILL EDUCATION, INC.	\$18,399.15
00638532	7/2/2024	UNITECH	\$777.00
00638529	7/2/2024	SAM'S LAWN SERVICE	\$700.00
00638524	7/2/2024	MENTZER OIL COMPANY	\$193.67
00638524	7/2/2024	MENTZER OIL COMPANY	\$297.78
00638524	7/2/2024	MENTZER OIL COMPANY	\$325.78
00638559	7/2/2024	PROTEX CENTRAL INC	\$5,031.66
00638528	7/2/2024	SAFE 'N' CLEAN	\$3,625.00
00638498	7/2/2024	ESU #16	\$24,843.55
00638526	7/2/2024	ROLL OFF SOLUTIONS	\$1,485.85
00638498	7/2/2024	ESU #16	\$1,180.00
00638540	7/2/2024	ESU #16	\$1,180.00

00638550	7/2/2024	NORTH PLATTE BULLETIN	\$37.40
00638499	7/2/2024	LAINE, CECILE	\$35.00
00638520	7/2/2024	FAHNHOLZ SEPTIC & CESSPOOL PLUMBING	\$1,500.00
00638496	7/2/2024	COVER ONE, INC	\$1,455.00
00638519	7/2/2024	ECCA CONTROL LLC	\$1,300.00
00638531	7/2/2024	TK'S WELDING & FABRICATION	\$350.00
00638512	7/2/2024	MARCHING365, LLC	\$1,640.00
00638523	7/2/2024	LIFT SOLUTIONS	\$167.35
00638523	7/2/2024	LIFT SOLUTIONS	\$142.91
00638507	7/2/2024	BLICK ART MATERIALS	\$115.45
00638484	7/2/2024	GREAT PLAINS ASBESTOS CONTROL, INC	\$16,400.00
00638522	7/2/2024	KELLY SUPPLY COMPANY	\$47.22
00638522	7/2/2024	KELLY SUPPLY COMPANY	\$64.00
00638522	7/2/2024	KELLY SUPPLY COMPANY	\$37.44
00638526	7/2/2024	ROLL OFF SOLUTIONS	\$355.18
00638522	7/2/2024	KELLY SUPPLY COMPANY	\$308.95
00638522	7/2/2024	KELLY SUPPLY COMPANY	\$24.50
00638522	7/2/2024	KELLY SUPPLY COMPANY	\$130.12
00638557	7/2/2024	ONE CALL CONCEPTS INC	\$15.54
00638524	7/2/2024	MENTZER OIL COMPANY	\$8,368.87
00638511	7/2/2024	LUKE MCMILLAN MUSIC CO.	\$360.00
00638511	7/2/2024	LUKE MCMILLAN MUSIC CO.	\$2,000.00
00638521	7/2/2024	HUEBNER SUPPLY COMPANY	\$43.90
00638521	7/2/2024	HUEBNER SUPPLY COMPANY	\$628.98
00638493	7/2/2024	TOXIC GRAPHICS	\$218.52
00638513	7/2/2024	MIDWEST GRADS	\$4,863.10
00638525	7/2/2024	NEBRASKA DEPT HEALTH & HUMAN SERVICES	\$15.00
00638502	7/2/2024	ONTO COLLEGE	\$15,045.00
00638481	7/2/2024	CITY OF NORTH PLATTE	\$260.00
00638524	7/2/2024	MENTZER OIL COMPANY	\$281.09
00638503	7/2/2024	SAVVAS LEARNING COMPANY LLC	\$3,000.00
00638514	7/2/2024	YANDAS MUSIC & PRO AUDIO	\$6,524.42
00638530	7/2/2024	TIME AND TOOL EQUIP RENT	\$23.00

00638551	7/2/2024	CXTEC	\$1,604.13
00638551	7/2/2024	CXTEC	\$101.00
00638497	7/2/2024	DEMCO	\$529.33
00638515	7/2/2024	CARHART LUMBER	\$67.98
00638533	7/2/2024	US BANK VOYAGER FLEET SYSTEMS	\$2,120.22
00638516	7/2/2024	CHEM-AQUA, INC	\$361.46
00638506	7/2/2024	TPRS BOOKS	\$373.00
00638545	7/2/2024	LEMBURG, CHARLEY	\$57.89
00638480	7/2/2024	CHROMY, SHELLY	\$24.12
00638478	7/2/2024	BLAKELY, ANN MARIE	\$200.00
00638534	7/2/2024	ALLEN, JEFFREY	\$137.29
00638552	7/2/2024	FOUST, REECE	\$498.20
00638495	7/2/2024	COMPUTER HARDWARE INC	\$482.56
00638560	7/2/2024	RIVERSIDE TECHNOLOGIES INC	\$202,125.00
00638553	7/2/2024	GAGGLE.NET, INC.	\$19,295.00
00638554	7/2/2024	GEO-COMM, INC.	\$2,476.00
00638561	7/2/2024	SUNBURST DIGITAL	\$459.00
00638558	7/2/2024	POWERSCHOOL GROUP LLC	\$47,760.91
00638483	7/2/2024	DUBOIS, STACY	\$76.58
00638535	7/2/2024	AMAN, DANIELLE	\$100.00
00638546	7/2/2024	RUDA, NIKI	\$632.83
00638547	7/2/2024	SCHMIDT, KAREN	\$18.22
00638494	7/2/2024	UEHLING, JANELLE	\$100.00
00638549	7/2/2024	FAIRFIELD INN & SUITES	\$1,036.00
00638479	7/2/2024	BUSCHER, BRANDY	\$100.00
00638488	7/2/2024	MILLS, KEVIN	\$100.00
00638478	7/2/2024	BLAKELY, ANN MARIE	\$134.00
00638485	7/2/2024	HOU, SARA	\$134.00
00638491	7/2/2024	OCHS, KAREN	\$132.66
00638535	7/2/2024	AMAN, DANIELLE	\$27.20
00638494	7/2/2024	UEHLING, JANELLE	\$24.19
00638490	7/2/2024	MORALES, MOLLY	\$20.01
00638509	7/2/2024	INDUSTRIAL ARTS SUPPLY COMPANY	\$474.77

00638536	7/2/2024	BARNHART, CLAYTON &/OR ASHLEY	\$33.50
00638535	7/2/2024	AMAN, DANIELLE	\$116.90
00638477	7/2/2024	WEVER, KRISTI	\$301.50
00638544	7/2/2024	KOUMA, KAYLEEN	\$192.36
00638482	7/2/2024	DAILEY, MEGAN	\$152.43
00638537	7/2/2024	BIRGE, LISA	\$128.64
00638541	7/2/2024	GOC, KELSIE	\$101.05
00638538	7/2/2024	BUCHANAN, NICOLE	\$57.89
00638542	7/2/2024	HAWLEY, REBECCA	\$44.76
00638548	7/2/2024	EAGLE COMMUNICATIONS	\$505.00
00638548	7/2/2024	EAGLE COMMUNICATIONS	\$300.00
00638489	7/2/2024	MITCHELL, SHAWN	\$40.00
00638501	7/2/2024	NEBRASKA ASSOC FOR CIA	\$80.00
00638505	7/2/2024	THE COMPREHENSIBLE CLASSROOM	\$108.00
00638548	7/2/2024	EAGLE COMMUNICATIONS	(\$150.00)
00638504	7/2/2024	SOLUTION TREE	\$10,612.00
00638543	7/2/2024	IXL LEARNING	\$5,400.00
00638487	7/2/2024	MID-PLAINS COMMUNITY COLLEGE	\$15.00
00638487	7/2/2024	MID-PLAINS COMMUNITY COLLEGE	\$50.00
00638476	6/27/2024	WEAVER'S TREE SERVICE	\$9,600.00
00638475	6/27/2024	SAN DIEGO COUNTY MIDWIVES	\$320.00
00638470	6/25/2024	MASEBERG, MARK	\$1,951.98
00638470	6/25/2024	MASEBERG, MARK	\$2,068.10
00638472	6/25/2024	PATTERSON, KEN	\$1,253.77
00638473	6/25/2024	PRIETO, JENNIFER	\$150.00
00638471	6/25/2024	MCCLAIN, KATIE	\$100.00
00638474	6/25/2024	SOLIANT HEALTH, LLC	\$832.00
00638468	6/25/2024	FOSTER, TRACI	\$134.00
00638469	6/25/2024	HENNE, JEFF	\$134.00
00638467	6/24/2024	UNIVERSITY OF NEBRASKA - LINCOLN	\$500.00
00638466	6/20/2024	ALLTEAM SPORTSWEAR	\$597.00
00003589	6/20/2024	INTERNAL REVENUE SERVICE	\$649,516.64
00003585	6/20/2024	NATIONWIDE	\$24,446.30

00003586	6/20/2024	AMERICAN FIDELITY ASSURANCE CO.	\$10,542.37
00003581	6/20/2024	VISION SERVICE PLAN	\$4,709.82
00638461	6/20/2024	NATIONAL INSURANCE SERVICES	\$4,654.96
00003583	6/20/2024	AMERICAN FAMILY LIFE ASSURANCE CO.	\$4,576.36
00638460	6/20/2024	MADISION NATIONAL LIFE	\$3,516.20
00003588	6/20/2024	AMERICAN FIDELITY	\$3,327.92
00638457	6/20/2024	ERIN M. MCCARTNEY, CHAPTER 13 TRUSTEE	\$2,468.00
00638458	6/20/2024	ERIN M. MCCARTNEY, CHAPTER 13 TRUSTEE	\$2,468.00
00638459	6/20/2024	ERIN M. MCCARTNEY, CHAPTER 13 TRUSTEE	\$2,468.00
00638462	6/20/2024	NORTH PLATTE PUBLIC SCHOOLS FOUNDATIC	\$1,656.72
00638452	6/20/2024	CREDIT MANAGEMENT SERVICES INC	\$1,523.38
00638453	6/20/2024	CREDIT MANAGEMENT SERVICES INC	\$1,523.38
00638454	6/20/2024	CREDIT MANAGEMENT SERVICES INC	\$1,523.38
00638455	6/20/2024	CREDIT MANAGEMENT SERVICES INC	\$1,523.38
00003584	6/20/2024	NEBRASKA CHILD SUPPORT PAYMENT CENTE	\$1,224.00
00638449	6/20/2024	ACCELERATED RECEIVABLES SOLUTIONS	\$892.29
00638450	6/20/2024	ACCELERATED RECEIVABLES SOLUTIONS	\$892.29
00638451	6/20/2024	ACCELERATED RECEIVABLES SOLUTIONS	\$892.29
00638463	6/20/2024	TX CHILD SUPPORT SDU	\$482.00
00638456	6/20/2024	DNF ASSOCIATES LLC	\$429.89
00638464	6/19/2024	CONCORDIA UNIVERSITY	\$500.00
00638465	6/19/2024	NEBRASKA SCHOOL ACTIVITIES ASSOC.	\$1,920.00
00638438	6/18/2024	HERSHEY PUBLIC SCHOOLS	\$300.00
00638439	6/18/2024	MAXWELL PUBLIC SCHOOLS	\$200.00
00638440	6/18/2024	TOXIC GRAPHICS	\$292.42
00638446	6/18/2024	EINSPAHR, JESSICA	\$1,292.37
00638447	6/18/2024	MORRISON, BILLY & RICHARDSON, KARISA	\$665.97
00638448	6/18/2024	VERIZON WIRELESS	\$75.10
00638448	6/18/2024	VERIZON WIRELESS	\$1,726.40
00638441	6/18/2024	FATHER FLANAGAN'S BOYS' HOME	\$11,958.88
00638443	6/18/2024	ODLE, ELIZABETH	\$140.70
00638445	6/18/2024	ZOGG, JOHNNY	\$140.70
00638442	6/18/2024	FOSTER, TRACI	\$134.00

00638444	6/18/2024	WELTE, KATHY	\$105.86
00638437	6/14/2024	SAUM-MILLS, KIMBERLEY	\$398.81
00638426	6/13/2024	FRIENDS FOOTBALL CAMPS	\$397.32
00638427	6/13/2024	WHITETAIL SCREEN PRINT	\$1,160.00
00638428	6/13/2024	WHITETAIL SCREEN PRINT	\$1,201.75
00638429	6/13/2024	WHITETAIL SCREEN PRINT	\$287.50
00638431	6/13/2024	AJ SHEET METAL	\$478,334.80
00638433	6/13/2024	PLATTE VALLEY ELECTRIC INC.	\$150,861.96
00638432	6/13/2024	CHARLIE'S NORTH PLATTE PLUMBING	\$101,000.00
00638435	6/13/2024	SODEXO INC & AFFILIATES	\$304,879.14
00638430	6/13/2024	ACKERMAN GENERAL CONTRACTING LLC	\$39,195.00
00638436	6/13/2024	TRANE	\$90,394.52
00638436	6/13/2024	TRANE	\$2,512.68
00638436	6/13/2024	TRANE	\$33,467.58
00638436	6/13/2024	TRANE	\$2,362.44
00638436	6/13/2024	TRANE	\$29,343.44
00638434	6/13/2024	RUTT'S HEATING AND AIR CONDITIONING INC	\$91,916.80
00638425	6/12/2024	US BANK	\$352,949.37
00638424	6/12/2024	HOLIDAY INN EXPRESS-KRNY	\$270.00
00638424	6/12/2024	HOLIDAY INN EXPRESS-KRNY	\$270.00
00638424	6/12/2024	HOLIDAY INN EXPRESS-KRNY	\$270.00
00638423	6/12/2024	COMFORT INN - KEARNEY	\$259.90
00638423	6/12/2024	COMFORT INN - KEARNEY	\$389.85
00638423	6/12/2024	COMFORT INN - KEARNEY	\$259.90
00638423	6/12/2024	COMFORT INN - KEARNEY	\$259.90
00638423	6/12/2024	COMFORT INN - KEARNEY	\$259.90
00638423	6/12/2024	COMFORT INN - KEARNEY	\$389.85
00638421	6/11/2024	SAUM-MILLS, KIMBERLEY	\$5,000.00
00638422	6/11/2024	TRIPPLE, TODD E.	\$5,000.00
00638415	6/10/2024	FABIK VENTURES	\$30.00
00638414	6/10/2024	DOANE COLLEGE	\$500.00
00638416	6/10/2024	MCCOOK GAZETTE	\$325.00
00638418	6/10/2024	PERFORMANCE HEALTH SUPPLY,INC	\$21.76

00638417	6/10/2024	NEBRASKA COACHES ASSOCIATION	\$190.00
00003578	6/10/2024	NEBRASKA RETIREMENT SYSTEMS	\$498,392.25
00003573	6/10/2024	NEBRASKA STATE TAX COMMISSIONER	\$90,201.12
00638419	6/10/2024	MORALES, MOLLY	\$65.33
00638420	6/10/2024	SIMPSON, STUART	\$297.80
00638406	6/7/2024	COCA-COLA/PREMIUM FOOD & BEVERAGE	\$563.88
00638413	6/7/2024	O'BRIEN, BETH	\$1,261.07
00638411	6/7/2024	O'BRIEN, BETH	\$200.00
00638412	6/7/2024	SOLIANT HEALTH, LLC	\$4,180.00
00638412	6/7/2024	SOLIANT HEALTH, LLC	\$4,030.00
00638412	6/7/2024	SOLIANT HEALTH, LLC	\$4,160.00
00638410	6/7/2024	NORTHWESTERN PUBLIC SERVICE	\$2,158.14
00638410	6/7/2024	NORTHWESTERN PUBLIC SERVICE	\$316.31
00638410	6/7/2024	NORTHWESTERN PUBLIC SERVICE	\$1,165.33
00638410	6/7/2024	NORTHWESTERN PUBLIC SERVICE	\$29.96
00638405	6/7/2024	AYRES, JAMES	\$379.01
00638408	6/7/2024	HOLMES-BROSIUS, MARIE	\$134.00
00638409	6/7/2024	JONESON, BRETT	\$801.32
00638407	6/7/2024	HAWLEY, REBECCA	\$35.00
00638299	6/6/2024	BRUNS, CHRISTOPHER &/OR ASHLEY	\$2,343.78
00638293	6/6/2024	BOGUS, DAVID	\$3,617.76
00638332	6/6/2024	MOSS, SHAWN & BECCA	\$3,080.97
00638298	6/6/2024	BROWN, BILLY JOE AND/OR JAN	\$2,891.71
00638301	6/6/2024	CAUFFMAN, CASH & AMY	\$2,848.45
00638304	6/6/2024	DUNN, JESSE &/OR JESSICA	\$2,563.93
00638348	6/6/2024	STEARLEY, DARIN &/OR CASSANDRA	\$2,296.00
00638324	6/6/2024	MATUSZCZAK, DALE &/OR TESSA	\$2,282.12
00638288	6/6/2024	BAKER, DANIEL &/OR CONSTANCE	\$2,037.03
00638342	6/6/2024	SAVAGE, NATALIE	\$1,959.26
00638320	6/6/2024	LUKAS, NATE & SUE	\$1,923.07
00638297	6/6/2024	BOYER, ALICE	\$1,876.74
00638328	6/6/2024	MCCUISTON, RICHIE	\$1,788.95
00638341	6/6/2024	RHOADES, STEVEN	\$1,751.96

00638316	6/6/2024	JENSEN, HEATHER	\$1,640.75
00638308	6/6/2024	GILBERT, WENDY &/OR MATTHEW	\$1,640.28
00638340	6/6/2024	PURDY, LEAH	\$1,606.96
00638290	6/6/2024	BARKER, RANDY & NIKKI	\$1,588.05
00638306	6/6/2024	EPLEY, PAUL &/OR AMANDA	\$1,581.98
00638343	6/6/2024	SCHNEIDER, JESS &/OR JACQUELINE	\$1,569.30
00638339	6/6/2024	PREECE, JENNI	\$1,463.77
00638289	6/6/2024	BARKER, CORY AND CINDY	\$1,418.66
00638335	6/6/2024	ODELL, TIM & AMANDA	\$1,418.66
00638296	6/6/2024	BOYD, KARLEE	\$1,396.00
00638319	6/6/2024	LUENENBORG, BROOKE	\$1,386.95
00638331	6/6/2024	MITCHELL, MELISSA	\$1,363.63
00638295	6/6/2024	BOOTH, THERESA	\$1,314.74
00638310	6/6/2024	HANSEN, JILL	\$1,273.36
00638318	6/6/2024	LEIBHART, MIKE AND/OR KRISTI	\$1,261.67
00638313	6/6/2024	HULQUIST, EILEEN	\$1,257.64
00638353	6/6/2024	SUDBECK, JASON &/OR STACEY	\$1,199.54
00638330	6/6/2024	MILLER, MICHAEL & TONYIA	\$1,192.43
00638291	6/6/2024	BERGSTROM, GWENDOLYN	\$1,155.70
00638334	6/6/2024	O'BRIEN, MELANIE	\$1,052.54
00638351	6/6/2024	STODDARD, JUSTIN & KELLY	\$946.85
00638303	6/6/2024	DOBESH, DONALD AND REBECCA	\$738.29
00638300	6/6/2024	CAUDY, LINDSAY	\$729.33
00638326	6/6/2024	MCCAIN, JASON &/OR AMANDA	\$681.92
00638360	6/6/2024	WOOD, MIKE &/OR JANICE	\$656.93
00638327	6/6/2024	MCCLAIN, KATIE	\$601.06
00638358	6/6/2024	WALKER, ANDREW &/OR ALYSSA	\$574.18
00638325	6/6/2024	MCBEAIN, AMY	\$548.78
00638352	6/6/2024	STONE, JOHN & JESSICA	\$526.13
00638350	6/6/2024	STINE, BECKY	\$513.43
00638336	6/6/2024	PEDERSEN, NATHAN	\$501.43
00638347	6/6/2024	SPONIE, BRANDI & CHRIS	\$495.32
00638349	6/6/2024	STEARLEY, RAEANN	\$380.76

00638382	6/6/2024	MCCUISTON, RICHIE	\$175.00
00638377	6/6/2024	HOU, SARA	\$525.00
00638385	6/6/2024	NOWAK, GRETCHEN	\$375.00
00638400	6/6/2024	TINSLEY, CATHERINE	\$375.00
00638365	6/6/2024	BLAKELY, ANN MARIE	\$350.00
00638389	6/6/2024	PERSINGER, ABIGAIL	\$350.00
00638384	6/6/2024	NIELSEN, JENNIFER	\$300.00
00638390	6/6/2024	POFAHL, HOLLY	\$300.00
00638392	6/6/2024	PREECE, JENNI	\$300.00
00638394	6/6/2024	QUIRK, NANCY	\$275.00
00638398	6/6/2024	SNYDER, NATHAN AND HOLLI	\$275.00
00638363	6/6/2024	BELLEW, KERRI	\$250.00
00638366	6/6/2024	CHRISMAN, SANDY	\$250.00
00638361	6/6/2024	BAADE, APRIL	\$225.00
00638362	6/6/2024	BEDLAN, JORDAN	\$225.00
00638378	6/6/2024	JANAS, BROOKE	\$225.00
00638379	6/6/2024	KAMINSKI, SARAH	\$225.00
00638387	6/6/2024	ODLE, ELIZABETH	\$225.00
00638399	6/6/2024	THOMAS, JENNIFER	\$225.00
00638401	6/6/2024	UEHLING, GREGG & JANELLE	\$225.00
00638367	6/6/2024	DAILEY, RACHELE	\$200.00
00638371	6/6/2024	GEISLER, FALLON	\$200.00
00638373	6/6/2024	HANEBORG, JENNIFER	\$200.00
00638381	6/6/2024	LUENENBORG, BROOKE	\$200.00
00638386	6/6/2024	O'BRIEN, MELANIE	\$175.00
00638396	6/6/2024	ROBERTS, MIKE	\$175.00
00638374	6/6/2024	HARTMAN, TAMINA	\$150.00
00638375	6/6/2024	HOATSON, TONYA	\$150.00
00638376	6/6/2024	HOTHAN, ALECIA	\$150.00
00638383	6/6/2024	NEGLEY, TIFFANY	\$150.00
00638393	6/6/2024	PUSATERI, APRIL	\$150.00
00638395	6/6/2024	RADEMACHER, JAMIE	\$150.00
00638397	6/6/2024	SHEPHERD, KYLE	\$150.00

00638391	6/6/2024	POLK, JAMIE	\$125.00
00638364	6/6/2024	BLACK, WYATT	\$100.00
00638368	6/6/2024	DOBESH, DONALD AND REBECCA	\$100.00
00638369	6/6/2024	EINSPAHR, JESSICA	\$100.00
00638370	6/6/2024	GASTINEAU, TINA	\$100.00
00638372	6/6/2024	HANEBOG, HEATHER	\$100.00
00638380	6/6/2024	LAVANTE, AMY	\$100.00
00638402	6/6/2024	VAK, JOSEPH & LAURIE	\$100.00
00638403	6/6/2024	WALTER, SARAH	\$100.00
00638404	6/6/2024	ZURN, CASSIE	\$100.00
00638388	6/6/2024	PACHECO, KATIE	\$75.00
00638359	6/6/2024	WILLARD, SANDY	\$1,266.00
00638299	6/6/2024	BRUNS, CHRISTOPHER &/OR ASHLEY	\$1,215.20
00638345	6/6/2024	SMITH, NICK &/OR JAYME	\$1,202.99
00638292	6/6/2024	BLACK, AMY	\$1,160.02
00638315	6/6/2024	JENKINS, MALINDA	\$1,131.38
00638344	6/6/2024	SELLERS, BILL &/OR JANELLE	\$1,116.29
00638322	6/6/2024	MARCHLEWSKI, STAN &/OR JENNIFER	\$1,099.87
00638321	6/6/2024	MANNING, TIFFANY	\$1,080.40
00638314	6/6/2024	HUNTER, RYAN &/OR MARCY	\$1,017.38
00638302	6/6/2024	CONNICK, MICHAEL &/OR AMANDA	\$998.48
00638317	6/6/2024	KLEWEIN, CHAD &/OR JENNIFER	\$906.06
00638338	6/6/2024	PHILLIPS, MICHAEL &/OR BECKY	\$804.28
00638312	6/6/2024	HORNE, SUSAN	\$764.56
00638309	6/6/2024	GINN, LYNDON & SHELLY	\$759.60
00638329	6/6/2024	MCCUSKEY, RICHARD & KAREN	\$711.10
00638346	6/6/2024	SNYDER, NATHAN AND HOLLI	\$659.92
00638333	6/6/2024	NEIDHARDT, VICKI	\$648.46
00638337	6/6/2024	PETERSEN, JOLYNN	\$641.59
00638354	6/6/2024	UEHLING, GREGG & JANELLE	\$607.61
00638356	6/6/2024	VAK, JOSEPH & LAURIE	\$595.76
00638357	6/6/2024	VENEZIE, JADA	\$580.87
00638355	6/6/2024	VAHLE, ROBIN	\$574.76

00638305	6/6/2024	EPLER, TROY AND JOY	\$572.28
00638307	6/6/2024	FINKE, JENNIFER	\$563.68
00638294	6/6/2024	BOKOSKIE, SARAH	\$516.71
00638323	6/6/2024	MARSHALL, KEVIN	\$516.71
00638311	6/6/2024	HANSEN, STACEY	\$507.93
00638287	6/6/2024	ARENSDORF, ERIN &/OR WYATT	\$586.41
00638286	6/6/2024	ADKISSON, MIKE &/OR PENNY	\$565.21
00638283	6/5/2024	KSB SCHOOL LAW	\$2,060.00
00638281	6/5/2024	HUB INTERNATIONAL MOUNAIN STATES LIMITE	\$40.00
00638280	6/5/2024	BLUE CROSS/BLUE SHIELD OF NEBRASKA	\$481,072.11
00638282	6/5/2024	KOUMA, KAYLEEN	\$25.00
00638285	6/5/2024	BRAUCH, TODD	\$950.00
00638284	6/5/2024	MIDWEST CONNECT	\$3,612.76

Check No	Vendor Name	Account Payment Amount
00003573	NEBRASKA STATE TAX COMMISSIONER	90,201.12
00003578	NEBRASKA RETIREMENT SYSTEMS	498,392.25
00003581	VISION SERVICE PLAN	4,709.82
00003583	AMERICAN FAMILY LIFE ASSURANCE CO.	4,576.36
00003584	NEBRASKA CHILD SUPPORT PAYMENT CENTER	1,224.00
00003585	NATIONWIDE	24,446.30
00003586	AMERICAN FIDELITY ASSURANCE CO.	10,542.37
00003588	AMERICAN FIDELITY	3,327.92
00003589	INTERNAL REVENUE SERVICE	649,516.64
00638280	BLUE CROSS/BLUE SHIELD OF NEBRASKA	481,072.11
00638281	HUB INTERNATIONAL MOUNAIN STATES LIMITED	40.00
00638282	KOUMA, KAYLEEN	25.00
00638283	KSB SCHOOL LAW	2,060.00
00638284	MIDWEST CONNECT	3,612.76
00638285	BRAUCH, TODD	950.00
00638286	ADKISSON, MIKE &/OR PENNY	565.21
00638287	ARENSDORF, ERIN &/OR WYATT	586.41
00638288	BAKER, DANIEL &/OR CONSTANCE	2,037.03
00638289	BARKER, CORY AND CINDY	1,418.66
00638290	BARKER, RANDY & NIKKI	1,588.05
00638291	BERGSTROM, GWENDOLYN	1,155.70
00638292	BLACK, AMY	1,160.02
00638293	BOGUS, DAVID	3,617.76
00638294	BOKOSKIE, SARAH	516.71
00638295	BOOTH, THERESA	1,314.74

00638296	BOYD, KARLEE	1,396.00
00638297	BOYER, ALICE	1,876.74
00638298	BROWN, BILLY JOE AND/OR JAN	2,891.71
00638299	BRUNS, CHRISTOPHER &/OR ASHLEY	3,558.98
00638300	CAUDY, LINDSAY	729.33
00638301	CAUFFMAN, CASH & AMY	2,848.45
00638302	CONNICK, MICHAEL &/OR AMANDA	998.48
00638303	DOBESH, DONALD AND REBECCA	738.29
00638304	DUNN, JESSE &/OR JESSICA	2,563.93
00638305	EPLER, TROY AND JOY	572.28
00638306	EPLEY, PAUL &/OR AMANDA	1,581.98
00638307	FINKE, JENNIFER	563.68
00638308	GILBERT, WENDY &/OR MATTHEW	1,640.28
00638309	GINN, LYNDON & SHELLY	759.60
00638310	HANSEN, JILL	1,273.36
00638311	HANSEN, STACEY	507.93
00638312	HORNE, SUSAN	764.56
00638313	HULQUIST, EILEEN	1,257.64
00638314	HUNTER, RYAN &/OR MARCY	1,017.38
00638315	JENKINS, MALINDA	1,131.38
00638316	JENSEN, HEATHER	1,640.75
00638317	KLEEWEIN, CHAD &/OR JENNIFER	906.06
00638318	LEIBHART, MIKE AND/OR KRISTI	1,261.67
00638319	LUENENBORG, BROOKE	1,386.95
00638320	LUKAS, NATE & SUE	1,923.07
00638321	MANNING, TIFFANY	1,080.40

00638322	MARCHLEWSKI, STAN &/OR JENNIFER	1,099.87
00638323	MARSHALL, KEVIN	516.71
00638324	MATUSZCZAK, DALE &/OR TESSA	2,282.12
00638325	MCBEAIN, AMY	548.78
00638326	MCCAIN, JASON &/OR AMANDA	681.92
00638327	MCCLAIN, KATIE	601.06
00638328	MCCUISTON, RICHIE	1,788.95
00638329	MCCUSKEY, RICHARD & KAREN	711.10
00638330	MILLER, MICHAEL & TONYIA	1,192.43
00638331	MITCHELL, MELISSA	1,363.63
00638332	MOSS, SHAWN & BECCA	3,080.97
00638333	NEIDHARDT, VICKI	648.46
00638334	O'BRIEN, MELANIE	1,052.54
00638335	ODELL, TIM & AMANDA	1,418.66
00638336	PEDERSEN, NATHAN	501.43
00638337	PETERSEN, JOLYNN	641.59
00638338	PHILLIPS, MICHAEL &/OR BECKY	804.28
00638339	PREECE, JENNI	1,463.77
00638340	PURDY, LEAH	1,606.96
00638341	RHOADES, STEVEN	1,751.96
00638342	SAVAGE, NATALIE	1,959.26
00638343	SCHNEIDER, JESS &/OR JACQUELINE	1,569.30
00638344	SELLERS, BILL &/OR JANELLE	1,116.29
00638345	SMITH, NICK &/OR JAYME	1,202.99
00638346	SNYDER, NATHAN AND HOLLI	659.92
00638347	SPONIE, BRANDI & CHRIS	495.32

00638348	STEARLEY, DARIN &/OR CASSANDRA	2,296.00
00638349	STEARLEY, RAEANN	380.76
00638350	STINE, BECKY	513.43
00638351	STODDARD, JUSTIN & KELLY	946.85
00638352	STONE, JOHN & JESSICA	526.13
00638353	SUDBECK, JASON &/OR STACEY	1,199.54
00638354	UEHLING, GREGG & JANELLE	607.61
00638355	VAHLE, ROBIN	574.76
00638356	VAK, JOSEPH & LAURIE	595.76
00638357	VENEZIE, JADA	580.87
00638358	WALKER, ANDREW &/OR ALYSSA	574.18
00638359	WILLARD, SANDY	1,266.00
00638360	WOOD, MIKE &/OR JANICE	656.93
00638361	BAADE, APRIL	225.00
00638362	BEDLAN, JORDAN	225.00
00638363	BELLEW, KERRI	250.00
00638364	BLACK, WYATT	100.00
00638365	BLAKELY, ANN MARIE	350.00
00638366	CHRISMAN, SANDY	250.00
00638367	DAILEY, RACHELE	200.00
00638368	DOBESH, DONALD AND REBECCA	100.00
00638369	EINSPAHR, JESSICA	100.00
00638370	GASTINEAU, TINA	100.00
00638371	GEISLER, FALLON	200.00
00638372	HANEBORG, HEATHER	100.00
00638373	HANEBORG, JENNIFER	200.00

00638374	HARTMAN, TAMINA	150.00
00638375	HOATSON, TONYA	150.00
00638376	HOTHAN, ALECIA	150.00
00638377	HOU, SARA	525.00
00638378	JANAS, BROOKE	225.00
00638379	KAMINSKI, SARAH	225.00
00638380	LAVANTE, AMY	100.00
00638381	LUENENBORG, BROOKE	200.00
00638382	MCCUISTON, RICHIE	175.00
00638383	NEGLEY, TIFFANY	150.00
00638384	NIELSEN, JENNIFER	300.00
00638385	NOWAK, GRETCHEN	375.00
00638386	O'BRIEN, MELANIE	175.00
00638387	ODLE, ELIZABETH	225.00
00638388	PACHECO, KATIE	75.00
00638389	PERSINGER, ABIGAIL	350.00
00638390	POFAHL, HOLLY	300.00
00638391	POLK, JAMIE	125.00
00638392	PREECE, JENNI	300.00
00638393	PUSATERI, APRIL	150.00
00638394	QUIRK, NANCY	275.00
00638395	RADEMACHER, JAMIE	150.00
00638396	ROBERTS, MIKE	175.00
00638397	SHEPHERD, KYLE	150.00
00638398	SNYDER, NATHAN AND HOLLI	275.00
00638399	THOMAS, JENNIFER	225.00

00638400	TINSLEY, CATHERINE	375.00
00638401	UEHLING, GREGG & JANELLE	225.00
00638402	VAK, JOSEPH & LAURIE	100.00
00638403	WALTER, SARAH	100.00
00638404	ZURN, CASSIE	100.00
00638405	AYRES, JAMES	134.00
00638406	COCA-COLA/PREMIUM FOOD & BEVERAGE	563.88
00638407	HAWLEY, REBECCA	35.00
00638408	HOLMES-BROSIUS, MARIE	134.00
00638409	JONESON, BRETT	801.32
00638410	NORTHWESTERN PUBLIC SERVICE	1,626.46
00638411	O'BRIEN, BETH	200.00
00638412	SOLIANT HEALTH, LLC	12,370.00
00638413	O'BRIEN, BETH	1,261.07
00638414	DOANE COLLEGE	500.00
00638415	FABIK VENTURES	30.00
00638416	MCCOOK GAZETTE	325.00
00638417	NEBRASKA COACHES ASSOCIATION	190.00
00638418	PERFORMANCE HEALTH SUPPLY,INC	21.76
00638419	MORALES, MOLLY	65.33
00638420	SIMPSON, STUART	23.44
00638421	SAUM-MILLS, KIMBERLEY	5,000.00
00638422	TRIPPLE, TODD E.	5,000.00
00638423	COMFORT INN - KEARNEY	1,819.30
00638424	HOLIDAY INN EXPRESS-KRNY	810.00
00638425	US BANK	352,949.37

00638426	FRIENDS FOOTBALL CAMPS	397.32
00638427	WHITETAIL SCREEN PRINT	1,160.00
00638428	WHITETAIL SCREEN PRINT	1,201.75
00638429	WHITETAIL SCREEN PRINT	287.50
00638430	ACKERMAN GENERAL CONTRACTING LLC	39,195.00
00638431	AJ SHEET METAL	34,595.10
00638432	CHARLIE'S NORTH PLATTE PLUMBING	84,000.00
00638433	PLATTE VALLEY ELECTRIC INC.	92,541.96
00638434	RUTT'S HEATING AND AIR CONDITIONING INC	91,916.80
00638435	SODEXO INC & AFFILIATES	304,879.14
00638436	TRANE	158,080.66
00638437	SAUM-MILLS, KIMBERLEY	398.81
00638438	HERSHEY PUBLIC SCHOOLS	300.00
00638439	MAXWELL PUBLIC SCHOOLS	200.00
00638440	TOXIC GRAPHICS	292.42
00638441	FATHER FLANAGAN'S BOYS' HOME	11,958.88
00638442	FOSTER, TRACI	134.00
00638443	ODLE, ELIZABETH	140.70
00638444	WELTE, KATHY	105.86
00638445	ZOGG, JOHNNY	140.70
00638446	EINSPAHR, JESSICA	1,292.37
00638447	MORRISON, BILLY & RICHARDSON, KARISA	665.97
00638448	VERIZON WIRELESS	1,801.50
00638449	ACCELERATED RECEIVABLES SOLUTIONS	122.97
00638450	ACCELERATED RECEIVABLES SOLUTIONS	77.23
00638451	ACCELERATED RECEIVABLES SOLUTIONS	692.09

00638452	CREDIT MANAGEMENT SERVICES INC	191.22
00638453	CREDIT MANAGEMENT SERVICES INC	373.00
00638454	CREDIT MANAGEMENT SERVICES INC	242.12
00638455	CREDIT MANAGEMENT SERVICES INC	717.04
00638456	DNF ASSOCIATES LLC	429.89
00638457	ERIN M. MCCARTNEY, CHAPTER 13 TRUSTEE	1,300.00
00638458	ERIN M. MCCARTNEY, CHAPTER 13 TRUSTEE	668.00
00638459	ERIN M. MCCARTNEY, CHAPTER 13 TRUSTEE	500.00
00638460	MADISION NATIONAL LIFE	3,516.20
00638461	NATIONAL INSURANCE SERVICES	4,654.96
00638462	NORTH PLATTE PUBLIC SCHOOLS FOUNDATION	1,656.72
00638463	TX CHILD SUPPORT SDU	482.00
00638464	CONCORDIA UNIVERSITY	500.00
00638465	NEBRASKA SCHOOL ACTIVITIES ASSOC.	1,920.00
00638466	ALLTEAM SPORTSWEAR	597.00
00638467	UNIVERSITY OF NEBRASKA - LINCOLN	500.00
00638468	FOSTER, TRACI	134.00
00638469	HENNE, JEFF	134.00
00638470	MASEBERG, MARK	4,020.08
00638471	MCCLAIN, KATIE	100.00
00638472	PATTERSON, KEN	1,253.77
00638473	PRIETO, JENNIFER	150.00
00638474	SOLIANT HEALTH, LLC	832.00
00638475	SAN DIEGO COUNTY MIDWIVES	320.00
00638476	WEAVER'S TREE SERVICE	4,800.00
00638477	WEVER, KRISTI	301.50

00638478	BLAKELY, ANN MARIE	334.00
00638479	BUSCHER, BRANDY	100.00
00638480	CHROMY, SHELLY	24.12
00638481	CITY OF NORTH PLATTE	260.00
00638482	DAILEY, MEGAN	152.43
00638483	DUBOIS, STACY	76.58
00638484	GREAT PLAINS ASBESTOS CONTROL, INC	16,400.00
00638485	HOU, SARA	134.00
00638486	KIWANIS - BUFFALO BILL	510.00
00638487	MID-PLAINS COMMUNITY COLLEGE	65.00
00638488	MILLS, KEVIN	100.00
00638489	MITCHELL, SHAWN	40.00
00638490	MORALES, MOLLY	20.01
00638491	OCHS, KAREN	132.66
00638492	PLATTE VALLEY COMMUNICATION, INC	800.00
00638493	TOXIC GRAPHICS	218.52
00638494	UEHLING, JANELLE	124.19
00638495	COMPUTER HARDWARE INC	482.56
00638496	COVER ONE, INC	1,455.00
00638497	DEMCO	529.33
00638498	ESU #16	825.00
00638499	LAINE, CECILE	35.00
00638500	MCGRAW-HILL EDUCATION, INC.	184,460.28
00638501	NEBRASKA ASSOC FOR CIA	80.00
00638502	ONTO COLLEGE	15,045.00
00638503	SAVVAS LEARNING COMPANY LLC	3,000.00

00638504	SOLUTION TREE	10,612.00
00638505	THE COMPREHENSIBLE CLASSROOM	108.00
00638506	TPRS BOOKS	373.00
00638507	BLICK ART MATERIALS	115.45
00638508	GUYNAN MACHINE & STEEL	10,335.25
00638509	INDUSTRIAL ARTS SUPPLY COMPANY	474.77
00638510	KNAPP ELECTRIC CO	827.00
00638511	LUKE MCMILLAN MUSIC CO.	2,360.00
00638512	MARCHING365, LLC	1,640.00
00638513	MIDWEST GRADS	4,863.10
00638514	YANDAS MUSIC & PRO AUDIO	6,524.42
00638515	CARHART LUMBER	67.98
00638516	CHEM-AQUA, INC	361.46
00638517	COCA-COLA/PREMIUM FOOD & BEVERAGE	239.16
00638518	CROELL, INC.	494.00
00638519	ECCA CONTROL LLC	1,300.00
00638520	FAHNHOLZ SEPTIC & CESSPOOL PLUMBING	1,500.00
00638521	HUEBNER SUPPLY COMPANY	672.88
00638522	KELLY SUPPLY COMPANY	612.23
00638523	LIFT SOLUTIONS	310.26
00638524	MENTZER OIL COMPANY	3,845.39
00638525	NEBRASKA DEPT HEALTH & HUMAN SERVICES	15.00
00638526	ROLL OFF SOLUTIONS	1,841.03
00638527	RUTT'S HEATING AND AIR CONDITIONING INC	2,277.50
00638528	SAFE 'N' CLEAN	3,625.00
00638529	SAM'S LAWN SERVICE	700.00

00638530	TIME AND TOOL EQUIP RENT	23.00
00638531	TK'S WELDING & FABRICATION	350.00
00638532	UNITECH	777.00
00638533	US BANK VOYAGER FLEET SYSTEMS	2,120.22
00638534	ALLEN, JEFFREY	137.29
00638535	AMAN, DANIELLE	244.10
00638536	BARNHART, CLAYTON &/OR ASHLEY	33.50
00638537	BIRGE, LISA	128.64
00638538	BUCHANAN, NICOLE	57.89
00638539	ESU #10	80.00
00638540	ESU #16	480.00
00638541	GOC, KELSIE	101.05
00638542	HAWLEY, REBECCA	44.76
00638543	IXL LEARNING	5,400.00
00638544	KOUMA, KAYLEEN	192.36
00638545	LEMBURG, CHARLEY	57.89
00638546	RUDA, NIKI	632.83
00638547	SCHMIDT, KAREN	18.22
00638548	EAGLE COMMUNICATIONS	655.00
00638549	FAIRFIELD INN & SUITES	1,036.00
00638550	NORTH PLATTE BULLETIN	37.40
00638551	CXTEC	1,705.13
00638552	FOUST, REECE	498.20
00638553	GAGGLE.NET, INC.	19,295.00
00638554	GEO-COMM, INC.	2,476.00
00638555	HINTON'S LOCK & ALARM	562.00

00638556	JOURNEYED.COM, INC.	124.00
00638557	ONE CALL CONCEPTS INC	15.54
00638558	POWERSCHOOL GROUP LLC	47,760.91
00638559	PROTEX CENTRAL INC	5,031.66
00638560	RIVERSIDE TECHNOLOGIES INC	202,125.00
00638561	SUNBURST DIGITAL	459.00

A/P Check Summaries.Check Date

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North Platte Public Schools



STATEMENT OF OF CHANGES IN DISBURSEMENTS-BUDGET AND ACTUAL

For the Ten Month Period Ending June 30, 2024

	<u>Budget</u> <u>(Original and Final)</u>	<u>Actual</u>	% of Budget <u>Spent</u>
General-Regular	40,633,166	33,608,118	82.71%
General-Grants			
ESSERS	874,231	851,271	97.37%
ESSA	1,254,889	1,076,719	85.80%
IDEA	1,149,744	1,019,933	88.71%
Grants	3,843,478	1,139,738	29.65%
Total Disbursements less Special Education	47,755,508	37,695,779	78.93%
General-Special Education	7,090,420	5,640,626	79.55%
General Fund	\$ 54,845,928	\$ 43,336,405	
Depreciation	4,435,782	584,339	13.17%
Employee Benefit	300,000	145,052	48.35%
Activities	2,000,000	1,345,960	67.30%
Lunch	3,048,000	2,664,210	87.41%
Bond	-	-	
Building	4,643,242	1,975,755	42.55%
QCPUF	1,005,794	893,362	88.82%
Cooperative Fund	100,000	10,801	10.80%
Total	<u><u>\$ 70,378,746</u></u>	<u><u>\$ 50,955,884</u></u>	72.40%

NORTH PLATTE PUBLIC SCHOOLS

STATEMENT OF CASH RECEIPTS, DISBURSEMENTS AND CHANGES IN FUND BALANCES



For the Ten Month Period Ending June 30, 2024

FUNDS	Fund Balances (deficits) at Beginning of Year	Receipts	2023-2024 BUDGET	Disbursements	Excess (deficiency) of receipts over (under) Disbursements	Fund Balances (deficits) at End of Year	Fund Balance Composite			
							School District Treasurer's Cash/Investments (overdrawn)	Due to/ Due From	Receivables and Liabilities	
GENERAL										
Education	\$ 4,064,812	\$ 37,560,914	\$ 43,251,577	\$ 33,608,118			\$ 2,232,271	\$ (67,631)	\$ (606,164)	
Special Education			\$ 7,090,420	5,640,626						
Grants		3,269,155	\$ 4,503,931	4,087,661						
Total	\$ 4,064,812	\$ 40,830,069	\$ 54,845,928	\$ 43,336,405	(2,506,336)	1,558,476	\$ 2,232,271	\$ (67,631)	\$ (606,164)	
DEPRECIATION	\$ 2,584,409	\$ 1,394,218	\$ 4,435,782	\$ 584,339	809,879	3,394,288	\$ 3,380,450	\$ 13,838	\$ -	
EMPLOYEE BENEFIT	\$ 139,867	\$ -	\$ 300,000	\$ 145,052	(145,052)	(5,185)	\$ (3,688)	\$ (1,497)	\$ -	
Combined Total	\$ 6,789,088	\$ 42,224,287	\$ 59,581,710	\$ 44,065,796	(1,841,509)	4,947,579	\$ 5,609,033	\$ (55,290)	\$ (606,164)	
FIDUCIARY										
Student Activity	\$ 1,521,021	\$ 1,138,378	\$ 2,000,000	\$ 1,345,960	(207,582)	1,313,439	\$ 1,312,407	\$ 1,032	\$ -	
SCHOOL NUTRITION										
School Year	\$ 1,081,287	\$ 2,635,771	\$ 3,048,000	\$ 2,655,700	(19,929)	1,061,358	\$ 1,218,612	\$ 54,259	\$ (210,876)	
Vending Machine	-	9,147		8,510	637	637				
Total	\$ 1,081,287	\$ 2,644,918	\$ 3,048,000	\$ 2,664,210	(19,292)	1,061,995	\$ 1,218,612	\$ 54,259	\$ (210,876)	
BOND INTEREST AND RETIREMENT	\$ 28,008	\$ 174	\$ -	\$ -	174	28,182	\$ 28,182	\$ -	\$ -	
SPECIAL BUILDING	\$ 459,339	\$ 1,198,535	\$ 4,643,242	\$ 1,975,755	(777,220)	(317,881)	\$ (317,881)	\$ -	\$ -	
QUALIFIED CAPITAL PURPOSE UNDERTAKING	\$ 1,021,760	\$ 698,770	\$ 1,005,794	\$ 893,362	(194,592)	827,168	\$ 827,168	\$ -	\$ -	
COOPERATIVE	\$ 12,957	\$ 12,738	\$ 100,000	\$ 10,801	1,937	14,894	\$ 14,894	\$ -	\$ -	
GRAND TOTAL-ALL FUNDS	\$ 10,913,460	\$ 47,917,800	\$ 70,378,746	\$ 50,955,884	\$ (3,038,084)	7,875,376	\$ 8,692,415	\$ 1	\$ (817,040)	

