Board of Education Regular Meeting

Wednesday, July 16, 2025 7:00 PM
Conference Room #101, 609 Whitney St, Pender, NE 68047-0629

1. **The mission of the Pender Public School District is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens.**
2. **Call to Order, Roll Call, Establishment of a Quorum**
3. **Approve Minutes of Previous Meetings**
4. **Financial Report**
5. **Approve Payment of Bills**
6. **Administrative Reports**
7. **Audience with Board**
8. **Property Tax Request Authority Increase**
9. **NRCSA Membership**
10. **Bids**
    1. Fuel Bid
    2. Milk Bid
11. **2025-2026 Fees**
12. **Personnel**
    1. Work Agreement (Jessica Reppert)
13. **Handbook Updates**
14. **Policy**
    1. Second Reading (1200, 3131, 3132, 3410, 4003, 4009, 5001, 5004, 5101, 5103, 5201, 5301, 5401, 5414, 5507, 6113, 6400, 6931)
    2. First Reading (1210, 5008, 5204, 5205, 5207)
    3. First and Only Reading (1210.1, 3410.1, 4003.1, 4003.2, 4009.1, 5001.2, 5201.1, 5202.1, 5401.1, 6113.1)
    4. Name Changes
15. **Surplus Items**
16. **611 Whitney Street**

17. **Utility Vehicle**

18. **Pendragon Sports Complex**

1. Parking Infrastructure

19. **Executive Session**

20. **Reconvene in Open Session**

21. **Upcoming Meetings/Board Opportunities**

1. Pre-Service Breakfast/Welcome - August 12th - 7:30 a.m. breakfast & 8:00 a.m. Welcome
2. Next Regular Meeting - August 18, 2025
3. Special Board Meeting - late August
4. NASB Area Membership Meeting - August 27 - Norfolk

22. **Adjournment**

23. **The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.**

PENDER PUBLIC SCHOOL BOARD OF EDUCATION MEETING MINUTES
Pender Public Schools – Room 101
June 9, 2025 – 7:00 p.m.

The Pender Public School Board of Education met in regular session in room 101 at Pender Public School on Monday, June 9, 2025. President Matt Peters called the meeting to order at 7:08 p.m. with the following members present: Matt Peters, JJ Maise, Jason Roth, Jean Karlen and Matt Heineman. Also present were Superintendent Jason Dolliver, Secondary Principal Eric Miller, Elementary Principal/SPED Director Kelly Ballinger and Recording Secretary Deanna Hansen.

As required by Nebraska Statute 84-1412(8), President Peters drew the attention of those present to the location of information regarding the Open Meetings Act posted in the meeting room and accessible to all members of the public.

A motion to excuse board member Johnson was made by Roth and seconded by Karlen. President Peters stated the motion and the result of roll call vote being all ayes (5-0), motion carried.

President Peters reviewed the agenda as presented, affirmed that every board member had received notice of the meeting and confirmed that the time and place of the meeting had been published or posted as required by Board Policy 8342.

A motion to approve the minutes of the regular Board meeting held on May 19, 2025, was made by Heineman and seconded by Roth. President Peters stated the motion and the result of roll call vote being all ayes (4-0, Johnson absent, Karlen abstain), motion carried.

Superintendent Dolliver presented the Financial Reports, reviewing the expenses and revenue for the General, School Nutrition and Activity Funds.

A motion to approve financial reports as presented and payment of bills as follows: General Fund - $451,039.17; School Nutrition Fund - $31,171.24; Activity Fund: $33,464.88; Special Building Fund - $46,933.46; Employee Benefit Fund - $4,149.94 and Payroll - $229,466.54 was made by Maise seconded by Heineman. President Peters stated the motion and the result of roll call vote being all ayes (5-0), motion carried.

Secondary Principal Luke Hoffman, Elementary Principal/Special Education Director Kelly Ballinger and Superintendent Jason Dolliver presented their administrative reports. These reports can be seen in their entirety by logging on to the Pender School website (https://penderschools.org) and clicking on the Board of Education tab, and then selecting eMeeting. A printed copy can be obtained at the school. Some of the topics covered in the reports include:

Superintendent	Secondary Principal	Elementary Principal
Mission Statement	Mission Statement	Mission Statement
Superintendent Goals	LB 399	Professional Goals
Meetings & Events	Workshops/Conf/Meetings	Workshops & Meetings
25-26 Calendar	25-26 Class Size Projections	LB399
14 Passenger Bus	2nd Semester Honor Roll	4-6th Grade Honor Roll
Donor Wall at PSC	Wall of Honor	Summer Services

Summer Project Update
School Improvement Visit
Utility Vehicle
Property Tax Request
Authority Resolution
July Board Meeting
State Track Meet
State Boys Golf Meet
FFA Activities
NSAA Changes
Other Activities
25-26 Class Size Projections
SPED Caseload
HEROES Training
Last Day Fun
Summer To-Do's

President Peters implemented the Procedures for Public Comment, and no one took advantage of the opportunity to address the board.

In his May Board of Education Report, Dr. Dolliver talked about PPS entering into a contract with Heartland Counseling. He stated that PPS has worked with Heartland Counseling since the 2020-2021 school year. Their services have been funded by students who use their service and the PTCEFF. The Foundation committed to paying for $18,000 of these services; those funds lasted through the end of the 2024-2025 school year.

Moving into the 2025-26 school year, Heartland Counseling has restructured their payment plan. In order to continue to be able to offer services, schools now have to pay for the service. To have someone on site every day, we are being asked to pay $15,000. While this is a chunk of change, it is really, really inexpensive for what we are getting. Superintended Dolliver shared with Board members that it is absolutely in the District's best interest to approve the agreement with Heartland Counseling for the 2025-26 school year as reviewed.

A motion was made by Karlen and seconded by Maise to approve the contract with Heartland Counseling Services to provide services for the 2025-26 school year at a total cost to District of $15,000.00. President Peters restated the motion and the result of roll call vote being all ayes (5-0), motion carried.

Bus Right is software used by our transportation department. Transportation Director, Dan Swinton, brought Bus Right to us prior to the 24-25 school year. We purchased their services for $5,200. Dan uses the software everyday as do the route drivers. It is valuable software that I would like to continue to provide to our transportation department. Dr. Dolliver recommend approving the agreement with Bus Right for the 25-26 school year at a cost to District of $5200.

A motion was made by Maise and seconded by Roth to approve year 2 of a contract with Bus Right at a cost to District of $5,200.00. President Peters restated the motion and the result of roll call vote being all ayes (5-0), motion carried.

With the resignation of Daryl Harrison, PPS needed a route driver for the 2025-26 school year. Transportation Director Dan Swinton was contacted recently by Jeremy Calhoon, who was interested in the job. Calhoon is a fully qualified bus driver, he has experience driving a bus route for schools, and he passed all of the District's pre-employment requirements. Since Jeremy has all of the qualifications needed, it makes sense to move down this path. I recommend approving the work agreement with Jeremy Calhoon as presented.

A motion was made by Heineman and seconded by Maise to approve the work agreement with Jeremy Calhoon for the position of bus route driver. President Peters restated the motion and the result of roll call vote being all ayes (5-0), motion carried.

Superintendent Dolliver reported that Tech Director Keaton Harpham indicated he would like to hire a part-time hourly employee to help complete some of the tasks needed over the summer. Landon Rose was offered and accepted a summer work agreement for part-time technology help. Dr. Dolliver shared his support of this need and recommended approval of hiring the part-time hourly employee.

A motion was made by Heineman and seconded by Roth to approve the 2025 Part-Time Summer Technology work agreements as reviewed. President Peters stated the motion and the result of roll call vote being all ayes (5-0); motion carried.

Dr. Dolliver reported that Allison Claussen intended to be done at PPS in June. As the FFA sponsor she was being paid for 15 extra contract days; she fulfilled 7 of the days and agreed to pay the District back for 8 days. The new Ag Education teacher and FFA sponsor, Lexi Meister agreed to take the 8 days at her daily rate and work them during July and early August. There will be no formal contract or paperwork, Mrs. Meister will simply be paid for 8 summer contract days.