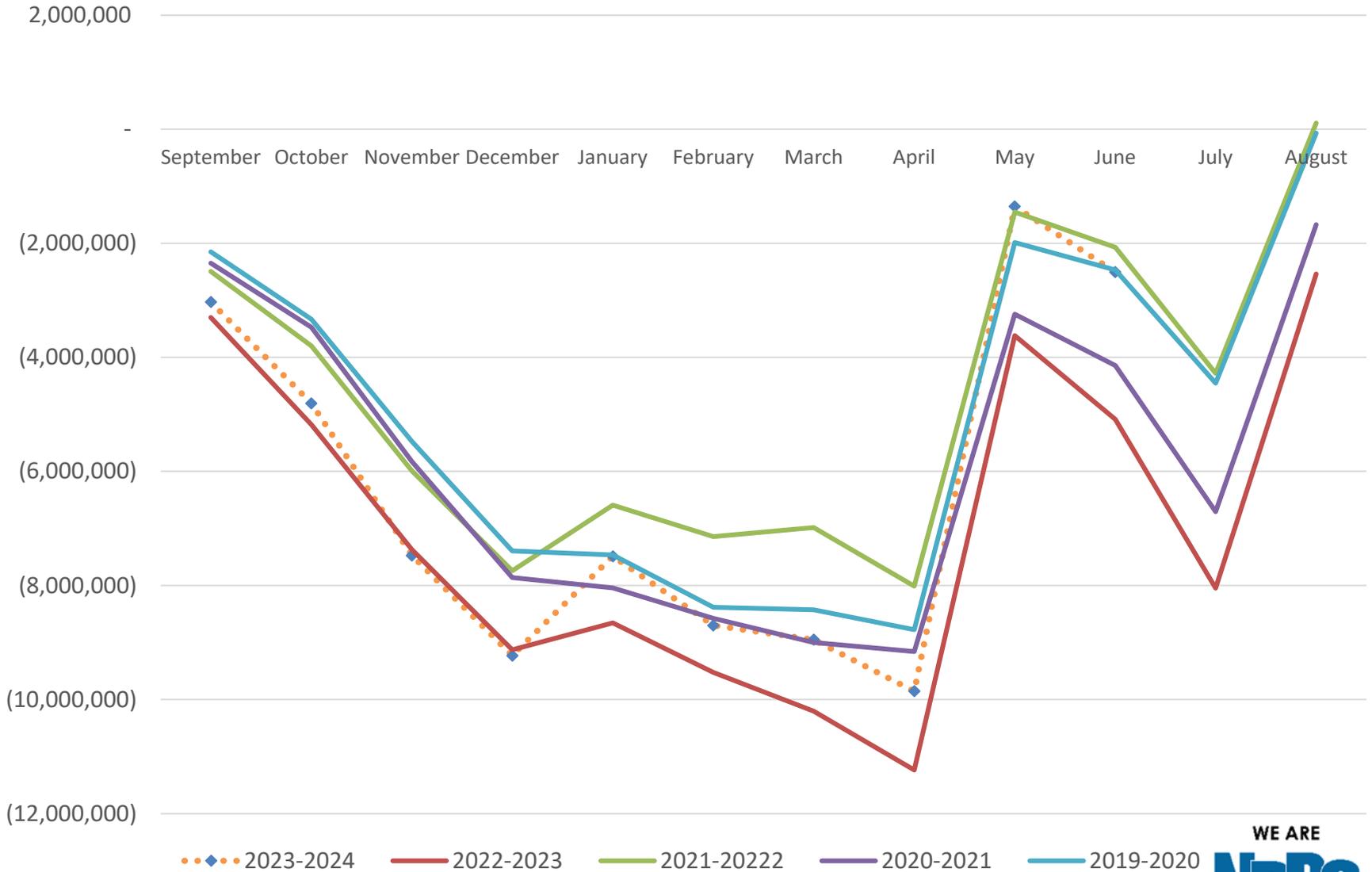
North Platte Public Schools

June



	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>
Revenue					
Property Taxes	17,277,306	16,036,402	15,644,747	15,427,235	14,175,394
State Aid	9,780,783	10,489,135	9,885,536	9,477,434	9,748,618
Other Local Revenue	2,059,627	2,022,922	1,959,116	1,888,968	1,685,310
County Sources	265,053	230,297	190,813	221,569	231,269
State Sources	8,154,417	5,231,696	5,157,917	4,348,282	5,511,854
Interest	2,145	1,441	312	364	11,126
Other	21,584	6,885	342,019	39,635	28,916
Grants	3,269,155	3,043,147	3,725,814	2,864,716	2,352,414
Total Revenue	40,830,070	37,061,925	36,906,274	34,268,203	33,744,901
Expenditures					
Salaries	23,618,560	22,563,335	21,694,712	21,721,397	21,411,058
Fringe Benefits	8,591,786	8,082,764	7,672,875	7,009,774	6,434,562
Operating Expenses	2,964,657	2,916,260	2,484,807	1,989,498	2,061,710
Supplies/Materials	2,659,405	2,463,149	2,025,209	2,009,029	2,185,672
Equipment	1,072,369	1,558,569	1,088,777	1,698,872	858,831
Travel	120,684	129,241	130,320	87,337	137,061
Other Expenses	221,282	103,000	70,000	85,000	77,313
Grants	4,087,661	4,331,289	3,809,728	4,416,207	3,044,921
Total Expenditures	43,336,404	42,147,607	38,976,428	39,017,114	36,211,128
Instruction	18,453,305	17,575,962	17,107,343	17,208,984	16,752,214
Special Education	4,852,216	4,341,044	4,081,186	3,571,904	3,465,409
Guidance/Health	2,137,226	2,162,263	1,972,025	2,064,136	1,754,256
Libraries	2,062,831	1,577,677	1,167,714	1,346,307	1,237,021
General Administration	1,092,585	994,428	957,333	859,937	935,032
School Administration	2,670,661	2,618,029	2,328,587	2,297,641	2,341,274
Business Office	2,442,309	2,648,843	2,201,820	2,458,241	1,782,661
Building/Grounds	4,752,602	4,998,623	4,474,265	4,076,276	4,159,568
Transportation	529,593	670,194	697,642	517,910	493,097
Private Grants/Other	255,415	229,255	178,785	199,571	245,675
Grants	4,087,661	4,331,289	3,809,728	4,416,207	3,044,921
Total	43,336,404	42,147,607	38,976,428	39,017,114	36,211,128
	0	0	0	0	0
Net Income	(2,506,334)	(5,085,682)	(2,070,154)	(4,748,911)	(2,466,227)
Net Income-GF	(1,687,828)	(3,797,540)	(1,986,240)	(3,197,420)	(1,773,720)

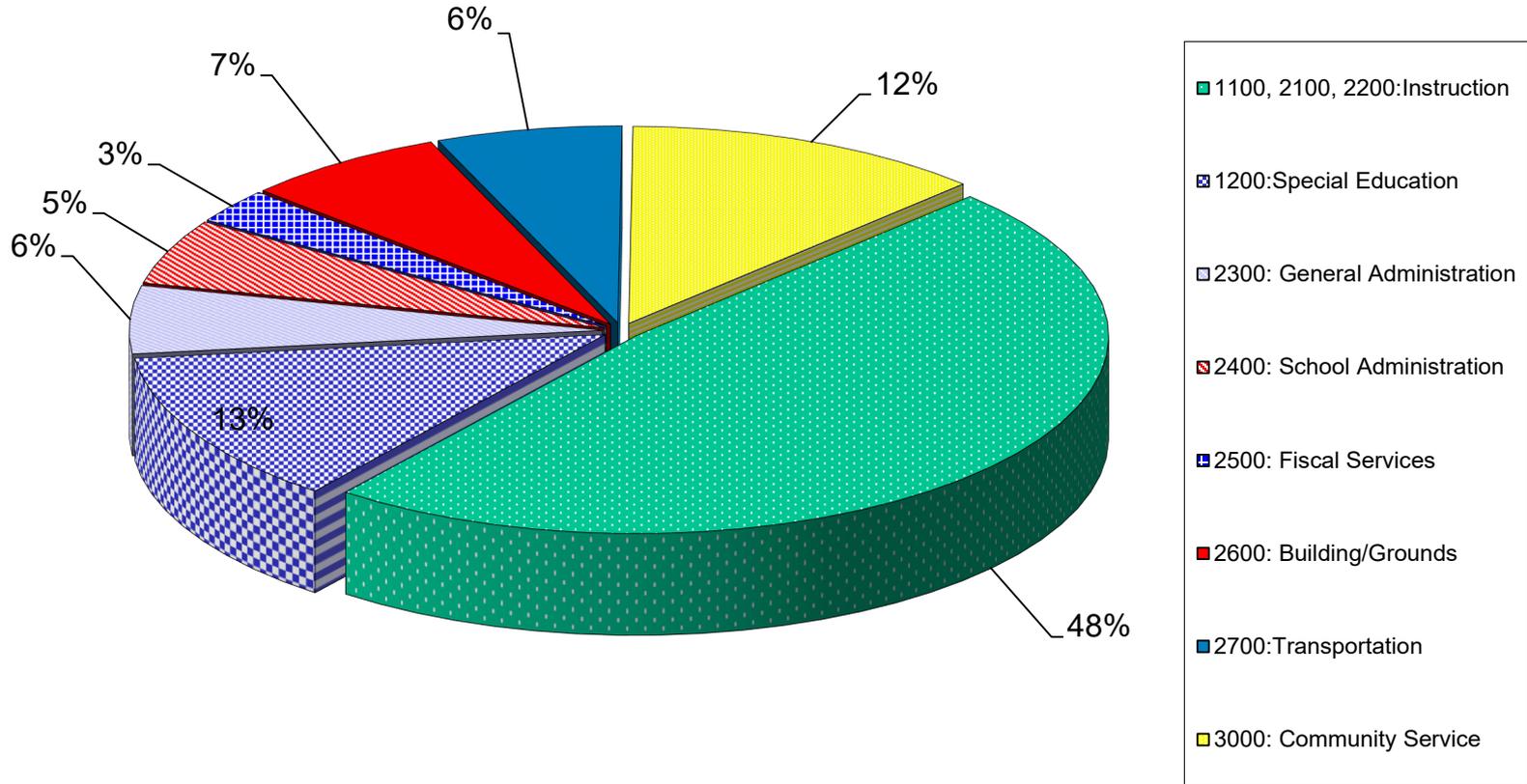
Monthly Cash Flow



North Platte Public Schools

Expenditures by Discipline

For the Ten Month Period Ending June 30, 2024



General Fund Expenditures excluding grants



NORTH PLATTE PUBLIC SCHOOLS

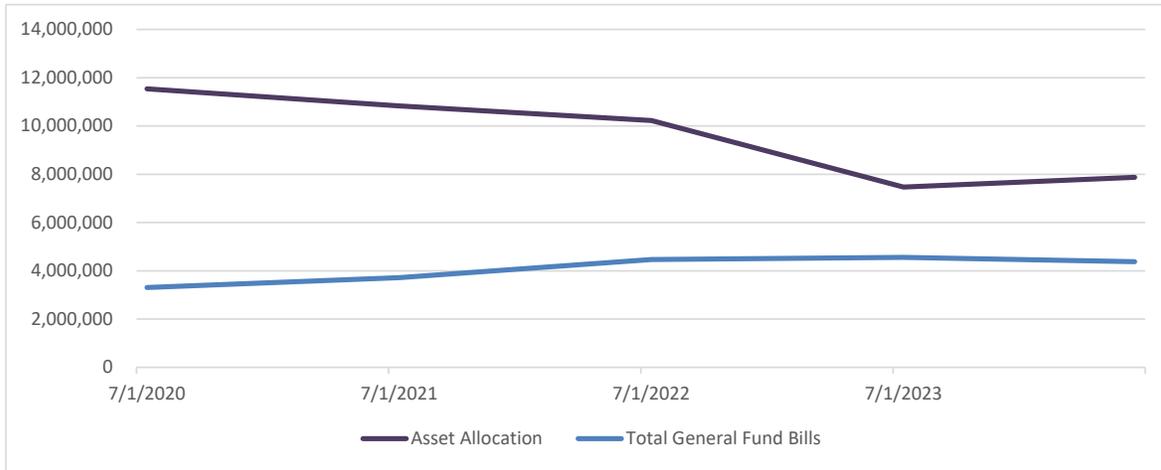
STATEMENT OF NET ASSETS-CASH BASIS
ARISING FROM CASH TRANSACTIONS-GOVERNMENTAL FUNDS



June 30, 2024

Asset Allocation	<u>7/1/2020</u>	<u>7/1/2021</u>	<u>7/1/2022</u>	<u>7/1/2023</u>	<u>6/30/2024</u>
General	6,458,336	4,342,770	4,456,791	1,544,336	1,558,476
Depreciation	2,876,387	3,525,783	3,087,246	2,903,187	3,394,288
Employee Benefit	8,482	87,588	27,081	33,869	(5,185)
Activity	1,455,330	1,555,921	1,371,807	1,379,673	1,313,439
Nutrition	61,432	417,042	870,483	1,062,819	1,061,995
Bond	370,487	365,418	108,361	27,935	28,182
Building	(35,338)	(24,496)	(418,384)	(274,619)	(317,881)
QCPUF	351,133	554,939	722,591	798,823	827,168
Cooperative	(7,423)	2,504	238	(5,994)	14,894
TOTAL	11,538,826	10,827,469	10,226,214	7,470,029	7,875,376

General Fund Expenditures						
Payroll	\$	2,672,727	\$	2,872,716	\$	2,760,760
Bills		634,603		838,720		1,700,773
TOTAL	\$	3,307,330	\$	3,711,436	\$	4,461,533
						\$ 4,556,509
						\$ 4,377,964



North Platte Public Schools
Treasurers Report
6/30/2024



General Fund

Reserves-May 31 ,2024 **2,710,633**

Deposits

Property Taxes	1,455,618	
State Aid	978,081	
Special Education	738,286	
Interest Income		
IDEA		
Other Income (Tuition, HHS Payments)	3,325	
Grants	190,746	
Transfers/Liabilities	(140,249)	
Total Deposits		3,225,807

Disbursements

Payroll	1,999,332	
Federal Taxes	649,517	
Nebraska Retirement	498,392	
Nebraska Taxes	90,201	
Payroll Deductions	64,448	
		3,301,890

Bills	1,076,074	
Total Disbursement		4,377,964

Net Change (1,152,157)

Reserves-June 30, 2024 **1,558,476**

0

Depreciation

Reserves-May 31 ,2024 **3,828,252**

Deposits	25,521	
Disbursements	459,485	
Net Change		(433,964)

Reserves-June 30, 2024 **3,394,288**

0

Employee Benefit

Reserves-May 31 ,2024 **(3,687)**

Deposits	-	
Disbursements	1,498	
Net Change		(1,498)

Reserves-June 30, 2024 **(5,185)**

0

North Platte Public Schools
Treasurers Report
6/30/2024



Activity Fund

Reserves-May 31 ,2024		1,348,219
Deposits	103,539	
Disbursements	138,319	
Net Change		(34,780)
Reserves-June 30, 2024		1,313,439
		0

Cafeteria Fund

Reserves-May 31 ,2024		1,262,784
Deposits		
Federal Funds	138,168	
Student Lunches		
Accrual of Meals	Accrual	
State Reimbursements		
Other Income (Catering)	16,680	
Adjustments for prior months	(42,436)	
Total Deposits		112,412
Disbursements		
Bills		
SODEXO	304,879	
Payroll	7,975	
Other Bills	347	
Total Disbursement		313,201
Net Change		(200,789)
Reserves-June 30, 2024		1,061,995
		0

Bond Fund

Reserves-May 31 ,2024		28,151
Deposits	31	
Property Taxes		
Disbursements		
Net Change		31
Reserves-June 30, 2024		28,182
		0

North Platte Public Schools
Treasurers Report
6/30/2024



Building Fund

Reserves-May 31 ,2024		112,293
Deposits	-	
Property Taxes	31,567	
Disbursements	461,741	
Net Change		(430,174)
Reserves-June 30, 2024		(317,881)
		0

QCPUF

Reserves-May 31 ,2024		784,682
Deposits		
Property Taxes	42,486	
Other Revenue		
Disbursements	-	
Net Change		42,486
Reserves-June 30, 2024		827,168
		0

Cooperative Fund

Reserves-May 31 ,2024		13,894
Deposits	1,000	
Disbursements		
Net Change		1,000
Reserves-June 30, 2024		14,894



2009

Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: October 12, 2020

Effective on: August 10, 2021

Revised on: January 10, 2022

North Platte Board of Education

2024-2025 Board Goals

Board of Education

Jo Ann Lundgreen, President
Skip Altig
Angela Blaesi
Emily Garrick
Cynthia O'Connor
Matthew Pederson

North Platte Public Schools
2024-2025 Board Goals

The following board goals reflect a summary of feedback received from board members following the discussion of the Board Self-Assessment Report.

The board may wish to prioritize the goals according to urgency and impact. Updates of progress/success will be outlined, reported, and discussed as an agenda item on the monthly Committee of the Whole meeting agenda.

Board Identified Areas of Growth:

1. Advocacy
2. District Resources
3. Accountability and Student Achievement

Goal I: Advocacy

Objective: *Advocate for children, public education, learning, and equity to support improved student achievement for all students.*

Performance Indicators

1(a) Appoint an advocacy committee to benefit and facilitate effective communication between the district

and state legislative representative(s).

Timeline, Action, Data, and Evidence of Progress:

1(b) Analyze and evaluate the board's advocacy work and effectiveness, at the close of Legislative Session.

Timeline, Action, Data, and Evidence of Progress:

1(c) Adopt an advocacy calendar and belief statements to align your advocacy efforts before, during, and

after the annual Legislative Session.

Timeline, Action, Data, and Evidence of Progress:

1(d) Follow adopted protocols for communicating questions, concerns, and/or feedback with state representative(s) regarding proposed legislation.

Timeline, Action, Data, and Evidence of Progress:

1(e) Utilize the Advocacy Committee to engage locate leaders and community partners to advocate in support

of North Platte Public Schools.

Timeline, Action, Data, and Evidence of Progress:

1(f) Identify how the district may partner with state leadership, local city, and county officials to benefit schools and the community of North Platte.

Timeline, Action, Data, and Evidence of Progress:

Goal II: Budget and Facilities Management Leadership

Objective: The board aligns and manages district resources in a responsible manner to meet goals and to promote growth of instruction and student learning.

Performance Indicators

II(a) Initiate the development of a district comprehensive facility plan to support the enrollment growth and maintenance and upkeep of district facilities and grounds.

Timeline, Action, Data, and Evidence of Progress:

II(b) Align district resources to support long-term goals, quality education, and a safe, secure, and effective learning environment.

Timeline, Action, Data, and Evidence of Progress:

II(c) Discuss and consider a defined Annual Budget Calendar to support planning and development of the district budget. Combine the Annual Budget Calendar with Business Manager's flow chart/cyclical process for board adoption each year. [*Shared example of a Budget Calendar for reference.*]

Timeline, Action, Data, and Evidence of Progress:

II(d) Provide periodic updates to support the budget expenditures year to date and unused budget.

Timeline, Action, Data, and Evidence of Progress:

Goal III: Accountability and Student Achievement

Objective: The board continuously monitors the progress of district goals utilizing data to support growth and promote shared accountability for quality instruction and student learning.

Performance Indicators

III(a) Grow the board's understanding of under-represented groups including but not limited to EL student population, socio-economic enrollment, high ability learners, etc.

Timeline, Action, Data, and Evidence of Progress:

III(b) Receive scheduled progress updates from the Director of Learning including but not limited to student learning identified needs, progress of current interventions, school improvement goals, and progress of district professional development, etc.

Timeline, Action, Data, and Evidence of Progress:

III(c) Explore and consider opportunities to improve communications between the board and key administration. Note: Communication is also the responsibility of the board to administration.

Timeline, Action, Data, and Evidence of Progress:

OUR PURPOSE IS TO PREPARE STUDENTS
TO BE PRODUCTIVE, RESPONSIBLE CITIZENS
IN A SAFE, CARING, SUPPORTIVE
LEARNING ENVIRONMENT



GREATNESS

WE ARE

NPPS

PARENT DISTRICT HANDBOOK
2024-2025

301 West F Street • 308-535-7100 • www.nppsd.org

COMMUNICATE - CONNECT - COMMIT



NPPS



2024-2025 NPPSD School Calendar

July 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

July	
4	Independence day
8-11	New Teacher Onboarding
29	AdCo (all district admin)

August	
1-2, 6-7	New Teachers Report
8-9 and 12	All Teachers Report (PD)
	Para's Report
13	First Day K-9
14	First Day 10-12

September	
2	Labor Day (No school)

October	
11	End of Quarter 1 (Student Days-43 Staff-46)
17	Noon Dismissal
17	K-12 P/T Conferences (4:00-8:00pm)
18	K-12 P/T Conferences (8:00am-12:00pm)
18	No School
21	Professional Development

November	
27-29	No School-Holiday

December	
20	End of Quarter 2 (Student Days-44.5 Staff-47)
23-31	No School-Holiday
23	Professional Worktime (Flex day)

January	
1-2	No School - Holiday
3	Professional Worktime (Flex Day)
6	Start of 2nd Semester

February	
17	Professional Development

March	
7	End of Quarter 3 (Student Days-44 Staff-46)
13	Noon Dismissal
13	K-12 P/T Conferences (4:00-8:00pm)
14	K-12 P/T Conferences (8:00am-12:00pm)
14	No School
17	No School

April	
18	No school-Holiday
21	No School-Holiday

May	
11	Graduation
15	Student's Last Day Noon Dismissal. (Student Days-44 Staff-46)
15	Professional Worktime PM
16, 19-22	Incllement Weather Makeup days
26	Memorial Day
2024-2025	Student Days-175.5 Staff-185

June	
2:30	Early Dismissal Professional Learning
	Professional Development/Worktime
	Parent Teacher Conferences
	No School
	Quarter Begins or Ends

January 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Purpose

Welcome

Dear Students and Parents:

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

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

There are several forms at the end of this handbook that you must read, sign, and return no later than 8/30/24.

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

Sincerely,

Dr. Todd Rhodes

Dr. Todd Rhodes
Superintendent
North Platte Public Schools

Handbook Index

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www.childfind.

ne.gov

Working Together to Improve Education for Children & Young Adults with Disabilities

All children with disabilities residing in North Platte Public Schools, including children with disabilities who are homeless children or wards of the state and children with disabilities attending nonpublic schools, regardless of the severity of their disabilities, and who are in need of special education and related services, are to be identified, located, and evaluated and a practical method is to be developed and implemented to determine which children with disabilities are currently receiving needed special education and related services. For infants and toddlers, North Platte Public Schools shall demonstrate targeted efforts to meet the needs of children from historically under served populations, particularly minority, low-income, inner-city and rural populations, and children with disabilities who are wards of the state.

The Childfind requirements apply to highly mobile children with disabilities (such as migrant and homeless children) and to children under the age of three who are involved in a substantiated case of child abuse or neglect or who are identified as affected by illegal substance abuse, or withdrawal symptoms resulting from prenatal drug exposure.

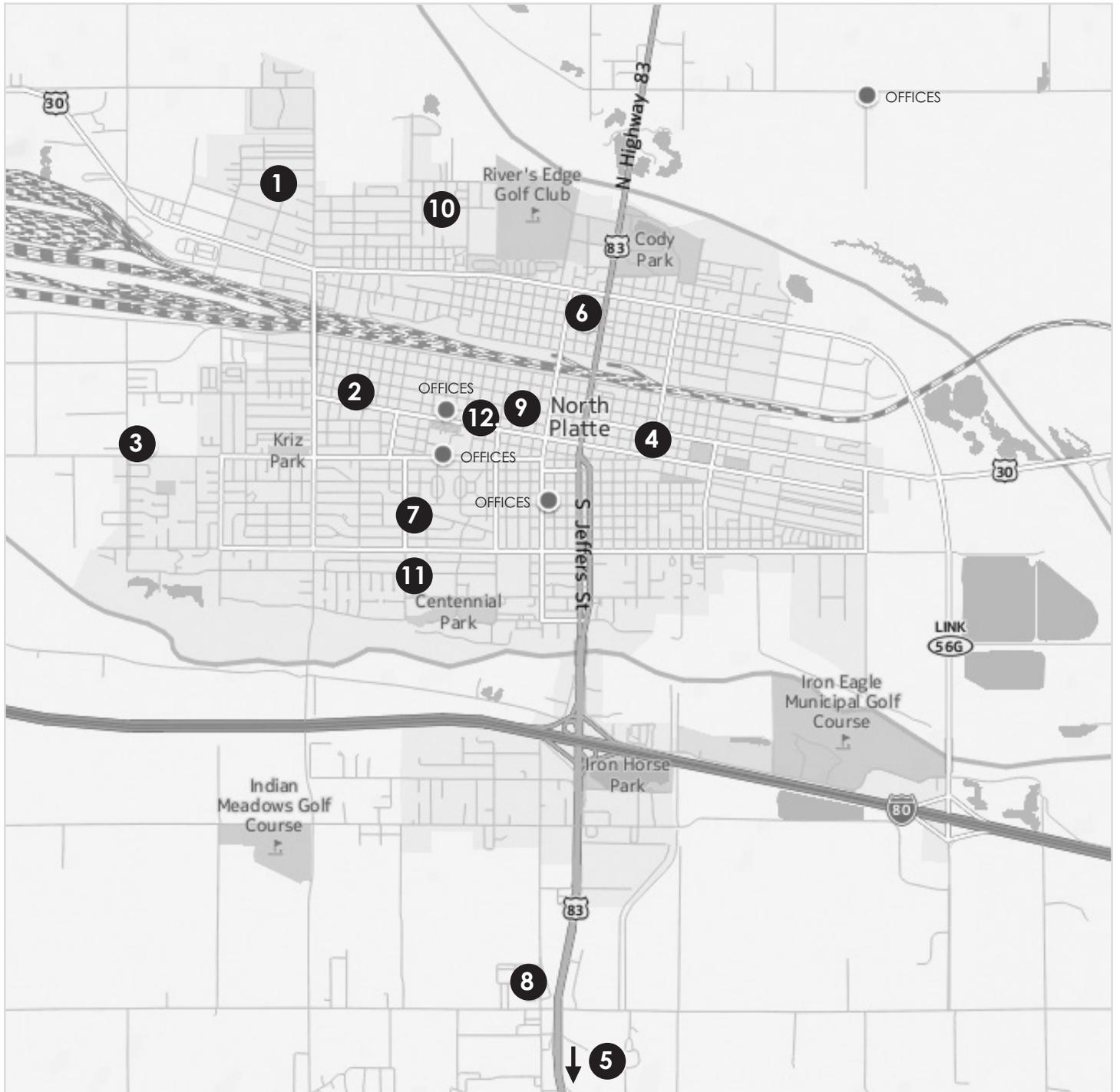
The Childfind efforts will be made for children who are suspected of being a child with a disability and in need of special education, even though they are advancing from grade to grade.

For Birth to age 3 concerns call the Early Development Network at 308-696-3370.

For concerns ages 3-21 call Erica Johnson, Special Ed Director at 308-535-7100.



School Location Map



- 1. **Buffalo Early Childhood Center**
308-535-7130
Principal: Haley Smiley
- 2. **Cody Elementary**
308-535-7132
Principal: Tami Eshleman Ed.D.
- 3. **Eisenhower Elementary**
308-535-7134
Principal: Brad LaChapelle
- 4. **Jefferson Elementary**
308-535-7136
Principal: Jeff Ellsworth

- 5. **Lake Maloney Elementary**
308-535-9392
Principal: Kim Ide
- 6. **Lincoln Elementary**
308-535-7138
Principal: Rhonda Larson
- 7. **McDonald Elementary**
308-535-7140
Principal: Kim Flanders
- 8. **Osgood Elementary**
308-535-7144

- 9. **Washington Elementary**
308-535-7142
Principal: Veronica Gale
- 10. **Madison Middle School**
308-535-7126
Principal: Robin Vahle
- 11. **Adams Middle School**
308-535-7112
Principal: James Ayres
- 12. **North Platte High School**
308-535-7105
Principal: Cory Spotanski

Weather & Emergency Closing Procedures

Building or weather conditions may necessitate a change in the normal hours school is in session. The decision to close schools, delay starting times, or dismiss early is made by the superintendent. School closing information will be announced via the school district’s phone messaging system and by the following local radio stations:

RADIO STATIONS	TV STATIONS
KX104 FM	KNOP Channel 2
KELN 97 FM	NTV Channel 6
KOGA 99.7 FM	KNPL 10
KODY 1240 AM	
KJLT 94.9 FM	
970 AM	

School Closing

If a decision is made to close schools, the announcement will be made by the local radio stations and KNOP by approximately 7:00 a.m. The decision not to have school is made by the superintendent after he made the following contacts, when appropriate:

1. The City Street department to check the street conditions in the city
2. The school maintenance staff to determine if they can manage snow removal in the immediate areas of the schools and school entries
3. The area station of the National Weather Service for an estimate of the length and severity of the storm or cold weather.

Delayed Starting Time

In some cases, it is advisable to delay the starting times to allow more time for snow removal. Announcements to this effect will be carried by local stations by approximately 7:00 a.m.

Early Dismissal

Sometimes weather worsens during school hours, making it advisable to dismiss students before regular dismissal time. It shall be the philosophy of the district to avoid early dismissal if at all possible except in extreme cases. Parents who wish to remove their children during inclement weather may do so. In the event of an early dismissal, the information will be announced by the local radio stations. Parents will be asked to pick up their children as soon as possible.

In the event school is dismissed early due to the weather all schools will follow these procedures:

1. Students will remain with their teacher until a parent or guardian comes to the office to pick them up. This is for the safety of our students.
2. Parents will need to be patient in picking up students as the traffic will be hectic outside of school.
3. If a parent is having someone else pick up their child, then a phone call should be made to the school office indicating who that person is. No child will be released to someone other than a parent/guardian unless the school has been notified. This is for the safety of our children.

The final decision as to whether a child should attend school or stay at home is the responsibility of the parents.



Grading and Reporting

The purpose of North Platte School District’s grading and reporting is to ensure achievement grades are consistent, accurate, meaningful, and supportive/timely for all students. These procedures and practices will be articulated to all stakeholders as framework for the implementation of the District’s grading philosophy, which is consistent with educational best practices and all other aspects of the district’s teaching and learning practices. Consistent and effective use of these grading practices is directly dependent on the quality of formative and summative assessments teachers use on a regular basis to measure learning. In addition, these practices do provide some flexibility because effective grading practices must be implemented by teachers based on both a body of evidence and professional determination grounded in the best outcome for students.

Consistent	The same student work, completed in two different classrooms, should receive the same grade
Accurate	Grades are based solely on achievement, which means other factors like attendance, behavior, attitude, timeliness, compliance are not used to calculate an academic grade.
Meaningful	Grading practices should be so clear that students should be able to tell teachers and/or parents what grade they have received, even before the teacher calculates it.
Supportive/ Timely	Feedback to students is supportive & timely so that students can actually use that feedback immediately to improve their performance on tests, projects, and assignments.

Guiding Practice 1:

Grades will reflect achievement of the District’s course/grade level standards, concepts, and indicators.(what students know and are able to do).

Guiding Practice 2:

Grades will reflect agreed upon performance standards.

Guiding Practice 3:

Educators will report grades based solely on achievement (what students know and are able to do) of course/grade level standards.

Guiding Practice 4:

Educators will provide students multiple opportunities to demonstrate proficiency with assessments FOR learning (formative) and assessments OF learning (summative).

Guiding Practice 5:

Grading practices will support student motivation to learn.

Guiding Practice 6:

Families are a partner in the education of their student and should be communicated with on an ongoing basis.

**The IEP or 504 team will identify any specific accommodations in grading and reporting that apply to the child. Students on alternative assessment do not have to take common formative and common summative assessments.*

The North Platte Public School District utilizes a 0-4 scoring system to calculate grades in both the formative category and the summative category. Percentages, if used, are converted to the 0-4 point grade calculation and recorded appropriately in the gradebook. For example, if a student scores an 87% on a formative or summative assessment, a 3.5 would be recorded in Infinite Campus Gradebook. 0-4 rubric grading is also supported by this scale. This conversion is then calculated to a proficiency level in elementary and a grade point average and letter grade in secondary.

Letter	%-Percentage	Point	GPA	Proficiency Levels
A	90-100%	4	3.51-4.0	Exceeds
B+	85-89%	3.5	3.25-3.5	Proficient
B	80-84%	3	3.0-3.24	Proficient
C+	75-79%	2.5	2.5-2.99	Developing
C	70-74%	2	2.0-2.49	Developing
D+	65-69%	1.5	1.5-1.99	Beginning
D	60-64%	1	1.0-1.49	Beginning
F	50-59%	0	0.0-.99	Beginning

Attendance Policy

Required Attendance

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

Mandatory Attendance Age

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

Exceptions

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

Discontinuing Enrollment – 5 Year Old Students

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

Attendance Officer

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

Excused Absences

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

1. Medical/Counseling appointments for the student or for a child whom the student is parenting. A medical note must be turned in within 5 days of the absence for the absence to be counted as exempt.
2. Death or serious illness of the student's family member
3. Appearance at court or for other legal matters
4. Observance of religious holidays of the student's own faith
5. College planning visits

Excessive Absenteeism

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

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

Planned absences

Parents who know in advance that a student will be absent must call the school or send a written note at the earliest possible date. Students who will be absent for reasons that can be anticipated, such as routine medical appointments and school activities, must complete any work required by the teacher before the absence. Parents should make every attempt to schedule medical and other appointments after school hours when possible.

Students are obligated to:

1. Complete all class work in advance for any absence that can be anticipated.
2. Attend school a full day before attending practice or participating in a scheduled student activity except in cases of family emergencies or pre-arranged absences.
3. Check out of school at the office if leaving school during the school day.
4. Make up any and all work that is assigned by teachers as make-up work for the instructional time that has been missed.

Parents are obligated to:

1. Call the appropriate building office to inform the school of the reason for each absence.
2. Submit a doctor's statement, if requested, for each period of absence due to illness that exceeds three days.

Attendance Policy

Pregnant and Parenting Students

The District will not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy. Students who are pregnant or parenting are encouraged to continue participating in the district's educational and extracurricular programs. Students who anticipate deviations from their regular school experience or accrue absences due to pregnancy or parenting should notify their building principal as early as possible to discuss their educational programming in collaboration with the Title IX Coordinator.

Breastfeeding and Lactation

In order to accommodate lactating and breastfeeding students, the district will provide reasonable opportunities to express breast milk or breastfeed in a place, other than a bathroom, which is shielded from view and free from intrusion from district students, employees, and the public. The district will also provide a location for students to store expressed breast milk in or near the location designated for students to express milk to create the least amount of disruption to the student's participation in class or activities. Students who wish or need to express breast milk on a regular schedule must work with school administrators to create a schedule that accommodates the student's needs while facilitating education to the maximum extent possible.

In order to prevent interference with the educational process, no student shall express breast milk within school classrooms or buses. Nothing in this policy limits the authority of the administration to impose consequences consistent with the Student Discipline Act and other state and federal law.



Safety and Security

Threat Assessment and Response:

1. The board of education is committed to providing a safe environment for members of the school community. Students, staff and patrons are urged to immediately report any statements or behavior that makes the observer fearful or uncomfortable about the safety of the school environment.

Definitions

 - a. A threat is an expression of a willful intent to physically or sexually harm someone or to damage property in a way that indicates that an individual poses a danger to the safety of school staff, students or other members of the school community.
 - i. The threat may be expressed/communicated behaviorally, orally, visually, in writing, electronically, or through any other means.
 - ii. A transient threat is an expression of anger or frustration that can be quickly or easily resolved.
 - iii. A substantive threat is an expression of serious intent to harm others which includes, but is not limited to, any threat which involves a detailed plan and means.
 - b. A threat assessment is a fact-based process emphasizing an appraisal of observed (or reasonably-observable) behaviors to identify potentially dangerous or violent situations, to assess them and to manage/address them. Threat assessment is the process of identifying and responding to serious threats in a systematic, data-informed way.
 - i. The threat assessment process is distinct from student disciplinary procedures. The mere fact that the district is conducting a threat assessment does not by itself necessitate suspension, expulsion or emergency exclusion without complying with state law and board policy related governing those actions.
 - ii. The threat assessment process is distinct from specialized instruction which a student with a disability may receive from the school district. The school district will not change a student's educational placement as that term is used in the Individuals with Disabilities in Education Act solely as part of a threat assessment. Obligation to Report Threatening Statements or Behaviors.
2. All staff and students must report substantive threats to a member of the administration immediately and comply with any other mandatory reporting obligations. Staff and students who are unsure whether a threat is substantive or transient should report the situation. Staff and students must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff and students must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS WHICH REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.
3. Threat Assessment Team.

The threat assessment team (teams) shall consist of superintendent of schools, building principal(s), guidance counselor(s), the school resource officer and student services director. Not every team member need participate in every threat assessment. If the threat has been made by or is directed towards, a student with a disability, the threat assessment team must include a staff member who is knowledgeable about special education services or Section 504 of the Rehabilitation Act, as appropriate. Neither the student nor their student's family members are part of the threat assessment team. The team is responsible for investigating all reported threats to school safety, evaluating the significance of each threat, and devising an appropriate response. The threat assessment team shall work closely with the crisis team in planning for crisis situations. The threat assessment team shall be familiar with mental health resources available to students, staff and patrons and shall collaborate with local mental health service providers as appropriate.
4. Threat Assessment Investigation and Response.

When a threat is reported, the school administrator shall initiate an initial inquiry/triage and, in consultation with members of the threat assessment team, make a determination of the seriousness of the threat as expeditiously as possible. The school administrator must contact law enforcement if the administrator believes that an individual poses a clear and immediate threat of serious violence. If there is no reasonably apparent imminent threat present or once such an imminent threat is contained, the threat assessment team will meet to evaluate and respond to the threatening behavior. The team may, but is not required to, review the following types of information:

 - Review of the threatening behavior and/or communication
 - Interviews with the individuals involved including students, staff members, and family members as necessary and/or appropriate;
 - Review of school and other records for any prior history or interventions with the students involved;
 - Any other investigatory methods that the team determines to be reasonable and useful.

At the conclusion of the investigation, the team will determine what, if any, response to the threat is

Safety and Security

appropriate. The team is authorized to disclose the results of its investigation to law enforcement and to the target(s) of any threatened acts. The team may refer the individual of concern to the appropriate school administrator for consequences under the school’s student discipline policy or, if appropriate, report the results of its investigation to the student’s individualized education plan team. Regardless of threat assessment activities, disciplinary action and referral to law enforcement will occur consistent with board policy and Nebraska law.

Homeless Children and Youth

Homeless students generally include children who lack a fixed, regular, and adequate nighttime residence, as further defined by applicable state and federal law. It is the school’s policy not to stigmatize or segregate homeless students on the basis of their status of being homeless. Transportation for homeless students who enroll in the district shall be furnished by the district under the same guidelines applying to other students or if such transportation is necessary for compliance with federal law. Each homeless child shall be provided services for which the child is eligible comparable to services provided to other students in the school selected regardless of residency. Homeless children shall be provided access to education and other services that such children need to ensure that they have an opportunity to meet the same student performance standards to which all students are held. If a homeless child registered to attend school in the district is receiving family reconciliation services pursuant to state law, the district will work in cooperation with any county or department of social services in the district to jointly develop an educational program for the child. The district’s homeless coordinator is Brandy Buscher who may be contacted at (308)535-7100.

The Student Services staff consists of Brandy Buscher, Maggie Butler and Molly Morales, together they are liaisons to community agencies and law enforcement. Student Services staff work with our building administrators in coordinating services to students and families in crisis, providing emergency food and clothing services, mental health supports and referrals to various other programs. If you or your student is in need of any of these services contact the Student Services Department at (308) 535-7100.



IN AN EMERGENCY TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS

Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS

Close and lock the door
Account for students and adults
Do business as usual



SECURE!

Get inside. Lock outside doors.

STUDENTS

Return to inside of building
Do business as usual

ADULTS

Bring everyone indoors
Lock outside doors
Increase situational awareness
Account for students and adults
Do business as usual



LOCKDOWN! Locks, lights, out of sight.

STUDENTS

Move away from sight
Maintain silence
Do not open the door

ADULTS

Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS

Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS

Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS

Use appropriate safety strategy for the hazard

Hazard

Tornado
Hazmat
Earthquake
Tsunami

Safety Strategy

Evacuate to shelter area
Seal the room
Drop, cover and hold
Get to high ground

ADULTS

Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults

Student Discipline

General Discipline Philosophy

The school district has the authority to discipline students who behave inappropriately on the way to school, at school, during lunch, on the way home, and at all school activities (home and away or any time while on school or district property).

The school district's discipline is guided by the following principles:

1. The school district's discipline policy is intended to ensure that students take responsibility for their behavior.
2. Behavior expectations and the consequences for failing to meet those expectations will be clearly communicated to all students and their parents.
3. The severity of consequences for violating behavior expectations will generally be progressive in nature. That is, sanctions will increase with each instance of misconduct; however, each instance will be assessed on its own facts, and sanctions will be imposed based on the severity of the misconduct.
4. Parents play a vital role in supporting and reinforcing the school district's expectations of their students.
5. Behavior expectations apply to all students; consequences are enforced consistently without regard to a student's academic record or achievement.

Extracurricular activities including athletics, cheerleading, band, chorus, and club activities, are governed by the Student Activity Handbook. Students who are involved in extracurricular activities may face consequences related to the activity in addition to the consequences discussed in this handbook.

The school district reserves the right to refer to the appropriate non-school agency any act or conduct of its students which may constitute a crime under federal, state, county, or local law. The administration will cooperate with these agencies in their investigations.

Forms of School Discipline

Administrative and teaching personnel may take actions regarding student behavior that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions during the day or mandatory attendance at Thursday school. When in-school suspensions, after-school assignments, Thursday School, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures; a failure to

serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school. District administrators may develop building-specific protocols for the imposition of student discipline.

In this section, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators. Any statement, notice, recommendation, determination, or similar action specified in this section shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this section may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

After School Sessions and Detentions

Teachers and administrators may require students to stay after school or to serve a detention when the student violates any of the rules contained in this handbook or violates classroom-specific conduct rules set by individual teachers.

Students who ride the bus home from school will be given a 24-hour notice of after-school time or a detention so that the parents may make plans to pick up the student the following day.

- After-school sessions will not exceed 30 minutes from the time of dismissal and are to be served in the teacher's room. A student who fails to attend an after school session may be given a detention by the teacher or may face additional disciplinary consequences up to and including long-term suspension and/or expulsion. A student who has a conflict with an after-school session is responsible for working it out with the teacher.
- Detentions are 30 minutes, served in the central office or the detention room designated by the building principal.

Thursday School

The building administrator may require a student to attend Thursday School for three hours on Thursday evenings. Thursday School is held from 3:40 PM to 6:30 PM in a classroom staffed by teachers. Students follow strict rules and must work on assignments the entire time, except for short breaks. Students who do not follow Thursday School rules will be removed from the classroom and will face further disciplinary action.

Student Discipline *(continued)*

In-School Suspension

The building administrator may require a student to serve in-school suspension. Students may be required to attend up to six hours per day of school-sponsored suspension a day at a designated location where they will study, participate in class work, and/or participate in online educational resources. There will be zero tolerance for behavior problems from students placed in in-school suspension. Students not completing their In-School Suspension will face further disciplinary action.

Emergency Exclusion

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

Short-Term Suspension

The Principal or the Principal's designee may exclude a student from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or
2. Other violations of rules and standards of behavior adopted by the board of education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he/she is accused of having done, an explanation of the evidence the authorities have, and an opportunity to explain his/her version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal will send a written statement to the student and the student's parent or guardian, describing the student's conduct, misconduct, or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.
4. Students who are short-term suspended will be given the opportunity to complete classwork, including but not limited to examinations.

Weapons and/or Firearms

Students may be disciplined for the possession of weapons and/or firearms pursuant to the board's separate policy on weapons and firearms or state law.

Firearms

No student may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy.

Definition of Firearm. The term "firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms. The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

5. The issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training or
6. Firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms.

Consequences - Firearm

Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

Long-Term Suspension

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

Pre-Kindergarten through Second Grade Students

An elementary school shall not suspend a student in pre-kindergarten through second grade unless the student brings a deadly weapon as defined in section 28-109 on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event. As an alternative to suspension, the school district may take any action authorized by law, including those provided in section 79-258.

Student Discipline *(continued)*



Expulsion

- 1. Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.
- 2. Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise, the student may be readmitted by action of the Superintendent.

3. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.

4. Alternative School or Pre-expulsion Procedures. The school shall provide either an alternative school, class or educational program for expelled students or shall follow the pre-expulsion procedures outlined in Neb. Rev. Stat. 79-266.

Grounds for Long-Term Suspension, Expulsion, or Mandatory Reassignment:

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, Neb. Rev. Stat. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes;
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (see also board policy on weapons and firearms);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (note: the term "under the

Student Discipline *(continued)*

influence” for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant);

7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
8. Engaging in bullying as defined in section 79-2,137 and in these policies;
9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults that occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;
10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
11. A repeated violation of any of the following rules,



or a single violation if the conduct amounts to a criminal act, if such violations constitute a substantial interference with school purposes:

- a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, sex, national origin, or religion;
- b. Dressing or grooming in a manner which violates the school district’s dress code and/or is dangerous to the student’s health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
- c. Violating school bus rules as set by the school district or district staff;
- d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, or a tobacco imitation substance or packaging, regardless of form, including cigarettes, chewing tobacco, and any other form of tobacco or imitation, such as electronic cigarettes, vapor pens, etc.;
- e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the actual substance possessed is a controlled substance by Nebraska law;
- f. Possession of pornography;
- g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically);
- h. Engaging in initiations, defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of “hazing” as defined below. Initiations are prohibited except by permission of the superintendent;
- i. Engaging in hazing as defined by state law and this policy. Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Under state criminal law, hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person. For purposes of school rules, hazing also includes any activity expected of someone joining a group, team, or activity that humiliates, degrades or

Student Discipline *(continued)*

risks emotional and/or physical harm, regardless of the person's willingness to participate; personal servitude; restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; binge drinking and drinking games; sexual simulation and sexual assault;

j. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;

k. Violation of the district's computer acceptable computer use policy are subject to discipline, up to and including expulsion; and

l. Any other violation of a rule or regulation established by a school district staff member pursuant to authority delegated by the board.

The length of any suspension, expulsion, or mandatory reassignment shall be as provided or allowed by law.

Reporting Requirement to Law Enforcement

Violations of this section will result in a report to law enforcement if:

1. The violation included possession of a firearm;
2. The violation results in child abuse;
3. It is a violation of state law that the administration believes cannot be adequately addressed by discipline from the school district;
4. It is a violation of the state law that endangers the health and welfare of staff or students; or
5. It is a violation of state law that interferes with school purposes.

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

The following procedures shall be followed with regard to any long-term suspension, expulsion, or mandatory reassignment.