A motion was made by Heineman and seconded by Maise to approve 8 summer contract days for Lexi Meister. President Peters stated the motion and the result of roll call vote being all ayes (5-0); motion carried.

Extended contracts for additional days beyond a regular 185-day teaching contract were considered for the FFA advisor, guidance counselor and media instructor. Board members discussed the length of each extended contract; benefits provided through the additional days and the total cost to District. Dr. Dolliver recommended that the board approve the 2025-2026 extended contracts for the FFA advisor, guidance counselor and media instructor.

A motion was made by Maise and seconded by Roth to approve extended contracts as presented for the 2025-2026 school year as follows: 1) FFA Advisor – 15 days; 2) Media Instructor – 10 days; and 3) School Counselor – 10 days; at a total cost to District of $13,548.25. President Peters stated the motion and the result of roll call vote being all ayes (5-0); motion carried.

Superintendent Dolliver reported that the Annual Policy Update was provided by legal counsel just a few days ago; this update covers the policy updates required as a result of the recent legislative session, as well as legislation passed in prior sessions. The proposed policies were attached to the agenda; however, members of the Policy Committee were not able to meet prior to the Board meeting. Dr. Dolliver's recommendation was to approve the first reading of the policies as provided. He plans to meet with members of the Policy Committee between the June and July meetings to review all of the amendments and additions

A motion was made by Maise and seconded by Heinemann to approve first reading of Board Policy 1200, 3131, 3132, 3410, 4003, 4009, 5001, 5004, 5101, 5103, 5201, 5301, 5401, 5414, 5507, 6113, 6400 and 6931. President Peters stated the motion and the result of roll call vote being all ayes (5-0); motion carried.

Dr. Dolliver reported that he and members of the Facilities / Transportation Committee met prior to the Board meeting. During the committee meeting the group reviewed several proposals that were received for electrical work for various components at the PSC, as well as a gas line being installed. It was the recommendation of Dr. Dolliver and committee members to approve the proposals as reviewed with Board members. A few questions were asked, and answers were provided.

A motion was made by Heineman and seconded by Roth to approve proposals from Maise Electric for irrigation electrical, upgrading the restroom/concession building to a 400-amp panel, lift station electrical and scoreboard electrical hookup, totaling $22,100.00. President Peters stated the motion and the result of roll call vote being all ayes (4-0; Maise abstain); motion carried.

A motion was made by Heineman and seconded by Karlen to approve proposals from the Village of Pender totaling $9,320.00 for electrical for scoreboard and a gas line to the concession stand. President Peters stated the motion and the result of roll call vote being all ayes (5-0); motion carried.

A P2T Board meeting will be held on Monday, June 16th at 6:00 pm in West Point; the Omelet Feed is scheduled for June 28th, 8:00 -10:00 am at the school; the Alumni Banquet is also on June 29th at 5:30 pm at the Pender Community Center and the next regular meeting is scheduled for Wednesday, July 16th, beginning at 7:00 p.m.

A motion to adjourn was made by Maise and seconded by Roth. President Peters stated the motion and the result of the vote being all ayes (5-0) the meeting was adjourned at 8:58 p.m.