1. The decision to recommend discipline shall be made within two school days after learning of the alleged student misconduct. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:

- a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute



Student Discipline *(continued)*

- a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
- b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
 - c. A statement that, before long-term suspension, expulsion, or mandatory reassignment can be invoked, the student has a right to a hearing, upon request, and that if the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension pursuant to district guidelines which shall not require the student to attend the school district's alternative programs for expelled students in order to complete classwork or;
 - d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
 - e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and
 - f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail to the address provided on the form.
3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
 4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the time the long-term suspension, expulsion, or mandatory reassignment takes effect.
 5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall recommend the appointment of a hearing examiner within two school days after receipt of the hearing request. The student or the student's parent or guardian may request designation of a hearing examiner other than the hearing examiner recommended by the superintendent if notice of the request is given to the superintendent within two school days after receipt of the superintendent's recommended appointment. Upon receiving such request, the superintendent must provide one alternative hearing examiner who is not an employee of the school district or otherwise currently under contract with the school district and whose impartiality may not otherwise be reasonably questioned. The student or the student's parent or guardian must, within five school days, select a hearing examiner to conduct the hearing who was recommended or provided as an alternative hearing examiner, and shall notify the superintendent in writing of the selection. The superintendent must appoint the selected hearing examiner upon receipt of such notice.
 6. The hearing examiner must, within two school days after being appointed, give written notice to the principal, the student, and the student's parent or guardian of the time and place for the hearing.
 7. The hearing shall be held within a period of five school days after the appointment of the hearing examiner, but such time may be changed by the hearing examiner for good cause with consent of the parties. No hearing shall be held upon less than two school days' actual notice to the principal, the student, and the student's parent or guardian, except with the consent of all the parties.
 8. The principal or legal counsel for the school, the student, and the student's parent, guardian, or representative have the right to receive a copy of all records and written statements referred to in the Student Discipline Act as well as the statement of any witness in the possession of the school board or board of education no later than forty-eight hours prior to the hearing.
 9. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing examiner. The hearing will be held according to the requirements of section 79-269. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
 10. If a request for a hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.
- In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (Neb. Rev. Stat. § 79-254 to 79-294).

Secondary Discipline

ACADEMIC DISHONESTY

Cheating, Plagiarism, and Academic Dishonesty

Students may not cheat, plagiarize, or otherwise participate in any academic dishonesty in any form. Prohibited behavior includes:

- Obtaining, attempting to obtain, or aiding another person to obtain credit for work by any dishonest or deceptive means.
- Lying.
- Copying another person's work or answers.
- Discussing the answers or questions on a test or assignment unless specifically authorized by the teacher.
- Taking or receiving copies of a test without the permission of the teacher.
- Using or displaying notes, "cheat sheets," or other sources of unauthorized information.
- Using the ideas or work of another person as if they were your own without giving proper credit to the source.
- Submitting work or any portion of work completed by another person.
- Failing to give credit for ideas, statements, facts, or conclusions which rightfully belong to another person.
- Failing to use quotation marks or other appropriate means of attribution when quoting directly from another person or source.

A student who cheats, plagiarizes, or otherwise participates in any academic dishonesty is subject to discipline, up to and including expulsion.

SCHOOL SEARCHES

Student lockers, desks and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. Periodic, random searches of student lockers may be conducted at the discretion of the administration. The following rules shall apply to the search and seizure of items in a student's possession or control:

1. School officials may conduct a search if there is a reasonable basis to believe that the search will uncover evidence of a crime or rule violation
2. Illegal items or other items reasonably determined to be a threat to the safety of others, a threat to educational purposes, or a prohibited nuisance item may be seized by school officials. Any firearm shall be confiscated and delivered to law enforcement as soon as practical.
3. Items which are used to disrupt or interfere with the educational process may be removed from student possession.

LOCKERS

EACH STUDENT IS EXPECTED TO USE ONLY THE LOCKER WHICH HAS BEEN ASSIGNED TO HIM/HER.

All students have a locker assigned to them for coats and personal belongings. It is highly suggested all students' school supplies, backpacks, book bags, duffel bags, purses, and totes must be kept securely in assigned locker. Students' may carry their backpacks, but it is up to the individual teacher where backpacks will be placed during class time. Students are responsible for the proper care and upkeep of his/her locker, and if something happens to the locker, it should be reported immediately to an administrator. Irresponsible care of lockers may result in a fine. All students are urged to keep their lockers locked at all times. Students are expected to register their locker combinations with their 1st Period teacher. Any locks remaining on lockers following the final day of school will be cut off unless other arrangements have been made ahead of time with an administrator.

Student lockers, desks, and other such property are owned by the school district. The school exercises exclusive control over this property, and students should not expect privacy regarding items placed in school property, because school property is subject to search at any time by school officials.

Students are responsible for whatever is contained in desks and lockers issued to them by the school. Students should expect random locker checks throughout the school year. Searches will be conducted by the administration. Also, law enforcement personnel and drug dogs may be used periodically.

STUDENT AUTOMOBILES

Automobiles parked on school property are subject to search by the principal or the principal's designee if the principal or his/ her designee has reasonable cause to believe that contraband is in or on the automobile. Occasional lot checks are made by school personnel to minimize hazards, but the school does not assume any responsibility or liability for theft or damage, which may occur there.

STUDENTS' PERSONS

Students and their personal effects are subject to being searched by the principal or his/her designee if there is reasonable cause to believe that the student is in possession of contraband. This includes all student pockets, purses, backpacks, and other kinds of carrying devices. Any item deemed by the principal or his/her designee to have no educational value, disrupts the educational process, or is a hazard to the health, welfare, security, or safety of students and staff, will be confiscated as a nuisance item.

CELL PHONES AND OTHER ELECTRONIC DEVICES

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

Students may use cell phones or other electronic devices on the school sidewalks and in the common areas of the school before and after school, so long as they do not create a distraction or a disruption. Students may not use cell phones or other electronic devices while they are in locker

Secondary Discipline *(continued)*

rooms or restrooms. Students must comply with each teacher's classroom rules regarding cell phone use in class. Students may not use cell phones or other electronic devices while riding in a school vehicle unless they have express permission to do so from the vehicle's driver. Students are personally and solely responsible for the security of their cell phones and other electronic devices. The school district is not responsible for theft, loss, or damage of a cell phone or any calls made on a cell phone. Students who violate this policy will have their cell phones or other electronic devices confiscated immediately. The administration will return confiscated devices to the offending student's parent or guardian after meeting with the parent or guardian to discuss the violation. Students who violate this policy may, at the discretion of the school's administration, be subject to additional discipline, up to and including suspension or expulsion.

The taking, disseminating, transferring, or sharing of obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise may constitute a crime under state and/or federal law. Any person engaged in these activities while on school grounds, in a school vehicle or at a school activity will be subject to the disciplinary procedures of the student code of conduct. Any student found to be in possession of obscene, pornographic, lewd, or otherwise illegal images or photographs will be promptly referred to law enforcement and/or other state or federal agencies, which may result in arrest, criminal prosecution, and possible inclusion on sex offender registries.

STUDENT DRESS CODE

Student dress and personal grooming are to be consistent with a business-like classroom atmosphere conducive to learning. Dress and grooming must not distract from the educational purpose or atmosphere at school. Students who wear clothing that may be deemed vulgar or offensive will be asked to change, turn the inappropriate garment inside out or call home to have parents bring appropriate attire. Due to decisions regarding identifying and clarifying the rights of all members gathered in public schools, the wearing of any clothing, or if one's personal appearance disrupts the educational process, it is prohibited. If it is determined that an article of clothing bears a message that any student/employee would reasonably find objectionable, then the education process has been affected. Building administrators are given general authority and professional discretion in the administration of these rules and regulations. Students determined to be dressed/ groomed improperly will be handled according to the Student Conduct Behavior rules.

THE FOLLOWING STANDARDS WILL APPLY TO ALL MIDDLE AND HIGH SCHOOL STUDENTS:

1. Heads may not be covered. Hats, bandannas, stocking caps, hoods, visors, sunglasses, wigs, etc. are prohibited while inside the building during scheduled

school days.

2. All face paint and decorative makeup are prohibited during the school day. Students will not be permitted to wear costumes during the school day (i.e. Halloween). Exceptions include but not limited to: spirit week, and class projects. Principle approval required.
3. Any clothing which exposes undergarments, or the wearing of undergarments as outer-garments is prohibited.
4. Any clothing, notebooks, accessories, or jewelry that has inappropriate statements, logos, slogans and pictures (including but not limited to alcohol, drugs, gang related, profanity) are prohibited.
5. Shirts, blouses, sweaters, sweatshirts:
 - All shirts must fit properly.
 - Shirts or blouses exposing the midriff or low cut in either the front or back, or have large or cut out arm holes are prohibited.
 - Uniforms for school sponsored activities will be approved through administration
6. Shorts/ Skirts/ Dresses:
 - All shorts/ skirts/ dresses must be of appropriate length.
 - All shorts/ skirts/ dresses must fit around the waist.
 - Boxers, swim attire, etc. are prohibited.
7. Pants:
 - All pants must be of appropriate length.
 - All pants must fit around the waist. A belt of appropriate length may be worn to ensure that pants fit properly.
 - Pants must be worn at the waistline with or without a belt (no sagging). No pajama pants.
8. Footwear: Appropriate footwear will be worn properly during the school day. Students must wear shoes at all times. Slippers and blankets are prohibited.

SUPERVISORY AUTHORITY AND RESPONSIBILITY

Teachers are responsible for the supervision of students and have authority to supervise students anywhere in the building or on school grounds before, during, and after normal school hours or at any school-sponsored activity or event conducted on or off campus. Students are expected to comply with all reasonable requests of teachers and to show respect and cooperation to all staff members fulfilling their supervisory role.

IDENTIFY SELF

School issued student ID's must be worn and visible during the school day. Students will identify themselves when asked to do so by school personnel. Any student who fails to identify him/ herself upon request may be disciplined.

HALL PASSES

No student shall be in the hall during regular class time without a pass issued by the staff member in charge of the student during that time. This will include trips to the rest room, library, and/or offices, as well as any place other than the room to which the student is assigned. Passage

Secondary Discipline *(continued)*

shall be by the shortest and quickest route practical without stopovers and without bothering other classes in session. Passes shall be issued only as needed and must be turned in at the point of destination or returned to the staff member who originated the pass.

STUDENT UNPAID OBLIGATIONS (FINES)

Students are required to assume the financial responsibility for their actions. This may include, but not necessarily be limited to, obligations for: (a) the loss or damage to school-owned books, supplies, and/or equipment; (b) fines resulting from the late return of library books and media; and (c) all other fines designated in the student handbook.

Those students who fail to meet their obligations as outlined above, or others as indicated in the student/parent handbook, will be subject to the following restriction(s) until such time as the financial obligations are met: (1) The student and his/ her parents or legal guardians shall not receive an official transcript. An official transcript will only be issued to a school to which the student transfers. The student and his/her parents or legal guardians may review the student's permanent record by following the established practices and procedures; (2) All fines and/or fees must be paid, or the student may be ineligible to participate in any activity or on any team that represents the high school; (3) the student, upon becoming eligible for graduation, will not be able to participate in the graduation ceremony.

Upon payment of all outstanding debts, the student will be eligible to receive any or all of the above at a time and in a manner designated by school officials.

USE OF PROFANITY AND VULGAR LANGUAGE

The use of profane, vulgar, suggestive and obscene language is absolutely not acceptable. Use of profane or vulgar language before, during, or after a conversation with staff personnel may be deemed to have been directed toward that staff member. This type of language is offensive, and it will not be tolerated.

LIMITED PHYSICAL ACTIVITIES

If your student needs to have limited physical activity, please notify the physical education teachers/school staff/school nurse if there is any physical condition which would limit your child's participation in class activities. Please include the following information on the excuse note:

1. The student's first and last name
2. The date
3. The reason for the excuse
4. Your signature

If your child is not to participate (or has specific restrictions), for more than two (2) consecutive class periods, She/he must have a doctor's excuse. Doctor's letterhead and signature is required.

Food

All outside food and drinks are discouraged. If a parent wants to eat with their child, we encourage them to order a school lunch for themselves the morning of the visit. We ask that parents not bring fast food or sodas to the school. The only food that will be given to a student must be brought by a parent or guardian.



Elementary Information

BICYCLES

1. Children in kindergarten through second grade are discouraged from riding bicycles to school for safety reasons. If your child in grades kindergarten through 2nd grade is going to ride a bike to school, please inform the school office in writing that you give your permission to do so. Our main concern is the safety of our children.
2. Bicycles brought on the school grounds should be licensed by the police department. Bicycles must be walked on and off the school grounds.
3. We will treat scooters as we would bicycles. If scooters are brought to school, they must be parked and locked at the bike rack. It is recommended that they remain at home. Students should always wear a helmet when riding bikes and scooters.
4. No roller blades, roller skates, or skateboards are to be ridden on school property.

BEHAVIOR AND DISCIPLINE

We are proud of our students. The students conduct themselves appropriately and show pride in themselves and in their school. Each teacher is responsible for discipline within his or her classroom. Each classroom has rules to be followed. Please discuss the classroom rules with your child thoroughly, support them at home in a positive way, and keep in touch with your child's teacher.

CELL PHONES

Students are not to have cell phones and/or a device or watch that connects to the internet turned on or in use during school hours (8:05am-3:20 pm). If a student is caught using his/ her cell phone or device, or the cell phone/device rings during school hours, the cell phone/device will be confiscated and given to the Principal. The Principal will return the cell phone/device to the offending student at the end of the school day. Second offense, the phone/device will be confiscated by the Principal, and the parents must come to school to pick up their child's cell phone.

DRESS CODE

Proper grooming and dress is important to a productive classroom. The North Platte Public Schools' dress code states:

1. T-shirts may be worn as long as writing or pictures are not vulgar, obscene, advertise drugs, alcohol, promote violence or are gang related.
2. Clothing must cover the body. Shorts are allowed. Tube tops, halter-tops, spaghetti straps, see-through fabric, or muscle shirts with large arm holes, or clothing with bare midriff are not permitted.
3. Footwear appropriate to the kind of activity elementary students engage in is to be worn. Heeled shoes, flip-flops,

and strappy sandals cause blisters, slipping and falling in PE and on the graveled play areas. They are a safety concern. Please do not allow your child to wear them to school unless they have a change of shoes for PE and recess.

4. No headwear of any kind is allowed in the building. This includes: hats, caps, scarves, visors, etc. This applies to both boys and girls.
5. Face tattoos, face painting or body tattoos not covered by clothing are not allowed.
6. Students wearing dangly earrings, large hoop earrings or costume jewelry that poses a safety concern in PE or on the playground will be directed to remove the item and put it in their backpack. During playtime serious injury can occur with such items.
7. Jewelry or clothing with spikes will not be allowed.
8. Low rider pants, or pants hanging off a student's bottom will not be allowed. If the student does not have a belt, a string/twine belt will be provided by the office.

If the appropriateness of a clothing item is in question, parents may be called to bring a change of clothing to school. Remember that we are here for an educational purpose. Anything, which detracts from that purpose or is inappropriate and will be addressed.

KEEPING CHILDREN AFTER SCHOOL

When it is necessary to keep a student after school for completion of daily work, for behavior conferences, or for any other important matter, we ask for your cooperation and support. Should it be necessary to keep a student later than 3:40 P.M., an attempt will be made to notify a parent.



Elementary Information *(continued)*

MESSAGES TO/FROM YOUR CHILD

The school phone is to be used only in extreme situations. Please make arrangements prior to the school day with your child for special dismissal and pick-up arrangements. The office staff is very busy at the beginning and end of each day and it is difficult to run messages around to classrooms.

PERSONAL PROPERTY/TOYS AT SCHOOL

Students are **STRONGLY DISCOURAGED** from bringing toys, trading cards, and personal items to school. Personal items and/or toys brought to school can be lost, broken, or stolen and cause difficulties for students. It is best if such items are **NOT** brought to school.

Personal items including personal electronics brought to school are the child's own responsibility. If lost, broken, or stolen the school is not responsible.

Possession or use of anything that might be considered a weapon is prohibited. Laser pointers, Lighters or other nuisance items are not allowed at school and will be confiscated and kept in the principal's office. Parents will be notified and asked to pick up the item.

School staff has the discretion to restrict toys or other items from the classroom and/or school if these items interfere with the learning environment.

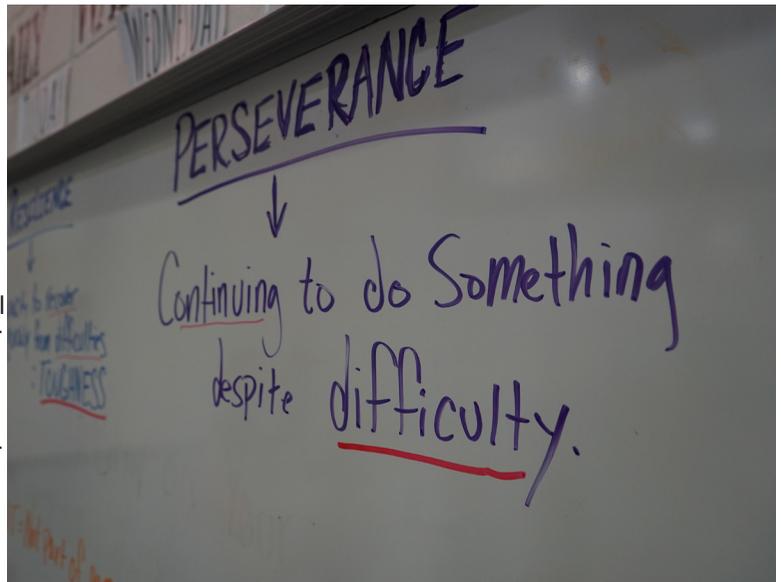
RECESS WEATHER GUIDELINES

1. Raining or Snowing – stay indoors
2. Wind chill 15 degrees or below – stay indoors
3. Snow on the Ground – Students will go outside; those without boots must stay on the sidewalks or cleared areas. This rule is in place for the health and safety or our students as well as for the cleanliness and maintenance of our school building.
4. Students are expected to dress appropriately for the weather. All students go outdoors daily for recess unless there is inclement weather as stated above.

BIRTHDAYS AT SCHOOL

All students at our school are important and worthy. Because we believe this about the students we serve we will handle birthday treats in a way that helps your child feel special on their special day without making other students feel badly. Birthdays will be handled in this manner:

1. Students are recognized during lunch for their birthday with a special cookie from the school at some time during the school year.
2. Birthday treats are optional. If treats are sent to school they will be distributed at the teacher's discretion with regard to providing minimal disruption to the learning environment. Please check with the classroom teacher for appropriate treat suggestions and possible allergies.
3. Only prepackaged snacks are allowed.
4. Deliveries of balloons/flowers are discouraged and will remain in the office to be given to the student at the end of the day.
5. No classroom deliveries will be made.



BIRTHDAY PARTY INVITATIONS

If you plan for your child to distribute party invitations to classmates at school, please follow these guidelines:

1. Send invitations for **ALL** class members or for **ALL OF THE SAME SEX**. Examples: Make sure all the boys have an invitation or all the girls get an invitation.
2. When distributing invitations at school, check with the teacher so it is certain everyone or all boys/girls have been invited.
3. If only certain classmates are invited, the invitations must be mailed or hand delivered to homes for those invited. They are **NOT** to be distributed at school.

Thank you for your cooperation. The procedures will help to prevent hurt feelings.

SAFETY PATROL

To help ensure the safety of all our students, some schools will have students serve on a Safety Patrol program. Fifth grade students are selected by their teachers and must have parent permission they serve for one month or more, and are trained by the North Platte Police Department. The Crossing Guards are on duty from 7:45-8:05 in the morning and 3:20-3:35 after school.

TRAFFIC SAFETY

EXPECTATIONS FOR DROPPING OFF STUDENTS:

1. Do not park in the Fire Lane.
2. Pull over into any available spots along the curb that is **NOT** painted yellow before children exit the vehicle.
3. No loading or unloading in the areas designated as no parking.
4. **DO NOT** park or stop in the drive-through lanes of the schools.
5. Always have children exit the vehicle on the curbside to avoid having to cross in front of other vehicles
6. Please advise children never to walk across the drive-through. They need to stay on the sidewalk and cross at the designated crosswalks with the guidance of the Safety Patrol.

Elementary Information *(continued)*

EXPECTATIONS FOR PICKING UP STUDENTS:

1. Proceed with same expectations as morning drop-off.
2. If your child has not left the building and there are no available places to pull over - please continue on to designated parking areas. Do not park or stop.
3. Buildings will share designated parking areas around school campus.
4. Students and parents should only cross the streets at designated crosswalks with the aid of the Safety Patrol.

FIRE LANE NOTICE

There is to be NO Parking, Loading or Unloading anytime in the FIRE LANE in front of Schools. You may be subject to a \$100.00 fine for parking or stopping to drop off or pick up children in the fire lane. This is by order of the Fire Marshall.

CLASSROOM/LUNCH VISITATIONS

5. We welcome and encourage parents, guardians and the community to visit our school. To help everyone enjoy and profit from such experiences, we adhere to the following:
 - a. Call the principal's office the day before the planned visit to find out if the time is convenient. There are times when visitations would not be profitable, such as during administration of testing, assessments, and before/after holidays.
 - b. When coming to the school, stop at the principal's office, pick up a visitor's badge and sign in.
 - c. Please limit your visit to no more than 30 minutes. Visits of a longer duration can cause distractions for your child and/or to other students. As a courtesy, and to show your support of your child's education, we ask that all visits be limited to 30 minutes on any given day.
 - d. Visitations to classrooms other than your own child's classroom should be arranged with the principal and will be at the discretion of the building principal.
 - e. All outside food and drinks are discouraged. If a parent wants to eat with their child, we encourage them to order a school lunch for themselves the morning of the visit. We ask that parents not bring fast food or sodas to the school.

The classroom is the primary place of instruction and every effort must be taken not to interfere with the instructional purposes. Therefore, visitations (by other students), which tend to add confusion and interrupt the daily routine are discouraged and will be limited to the student's lunch. Requests for visitation (by youth) must be approved 2 days in advance by the principal and classroom teacher.

MEDIA CENTER

Every school has a media center for student use. The media center is available to students throughout the school day. Elementary students are also assigned a day per week to check out books and use media center resources.

EMERGENCY/ENROLLMENT CARD INFORMATION

New students will be enrolled online. Families may go to their neighborhood school for assistance, if needed.

Any changes in the information on a student's emergency card should be sent to the office immediately. This can be very important when a child is ill or injured at school. If your child will be attending a Day Care Center, please write the name and number across the bottom of the card when you register your child.

PARENT ORGANIZATIONS

The Parent Teacher Organization actively supports the school program through fund raising, as volunteers, and by sponsoring special events. All parents are members of PTO. Elementary principals will coordinate with Parent Organizations to benefit the overall goals of the building.

PERMISSION SLIP - FIELD TRIPS

On occasion your child's class may go on field trips. A permission slip will be sent home at the beginning of the year and kept on file in the school office. The signed permission slip must be returned in order for your child to participate in any activity that may take students off school property. Your signature indicates that you are giving permission for your child to go on these trips. It is the parents' and child's responsibility to get the permission slip signed and returned to school. If not signed, the child will be supervised in the school office or library. Students will not be allowed to call home for permission the day of the trip. Teachers will notify parents of all field trips prior to the date of the trip. Parents always have the right to request that their child not attend a specified trip even though a permission slip is signed.

PETS IN THE CLASSROOM

Due to health and safety concerns for our staff and students, pets from home will not be allowed at school. Many students are allergic to pets; therefore we restrict any pet with fur or feathers from the building. Service animals are allowed with administration approval.

PROTOCOL FOR NON-CUSTODIAL PARENT ISSUES PARENT TEACHER CONFERENCES

Ideally, parents would attend conferences together in order for both parents to hear exactly the same information. We understand families are dynamic and will schedule conferences at the convenience of parents. If your child will need to have two conferences, please communicate the request to the classroom teacher.

Release of students to non-custodial parents:

1. Rationale: Custody order does NOT narrow or limit a noncustodial parent's access to a child unless it is specified as such.
2. The school cannot restrict a noncustodial parent from picking up their child from school even at the request of the custodial parent.
3. Restraining Orders/Protection Orders between two adults specifying the school as a place of contact restriction will be a document the school will keep on file in custody matters.
4. If there is a Restraining/Protection Order naming an adult and a student the school will need that document on file.

Elementary Information *(continued)*

DAILY SCHEDULE

School begins at 8:05 a.m. Students are to use designated cross walks. Please do not allow your children to arrive at school before 7:45 a.m. This causes a safety and discipline problem for students left unsupervised.

Students are expected to be picked up or to leave school grounds immediately after dismissal. After school supervision ends at 3:40. In the event no one can be contacted to pick up a child after school, police may be called after 4:00 or may be sent to Kids Klub and parents will be charged accordingly.

BEFORE AND AFTER SCHOOL SUPERVISION

No students should be on the grounds before 7:45 a.m. Students are asked to follow the building's morning routines.

No students are allowed on the playground unsupervised before or after school. Playgrounds are not open to public use until after 6:00pm and during Kids Klub activities.

CHILD ABUSE AND NEGLECT

School employees will report suspected abuse or neglect of a child as required by state law and school policy. Nebraska law defines abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child or an incompetent or disabled person to be (1) placed in a situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; (6) placed in a situation to be sexually exploited through sex trafficking of a minor as defined in state law or by allowing, encouraging, or forcing such person to engage in debauchery, public indecency, or obscene or pornographic photography, films, or depictions; or (7) placed in a situation to be a trafficking victim as defined in state law.

HEAD LICE

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

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

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

MEMORIALS

Memorials or plaques honoring deceased students are generally not allowed in or on the school grounds unless authorized by board policy. Dedications to students will not be allowed. Scholarships in the deceased person's name will not be set up by the school. Scholarships set up by outside organizations or individuals, such as a foundation, will be allowed.

RIGHTS OF CUSTODIAL AND NON-CUSTODIAL PARENTS

The school district will honor the parental rights of natural and adoptive parents unless those rights have been altered by a court. The term "custodial parent" refers to a biological or adoptive parent to whom a court has given primary physical and legal custody of a child, and a person such as a caseworker or foster parent to whom a court has given legal custody of a child. The district will not restrict the access of custodial and non-custodial parents to their students and their students' records, unless the district has been provided a copy of a court order that limits those rights. If the district is provided such a court order, school officials will follow the directives set forth in the order. The district will provide the custodial parent with routine information about his or her child, including notification of conferences. The district will not provide the non-custodial parent with such information on a routine basis, but will provide it upon the non-custodial parent's request unless it has been denied by the courts. A non-custodial parent who wishes to attend conferences regarding his or her child will be provided information about conference times so both parents may attend a single conference. The district is not required to schedule separate conferences if both parents have been previously informed of scheduled conference times. If either or both parents' behavior is disruptive, staff members may terminate a conference and reschedule it with appropriate modifications or expectations.

Career Guidance and Counseling Program

The guidance and counseling program, as implemented by the school counselor, is one of the resources available at all our schools. The school counselor is a certified professional who assists students, teachers, staff, and parents. Consultations with teachers, parents, administrators, school psychologists and outside agencies are also provided by the school counselor.

The guidance portion of the program is a comprehensive developmental model that is used district wide and is based on the Nebraska School Counselor Association and American School Counselor Association guidelines. The school counselor works as a team with the school, parents, and community to create a caring atmosphere whereby children's needs are met through effective classroom lessons that focus on understanding self and others. Topics include: Character Counts lessons, friendship skills, bullying, personal safety, conflict resolution, anger management, substance abuse, peer pressure, and career awareness.



The school counselor also provides individual and small group counseling dealing with friendship, behavior, personal, family, and academic concerns. The counselor may occasionally visit with your child when referred by students, parents, staff, or teachers. The counselor only requests parental permission for long term individual and small group sessions.

SCHOOL	COUNSELOR(S)	PHONE NUMBERS
Cody Elementary	Audri Pelton-Johnson	(308) 535-7132
Eisenhower Elementary	Becky Gibson	(308) 535-7134
Jefferson Elementary	Kara Hahn	(308) 535-7136
Lake Elementary	Kim Ide	(308) 532-9892
Lincoln Elementary	Shelby Welsh	(308) 535-7139
McDonald Elementary	Jenna Cambell	(308) 535-7140
Washington Elementary	Victoria Simmons	(308) 535-7142
Madison Middle School (6th)	Matt Kaminski	(308) 535-7126
Adams Middle School (7th/8th)	Jennifer Schlager Rochelle Krull	(308) 535-7112
North Platte High School	Sky Seery Amy Albrecht Briana Quiroz	(308) 535-7105

Nursing Services

MEDICATION

All medication, both prescription and over-the-counter, must be brought to the school nurses office by the parent/guardian. All medication must be in the original container so it can be properly identified. This means pills in an envelope or baggie with a note will not be accepted or given to students. Students are not to carry any medication on themselves at school, with the exception of cough drops, eye drops/ear drops, and topical ointments. Emergency medications such as inhalers, epi-pens, insulin and diabetic supplies can be carried with proper documentation completed by parent/guardian, physician and on file. No medication will be given without a signed Medication Permission form, which is available in the nurse's office. Any medication that is discontinued, or left at the end of the year, must also be picked up by a parent/guardian or it will be destroyed. This policy is for the safety and well being of all students/staff.

- If possible give medications at home.
- All medications (prescription, non-prescription, inhalers, epi-pens) need to be brought to the office by a parent or guardian.
- Medicine needs to be in an original, labeled bottle.
- A medication form must be completed and signed before medicine will be given.
- Medicine will be dispensed by a trained staff member; teachers are not allowed to give medications in the classroom. Cough drops may be dispensed by teachers with a note from parents giving permission.
- Medicine must be picked up by a parent by the last day of school, or medicine will be disposed of by the nurse.

ILLNESS

Children with colds, coughs, flu symptoms or temperatures elevated greater than or equal to 100 degrees should be kept home until symptoms subside. This means waiting until the child is not infectious and has been fever free and/or diarrhea or vomiting free for 24 hours without medication.

STATE REQUIREMENTS

Nebraska State law requires students meet the following requirements before the first day of school.

Preschool:

1. Immunizations-Nebraska Immunization requirements.

Kindergarten:

1. Immunizations-Nebraska Kindergarten requirements

2. Health Physical
3. Vision Exam

7th Grade:

1. Tdap immunization-Nebraska 7th grade requirements
2. Physical exam

Sports: 7th-12th Grade

1. Sports Physical required each year to play sports must be dated after May 1st, no waiver option.

New student from another state:

1. Immunizations- Nebraska requirements
2. Health Physical
3. Vision Exam

For all Immunization requirements visit <http://dhhs.ne.gov/publichealth/Immunization/Documents/2016-2017SchoolRREnglish.pdf>

CONCUSSION: RETURN TO LEARN PROTOCOL

Students who sustain a concussion and return to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered.

The school administration of North Platte Public Schools adopts the NDE Guidance entitled "Bridging the Gap from Concussion to the Classroom," (2nd Edition) and accompanying Appendix, as its return to learn protocol, with the recognition that each student who has sustained a concussion will require an individualized response.

Any student, parent or guardian who suspects that the student sustained a concussion must immediately inform the student's coach or building administrator. If a student is suspected of having a concussion, the student may not be permitted to participate or practice in any school-sponsored activity.

The District encourages full cooperation and support from both students and parents in each student's return to learn protocol.

SCHOOL HEALTH SCREENING STATUTES (NEB. REV. STAT. 79-248 THROUGH 79-253)-

Students in Nebraska schools must be screened by qualified personnel for vision, hearing, and dental health. In addition, height and weight measurements must be taken. The purpose of screening is to identify those students needing further evaluation or assistance for their health, not to make a diagnosis. Students in pre-K, Kindergarten, and 1st, 2nd, 3rd, 4th, 7th, and 10th grades.

School Lunch Program

SCHOOL LUNCH PROGRAM

1. The breakfast / lunch program will start on the first day of school.
2. As a result of the North Platte Schools participating in the federally subsidized hot lunch program, we can only permit milk, natural fruit juices, and water as liquid in the lunchroom.
3. Students may choose to bring a sack lunch from home. Students purchasing hot lunch have a choice of several entrees daily.
4. Student Fee Waiver Applications (Free and Reduced Applications) are made available at the beginning of the year and upon request from the office or online.
5. Lunches must be ordered by 8:30 each morning, so students arriving tardy should call ahead to order lunch or bring a sack lunch from home.
6. We are unable to serve lunch to students whose lunch account balance falls below five meals x eligibility cost. An alternative meal is always provided regardless of account status. **THE SCHOOL CANNOT CHARGE MEALS FOR STUDENTS.**
7. As a courtesy, reminder notes with a lunch payment envelope are sent home stating the lunch account balances. Students are also reminded as they pass through the lunch line each day if they owe lunch money. These reminders are just a courtesy for you and your child. It is the parents' responsibility to monitor their child's lunch account.
8. Parents are welcome to visit the lunchroom and eat with us any day. You must call the office to order your meal by 8:40 A.M. Upon your arrival for lunch, you must sign in at the office and receive a visitor's badge. When you pay for your lunch, please have exact change as we do not have a cash register. Our expectation is that any visitors to lunch will follow the same lunchroom procedures outlined for students. For safety, supervision, and legal reasons parents are discouraged from going out to recess with students.

The students will be able to serve themselves vegetables and fruit from a food bar in the cafeteria. The advantages of the fruits/vegetable bar are:

1. Greater variety in choice of fruits and vegetables. Each day there will be a choice of 5 or 6 fruits and vegetables.
2. Students will not be served fruits and vegetables they will not eat.
3. Less food is wasted.

Students will:

1. Be allowed only one trip through the vegetable/fruit bar.
2. Take as much as they will eat.
3. Be expected to eat what they take.

4. SCHOOL LUNCH PRICES

5. Breakfast K-12 \$1.90
6. Elementary Lunch \$2.50

7. Middle School Lunch \$2.75
8. NPHS Lunch \$2.75
9. Snack \$2.75

COMMUNITY ELIGIBILITY PROGRAM (CEP)

North Platte Public Schools has five elementary school eligible to participate in the CEP program. Jefferson, Washington, Cody, Eisenhower, and Lincoln schools meet the eligibility of the program and provide elementary lunch for free to all students.

FOOD SERVICE CONTRACT

North Platte Public Schools contracts with Sodexo Food Service to serve our School Lunch Program. For concerns regarding School Lunch Program, please contact Mr. Stuart Simpson, Executive Director of Finance at (308)535-7100 or the Sodexo Office (308) 696-3336.

NONDISCRIMINATION STATEMENT

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

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English. To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: http://www.ascr.usda.gov/complaint_filing_cust.html, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

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

This institution is an equal opportunity provider

Dating Violence & Anti-Harassment/Bullying Position

DATING VIOLENCE

North Platte Public Schools strives to provide physically safe and emotionally secure environments for all students and staff. Positive behaviors are encouraged in the educational program and are required of all students and staff. Dating violence will not be tolerated.

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

Incidents of dating violence involving students at school will be addressed as the administration determines appropriate, within the scope and subject to the limits of the District's authority.

Staff training on dating violence shall be provided as deemed appropriate by the administration. The dating violence training shall include, but need not be limited to, basic awareness of dating violence, warning signs of dating violence, and the District's dating violence policy.

Dating violence education that is age-appropriate shall be incorporated into the school program. Dating violence education shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.

The administration will be responsible for ensuring that this dating violence policy is published in the school district's student-parent handbook or an equivalent such publication. Parents and legal guardians shall be informed of the dating violence policy by such other means as the administration determines appropriate. If requested, parents or legal guardians shall be provided a copy of the dating violence policy and relevant information.

Dating violence, as that term is defined by Nebraska law, will not be tolerated by the school district. Students who engage in dating violence on school grounds, in a school vehicle or at a school activity or that otherwise violates the Nebraska Student discipline Act will receive consequences consistent with the Act and the district's student discipline policies. Pursuant to Section 79-2, 140, the Legislature has defined (a) "dating violence" to mean a pattern of behavior where one person

uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control his or her dating partner; and (b) "dating partner" to mean any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious, or long term. The school district shall provide dating violence training to staff deemed appropriate by the administration and in accordance with Nebraska law. A copy of this policy shall be included in the student handbook.

Reviewed on: October 29, 2020, Adopted on: March 8, 2021, Effective on: August 10, 2021

ANTI-HARASSMENT/BULLYING POSITION

The North Platte School District is committed to providing all students with a safe and supportive school environment. Members of the school community are expected to treat each other with respect. Teachers and other staff members are expected to teach and to demonstrate by example that all members of the community are entitled to respect.

Harassment of a student by another student or by a teacher or other staff member is a violation of school policy. This includes (but is not limited to) harassment based on race, national origin, marital status, sex, sexual orientation, gender identity, religion, or disability. Punishable harassment is conduct, including verbal conduct, (1) that creates (or will certainly create) a hostile environment by substantially interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or (2) that is threatening or seriously intimidating.

Sexual harassment is a form of harassment that also violates school policy. Punishable sexual harassment is an unwelcome sexual advance or sexual conduct, including verbal conduct, (1) that is tied to a student's educational benefits, opportunities, or performance, or to a student's physical or psychological well-being; (2) that creates (or will certainly create) a hostile environment by substantially interfering with a student's educational benefits, opportunities, or performance, or with a student's physical or psychological well-being; or (3) that is threatening or seriously intimidating.

* Any written formal complaints dealing with harassment/ bullying, are to be filed with the building administration who will conduct an inquiry. A follow-up meeting will be scheduled at the completion of the inquiry. FERPA guidelines will be followed.

FERPA Parent Notification

NOTIFICATION OF RIGHTS UNDER FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. They are:

1. The right to inspect and review the student's education records within 45 days of the day the District receives a request for access.
2. Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.
3. The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate or misleading. Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.
4. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.
5. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:
**Kathleen Styles, Office of the Chief Privacy Officer
 U.S. Department of Education 400 Maryland Avenue,
 S.W. Washington, D.C. 20202**

NOTICE CONCERNING DIRECTORY INFORMATION

The District may disclose directory information. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone listing, and the name, address, telephone listings (if not unlisted), e-mail address and work or other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
2. School and dates of attendance;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
5. Student's date of birth and place of birth;
6. Student's extra-curricular participation;
7. Student's achievement awards or honors;
8. Student's weight and height if a member of an athletic team;
9. Student's photograph; and
10. School or school district the student attended before he or she enrolled in North Platte Public Schools.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. The period of time within which a parent or eligible student has to notify the District in writing that he or she does not want information about the student designated as directory information is as follows: two weeks from the time this information is first received. Please contact the Superintendent's office to indicate your refusal to have your child's information designated as directory information. The District may disclose information about former students without meeting the conditions in this section.

In addition, notice is further given that FERPA permits the disclosure of personally identifiable information from students' education records, without consent of the parent or eligible student, if the disclosure meets certain conditions found in §99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent or eligible student, §99.32 of the FERPA regulations require the District to record the disclosure. Parents and eligible students have a right to inspect and review the record of disclosures. The District may disclose personally identifiable

FERPA Parent Notification *(continued)*

information from the education records of a student without obtaining prior written consent of the parents or the eligible student —

- To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the District has outsourced institutional services or functions, provided that the conditions listed in §99.31(a)(1)(i)(B)(1) - (a)(1)(i)(B)(2) are met. (§99.31(a)(1))
- To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of §99.34. (§99.31(a)(2))
- To authorized representatives of the U.S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the Nebraska Department of Education. Disclosures under this provision may be made, subject to the requirements of §99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of personally identifiable information to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (§§99.31(a)(3) and 99.35)
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§99.31(a)(4))
- To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to §99.38. (§99.31(a)(5))
- To organizations conducting studies for, or on behalf of, the District, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (§99.31(a)(6))
- To accrediting organizations to carry out their accrediting functions. (§99.31(a)(7))
- To parents of an eligible student if the student is a dependent for IRS tax purposes. (§99.31(a)(8))
- To comply with a judicial order or lawfully issued subpoena. (§99.31(a)(9))
- To appropriate officials in connection with a health or safety emergency, subject to §99.36. (§99.31(a)(10))
- Information the District has designated as "directory information" under §99.37. (§99.31(a)(11))

The District's policy is for education records to be kept

confidential except as permitted by the FERPA law, and the District does not approve any practice which involves an unauthorized disclosure of education records. In some courses student work may be displayed or made available to others.

Also, some teachers may have persons other than the teacher or school staff, such as volunteers or fellow students, assist with the task of grading student work and returning graded work to students. The District does not either approve or disapprove such teaching practices, and designates such student work as directory information and/or as non-education records. Each parent and eligible student shall be presumed to have accepted this designation in the absence of the parent or eligible student giving notification to the District in writing in the manner set forth above pertaining to the designation of directory information. Consent will be presumed to have been given in the absence of such a notification from the parent or eligible student.

NOTICE CONCERNING DESIGNATION OF LAW ENFORCEMENT UNIT:

The District designates the North Platte Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.



Acceptable use of Technology Resources

BEHAVIOR RULES FOR STUDENTS USING COMPUTERS AND NETWORKS

The use of computers, whether stand-alone, or as part of a local area network, or as part of a wide area network such as the Internet, is a privilege, not a right, and must be consistent with and driven by the educational objectives of the North Platte Public Schools. Any use that is not consistent with these objectives is prohibited.

The school owns computers and all associated data storage and transfer devices. The school exercises exclusive control over this school property, and students should not expect privacy regarding their use of any school computer or network because school property is subject to search and inspection at any time by school officials. This search and inspection includes but is not limited to electronic mail, Internet access, file storage and transfer. Students are responsible for whatever is contained in computer files assigned to them.

Students using computers connected to the Internet, an international computer network, are able to access computers and people all over the world. Sites exist on the Internet that contain illegal, indecent, defamatory, inaccurate, and offensive material. The North Platte Public Schools does not condone student access to unsuitable materials and makes a conscious effort to prevent student access to such sites. All student computer activities are subject to being monitored.

It is the primary responsibility of the parent(s) and guardian(s) to establish and convey the standards that their child or ward should follow. If a student uses a computer or the Internet inappropriately, he or she will be subject to disciplinary action as outlined in the NPPS Student Code of Conduct.

STUDENT INTERNET AND COMPUTER ACCESS (POLICY 5037)

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

STUDENT EXPECTATIONS IN THE USE OF THE INTERNET ACCEPTABLE USE

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

UNACCEPTABLE USE

1. Students shall not use school computers to gain access

- to material that is obscene, pornographic, harmful to minors, or otherwise inappropriate for educational uses.
2. Students shall not engage in any illegal or inappropriate activities on school computers, including the downloading and copying of copyrighted material.
3. Students shall not use e-mail, chat rooms, instant messaging, or other forms of direct electronic communications on school computers for any unauthorized or unlawful purpose or in violation of any school policy or directive.
4. Students shall not use school computers to participate in on-line auctions, on-line gaming or mp3/mp4 sharing systems.
5. Students shall not disclose personal information, such as their names, school, addresses, or telephone numbers outside the school network.
6. Students shall not use school computers for commercial advertising or political advocacy of any kind without the express written permission of the system administrator.
7. Students shall not publish web pages that purport to represent the school district or the work of students at the school district without the express written permission of the system administrator.
8. Students shall not erase, rename or make unusable anyone else's computer files, programs or disks.
9. Students shall not share their passwords with fellow students, school volunteers or any other individuals, and shall not use, or try to discover, another user's password.
10. Students shall not copy, change or transfer any software or documentation provided by the school district, teachers or another student without permission from the system administrator.
11. Students shall not write, produce, generate, copy, propagate or attempt to introduce any computer code designed to self-replicate, damage, or otherwise hinder the performance of any computer's memory, file system, or software. Such software is often called, but is not limited to, a bug, virus, worm, or Trojan Horse.
12. Students shall not configure or troubleshoot computers, networks, printers or other associated equipment, except as directed by a teacher or the system administrator.
13. Students shall not take home technology equipment (hardware or software) without permission of the system administrator.
14. Students shall not forge electronic mail messages or web pages.

ENFORCEMENT METHODS OF ENFORCEMENT

1. The district monitors all Internet communications, Internet usage and patterns of Internet usage. Students have no right of privacy to any Internet communications or other electronic files. The computer system is owned by the school district. As with any school property, any electronic files on the system are subject to search and inspection at any time.
2. The school district uses a technology protection measure that blocks access to some Internet sites that

Acceptable use of Technology Resources *(continued)*

are not in accordance with the policy of the school district. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.

3. Due to the nature of filtering technology, the filter may at times filter pages that are appropriate for student research. The system administrator may override the technology protection measure for the student to access a site with legitimate educational value that is wrongly blocked.
4. The school district staff will monitor students' use of the Internet through direct supervision and by monitoring Internet use history to ensure enforcement of the policy.

CONSEQUENCES FOR VIOLATION OF THIS POLICY

1. Access to the school's computer system and to the Internet is a privilege, not a right. Any violation of school policy and rules may result in:
 2. Loss of computer privileges;
 3. Short-term suspension;
 4. Long-term suspension or expulsion in accordance with the Nebraska Student Discipline Act; and
 5. Other discipline as school administration and the school board deem appropriate.
6. Students who use school computer systems without permission and for non-school purposes may be guilty of a criminal violation and will be prosecuted.

CHILDREN'S ONLINE PRIVACY PROTECTION ACT (COPPA)

The school will not allow companies to collect personal information from children under 13 for commercial purposes. The school will make reasonable efforts to disable advertising in educational computer applications.

This policy allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for education purposes.

ONE-TO-ONE RESPONSIBILITY AGREEMENT (2024-2025)

At North Platte Public Schools, technology is an integral part of the learning process for each student. For this reason, the district has provided each student access to technology resources. At the elementary level, this access is granted only at school, whereas at the secondary level, students are assigned a device they can also use at home. Technology resources are on loan to students and remain property of North Platte Public Schools.

Whether at school or at home, students will be responsible for the care and custody of district property assigned to them. In the same manner that a student would be held accountable for the vandalism of district property, students will be held accountable for the loss or damage to district-provided technology resources resulting from a failure to take responsibility for these tools. The district will provide students an opportunity to learn how to use these devices safely and responsibly, and families will agree to reinforce these behaviors.

Students, who demonstrate responsibility for their assigned device as demonstrated in the lessons, will pay no additional cost this year. However, students whose devices are lost or damaged as a result of behavior inconsistent with these expectations will be charged loss or damage fees as shown to the right.

VOLUNTARY PROTECTION PLAN

NPPS is offering a voluntary protection plan to provide families with peace of mind. The plan covers repair costs from accidental damage, loss or theft of the device up to the replacement cost of the equipment. Insurance covers from the date purchased till the start of next school year. You have 30 days from the start of school to purchase insurance. New families to the district have 30 days from the start of enrollment. Insurance can be purchased through Campus Parent Portal. For questions concerning purchase of insurance contact the Technology Department at 308-696-3346.

Yearly payment.....\$10.00 per student
Deductible per incident.....\$25.00

*With insurance, after two incidents in a year, full cost of repair or replacement will be assessed. When items are replaced such as a lost power adapter, we don't issue refunds.

Student Cost for Damages
 Replacement of Chromebook - \$250
 Replacement of Bag - \$30
 Replacement of Screen - \$40
 Replacement of Keyboard - \$50
 Replacement Power Adapter - \$25
 Replacement Top case - \$25
 Replacement Bottom case - \$25
 Replacement of iPad - \$320
 Replacement iPad Screen - \$110

REINFORCING RESPONSIBLE BEHAVIORS

Behavioral research demonstrates that students of all ages will demonstrate responsible behaviors that are taught with intention, reinforced with consistency, and assessed with frequency. Prior to receiving their assigned device, the district's teachers will provide each student training on these responsible behaviors as per the district one-to-one expectations and guidelines. Administrators, Teachers, Parents, and Fellow Students agree to reinforce these responsible behaviors by monitoring and complimenting students who demonstrate those desired behaviors while modeling those behaviors for students who forget.

Students will commit to carrying their device safely, closed with nothing between the keyboard and screen, and supported by a firm surface to protect the screen. Students will also commit to transporting their devices in a case or backpack with a protective pocket. Students will not leave Chromebooks unattended unless secured in a safe place.

The student, parent, teacher, and principal all collectively agree to promote and to reinforce safe and responsible behaviors for district-provided student devices for which we

Acceptable use of Technology Resources *(continued)*

are responsible.

ONE-TO-ONE EXPECTATIONS & GUIDELINES

Students are responsible for the general care of the device the district has issued them. Devices are on loan to students and remain property of North Platte Public Schools.