Jason Roth, Board Secretary

Deanna Hansen, Recording Secretary

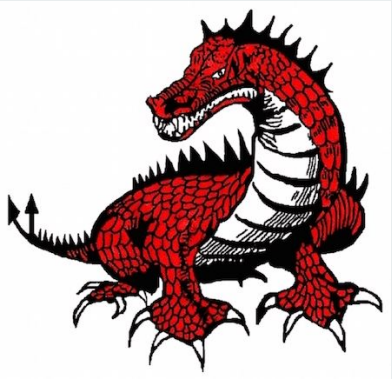
Pender Public Schools

6/25 General Fund Check Report

Check Number	Payee	Description	Amount
641719	Madison National Life Ins Co, Inc	June Payroll Liability	$2,020.60
641720	Blue Cross Blue Shield of NE	June Payroll Liability	$76,885.42
641721	Credit Management Services	June Payroll Liability	$296.35
641722	Department of Revenue	June Payroll Liability	$9,817.77
EFT	Employee Benefit Fund	June Payroll Liability	$4,114.80
641723	Frontier Bank	June Payroll Liability	$69,037.19
EFT	HSA Account Contributions	June Payroll Liability	$6,610.22
641724	Nebraska School Retirement	June Payroll Liability	$57,024.24
641725	Pender General Fund	June Payroll Liability	$581.72
641726	Pender/Thurston Education & Community Foundation	June Payroll Liability	$198.88
641727	Special Building Fund	June Payroll Liability	$396.67
641728	Trustmark Voluntary Benefits	June Payroll Liability	$1,685.77
641729	Vision Service Plan	June Payroll Liability	$648.50
641730	ABC Mobile Storage Inv	Storage Unit Rent	$175.00
641731	ACCO Brands Corporation	Laminating Film	$162.36
641732	Amazon Capital Services	Accounts Payable	$1,420.64
641733	Appeara	Rug Rental	$112.05
641734	AT&T Mobility	MiFi Hotspot for AD	$40.04
641735	Claussen, Allison M	Reimbursement	$49.50
641736	CPI	Membership Renewal	$200.00
641737	Crouch Recreational Design, Inc.	Shade Installation	$12,050.00
641738	Cubby's	Fuel & Miscellaneous Items	$2,922.91
641739	Educational Service Unit #1	3rd Qtr SPED Services	$105,037.18
641740	Electronic Systems, Inc.	Fire Alarm Inspection	$189.00
641741	Essential Screens	Background Checks	$83.00
641742	First National Bank	Accounts Payable	$13,674.36
641743	Follett Content Solutions LLC	Books for Library	$740.27
641744	Frontier Bank	Accounts Payable	$160.00
641745	Hands of Heartland	Transition Services	$4,902.10
641746	Hometown Leasing	Copier Lease	$1,181.28
641747	John Deere Financial	Mower Maintenance	$571.03
641748	Matheson Tri-Gas, Inc.	Welding Gas & Bottle Rent	$110.60
641749	Menards	Custodial & Transportation Supplies	$433.78
641750	Office Elements	Office Furniture	$3,225.53
641751	PanTerra Networks, Inc.	Telephone	$1,286.39
641752	Pender Ace Hardware	Maintenance Supplies	$936.16
641753	Pender Community Hospital	DOT Physicals	$700.00
641754	Pender Municipal Utilities	May Usage	$20,089.81
641755	Pender School Nutrition Fund	Reimbursement	$2,148.01
641756	Pender-Thurston Chamber of Commerce	Chamber Bucks	$300.00
641757	Petty Cash Fund	Reimbursement	$620.00
641758	Pyramid School Products	Classroom Supplies	$75.29
641759	Rays Midbell	Instrument Repair	$247.71
641760	Relitz Repair	Van Maintenance	$446.06
641761	Riverside Technologies, Inc.	115 Chromebooks & Google Platforms	$34,270.00
641762	Scholastic Inc	Classroom Supplies	$183.75
641763	School Health Corporation	2 Ear-Probe Thermometers	$655.52
641764	School Specialty, LLC	Classroom Supplies	$426.67
641765	Seesaw Learning, Inc.	Annual Renewal	$2,900.00
641766	Smiths Farm Service Inc	Bus Maintenance	$1,415.00
641767	Staples Advantage	Paper	$7,225.85
641768	Sturek Media, Inc.	Printing	$214.84
641769	Sundys Auto Parts	Transportation Supplies	$35.48
641770	The Home Depot Pro	Office Supplies	$103.87
		General Fund PR Liabilities & AP Total	**$451,039.17**
		General Fund Payroll Total	**$229,466.54**
		School Nutrition Fund Total	**$31,171.24**
		Activity Fund Total	**$33,464.88**
		Special Building Fund Total	**$46,933.46**
		Employee Benefit Fund Total	**$4,149.94**

Pender Public Schools

Financial Report
July 16, 2025



Purpose

- Draw attention to district finance in a way that is more engaging for Board members and anyone who happens to be in attendance
- Infuse more discussion about district finance into monthly Board meeting
    - Designed to be something in addition to the questions and comments made when the checks are approved
- Create a historical catalog, which will be helpful in many ways

New to this report ...

- Payroll and payroll liabilities total from the same month from prior years
- The intent of this is to give Board Members an idea of how costs are rising over time
- General Fund and School Nutrition Fund ... not Activities Fund

FINANCIAL REPORT FOR JUNE 2025
SCHOOL NUTRITION FUND #346217

Balance - May 30, 2025		**88,137.48**
Student Breakfast/Lunch		
Adult Breakfast/Lunch		
Federal Reimbursement (13 days)	8,856.97	
Federal SFSP Reimbursement (4 days)	7,301.40	
State Breakfast/Lunch Reimbursement		
LFS Grant Reimbursement		
Insufficient Fund Check Students	403.95	
Other Receipts	4,850.83	
Interest	57.15	
TOTAL REVENUE		**21,470.30**
Accounts Payable	16,312.87	
Payroll	6,342.30	
Payroll Liabilities	8,516.07	
TOTAL EXPENDITURES		**31,171.24**
Reconciled Balance - June 30, 2025		**$ 78,436.54**

	PR & PR Liab	
Reconciled Bank Balance - June 30, 2024	*16,558.19*	*$ 99,654.49*
Reconciled Bank Balance - June 30, 2023	*15,814.27*	*$ 133,320.38*
Reconciled Bank Balance - June 30, 2022	*8,357.80*	*$ 219,394.43*
Reconciled Bank Balance - June 30, 2021	*9,357.66*	*$ 130,878.23*
Reconciled Bank Balance - June 30, 2020	*9,515.15*	*$ 64,702.25*
Reconciled Bank Balance - June 30, 2019	*9,328.19*	*$ 43,913.82*
Reconciled Bank Balance - June 30, 2018	*7,932.37*	*$ 43,336.58*
Reconciled Bank Balance - June 30, 2017		*$ 42,242.16*
Reconciled Bank Balance - June 30, 2016		*$ 47,491.56*
Reconciled Bank Balance - June 30, 2015		*$ 42,150.13*

School Nutrition Fund

- Revenue from June has NOT been received, which makes this report quite deceiving
- $41,405.73 will be received; it is simply a matter of when
- $119,842.27 is what the balance should be if this revenue were have to been received (like it should have been)
- In June, our revenue exceeded our bills by about $10,000

FINANCIAL REPORT FOR JUNE 2025
ACTIVITY FUND #346195

Checking Account Balance - May 30, 2025		**62,623.21**
Certificates of Deposit Balance - May 30, 2025		**84,283.09**
		146,906.30
Activity Revenue	18,001.05	
Interest Earned	44.55	
TOTAL REVENUE		**18,045.60**
Activity Expenses	29,643.31	
TOTAL EXPENDITURES		**29,643.31**
Checking Account Balance - June 30, 2025		**51,025.50**
Certificates of Deposit Balance - June 30, 2025		**84,283.09**
Reconciled Bank Balance - June 30, 2025		**$ 135,308.59**
Reconciled Balance - June 30, 2024		*$ 122,319.29*
Reconciled Balance - June 30, 2023		*$ 145,257.90*
Reconciled Balance - June 30, 2022		*$ 140,394.31*
Reconciled Balance - June 30, 2021		*$ 144,727.49*
Reconciled Balance - June 30, 2020		*$ 142,496.22*
Reconciled Balance - June 30, 2019		*$ 118,892.66*
Reconciled Balance - June 30, 2018		*$ 107,063.68*
Reconciled Balance - June 30, 2017		*$ 124,651.79*
Reconciled Balance - June 30, 2016		*$ 143,810.69*
Reconciled Balance - June 30, 2015		*$ 137,584.63*