General Precautions

- Students will fully charge the device's battery at home each night to ensure the device is powered for school.
- Students will take good care of the device and will report the damage immediately to their teacher.
- Students will be responsible for the cost of repair or replacement for damage regardless of where damage occurs (school, home, etc.).
- All replacement parts and repairs must be purchased and performed by the North Platte School District and it's technical staff.
- Students will not remove any labels, disassemble any part or attempt to make any repairs to the device.
- Students will not write or place decorations (such as stickers, skins, decals, etc.) on the device.
- Food or drink should not be stored/consumed next to the device.
- Do not use the device where it will get dirty or wet (beach, pool, etc.).
- Make certain the fan and vents for the device are clear of clutter. Do not put the device in a bag, on a pillow, etc. while it is running. It may overheat.
- Cords, cables, and removable storage devices must be inserted and removed carefully from the device to protect the input connections (i.e., headphones).

Carrying devices

- The protective cases provided with devices have sufficient padding to protect the device from normal treatment and provide a suitable means for carrying the computer within the school. The guidelines below should be followed:
 - Devices should always be within the protective case when transported.
 - When moving a device a short distance, never pick it up or hold it by the display (always hold the bottom).
 - Some carrying cases are designed to hold other objects (such as folders and books), but these must be kept to a minimum to avoid placing too much pressure and weight on the device screen.
- **Screen Care**
 - The device screens can be damaged if subjected to rough treatment. The screens are particularly sensitive to damage from excessive pressure on the screen. The guidelines below should be followed:
 - Do not lean on or apply pressure to the top of the device when it is closed.
 - Do not place anything on the keyboard before closing the lid (e.g., pens, paper, staples).
 - Do not place anything near the device that could put pressure on the screen.
 - Do not place anything in the carrying case that will press against the cover.
 - Do not touch the screen, other than to clean the screen carefully.
 - Clean the screen with a soft, dry cloth or screen cleaning cloth (ie. Microfiber cloth).
 - Don't use harsh cleaning chemicals on the computer screens as they will cause damage.

Security/Safety

- Do NOT leave your device unattended, unless secured in a safe place.
- Do not store or use your device where temperatures reach below 41 or above 95 degrees.(ie. Do not store in vehicles)
- Students acknowledge that a violation of the NPPS Student Internet and Computer Access Policy may result in disciplinary action, including, but not limited to, loss of technology privileges, loss of use of the device, and NPPS discipline consequences according to the Code of Conduct.
- The district incorporates an internet filter for computers both while on campus and away from campus.
- Students will not allow others to use the school device. If the device is used to access inappropriate websites, the student will be held responsible.
- Immediately report the theft of the device to the building principal.
- The student understands that the device is subject to inspection at any time and remains the property of the North Platte Public Schools. Students will peacefully surrender the device and cooperate with any investigation of improper use.

Withdrawal from the district.

- Students agree to return the device, case, and power cord in good working condition prior to withdrawal from the district. If equipment is not returned after a student withdraws from the district, it is considered theft and could lead to criminal charges.

Intent of Handbook

INTENT OF HANDBOOK

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

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

NOTICE OF NON-DISCRIMINATION

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Name: Brandy Buscher/Student Kevin Mills/Staff
Title: Director of Student Services and Human Resources
Address: 301 West F Street North Platte NE 69101
Telephone: 308-535-7100
E-mail: bbuscher@nppsd.org kmills@nppsd.org

For further information on notice of nondiscrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area or call 1-800-421-3481.

For additional prohibited discrimination and related information, please review school district Policy – Nondiscrimination.



Notice of Non-Discrimination

NOTICE OF NON-DISCRIMINATION

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The school district prohibits sex discrimination in any education program or activity in any education program or activity that it operates.

Students who believe that they have been the subject of unlawful discrimination or harassment due to their disability, or that have other related concerns or questions, should contact the following Section 504 Coordinator: Brandy Buscher at McKinley Education Center, 308-535-7100, bbuscher@nppsd.org or in person at school.

Students who believe that they have been the subject of unlawful discrimination or harassment due to their sex, or that have other related concerns or questions, should contact the Title IX Coordinator: Brandy Buscher at 308-535-7100, bbuscher@nppsd.org, 301 West F Street, North Platte, NE 69101 or in person at school. The School District's specific Notice of Nondiscrimination on the Basis of Sex may be accessed at the following link:

For further information on notice of nondiscrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area or call 1-800-421-3481.

Students who believe that they have been the subject of unlawful discrimination or harassment due to their race, color, or national origin, or that have other related concerns or questions, should contact the following Title VI Coordinator: Brandy Buscher at 308-535-7100, bbuscher@nppsd.org, 301 West F Street, North Platte NE 69101 or in person at school.

Students who believe that they have been the subject of any other unlawful discrimination or harassment should contact Brandy Buscher at 308-535-7100, bbuscher@nppsd.org, or in person at school. Students may report discrimination or harassment to any staff member who will then forward it on to the appropriate coordinator or administrator. The staff member will follow school district policies to respond to the report.

For additional prohibited discrimination and related information, please review school district Policy 2006 – Nondiscrimination.

USDA NOTICE OF NON-DISCRIMINATION

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national

origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

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

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

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

This institution is an equal opportunity provider.

PLEASE NOTE: As stated above, all protected bases do not apply to all programs. The first six protected bases of race, color, national origin, age, disability and sex are the six protected bases for applicants and recipients of the Child Nutrition Programs.

School Food Authorities (SFAs) participating in the National School Lunch Program, School Breakfast Program, After School Snack Program or Special Milk Program must include this statement in full, on all program materials used for public information, public education or public distribution.

If the material is too small to permit the full statement to be included, the material will at a minimum include this statement, in print no smaller than the text:

USDA is an equal opportunity provider and employer.

The USDA "And Justice for All" poster must be displayed at each feeding site in a location that is visible to students during meal service.

Notice of Non-Discrimination *(continued)*

CIVIL RIGHTS

1. School Food Authorities (SFAs) participating in the National School Lunch Program, School Breakfast Program, After School Snack Program or Special Milk Program must include the nondiscrimination statement in their student handbook in the section that addresses access to or information about the school meals program. It must also be included on the school's web site if school meal information is available.

Nondiscrimination Statement

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

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

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

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

This institution is an equal opportunity provider.

If the material is too small to permit the full statement to be included, the material will at a minimum include this statement, in print no smaller than the text: "This institution is an equal opportunity provider."

2. The USDA "And Justice for All" poster must be displayed at each feeding site in a location that is visible to students during meal service.
3. Provide appropriate translations of materials concerning the availability and nutritional benefits of the school meals program, as needed. This requirement can be met through the use of bilingual staff members, volunteers and/or informational materials in appropriate languages.
4. Follow this procedure for Accepting and Filing Complaints of Discrimination in the School Meals Program
 - **RIGHT TO FILE A COMPLAINT:** Any person alleging discrimination based on race, color, national origin, sex, age or disability has a right to file a complaint within 180 days of the alleged discriminatory action.
 - **ACCEPTANCE:** All complaints, written or verbal, shall be accepted by the School Food Authority

Notice of Non-Discrimination *(continued)*

(SFA) and forwarded to the Administrator of the Nebraska Department of Education - Nutrition Services within five days. It is necessary that the information be sufficient to determine the identity of the agency or individual toward which the complaint is directed, and to indicate the possibility of a violation. Anonymous complaints shall be handled as any other complaint.

- **VERBAL COMPLAINTS:** In the event that a complainant makes the allegation verbally or through a telephone conversation and refuses or is not inclined to place such allegations in writing, the person to whom the allegations are made shall write up the elements of the complaint for the complainant. Every effort should be made to have the complainant provide the following information:
 - 1) Name, address and telephone number or other means of contacting the complainant.
 - 2) The specific location and name of the entity delivering the program service or benefit.
 - 3) The nature of the incident(s) or action(s) that led the complainant to feel discrimination was a factor
 - 4) The basis on which the complainant feels discrimination exists (race, color, national origin, sex, age or disability).
 - 5) The names, titles and addresses of persons who may have knowledge of the discriminatory action(s).
 - 6) The date(s) during which the alleged discriminatory action occurred, or if continuing, the duration of such actions.
5. Train staff on civil rights annually. Specific subject areas to include:
- **COLLECTING AND USING DATA:** Data is collected on ethnicity and race. Parent self-declares. If they do not report, SFA staff will code based on perception. All program materials must be stored in an area of restricted access and retained for three years.
 - **EFFECTIVE PUBLIC NOTIFICATION SYSTEMS:** Display the “And Justice for All” poster, include the nondiscrimination statement on program materials, provide information in other languages and alternative formats as needed and convey equal opportunity in all photos and other graphics on websites, publications, etc.
 - **COMPLAINT PROCEDURES:** Procedures must be established to accept complaints or grievances based on race, color, national origin, sex, age, or disability. Participants must be advised of their right to file a complaint, how to file a complaint, and the complaint procedures. If there is a complaint, the SFA must contact the Nebraska Department of Education – Nutrition Services.
 - **COMPLIANCE REVIEW TECHNIQUES:** Ensure civil rights requirements are being followed during review process.
 - **RESOLUTION OF NON-COMPLIANCE:** Inappropriate actions must cease. A corrective action plan is required and appropriate procedures must be implemented.
 - **REQUIREMENTS FOR REASONABLE ACCOMMODATION OF PERSONS WITH DISABILITIES:** Entrances and exits must exist to accommodate the disabled. Braille signage and alternative arrangements for service must be available, when needed.
 - **REQUIREMENTS FOR LANGUAGE ASSISTANT:** Bilingual personnel and materials must be provided depending on need, resources available and cost.
 - **CONFLICT RESOLUTION:** Use alternative dispute resolution techniques when necessary. Treat others with respect.
 - **CUSTOMER SERVICE:** “Treat others the way they want to be treated (or at least be aware of what that is).”
6. Attach documentation of annual training, including date and attendance roster.



Complaint Procedure

Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant reasonably believes speaking directly to the person would subject complainant or complainant's student to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, coordinator, superintendent of schools, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.
 - a. Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
 - b. Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
 - c. Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:
 - a. Determine whether the complainant has discussed the matter with the respondent.
 1. If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.
 2. If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
 - b. Strongly encourage the complainant to reduce his or her concerns to writing.
 - c. Interview the complainant and, if necessary, the respondent against whom the complaint is filed, to determine:
 1. All relevant details of the complaint;
 2. All witnesses and documents which the complainant believes support the complaint;
 3. The action or solution which the complainant seeks.
 - d. Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.
4. Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted at any time during the complaint procedure to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.

Complaint Procedure *(continued)*

4. If either the complainant or the respondent is not satisfied with the decision he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal. This provision applies to appeals under the board's policies governing complaints of discrimination or harassment, including Title IX and any other policy with a separate grievance or complaint procedure, unless that other procedure includes its own appeal process. All requirements for appeals within any other policy apply, and in addition to those requirements, the following also apply.
 - a. The appeal must be in writing.
 - b. This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
 - c. For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
 - d. The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.
5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:
 - a. When the complaint is about a board policy, not implementation of the policy;
 - b. When the complaint involves the budget or school expenditures that have been or must be approved by the board; or
 - c. When the board is required by law, policy, or contract to hear a complaint or appeal.
6. If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.
 - a. This appeal must be in writing.
 - b. This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.
 - c. This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment allegations against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.
 - d. The board president will notify the complainant and any other person legally required to receive the decision in writing of its decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
 - e. There is no appeal from any decision of the board unless authorized by law.
7. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
 - a. Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure

Complaint Procedure *(continued)*

applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.

- b. Determine whether the complainant has discussed the matter with the superintendent.
 1. If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
 2. If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
- c. Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
- d. Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.
- e. Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education.

The North Platte Public Schools Foundation, Inc.

The North Platte Public Schools Foundation is a non-profit organization dedicated to enriching education and opportunities for students in the North Platte Public School District.

Supporting North Platte Public Schools through...

Educator REACH Grants REACH Grants fund projects that pioneer innovative approaches to teaching that cannot currently be funded through the public schools budget. Over \$195,000 has been given to the North Platte educators through the REACH grant program since 1998. Our goal is to give our educators financial support to inspire students and change lives. Projects supported recently have included, Lake After School STEAM Club, NPHS Pro-Start Culinary Arts Class and Adams/Madison News Casting Clubs, Adams Robotics Club, peer mentoring and the climbing wall at Jefferson Elementary.



The Prepared to Learn Program works to remove barriers to learning. Unfortunately there are students that arrive to school every day that are not prepared to learn in our classroom. The Prepared to Learn Program is designed to provide immediate assistance to those students. This program has provided eyeglasses, school supplies, necessary shoes, clothing and minor medical necessities.

Scholarships are an integral part of the Foundation. The North Platte Public Schools Foundation works with generous families and organizations who want to create scholarships to benefit students graduating from North Platte Public Schools. The Foundation also awards educator scholarships to teachers/staff who wish to further their education through the Class Act Program.



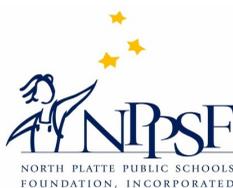
The Bulldog Staff Member of the Month

In conjunction with North Platte Public Schools and local businesses, the Foundation celebrates a nominated teacher and staff member monthly for going above and beyond.

Events and Activities:

The Annual Bulldog Backyard BBQ and Change Wars Held every fall in conjunction with a home football game these activities support our Prepared to Learn and REACH Grant Programs. Change Wars challenges each school to raise funds for the REACH Grant Program. Schools keep 70% of money earned and the rest is put into our REACH Grant Program to fund grants for teachers.

Education After Hours Celebrates Public Education in North Platte every spring by honoring nominated North Platte High School Alumni and Teacher/Staff of the year.



Located in the McKinley Education Center at 301 West F Street
(308) 696-3325 nppsf@nppsd.org www.nppsf.org

**NPBS HANDBOOK AND INTERNET USAGE
ACKNOWLEDGMENT
2024-2025**

Student/Parent Acknowledgment Form

I have read the NPPS Student/Parent Handbook which includes the District Internet and Acceptable Use Policy and understand that I am fully responsible for knowing the rules and regulations explained in both.

RECOGNITION OF POTENTIAL AMENDMENTS OR SUPPLEMENTS

In light of the unique challenges and circumstances posted by the out break of the novel corona virus and recent promulgation of expansive federal regulations, the rules and information provided in this handbook may be supplemented or amended by the School District's administration at any time, consistent with applicable law and board policy. All parents shall be provided notice of any such changes by the district's regular means of contact. By Signing below, you agree that you will read any such information, discuss them with your child, and recognize that you must comply with all rules, procedures, and requirements.

ACCEPTABLE USE OF COMPUTERS AND NETWORKS AGREEMENT

In order to make sure that all members of North Platte Public Schools community understand and agree to these rules of conduct, we ask that you as students and parents/guardians sign the following statement:

Within the Handbook located on the NPPS website (www.nppsd.org) or from a copy requested at the high school office, I have read the Internet Safety and Acceptable Use Policy adopted by North Platte Public Schools. As parent or guardian of the student named below, I grant permission for my enrolled student to access networked computer services such as electronic mail (e-mail) and the Internet. My student and I understand that this free access is designed for educational purposes. We also understand that individuals may be held liable for violations of those Terms and Conditions. However, we also recognize that it is impossible to restrict access to all controversial materials and I will not hold North Platte Public Schools responsible for materials acquired or sent via the network.

We agree not to hold the North Platte Public Schools, any of its employees, or any institution providing network access to North Platte Public Schools responsible for the performance of the system or the content of any material accessed through it.

Student Name (Printed)

Grade

Student Signature

Parent/Guardian Name (Printed)

Parent/Guardian Signature

Date



301 West F
P.O. Box 1557
North Platte, NE 69103-1557
(308) 535-7100
www.nppsd.org

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NORTH PLATTE PUBLIC SCHOOLS

PARENT DISTRICT HANDBOOK 2024-2025

Cody Elementary • Eisenhower Elementary • Jefferson Elementary • Lake Elementary • Lincoln Elementary
McDonald Elementary • Washington Elementary • Madison Middle School • Adams Middle School • North Platte High School



North Platte Public Schools

EMPLOYEE HANDBOOK 2024-2025



North Platte Public Schools

301 West F

P.O. Box 1557

North Platte, Nebraska 69103-1557

(308) 535-7100

Fax (308) 535-5300

**2024-2025
Employees Handbook
North Platte Public Schools
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RECOGNITION OF POTENTIAL AMENDMENTS OR SUPPLEMENTS

In light of the unique challenges and circumstances posed by the outbreak of the novel coronavirus and the promulgation of expansive federal regulations, the rules and information provided in this handbook may be supplemented or mended by the North Platte Public School District's administration at any time, consistent with applicable law and board policy. All staff shall be provided notice of any such changes by the North Platte Public School Superintendent's Office.

FOREWORD

Section 1 Intent of Handbook

Welcome to North Platte Public Schools. The purpose of this handbook is to provide information that will help with questions and pave the way for a successful year. Not all district policies and procedures are included. Those that are, have been summarized.

References in this handbook to “classified employees” are intended to apply to all staff who are not required by their position to hold a teaching or administrative certificate. This handbook does not create a “contract” of employment. Classified employee positions and assignments may be ended or changed on an “at will” basis notwithstanding anything in this handbook or any other publication or statement, except for a contract approved by the Board of Education.

This handbook is neither a contract nor a substitute for the official district policy manual. Nor is it intended to alter the at-will status of non contract employees in any way. Rather, it is a guide to, and a brief explanation of district policies and procedures related to employment. These policies and procedures can change at any time; these changes shall supersede any handbook provisions that are not compatible with the change. For more information, employees may refer to the policy codes that are associated with handbook topics, confer with their supervisor, or call the appropriate district office. District policies can be accessed online at:

<https://meeting.sparqdata.com/Public/Organization/124?show=Policies>

Policy No. 4034 The superintendent or designee shall annually formulate, review and revise a staff handbook that will contain information about the district’s employment policies and practices. The staff handbook is an extension of these policies and has the force and effect of board policy when approved by the board of education.

Section 2 Information About North Platte Public Schools

The North Platte School District is a progressive learning community that serves approximately 3500 students. North Platte Public Schools has one high school, two middle schools, seven elementary schools, an alternative high school program, an early childhood program, and three district preschools complete the school system. The District features all day kindergarten programs at all of our elementary buildings. North Platte Public Schools is located in a community of 25,000 people. North Platte is located equal distance between Denver and Omaha along Interstate 80 in west-central Nebraska.

Section 3 Email Correspondence Disclaimer

The primary means of communication for North Platte Public Schools is district email. Updates to policies, handbooks as well as district expectations and practices will be sent through email. Human resources and payroll use email to communicate with staff. Staff are encouraged to check their email regularly and throughout the calendar year, including breaks. Staff will be required to acknowledge access to handbooks, policies, and other applicable information annually. Failure to sign acknowledgement does not exempt employees from regulations.

Section 4 Evaluation Overview

An orientation session will be scheduled annually for all principals to discuss procedures necessary to implement the handbook on "Evaluation of Professional Staff".

Section 5 Members of the Board of Education

Jo Ann Lundgreen, President, Ward 2
Emily Garrick, Vice President, Ward 3
Cindy O'Connor, Secretary, Ward 1
Skip Altig, Ward 1
Angela Blaesi, Ward 2
Matt Pederson, Ward 3

Section 6 Administrative Staff

Central Office Administration 308-535-7100

Dr. Todd Rhodes	Superintendent of Schools
Stuart Simpson	Executive Director of Finance, Facilities, & Operations
Kevin Mills	Director of Human Resources
Erica Johnson	Director, Special Services
Lyndsey Douglas	Director, Elementary Teaching and Learning
Vikki Carlson	Director, Secondary Teaching and Learning
Brandy Buscher	Director, Student Services
Brandon Petersen	Director, Communications
Lori Coburn	Director, Facilities and Maintenance
Brian Tegtmeier	Director, Technology
Carrie Lienemann	Director, Kids Klub

Building Administration

Rhonda Larson	Principal, Lincoln Elementary	308-535-7138
Briana Hawks	Dean, Lincoln Elementary	308-535-7138
Haley Smiley	Principal, Cody Elementary	308-535-7132
Brad LaChapelle	Principal, Eisenhower Elementary	308-535-7134
Dr. Tami Eshleman	Principal, Jefferson Elementary	308-535-7136
DaNesa Fleck	Dean, Jefferson Elementary	308-535-7136
Kim Ide	Principal, Lake Maloney School	308-532-9392
Lori Keck	Principal, Buffalo Learning Center	308-535-7130
Kim Flanders	Principal, McDonald Elementary	308-535-7140
Veronica Gale	Principal, Washington Elementary	308-535-7142
James Ayres	Principal, Adams Middle School	308-535-7112
Marie Brosius	Assistant Principal/ Middle School Activities	308-535-7112

Robin Vahle	Principal, Madison Middle School	308-535-7126
Andy Butler	Dean, Madison Middle School	308-535-7126
Cory Spotanski	Principal, North Platte High School	308-535-7105
Jami Allen	Assistant Principal, North Platte High School	308-535-7105
John Bryn	Assistant Principal, North Platte High School	308-535-7105
Aaron McCoy	Assistant Principal/Activities Director, North Platte High School	308-535-7105

Article 1 – SCHOOL CALENDAR AND SCHEDULES

Section 1 School Calendar

The school calendar is found at **Appendix A**.

Section 2 Severe Weather and School Cancellations

The Superintendent is authorized by the Board of Education to close public schools in case of severe weather. Representatives of the Superintendent's staff will notify local news media when inclement weather warrants such action. The information is broadcast regularly by radio and television stations. North Platte Public Schools will utilize an automated messaging system to notify staff and families of school cancellations.

North Platte Public Schools uses a communication system to alert families and staff of weather-related school closings. The communication system allows the administration to notify by telephone and email when school has been canceled due to bad weather. School closing information will also be announced through local media.

The decision to close school is made after an early inspection of road conditions and school facilities, as well as current or forecasted weather conditions. When a school closing decision is made in the evening, the district staff try to notify families and staff by 10:00 p.m. When a decision is made in the morning, district staff try to notify families and staff by 7:00 a.m. Families and staff could receive a call as early as 6:00 a.m. to ensure our system has time to complete all notifications by 7:00 a.m.

Sometimes weather worsens during the school hours, making it advisable to dismiss students before the regular dismissal time. It shall be the philosophy of the District to avoid early dismissal if possible except in extreme cases. Parents who wish to remove their children during inclement weather may do so. In the event of an early dismissal, the communication system will be activated.

The final decision as to whether a child should attend school or stay at home is at the discretion of the parents.

Staff Information for Weather Closings When school is closed for weather conditions, teachers and paraprofessionals do not report. Hourly staff will not be compensated for weather closing days.

All administrators, secretaries, and technology staff are to report unless unable to safely arrive at their work site. Personnel who cannot reach work when requested may take paid time off leave. Central Office Administration requires staff to remain on call throughout the day.

All maintenance and custodial staff are to report, unless notified otherwise by their supervisor.

Section 3 Contract Days

Teachers are contracted for 185 days for the school year (hereinafter referred to as the "contract year"). Such contract days shall be serviced by individual teachers on varying schedules as established by the Board of Education and administration. If school is canceled, it is at the discretion of the district to schedule additional calendar days to compensate for weather related cancellations. This would mean that teachers would be making up canceled school days, or "snow days."

Article 2 – EMPLOYEE COMPENSATION AND BENEFITS

Section 1 Employment

Classified employees are “at-will” employees, and may be terminated at any time by the school district. Job descriptions are provided to all interviewees and available upon request. All resignations must be submitted in writing to supervisor and Human Resources.

Certified staff are employed by North Platte Public Schools when the certified staff signs a contract and the Board of Education approves such contract of employment. Job descriptions are provided to all interviewees and available upon request. The Certified Staff employment continues absent action by the administration or the Board of Education to non-renew, terminate, amend or cancel the employment contract with the school district, or action by the Board of Education to accept a resignation of employment.

On March 15 of each school year certified staff will be requested to accept employment for the next school year and shall be required to signify such acceptance on or before March 31 or such other date after March 15 as may be designated in the notice. It is important for staff to respond to the request to signify acceptance as a failure to signify acceptance of employment by the March 31 or other designated date shall constitute cause for amendment or termination of the contract. If staff signifies acceptance of employment for the next school year the teacher will be issued a new Contract.

Should staff wish to resign from employment, staff should give **written** notice of resignation to the Human Resource Director. Certified requests to resign will be acted upon by the Board of Education. Mid-year resignations and resignations given late in the spring for the following school year can present significant planning problems for the District. If a mid-year resignation is submitted, the Board of Education may act to not accept the resignation unless a suitable replacement can be found. Any probationary or permanent certificated employee whose contract of employment may be amended, terminated, or not renewed for the next school year **shall be notified in writing on or before April 15** of each year of such possible action on the contract. If the certificated employee wishes a hearing, a written request shall be sent to the secretary of the school board or the superintendent of schools or the superintendent's designee within seven calendar days after receipt of the written notice. Unless (1) continued by written agreement between the parties or their representatives as provided in this section or (2) a hearing officer is utilized as provided in sections 79-840 to 79-842, **final action by the school board must be taken on or before May 15 of each year.** If a hearing on amendment, nonrenewal, cancellation, or termination is not requested within the time provided for in sections 79-824 to 79-842, the school board shall make a final determination. With regard to all hearings provided for under such sections, either formal due process hearings or informal hearings, the **certificated employee shall be advised in writing at least five days prior to the date of hearing of the date, time, and place of the hearing.** Except as provided in section 79-840, all such hearings shall be held **within thirty days of the date of the request for hearing.** The parties or their representatives by mutual agreement, confirmed in writing, may extend the times for hearings or final determinations by the board under sections 79-824 to 79-842.

The District will enforce the continuing contract of teachers accepting employment for the next school year under the provisions of Neb Rev. Stat. §79-829, 79-831

Section 2 Selection of Staff

The process for the selection and assignment of staff is the responsibility of Human Resources with the direction of the Superintendent. It shall be the duty of the Director of Human Resources or designee to assure that all persons meet the qualifications established by law and the Board of

Education for the position. North Platte Public Schools shall strive to attract and retain the best qualified personnel available for every position.

The selection procedure is uniformly applied to every candidate. There shall be no discrimination against any employee or applicant for employment by reason of race, color, national origin, religion, marital status, sex, age, disability or sexual orientation.

Staff who are hired and have less than six months employment will not be granted movement on salary scale.

Section 3 Screening and Selection of Staff

The Human Resources Department coordinates the applicant screening and selection process. This process is uniformly applied to every candidate for a particular position, but can vary depending upon the position. Candidates may be eliminated from consideration throughout the process.

- a. All persons must complete the appropriate application and request accompanying documentation prior to consideration for employment.
- b. Human Resources coordinates an examination of the application and supporting material.
- c. The file of an applicant who had formerly been employed by the District will be reviewed. The rehiring of a former employee is contingent on a positive performance record. A former employee who was terminated, or who resigned in lieu of termination, for reason of violating a workplace conduct rule or unsatisfactory job performance is not eligible for rehire.
- d. Reference checks are completed.
- e. Structured interviews are coordinated by Human Resources.
- f. A supervisor conducts one or more interviews with HR.
- g. The supervisor makes their recommendation to the Human Resources Department concerning the selection for the position.
- h. Human Resources makes a conditional job offer and initiates background checks, including but not limited to criminal history, sexual offenses, child abuse; and any other requirement(s) for the position, i.e. post offer physical, Department of Transportation physical, licensing, etc.
- i. Administration has the discretion to determine compensation and movement of staff. Movement is not guaranteed if staff has been less than six months on job assignment.

Section 4 Assignments

The duties to be performed are subject to assignment by the administration and the supervisor. Job descriptions provide additional information about the position duties. All applicants are provided a copy of the job description. Current employees may request a current job description from the Human Resources office.

Regular, dependable and in-person attendance is an essential function of all positions within North Platte Public Schools. Employees are expected to devote full time and/ or assigned hours during days of school to their work and to diligently and faithfully perform the assigned duties to the best of the employee's ability. Employees are expected to work their assigned hours, any exceptions must be approved by supervisor and Human Resources.

Section 5 Transfer of Assignments

The following procedure applies to transfer of employees:

1. Staff may request a transfer to an assignment following established procedures and practices.
2. In order to be considered for the position, staff must meet the minimum requirements for the position and be able to perform the essential functions of the position with or without reasonable accommodations.

3. Transfers may be made administratively by the Human Resources Department
4. Supervisors may change assignments within a building or department for similar positions, with Human Resources approval.
5. Right of assignment is at the discretion of building and district administrators.

Section 6 4007 Personnel Records

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees (or individuals to whom employees have given written authorization) may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration.

An employee may respond to any document(s) in his or her personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

Section 7 4030 Evaluations of Certified Employees

All certificated employees to be evaluated shall be notified annually in writing of the evaluation process. A certificated administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certificated employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. If the probationary certificated employee is a superintendent, he or she shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only. The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing.

The school district will train administrators in evaluation annually through meetings with the superintendent or other administrator, attendance at regional, state or national workshops, or any other method approved by the superintendent.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

Entire Instructional Period. For certificated employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists)

consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certificated employee in any activities in a classroom setting. When a certificated employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certificated employee performing activities that are typical of his or her position.

This policy and the evaluation instrument shall be included in the teacher handbook which will be distributed to staff members upon their employment and annually thereafter.

4031 Evaluation of Probationary Certified Employees

A certificated administrator will observe and evaluate each probationary certified employee for a full instructional period once each semester. The administrator will provide each employee with a written list of deficiencies, concrete suggestions for improvement, and sufficient time to improve.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

Entire Instructional Period. For certified employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certified employee in any activities in a classroom setting. When a certified employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certified employee performing activities that are typical of his or her position.

Section 8 4013 Grievance Procedure

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education. **Procedural Steps.** The procedure for handling grievances is as set forth in **4013**

Section 9 Compensation

Compensation. Compensation is paid only as authorized by the Board of Education. Please refer to the Negotiated Agreements and/ or **Appendices** for your compensation schedule and starting salary information. Movement is not guaranteed annually. Negotiated agreements determine movement for paraeducators and certified staff.

Administrative Assistant Placement

- Educational Attainment: A newly hired Assistant shall be placed on step 1.0
 - An Associate's degree or 60 hours of college credit will be granted a one-time advancement of two levels for educational attainment on the Assistants Hourly Rate Pay Scale.
 - A Bachelor's degree will equate to a one-time advancement of four levels for educational attainment on the Assistants Hourly Rate Pay Scale. If an Assistant was previously granted two levels for Associate's Degree or 60 hours, the Bachelor's Degree within their work related field, will be limited to two levels.
 - The maximum initial placement will be step 10.
 - Employees will be granted 2 steps for experience within the work related field
 - Employees hired after February will receive the same compensation after completion of one year and then adjustment in compensation will be at the next fiscal year.

Work Week. The Fair Labor Standards Act requires that wages be calculated on a workweek-by-workweek basis. A work week is seven consecutive days. The District workweek begins on Sunday and ends on Saturday.

All hourly classified employees will use the District Time Management System to record hours worked. Compensation will be paid for the actual time worked based on clock in and clock out times.

Employees are responsible for monitoring their hours weekly to ensure accuracy. Employees may reference the District Time Management System and Employee Portal.

Payment. Employees are paid monthly for hours worked in the previous month. Employees are paid on the 20th of the month, or the last preceding work day if the 20th falls on a holiday or weekend. Should an employee be absent from work in excess of the employee's accumulated sick leave or other paid leave, the employee's salary shall be reduced by the hours missed.

Volunteer Work. No employee can be required to serve on a building or district committee. All committee service is strictly voluntary. Any individual volunteering to serve on building or district committees will not be compensated nor receive compensatory time. Volunteer work at the building level is permitted so long as the duties to be performed are: (1) not similar in nature to the duties being performed for paid time and (2) the volunteer work does not continue in the same building during duty hours of the individual.

Subcontracting duties. Employees may not subcontract their assigned duties with North Platte Public Schools.

Hourly staff will use the District Time Management System unless given special instructions to use Time Logs. Certified staff may use Time Logs for activities beyond their normal contracted days. Time Logs are official payroll documents used for compensation and reporting hours to retirement. The annual audit pulls the payroll information to verify payments to staff. This means that the district administration must be very specific in what can be included in time logs:

- Time Logs are done on a **monthly** basis. There cannot be multiple months on submitted time logs. (ie. May and June cannot be submitted on the same time log)

- Time Logs are due to Payroll by the **1st of each month**. If staff work on the last day of the month, then they must submit the next business day.
- Time logs are time-intensive to process and require payroll to hand key all information for each time log.
- Time logs must be **signed** by staff and supervisors prior to submission to Payroll. Unsigned time logs will not be processed without proper signatures. Auditors need documentation that staff worked those hours.
- Time logs must be calculated on 15 minute intervals. Staff may not submit time prior to start time of training nor for extension of training without permission of administrator.. Designated times for training will be shared.
- Time logs are paid the **next month**. (ie. May hours are paid in June)
 - Hours reported to Retirement are submitted on a monthly basis.
- Time logs must be submitted separately for different activities which require different budget codes. (ie. Summer Weights and Training cannot be submitted on same time log.)
 - Time logs with pre-filled budget codes may be provided.
- Updated Time Logs should be used and can be found on the Employee Portal. Administrators and Supervisors will normally share the Time Logs.
- All time logs are subject to Human Resource review and approval.

Section 10 Benefits

Classified employees are provided benefits in accordance with their employment classification and Board policy (see **Appendix C**). Annual fringe benefit elections are to be made by September 1 of each school year. Should an employee fail to make such an election, the employee election from the immediately preceding school and contract year shall be continued. Employees are responsible for informing the Payroll Department in writing of any changes in benefit status.

Continued health insurance benefits are available through COBRA, subject to certain qualifying requirements. A Notice of COBRA Continuation Coverage Rights is available from the Human Resources Department.

The Health Insurance Portability and Accountability Act (HIPAA) provides rights and protections for participants and beneficiaries in group health plans. HIPAA includes protections for coverage under group health plans that limit exclusions for preexisting conditions; prohibit discrimination against employees and dependents based on their health status; and allow a special opportunity to enroll in a new plan to individuals in certain circumstances. HIPAA may also give you a right to purchase individual coverage if you have no group health plan coverage available, and have exhausted COBRA or other continuation coverage. Further information may be obtained from the Plan Administrator of the group health plan.

Section 11 Payroll

Payroll deductions are made in accordance with the law and elections made by employees. Before a new employee can be eligible to receive the first paycheck, all necessary forms must be completed. Employees' start date will be at least two working days after the required documentation is received by the district central office. Those documents include, but are not limited to:

- I-9
- W-4
- Direct deposit form (see details below)

- Nebraska State Retirement System Application (if applicable)
- Criminal History Background Check
- Physical, if required
- Signed Employee Handbook Sign off Sheet, verifying receipt and compliance with handbook

Direct Deposit. The district shall pay all wages by manner of direct deposit to a checking or savings account with a financial institution identified and authorized in writing by the particular employee. The employee shall have two weeks from the commencement of employment to return a completed direct deposit form to the payroll department to ensure timely automatic deposit of the employee's wages. The returned form shall include documents that corroborate the relevant routing and bank account number. Once the payroll department receives and verifies all necessary information and forms, payroll will be released on the 20th calendar day of the following month in which wages are earned. Any subsequent changes to an employee's direct deposit information must be submitted before the 10th calendar day in the month in which wages are to be paid through payroll.

Pay Advice. All pay advice information is located in the Employee Portal. To view pay advice, the employee must visit the **nppsd.org** website and register for the Employee Portal with a username and password. The employee is encouraged to visit the Employee Portal each month to see payment details prior to contacting the payroll department with questions. Employee Portal will not be available to new employees until after their first paycheck.

Name and Address Change. If an employee's address or phone number changes at any time during employment with the District, the employee must contact Human Resources and the payroll department as soon as possible. Maintaining accurate employee information is a requirement for all school districts.

If an employee changes their name, they will need to contact the payroll department once they have official legal documentation indicating the new name. Technology department will be contacted next to update email, ID badge and technology equipment checked out (employee must bring laptop and case when updating a name change). Human Resources will receive the Name Change form last to update Personnel Files and district computer programs.

Section 12 Payroll Deductions

Employees will have payroll deductions of federal tax, state tax, FICA and any other deductions authorized by an employee on the appropriate sheet which comply with Nebraska wage assignment statutes.

Retirement. NPPSD employees who work twenty (20) or more hours per week are required to join the Nebraska Public Employees' Retirement System. Employees under eighteen (18) years of age may elect not to join. Once the employee reaches the age of 18 and works more than 20 hours per week, retirement will begin to be deducted.

The following employees are required to participate in the retirement plan:

- All permanent employees of a Nebraska school district, an educational service unit, the state or county (if the position with the state or county requires a teaching certificate), working at least 20 hours per week on an on-going, regular basis, or with a full-time contract.
- A permanent employee initially hired at less than 20 hours per week who provides service for 20 hours or more per week (80 hours per month) in any three calendar months of a plan must be enrolled in the retirement plan for the next payroll period.
- An employee must be a United States citizen or a qualified alien in order to participate. Once

an employee meets the requirements to participate in the retirement plan, *they will remain in the plan until termination or retirement.*

All members of the Nebraska Public Employees' Retirement System must contribute a percentage of their gross salary to the retirement fund through payroll deduction. The school district is required by law to match the total cost of contribution at 101%. Any member who terminates employment with NPPSD may:

- 1) Leave the account on an inactive basis in order to draw a retirement benefit. The employee must have five years of creditable service.
- 2) Receive a refund or make inquiries to:

Nebraska Retirement System
PO Box 94816
Lincoln, NE 68509
1-800-245-5712

Long Term Disability (LTD). Employees working 20 hours per week are eligible for long-term disability coverage. Refer to **Appendix C** for specific benefits according to position.

Life Insurance. Term life insurance is available to all employees. District will provide \$20,000 worth of insurance to employees working 20 hours or more per week. Employees may elect to purchase additional cover, up to \$50,000 is paid through the section 125 plan and additional insurance above \$50,000 is paid as a payroll deduction.

Health Insurance. The District will pay a portion of insurance based on the employees FTE up to a family health insurance premium in accordance with their employment classification, applicable negotiated agreement, and Board policy. When an employee is absent due to an illness and cannot return to work, the district will pay his/her health insurance premium for 12 weeks. North Platte Public Schools will not pay for health care when an employee has health insurance from another company and we become secondary insurance.

\$2500 Deductible HSA Plan: For those employees electing the \$2500 Deductible I-ISA Plan, the Board shall pay the following amounts toward the monthly insurance premiums at the rates established by the EHA for the levels of coverage for which each certificated employee is qualified:

Full monthly premium for employee health and employee dental (100% A, 75% B, 50% C coverage)

Full monthly premium for employee and spouse health and dental (100% A, 75% B, 50% C coverage)

Full monthly premium for employee and children health and dental (100% A, 75% B, 50% C coverage)

Full premium for employee, spouse, and children health and dental will be : (100% A, 75% B, 50% C coverage)

If employee elects the lower dual choice option Educators Health Alliance (EHA) health and dental insurance Blue Preferred \$650 Deductible, the employee is responsible for underwriting the costs difference between the \$2500 and \$650 deductible

Section 125. Employees may participate in the District's Section 125 plan to the extent allowed by law.

Tax-Sheltered Annuity. All classified employees may have a payroll deduction toward a district

selected tax-sheltered annuity (403b).

Section 13 Expense Reimbursement

North Platte Public Schools will reimburse individuals traveling on official school business for reasonable and necessary expenses incurred. Travel expense accounts are open to the public and must be able to sustain the test of public review. Thus, all requests for reimbursement will be carefully reviewed and must conform to the guidelines outlined below. Any non-conforming expenses will be rejected. When planning and paying for travel, economy, prudence and necessity are of primary concern. The use of school funds to accommodate personal comfort, convenience, and taste is not permitted.

It is the expectation of the North Platte School Board to limit travel costs to only those expenses that are necessary for providing essential services to the North Platte Public Schools. Further, travelers and travel planners must seek ways to reduce the cost of essential travel. Additionally, Administration must ensure that all travel expenses conform to these travel guidelines.

Travel-related expenses are the costs incurred when employees go off-site for work-related training, conferences, seminars and/or meetings. These expenses include the cost of attending the session as well as the reasonable costs of transportation, meals, parking, hotel and other accommodations off-site.

Any travel expenditure that is not approved in advance or properly documented, or that is deemed to be excessive, may be partially or wholly rejected for payment. Any amount that is rejected will be the responsibility of the person who incurred the cost. The following guidelines shall apply to those traveling on official school business:

- **Itemized, original** receipts must be submitted for all expenses incurred, including transportation, lodging, meals and other incidental expenses.
- When making travel arrangements, government rates or business rates should be obtained. Upgrades and special amenities are not reimbursable expenses. Requests for others (i.e. family members, friends, or non-employees) to accompany employee will be limited and subject to the approval of the District, and additional fees relating to the travel of others shall be non-reimbursable.
- If personal travel is combined with work related travel, the personal portion must be paid by the employee. Reimbursement for mileage will not be granted, when district transportation has been arranged and is available to the employee.
- No cash advancements will be made for anticipated expenses.
- Internet access charges must be pre-approved.
- The following expenses will **not** be reimbursed:
 - Alcoholic beverages, In-room movies, Mini-bar charges, Gym fees, Entertainment or recreational expenses, Laundry and dry cleaning, Travel Insurance,With regard to transportation:
 - Flight reservations will be arranged with the Business Office prior to arrangements being made.
 - The most economical fare available should be obtained and is a reimbursable expense.
 - Transportation will be obtained by the most cost effective means.

- o District gas cards may only be used to purchase gas for district-owned vehicles for work-related travel.
- o The use of a rental car requires approval in advance of any travel. If a rental vehicle is approved, it should be a “mid-class” vehicle or smaller. The district will not be responsible for expenses related to fines or other expenses incurred due to traffic or parking violations.
 - Fuel purchased for use of a rental vehicle may be purchased using the district issued p-card or with the employee’s own funds. Receipts must be turned into the business office.
- o Mileage reimbursement will be at the per mile rate approved by the IRS. Travel will be calculated from the employee’s beginning location, either home or work location, to the destination and back using an online map program. .
 - All travel performed using an employee’s personal vehicle will be reimbursed at the current mileage rate in accordance with this policy.
- With respect to lodging:
 - o Lodging reservations will be made in advance of any travel and set up as a direct bill to the district. If an employee chooses not to direct bill, the employee will be required to pay for the lodging and request reimbursement.
 - o Lodging will be paid at actual and reasonable rates for both instate and out-of-state travel, subject to the additional provisions of this policy.
 - o Lodging at the conference location is appropriate and an approved cost.
 - o Employees who arrange for others (i.e., family members, friends, or non-employees) to stay with them will be required to pay for the lodging and request reimbursement. Lodging reimbursement for employees who arrange for others to stay with them will be granted at 50% of the room rate, not to exceed what the district would have paid for single occupancy.
- With respect to meals: If meals or a portion of the meals are included in the travel arrangements (e.g. meal in flight) or at the conference or training session, no meal reimbursement will be made for that meal period. Meals will not be reimbursed if travel occurs within one hour before or after an employee’s normal work day.
 - o All meals are to be purchased by the employee, then submitted for reimbursement on the Travel Reimbursement Form.
 - o Charges for meals must be reasonable and in keeping with the regional cost for dining out.
 - o Reimbursement for tips is limited to 20% of approved meal price. Tips above 20% will be the employee’s responsibility. The following schedule of per diem payments is the recommended allowances that will be reimbursed for meals:

	Instate	Out-of-state
Breakfast	\$10.00	\$ 15.00
Lunch	\$15.00	\$ 20.00
Dinner	\$25.00	\$ 30.00

- Registrations, taxi fares, parking fees and other miscellaneous travel-related expenses may be allowed subject to the discretion of the district.

To request reimbursement or payment, please follow the instructions below:

1. Complete and submit the Travel Reimbursement Request form, which is available online, or print it and return it to your building Principal or Supervisor for approval. **Please attach all copies of receipts to the form prior to submission.** The form must be received in the Business Office by the end of the month to be compensated the following month otherwise payment will be made in two months.
2. The building Principal or Supervisor will forward the request form to the Central Office Administrator for approval and payment.
3. Final Approval will be made by the Executive Director Financial, Facilities, and Operations.

Reimbursements for approved expenses will be mailed after the first board meeting of the next month. Reimbursements must be submitted by the last business day of each month to be paid in the next month.

The District maintains Travel Purchasing Cards in the Business Office. A Travel P-card can be “checked out” from the business office secretary for use in making travel reservations prior to business travel. The same Travel P-card will then be reserved for the staff member to use for business expenses when actually traveling. All of the above guidelines are to be followed for use of the P-card during business travel. The employee is required to turn in all receipts for travel expenses when returning the P-card to the Business Office secretary after the employee returns from traveling. All employees are required to sign a User Statement of Responsibility prior to using a District P-card.

North Platte Public Schools participates in various grants and compensation for grant activities may be subject to different compensation regulations.

Section 14 Overtime

Overtime is paid to hourly, classified employees in accordance with the Fair Labor Standards Act (FLSA). A publication provided by the federal government which provides more information about the FLSA is displayed at the workplace or a copy is available from the Human Resources Department. Comp time may be taken instead of paid overtime. ALL overtime and comp time must be pre-approved by the supervisor and/ or Executive Director of Finance and Operations.

Certified Staff are considered exempt from overtime in accordance with the Fair Labor and Standards. Certified Negotiated Agreement provides guidance for additional compensation for certified staff. The regular workweek for overtime purposes is from 12:00 a.m. on Sunday through 11:59 p.m. on Saturday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Employees will be expected to accurately report hours worked through district software used for time reporting. Falsification of time worked is a serious offense.

Employees must receive prior approval from their supervisor to work additional hours beyond their regular work schedule. Non-exempt employees will be paid for each hour worked in excess of 40 hours in a workweek and are expected to accurately and timely report overtime hours to their supervisor.

Overtime calculations do not include payment for idle hours when the employee is not at work. Idle hours include paid time off, sick time, and all other types of leave offered to classified employees.

Employees who use leave during a week will not be compensated for overtime until time actually worked exceeds 40 hours in the same workweek. For example, if an employee uses eight hours of paid time off leave on Monday and then works 44 hours between Tuesday and Saturday, only four hours will be considered overtime for that workweek.

Overtime pay for non-exempt employees will be paid at the rate of not less than 1½ times the employee's regular rate of pay for hours worked in excess of the 40 hour workweek. Employees with two or more non-exempt positions may be eligible for overtime pay based upon the total number of hours worked in one workweek. If applicable, the employee and the Executive Director of Finance or designee will agree upon the overtime rate in compliance with FLSA regulations.

The District's policy is to not permit improper deductions from the salaries of exempt employees who are required to meet a "salary basis" test for the overtime exemption to be applicable. An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

Section 15 Disciplinary Suspension

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salary basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance.

Section 16 Worker's Compensation

All employees come under the provisions of the Nebraska Workers' Compensation Law. Injuries on district-owned grounds or in district-owned buildings or that happen during job duties off premises, no matter how minor, should be reported immediately to the supervisor or principal.

The supervisor is to be knowledgeable of the district's reporting procedures and to provide the forms and direct the employee on how to complete (1) the Employee's Incident Report and (2) Employee's Choice of Doctor forms. The supervisor will then complete (3) the Supervisor's Accident Investigation Report and forward all to the Business Office. It is also the supervisor's responsibility to contact Wellness Works who will follow up with the employee.

Employee's eligible for worker's compensation can receive up to 66 2/3% of their wages from the worker's compensation insurer. The District will use the employee's available sick and paid time off leave time to compensate the employee for the remaining portion of their wages. Once the employee's sick and paid time off leaves are used up, the district paid portion of their wages will cease and the employee will only receive the amount paid by the worker's compensation insurer. No leave accruals will occur while an employee is on worker's compensation leave.