FINANCIAL REPORT FOR JUNE 2025
GENERAL FUND #41-200-7

Balance - May 30, 2025		**4,366,790.00**
Taxes Levied (County Proceeds)	367,853.88	
23-24 SPED SA Reimbursement	305,218.00	
State Aid	121,085.00	
SPED SA Transportation 23-24		
SON SN24 MAC		
SON JA24 MIPS		
NECC Dual Credit reimbursement		
SON 23-24 Title I Reimbursement		
Other Local Receipts	5,375.73	
Interest Earned	7,686.46	
TOTAL REVENUE		**807,219.07**
Accounts Payable	221,743.54	
Payroll	229,466.54	
Payroll Liabilities	229,318.13	
TOTAL EXPENDITURES		**680,528.21**
Checking & Super Sweep & CD Reconciled Balance - June 30, 2025		**$ 4,493,480.86**

	PR & PR Liab	
Reconciled Balance - June 30, 2024	*450,760.06*	*$ 3,381,559.04*
Reconciled Balance - June 28, 2023	432,546.86	*$ 2,919,290.66*
Reconciled Balance - June 30, 2022	412,987.56	*$ 2,830,788.52*
Reconciled Balance - June 30, 2021	*410,796.72*	*$ 2,340,798.23*
Reconciled Balance - June 30, 2020	*361,702.02*	*$ 1,637,126.12*
Reconciled Balance - June 30, 2019	*370,791.47*	*$ 1,610,364.59*
Reconciled Balance - June 30, 2018	*349,295.22*	*$ 1,869,718.21*
Reconciled Balance - June 30, 2017		*$ 1,621,276.58*
Reconciled Balance - June 30, 2016		*$ 1,778,937.17*
Reconciled Balance - June 30, 2015		*$ 1,959,264.12*

YTD Cash Balance

Sorted by Site, Group, Activity.
YTD through 06/30/2025.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
PPS	**Pender Public Schools**					
A	**ATHLETICS**					
1000	Operations	-$ 3,157.50	$ 40.00	$ 4,293.30	$ 0.00	-$ 7,410.80
110	BOYS BASKETBALL	$ 2,047.77	$ 5,696.10	$ 5,541.84	-$ 2,076.77	$ 125.26
110-F	Boys Basketball Fundraising	$ 0.00	$ 682.93	$ 2,324.44	$ 4,721.07	$ 3,079.56
115	BOYS GOLF	-$ 6,195.23	$ 1,120.00	$ 1,873.01	-$ 195.00	-$ 7,143.24
115-F	Boys Golf Fundraising	$ 0.00	$ 0.00	$ 0.00	$ 195.00	$ 195.00
120	FOOTBALL	-$ 53,709.72	$ 7,830.24	$ 15,821.70	$ 0.00	-$ 61,701.18
120-F	Football Fundraising	$ 0.00	$ 8,026.05	$ 10,165.98	$ 104.07	-$ 2,035.86
125	GIRLS BASKETBALL	$ 4,216.03	$ 3,167.63	$ 8,447.14	$ 0.00	-$ 1,063.48
125-F	Girls Basketball Fundraising	$ 0.00	$ 11,370.32	$ 7,313.00	$ 0.00	$ 4,057.32
130	GIRLS GOLF	-$ 3,424.04	$ 0.00	$ 50.00	$ 0.00	-$ 3,474.04
135	HS TRACK	-$ 14,033.97	$ 0.00	$ 2,638.29	$ 0.00	-$ 16,672.26
135-F	HS Track & Field Fundraising	$ 0.00	$ 1,461.14	$ 644.41	$ 60.80	$ 877.53
140	JH BASKETBALL	-$ 17,499.52	$ 1,057.00	$ 2,300.00	-$ 150.00	-$ 18,892.52
145	JH FOOTBALL	-$ 7,647.48	$ 539.50	$ 1,567.75	$ 150.00	-$ 8,525.73
150	JH TRACK	-$ 2,133.91	$ 0.00	$ 450.00	$ 0.00	-$ 2,583.91
155	JH VOLLEYBALL	-$ 827.04	$ 837.00	$ 860.00	$ 0.00	-$ 850.04
160	JH WRESTLING	$ 2,113.31	$ 930.00	$ 2,180.57	$ 0.00	$ 862.74
165	VOLLEYBALL	$ 2,238.45	$ 2,599.82	$ 5,699.11	-$ 3,378.02	-$ 4,238.86
165-F	Volleyball Fundraising	$ 480.00	$ 11,214.20	$ 3,756.99	$ 3,261.02	$ 11,198.23
170	HS WRESTLING	-$ 2,684.83	$ 4,934.40	$ 7,005.64	-$ 3,367.56	-$ 8,123.63
170-F	HS Wrestling Fundraising	$ 0.00	$ 11,664.65	$ 4,239.37	$ 3,416.96	$ 10,842.24
172	Girls Wrestling	$ 0.00	$ 125.00	$ 170.00	$ 0.00	-$ 45.00
175	WEIGHT LIFTING	-$ 8,773.77	$ 0.00	$ 1,254.43	$ 0.00	-$ 10,028.20
177	BOWLING	-$ 1,865.00	$ 0.00	$ 1,589.35	$ 0.00	-$ 3,454.35
177-F	Bowling Fundraising	$ 0.00	$ 83.00	$ 0.00	$ 0.00	$ 83.00
182	BASEBALL	-$ 10,674.94	$ 0.00	$ 500.00	$ 0.00	-$ 11,174.94
185	CROSS COUNTRY	-$ 7,081.23	$ 2,166.00	$ 2,478.72	$ 0.00	-$ 7,393.95
185-F	Cross County Fundraising	$ 0.00	$ 278.06	$ 153.55	$ 0.00	$ 124.51
195	EQUIPMENT	$ 37,990.04	$ 0.00	$ 0.00	$ 0.00	$ 37,990.04
197	ADVANCE TICKET SALES	$ 51,912.00	$ 1,315.00	$ 0.00	$ 0.00	$ 53,227.00
199	Unified Sports	$ 1,080.55	$ 0.00	$ 0.00	$ 0.00	$ 1,080.55
530-F	Flames Fundraising	$ 0.00	$ 3,627.20	$ 3,668.03	-$ 895.18	-$ 936.01
925-F	Thunder Baseball Fundraising	$ 0.00	$ 1,658.50	$ 2,967.18	$ 7,579.81	$ 6,271.13
950	Thunder Girls Golf Coop	$ 2,475.80	$ 3,466.95	$ 1,213.00	$ 0.00	$ 4,729.75
950-F	Thunder Girls Golf Coop Fundraising	$ 0.00	$ 460.28	$ 200.00	-$ 60.00	$ 200.28
985-F	NEN Vipers Softball Coop - Fundraising	$ 0.00	$ 1,678.94	$ 1,600.00	$ 3,596.33	$ 3,675.27
A	Totals:	-$ 35,154.23	$ 88,029.91	$ 102,966.80	$ 12,962.53	-$ 37,128.59