Once an employee is eligible for worker's compensation, the employee's time off will be treated as allowable time off under the Family Medical Leave Act (FMLA). See Article 3, Section 8 for FMLA details.

Article 3 –CLASSIFIED ABSENCES FROM WORK

Section 1 Absence Procedures

Leave Accrual. All leave is accrued on an annual basis unless otherwise stated. Paid time off leave will be granted July 1st of each school year. Once the employee has used all of his/her allotted leave in any category, absent without pay is the only option available. Twelve-month employees, working less than eight hours per day, will receive one half of the leave amounts detailed in each section. **All Paraeducator's leave is subject to the Current Paraeducator Negotiated Agreement.**

Requesting and Reporting Leave. An employee who wants to use available leave is to submit a leave request to the employee's supervisor using the District designated software as soon as possible. Leave requests are to be submitted in a timely fashion to the supervisor. The supervisor may require that more advance notice be given depending on the nature of the employee's duties or the need to schedule a substitute. Absence requests must be submitted as soon as possible to ensure the employee is paid for the time. Absences must be submitted during the month of absence. Paid time off leave should be submitted at least five business days in advance.

Employees using the District Time Management System to report leave must report leave in a timely fashion or the employee will not be compensated for the leave. Employees are required to submit leave if they cannot work regularly scheduled hours, even if the leave is exhausted. Custodial and Maintenance staff is subject to the Facility and Maintenance Department Policies.

Giving Notice of Unscheduled Absences. An employee who is unable to request advance approval for an absence because of the nature of the circumstances requiring the absence (such as personal illness or unforeseen emergency) is to report the need to be absent as soon as the situation is known. To report the need to take a sick or bereavement leave, employees are to contact their building administrator or supervisor as soon as possible. Before the end of the day on the first day of the absence, and on each subsequent day of absence, the employee is to report to their building administrator or supervisor whether the employee will be able to return to work on the next duty day. For sick or bereavement leave occurring in circumstances where the need for the leave can't be determined in advance, the employee is to make a report of the need to take the leave as soon as possible. The District may approve special emergency circumstances.

Returning from Absences

1. *Justification for Absences Taken Without Prior Approval.* If an employee is absent without advance approval either: (1) the day immediately preceding or immediately following a regularly scheduled school break (such as winter break, spring break, and quarter or semester breaks) or (2) during the first two weeks or the last two weeks of school (student contact days), the employee will be required to give verification (for example, a doctor's note) to establish that the employee was unable to work for an excusable condition or excusable reason.
2. **Family and Medical Leave (FMLA).** Qualified employees will be provided leave under the Family and Medical Leave Act (FMLA) as provided in board policy.

Employees are required to disclose any medical restrictions that limit their ability to perform the essential functions of their position to their supervisor and to request a meeting with the Americans with Disabilities Act (ADA) Coordinator to discuss the provision of reasonable accommodations. The District will not discriminate against any employee due to disability and will provide reasonable accommodations. Information provided about medical conditions or disabilities shall be treated as confidential, as required by state and federal statutes, and will be divulged only to the extent necessary to provide reasonable accommodations.

Section 2 Leave

Permanent employees are provided with accrued leave based on employees FTE (sick, adoption, paid time off) and benefit leave (bereavement, holidays, jury duty, voting, professional) in accordance with their employment classification, applicable negotiated agreement, and Board policy. During such paid leave, employees continue to receive their salary and fringe benefits.

The leave provided by the District is to be used for the purpose intended. Abuse of leave privileges affects the students, other staff, and the entire District and does not represent the District's values.

Section 3 Accrued Leave

Note: Temporary Summer Employees do not accrue leave.

Sick Leave. Employees are to use sick leave when unable to work due to an illness. Activities other than caring for their own health or that of an immediate family member reflect an abuse of sick leave. Please reference the Paraeducator Negotiated Agreement.

Sick leave may be accumulated up to 600 hours based on the percent of time worked during a standard week. Sick leave can only be used up to the standard hours per day of a given class of employee. Employees will not be permitted to use unearned sick leave. An unpaid leave of absence may be requested by classified employees to Human Resources and the Executive Director of Finance and Operations. Any employee that moves to a part time status that is less than 20 hours per week, will lose all accrued leave.

Category	Hours Accrued Per Month
A	8
B	6
C	5 (based on 9 payroll checks)

Sick leave may be granted for medical appointments, maternity, illness or accidents, injury to the employee, spouse, children, parent, step-parent, parents-in-law and grandparents. All accumulated sick leave may be used for any or all stated items. When an employee leaves work due to stated sick leave they must take at least half an hour of leave before returning to work. FMLA absences will be handled through HR.

Twelve-month employees cannot use sick leave the day before or the day after a holiday without supervisor approval.

If a classified employee is using paid time off leave, appropriate leave will continue to accrue. If a classified employee is using sick leave, leave will not continue to accrue. All sick leave benefits cease upon termination of employment with the North Platte Public Schools. Sick leave does not accrue cash value.

Sick and paid time off leave is accrued monthly and will begin accruing with the employee's first paycheck. If an employee is absent from work before their first paycheck, the employee will not be paid for hours worked. Leave will not be available until after one month of employment.

If employment is terminated prior to leaves accruing for that month, the employee will not accrue leave. If leave accruals have already been posted, then that leave will be available to employees to use. Paid time off leave will be paid out in the employee's final paycheck.

If an employee is out on medical (FMLA) or workers comp leave, the employee will not accrue leave

until his/her return to employment, at least half time, with the district.

Classified staff members may donate up to 16 hours of sick leave per year to any classified staff who has exhausted all paid leave, and who becomes subject to a pay deduction or no income due to extended illness. **Maximum amount of donated sick leave cannot be more than 600 hours.** Extended illness may be defined as cancer, heart attack or heart surgery, accident or injury that requires immediate medical attention followed by a physician's directive to remain away from work for rest and recovery, terminal illness, major organ transplant, stroke, tumor or any illness or disease comparable to those enumerated in this section as determined by the Executive Director of Finance, Facilities and Operations who's discretion of eligibility shall be final. A physician's statement must accompany all extended illness cases.

Adoption Leave. Adoption leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as an employee is permitted to take a leave of absence upon the birth of the employee's child.

The adoptive parent leave of absence begins following the commencement of the parent-child relationship. The parent-child relationship commences, for purposes of adoption leave, when the child is placed with the employee for purposes of adoption. The employee shall be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship, except as the Superintendent and the employee may otherwise agree. Advance notice of an anticipated adoption shall be provided by the employee to the Superintendent as early as possible.

Paid Time Off. (Does not include sick leave)

When an employee changes positions within the district, from a position that does not accrue leaves monthly to a position that does, the employee will be granted the lesser of 2 years of service credit towards leave accruals or their actual years of service.

Employees may not be absent from their assigned duties for more than 80 consecutive work hours for paid time off purposes, unless approved by Human Resources. Paid time off leave must be used in half hour increments. Clerical staff working 10 months will receive the maximum accrual as shown below. Paraprofessional staff will receive the paid time off based negotiated agreement. Paid time off leave is earned monthly beginning on July 1st on the basis of continuous employment and will be granted as follows:

	Employment Term	Hours earned per Month	Maximum accumulation	Notes:
12 Month Classified Employees	0-11 Months	9	108	
	12-59 Months	14	168	
	60-119 Months	16	192	
	120 months+	18	216	
	Paraeducator			Based upon Negotiated Agreement
	10 Month Clerical		32	Accrues July 1st

Once the maximum number of hours has been reached, no additional leave will be accumulated until time has been used. Para-Educators must be hired prior to March 1st to accrue Paid Time Off.

Section 4 Benefit Leave

Bereavement Leave. Bereavement leave is to be used for purposes of addressing issues related to the death and to attend funeral services. Bereavement leave is granted at NPPS discretion and subject to verification.

The taking of a bereavement leave without attending funeral services would be an abuse of bereavement leave, except in the case of the death of the staff member's parent, child or spouse, where grief would be expected to impair the employee's ability to function at work.

All categories: Employees may be granted leave based on FTE up to a maximum of 40 hours paid per year at regular hourly rate for daily hours assigned for absence from work due to a death in the immediate family. Other family members would be evaluated based on discussion with the Executive Director or HR.

- A. Spouse
- B. Parent/Parent-in-law
- C. Child
- D. Son-in-law/Daughter-in-law
- E. Grandchild
- F. Brother/Sister

Employees may be granted based on FTE up to 16 hours total per year paid at regular hourly rate for hours assigned daily for absence from work due to a death:

- A. Brother-in-law/Sister-in-law
- B. Grandparents
- C. Niece, Nephew, Aunt and Uncle
- D. Person living in the home of the employee

Employees will be granted a maximum of 8 hours or a regularly scheduled day for the death of friends per year.

Holidays. Pay will be received for those holidays observed by the district, which fall within their assignment period. The Districts will designate holidays annually. If a holiday is observed while the employee is on sick leave or paid time off leave, the holiday will not be charged to sick leave or paid time off leave. The paid holiday schedule for the **current** school year is located in as an **Appendix H**.

Section 5 Sick Leave Incentive

Sick Leave Incentive Program: Employees (**Except Para-Educators and teachers; please refer to their master agreement**) will receive a sick leave benefit if the following conditions are met:

1. The employee is at least fifty-five (55) years of age as of September 1 of the school year in which the employee resigns ("resignation year").
2. The employee has completed 15 or more consecutive years of credited service to the North Platte Public Schools District ("District") as of the conclusion of the resignation year (credited service means continuous employment with the District as a classified staff). The employee will be paid their accumulated sick leave in January of the following year of their resignation according to the following formula:

(Hourly rate x (total sick leave hours x 40%)).

Article 4 – CERTIFIED ABSENCES FROM WORK

Section 1 Absence Procedures

Leave Accrual. All leave is accrued on an annual basis unless otherwise stated. Personal and leave will be granted July 1st of each school year. Once the employee has used all of his/her allotted leave in any category, absence without pay is the only option available. Employees requesting leave beyond accrued leave and FMLA, will need Human Resource approval to take leave without pay.

Requesting Leave. An employee who wants to use available leave is to submit a leave request to the employee's supervisor using the District designated software. Leave requests are to be submitted in a timely fashion to the supervisor. All personal leave requires five school days advance notice, exception requests require Human Resources approval and subject to negotiated agreement. The supervisor may require that more advance notice be given depending on the nature of the employee's duties or the need to schedule a substitute. District Administration may restrict personal leave requests based upon substitute availability and negotiated agreement.

Giving Notice of Unscheduled Absences. An employee who is unable to request advance approval for an absence because of the nature of the circumstances requiring the absence (such as personal illness or unforeseen emergency) is to report the need to be absent as soon as the situation is known. To report the need to take a sick or bereavement leave, employees are to contact their building administrator or supervisor as soon as possible. Before the end of the day on the first day of the absence, and on each subsequent day of absence, the employee is to report to their building administrator or supervisor whether the employee will be able to return to work on the next duty day. For sick or bereavement leave occurring in circumstances where the need for the leave cannot be determined in advance, the employee is to make a report of the need to take the leave as soon as possible. District Administration may approve special emergency circumstances.

Returning from Absences

1. *Justification for Absences Taken Without Prior Approval.* If an employee is absent without advance approval either: (1) the day immediately preceding or immediately following a regularly scheduled school break (such as winter break, spring break, and quarter or semester breaks) or (2) during the first two weeks or the last two weeks of school (student contact days), the employee will be required to give verification (for example, a doctor's note) to establish that the employee was unable to work for an excusable condition or excusable reason.
2. *Establishing Fitness for Duty.* Employees must present a written statement from their physician or healthcare provider to their supervisor when absent for any period of time because of injury requiring care from a physician or healthcare provider, or absent from work for 5 days or more due to a personal health condition. The statement is to clearly verify that the employee is mentally and physically able to return to duty. This statement is to be presented in person to the employee's supervisor before the employee returns to duty in order that the readiness to perform work can be observed and discussed. Custodial staff is subject to the Custodial Department Policies.

Employees are required to disclose any medical restrictions that limit their ability to perform the essential functions of their position to their supervisor and to request a meeting with the Americans with Disabilities Act (ADA) Coordinator to discuss the provision of reasonable accommodations. The District will not discriminate against any employee due to disability and will provide reasonable accommodations. Information provided about medical conditions or disabilities shall be treated as

confidential, as required by state and federal statutes, and will be divulged only to the extent necessary to provide reasonable accommodations.

Section 2 Leave

Employees are provided with accrued leave (sick, adoption) and benefit leave (personal, bereavement, jury duty, voting, professional) in accordance with applicable negotiated agreement, and Board policy. During such paid leave, employees continue to receive their salary and fringe benefits.

The leaves provided by the District are to be used for the purpose intended. Abuse of leave privileges affects the students, other staff, and the entire District and will not be tolerated.

Sick Leave. Employees are to use sick leave when unable to work due to the illness. Activities other than caring for their own health or that of an immediate family member reflect an abuse of sick leave. Sick leave may accumulate up to 64 days.

Section 3 Adoption Leave

Adoption Leave. Adoption leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as an employee is permitted to take a leave of absence upon the birth of the employee's child.

The adoptive parent leave of absence begins following the commencement of the parent-child relationship. The parent-child relationship commences, for purposes of adoption leave, when the child is placed with the employee for purposes of adoption. The employee shall be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship, except as the Superintendent and the employee may otherwise agree. Advance notice of an anticipated adoption shall be provided by the employee to the Superintendent as early as possible.

Section 4 Benefit Leave

Personal Leave. Certified staff are granted four (4) personal days per school year. According to the negotiated agreement, teachers may be paid daily sub rate for any unused personal leave. Personal leave may not be carried over to the following school year for teachers.

For administrators, personal leave must be used within the school year they are earned and do not carry over to the following school year and may be paid a daily sub rate for any unused personal leave.

Section 5 Expectations for Teachers, Substitutes and Administrators during absence

Absence Length	Teacher Responsibilities	Substitute Responsibilities	Principal Responsibilities
.5-10 days	<ul style="list-style-type: none"> ● Detailed Lesson Plans (may be uploaded to AESOP) ● Have Sub Notebook easily available ● Classroom Schedule, Expectations, and Resources accessible ● Teachers reviews substitute satisfaction survey and makes the appropriate corrective action ● List of student IEP, 504 requirements, students with special accommodations (seating, restroom privileges, does not celebrate holidays, does not stand for flag, etc.) 	<ul style="list-style-type: none"> ● Follow Lesson Plan and Instructions left by teacher ● Follow classroom rules and expectations set by teacher ● Fulfill duties of teacher as assigned by building principals (ie. Recess, Lunch, etc.) ● Follow IEP and 504 requirements ● Substitute completes satisfaction survey at the end of the assignment 	<ul style="list-style-type: none"> ● Assures Lesson Plans are prepared and turned in ● Notifies classroom teacher if lesson plans were unprepared ● Checks in with Substitute regularly throughout the day ● Principal review substitute survey and makes any corrective action needed ● Director of Human Resources reads substitute survey and makes any corrective action ● Assures a substitute-teacher's notebook is complete and visible
11+ days	<ul style="list-style-type: none"> ● Detailed Lesson Plans for first week ● Have Sub Notebook easily available ● Learning Plans for duration of absence ● Classroom Schedule, Expectations, and Resources accessible ● Teachers reviews substitute satisfaction survey and makes the appropriate corrective action ● List of student IEP, 504 requirements, students with special accommodations (seating, restroom privileges, does not celebrate holidays, does not stand for flag, etc.) 	<ul style="list-style-type: none"> ● Follow Lesson Plan and Instructions left by teacher ● Submit to principals detailed Lesson Plans for days 6-30 ● Follow classroom rules and expectations set by teacher ● Fulfill duties of teacher as assigned by building principals (ie. Recess, Lunch, etc.) ● Follow IEP and 504 requirements ● Substitute complete satisfaction survey at the end of the assignment ● Facilitates Parent Teacher Conferences 	<ul style="list-style-type: none"> ● Assures Lesson Plans are prepared and turned in ● Notifies classroom teacher if lesson plans were unprepared ● Checks in with Substitute regularly throughout the day ● Principal review substitute survey and makes any corrective action needed ● Director of Human Resources. reads substitute survey and makes any corrective action ● Assures a substitute-teacher's notebook is complete and visible

***It is important for Substitutes to know the expectations of teachers. If you believe you do not have the materials and information necessary for a successful day substituting, please contact the building principal.**

LESSON PLANS - It is vital that you take an adequate amount of time preparing for a substitute teacher. Give the substitute as much detail as necessary to make your wishes clear. Review, organize and clearly label materials to be left for the substitute. The substitute needs enough material to keep the students busy for the entire class period. Your instructions should be fairly detailed and legible, leaving no doubt about what you are trying to accomplish on that given day. It might even be a good idea to include the actual goals and objectives that you are trying to attain. But at all costs, leave the substitute more than enough activities/material to keep the students busy. Always make a few extra copies.

If you wish to leave your desks and cabinets locked, that is understandable, but at least leave a large sealed envelope marked "FOR THE SUBSTITUTE", containing all the items the sub will need for the day.

Make your expectations of the students clear - Studies indicate that a substitute has only the first 5 minutes of class to establish control of that class. A well-prepared group of students will most often comply with the substitute. Define best behavior for them. Never make jokes about substitute teachers and don't let students think that you have low expectations for days that you aren't there. Give students no opportunity to contradict the substitute. Use every available opportunity to remind your students about proper classroom behavior when guests — and that includes subs — are present. Work with students to constantly remind them that if you do take an absence day, the class behaves properly. Make expectations of substitutes clear - Take the time to discuss expectations of student behavior with substitutes early in the year in case you are absent. When you are going to be absent, take the time to write thorough plans that account for every minute of class time.

A substitute-teacher's notebook, for use by any sub who may be assigned to your class, will be required. The notebook's emergency lesson plans and classroom management information will help ensure that everything runs smoothly while you're gone.

The sub notebook, clearly labeled and easily accessible from your desk, containing the following materials:

- Copy of your school's bell schedule, including lunch schedules
- Updated copy of your classroom seating chart
- Updated copy of your roll sheet, including students with health needs identified
- Copy of your daily instructional schedule, including paraeducator or co-teacher if applicable
- Copy of your classroom rules/ procedures/ syllabus
- List of your most helpful and responsible students
- List of all classroom textbooks used and where they are shelved
- Simple map of the school facility and grounds, including emergency-exit routes
- List of the names, room numbers, and extensions of your closest fellow teachers
- List of the names and extensions of your school's administrative personnel
- List of the names, room numbers, and extensions of the nurse, counselor, etc.
- At least three broad, flexible lesson plans that can be used throughout the year

Article 5 - LEAVE

Section 1 Jury Duty Leave

An employee who is summoned for jury service must promptly notify the employee's immediate supervisor. The employee will be allowed time off for jury duty.

There will be no loss of salary or deduction in leave time for time spent in jury service. The District may at its discretion reduce salary by an amount equal to any compensation, other than expenses, paid by the court for jury duty.

If an employee reports for jury duty in the morning and is then dismissed from jury duty for the remainder of the day, the employee is to report for work and resume duties for the balance of the day, except as may be otherwise arranged by the employee's immediate supervisor.

Section 2 Voting Leave

Employees will be allowed paid time off to vote in an election if the employee: (a) is a registered voter; (b) does not have 2 consecutive hours during which the employee is not required to be present at work in the period between the time of the opening and closing of the polls; and (c) applies for voting leave prior to or on election day.

Voting leave will not be available to most employees because elections are typically scheduled for 8 a.m. to 8 p.m. Most employees are off duty on or before 6 p.m. If not off work by 6 p.m., the employee is usually not on duty before 10 a.m.

When voting leave is available, an employee will be entitled to be absent from work on Election Day for such a period of time as will, when considering the employee's non-working time, total 2 consecutive hours between the time of the opening and closing of the polls. When voting leave is used, no deduction shall be made from the employee's salary or wages on account of such absence. The employee's supervisor may specify the hours during which the employee may be absent for voting leave.

Section 3 4011 Family and Medical Leave

North Platte Public Schools handles FMLA internally through HR. Employees are to contact HR for FMLA absences and guidance. Employees may need to file FMLA for intermittent absences. Employees will be given additional guidance after contacting HR. Employees are responsible for contacting HR and submitting required documentation. Employees who fail to contact HR or neglect to submit the requested documents may be subject to denial of FMLA and/ or disciplinary action.

Employee Rights and Responsibilities under the Family and Medical Leave Act

Family and medical leave shall be allowed under the terms and conditions of the Family and Medical Leave Act of 1993, as amended (FMLA)

Basic Leave Entitlement. FMLA provides up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or childbirth;
- To care for your child after birth, or placement for adoption or foster care;

- To care for spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes you unable to perform your job.

The “leave year” for purposes of the FMLA is a “rolling” 12-month period, measured backward from the date of any FMLA leave usage.

Military Leave Entitlement. Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use the 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered service member during a 12-month period. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Benefits and Protections. During FMLA leave, health coverage under a “group health plan” will be maintained on the same terms as if you had continued to work. Upon return from FMLA leave, most employees must be restored to their original or an equivalent position with equivalent pay, benefits, and other employment terms.

The use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of the FMLA leave.

Eligibility Requirements. A person is eligible if you have been employed with North Platte Public Schools for at least one year, for 1,250 hours over the previous 12 months, and if there are at least 50 employees of the District within 75 miles of your work location.

Definition of Serious Health Condition. A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a healthcare provider for a condition that either prevents you from performing the functions of your job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave. You do not need to use FMLA leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. You must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the District’s operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave. You may choose or North Platte Public Schools may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, you must comply with the District’s normal paid leave policies.

Employee Responsibilities. You must provide sufficient information for the District to determine if the

leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that you are unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a healthcare provider, or circumstances supporting the need for military family leave. You also must inform the District if the requested leave is for a reason for which FMLA leave was previously taken or certified. You also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities. The District must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the District must provide a reason for the ineligibility.

The District must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the District determines that the leave is not FMLA-protected, the District must notify the employee.

Unlawful Acts by Employers. FMLA makes it unlawful for any employer to:

- Interfere with, restrain, or deny the exercise of any right provided under FMLA;
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

Enforcement. An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

For additional information you may refer to FMLA poster (available at your workplace or from the Human Resources Department) or contact the U.S. Wage and Hour Division at:

1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627

www.wagehour.dol.gov

To submit a request for use of FMLA, or to make arrangements for payment of benefits while on FMLA leave, contact Superintendent, at 308-696-3305.

Section 4 4011.1 Military and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, and consult with their supervisor to schedule the leave so as to not unduly disrupt the operations of the District. For leaves of less than 5 days, the employee is to notify the Superintendent of the leave request as soon as practicable.

Family military leave under the FMLA will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

Section 5 Subpoena to Testify Leave

An employee must promptly notify the employee's immediate supervisor when the employee receives a lawfully issued subpoena to testify in court or to give a deposition that may require an absence from duty.

In the event the subpoena involves a job-related matter in which the employee is testifying on behalf of the District, the absence will be treated similar to a jury duty leave.

In the event the subpoena involves a personal matter, the employee will be required to use available paid time off. A subpoena will be considered to involve a personal matter whenever the employee or a family member or friend of the employee is a party to the legal proceeding.

Article 6 – DUTIES AND RESPONSIBILITIES

Section 1 Hours of Work & Meetings

Regular, dependable, in-person attendance at work is an essential function of all North Platte Public School's positions.

Employees are required to attend meetings called by the administration or their supervisors, except those meetings which are designated for optional attendance.

The North Platte School District uses an electronic time tracking system called District Time Management System to capture and record all non-exempt employee time records and all hourly paid supplemental position time. The electronic time tracking system allows employees to accurately monitor and keep track of their time and enables the District to efficiently process employee time worked and leave taken for payroll purposes. The following guidelines have been created to ensure accurate recordkeeping and compliance within the District.

The District Time Management System system shall be considered as the "official" record of the workday for these positions. Any disputes over actual hours worked or attendance will be resolved by referring to the District Time Management System records.

Section 2 Absences in Excess of Paid Leave

Should an employee be absent from work in excess of the employee's accumulated sick leave or other paid leave, the employee's salary and fringe benefits (including the cost of premiums for group health insurance) shall be reduced by the hours missed. Employees who are absent beyond allocated leave, including accrued leave, and do not meet the guidelines of FMLA will be given notice and an improvement plan put in place. If continued absences occur without leave, disciplinary action may be taken. When an employee is absent due to an illness and cannot return to work, the District will pay the employee's elected health insurance premium for up to 12 weeks, if the leave is approved with FMLA. .

The District complies with laws that require leaves to be allowed, such as for FMLA leaves, military service and jury duty.

Section 3 Arrival to Duty Assignments

Employees' work assignments may or may not be related to the regular school day. All employees are expected to know their duty dates and times and to be on time for work.

Administration has discretion, upon district approval, to adjust daily hours to accommodate building needs.

Section 4 Leaving School/Assignment

Employees are to be on duty at all times during the assigned work day. **Employees may not leave school or their assigned area during duty hours without approval of the Principal or their supervisor.**

Employees who leave the school during their designated lunch period or for an approved absence must check out with the Principal's office or their supervisor when leaving and check back in upon return. Employees who need to leave during the school day for reasons of illness or emergency are to make sure that a responsible person has been notified of their unexpected absence so work coverage may be provided.

Section 5 School Procedures

Employees are expected to adhere to the following school procedures in the performance of their duties:

1. Use of Phones. Employees are not to use personal cell phones for any non-school purpose during duty time. Personal telephone calls shall not be made during duty time except in the event of an emergency. No personal long distance calls on school telephones will be authorized, except in an emergency.

Employees are not to use cell phones or otherwise engage in distracted driving while transporting students or using district vehicles. This rule applies to the driver when the vehicle is in motion. The only exception would be in the case of emergencies. Employees will abide by all the rules of the road and any applicable rules of the Nebraska Department of Education and the District relating to driving a motor vehicle. Seat belts and child restraint systems are to be utilized by all occupants.

To ensure the privacy and confidentiality of student information, no person is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent of all parties the person or persons being recorded or whose image or sound is being transmitted. This prohibition applies to all persons, including staff, students and community members, regardless of the content or context of the image or sound; however, this provision shall not apply to

2. Checking Out of Equipment. All equipment must be checked out through the appropriate office. School equipment must be used only for school purposes. School equipment and other resources may not be used for personal purposes only as authorized by Board policy or contract. Policy 3014
3. Requisition of Equipment and Supplies. Books and supplies which are needed for instruction should be requested through the appropriate office. Employees shall not make purchases on behalf of the District without prior approval of the Principal.
4. E-mail. Use of the District's email system for personal communications should be limited and is subject to the rules governing overall computer usage found in Board policy (**Policy No. 4043**) and this handbook.
5. Employee MailBox. Employees may be assigned a mailbox. Employees should check for mail upon arrival, in the course of the work day, if possible, and upon departure. If something requires an answer employees are responsible for responding promptly. Employee mailboxes are to be limited to communication regarding school business.
6. Attire. *It is important for employees to project a professional image to students, parents and co-workers. Appropriate attire and grooming is one of the means of projecting a professional image. Employees are expected to maintain professional attire and grooming when on duty. As a minimal guide, employees should wear **Smart Casual**. (Smart Casual is an approach to dressing professionally that mixes trendier pieces in with classic staples. The goal is an appearance that's clean and professional but doesn't look too formal. You're dressing to make an impression without dressing to impress. The overall takeaway should be that you're not trying too hard, but you are not slacking. The administration may establish more detailed guidelines for individual employees should that be necessary. (**Policy No.4041**)*

It is the expectation of the district that each employee's dress, grooming, and personal hygiene should be appropriate to the work situation and not be detrimental to the education process. While it is becoming more commonplace for employees to have tattoos, the expectation is that tattoos and/or body piercings are in good taste, do not cause a distraction in the workplace for other employees and students, and do not promote drugs, alcohol, or violence. It is preferable that the tattoo be covered whenever possible. The supervisor of the employee will determine the appropriateness of the tattoo and/ or body piercings. The employee is reminded that they are expected to be good role models for students.

Custodial and maintenance staff are provided with a uniform. If the employee terminates employment, their uniforms must be returned. Failure to return their uniform will result in a reduction of their final paycheck for the cost of the uniform.

7. Identification/Security. All employees are required to wear photo identification badges provided by the district so that staff and students can recognize them as employees.

North Platte Public School is committed to providing a safe learning environment. It is important to know at all times, who is present in the building. Staff who are not regularly assigned a building will check-in and checkout through Raptor with their staff ID. If staff do not have their staff ID, they will need to present a state-issued ID to office staff and receive a printed name tag. Staff must have ID readily visible at all times during school hours. Staff who leave during the day, will be required to checkout through Raptor. The District and Building Administration have the right to provide further guidance on the use of Staff Check-In and Out.

8. Visitors. Employees are not to have visitors while on duty other than as appropriate for the performance of their duties except on a short-term basis and only with permission of the Principal or supervisor. Included in the definition of visitors are family members of the employee. Employees are responsible for ensuring that their visitors follow procedures for being on District property, including checking in. Employees are not to bring their children to work with them in lieu of taking them to childcare.

North Platte Public School is committed to providing a safe learning environment. It is important to know at all times, who is present in the building. North Platte Public Schools has Raptor, a visitor management system to assist in identifying adults within the building. All visitors are required to check-in to the office by presenting a state-issued ID. A name tag will be given to the visitor with name and destination identified. All staff are responsible for checking that visitors have proper identification.

9. Classroom Environment. At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

Section 6 Supervision of Students

Proper supervision of students is an important responsibility of all employees of the District.

Employees responsible for student supervision are expected to meet the four “P’s” for student supervision and safety. All employees of the school should be familiar with these principles to the extent they may be involved in supervision of students or interacting with students.

1. Proper Supervision

- a. Report to all duty assignments on time.
- b. Circulate through the duty area. Pay particular attention to areas and activities that pose an increased risk of injury.
- c. Be vigilant while supervising students. Never leave the students unattended; the need to make a copy is not greater than the need to supervise the students. If an emergency requires that you leave students who you are supervising, request that another nearby staff member provide supervision for you, or notify the office so someone can provide assistance. If you are on recess duty, the responsibility is to supervise the students in your assigned area. When talking with other adults or students, remember that the primary duty is supervision and make sure you are aware of what all students who you are to be supervising are doing.
- d. If you have seen or have been informed that a particular student has a propensity to act dangerously or in an unpredictable manner, the supervision of that student must increase with the known risk of injury. (Remember, though, that this type of information may be confidential—do not share confidential information about students except with other staff who need to know the information to perform their jobs).
- e. Be careful when physically contacting students. Physical contact with students should be limited to that necessary to protect the student. Corporal punishment is prohibited in the school district and is not to be used. Physical force may only be used to the extent reasonably necessary to protect the student, yourself and others, and to protect property as may be reasonable.
- f. Use good judgment when dealing with difficult situations involving students. Physical confrontation generally escalates tense situations.
- g. Be careful with your language. Profanity or abusive language should not be used by you. Be a good role model for students. If a student uses such language, you should correct the student and take such disciplinary action as is appropriate, which may include making a report to administration.

2. Proper Instructions

- a. Proper instructions are important to reduce the risk of injury when students undertake an activity, especially an activity that has an increased risk of harm to students.
- b. Repeat the instructions on how to complete a task that has a heightened risk of danger as often as needed. Do not assume because students heard the directions once that they will be remembered.
- c. When you go over safety rules with students, note it in your written records.

3. Proper Maintenance of Buildings, Grounds, and Equipment

- a. Conduct periodic inspections of equipment under your control or in your area of supervision.
- b. If equipment is broken and presents a risk of injury, immediately take it out of service (if

it can't be moved, tape a "Do Not Use" sign) and notify the office so those repairs may be undertaken.

4. Proper Warnings

- a. If you have knowledge of a hazard that can likely cause injury, take steps to warn other staff and students. Tell the office so additional warnings may be given.

Contact the Office for Assistance: The administration office should be contacted immediately when a situation exists which could cause injury to students or others. Examples include:

- student fights
- student health problem (fainting, bleeding, high temperature, difficulty breathing, etc.); if the office can not be immediately located, call 911 if the problem appears to be of immediate and serious concern
- a report or a suspicion that a student has a weapon or other dangerous item or drugs, alcohol, or other illegal substances
- presence of an intruder (a non-student or staff member who refuses to go to the office)

Violations of student rules which are also violations of state law are required to be reported to law enforcement. Make a report of such conduct to the Principal so this law may be followed.

Student Searches: Office administration should be contacted to perform searches of students or their belongings. You may direct a student suspected of having an item in violation of school rules to wait with you until another adult is present, or to follow you to the office if you can leave your assigned area without causing risk of harm to others. Do not use physical force to detain the student or to make the student accompany you except as reasonably necessary to protect the student or others.

Student Rights: Treat students fairly and consistently without consideration of race, color, religion, gender, or disability. Students who need special accommodations are to be given those accommodations as needed for them to participate in school and school activities. Follow IEP and 504 Plans for the students for whom you are responsible. Be attentive and respond to "bullying." Maintain the confidentiality of student records. Student record information should be shared only with other school staff with a need to know the information to perform their duties.

Section 7 5024 Dispensing Medication

Medication will be administered only in accordance with the Medication Aide Act. Medications will not be administered during school hours except as necessary to provide appropriate educational services. Employees are not permitted to give any medication to students unless trained under the Medication Aid Act. Parents/guardians are encouraged to have medications given at home by the parent or by other responsible parties identified by the parent.

The school district reserves the right to review and decline requests to administer or provide medications which are not consistent with standard pharmacological references, are prescribed in daily doses which exceed the dosage recommended by standard pharmacological references or which could be prescribed in a manner which would eliminate the need for giving medication during school hours. The school district may at any time consult with the student's physician with regard to any medication prescribed by the physician.

Students who need to take prescription medicine must have a signed parent release form on file in the office. Medications are to be taken in the presence of the office staff, the nurse, or medication aide and are to be stored in the nurse's office; with the exception of students who have a diabetes

self-management or asthma self-management plan.

If students must take medication and/or perform medical procedures prescribed by a duly licensed physician during school hours, it is the responsibility of the parents or guardians to sign permission slips to dispense the medicine at the school and to submit a note or prescription from the physician authorizing the medicine and/or medical procedure. School district personnel are not to administer medicine, including over the counter medicine, without a signed form and note or prescription. Any medication brought to school needs to be properly labeled. The label should include the following information: student's name, name of medication, dosage needed, and time of dispensing the medication.

If a group of students is going on a field trip, the supervising teacher is to notify the Health Office of the trip a minimum of 48 hours in advance. The School Nurse will determine if the medical needs of one or more of the students will require that a health services staff member accompany the students. If it is not necessary for a health services staff member to accompany the students, but one or more of the students may need medication during the field trip, the school nurse will train the teacher about the procedures necessary for medication administration and documentation.

Section 8 4054 Reporting Child Abuse

The district recognizes its obligation under Nebraska law to report suspected child abuse or neglect cases to local law enforcement or social services personnel. In efforts to help prevent child abuse or neglect, school employees will learn to recognize the symptoms of child abuse, know how to report it, and provide continuing support and encouragement to abused children and their families.

Staff members will work cooperatively with law enforcement and/or the Child Protection Services (CPS) worker who is investigating a report of child abuse. Law enforcement and/or the CPS worker will be given access to a child at school when an interview is requested as part of an investigation of a child abuse report.

During the investigation of a reported child abuse case, when law enforcement and/or a CPS worker requests information about a student, school employees will provide information within the guidelines of the Family Educational Rights and Privacy Act (FERPA) and the exceptions to FERPA as noted in the Uninterrupted Scholars Act. The Uninterrupted Scholars Act permits educational institutions to disclose a student's education records, without parental consent, to a caseworker or other representative of a State or local child welfare agency, when such agency is legally responsible for the welfare of the student or the student is the Ward of the Court or State.

Article 7 – PERSONAL AND PROFESSIONAL CONDUCT

Section 1 Ethics Standards

(Rule 27 – Regulations and Standards for Professional Practices Criteria)

The North Platte Public School District expects its employees to adhere to ethics standards which are modified from those established by the Nebraska Department of Education. The school employment job ethics standards which employees are expected to adhere to include those set forth below.

Principle I - Commitment as a School Employee: Employees shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the employee's contractual and personal responsibilities, the employee:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
2. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence personal decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the employee is responsible.
5. Shall not exploit school relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or board members.
7. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of job duties.
8. Shall report to the Superintendent any known violation of paragraphs 2 or 5 above.
9. Shall seek no reprisal against any individual who has reported a violation of this rule.

Principle II - Commitment to the Student:

Mindful that the employee's position exists for the purpose of serving the best interests of the school district's students and patrons, employees shall perform his/her job duties with genuine interest, concern, and consideration for the student. The employee shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the employee:

1. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
2. Shall keep in confidence personally identifiable information that has been obtained in the course of employment, unless disclosure is approved by the administration or is required by law.
3. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The employee bears responsibility for instilling an understanding of confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the employee:

1. Shall not misrepresent an institution with which the employee is affiliated, and shall take added precautions to distinguish between the employee's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair judgment to be exercised in the course of employment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
6. Shall, with reasonable diligence, attend to the duties of the employee's position.

Principle IV - Commitment to Position Employment Practices:

The employee shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The employee shall believe that sound personnel relationships with governing administration and board of education are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to employment practices, the employee:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct job related business through designated procedures, when available, that have been approved by the employing agency.
5. Shall not assign to unqualified personnel, tasks for which an employee is responsible.
6. Shall permit no commercial or personal exploitation of his or her employment position.
7. Shall use time on duty and leave time for the purpose for which intended.

Competent Performance

Employees must possess the abilities and skills necessary to accomplish the designated task.

Therefore, each employee shall:

1. Keep records for which he or she is responsible in accordance with law and policies of the school system;
2. Supervise others in accordance with law and policies of the District;

3. Recognize the role and function of community agencies and groups as they relate to the District and to his or her position, including but not limited to health and social services, employment services, community teaching resources, cultural opportunities, educational advisory committees, and parent organizations.

Each employee shall:

1. Utilize available materials and equipment necessary to accomplish the designated task;
2. Adhere to and enforce written and dated administrative policy of the District which has been communicated to the educator;
3. Use channels of communication when interacting with educators, community agencies, and groups, in accordance with policy.

Each supervisor shall:

1. Make reasonable assignment of tasks and duties in light of individual abilities and specialties and available personnel resources.

Communication Skills: In communicating with students and other employees, each employee, within the limits prescribed by his or her assignment and role, shall:

1. Utilize information and materials that are relevant to the designated task;
2. Use language and terminology which are relevant to the designated task;
3. Use language which reflects an understanding of the ability of the individual or group;
4. Assure that the designated task is understood;
5. Use feedback techniques which are relevant to the designated task;
6. Consider the entire context of the statements of others when making judgments about what others have said;
7. Encourage each individual to state his ideas clearly.

Management techniques: The employee shall:

1. Resolve discipline problems in accordance with law, Board policy, and administrative regulations and policies;
2. Maintain consistency in the application of policy and practice;
3. Develop and maintain positive standards of conduct.

Human and Interpersonal Relationships: Employees shall possess effective human and interpersonal relations skills and therefore:

1. Shall allow others who hold and express differing opinions or ideas to freely express such ideas;
2. Shall not knowingly misinterpret the statement of others;
3. Shall not show disrespect for or lack of acceptance of others;
4. Shall provide leadership and direction for others by appropriate example;
5. Shall offer constructive criticism when necessary;

6. Shall comply with reasonable requests and orders given by and with proper authority;
7. Shall not assign unreasonable tasks;
8. Shall demonstrate self-confidence and self-sufficiency in exercising authority.

Personal Requirements: Each employee within the scope of delegated authority shall:

1. Be able to engage in physical activity appropriate to the designated task except for temporary disability;
2. Be able to communicate so effectively as to accomplish the designated task;
3. Appropriately control his or her emotions;
4. Possess and demonstrate sufficient intellectual ability to perform designated tasks.

Section 2 Role Model

Employees serve as role models for students and their actions and conduct reflect on the school as a whole. Employees are in all respects to conduct themselves in a professional manner.

Section 3 4043 Professional Boundaries and Appropriate Relationships Between Employees and Students

School district employees and student teachers or interns (“employees”) are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students and must have appropriate relationships with students. They may be friendly with students, but they are the students’ teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees’ conduct and interactions with students and to material they post on personal web sites and other social networking sites including, but not limited to, Instagram, Facebook, and Twitter. The posting or publication of messages or pictures or other images that diminish an employee’s professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

Sexual Relationships Prohibited. Employees are prohibited from engaging in any relationship that involves sexual contact or sexual penetration with a student while the student is a current student and for a minimum of one year after the date of the student’s graduation or the date the student otherwise ceases enrollment. Sexual contact has the same meaning as in section 28-318, and sexual penetration has the same meaning as in section 28-318.

Grooming Prohibited. Employees are prohibited from engaging in grooming with students. Grooming means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student’s life the sexual contact or sexual penetration would take place.

Unless an employee can clearly and convincingly demonstrate a legitimate educational purpose, grooming behaviors and related conduct that are a violation of this policy include, but are not limited to:

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by email, text messaging, or through social media) on a matter that does not pertain to school.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior which exploits the special position of trust and authority between an employee and student.

This list is not exhaustive. Any behavior which exploits a student is unacceptable. If in doubt, ask yourself, "Would I be doing this if my family or colleagues were standing next to me?"

Communication Between Employees and Students. The preferred method for employees to communicate with students is ROOMS (**Rooms is a two-way communication and messaging tool integrated directly with your school app**); NPPSD gmail or Google classroom. A personal communication system is a device or software that provides for communication between two or more parties and is capable of receiving, displaying, or transmitting communication. Personal communication system includes, but is not limited to, a mobile or cellular telephone, an email service, or a social media platform.

Employee communications with students through a communication system generally are to be sent simultaneously to multiple recipients and not just to one student. The burden to demonstrate the appropriateness of a communication with a student only shall rest with the employee.

Reporting a Policy Violation. Anyone may report suspected grooming, other unacceptable employee conduct, or any violation of this policy as follows:

School District. Reports may be made to a principal, the superintendent, or the Title IX Coordinator in person, by mail, by telephone, or email.

Nebraska Department of Education. Reports may be made at: Nebraska Department of Education, Attn: Certification Investigations' Office, P.O. Box 94933, Lincoln NE 68509 or Nde.investigations@nebraska.gov.

Nebraska Department of Health and Human Services. Reports may be made by calling the Child Abuse and Neglect Hotline at (800) 652-1999.

Law Enforcement. Reports may be made to the local police department by calling 308 - 535-6789, the county sheriff at 308 535-9599, or the Nebraska State Patrol at 402 - 471 - 4545.

An employee is required to make a report to a principal or the superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Minor concerns or violations shall be reported within 24 hours. Major concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the school board president.

A student who feels his or her boundaries have been violated should directly inform the offender that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offender or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, administrator, counselor, the Title IX coordinator, or other school employee with whom she or he feels comfortable.

Retaliation Prohibited. Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

Policy Violations. Any violation of this policy by an employee may result in disciplinary action up to and including dismissal from employment and/or referral to the Nebraska Department of Education, which may result in the suspension or revocation of the employee's certificate. Any violation involving sexual or other abuse will result in referral to the Nebraska Department of Health and Human Services, law enforcement, or both.

Policy Verification. Employees shall verify that they have received, reviewed, and understood this policy by signing an acknowledgment document indicating the same.

No Limits on Reports to NDE. Nothing in this policy shall be construed to limit any certificated employee's duty to report any known violation of the standards of professional practices (Title 92, Nebraska Administrative Code, Chapter 27, commonly known as Rule 27) adopted by the Nebraska Board of Education.

Section 4 Relationships

It is important for employees to maintain an effective working relationship with the administration and all co-workers. Employees are also to maintain appropriate relationships with students. Appropriate relationships are established by extending social courtesies, following through on commitments and promises, complying with administrative directives and Board policies, being honest and consistent, and not intruding into personal matters outside the scope of duties, gossiping, or spreading rumors about others.

Section 5 Civility

All employees shall behave with civility, fairness and respect in dealing with fellow employees, students, parents, patrons, visitors, and anyone else having business with the District. Uncivil behaviors are prohibited. Employees may be subject to disciplinary action up to and including termination for engaging in uncivil behaviors.

Uncivil behaviors are any behaviors that are physically or verbally threatening, either overtly or implicitly, as well as behaviors that are coercive, intimidating, violent or harassing. Such interactions are prohibited in all forms of communication, including telephone conversations, voice mail messages, face-to-face conversations, written communications, and email messages.

Any employee aware of another employee's uncivil behavior shall report the conduct to the employee's immediate supervisor or to the Superintendent. There will be no retaliation against a person for making the report.

Section 6 Notification of Arrest

Employees must notify the Superintendent and direct supervisor within 24 hours of any of the following:

Arrest or Criminal Charges. Any employee that is placed under arrest, into physical custody, or receives a citation, summons, or complaint for any, and all, criminal offense violations where:

- The maximum penalty for the crime equals or exceeds six months incarceration;
- The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
- Violate Nebraska Department of Education Rule 24;
- Conviction would impact performance of employee's job responsibilities, including offenses that:
 - Would impact the responsibility to be a role model for students;
 - Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
 - Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
- The arrest or alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
- Employees must also promptly report to the Superintendent or designee whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.

This does not include minor traffic law violations.

Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.

Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly (within 24 hours) notify the Superintendent and direct supervisor of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination and reporting to the Professional Practices Commission.

Section 7 Employee Complaints or Concerns

Employees are to inform their supervisor or the Superintendent of any complaints or concerns about the operation of the District using the established chain of command (immediate supervisor, next higher level supervisor, etc.) on all matters that require administrative attention; that is, on all matters or issues that their job responsibilities require them to report to a supervisor.

It is important to the efficient and successful operation of the District and a duty of all employees to share any such complaints or concerns in a responsible, professional manner such as to: (1) not disrupt the proper functioning of their duties, (2) not undermine the authority of their co-workers, supervisors, or superiors, (3) maintain close working relationships with their co-workers, supervisors, and superiors, and (4) ensure that all applicable laws and regulations are followed. All official communications from employees must be accurate, demonstrate sound judgment, and promote the District's mission. Employees must ensure that all applicable laws and regulations are followed by the District and its employees. In the event an employee becomes aware of any such non-compliance, the employee is to report such to the employee's immediate supervisor (or the next higher level, if the supervisor is responsible for the problem) and maintain the confidentiality of the report so that the problem can be appropriately corrected in the best interests of the District.

Employees are to use the appropriate complaint or grievance mechanism for matters involving discrimination or harassment or other established mechanism specific to the nature of the complaint or concern.

The District will not tolerate unlawful retaliation against an employee for engaging in legally protected activity. A protected activity includes an employee's act of opposing an unlawful practice prohibited by employment discrimination or other laws that protect the conduct in question. Any act of unlawful retaliation by a supervisor or other employee may result in serious disciplinary action up to and including termination. Any employee may file a complaint with the Superintendent or appropriate Administrator if the employee feels that they have experienced unlawful retaliation in any form.

Section 8 4008 Outside Employment

An employee's responsibilities to the district take precedence over personal responsibilities during school hours. **Tutoring** Employees may not engage in other employment business activity during assigned duty hours. A teacher shall not solicit a student or parent to retain the teacher as a tutor

and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or designee.

All written or artistic works, instructional materials, inventions, procedures, ideas, innovations, systems, programs, or other work product created or developed by any employee in the course and scope of performance of his or her employment duties on behalf of the district, whether published or not, shall be the exclusive property of the district; and the district has the sole right to sell, license, assign, or transfer any and all right, title, or interest in and to such property.

Section 9 5044 Safe Pupil Transportation Plan

When driving a school vehicle, transporting students and/or conducting school business, employees are to abide by all the rules of the road and any applicable rules of the Nebraska Department of Education and the District relating to driving a motor vehicle. Seat belts and child restraint systems will be utilized by all occupants.

When transporting students, employees are not to use cell phones or otherwise engage in distractions. This rule applies to the driver when the vehicle is in motion. The only exception would be in the case of emergencies.

Article 8 – USE OF SCHOOL FACILITIES AND EQUIPMENT

Section 1 4002 Drug-Free Workplace

.It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction

Section 2 3016 Use of Tobacco Products

The use or possession of any tobacco product, including cigarettes, cigars, or other tobacco or tobacco derivative products; vapor products or electronic nicotine delivery systems; alternative nicotine products; or any other such look-alike or imitation product, is not permitted on school property at any time.

Any violation of the tobacco-free policy by staff shall be referred to the appropriate supervisor. With the first offense, the supervisor will verbally remind the employee of the district policy and provide a written copy of the same to him or her. If a second offense occurs, a written notice of noncompliance with policy will be issued to the staff member with a copy placed in his or her personal file. Further violations shall be dealt with accordingly, based on established policies and procedures for probation, suspension, and dismissal of staff.

Citizens who are observed smoking or using tobacco products in violation of policy shall be asked to refrain from doing so. If the individual fails to comply with the request, his or her violation of policy may be referred to the building principal or other school district supervisory personnel response for the area or program during which the violation occurred. The supervisor shall make a decision on further action which may include a directive to leave school property. Repeated violations may result in a recommendation to the Superintendent to prohibit the individual from entering school district property

for a specified period of time.

The Board directs the Superintendent to adopt the necessary rules and regulations to ensure the implementation and enforcement of this tobacco-free school policy.

Section 3 5049 Firearms and Weapons

Weapons. No student may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy. No visitor under the age of 18 may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy. **Definition of Weapon.** The term “weapon” means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms. No person may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy.

Definition of Firearm. The term “firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Section 4 Staff Internet and Computer Use Policy No. 4012

Internet access is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching and learning skills. The following procedures and guidelines are intended to ensure appropriate use of the Internet at the school by the district’s faculty and staff. Staff should also refer to the district’s policy on Staff and District Social Media Use.

I. Staff Expectations in Use of the Internet

A. Acceptable Use While on Duty or on School Property

1. Staff shall be restricted to use the Internet to conduct research for instructional purposes.
2. Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents, and patrons.
3. Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
4. Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.
5. The Superintendent or designee determines that personal use of the network is allowed during designated times. This occasional use exception does allow individuals to conduct research of appropriate topics. Employees may not surf the net for purposes not directly related to their job during duty time.

6. Personal use of the network is allowed during the following times: before and after school or duty hours; during the workday but during non-duty time (e.g. uninterrupted lunch period); and brief, but not extensive use (limited duration), during a planning period; and but extensive use (limited duration), during planning period.

B. Unacceptable Use While on Duty or on School Property

1. Staff shall not access obscene or pornographic material.
2. Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.
3. Staff shall not use school computers or district internet access to use peer-to-peer sharing systems such as BitTorrent, or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
4. The only political advocacy allowed by staff on school computers or district internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
5. Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.
6. Users shall not engage in any form of vandalism of the technology resources.
7. Users shall follow the generally accepted rules of network etiquette.
8. The Superintendent or designees may further define such rules.

II. School Affiliated Websites

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated web page which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personality-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information on the Internet.

I. Enforcement

A. Methods of Enforcement

The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

1. The district uses a technology protection measure that blocks access to some sites that are not in accordance with the district's policy. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
2. Due to the nature of technology, the filter may sometimes block pages that are appropriate for staff research. The system administrator may override the technology protection measures that blocks or filters Internet access for staff access to a site with legitimate educational value that is wrongly blocked.
3. The district will monitor staff use of the Internet by monitoring Internet use history to ensure enforcement of this policy.

B. Any violation of school policy and rules may result in that staff member facing:

1. Discharge from employment or such other discipline as the administration and/or the board deem appropriate;
2. The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member;
3. When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

IV. Off-Duty Personal Use

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Note: Any employee who is uncertain about whether a specific instance of personal use is permitted, should check with his/her supervisor prior to engaging in that personal use.

Section 5 3014 Use of School Property

(No one except school personnel and schoolchildren regularly assigned to a pupil transportation vehicle for a particular route schedule or for a school-approved activity/function may ride in such vehicles. Supervisory and monitoring personnel are recognized as authorized passengers).

Section 6 Care of School Property

Employees are responsible for the proper care of all books, equipment, supplies and furniture supplied by the school. If an item is in need of maintenance or repair, report it to the Principal. If you learn that a student has damaged school property or equipment, or if you are responsible for damage to school property, promptly report it to the Principal so the item may be replaced or repaired if possible and appropriate responsibility for the cost of replacement or repair may be determined.

North Platte Public Schools strives to create a learning and working environment that is positive, welcoming and appropriate. Classrooms and work areas are to be clean and free of clutter. Staff must have approval before redecorating their assigned work area or classroom from their immediate supervisor, with final approval from the Executive Director of Finance, Facilities and Operations. Curtains and painting of assigned work areas must have approval of the supervisor and Executive Director of Finance, Facilities and Operations. Staff may not bring personal furniture and small appliances to their work area without prior approval. Personal coffee pots, microwaves, and refrigerators must have approval from the Executive Director of Finance, Facilities and Operations. Staff are to use only approved adhesives for walls, ceilings, and floors.

Staff may not use scented plug-ins or sprays that have not been approved by the supervisor.

Questions regarding classroom décor should be directed to the supervisor or Executive Director of Finance, Facilities and Operations.

Section 7 Salespersons

Employees need not allow, and should not permit, any salesperson or representative or agent of any commercial enterprise or theatrical presentation to contact the employee while engaged in the employee's duties except for such times as may be designated by the Superintendent or designee.

Employees must not use classrooms, buildings or other school property for personal use or profit without specific approval from the Superintendent or designee. Employees must not use time for which the employee is on duty or paid by the District to engage in any activity for personal financial profit. Any violation of these restrictions will be considered to be willful insubordination.

Section 8 Security of Desks and (Lockers Policy 5036)

Offices, employee desks, lockers, file cabinets and other such storage devices ("storage devices") are owned by the school and are to be properly cared for and maintained. Appropriate security measures should be used to protect school and personal property kept in storage devices from theft or vandalism and to protect confidential student records.

The District exercises exclusive control over school property and reserves the right to search offices and storage devices provided to or used by employees where permitted by law, such as where reasonable grounds exist for suspecting that a search will turn up evidence that the employee has committed work-related misconduct, or that a search is necessary for a non-investigatory work-related purpose, such as to retrieve a file. School-related documents or records must remain readily available

to administration and other appropriate school staff. Any personal items an employee wants to have kept private should be kept in a separate personal storage device, such as a briefcase, purse or backpack.

The District is not responsible for any personal property employees may bring to school. Employees are cautioned not to bring large amounts of money or items of significant value to school.

Lockers are the property of the school district and students are permitted to use them without charge. The assignment of a locker is on a temporary basis and may be revoked at any time. School officials may inspect student lockers without any particularized suspicion or reasonable cause.

Section 9 5063 Audio & Video Recordings

Students and their parents or guardians should assume that any class in which students are enrolled may be recorded by the school district or other students for legitimate educational purposes. Recordings permitted pursuant to this policy may only be used by students for personal academic purposes and may not be republished without additional, written consent from a school administrator. For purposes of this policy “recording” includes still photographs, video, audio, and other similar data captured in any medium.

Recordings Made by The District. The district may use cameras or other devices for purposes of making security, safety, or other recordings without a specific purpose or for a specific purpose when such recordings are deemed necessary or appropriate by the administration. The district will not maintain the recordings unless the recording is purposefully copied and saved, and the recordings will only be available for review for a limited time based on the district’s then-current recording capacity. The district administrators estimate that this is approximately 30 days but may change at any time.

Classroom Recordings by Staff. Staff members may make audio and video recordings of classroom instruction and school activities upon authorization of the superintendent or supervising administrator.

Prohibited Recordings by Students. Unless otherwise authorized by this policy or law, students are prohibited from making audio or video recordings during the school day on school grounds; when being transported to and from school activities or programs in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event, unless the recording is made in a manner permitted by the school for members of the public. In such an instance, the students remain subject to the district’s appropriate use and student discipline policies.

For example, this policy does not prohibit students from making recordings of an athletic event for their personal use similar to a parent or other patron, subject to other applicable board policy. However, this policy generally prohibits students from using smart-speakers or other devices which actively or passively create or transmit audio or video recordings, including Google Home, Amazon Alexa, Apple HomePod, and AngelSense devices.

Permitted Classroom Recordings by Students. Students may make audio or video recordings of classroom lectures or discussions:

- (1) For their convenience after providing notice to the classroom teacher and receiving the teacher’s permission;
- (2) For the benefit of another student who is absent after providing notice to the classroom

- teacher and receiving the teacher's permission;
- (3) If recording is necessary to accommodate the student's disability and is required by the student's Individualized Education Plan (IEP) or Section 504 Plan.

Staff may revoke permission to record if the recording distracts from or disrupts the classroom environment, unless the recording is necessary to accommodate a student's disability.

Permitted Non-classroom Recordings. Students may make audio or video recordings otherwise prohibited by this policy outside the classroom only with the permission of a teacher or school administrator, provided that such recordings otherwise comply with any applicable state and federal laws and district policy. In no event shall photographs or video recordings be taken or made in restrooms, locker rooms, or other areas where there is a reasonable expectation of privacy.

Section 10 5042 Bulletin Boards

Bulletin boards and other electronic publishing spaces of the district may be provided for the use of students and student organizations for purposes of notifications related to student activities and student groups. The following general limitations apply to all posting or publishing:

1. All postings must be approved by the appropriate building principal or designee. Students may not post any material containing any statement or expression that is libelous, obscene, or vulgar; that would violate board of education policies, including the student code of conduct; or that is otherwise inappropriate for the school environment.
2. All postings must identify the student or the student organization posting or publishing the notice.
3. Published material may be removed after a reasonable time.
4. Building principals may use their discretion on posting or displaying non-school related information which is not political or commercial in nature.

Section 11 4020 Ownership of Copyrighted Works

Works created by district employees in the course and scope of their employment remain the property of the district. The board may enter into a written agreement with a staff member allowing the staff member to share ownership of a copyright in the covered work. The board will only enter into such an agreement if the written work was created apart from, and in addition to, what the district requires and if the district will not incur an expense to replace the work.

The board hereby expressly grants to other educational entities located within Nebraska a non-exclusive license to use the district's copyrighted works for educational purposes within Nebraska when those works have been placed onto collaborative learning systems within the State.

Section 12 Lost and Found

Employees who find lost articles are asked to take them to the appropriate office, where the articles can be claimed by the owner.

Section 13 3040 School Safety

In order to fulfill its obligation to provide a safe and secure learning environment, the Board of Education has adopted this School Safety and Security Policy. Although the district will take reasonable steps to protect students and staff, no entity can provide complete safety and security at all times. This policy does not make the district a guarantor of the safety of students, staff or patrons.

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

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

District Safety Steering Committee Duties

The District Safety Steering Committee is responsible for planning for the safety and security of the school, staff, and students. The committee will respond to and manage any safety or security incident that occurs in the school setting or which has the potential to disrupt the orderly operation of the school system.

Section 14 Lice Guidelines

North Platte Public School Practice Guideline: Head Lice Update April 2015

Purpose:

1. Control the spread of a nuisance condition in the school setting.
2. Minimize absenteeism due to head lice.
3. Promote a partnership between the public school and parent/guardian in the management of head lice.
4. Promote a team approach to head lice management within the school.

General Information:

1. It should be assumed that head lice are in the community and schools at all times.
2. Head lice are considered to be a nuisance condition and are not a major public health concern.
3. Individual students should not be singled out for screening more often than called for in this practice guideline. Students and parents have confidentiality rights defined by The Family Educational Rights and Privacy Act (FERPA) and state and national ethical health care and education standards.
4. School/home cooperation and communication is vital for prompt treatment and reducing absenteeism from school.
5. No treatment has been shown to be 100% effective in killing all the lice and nits. For this reason nit

removal should be consistently emphasized.

Screening Recommendations:

When School staff, parent /guardian, or siblings report with and/or suspect lice:

1. Students, siblings, or household members will be checked with discretion and privacy and parents/guardians will be notified if lice or nits are found.

Classroom recommendations:

1. Nurse staff will check students or classrooms before the end of the school day, as lice is not a medical emergency and students will remain at school.
2. Classroom will only be checked if 3 or more actual cases in the classroom or at the nurse's discretion. Current research does not support classroom screening as a method to stop head lice transmission.
3. When examining a classroom of students, the nurse will have the option of examining them in the classroom setting or in the nurse's office.
4. When screening in the classroom, the health staff may request that children with head lice or suspicious findings come to the health office at a later time to protect their privacy.
5. Nurse will proceed by washing her hands before she begins the classroom exam and as needed throughout further exams. Hand washing will always be done when evidence of lice or a student's hair is excessively dirty. The nurse will part the hair into sections and will have the option of using fingers (with well-groomed nails), q-tips or tongue depressors.
6. Environmental lice sprays will not be used at school. Cleaners are harmful, since they can be absorbed through the skin, are an irritation to the lungs of some asthmatics, and may cause an allergic reaction.

Parent/Guardian of the student with live lice is to be contacted by staff the day lice are found.

Discuss that:

1. Live lice were found.
2. If only nits are found within ¼ inch from the scalp, this is evidence of lice, therefore proceed with phone call, parent education and student follow-up as needed.
3. Students will remain in the classroom and go home at the end of the day.
4. Parents/ guardians will have the option to pick up students earlier, if desired, to begin treatment.
5. Send home educational materials on lice treatment with parents/guardians.
6. Families can be referred to their medical provider for treatment recommendations.
7. Immediate treatment is necessary with a lice shampoo product
8. 2nd treatment is encouraged in 7-10 days
9. **Combing out the live lice and nits are essential to end the problem**
10. **Ongoing nit removal and checking head on a daily basis will be necessary after initial treatment for next 2 weeks.**
11. On return to school the student will be checked.
12. Extended absences due to head lice treatment and infestation will be considered unexcused. Necessary treatment should be initiated within 24 hours, and students return to school.
13. If treatment is not successful and live lice are found by visual inspection:
14. Call the parent/guardian to reinforce the steps of treatment.

15. Parent/Guardian will be **encouraged** to come to school to discuss the steps of treatment privately.
16. Students will be rechecked in 7-10 days to monitor progress.
17. Recurrent cases (i.e. evidence of live lice three or more times in a 6-8 week period or recurrent throughout school year)
 - a. Signs & symptoms of infestation-
 - i. When eight or more live lice visible upon hair inspection and/or eight live lice visible in hair without inspection
18. Lice falling out, student uncomfortable itching, scratching head and distracted from school work
19. Lice feces, dry scaly areas , several bites and open scratches on the scalp from itching noticed with visual inspection
 - a. Consultation between nurse and principal
 - i. Non-compliance or adequate treatment may be a concern
20. student may be excluded from school until visible live lice free
 - i. Lice supplies- (combs & shampoo) Nurse & Counselor coordinate

Staff education:

1. Practice guidelines were created from the CDC (Centers for Disease Control and Prevention) and the AAP (American Academy of Pediatrics) guidelines/standards.
2. Cases of head lice often increase after children have spent more time in the community, with friends and family such as at the beginning of the school year, after Christmas and Spring break. During these times school personnel are not available to identify and encourage lice treatment.
3. There is **no** known method to prevent lice.
4. Head lice do not hop, fly, or crawl long distances.
5. Head lice do not live “off” the body. They must maintain a constant warm temperature, dehydrate quickly, and will die within 48-72 hours if not in contact with a human head.
6. Person-to-person transfer occurs in head-to-head contact
7. Lice transmission in school is 1% (far less than the common cold) because schools rarely provide an opportunity for head to head contact.
8. Schools are often seen as the source of head lice because cases of head lice are often identified in the school setting; however the school setting is seldom the source of transmission.
9. Lice secrete chemicals that create an “itch” sensation. Itching may not develop for 3-6 weeks with a first case of lice. An itchy scalp may remain after treatment due to harsh chemicals used for treatment.
10. Nit removal is a difficult and timely process.
11. Pets in the classroom do not need to be treated and cannot maintain or transmit lice.
12. While not a common means of transference, it encourages children not to share or use their friends’ combs, brushes, hair ornaments, hats, caps, scarves, pillows or any other personal headgear.
13. Teach students to place their hats, mittens, and scarves inside coat/jacket sleeves before hanging on hooks or place coats/personal items in separate cubicles or backpacks.
14. A student usually has had lice for 30-45 days before lice are detected. At 30-45 days exposure to classmates has already occurred in most situations.
15. Classroom letters sent home not only provoke a crisis situation and unjustified panic, but they perpetuate the **myth** that lice are transmitted in schools and **schools are solely responsible for controlling head lice.**
16. Parents of children with head lice will be encouraged to talk to other parents of close friends and playmates.
17. Social stigma and shame can be devastating to students and their families. Social stigma and shame can have long lasting emotional effects. Families frustrated by treatment failure or re-infestations

- need a great deal of positive reinforcement and encouragement to gain control over the condition.
18. School staff may be informed of cases of lice on a need to know basis. Staff should be mindful that students and parents have confidentiality rights defined by The Family Educational Rights and Privacy Act (FERPA) and state and national ethical health care and education standards.
 19. Personal hygiene or cleanliness in the home or school has nothing to do with getting head lice.
 20. Frequent parent education throughout the school year (ie. Newsletters) is necessary to increase parent knowledge, prevention awareness, and treatment options.
 21. Provide head lice education within the classrooms as requested so students can understand head lice and what they can do to help prevent the spread of lice. The school nurse will be a resource.

Resources:

UNL Extension in Lancaster county- <http://lancaster.unl.edu/pest/lice/headlice030.shtml>

Iowa Department of Public Health-

http://www.idph.state.ia.us/idph_universalhelp/MainContent.aspx?TOCID=%7BB12D481C-0BE5-41CE-B1D2-4DDB754EF309%7D

CDC- <http://www.cdc.gov/parasites/lice/head/schools.html>

Section 15 Animal Management Guidelines

North Platte Public Schools ANIMAL MANAGEMENT GUIDELINES

I. General

North Platte Public Schools prohibits animals on campus, with few exceptions. State law also requires the District to minimize safety and health risks from all sources including animals. To maintain healthy and safe school facilities, the numbers of animals on school property must be minimized. Failure to do so creates liability associated with animal attacks, bites, infections from microbiological pathogens, and allergic reactions by sensitive individuals.

Animals can only be brought into high school biology classrooms unless directly related to curriculum. The use as classroom pets or mascots is prohibited. For “show-and-tell” activities, consider using photographs or videos.

II. Acquisition for Instructional Purposes

When acquired for laboratory teaching purposes, select the fewest number of appropriate animals for your specific needs. Do not acquire animals/organisms that are poisonous, aggressive, vicious, prone to biting, or that have unusual maintenance, dietary, or supervisory needs.

Laboratory animals must be certifiably disease free. This can be accomplished by purchasing from a reputable, licensed animal supply business, or obtaining a veterinarian’s examination and written certification.

III. Management

After acquisition, animals should be managed closely and used only for the purpose for which they were obtained. Do not loan them to others. Staff and students must be trained in handling and care procedures.

Never allow animals to roam free on campus or within rooms. They must be properly caged. Never permit them to be taken home, as this serves to extend the District’s liability in a way that we cannot

control, and creates the need for another health examination before the animals can be readmitted on campus.

Be aware of and support the particular animal's behavior and natural feeding and sleeping habits. For example, if a naturally nocturnal animal is forced to stay awake all day and be subjected to handling, this could have several adverse effects. Its health could deteriorate, rendering it more susceptible to infection by parasites and disease organisms, and the stress may make it more apt

Never permit anyone to tease or provoke animals, such as poking them with pencils or fingers through their cages. Supervise all student contact with animals!

IV. Personal Protection

Never permit staff or students to handle animals without appropriate gloves. Several biting incidents occur each year, typically involving snakes and rodents, and all are preventable by wearing gloves. Leather or rubber gloves are recommended.

V. Care and Maintenance of Laboratory Animals

Ensure adequate housing/habitats are provided and consistent with the laboratory animal's particular needs. Meet nutrition needs with correct amounts of recommended food for each species, supplied at correct intervals. Ensure continuing care through weekends and holiday periods.

Keep cages clean, routinely disposing of waste products and bedding materials. Do not throw these in the classroom trash can; they must be separately bagged and placed directly in the dumpster. Use kitty litter or other absorbent material to control urine. Remember that unclean cages breed bacteria, viruses, fungi, and other pests.

<p>Animals not allowed in the Classroom (Principal has discretion on all animals in the classroom)</p>

	Type of Animal Safety/Health Concern	
Small Animals	Raccoons	Not bred in captivity, unpredictable
	Squirrels	Not bred in captivity, unpredictable
	Bats	Rabies
	Wild Rodents	Unpredictable, biting
	Monkeys	Unpredictable, biting,
	Aggressive Rabbits	Unpredictable, biting
	Skunks	Rabies, biting
	Puppies, Kittens	Salmonella, campylobacter, bites, scratches, allergies
Snakes, Reptiles, Amphibians	Large Pythons	Biting, aggressive behavior
	Ball Pythons	Should not be held in captivity
	Lizards	Salmonella, difficult to care for
	Frogs	Salmonella
	Alligators and Caymans	Unpredictable, biting, salmonella

	Venomous snakes	Biting, Poison
	Turtles	Salmonella

Article 9 – STATE AND FEDERAL PROGRAMS

Section 1 3053 Nondiscrimination

The School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex
Policy No. 2006 “A” Title IX Policy

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963 as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical condition.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights to military reservists and National Guard members called to active duty

The Boy Scouts of America Equal Access Act which prohibits discrimination against groups that wish to access district facilities.

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska – prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act – prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT §§ 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district's Title IX and/or Section 504/ADA Coordinator.

Section 2 2006 Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to board members, patrons, students and school staff, unless the staff member is subject to a different grievance procedure pursuant to policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems. When such efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth below. Students and employees who believe they have been subjected to sex harassment in violation of Title IX should refer to the board's policy titled "Title IX."

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if the complainant believes speaking directly to the person would subject the complainant to discrimination or harassment.
2. The next step is for the complainant to speak to the person's direct supervisor.
3. The next step is for the complainant to speak to the building principal.
 - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.

4. The next step is for the complainant to speak to the building principal's supervisor.
 - a) Complaints about the operations of the school district or a building principal should be submitted to the following department supervisors:
 - 1) If it concerns students, speak to the director of student services.
 - 2) If it concerns adults, speak to the director of human resources.
 - 3) If it concerns program, curriculum, instruction, and assessment, speak to the directors of teaching and learning.
 - 4) If it concerns special education, speak to the director of special education.
 - 5) If it concerns Kids Klub, speak to the director of Kids Club
 - 6) If it concerns facilities and maintenance, speak to the director of facilities.
 - 7) If it concerns technology, speak to the director of technology.
5. The next step for the complainant is to speak to the executive director of operations or the superintendent.
 - a) Complaints about the operations of the school district or department supervisor should be submitted in writing to the superintendent of schools.
 - b) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.

Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age. When a complainant submits a complaint to an administrator or to the Title IX/504 coordinator, the administrator or Title IX/504 coordinator shall promptly and thoroughly investigate the complaint, and shall:

1. Determine whether the complainant has discussed the matter with the staff member involved.
 - a) If the complainant has not, the administrator or Title IX/504 coordinator will urge the complainant to discuss the matter directly with that staff member, if appropriate.
 - b) If the complainant refuses to discuss the matter with the staff member, the administrator or Title IX/504 coordinator shall, in his or her sole discretion, determine whether the complaint should be pursued further.
2. Strongly encourage the complainant to reduce his or her concerns to writing.
 - a) Interview the complainant to determine:
 - i. all relevant details of the complaint;
 - ii all witnesses and documents which the complainant believes support the complaint;
 - iii The action or solution which the complainant seeks.
 - b. Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or Title IX/504 coordinator received the complaint.

If either the complainant or the accused party is not satisfied with the administrator's or the Title IX/504 coordinator's decision regarding a complaint her or she may appeal the decision to the superintendent.

- c. This appeal must be in writing.

d.. This appeal must be received by the superintendent no later than ten (10) calendar days from the date the administrator or Title IX/504 coordinator communicated his/her decision to the complainant.

e.The superintendent will investigate as he or she deems appropriate. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.

f.Upon completion of this investigation, the superintendent will inform the complainant in writing of his or her decision. If the complaint involved discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the the superintendent received the complainant's written appeal.

If either the complainant or the accused party is not satisfied with the superintendent's decision regarding a complaint he or she may appeal the decision to the board.

g.This appeal must be in writing.

h.This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.

This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.

i.This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.

j.The board will notify the complainant in writing of its decision. If the complaint involved discrimination or harassment, the board shall submit its decision within 180 calendar days after it receives the complainant's written appeal.

k.There is no appeal from a decision of the board.

Complaints involving discrimination or harassment on the basis of race, color, national origin, gender, marital status, disability, or age may also be submitted, at any time during the complaint procedure to the School District's Title IX/504 coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.

When a formal complaint about the superintendent of schools has been filed with the president of the board, the president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:

1.Determine whether the complainant has discussed the matter with the superintendent.

- a) If the complainant has not, the board president or designee will urge the complainant to discuss the matter directly with the superintendent, if appropriate.
- b) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should be pursued further.

2. Strongly encourage the complainant to reduce his or her concerns to writing.

3. Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting.

4. Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided to a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Bad Faith or Serial Filings. The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (c) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent without providing

final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

Section 3 5016 Student Records

The school district shall manage student records and reports as is necessary for effective administration and in compliance with law. In general "student records" shall not include transitory communications such as e-mail, text messages, handwritten communication between school and home, and the like, and these items will not generally be maintained by the district. "Student records" also shall not include any records created and maintained by the district's law enforcement unit for a law enforcement purpose.

For purposes of the district's compliance with state and federal law, the district "maintains" as "student records" all records, files, and documents which are located in any format and within any storage unit of the district, whether in hard copy, digital, or otherwise.

Each building principal will assign responsibilities for the preparation and maintenance of records and will ensure compliance with the applicable federal and state laws, regulations, and record retention schedules regarding their storage and use in the building. No "student record" or record required to be retained by the Nebraska Secretary of State's Record Retention Schedules applicable to the district will be destroyed unless it is first saved in a retrievable, digital format. This includes only records required to be kept by the applicable Retention Schedules and "student records" as defined by state and federal law, and this policy does not prohibit the district from following its record expungement procedures for all other records.

Students or their parents, guardians, teachers, counselors, or school administrators shall have access to the school's files or records maintained concerning themselves or their students. For purposes of this policy, "teachers" include paraeducators and volunteers who are providing educational services to a student on behalf of the School District. A school official may access, maintain, and use education records containing personally identifiable information (PII) when he or she has a legitimate educational interest in such. "School official" includes any agent, volunteer, or contractor performing an institutional service or function for which the school would otherwise use its own employees and who is under the school district's direct control with respect to their access to, maintenance of, and use of PII from student records. For example, a school official may include, but would not be limited to, a teacher or other educator, administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); school board member; volunteer; contractor or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, representative of the district's insurance providers, auditor, medical consultant, therapist, or a third-party website operator who has contracted with the school district or its agent to offer online programs for the benefit of students and/or the district; members of law enforcement acting on behalf of the school district; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a "legitimate educational interest" if the

official needs to review an education record in order to fulfill a school-related professional, contractual, statutory, or regulatory responsibility.

All disciplinary material shall be removed and destroyed upon the pupil's graduation or after the pupil's continuous absence from the school for a period of three years, and after authorization is given by the State Records Board pursuant to state law. Upon request, the school district will disclose education records without consent to officials of another school district in which a student seeks or intends to enroll.

Outside agencies such as physicians, probation officers, psychologists, child guidance clinics, and other agencies concerned with child welfare who are working directly with a child may have access to information pertaining to that child with written parental consent or upon issuance of a valid court order.

The school district shall share student data, records, and information with school districts, educational service units, learning communities, and the State Department of Education to the fullest extent practicable unless otherwise prohibited by law. This includes sharing information with the Department of Education necessary to comply with the requirement of state law that all third-year high school students take a college entrance exam. Any redisclosure of information related to the administration of this exam shall be governed by the agreement between the Nebraska Department of Education and the third-party testing company.

Each year, the school district will notify parents and guardians of their rights under this policy and the Family Educational Rights and Privacy Act.

Section 4 Disclosure of Student Information to Military Recruiters and Colleges (see Policy No. 5015, Protection of Student Rights)

The No Child Left Behind Act of 2001 requires the District to provide military recruiters and institutions of higher education access to secondary school students' names, addresses, and telephone listings. Parents and secondary students have the right to request that the school not provide this information (i.e., not provide the student's name, address, and telephone listing) to military recruiters or institutions of higher education, without their prior written consent. Employees are expected to follow these requirements.

Section 5 School Nutrition Programs

The District participates in the National School Nutrition Programs. Employees are expected to keep information about the participation of students in the program confidential.

Section 6 Confidentiality of Protected Health Information

It is the policy of the District to develop and implement all necessary practices, policies, and procedures to comply with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) where and to the extent applicable and to maintain the privacy of protected health information (PHI), as that term is defined by HIPAA, that it receives, obtains, or transmits for employees and students. The District designates the Superintendent as its HIPAA privacy officer. Student and employee records containing PHI shall be accessible only to those who require such information to carry out their duties.



2024-2025 Calendar

APPENDIX A Calendar

July 2024							January 2025							July						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30	31					29	30	31					29	30	31				
Independence day New Teacher Onboarding AdCo (all district admin)							No School - Holiday Professional Worktime (Flex Day) Start of 2nd Semester													
August 2024							February 2025							February						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30	31					29	30	31					29	30	31				
New Teachers Report 8-9 and 12 All Teachers Report (PD) Para's Report First Day K-9 First Day 10-12							Professional Development							Professional Development						
September 2024							March 2025							March						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30						29	30	31					29	30	31				
Labor Day (No school)							End of Quarter 3 (Student Days-44 Staff-46) Noon Dismissal K-12 PRT Conferences (4:00-8:00pm) K-12 PRT Conferences (8:00am-12:00pm) No School							End of Quarter 3 (Student Days-44 Staff-46) Noon Dismissal K-12 PRT Conferences (4:00-8:00pm) K-12 PRT Conferences (8:00am-12:00pm) No School						
October 2024							April 2025							April						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30	31					29	30	31					29	30	31				
End of Quarter 1 (Student Days-43 Staff-46) Noon Dismissal K-12 PRT Conferences (4:00-8:00pm) K-12 PRT Conferences (8:00am-12:00pm) No School Professional Development							No school/Holiday No School/Holiday							No school/Holiday No School/Holiday						
November 2024							May 2025							May						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30						29	30	31					29	30	31				
No School/Holiday							Graduation Student's Last Day Noon Dismissal (Student Days-44 Staff-45) Professional Worktime PM 16, 18-22 Inclement Weather Makeup days Memorial Day 2024-2025 Student Days-175.5 Staff-185							Graduation Student's Last Day Noon Dismissal (Student Days-44 Staff-45) Professional Worktime PM 16, 18-22 Inclement Weather Makeup days Memorial Day 2024-2025 Student Days-175.5 Staff-185						
December 2024							June 2025							June						
Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa	Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30	31					29	30	31					29	30	31				
End of Quarter 2 (Student Days-44.5 Staff-47) No School-Holiday Professional Worktime (Flex day)							2:30 Early Dismissal Professional Learning Professional Development/Worktime Parent Teacher Conferences No School Quarter Begins or Ends							2:30 Early Dismissal Professional Learning Professional Development/Worktime Parent Teacher Conferences No School Quarter Begins or Ends						

BOE approved 1.8.24

APPENDIX B

NORTH PLATTE PUBLIC SCHOOLS ASBESTOS NOTIFICATION

North Platte School District's parents, guardians, teachers and employee organizations are informed of the following.

The Environmental Protection Agency's regulation Asbestos Containing Materials in Schools (40 CFR Part 763) requires each school building to maintain a complete copy of their Asbestos Management Plan with up to date inspections in the Administration Office. Building employees, hired contractors, occupants and occupants' parents or legal guardians must be informed once a year of asbestos related activities conducted, in progress, or scheduled within that year.

The school is required to have a State of Nebraska accredited Asbestos Inspector conduct a re inspection every 3 years of known or assumed asbestos containing materials within our school buildings to insure asbestos containing materials are maintained in good condition. Inspections do not disrupt class times or class scheduling. And every 6 months after the re-inspection, required periodic surveillance is conducted by an adequately trained person.

The Management Plan for our school district is available for review to all school personnel, public, state and federal representatives during normal business hours with proper notice.

Airborne asbestos contamination in buildings can be a significant environmental problem and you can be assured that we are in compliance with all relevant regulations.

For asbestos questions or information, please contact the school's designated person at (308) 535-7100 or the Environmental Protection Agency- Region VII office at (800) 471-7127 or go to their web site at www.epa.gov/asbestos/asbestos-in-schools.

APPENDIX C

North Platte Public Schools						
B E N E F I T S						
Category		Positions	BCBS Health Insurance	Term Life	LTD	Section 125
				30 Day Waiting Period		
A		Directors		Paid	Yes	Yes
	Salary Range	Classified	Up to a Family	Paid	Yes	Yes
	Hourly Rate Schedule	Maintenance	Up to a Family	Paid	Paid	Yes
	Hourly Rate	Custodial	Up to a Family	Paid	Paid	Yes
	Hourly Rate	Part Time Custodian				
B	Clerical Salary Schedule	10 Month Administrative Assistant	Up to a Family	Paid	Yes	Yes
C	Hourly Rate					
	Salary Schedule	Paraprofessionals	Per Negotiated Agreement			Yes
	Hourly Rate					
D	Hourly Rate	Summer Maintenance				

APPENDIX D

North Platte Public Schools			
Compensation Schedule			
Administrative Assistants			
2024-2025			
	HS Registrar	HS Guidance	Superintendent
	HS Associate Principal	Activity Director	Executive Director of Finance
	MS Guidance	Maintenance	Human Resources
	HS/MS Attendance	Technology	Teaching and Learning
		Student Services	
	Elementary	6-8 Principal	
	Outreach Coord.	Welcome Center	
		HS Principal	
	A	B	C
1.0	22.09	23.32	26.02
2.0	22.38	23.73	26.42
3.0	22.79	24.13	26.83
4.0	23.19	24.53	27.23
5.0	23.61	24.94	27.63
6.0	24.01	25.34	28.04
7.0	24.41	25.75	28.44
8.0	24.82	26.15	28.85
9.0	25.21	26.55	29.25
10.0	25.61	26.96	29.65
11.0	26.02	27.36	30.06
12.0	26.42	27.78	30.46
13.0	26.83	28.18	30.86
Welcome Center is moved to Column B: Current person is grandfathered in.			
Employees will move down a step on each odd year and;			
In even years only increases within the steps will occur.			

APPENDIX E

NORTH PLATTE PUBLIC SCHOOLS											
Classified Staff including payroll (excluding Clerical, Paraprofessional, Maintenance & Custodial)											
2024-2025											
	Entry Level:	\$222.16									
	Index - Vertical:	5.00%									
	Horizontal :	4.00%									
Degree		Support	AA/Training	BA/BS	BA/BS	BA/BS	BA/BS	MA/MS	MA/MS	MA/MS	MA/MS
					9	18	27		9	18	27
Level	Increase	0.75	0.96%	1.00%	1.04%	1.08%	1.12%	1.16%	1.20%	1.24%	1.28%
		0	0	1	10	19	28	100	109	118	127
1.0	1.00%	\$20.83	\$26.66	\$27.77	\$28.88	\$29.99	\$31.10	\$32.21	\$33.32	\$34.44	\$35.55
2.0	1.05%	\$22.22	\$28.05	\$29.16	\$30.27	\$31.38	\$32.49	\$33.60	\$34.71	\$35.82	\$36.93
3.0	1.10%	\$23.60	\$29.44	\$30.55	\$31.66	\$32.77	\$33.88	\$34.99	\$36.10	\$37.21	\$38.32
4.0	1.15%	\$24.99	\$30.83	\$31.94	\$33.05	\$34.16	\$35.27	\$36.38	\$37.49	\$38.60	\$39.71
5.0	1.20%	\$26.38	\$32.21	\$33.32	\$34.44	\$35.55	\$36.66	\$37.77	\$38.88	\$39.99	\$41.10
6.0	1.25%		\$33.60	\$34.71	\$35.82	\$36.93	\$38.05	\$39.16	\$40.27	\$41.38	\$42.49
7.0	1.30%			\$36.10	\$37.21	\$38.32	\$39.43	\$40.54	\$41.66	\$42.77	\$43.88
8.0	1.35%				\$38.60	\$39.71	\$40.82	\$41.93	\$43.04	\$44.15	\$45.27
9.0	1.40%					\$41.10	\$42.21	\$43.32	\$44.43	\$45.54	\$46.65
10.0	1.45%						\$43.60	\$44.71	\$45.82	\$46.93	\$48.04
11.0	1.50%							\$46.10	\$47.21	\$48.32	\$49.43
12.0	1.55%								\$48.60	\$49.71	\$50.82
13.0	1.60%									\$51.10	\$52.21
14.0	1.65%										\$53.60

Beginning in the 2025-2026 School Year

Employees will move down a step on each odd year and;
In even years only increases within the steps will occur.

APPENDIX F

Para Educators

North Platte Public Schools										
Para-Educators										
Level	August 1, 2021-July 31, 2022			August 1, 2022-July 31, 2023			August 1, 2023-July 31, 2024			
	Category			Category			Category			
	1	2	3	1	2	3	1	2	3	
1	12.20	13.90	17.43	12.70	14.40	17.93	13.20	14.90	18.43	
2	12.40	14.15	17.77	12.90	14.65	18.27	13.40	15.15	18.77	
3	12.64	14.45	18.16	13.14	14.95	18.66	13.64	15.45	19.16	
4	12.89	14.75	18.57	13.39	15.25	19.07	13.89	15.75	19.57	
5	13.15	15.05	18.97	13.65	15.55	19.47	14.15	16.05	19.97	
6	13.39	15.35	19.24	13.89	15.85	19.74	14.39	16.35	20.24	
7	13.64	15.65	19.64	14.14	16.15	20.14	14.64	16.65	20.64	
8	13.90	15.94	20.17	14.40	16.44	20.67	14.90	16.94	21.17	
9	14.14	16.25	20.58	14.64	16.75	21.08	15.14	17.25	21.58	
10	14.39	16.54	20.98	14.89	17.04	21.48	15.39	17.54	21.98	
11	14.64	16.85	21.37	15.14	17.35	21.87	15.64	17.85	22.37	
12	14.88	17.15	21.79	15.38	17.65	22.29	15.88	18.15	22.79	
13	15.13	17.44	22.16	15.88	18.19	22.91	16.63	18.94	23.66	
Level Does not equal years in district										
All placement will be at the discretion of Human Resources with input from building principals, facilitators, and directors.										
Category										
1: Building / Program Support										
a. Staff assigned to this category do not provide direct individualized support to identified students.										
b. Staff are assignable to classrooms and programs by building principals, supervisors, and/ or Directors.										
May include: Classroom, Library, Office, Accompanist, Kids Klub, Special Education (cased upon assignment and students being served), Title										
2: Focused Student Support										
a. Staff assigned to this category provide focused support to students with special needs or behavior needs as identified by Individualized Education Plan (IEP), behavior plans, or discretion of building principal, supervisor, or Directors.										
b. Kids Klub staff assigned to this category are assigned to specific sites and are tasked with managing staff and students without direct supervisory support. These staff members serve the role as Coordinator or Co-Coordinator.										
c. Staff assigned to this category may be required to have additional certification such as bus driving, CPI, and/ or other certification as identified by administration.										
May include: Special Education Bus Driver, Kids Klub Coordinator, Job Coach, Health, ISS, Behavior Support, Special Education (cased upon assignment and students being served)										

3: Specialized Support									
a. Staff assigned to this category provides specialized medical licensure as required by needs of student.									
b. Staff assigned to this category provide specialized support as required by language interpretation for students.									
May Include: LPN, Sign Language Interpreter, ELL									
Notes:									
Certified Para will be paid hourly rate of substitute according to Substitute Handbook. Staff must have required credentials									
Substitute Para will be paid at Level 5 experience level in category 1.									

APPENDIX G

		Appendix H
North Platte Public Schools		
Maintenance/Custodial Starting Wage		
2024-2025		
Positions	Starting Wage	
Maintenance	\$17.00	
Lead Custodian	\$16.50	
Custodian	\$16.00	
Part Time Custodian	\$13.00	Tied to Para Starting Wage
Temporary Maintenance	\$13.00	Tied to Para Starting Wage
Bus Drivers	\$16.10	
Bus Drivers-CDL	\$18.00	
MS Bus Drivers per trip	\$21.80	
Summer Maintenance Staff Receive a .50 increase when they return		

APPENDIX H

North Platte Public Schools			
Holidays for the 2024-2025 School Year			
Holiday	Date of Holiday	Day of the Week	Date Observed
Independence Day	July 4, 2024	Thursday	7/4/2024
Designated Day	July 5, 2024	Friday	7/5/2024
Labor Day	September 2, 2024	Monday	9/2/2024
Thanksgiving	November 28, 2024	Thursday	11/28/2024
Day After Thanksgiving	November 29, 2024	Friday	11/29/2024
Christmas Eve	December 24, 2024	Tuesday	12/24/2024
Christmas Day	December 25, 2024	Wednesday	12/25/2024
New Years Eve	December 31, 2024	Tuesday	12/31/2024
New Years Day	January 1, 2025	Wednesday	1/1/2025
Spring Break	April 18, 2025	Friday	4/18/2025
Memorial Day	May 26, 2025	Monday	5/26/2025

APPENDIX I

APPENDIX J

Personal Leave Pay Deduct Days 2024-2025

ALL personal leave is contingent upon building and district approval. If leave is exhausted, leave may be denied. If

PERSONAL leave is requested on the following days, it is with the understanding upon approval that it will be with **full pay deduct and loss of personal day**, unless it falls within the exceptional circumstances clause specified in the negotiated agreement. IF SICK leave is taken on the following days, then **medical documentation must be presented** to the HR Director or designee.

August 08 Professional Learning Day
 August 09 Professional Learning Day
 August 12 Professional Learning Day
 August 13 Student first day of semester(K-9)
 August 14 Student first day of semester(10-12)

=====

October 17 P/T Conferences K-12 (4:00-8:00)
 October 18 P/T Conferences K-12 (8:00-12)
 October 21 Professional Learning Day

=====

January 6 Student first day of semester

=====

February 17 Professional Learning Day

=====

March 13 P/T Conferences K-12 (4:00-8:00)
 March 14 P/T Conferences K-12 (8:00-12)

=====

May 15 Students last day/Work Time PM

Personal Leave Pay Deduct

North Platte Public Schools and North Platte Education Association have agreed upon the dates when it is essential to the school system that teachers are present. Personal leave may not be on the first two contract days, the first two student days of each semester, Parent-Teacher Conference days (as designation for assigned building), or Professional Learning Days.

NOTE: HR reserves the right to **ADD more Blackout Dates** during the fall and spring semesters based on substitute shortage. HR Director, HR Administrative Assistant, Principals, and building administrative assistants will monitor staff requests and subs covering classes. If classes cannot be covered, HR will add blackout days.



2006 Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant reasonably believes speaking directly to the person would subject complainant or complainant's student to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, coordinator, superintendent, or president of the board of education, as set forth below. Anyone with questions about

the appropriate person to speak with may request clarification from the superintendent.

- a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
 - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
 - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
 - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may be submitted to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.
3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the respondent.
 - 1) If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.



- 2) If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
 - b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Interview the complainant and, if necessary, the respondent against whom the complaint is filed, to determine:
 - 1) All relevant details of the complaint;
 - 2) All witnesses and documents which the complainant believes support the complaint;
 - 3) The action or solution which the complainant seeks.
 - d) Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.
4. If either the complainant or the respondent is not satisfied with the decision, he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal. This provision applies to appeals under the board's policies governing complaints of discrimination or harassment, including Title IX and any other policy with a separate grievance or complaint procedure, unless that other procedure includes its own appeal process. All requirements for appeals within any other policy apply, and in addition to those requirements, the following also apply.
 - a) The appeal must be in writing.

- b) This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
 - c) For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
 - d) The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.
5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve allegations against the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:
- a) When the complaint is about a board policy, not implementation of the policy;
 - b) When the complaint involves the budget or school expenditures that have been or must be approved by the board; or

- c) When the board is required by law, policy, or contract to hear a complaint or appeal.

If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.

- d) This appeal must be in writing.
 - e) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated the decision to the complainant.
 - f) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint or appeal. However, all matters involving discrimination or harassment allegations against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.
 - g) The board president will notify the complainant and any other person legally required to receive the decision in writing of the decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
 - h) There is no appeal from any decision of the board unless authorized by law.
6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the

board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:

- a) Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.
- b) Determine whether the complainant has discussed the matter with the superintendent.
 - 1) If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
 - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
- c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
- d) Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.
- e) Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.



No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

Bad Faith or Serial Filings. The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of



command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (d) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent or board president without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

Adopted on: October 12, 2020

Revised on: July 8, 2024

Reviewed on: June 27, 2024



2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

Notice of regular and special meetings shall be published in a newspaper of general circulation within the district and, if available, on the newspaper's website. Newspapers of general circulation in the district include the North Platte Telegraph, North Platte Bulletin and the Omaha World Herald. Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, and (2) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting.



When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened

meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: October 12, 2020

Revised on: July 8, 2024

Reviewed on: June 27, 2024



2009 Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: October 12, 2020

Revised on: July 8, 2024

Reviewed on: June 27, 2024



3003.1

Bidding for Construction, Remodeling, Repair, or Related Projects Financed with Federal Funds

I. Applicability of the Policy

This policy applies only to construction and contracts undertaken with federal funds which are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department and General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy conflicts or is otherwise inconsistent with mandatory provisions of the UGG, EDGAR or other applicable federal law, the mandatory provisions of the laws shall control.

The District will also comply with the requirements of the public lettings laws (NEB. REV. STAT. §§ 73-101 through 73-106) when the contemplated expenditure for the complete project exceeds \$109,000, the Political Subdivisions Construction Alternatives Act (NEB. REV. STAT. §§ 13-2901 through 13-2914), energy financing contracts (NEB. REV. STAT. §§ 66-1062 through 66-1066), other applicable state laws, and the board's general policy on Bidding for Construction and Related Projects. In addition, all procurement and construction shall comply with the rules and requirements of 2 CFR part 200.317 through 200.326 and 34 CFR sections 75.601 through 75.615. In the event of a conflict between state and federal law, the more stringent requirement shall apply.



II. All projects undertaken pursuant to this policy will be subject to the following bond requirements

- A. A bid guarantee from each bidder equivalent to five percent of the bid price. The "bid guarantee" must consist of a firm commitment such as a bid bond, certified check, or other negotiable instrument accompanying a bid as assurance that the bidder will, upon acceptance of the bid, execute such contractual documents as may be required within the time specified.
- B. A performance bond on the part of the contractor for 100 percent of the contract price. A "performance bond" is one executed in connection with a contract to secure fulfillment of all the contractor's obligations under such contract.
- C. A payment bond on the part of the contractor for 100 percent of the contract price. A "payment bond" is one executed in connection with a contract to assure payment as required by law of all persons supplying labor and material in the execution of the work provided for in the contract.

III. Construction Projects with an Anticipated Cost of Under \$250,000

A. Methods of Bidding/Soliciting Quotations or Estimates

The type of procedures required depends on the anticipated cost of the project.

- 1. Construction with an Anticipated Cost of up to \$10,000 (Micro-Purchases)

Micro-purchase means a purchase of supplies or services using simplified acquisition procedures, the annual aggregate amount of which does not exceed \$10,000. Micro-purchases may be made or awarded without soliciting competitive quotations, to the extent district staff determine that the cost of the purchase is reasonable. For purposes of this policy "reasonable" means the purchase is comparable to market prices for the geographic area.



To the extent practicable, the District distributes micro-purchases equitably among qualified suppliers. The District will follow its standard policy on purchasing.

2. Construction with an Anticipated Cost of between \$10,000 and \$250,000 (Small Purchase Procedures)

For construction projects subject to this policy, small purchases are purchases that, in the aggregate amount, is more than \$10,000 and less than \$250,000 annually. For small purchases, price or rate quotes shall be obtained in advance from a reasonable number of qualified sources as detailed in the district's standard policies on purchasing and on bid letting and contracts.

- B. Construction Projects with an estimated cost of between \$109,000 and \$249,999 will be made pursuant to the District's Policy on Bid Letting and Contracts.

Pursuant to Nebraska law, construction projects which have an anticipated aggregate cost of \$109,000 or more are subject to state public lettings laws (NEB. REV. STAT. §§ 73-101 through 73-106). The board will follow its standard policy on bid letting and contracts for construction projects financed with federal funds which have an anticipated aggregate cost of between \$109,000 and \$250,000.



IV. Construction Projects with an Anticipated Cost Over \$250,000

A. Sealed Bids: All constructions projects subject to this policy with an anticipated cost of \$250,000 or more will be publicly solicited using the sealed bid method

1. Bids must be solicited from an adequate number of known suppliers, providing them sufficient response time prior to the date set for opening the bids, for state, local, and tribal governments, the invitation for bids must be publicly advertised;

2. The invitation for bids, which will include any specifications and pertinent attachments, must define the items or services in order for the bidder to properly respond;

3. Sealed bids will be publicly opened in a place and at the specific time stated in the bid solicitation. Bidders shall be notified of the opening and invited to be present.

4. The contract will be awarded to the lowest responsive and responsible bidder.

a) Where specified in bidding documents, factors such as discounts, transportation cost, and life cycle costs must be considered in determining which bid is lowest.

b) Payment discounts will only be used to determine the low bid when prior experience indicates that such discounts are usually taken advantage of.

c) Any or all bids may be rejected if there is a sound documented reason.

5. The board shall have discretion in determining which bidders are responsible and responsive and shall award the contract to the lowest, responsible, and responsive bidder whose bid meets the bid specifications. This means that the board will select the bid that offers the best value and award a contract based upon the amount of the bid and the bidder's ability and capacity to carry on the work, its equipment and facilities, honesty, integrity, skills, business judgment, experience, equipment, facilities, financial stability, past performance, and



other relevant factors.

6. The board will generally complete its review of bids and select a vendor within 30 days of bid submission.

B. Advertising for Bids.

1. The superintendent or designee will arrange to advertise for bids by publishing notice in any newspaper of general circulation within the school district at least 7 calendar days prior to the date on which bids are due.

2. Nothing shall prevent the superintendent or designee from advertising in additional media outlets or for a longer period of time.

C. Bid Documents

1. The bid documents shall identify the day upon which the bids shall be returned, received, or opened and shall identify the hour at which the bids will close or be received or opened.

2. The bid documents shall also provide that such bids shall be opened simultaneously in the presence of the bidders or their representatives.

3. Bids received after the date and time specified in the bid documents shall be returned to the bidder unopened.

4. If bids are being opened on more than one contract, the board, in its discretion, may award each contract as the bids are opened.

5. Sealed bids will be opened in a place and at the specific time stated in the bid solicitation. Bidders shall be notified of the opening and invited to be present.

6. Bids will be reviewed by the Superintendent and/or designee and submitted to the board for approval.



7. The board shall have discretion in determining which bidders are responsible and responsive and shall award the contract to the lowest, responsible, and responsive bidder whose bid meets the bid specifications. This means that the board will select the bid that offers the best value and award a contract based upon the amount of the bid and the bidder's ability and capacity to carry on the work, its equipment and facilities, honesty, integrity, skills, business judgment, experience, equipment, facilities, financial stability, past performance, and other relevant factors.

8. The board will generally complete its review of bids and select a vendor within 30 days of bid submission.

D. The terms of any construction project undertaken pursuant to this policy will be memorialized in a written contract which has been reviewed by the district's legal counsel and approved by the board.

V. Other Contract Matters.

A. Required Terms

The non-Federal entity's contracts must contain the applicable provisions required by section 200.326 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

B. Contracting with Certain Vendors

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible and consistent with state law.

To the maximum extent practicable, the school food program shall purchase domestic commodities or products produced in the U.S. or processed in the U.S. substantially using agricultural commodities produced in the U.S.



C. Full and Open Competition

The district's procurement transactions will be conducted in a manner providing full and open competition consistent with 2 C.F.R §200.319.

D. Debarment and Suspension

The District awards contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, compliance with public policy, record of past performance, and financial and technical resources.

The District may not subcontract with or award subgrants to any person or company who is debarred or suspended. For all contracts over \$25,000 the District verifies that the vendor with whom the District intends to do business with is not excluded or disqualified. 2 C.F.R. Part 200, Appendix II(1) and 2 C.F.R. §§ 180.220 and 180.300.

The District will verify debarment or suspension by revising the excluded parties list on SAM.gov, collecting a certification through the bidding process, and/or by including a debarment and suspension provision in the bid and contract documents. The Superintendent or his/her designee shall be responsible for such verification.

E. Settlements of Issues Arising Out of Contract

The District alone is responsible, in accordance with good administrative practice and sound business judgment, for the settlement of all contractual and administrative issues arising out of procurements. These issues include, but are not limited to, source evaluation, protests, disputes, and claims. These standards do not relieve the District of any contractual responsibilities under its contracts. Violations of law will be referred to the local, state, or federal authority having proper jurisdiction.

F. Record Keeping

1. Record Retention



- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R. §§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.

 - b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding construction projects for a minimum of five (5) years after the sale or demolition of the building. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.

 - c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.
2. Maintenance of Construction Records for Projects Financed with Federal Funds
- a) The District must maintain records sufficient to detail the history of all construction projects financed with federal funds. These records will include, but are not necessarily



limited to the following: rationale for the method of construction, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.

- b) Retention of construction records shall be in accordance with applicable law and Board policy.

VI. Conflict of Interest and Code of Conduct

A. Board and staff member conflicts of interest are governed by the district's conflict of interest policies.

B. Contracts covered by this policy are subject to the following additional provisions.

1. Employees, officers, and agents engaged in the selection, award, and/or administration of district contracts which are prohibited from engaging in such actions if a real or apparent conflict of interest is present.
2. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.
3. The board may determine at its discretion that a financial interest is not substantial enough to give rise to a conflict of interest.

C. Favors and Gifts

The officers, employees, and agents of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, with the limited exception of unsolicited items of nominal value.



D. Enforcement

Disciplinary Actions will be applied for violations of such standards by officers, employees, or agents of the District at the board's discretion.

VII. Financial Management

A. Identification.

The District will identify, in its accounts, all federal awards received and expended and the federal programs under which they were received. Federal program and award identification include, as applicable, the CFDA title and number, federal award identification number and year, name of the federal agency, and, if applicable, name of the pass-through entity.

B. Financial Reporting

The District will make an accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with the financial reporting requirements set forth in the Education Department General Administrative Regulations (EDGAR).



C. Accounting Records

The District maintains records which adequately identify the source and application of funds provided for federally-assisted activities. These records must contain information pertaining to grant or subgrant awards, authorizations, obligations, unobligated balances, assets, expenditures, income and interest and be supported by source documentation.

D. Internal Controls

The Superintendent or his/her designee must maintain effective control and accountability for all funds, real and personal property, and other assets through board review and approval of claims, an annual audit of the district's finances pursuant to the applicable Nebraska Department of Education and federal rules and regulations, and comparison of expenditures and outlays to budgeted amounts. The District adequately safeguards all such property and assures that it is used solely for authorized purposes.

E. Budget Control

Actual expenditures or outlays will be compared with budgeted amounts for each federal award at least annually and more often as required by law or deemed prudent by the board or administrative staff.

F. Payment Methods

The District will comply with applicable methods and procedures for payment that minimize the time elapsing between the transfer of funds and disbursement by the District, in accordance with the Cash Management Improvement Act at 31 CFR Part 205. Generally, the District receives payment from the Nebraska Department of Education on a reimbursement basis. 2 CFR § 200.305. However, if the District receives an advance in federal grant funds, the District will remit interest earned on the advanced payment quarterly to the federal agency. The District may retain interest amounts up to \$500 per year for administrative expenses. 2 CFR § 200.305(b)(9).

Consistent with state and federal requirements, the District will maintain source documentation supporting the federal expenditures (invoices, time



sheets, payroll stubs, etc.) and will make such documentation available for the Nebraska Department of Education to review upon request.

G. Allowability of Costs

Expenditures must be aligned with approved budgeted items. Any changes or variations from the state-approved budget and grant application need prior approval.

When determining how the District will spend its grant funds, the Superintendent or his/her designee will review the proposed cost to determine whether it is an allowable use of federal grant funds before obligating and spending those funds on the proposed good or service. All costs supported by federal education funds must meet the standards outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part. The Superintendent or his/her designee must consider these factors when making an allowability determination.

The Superintendent or his/her designee will consider Part 200's cost guidelines when federal grant funds are expended. The Superintendent or his/her designee will also consider whether all state - and District-level requirements and policies regarding expenditures have been followed.



H. Use of Program Income – Deduction, Addition, or Cost Sharing or Matching

The default method for the use of program income for the District is the deduction method. 2 C.F.R. § 200.307(e). Under the deduction method, program income is deducted from total allowable costs to determine the net allowable costs. Program income will only be used for current costs unless the District is otherwise directed by the federal awarding agency or pass-through entity. 2 C.F.R. § 200.307(e)(1). The District may also request prior approval from the federal awarding agency to use the addition method. Under the addition method, program income may be added to the Federal award by the Federal agency and the non-Federal entity. The program income must then be used for the purposes and under the conditions of the Federal award. 2 C.F.R. § 200.307(e)(2). The District may also request prior approval from the federal awarding agency to use the cost sharing or matching method.

While the deduction method is the default method, the District always refers to the grant award notice prior to determining the appropriate use of program income.

I. Cost Sharing or Matching

For all Federal awards, any shared costs or matching funds and all contributions, including cash and third-party in-kind contributions, must be accepted as part of the non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity's records;
- (2) Are not included as contributions for any other Federal award;
- (3) Are necessary and reasonable for accomplishment of project or program objectives;
- (4) Are allowable under [subpart E \(Cost Principles\) of this part](#);
- (5) Are not paid by the Federal Government under another Federal award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;



- (6) Are provided for in the approved budget when required by the Federal awarding agency; and
- (7) Conform to other provisions of this part, as applicable.

J. Documentation of Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VIII. Other Contract Matters.

A. Required Terms

The non-Federal entity's contracts must contain the applicable provisions required by section 200.326 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

B. Contracting with Certain Vendors

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible consistent with state law.

To the maximum extent practicable, the school food program shall purchase domestic commodities or products produced in US or processed in US substantially using agricultural commodities produced in US.

C. Record Keeping

1. Record Retention

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate



an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R. §§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.

b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding federal awards for a minimum of six (6) years. Consequently, the District shall retain records for a minimum of six (6) years from the date on which the final Financial Status Report is submitted, unless otherwise notified in writing to extend the retention period by the awarding agency, cognizant agency for audit, oversight agency for audit, or cognizant agency for indirect costs. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.

c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.

2. Maintenance of Procurement Records

a) The District must maintain records sufficient to detail the history of all procurements. These records will include, but are not necessarily limited to the following: rationale



for the method of procurement, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.

b) Retention of procurement records shall be in accordance with applicable law and Board policy.

D. Privacy

The District has protections in place to ensure that the personal information of both students and employees is protected. These include the use of passwords that are changed on a regular basis; staff training on the requirements of the Family Educational Rights and Privacy Act (FERPA) and State confidentiality requirements; and training on identifying whether an individual requesting access to records has the right to the documentation.

Adopted on: November 9, 2020

Revised on: August 10, 2020

Reviewed on: June 12, 2023



3004.1

Fiscal Management for Purchasing and Procurement Using Federal Funds

I. Applicability of Policy

This policy applies only to non-construction related purchases undertaken with federal funds which are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department and General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy conflicts or is otherwise inconsistent with mandatory provisions of the UGG, EDGAR or other applicable federal law, the mandatory provisions of the laws shall control.

All other non-construction purchases will be governed by the Board's general purchasing policy, which can be found earlier in this subsection. In the event of a conflict between state and federal law, the more stringent requirement shall apply.

This procurement policy shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. The district's goal is to fully implement all required procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the Nebraska Department of Education.

II. Procurement System

The District maintains the following purchasing procedures.

A. Responsibility for Purchasing

The authority to make purchases shall be governed by the District's purchasing policy, which can be found elsewhere in this section. Except as otherwise provided in the District's purchasing policy, the acquisition of services, equipment, and supplies shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the purchasing program of the school district. Purchases or commitments of district funds that are not

authorized by this policy will be the responsibility of the person making the commitment.

B. Methods of Purchasing

The type of purchase procedures required depends on the cost of the item(s) being purchased.

1. Purchases up to \$10,000 (Micro-Purchases)

Micro-purchase means an individual procurement transaction for supplies or services using simplified acquisition procedures, the annual aggregate amount of which does not exceed \$10,000. Micro-purchases may be made or awarded without soliciting competitive quotations, to the extent district staff determine that the cost of the purchase is reasonable. For purposes of this policy “reasonable” means the purchase is comparable to market prices for the geographic area.

To the extent practicable, the District distributes micro-purchases equitably among qualified suppliers. The District will follow its standard policy on purchasing, which can be found earlier in this subsection.

2. Purchases between \$10,000 and \$250,000 (Simplified Acquisition Procedures)

Simplified acquisitions are purchases that, in the aggregate amount, are more than \$10,000 and less than \$250,000 annually. For simplified acquisitions , price or rate quotes shall be obtained in advance from a reasonable number of qualified sources as detailed in the district’s standard policies on purchasing and on bid letting and contracts, which can be found earlier in this subsection.

3. Purchases Over \$250,000

- a) Sealed Bids (Formal Advertising)

For purchases over \$250,000, the district will generally follow the bidding process outlined in the board’s policy on Bidding for Construction, Remodeling, Repair or Site Improvement.

b) Contract/Price Analysis

The District performs a cost or price analysis in connection with every procurement action in excess of \$250,000, including contract modifications. The district will make an independent estimate of costs prior to receiving bids or proposals.

4. Noncompetitive Proposals (Sole Sourcing)

- a) Procurement by noncompetitive proposals is procurement through solicitation of a proposal from only one source and may be used only when one or more of the following circumstances apply:
 - 1) The procurement transaction can only be fulfilled by a single source;
 - 2) The public exigency or emergency for the requirement will not permit a delay resulting from providing public notice of a competitive solicitation;
 - 3) The federal awarding agency or pass-through entity expressly authorizes written approval of noncompetitive proposals in response to a written request from the District; or
 - 4) After solicitation of a number of sources, competition is determined inadequate.

- b) Noncompetitive proposals may only be solicited with the approval of the superintendent or the board. Sufficient and appropriate documentation that justifies the sole sourcing decision must be maintained by the superintendent or designee.

- c) A cost or price analysis will be performed for noncompetitive proposals when the price exceeds \$250,000.

5. **Competitive Proposals.**

- a) The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost-reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used, the following requirements apply:
 - 1) Requests for proposals must be publicized and identify all evaluation factors and their relative importance. Any response to publicized requests for proposals must be considered;
 - 2) Proposals must be solicited from an adequate number of qualified sources; and
 - 3) Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.
- b) The District may use competitive proposal procedures for qualifications-based procurement of architectural/engineering (A/E) professional services whereby competitors' qualifications are evaluated and the most qualified competitor is selected, subject to negotiation of fair and reasonable compensation. The method, where price is not used as a selection factor, can only be used to procure A/E professional services. The method may not be used to purchase other services provided by A/E firms are a potential source to perform the proposed effort.

- c) The District may select a proposal that offers the best value and that is based upon the proposer’s responsiveness to the proposal, experience, reputation, staff qualifications, ability and capacity to carry on the work, price, honesty, integrity, skills, business judgment, financial stability, past performance, and other relevant factors. The evaluation may be conducted by the school board, a designated committee, or another designee of the school board.

C. Use of Purchase (Debit & Credit) Cards

District use of purchase cards is subject to the policy on purchase cards which can be found elsewhere in this subsection.

D. Federal Procurement System Standards

The district’s procurement transactions will be conducted in a manner providing full and open competition consistent with 2 C.F.R §200.319.

The District will maintain and follow general procurement standards consistent with 2 C.F.R. §200.318.

E. Debarment and Suspension

The District awards contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, public policy compliance, proper classification of employees (see the Fair Labor Standards Act, 29 U.S.C. 201, chapter 8), record of past performance, and financial and technical resources when conducting a procurement transaction.

The District may not subcontract with or award subgrants to any person or company who is debarred or suspended. For all contracts over \$25,000 the District verifies that the vendor with whom the District intends to do business with is not excluded or disqualified. 2 C.F.R. Part 200, Appendix II(1) and 2 C.F.R. §§ 180.220 and 180.300.

The District will verify debarment or suspension by revising the excluded parties list on SAM.gov, collecting a certification through the bidding process, and/or by including a debarment and suspension provision in the bid and contract documents. The Superintendent or his/her designee shall be responsible for such verification.

F. Settlements of Issues Arising Out of Procurements

The District alone is responsible, in accordance with good administrative practice and sound business judgment, for the settlement of all contractual and administrative issues arising out of procurements. These issues include, but are not limited to, source evaluation, protests, disputes, and claims. These standards do not relieve the District of any contractual responsibilities under its contracts. Violations of law will be referred to the local, state, or federal authority having proper jurisdiction.

III. Conflict of Interest and Code of Conduct

A. Board and staff member conflicts of interest are governed by the district’s conflict of interest policies.

B. Purchases covered by this policy are subject to the following additional provisions.

1. Employees, officers, and agents engaged in the selection, award, and/or administration of district contracts which are prohibited from engaging in such actions if a real or apparent conflict of interest is present.
2. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.
3. The board may determine at its discretion that a financial interest is not substantial enough to give rise to a conflict of interest.

C. Favors and Gifts

An employee, officer, agent, and board member of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, except that this provision does not prohibit the receipt of unsolicited items of nominal value. For purposes of this policy, “nominal value” means a fair market value of \$25 or less.

D. Enforcement

Disciplinary Actions including, but not limited to, counseling, oral reprimand, written reprimand, suspensions without pay, or termination of employment, will be applied for violations of such standards by officers, employees, board members, or agents of the District.

IV. Property Management Systems

A. Property Classifications

1. Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost that equals or exceeds the lesser of the capitalization level established by the District for financial statement purposes, or \$10,000.
2. Supplies means all tangible personal property other than those described in §200.33 Equipment. A computing device is a supply if the acquisition cost is less than the lesser of the capitalization level established by the District for financial statement purposes or \$5,000, regardless of the length of its useful life. 2 C.F.R. §200.94.
3. Computing Devices means machines that acquire, store, analyze, process, and publish data and other information electronically, including accessories (or “peripherals”) for printing, transmitting and receiving, or storing electronic information. 2 C.F.R. §200.20.

4. Capital Assets means tangible or intangible assets used in operations having a useful life of more than one year which are capitalized in accordance with GAAP. Capital assets include:
 - a) Land, buildings (facilities), equipment, and intellectual property (including software) whether acquired by purchase, construction, manufacture, lease-purchase, exchange, or through capital leases; and
 - b) Additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance). 2 C.F.R. §200.12.

B. Inventory Procedure

Newly purchased property shall be received and inspected by the staff member who ordered it to ensure that that it matches the purchase order, invoice, or contract and that it is in acceptable condition.

Equipment, Computing Devices, and Capital Assets must be tagged with an identification number, manufacturer, model, name of individual who tagged the item, and date tagged).

C. Inventory Records

For equipment, computing devices, and capital assets purchased with federal funds, the following information is maintained in the property management system:

1. Serial number;
2. District identification number;
3. Manufacturer;
4. Model;
5. Date tagged and individual who tagged it;
6. Source of funding for the property;
7. Who holds title;

8. Acquisition date and cost of the property;
9. Percentage of federal participation in the project costs for the federal award under which the property was acquired;
10. Location, use and condition of the property; and
11. Any ultimate disposition data including the date of disposal and sale price of the property.

The inventory list shall be adjusted by the superintendent of schools or his/her designee for property that is sold, lost, stolen, cannot be repaired, or that cannot be located.

D. Physical Inventory

1. A physical inventory of the property must be taken and the results reconciled with the property records at least once every two years.
2. The Superintendent or his/her designee will ensure that the physical inventory is performed. The physical inventory will generally occur during the months of June or July, but may be conducted during other time periods with the approval of the superintendent.

E. Maintenance

In accordance with 2 C.F.R. 313(d)(4), the District maintains adequate maintenance procedures to ensure that property is kept in good condition.

F. Lost or Stolen Items

The District maintains a control system that ensures adequate safeguards are in place to prevent loss, damage, or theft of the property. The District will notify the Federal agency or pass-through entity of any loss, damage, or theft of equipment that will have an impact on the program.

G. Use of Equipment

Equipment must be used in the program or project for which it was acquired as long as needed, whether or not the project or program continues to be



supported by the federal award, and the District will not encumber the property for any non-federal program use without prior approval of the federal awarding agency and the pass-through entity.

H. Disposal of Equipment

When it is determined that equipment acquired under a federal award is no longer needed for the original project or program or for other activities currently or previously supported by a federal awarding agency, the Superintendent or his/her designee will contact the awarding agency (or pass-through for a state-administered grant) for disposition instructions.

If the item has a current fair market value of \$10,000 or less, it may be retained, sold, or otherwise disposed of with no further obligation to the federal awarding agency or pass-through entity.

I. Equipment Retention

When included in the terms and conditions of the Federal award, the Federal agency may permit the recipient to retain equipment, or authorize a pass-through entity to permit the recipient to retain equipment, with no further obligation to the Federal Government unless prohibited by Federal statute or regulation.

J. Equipment and Capital Expenditures

All equipment and capital expenditures shall comply with the rules and requirements of 2 CFR 200.439.

K. Depreciation

All depreciation shall comply with the rules and requirements of 2 CFR 200.436.

V. Financial Management

A. Identification

The District will identify, in its accounts, all federal awards received and expended and the federal programs under which they were received. Federal program and award identification include, as applicable, the CFDA title and number, federal award identification number and year, name of the federal agency, and, if applicable, name of the pass-through entity.

B. Financial Reporting

The District will make an accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with the financial reporting requirements set forth in the Education Department General Administrative Regulations (EDGAR).

C. Accounting Records

The District maintains records which adequately identify the source and application of funds provided for federally-assisted activities. These records must contain information pertaining to grant or subgrant awards, authorizations, obligations, unobligated balances, assets, expenditures, income and interest and be supported by source documentation.

D. Internal Controls

The Superintendent or his/her designee must maintain effective control and accountability for all funds, real and personal property, and other assets through board review and approval of claims, an annual audit of the district's finances pursuant to the applicable Nebraska Department of Education and federal rules and regulations, and comparison of expenditures and outlays to budgeted amounts. The District adequately safeguards all such property and assures that it is used solely for authorized purposes.

E. Budget Control

Actual expenditures or outlays will be compared with budgeted amounts for each federal award at least annually and more often as required by law or deemed prudent by the board or administrative staff.

F. Payment Methods



The District will comply with applicable methods and procedures for payment that minimize the time elapsing between the transfer of funds and disbursement by the District, in accordance with the Cash Management Improvement Act at 31 CFR Part 205. Generally, the District receives payment from the Nebraska Department of Education on a reimbursement basis. 2 CFR § 200.305. However, if the District receives an advance in federal grant funds, the District will remit interest earned on the advanced payment quarterly to the federal agency. The District may retain interest amounts up to \$500 per year for administrative expenses. 2 CFR § 200.305(b)(9).

Consistent with state and federal requirements, the District will maintain source documentation supporting the federal expenditures (invoices, time sheets, payroll stubs, etc.) and will make such documentation available for the Nebraska Department of Education to review upon request.

G. Allowability of Costs

Expenditures must be aligned with approved budgeted items. Any changes or variations from the state-approved budget and grant application need prior approval.

When determining how the District will spend its grant funds, the Superintendent or his/her designee will review the proposed cost to determine whether it is an allowable use of federal grant funds before obligating and spending those funds on the proposed good or service. All costs supported by federal education funds must meet the standards outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part. The Superintendent or his/her designee must consider these factors when making an allowability determination.

The Superintendent or his/her designee will consider Part 200's cost guidelines when federal grant funds are expended. The Superintendent or his/her designee will also consider whether all state - and District-level requirements and policies regarding expenditures have been followed.

H. Use of Program Income – Deduction, Addition, or Cost Sharing or Matching

The default method for the use of program income for the District is the deduction method. 2 C.F.R. § 200.307(e). Under the deduction method, program income is deducted from total allowable costs to determine the net allowable costs. Program income will only be used for current costs unless the District is otherwise directed by the federal awarding agency or pass-through entity. 2 C.F.R. § 200.307(e)(1). The District may also request prior approval from the federal awarding agency to use the addition method. Under the addition method, program income may be added to the Federal award by the Federal agency and the non-Federal entity. The program income must then be used for the purposes and under the conditions of the Federal award. 2 C.F.R. § 200.307(e)(2). The District may also request prior approval from the federal awarding agency to use the cost sharing or matching method.

While the deduction method is the default method, the District always refers to the grant award notice prior to determining the appropriate use of program income.

I. Cost Sharing or Matching

For all Federal awards, any shared costs or matching funds and all contributions, including cash and third-party in-kind contributions, must be accepted as part of the non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity's records;
- (2) Are not included as contributions for any other Federal award;
- (3) Are necessary and reasonable for accomplishment of project or program objectives;
- (4) Are allowable under [subpart E \(Cost Principles\) of this part](#);
- (5) Are not paid by the Federal Government under another Federal award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- (6) Are provided for in the approved budget when required by the Federal awarding agency; and
- (7) Conform to other provisions of this part, as applicable.

J. Documentation of Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VI. Written Compensation Policies

A. Time and Effort Standards

All employees who are paid in full or in part with federal funds must keep specific documents to demonstrate the amount of time they spent on grant activities. This includes an employee whose salary is paid with state or local funds but is used to meet a required “match” in a federal program. These documents, known as time and effort records, are maintained in order to charge the costs of personnel compensation to federal grants. Charges to federal awards for salaries and wages must be based on records that accurately reflect the work performed. These records must:

- (1) Be supported by a system of internal controls which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (2) Be incorporated into official records;
- (3) Reasonably reflect total activity for which the employee is compensated, not exceeding 100% of compensated activities;
- (4) Encompass both federally assisted and all other activities compensated by the District on an integrated basis;
- (5) Comply with the established accounting policies and practices of the District and
- (6) Support the distribution of the employee’s salary or wages among specific activities or costs objectives.

B. Time and Effort Procedures

Time and effort procedures will follow and comply with 2 CFR 200.430(i).

C. Fringe Benefits



Except as provided otherwise by federal law, the costs of fringe benefits will be allowable provided that the benefits are reasonable and required by law, a district-employee agreement, or another policy of the District.

D. Leave

The cost of fringe benefits in the form of regular compensation paid to employees during periods of authorized absences from the job, such as for annual leave, family-related leave, sick leave, holidays, court leave, military leave, administrative leave, and other similar benefits, are allowable if they are provided under established written District leave policies.

E. Unexpected or Extraordinary Circumstances

In the event of a pandemic or other unexpected or extraordinary circumstance, the District may close school or individual buildings. In such case, the District may compensate federally funded or other employees during such closure to ensure the return of staff to employment after the closure as allowed by state or federal law.

F. Documentation for Personnel Expenses

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

VII. Other Contract Matters.

A. Required Terms

The non-Federal entity's contracts must contain the applicable provisions required by section 200.326 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

B. Contracting with Certain Vendors

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, veteran-owned businesses, and labor surplus area firms are used when possible consistent with state law.

Buy American. The District participates in the National School Lunch Program and School Breakfast Program and is required to use the nonprofit food service funds, to the maximum extent practicable, to buy domestic commodities or products for Program meals. A “domestic commodity or product” is defined as one that is either produced in the U.S. or is processed in the U.S. substantially using agricultural commodities that are produced in the U.S. as provided in 7 CFR 210.21(d).

The District may deviate from this general requirement only if:

- The product is not produced or manufactured in the U.S. in sufficient and reasonably available quantities of a satisfactory quality; or
- Competitive bids reveal the costs of a U.S. product are significantly higher than the non-domestic product.

C. Record Keeping

1. Record Retention

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R. §§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.
- b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain

records regarding federal awards for a minimum of six (6) years. Consequently, the District shall retain records for a minimum of six (6) years from the date on which the final Financial Status Report is submitted, unless otherwise notified in writing to extend the retention period by the awarding agency, cognizant agency for audit, oversight agency for audit, or cognizant agency for indirect costs. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.

- c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.

2. Maintenance of Procurement Records

- a) The District must maintain records sufficient to detail the history of all procurements. These records will include, but are not necessarily limited to the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.
- b) Retention of procurement records shall be in accordance with applicable law and Board policy.

D. Privacy

The District has protections in place to ensure that the personal information of both students and employees is protected. These include the use of passwords that are changed on a regular basis; staff training on the requirements of the Family Educational Rights and Privacy Act (FERPA) and State confidentiality requirements; and training on identifying whether an individual requesting access to records has the right to the documentation.

Adopted on: August 10, 2023
Revised on: July 8, 2024
Reviewed on: June 27, 2024

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Fees for School District Records

Requests for school district records shall be subject to applicable fees. No fee shall be charged for providing a copy of a student or public record if a specific law or regulation requires the copy to be provided without charge.

Student Records. Students and their parents or guardians shall not be charged any fee to inspect and review the student's files or records. Students and their parents or guardians who desire a copy of the student's files or records shall pay the reasonable cost of reproduction as follows:

- Black and white letter or legal-sized photocopies: No charge for the first copy; 10 cents for each copied page thereafter.
- Computer data printouts: No charge for the first pages; 10 cents for each page thereafter.
- Other medium: Actual cost of reproduction.
- Postage fees: Actual cost

Students and their parents or guardians **shall not be charged any fee:**

- To search for or retrieve any student's files or records.
- For a copy of a student's Individualized Education Plan (IEP).
- For copy of the special education evaluation report and the documentation of determination of eligibility for special education services upon completion of the administration of assessments and other evaluation measures.
- If the fee effectively prevents the parents from exercising their right to inspect and review student records.

Student Records – Transfer School. A copy of the student's files or records, including academic material and any disciplinary material relating to any suspension or expulsion shall be provided at no charge, upon request, to any public or private school to which the student transfers.

Public Records. Individuals requesting copies of public records shall pay the actual added cost of making the copies available.



- For photocopies, actual added costs may include a reasonably apportioned cost of the supplies, such as paper, toner, other equipment used in preparing the copies, and any additional payment obligation for the time of contractors necessarily incurred to comply with the copy request.
- For printouts of computerized data on paper, actual added cost may include computer run time and the cost of materials for making the copy.
- For electronic data, the actual added cost may include the reasonably calculated actual added cost of the computer run time, any necessary analysis and programming, and production of a report in the form furnished to the requester.
- For residents of Nebraska, the actual added cost shall not include any charge for the existing salary or pay obligation to public officer or employees for the first eight hours of searching, identifying, physically redacting, or copying records, but fees may be charged after the first eight hours. The fee for records shall not include any charge for the services of an attorney or any other person to review the requested public records seeking a legal basis to withhold the public records from the public. No special service charge or fee shall be charged for copies of blank forms or pages that have all meaningful information redacted.
- For nonresidents of Nebraska, the actual added cost used as the basis for the calculation of a fee for records may include a charge for the proportion of the existing salary or pay obligation to the public officers or employees, including a proportional charge for the services of an attorney to review the requested public records, for the time spent searching, identifying, physically redacting, copying, or reviewing such records.
- The district shall not charge any fee for copies of public records that is prohibited by law but reserves the right to charge any other fee allowed by law.

The fee schedule for public records copies is as follows:

- Black and white letter or legal-sized photocopies: No charge for the first copy; 10 cents for each copied page thereafter.
- Computer data printouts: No charge for the first pages; 10 cents for each page thereafter.

- Other medium: Actual cost of reproduction.
- Postage fees: Actual cost

Deposit. The school district may require a deposit before providing copies of student or public records if the estimated cost to fulfill the request exceeds fifty dollars.

Waiver. Documents may be furnished without charge or at a reduced charge where the district determines that waiver or reduction is in the public interest.

Adopted on: December 14, 2024

Revised on: July 8, 2024

Reviewed on: June 27, 2024

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3053 Nondiscrimination

The School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963 as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions



The Pregnant Workers Fairness Act (PWFA) – requires covered employers to provide reasonable accommodations to qualified employee’s or applicant’s known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights to military reservists and National Guard members called to active duty

The Boy Scouts of America Equal Access Act which prohibits discrimination against groups that wish to access district facilities

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska – prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act – prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT §§ 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district’s complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district’s Title IX and/or Section 504/ADA Coordinator.

Adopted on: December 14, 2020

Revised on: July 8, 2024

Reviewed on: June 27, 2024



3057 Title IX

Nondiscrimination. The school district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates including in admission and employment. Inquiries about Title IX may be referred to the school district's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The school district's Title IX Coordinator may be contacted at Title IX Coordinator, 301 W F Street, North Platte, NE 69103, (308) 696-3305. The school district's nondiscrimination policy and grievance procedures are included in this policy, or can be accessed at: <https://www.nppsd.org/>. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact the Title IX Coordinator.

Publication Notice. The school district will include the following notice on its website and in each handbook, catalog, announcement, bulletin, application form, and other places as required by law:

The school district prohibits sex discrimination in any education program or activity that it operates and individuals may report concerns or questions to the Title IX Coordinator. The school district's Title IX policy, notice, and other information may be accessed at the following link: <https://www.nppsd.org/page/title-ix>

Retaliation Prohibited. Retaliation, including peer retaliation, is prohibited in the school district's education program or activity. If the school district has information about conduct that reasonably may constitute retaliation under Title IX, it may be required to treat it as an allegation of sex discrimination. Upon receiving a complaint alleging retaliation, the school district will initiate its grievance procedures or informal resolution process.

Definitions. As used in this policy, the following terms are defined as follows:

Complainant means an employee, a student, or a parent, guardian, or other individual with the legal right to act on behalf of a complainant who is alleged to have been subjected to conduct that could constitute sex discrimination, including sex-based harassment; or any other person who may have been subjected to sex discrimination when that person was



participating or attempting to participate in the school district's education program or activity.

Complaint means an oral or written request to the school district that objectively can be understood as a request for the school district to investigate and make a determination about alleged sex discrimination under Title IX.

Consent for purposes of this policy means the willingness in fact for conduct to occur. An individual may, as a result of age, incapacity, disability, lack of information, or other circumstances be incapable of providing consent to some or all sexual conduct or activity. Neither verbal nor physical resistance is required to establish that an individual did not consent. School district officials will consider the totality of the circumstances in determining whether there was consent for any specific conduct. Consent may be revoked or withdrawn at any time.

Respondent means a person who is alleged to have violated the school district's prohibition on sex discrimination. When a sex discrimination complaint alleges that the school district's policy or practice discriminates on the basis of sex, the school district is not considered a respondent.

Sex-based harassment prohibited by this part is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex that is:

Quid pro quo harassment. An employee, agent, or other person authorized by the school district to provide an aid, benefit, or service under the school district's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the school district's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- The degree to which the conduct affected the complainant's ability to access the school district's education program or activity;
- The type, frequency, and duration of the conduct;
- The parties' ages, roles within the school district's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the school district's education program or activity.

Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

Sex Offenses, Forcible—Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

- **Rape**—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- **Sodomy**—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- **Sexual Assault With An Object**—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- **Fondling**—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of

giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses, Non-forcible—(Except Prostitution Offenses) Unlawful, non-forcible sexual intercourse.

- **Incest**—Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- **Statutory Rape**—Non-Forcible sexual intercourse with a person who is under the statutory age of consent

Dating violence meaning violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length and type of relationship and the frequency of interaction between the persons involved in the relationship;

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the school district, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Response to Sex-based Harassment.

All Employees. All school district employees must notify the Title IX Coordinator when the employee has information about conduct that



reasonably may constitute sex discrimination, including sex-based harassment under Title IX.

Title IX Coordinator. The school district will designate and authorize at least one employee as the school district's "Title IX Coordinator," to coordinate the school district's efforts to comply with its responsibilities under Title IX and this policy. The superintendent or Title IX Coordinator is authorized to delegate specific duties to one or more designees.

For conduct that could constitute sex-based harassment, the Title IX Coordinator must take the following actions:

- Offer and coordinate supportive measures for the complainant and for the respondent;
- Notify the complainant or the individual who reported the conduct of the grievance procedures and, if appropriate, the informal resolution process.
- Take other appropriate steps to avoid the recurrence of sex discrimination and restore or maintain equal access to the school district's programs and activities.

Supportive Measures. The school district will provide supportive measures, as appropriate, in cases involving sex-based harassment. These measures may include but are not limited to: counseling; extending deadlines; increased supervision; no-contact directives; leaves of absence; changes in class, work, or activities, regardless of whether there is a comparable alternative; and training and education programs related to sex-based harassment. Supportive measures may be continued, modified, or discontinued at the conclusion of any grievance process. Supportive measures will not be disclosed to anyone other than the person to whom they apply and others, including school officials, who need to know the supportive measures to implement them.

Requests to Modify Supportive Measures. A complainant or respondent may request modification or reversal of the school district's decision to provide, deny, change, or terminate supportive measures applicable to them. Requests must be made to the Title IX Coordinator in writing, and an impartial individual will review the request.



Students with Disabilities. If the complainant or respondent is a student with a disability, the Title IX Coordinator will consult with one or more members of the student's IEP or Section 504 team to determine compliance with those laws while implementing supportive measures and all other requirements of this policy and Title IX.

Emergency Removal. The school district is authorized to remove a respondent from the school district's education program or activity on an emergency basis, provided that the school district undertakes an individualized safety and risk analysis; determines that an imminent and serious threat to the health or safety of a complainant or other persons arising from the allegations of sex discrimination justifies removal; and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave. The school district is authorized to place an employee respondent on administrative leave from employment responsibilities during the pendency of the school district's grievance procedures.

Informal Resolution. The school district may offer an informal resolution process unless the complaint includes allegations that an employee engaged in sex-based harassment of a student or informal resolution would be contrary to law. Prior to initiating informal resolution, the parties will be provided with notice of the allegations. Participation in informal resolution is voluntary, and any informal resolution will include consent from the complainant and respondent, the ability to withdraw from the process, and the right to resume the grievance process. If an agreement is reached, it precludes the parties from initiating or resuming the grievance process.

The informal resolution facilitator will not be the same person as the investigator or the decisionmaker in the school district's grievance procedures. Potential terms that may be included in an informal resolution agreement include but are not limited to restrictions on contact, restrictions on participation in programs or activities, and disciplinary sanctions.

If informal resolution is offered, the school district will maintain all evidence gathered, communications about the informal resolution process, and the agreement reached. This information will be disclosed to outside individuals only as permitted by law and if required to implement the requirements of the



agreement or Title IX. If no agreement is reached, only relevant and permissible evidence received during the informal resolution process will be considered during the grievance process.

Grievance Procedures to Resolve Complaints of Sex Discrimination.

Any person designated as Title IX Coordinator, investigator, or decision maker will not have a conflict of interest or bias for or against any party, generally or specifically. The decisionmaker may be the same person as the Title IX Coordinator or investigator.

Complaint. Complaints of sex-based harassment may only be made by a complainant; a parent, guardian, or other individual with the legal right to act on behalf of a complainant; or the Title IX Coordinator. Complaints of sex discrimination (excluding complaints of sex-based harassment) may be made by any person who was participating or attempting to participate in the school district's education program or activity at the time of the alleged sex discrimination.

Complaint by Coordinator. In the absence of a complaint made by any other individual, the Title IX Coordinator will determine whether to initiate a complaint of sex discrimination. The Title IX Coordinator must consider, at a minimum, the following factors:

- The complainant's request not to proceed with the initiation of a complaint;
- The complainant's reasonable safety concerns regarding the initiation of a complaint;
- The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
- The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
- The age and relationship of the parties, including whether the respondent is an employee of the school district;
- The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
- The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and



- Whether the school district could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures.

If the Title IX Coordinator initiates a complaint, they will notify the complainant prior to doing so and address reasonable concerns about the complainant’s safety or the safety of others, including by providing supportive measures.

Consolidation of Complaints. The school district may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references in this section to a party, complainant, or respondent include the plural, as applicable.

Basic Procedures. This grievance procedure is governed by the following basic requirements:

- A respondent is presumed not responsible for the alleged sex discrimination until a determination is made at the conclusion of the grievance procedure;
- The school district will treat the complainant and respondent equitably throughout the grievance process;
- The school district will take reasonable steps to protect the privacy of individuals participating in the grievance process in a manner that does not restrict the parties from obtaining and presenting evidence, speaking to witnesses, consulting with family members or advisors, or otherwise participating in the grievance process;
- The District will use the following timelines for each complaint, but the Title IX Coordinator or designee may extend them as needed:

Major Stage	Target Duration <small>(calendar days)</small>
Completion of the school district’s decision whether to dismiss or investigate a complaint of sex discrimination	1-15
Investigation	1-30
Determination	1-30

Appeal

1-20

Notice of Allegations. Upon initiation of the grievance procedure, the school district will provide notice of the allegations to the parties whose identities are known. The notice will include a copy of this policy; the parties involved in the incident(s); the conduct alleged to constitute sex discrimination; and the date(s) and location(s) of the alleged incident(s), if available. Retaliation is prohibited.

If the school district decides to investigate additional allegations of sex discrimination that are not included in the initial notice, the school district will provide notice of the additional allegations to the parties.

Complaint Investigation. The burden is on the school district to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred. The individual investigating and deciding the complaint will:

- Provide an equal opportunity for the parties to present fact witnesses and relevant and permissible evidence;
- Objectively review all evidence gathered through the investigation and determine what evidence is relevant and permissible;
- Provide each party with an accurate description of the relevant and permissible evidence, and upon request, copies of this evidence;
- Provide the parties a reasonable opportunity to respond to the evidence;
- Use a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility, but credibility will not be based upon any individual's status as a complainant, respondent, or witness; and
- Take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. For purposes of this paragraph, disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Relevant and Permissible Evidence. The school district will consider relevant and permissible evidence. Relevant evidence is evidence related to the allegations of sex discrimination under investigation as part of the

grievance procedure. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Generally relevant evidence is permissible, but does not include:

- Evidence that is protected under a privilege as recognized by Federal or State law;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional in connection with the provision of treatment to the party or witness unless the school district obtains that party's or witness's voluntary, written consent for use in this grievance procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless that evidence is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sex-based harassment occurred.

Determining Whether Sex Discrimination Occurred. The school district will:

- Use the preponderance of the evidence standard of proof, that it is more likely than not, to determine whether sex discrimination occurred;
- Use only relevant and permissible evidence to reach a determination;
- Notify the parties in writing of the determination whether sex discrimination occurred, including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;
- If there is a determination that sex discrimination occurred, coordinate and provide remedies to restore equal access, coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions, and

require the Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur;

- Not discipline a party, witness, or others participating in a school district's grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the school district's determination whether sex discrimination occurred.

Dismissal of a Complaint. A complaint of sex discrimination made through the grievance procedure may be dismissed for any of the following reasons:

- The school district is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in the school district's education program or activity and is not employed by the school district;
- The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the school district determines that without the complainant's withdrawn allegations, the remaining alleged conduct would not constitute sex discrimination even if proven;
- The school district determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint under this paragraph, the school district must make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the school district will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

The school district will notify the complainant that a dismissal may be appealed and provide the complainant with an opportunity to appeal the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent that the dismissal may be appealed on the bases set out in

this policy. Upon the dismissal of a complaint, at a minimum, the school district will:

- Offer supportive measures to the complainant, and offer supportive measures to the respondent if the respondent has been notified of the complaint;
- Require its Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the school district's education program or activity.

Appeal. The school district will provide the parties the opportunity to appeal the decisionmaker's written determination or a dismissal of a complaint, on the grounds identified below. The school district will implement appeal procedures equally for the parties, including a reasonable and equal opportunity to make a statement in support of or challenging the outcome being appealed. Appeals under Title IX, like other comparable proceedings, will be handled consistent with the school district's general complaint policy.

Time for Appeal. Appeals may only be initiated by submitting a written Notice of Appeal to the superintendent within three (3) calendar days of the party's receipt of (1) the written determination of whether sex discrimination occurred from which the appeal is taken, or (2) the written dismissal of the complaint from which the appeal is taken.

Notice of Appeal Filed By Party. The Notice of Appeal must include (a) the name of the party or parties appealing, (b) the determination, dismissal, or portion thereof being appealed, and (c) a concise statement of the specific grounds (from the following subsection) upon which the appeal is based. A party's failure to timely submit a Notice of Appeal will be deemed a waiver of the party's right to appeal under this policy and Title IX.

Appeals of Dismissals. If a dismissal is appealed, the school district will provide notice of the allegations to the complainant and respondent if not provided previously.

Appeal Decision. The decisionmaker for the appeal will be an individual who did not take part in the investigation, determination, and/or decision



to dismiss the complaint. The appeal decisionmaker will notify the parties of the result of the appeal and the rationale for the result.

Disciplinary Sanctions and Remedies. If it is determined that sex-based harassment occurred, the school district may impose disciplinary sanctions that may include suspension, expulsion, mandatory reassignment, adverse employment action up to and including termination, or any other actions regarding student behavior that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation.

Superintendent Authorized to Contract. The board authorizes the Superintendent to contract for, designate, and appoint individuals to serve in the roles of the school district's investigator(s), decision-maker(s), informal resolution facilitator(s), or appellate decision-maker(s) as contemplated by this policy.

Recordkeeping. The school district will maintain the following documents for a period of at least seven years:

- For each complaint of sex discrimination, records documenting the informal resolution process or grievance procedures and the outcome.
- Records documenting the actions the school district took to meet its obligations under Title IX for any allegation of sex discrimination.
- All materials used to provide training as required by this policy. The school district will make these training materials available upon request for inspection by members of the public.

Adopted on: December 14, 2020

Reviewed on: June 27, 2024

Revised on: July 8, 2024

4011
Employee Leave Under the Family and Medical Leave Act (FMLA)

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act (“FMLA”). The terms used herein shall have the meaning ascribed to them under the FMLA. Employees may also qualify for leave under the Nebraska Family Military Leave Act, which is covered under the district’s policy for that law. If an employee qualifies for leave under both the Family and Medical Leave Act and the Nebraska Military Leave Act, any leave taken by the employee will count concurrently toward the leave limits of both acts.

I. Qualifying for Leave

A. Qualified Employees

1. To be eligible for *unpaid* leave under this policy, an employee must:
 - a. Make the request for leave at a time when the school district employs 50 or more workers;
 - b. Have been working for the school district for at least 12 months prior to the request; and
 - c. Have worked a minimum of 1,250 hours during the 12-month period immediately preceding the commencement of the leave.
2. The applicable 12-month period for computing an employee's entitlement to FMLA leave shall be “rolling” 12-month period measured backward from the date an employee uses any FMLA leave.

3. Employees ineligible for FMLA leave for any reason may be eligible for leave under the Nebraska Family Military Leave Act and should consult policy 4011.1.

B. Qualified Circumstances Necessitating Leave

1. The school district will grant an eligible employee up to a total of 12 workweeks of **unpaid** leave under the following conditions:
 - a. For birth of a son or daughter, and to care for the newborn child;
 - b. For placement of a son or daughter with the employee for adoption or foster care;
 - c. To care for the employee's spouse, son, daughter, or parent with a serious health condition;
 - d. Because of a serious health condition that makes the employee unable to perform the functions of his or her job; or
 - e. Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation
2. The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a Covered Servicemember a total of 26 workweeks of **unpaid** leave during a 12-month period to care for the service member as permitted under the FMLA. The leave described in this paragraph

shall only be available during a single 12-month period.

For purposes of this provision and this policy, "Covered Servicemember" includes both Military Members and covered Veterans, so long as the covered Veteran was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran.

3. During the single 12-month period described in paragraph I(B)(2), an eligible employee shall be entitled to a combined total of 26 workweeks of leave under paragraphs I(B)(1) and I(B)(2). Nothing in this paragraph shall limit the availability of leave under paragraph I(B)(1) during any other 12-month period.

C. Limitations on Leave

1. Leave for birth or placement for adoption or foster care must conclude within 12 months of the birth or placement.
2. In any case in which a husband and wife both employed by the school district are entitled to FMLA leave:
 - a. The aggregate number of workweeks of FMLA leave to which both are entitled is limited to 12 during any 12-month period if such leave is taken (i) because of the birth of a son or daughter of the employee and in order to care for such son or daughter; (ii) because of the placement of a son or daughter with the employee for adoption or foster care; or (iii) to care for a sick parent who has a serious health condition; and
 - b. The aggregate number of workweeks of FMLA leave to which both that husband

and wife are entitled is limited to 26 during the single 12-month period in which leave is taken to care for a Covered Servicemember and the husband and wife employees are both either the son, daughter, parent, or next of kin of such Covered Servicemember, if the leave is taken for this reason or a combination of this reason and one of the three reasons described in paragraph I(C)(2)(a). If the leave taken by the husband and wife includes leave described in paragraph I(C)(2)(a), the limitation in paragraph I(C)(2)(a) shall apply to the leave described in I(C)(2)(a).

D. Qualifying Notice and Certification

Employees seeking to use FMLA leave will be required to provide:

1. 30-day advance notice when the need to take the leave is foreseeable; provided, if (a) the leave is for needed treatment which is required to begin in less than thirty days or (b) the leave is for the reason set forth in paragraph I(B)(1)(e), the employee shall provide such notice to the school district as is reasonable and practical;
2. Medical certification supporting the need for leave due to a Serious Health Condition affecting the employee or family member or to care for a Military Member, and/or due to a Serious Injury or Illness to care for a Veteran;
3. Second or third medical opinions and periodic re-certifications (at the school district's expense);
4. Certification supporting the need for leave because of a qualifying exigency arising out of the fact that the employee's spouse, son,

daughter or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in the National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation;

5. Certification supporting the need for leave to care for a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness; and
6. Periodic reports during leave, at a frequency reasonably requested by the superintendent, regarding the employee's status and intent to return to work.

E. Scheduling Leave

When leave is needed to care for a family member, for the employee's own illness, or to care for a Covered Servicemember, and such leave is foreseeable based on planned medical treatment, the employee must attempt to schedule treatment so as not to unduly disrupt the school district's operations.

II. Relationship with District During Leave

A. Leave to Be Unpaid

All leave provided to employees under the provisions of the FMLA and this policy shall be unpaid leave.

B. Substitution of Paid Leave

1. The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA

leave. However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.

2. If an employee uses paid leave under circumstances which do not qualify as FMLA leave, the leave will not count against the number of workweeks of FMLA leave to which the employee is entitled.
3. Any paid leave which is substituted for FMLA leave will be subtracted from the number of workweeks of unpaid leave provided by the FMLA and this policy.

C. Group Health Plan Benefits

1. The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period.
2. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must continue to be paid by the employee during the FMLA leave period.

D. Intermittent or Reduced-Schedule Leave

1. Leave may be taken under this policy intermittently or on a reduced-leave schedule under certain circumstances.
 - a. When leave is taken because of a birth or because of a placement of a child for adoption or foster care, an eligible employee may take leave intermittently or on a reduced-leave schedule only with the agreement of the school district. In such a case, the superintendent shall have the authority to approve or

disapprove such intermittent or reduced leave schedule, in the superintendent's sole discretion.

- b. When leave is taken to care for a sick family member, for an employee's own serious health condition, or to care for a covered Veteran or Military Member, an eligible employee may take leave intermittently or on a reduced-leave schedule when medically necessary.
- c. When leave is taken by an eligible employee because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a Military Member on Covered Active Duty (or has been notified of an impending call or order to Covered Active Duty) in National Guard, Reserves, and/or Regular Armed Forces in support of a contingency operation, the employee may take leave intermittently or on a reduced-leave schedule.
- d. When leave is taken by an eligible employee to care for a Covered Servicemember, including a Veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered Veteran, and who is undergoing medical treatment, recuperation, or therapy for a Serious Injury or Illness
- e. Intermittent or reduced leave shall not result in a reduction in the employee's total amount of leave beyond the amount of leave actually taken.
- f. When an instructional employee seeks to take intermittent leave in connection with

a family or personal illness (e.g. physical therapy or periodic care for a sick relative) or to care for a covered Veteran or Military Member, and when such leave would constitute at least 20 percent of the total number of working days in the period during which the leave would extend, the school district may require the employee to elect to take leave in a block, instead of intermittently, for the entire period or to transfer to an available alternative position within the school system that is equivalent in pay, for which the employee is qualified, and which better accommodates the intermittent leave.

2. If an eligible employee requests intermittent leave or leave on a reduced-leave schedule that is foreseeable based on planned medical treatment, including during a period of recovery from a serious health condition, the school district may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position. Such alternative position must have equivalent pay and benefits as the employee's permanent position.
3. Leave taken on an intermittent or reduced-schedule basis will be tracked hourly.

III. Return from Leave

A. Restoration to Position

1. On return from FMLA leave, an employee is entitled to be returned to the same position the employee held when leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.

2. Any leave taken under this policy will not result in the loss of any employment benefits accrued prior to the date on which the leave commenced.
3. An eligible employee is not entitled to accrual of any seniority or employment benefits during any period of leave, or any right, benefit, or position of employment other than to which the employee would have been entitled had the employee not taken leave.

B. Denial of Restoration

1. The school district reserves the right to deny restoration to any eligible employee who is a "key employee" (that is an employee who is salaried and among the highest paid 10% of the employees of the school district) if such denial is necessary to prevent substantial and grievous economic injury to the operations of the school district.
2. If the school district intends to deny restoration to such an employee, it will:
 - a. notify the employee of his/her status as a "key employee" in response to the employee's notice of intent to take FMLA leave;
 - b. notify the employee as soon as the school district decides it will deny job restoration and explain the reasons for this decision;
 - c. offer the employee a reasonable opportunity to return to work from FMLA leave after giving this notice; and
 - d. make a final determination as to whether reinstatement will be denied at the end

of the leave period if the employee then requests restoration.

C. Failure to Return from Leave

If an employee fails to return from FMLA leave after the period of leave to which the employee is entitled has expired, the employee shall reimburse the district for any premiums the employer paid for maintaining health insurance coverage for the employee during the employee's FMLA leave unless the reason the employee does not return is due to: (1) the continuation, recurrence, or onset of the serious health condition which entitled the employee to FMLA leave and the employee provides the district with sufficient certification from the proper health care provider of such continuation, recurrence, or onset of the serious health condition or (2) other circumstances beyond the employee's control.

IV. Notice to Employees

- A. The school district will post in conspicuous places where employees are employed notices explaining the FMLA and providing information concerning the procedures for filing complaints of FMLA violations with the U.S. Wage and Hour Division.
- B. To the extent that any provision in this policy is in any manner inconsistent with the provisions of the Act or the regulations promulgated thereunder, the Act and regulations shall prevail over the provisions of this policy. The school district reserves the right to modify this policy from time to time in its sole discretion.
- C. Employees may direct any questions or concerns regarding FMLA leave to the superintendent.

Adopted on: January 11, 2021

Revised on: July 8, 2024

Reviewed on: June 27, 2024

4053
Conflict of Interest

Any school district employee who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For the purposes of this policy:
 - a. Business with which an employee is associated shall include the following:
 - (1) A business in which the employee or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
 - (2) A business in which the employee or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the employee or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the employee reports the name and address of the company and stockbroker.
 - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
 - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes

2. Contracts with the School District.
 - a. No employee or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular business hours the proposals considered and the contract awarded.
 - b. The existence of any conflict of interest in any contract in which the employee has an interest and in which the school district is a party, or the failure to make public the employee's interest known, may render a contract null and void.
 - c. The prohibition of a conflict of interest or requirement for public notice shall apply when the employee, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.
3. Employing Members of the Immediate Family.
 - a. An employee may employ or recommend or supervise the employment of an immediate family member if:
 - (1) The employee does not abuse his or her position.
 - (a) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.

- (2) The employee makes a reasonable solicitation and consideration of applications for employment.
 - (3) The employee makes a full disclosure on the record to the governing body of the school district and to the secretary of the board.
 - (4) The board approves the employment or supervisory position.
 - b. The employee shall not terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
 - a. No employee shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
 - (1) a public official, public employee, or candidate.
 - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
 - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
 - b. No employee shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the employee would thereby be influenced.
 - c. An employee shall not use or authorize the use of his or her public employment or any confidential information received

through the public employment to obtain financial gain, other than compensation provided by law, for himself or herself or a member of his or her immediate family, or a business with which he or she is associated.

- d. An employee shall not use or authorize the use of personnel, resources, property, or funds under that person's official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items for personal financial gain, other than compensation provided by law.

5. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, an employee shall not authorize the use of school district personnel, property, resources, or funds for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
- b. This does not prohibit an employee from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit an employee from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit an employee under the direct supervision of a public official from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
- e. An employee may present his or her personal opinion regarding a ballot question or respond to a request for

information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the school district. However, this shall not be done during a time that the individual is engaged in his or her official duties.

6. Additional Procedures Applicable to Employees With An Annual Salary and Benefits of More than \$150,000 Per Year

a. Staff whose annual salary and benefits exceed one hundred fifty thousand dollars should assess whether they have a conflict of interest before taking any action or making any decision.

b. Employees have a conflict of interest pursuant to this subdivision of the policy when their actions or decisions may cause financial benefit or detriment to themselves, a business with which they are associated or a member of their immediate family.

i. When assessing whether a conflict of interest exists, qualifying staff members should assess whether the benefit or detriment identified is distinguishable from the effects of such action on the public generally or a broad segment of the public.

ii. If qualifying employees are unsure as to whether a conflict of interest exists, they may apply to the Nebraska Political Accountability and Disclosure Commission for an opinion as to whether they have a conflict of interest.

c. Qualifying employees who determine that a conflict of interest does exist under this policy shall:

i. Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

ii. Deliver a copy of the statement to the secretary of the board of education, who shall enter the statement onto the public records of the school district; and

- iii. Abstain from participating in the matter in which the employee has a conflict of interest.
 - d. This subsection does not prevent a qualifying employee from making or participating in the making of a decision to the extent that the employee's participation is legally required for the action or decision to be made.
7. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: February 8, 2021
Revised on: July 8, 2024
Reviewed on: June 27, 2024



5001 Compulsory Attendance and Excessive Absenteeism

Required Attendance

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

Mandatory Attendance Age

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

Exceptions

This policy does not apply when attendance is made impossible or impracticable by severe weather conditions or by the mental or physical illness of the student or a child whom the student is parenting.

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

Discontinuing Enrollment – 5 Year Old Students

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge



or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

Discontinuing Enrollment – 16 and 17 Year Old Students

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

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

Attendance Officer

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



Excused Absences

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

1. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)
2. Severe weather
3. Medical appointments for the student
4. Death or serious illness of the student's family member
5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious holidays of the student's own faith
8. College planning visits
9. Personal or family vacations

Excessive Absenteeism

When a student receives 5 unexcused absences or the hourly equivalent in any semester, the Attendance Officer will follow the attached procedure for addressing barriers to the student's attendance.

When a student is absent more than twenty days per year or the hourly equivalent and any portion of the absences is unexcused, the Attendance Officer may file a report with the county attorney of the county in which the student resides. For example, if the student accumulates 23 days of excused absences due to documented illness and is tardy one time, the Attendance Officer may file a report with the appropriate county attorney.



Adopted on: March 8, 2021
Revised on: July 8, 2024
Reviewed on: June 27, 2024



5004 Option Enrollment

The board of education supports the concept embodied in the Enrollment Option Program that parents and legal guardians have the primary responsibility for ensuring that their children receive the best education possible. Accordingly, the school district will participate in the option enrollment program and receive option students as provided herein.

1. Definitions

- a. Option Student Defined.** Option student means a nonresident student who has chosen to attend the school district under the provisions of the option enrollment program.
- b. Resident School District Defined.** Resident school district means the school district in which a student resides or in which the student is admitted as a resident of the school district pursuant to state law.
- c. Option School District Defined.** Option school district means the school district that a student chooses to attend other than his or her resident school district.
- d. Elementary School Defined.** Elementary school means grades K -5.
- e. Middle School Defined.** Middle school means grades 6-8.
- f. High School Defined.** High school means grades 9 through 12.

2. Persons Entitled to Apply for Option Enrollment of Students. Only parents and legal guardians may apply for option enrollment of students. Applications filed by foster parents and adults acting *in loco parentis* are not authorized and will be automatically denied.

3. Duties, Entitlements and Rights of Option Students. Except as otherwise provided herein, once an option student's option enrollment application has been accepted he/she shall be treated as a resident student of the school district.

4. Standards for Acceptance or Rejection of Option Students.

- a. **Special Education Capacity.** Capacity for special education services will be determined on a case-by-case basis. If an application for option enrollment received by the school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been identified as a student with a disability as defined in section 79-1118.01, the application will be evaluated by the director of special education services or the director's designee who must determine if the school district and the appropriate class, grade level, or school building has the capacity to provide the applicant the appropriate services and accommodations. The Federal Educational Rights and Privacy Rights Act (FERPA) (20 U.S.C. § 1232g) permits the release of education records when a student seeks or intends to enroll in a different school district.

- b. **Numeric Capacity.** The board of education may set the numeric capacity of programs, classes, grade levels, or school buildings by operation of this policy or through freestanding action by the board. Numeric Capacity will be determined based upon available staff, facilities, projected enrollment of resident students, and projected number of students with which the option school district will contract based on existing contractual arrangements. Individuals seeking information about the numeric capacity set by the board may contact the superintendent for a copy of that resolution.

- c. **Programmatic Capacity.** In addition to the numeric capacity standards referred to above, the board may, by resolution, prior to October 15 of each school year, declare a program, a class, or a school unavailable for the next school year to option students due to lack of capacity. Individuals seeking information about the programs that have been declared to be unavailable due to lack of capacity may contact the superintendent for a copy of the board's resolution.

- d. Other Standards for Acceptance or Rejection of Option Enrollment Applications.** In addition to the numeric and programmatic capacity standards outlined above, the school district shall not accept an option student when acceptance of the student:
- i. Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
 - ii. Would require the procurement of new equipment, technology, or furnishings;
 - iii. Would cause or require the rearrangement of caseloads for staff and contracted professionals;
 - iv. Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
 - v. May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.
- e. Prohibited Standards.** The school district shall not base the decision to accept or reject an option student on the student's previous academic achievement, athletic or other extracurricular ability, disabling condition(s), proficiency in the English language, or previous disciplinary proceedings.
- f. Order of Acceptance.** If there are more option student applicants for any program, class, grade level or school building than can be accepted into such program, class, grade level or school building, applicants shall be accepted in the following order:
- i. students with brothers or sisters attending the school district, either as resident students or as option students, shall be granted first priority;
 - ii. thereafter, option students shall be accepted into such program, class, grade level or school building in the order in which written applications were received by the school district.

- g. Maximum Capacity Report.** The school district will annually establish, publish, and report the capacity for each school building under the district's control pursuant to procedures, criteria, and deadlines established by the Nebraska Department of Education.
- 5. False or Misleading Option Applications.** If, prior to the student's attendance as an option student, the school district discovers that a previously accepted option application contained false or substantively misleading information, the option application will be rejected.
- 6. Academic Credits and Graduation.** The school district shall accept credits toward graduation that were awarded by another school district, and shall award a diploma to an option student if the student meets the graduation requirements of the school district.
- 7. Information Regarding Schools, Programs, Policies and Procedures.** The school district, its officers and employees, shall make information about the school district and its schools, programs, policies and procedures available to all interested people.
- 8. Procedure for Students Optioning Into or Out of the School District.**
- a.** The parent or legal guardian of any student desiring to option into or out of the school district shall submit a proper and timely application to the board of education and the other affected school district for enrollment during the following and subsequent school years. Any application requiring the approval of the school district shall be deemed submitted when the application is actually received in the school district's business office.
- b.** On or before April 1st, the school district shall notify the parent or legal guardian of any student who has submitted an application to option into the school district and the resident school district, in writing, whether the application is accepted or rejected. If an application is rejected, the reason for such rejection shall be stated in the notification. This written notice shall be sent via certified mail to the address listed on the option application.

9. Late Applications and Requests for Release

- a. The board of education may refuse a request of a student seeking to option out of the school district when the option application is submitted after March 15th under the following conditions:
 - i. When the district has already entered into contracts with teaching staff for the following school year;
 - ii. When the district has already contracted for the performance of specific services for the student;
 - iii. When the release of the student would have a negative financial impact or loss of revenue for the district.
- b. The board of education will deny all applications to option into the district that are received by the district after March 15 of the school year prior to the student's requested enrollment.
- c. The superintendent will notify parents or guardians who have submitted properly completed option applications after March 15th no later than 60 days following submission of the application of the board's acceptance or rejection of the application.

10. Students Who Do Not Need a Release from the Resident District

- a. A student does not need to be released from his/her resident district or the option school district the student is attending at the time of application under the following circumstances:
 - i. When the student has relocated to a different resident school district after February 1
 - ii. When a student's option school district merges with another district effective after February 1
- b. The school district shall accept or reject an application from a student under this paragraph using the criteria set forth in this

policy and will accept or reject the application within forty-five days.

11. Cancellation of Option.

Students who option either into or out of the school district shall:

- a.** Attend the option school district until graduation or relocation/re-option in a different resident school district unless the student chooses to return to the resident school district, in which case the student's parent or legal guardian shall timely submit a cancellation form to the school board or board of education of the option school district and the resident school district for approval for the following year.
- b.** Attend an option school district for not less than one school year unless the student relocates to a different resident school district, completes requirements for graduation prior to the end the school year, transfers to a parochial or private school, or upon mutual agreement of the resident and option school districts cancels the enrollment option and returns to the resident school district.

12. Authority of Superintendent.

The board of education authorizes the superintendent of schools to make decisions on its behalf pursuant to and to apply the criteria articulated by this policy in determining whether to grant or deny option enrollment applications.

Adopted on: March 8, 2021

Revised on: July 8, 2024

Reviewed on: June 27, 2024

5005
Transportation

The school district will provide free transportation, partially provide free transportation, or pay an allowance for transportation in lieu of free transportation on each day school is in session to the students who reside in the district and qualify for transportation according to the district's transportation plan. The families of students who will not be provided transportation pursuant to the district's plan or who must drive students to a pick-up point will be reimbursed according to statute if they qualify for such reimbursement. Parents seeking mileage reimbursement must submit requests to the district on forms which may be obtained from the office of the Superintendent of Schools.

When a student who has been attending the district is placed into foster care, school district staff will collaborate with state and local child welfare agencies to determine whether transportation is required under state law when it is in the child's best interest that their school of origin be maintained. The district will only provide transportation to students placed in foster care when the responsible child welfare agency agrees to reimburse the school district for the cost of transportation or when transportation is otherwise required by law. The board designates the Superintendent of Schools as the initial point of contact for child welfare agency representatives to discuss transportation issues related to children in foster care.

Students who are homeless will be provided with transportation pursuant to Board Policy 5014.

The district will provide transportation to tuition students in accordance with the contract provisions, if any, for services from the contracting districts.

The use of buses for class parties, field trips, and similar

purposes shall require the prior approval of the superintendent or appropriate principal.

Option Transportation. The board of education does not provide transportation services or mileage reimbursement for option-enrolled students unless otherwise required by law

Students who qualify for free lunch may be entitled to transportation or mileage reimbursement pursuant to state law.

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5008

Pregnant or Parenting Students

The District will not discriminate in its education program or activity against any student based on the student’s current, potential, or past pregnancy. Students who are pregnant or parenting are encouraged to continue participating in the district’s educational and extracurricular programs.

I. Accommodations Regarding Attendance and Participation

A. Generally

Students who anticipate deviations from their regular school experience or accrue absences due to pregnancy or parenting should notify their building principal as early as possible to discuss their educational programming. The building principal will work with the student to develop a plan to assist the student in participating in district curriculum and extra-curricular activities. Such a plan may include:

1. If the student cannot regularly attend classes, the provision of online courses;
2. The arrangement of meeting times with teachers;
3. If the student has not identified appropriate childcare, the identification of child care providers that meet statutory requirements for quality and care; and
4. All other curricular adjustments, modifications, and means of supplementing classroom attendance deemed appropriate by the school administrators including, but not limited to, modification of attendance policies.

B. Students with Disabilities

For students with disabilities who have an IEP or Section 504 plan, the administrators, student’s parents or guardians, and student if appropriate will collaborate with the student’s educational team to coordinate accommodations consistent with

state and federal law. As permitted by law, students may be entitled to accommodations as a result of pregnancy.

C. Title IX

When a student, or a person with a legal right to act on a student’s behalf, informs a District employee of the student’s pregnancy or related conditions, the District will inform the student of the Title IX Coordinator’s contact information. The employee will also inform the student that the Title IX Coordinator can coordinate actions to prevent sex discrimination and ensure the student’s equal access to the District’s education program or activity.

The District will make reasonable accommodations to the District’s policies, practices, and procedures as necessary to prevent sex discrimination and ensure equal access to the District’s education program or activity. The District will coordinate reasonable modifications based on the student’s individualized need. The District will consult with the student when determining what reasonable modifications may be appropriate, and the student has the discretion to accept or decline the reasonable modifications offered by the District.

The District will allow the student to voluntarily access any separate and comparable portion of the District’s education program or activity. The District will allow the student to voluntarily take a leave of absence from the District’s education program or activity to cover, at a minimum, the period of time deemed medically necessary by the student’s licensed healthcare provider. Upon the student’s return, the student will be reinstated to the student’s academic status, and as practicable, to the extracurricular status that the student held when the voluntary leave began.

II. Accommodations Regarding Lactation and Breastfeeding

A. Accommodations

1. In order to accommodate lactating and breastfeeding students, the district will provide reasonable opportunities to express breast milk or breastfeed in a place, other than a bathroom, which is shielded from view and free from intrusion from district students, employees, and the public.
2. Students who wish or need to express breast milk on a regular schedule will work with school administrators to create a schedule which accommodates the student’s needs while facilitating education to the maximum extent possible.
3. The district will provide a location for students to store expressed breast milk in or near the location designated for students to express milk to create the least amount of disruption to the student’s participation in class or activities.

B. Educational Process

In order to prevent interference with the educational process, no student shall express breast milk within school classrooms or buses. Nothing in this policy limits the authority of the administration to impose consequences consistent with the Student Discipline Act and other state and federal law.

Adopted on: March 8, 2024
Revised on: July 8, 2024
Reviewed on: June 27, 2024

5035 Student Discipline

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in this policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

Any disciplinary action taken by staff must be consistent with the requirements of other applicable laws, including but not limited to the IDEA, Section 504, and Title IX.

In this policy, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this policy shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this policy may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

Pre-Kindergarten through Second Grade Students



Notwithstanding any other provision of this policy, an elementary school shall not suspend a student in pre-kindergarten through second grade unless the student brings a deadly weapon as defined in section 28-109 on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event. As an alternative to suspension, the school district may take any action authorized by law, including those provided in section 79-258.

Makeup Work for Suspended Students

Any student who is suspended must be given an opportunity to complete any classwork and homework missed during the period of suspension, including, but not limited to, examinations (“makeup work”). Any makeup work must be completed and turned in within 2 school days after completion of the suspension. This makeup guideline shall be provided to the student and a parent or guardian at the time of suspension. Suspended students may not be required to attend the school’s alternative program for expelled students in order to complete classwork or homework.

Short-Term Suspension

The Principal may exclude students from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or,
2. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, that occur on or off school grounds, if such conduct interferes with school purposes or there is a connection between such conduct and school.

The following process applies to short-term suspension:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.

2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he or she is accused of having done, be given an explanation of the evidence the authorities have, and be given an opportunity to explain the student's version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary, not to exceed an additional 48 hours, following the suspension, the Principal will send a written statement to the student, and the student's parent or guardian, describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school and shall document such effort in writing. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.
4. Students who are short-term suspended must be given the opportunity to complete classwork and homework missed during the period of suspension, including but not limited to examinations, as provided herein.

Emergency Exclusion

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

Weapons and/or Firearms

Weapons. No student may possess, handle, or transmit any weapon while on school grounds, in a school vehicle, or at any school activity or event off school grounds except as permitted by this policy. ***Definition of Weapon.*** The term "weapon" means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms. No student may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy. ***Definition of Firearm.*** The term "firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be



converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms and Weapons. The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training or
2. Firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms.

Consequences - Firearm. Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

Consequences – Weapon. State law and this policy provide that any student who violates this policy by knowingly bringing, possessing, handling or transmitting a weapon, other than a firearm, on school grounds, in a school owned vehicle, or at a school activity or event off school grounds may be suspended on a long-term basis, mandatorily reassigned, or expelled for the remainder of the school year in which the expulsion takes effect (if the misconduct occurs during the first semester) or the remainder of the second semester, summer school, and the first semester of the following school year (if the misconduct occurs during the second semester).

Confiscation of Firearms and Weapons. Administrative and teaching personnel are statutorily authorized, without a warrant, to confiscate any firearm or weapon possessed in violation of this policy. Any firearm that is confiscated by school personnel shall be delivered to a peace officer as soon as practicable. Such firearms are subject to being destroyed by law enforcement authorities.

Report to Law Enforcement Authorities. All school personnel are required to report any violation of this policy to a principal or the superintendent of schools. Pursuant to state and federal law, school



personnel are required to report to law enforcement authorities when a student brings a firearm to school.

Long-Term Suspension

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

Expulsion

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.
2. **Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board

of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise the student may be readmitted by action of the Superintendent.

3. **Suspension of Enforcement of an Expulsion:** Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.
4. **Alternative School or Pre-expulsion Procedures.** The school shall either provide an alternative school, class or educational program for expelled students, or shall follow the pre-expulsion procedures outlined in NEB. REV. STAT. 79-266.
5. **Conclusion of Expulsion.** At the conclusion of an expulsion, the school district will reinstate the student and accept nonduplicative, grade-appropriate credits earned by the student during the term of expulsion from any Nebraska accredited institution or institution accredited by one of the six regional accrediting bodies in the United States.

Grounds for Long-Term Suspension, Expulsion or Mandatory Reassignment:

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, NEB. REV. STAT. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes. The board has determined that the use of synthetic media such as deepfakes may constitute "similar conduct";
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;

3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant*);
7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
8. Engaging in bullying as defined in section 79-2,137 and in these policies;
9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;
10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or

11. A repeated violation of any of the following rules if such violations constitute a substantial interference with school purposes:
 - a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion;
 - b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
 - c. Violating school bus rules as set by the school district or district staff;
 - d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, an electronic nicotine delivery system, or a tobacco imitation substance or packaging, regardless of form, including cigars, cigarettes, chewing tobacco, and any other form of tobacco, tobacco derivative product or imitation or electronic cigarettes, vapor pens, etc.;
 - e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the actual substance possessed is a controlled substance by Nebraska law;
 - f. Possession of pornography, including creation, possession, dissemination, accessing, sale, or any other use of synthetic media, such as deepfakes;
 - g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically), including creation, possession, dissemination, accessing, sale, or any other use of synthetic media, such as deepfakes;
 - h. Engaging in hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on

- personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault;
- i. Bullying which shall include cyberbullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;
 - j. Violations of the district's acceptable computer use policy;
 - k. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a simulated or "look-a-like" weapon;
 - l. Using any object to simulate possession of a weapon;
 - m. Knowingly making a false statement or knowingly submitting false information during the Title IX grievance process or any other school investigation or making a materially false statement in bad faith in the course of a Title IX grievance proceeding or any other school investigation;
 - n. Violation of the school's audio and video recording policy; and
 - o. Any other violation of any board policy, handbook provision, or rule or regulation established by a school district staff member pursuant to authority delegated by the board.

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

The following procedures shall be followed regarding any long-term suspension, expulsion, or mandatory reassignment:

1. The decision to recommend discipline shall be made within two school days after learning of the alleged student misconduct. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:
 - a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
 - b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
 - c. A statement that, before long-term suspension, expulsion, or mandatory reassignment can be invoked, the student has a right to a hearing, upon request, and that if the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension pursuant to district guidelines which shall not require the student to attend the school district's alternative programs for expelled students in order to complete classwork or;
 - d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
 - e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity

- of the witnesses to appear at the hearing and the substance of their testimony; and
- f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such parties and delivered to the principal or superintendent in person or by registered or certified mail to the address provided on the form.
3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
 4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the time the long-term suspension, expulsion, or mandatory reassignment takes effect.
 5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall recommend appointment of a hearing examiner within two school days after receipt of the hearing request. The student or the student's parent or guardian may request designation of a hearing examiner other than the hearing examiner recommended by the superintendent if notice of the request is given to the superintendent within two school days after receipt of the superintendent's recommended appointment. Upon receiving such request, the superintendent must provide one alternative hearing examiner who is not an employee of the school district or otherwise currently under contract with the school district and whose impartiality may not otherwise be reasonably questioned. The student or the student's parent or guardian must, within five school days, select a hearing examiner to conduct the hearing who was recommended or provided as an alternative hearing examiner, and shall notify the superintendent in writing of the selection. The superintendent must appoint the selected hearing examiner upon receipt of such notice.

6. The hearing examiner must, within two school days after being appointed, give written notice to the principal, the student, and the student's parent or guardian of the time and place for the hearing.
7. The hearing shall be held within a period of five school days after appointment of the hearing examiner, but such time may be changed by the hearing examiner for good cause with consent of the parties. No hearing shall be held upon less than two school days' actual notice to the principal, the student, and the student's parent or guardian, except with the consent of all the parties.
8. The principal or legal counsel for the school, the student, and the student's parent, guardian, or representative have the right to receive a copy of all records and written statements referred to in the Student Discipline Act as well as the statement of any witness in the possession of the school board or board of education no later than forty-eight hours prior to the hearing.
9. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing examiner. The hearing will be held according to the requirements of section 79-269. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
10. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (NEB. REV. STAT. § 79-254 to 79-294).

Reporting Requirement to Law Enforcement

Violations of this section will result in a report to law enforcement if:

1. The violation includes possession of a firearm;
2. The violation results in child abuse;
3. It is a violation of the Nebraska Criminal Code that the administration believes cannot be adequately addressed solely by discipline from the school district;



4. It is a violation of the Nebraska Criminal Code that endangers the health and welfare of staff or students;
5. It is a violation of the Nebraska Criminal Code that interferes with school purposes;
6. The report is required or requested by law enforcement or the county attorney.

Adopted on: March 8, 2024

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Reviewed on: June 27, 2024

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5052 School Wellness

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.*

1. Goals for Nutrition Promotion and Education

- a. The district will promote healthy food and beverage choices for all students, as well as encourage participation in school meal programs by such methods as implementing evidence-based healthy food promotion techniques through the school meal programs and promoting foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards.
- b. The health curriculum will include information on good nutrition and healthy living habits.
- c. Teachers will incorporate information on nutrition and wellness into the classroom curriculum as appropriate.
- d. The district will collaborate with public and private entities to promote student wellness.
- e. Water will be made available to students throughout the school day.

2. Goals for Physical Activity

- a. The school district's curriculums shall include instruction on physical activity and habits for healthy living.
- b. Students will be encouraged to engage in physical activities throughout the school day and will be provided with opportunities to do so.

- c. The district encourages parents and guardians to support their children's participation in physical activity, to be physically active role models, and to include physical activity in family events.

3. Goals for Other School-Based Activities Designed to Promote Student Wellness

- a. The district will participate in state and federal child nutrition programs as appropriate.
- b. The district will provide professional development, support, and resources for staff about student wellness.
- c. Students will be provided sufficient time in which to eat school-provided meals.
- d. The district's lunchrooms will be attractive and well-lighted.
- e. The district will allow other health-related entities to use school facilities for activities such as health clinics and screenings so long as the activities meet the district's requirements and criteria for the use of facilities.
- f. The district may partner with other individuals or entities in the community to support the implementation of this policy.
- g. The district will strive to provide physical activity breaks for all students, recess for elementary students, and before and after school activities, as well as encourage students to use active transport (walking, biking, etc.)
- h. The district will use evidence-based strategies to develop, structure, and support student wellness.

4. Standards and Nutrition Guidelines for All Foods and Beverages Sold to Students on the School Campus and During the School Day

- a. The district will ensure that student access to foods and beverages meet federal, state and local laws and guidelines including, but not limited to:
 - i. USDA National School Lunch and School Breakfast nutrition standards
 - ii. USDA Smart Snacks in School nutrition standards.
- b. The district will offer students a variety of age-appropriate, healthy food and beverage selections with plenty of fruits, vegetables, and whole grains aimed at meeting the nutrition needs of students within their calorie requirements in order to promote student health and reduce childhood obesity.

5. Standards for All Foods and Beverages Provided, But Not Sold to Students During the School Day

The district may provide a list of healthy party ideas or food and beverage alternatives to parents, teachers, and students for classroom parties, rewards and incentives, or classroom snacks. The district discourages the use of food and beverages as a reward or incentive for performance or behavior.

6. Food and Beverage Marketing

Marketing and advertising is only allowed on school grounds or at school activities for foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards, except as follows:

- a. This requirement does not apply to marketing that occurs at events outside of school hours such as after school sporting or any other events, including school fundraising events.
- b. The district will not immediately replace menu boards, coolers, tray liners, beverage cups, and other food service equipment with depictions of noncompliant products or

logos to comply with the new USDA Smart Snacks in Schools nutrition requirements. All previously purchased products will be used, and all existing contracts honored.

- c. All equipment that currently displays noncompliant marketing materials will not be removed or replaced (e.g., a score board with a Coca-Cola logo). However, as the district reviews and considers new contracts, and as scoreboards or other such durable equipment are replaced or updated over time, any products that are marketed and advertised will meet or exceed the USDA Smart Snacks in School nutrition standards

7. Public Participation

Parents, students, representatives of the school food authority, teachers, school health professionals, board members, school administrators, and members of the general public shall be allowed to provide their input to the school district during the wellness policy adoption and review process.

8. Competitive Foods (Includes Food and Beverages Sold in Vending Machines, School Stores, and Fundraisers)

- a. Definitions. "Competitive food" means all food and beverages other than meals reimbursed under programs authorized by the Richard B. Russell National School Lunch Act and the Child Nutrition Act of 1966 available for sale to students on the school campus during the school day. For the purpose of competitive food standards implementation, "school day" means the period from the midnight before to 30 minutes after the end of the official school day.
- b. Applicability. Except as otherwise allowed by the Nebraska Department of Education (NDE) or applicable law, all competitive food sold during the school day must meet the USDA Smart Snacks Standards and the nutrition standards found in 7 CFR § 210.11. The competitive food restrictions do not apply to food sold during non-school day hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school

plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)

- c. Fundraiser Exemptions. A special exemption is allowed for the sale of food and/or beverages that do not meet the competitive food standards as required in this section for the purpose of conducting an infrequent school-sponsored fundraiser. The specially exempted fundraisers must not take place more than the frequency specified by NDE during such periods that schools are in session. No specially exempted fundraiser foods or beverages may be sold in competition with school meals in the food service area during the meal service.
- d. Other Exemptions. The only other nutrition exemptions from the competitive food requirements are those found in 7 CFR § 210.11.
- e. Other Limitations. No competitive food can be sold to children anywhere on school premises beginning one half hour before breakfast and/or lunch service until one half hour after meal service unless all proceeds earned during these time periods go to the school nutrition program.

9. Triennial Assessment

The school board shall assess and review this policy at least every three years to determine:

- a. Compliance with this policy;
- b. How this policy compares to NDE model wellness policies;
- c. Progress made in attaining the goals of this policy.

The school board will update or modify this policy as appropriate.

10. Public Notice

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of this policy at least annually to the public and other stakeholders identified



in this policy by one or more of the following methods: on its webpage, in its newsletter, in the student and employee handbooks, newspaper advertisements, direct mailings, electronic mail, and public postings.

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of the Triennial Assessment and progress reports towards meeting the goals in this policy using one or more of those same methods.

11. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at its central office.

12. Operational Responsibility

The superintendent is responsible for coordinating the implementation of this policy and for monitoring the district's progress in meeting the goals established by this policy. The superintendent will periodically report to the board on the district's progress in implementing this policy.

* These strategies include but are not necessarily limited to, those cited in the Alliance for a Healthier Generation's Model Wellness Policy (Updated June 2020 to Reflect the USDA Final Rule) [found at https://api.healthiergeneration.org/resource/2](https://api.healthiergeneration.org/resource/2).

Adopted on: April 12, 2021

Revised on: July 8, 2024

Reviewed on: June 27, 2024



6031 Emergency Exclusion

Grounds for Emergency Exclusion. Any student may be excluded from school in the following circumstances subject to the procedural provisions governing short term suspension found elsewhere in these policies or state law:

(a) If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or

(b) If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers that prompted the exclusion.

Extension of Exclusion. Pursuant to the Student Discipline Act, the principal has the authority to exclude a student from school for up to five school days on an emergency basis. If the superintendent or superintendent's designee determines that it is appropriate to consider the extension of an exclusion beyond five days, such consideration shall be made according to the procedures set forth below.

Notification of Student's Parent(s) or Guardian(s). The superintendent or the superintendent's designee shall notify the student's parent(s) or guardian(s) that the principal has proposed the extension of the exclusion. If the initial notice is oral, the superintendent shall confirm it in writing. The notice shall include notice of a recommended hearing examiner and an alternate hearing examiner for consideration by the parent(s) or guardian(s) if a hearing is requested.



Opportunity to Request a Hearing. The student’s parent(s) or guardian(s) may submit a request for a hearing on the proposed extension of the exclusion within one school day of receiving the notice of the proposed extension.

Failure to Request a Hearing. If the parent(s) or guardian(s) do not request a hearing within two school days of receiving oral or written notice, the proposed extension of the exclusion shall automatically go into effect.

Appointment and Qualifications of a Hearing Examiner. The parent(s) or guardian(s) shall notify the superintendent within one school day of receiving notice of the recommended extension and proposed hearing examiner and alternate hearing examiner if the alternate hearing examiner is preferred.

Hearing Examiner’s Notice to Parent(s) or Guardian(s). The hearing examiner shall promptly give written notice of the time, date and place of the hearing. The hearing will be held within ten school days after the initial date of exclusion; provided, the hearing may be held more than five school days after receipt of the request upon a showing of good cause. No hearing will be held on less than two (2) school days’ notice unless otherwise agreed to by the student's parent(s) or guardian(s) and school officials.

Continued Exclusion. If a hearing is requested, the principal may determine in his or her sole discretion that the student shall remain excluded from school until the hearing officer makes a recommendation to the superintendent.

Examination of Student’s Records and Affidavits. Prior to the hearing, the student and his/her parent(s) or guardian(s) shall have the right to examine and have school officials explain the student's records and any affidavits that will be used by school officials at the hearing.



Attendance at Hearing. The hearing may be attended by the hearing examiner, the principal (or designee), the student, and the student's parents or guardian(s). The student may be represented at this hearing by a representative of the family's choice.

Student's Witness(es). The student and his/her parent(s) or guardian(s) may ask any person with knowledge of the events leading up to the sanction or with general knowledge of the student's character to testify on behalf of the student. If school personnel or other students are requested to testify by the student's parent(s) or guardian(s), the hearing officer shall endeavor to help obtain the presence of such witnesses at the hearing.

Right to Know Issues and Nature of Testimony. The student and his/her parent(s) or guardian(s) have the right to request in advance of the hearing the issues which the administration will propose in support of the extension, and the general nature of the testimony of any administrative or expert witnesses.

Presence of Student and Witnesses at the Hearing. The student and witnesses may be excluded at the discretion of the hearing examiner in accordance with state statutes. The student may speak in his/her own defense and may be questioned on such testimony, but may choose not to testify. The school district shall make available to testify at the hearing any employee who is a witness to the matter upon request from the parent(s) or guardian(s).

Sworn or Affirmed Testimony. The principal or his or her designee shall present evidence supporting the recommended extension. Witnesses will give testimony under oath of affirmation, and may be questioned.

Hearing Examiner's Report and Recommendations. The hearing examiner shall prepare a report of his or her findings and recommendations, and forward the report to the superintendent.

Superintendent's Decision. The superintendent will review the hearing



examiner's report and determine whether to extend the exclusion. He or she shall have the decision delivered or sent by registered or certified mail to the student, student's parent(s), or guardian(s). If the superintendent decides to extend the exclusion, the extension will take effect immediately.

Adopted on: May 10, 2021

Revised on: July 8, 2024

Reviewed on: June 27, 2024

6036

Reading Instruction and Intervention Services

The purpose of this policy is to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia. It is the school district's goal that each student be able to read at or above grade level by third grade.

Effective Reading Teachers. It is the intent of the school district to employ teachers for kindergarten through third grade who are effective reading teachers as evidenced by (a) evaluations based on classroom observations and student improvement on reading assessments or (b) specialized training in reading improvement.

Reading Assessment. The school district will administer a reading assessment approved by the Nebraska Department of Education three times during the school year to all students in kindergarten through third grade. Exceptions to this requirement include:

- Any student receiving specialized instruction for limited English proficiency who has been receiving such instruction for less than two years;
- Any student receiving special education services for whom such assessment would conflict with the individualized education plan; and
- Any student receiving services under a plan pursuant to the requirements of section 504 of the federal Rehabilitation Act of 1973, 29 U.S.C. 794, or Title II of the federal Americans with Disabilities Act of 1990, 42 U.S.C. 12131 to 12165, as such acts and sections existed on January 1, 2018, for whom such assessment would conflict with such section 504 or Title II plan.

The first assessment for kindergarten students must occur within the first 45 calendar days that school is in session of each school year. For all other grades, the first assessment must occur within the first 30 calendar days that school is in session of each school year.

Diagnostic assessments used within a supplemental reading intervention program do not require Nebraska Department of Education approval.

Deficiency Identification. Any student in kindergarten through third grade performing below the threshold level as determined by the Nebraska Department of Education shall be identified as having a reading deficiency for purposes of the Nebraska Reading Improvement Act and this policy. A student who is identified as having a reading deficiency shall remain identified as having a reading deficiency until the student performs at or above the threshold level on an approved reading assessment. Nothing in the Nebraska Reading Improvement Act or this policy shall prohibit a school district from identifying any other student as having a reading deficiency.

Supplemental Reading Intervention Program. The school district will provide a supplemental reading intervention program to ensure that students can read at or above grade level at the end of third grade. The school district may work collaboratively with a reading specialist at the Nebraska Department of Education, with educational service units, with learning communities, or through interlocal agreements to develop and provide such supplemental reading intervention programs. Each supplemental reading intervention program must be:

- Provided to any student identified as having a reading deficiency;
- Implemented during regular school hours in addition to regularly scheduled reading instruction unless otherwise agreed to by a parent or guardian; and
- Made available as a summer reading program between each summer for any student who has been enrolled in grade one, grade two, or grade three or in a higher grade and is identified as continuing to have a reading deficiency at the conclusion of the school year preceding such summer reading program. The summer reading program may be held in conjunction with existing summer programs in the school district or in a community reading program not affiliated with the school district or offered online.

The supplemental reading intervention program may also include:

- Reading intervention practices that are evidence-based;
- Diagnostic assessments to identify specific skill-based strengths and weaknesses a student may have;
- Frequent monitoring of student progress throughout the school year with instruction adjusted accordingly;

- Intensive intervention using strategies selected from the following list to match the weaknesses identified in the diagnostic assessment:
 - Development in phonemic awareness, phonics, fluency, vocabulary, and reading comprehension;
 - Explicit and systematic instruction with detailed explanations, extensive opportunities for guided practice, and opportunities for error corrections and feedback; or
 - Daily targeted individual or small-group reading intervention based on student needs as determined by diagnostic assessment data subject to planned extracurricular school activities;
- Strategies and resources to assist with reading skills at home, including parent-training workshops and suggestions for parent-guided home reading; or
- Access to before-school or after-school supplemental reading intervention with a teacher or tutor who has specialized training in reading intervention.

Parent/Guardian Notification. The school will give notice in writing or by electronic communication to the parent(s) or guardian(s) of any student identified as having a reading deficiency within 15 working days of such identification that the student has been identified as having a reading deficiency and that an individual reading improvement plan will be established and shared with the parents or guardians.

Reading Improvement Plan. Any student who is identified as having a reading deficiency will receive an individualized reading improvement plan, that shall include a supplemental reading intervention program, no later than 30 days after the identification of the reading deficiency. The reading improvement plan may be created by the teacher, the principal, other pertinent school personnel, and the parents or guardians of the student and shall describe the reading intervention services the student will receive through the supplemental reading intervention program to remedy the reading deficiency. The student must receive reading intervention services through the supplemental reading intervention program until the student is no longer identified as having a reading deficiency.

Reading Progress. Each student in kindergarten through third grade and his or her parent(s) or guardian(s) will be informed of the student's reading



progress within a reasonable time after the school district receives the results from the student’s approved reading assessment.

NDE Professional Learning System. The Nebraska Department of Education provides a professional learning system. The elementary school(s) and early childhood education programs approved by the State Board of Education will ensure that teachers who teach children from four years of age through third grade are aware of the professional learning system and are adequately trained regarding evidence-based reading instruction to effectively instruct students in reading.

NDE Report. On or before July 1 of each year, the school district will provide the required information relating to dyslexia to the Nebraska Department of Education.

Adopted on: May 10, 2021

Revised on: July 8, 2024

Reviewed on: June 27, 2024

4041

Staff Dress and Appearance

The attire worn by staff members conveys an important image to students and the general public. The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community.

I. Staff Expectations in Dress and Appearance

A. General Expectations in Dress and Appearance

1. Certified staff, paraeducators, and office staff should generally dress in **Smart Casual** attire that is clean and professional attire. It is important for employees to project a professional image to students, parents and co-workers. Appropriate attire and grooming is one of the means of projecting a professional image. Employees are expected to maintain professional attire and grooming when on duty.

As a minimal guide, employees should wear **smart casual** clothing. Teachers will model professional behavior with their attire. The administration may establish more detailed guidelines for individual employees should that be necessary.

2. Custodial, maintenance, and transportation staff should dress in attire provided by the district.

Custodial and maintenance staff are provided with a uniform. If the employee terminates employment, their uniforms must be returned. Failure to return their uniform will result in a reduction of their final paycheck for the cost of the uniform.

II. Enforcement

The superintendent or principal shall maintain the discretion to make determinations on staff dress and appearance. Administrators may temporarily suspend all or a portion of the dress code when other



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factors support a lower dress expectation for school employees (e.g., special “casual days” or field days). Any violation of school policy and rules may result in disciplinary action.

Revised on: November 17, 2020

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