YTD Cash Balance

Sorted by Site, Group, Activity.
YTD through 06/30/2025.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
B	CLASSES					
265	CLASS OF 2021	$ 3,685.64	$ 0.00	$ 0.00	$ 0.00	$ 3,685.64
270	CLASS OF 2022	$ 37.55	$ 0.00	$ 0.00	$ 0.00	$ 37.55
275	CLASS OF 2023	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
280	CLASS OF 2024	$ 178.86	$ 0.00	$ 0.00	$ 0.00	$ 178.86
290	CLASS OF 2026	$ 4,103.39	$ 6,050.20	$ 6,931.11	$ 0.00	$ 3,222.48
291	CLASS OF 2027	$ 0.00	$ 4,563.45	$ 0.00	$ 7.60	$ 4,571.05
294	Class of 2025	$ 1,861.14	$ 0.00	$ 1,840.09	$ 0.00	$ 21.05
295	Class of 2017	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
296	Class of 2018	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
297	Class of 2019	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
298	Class of 2020	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
B	Totals:	$ 9,866.58	$ 10,613.65	$ 8,771.20	$ 7.60	$ 11,716.63
C	ACADEMIC CLUBS					
315	INSTRUMENTAL	$ 3,272.04	$ 2,295.90	$ 3,615.74	$ 0.00	$ 1,952.20
315-F	Instrumental Music Fundraising	$ 0.00	$ 17,981.55	$ 5,849.14	$ 0.00	$ 12,132.41
317	Jazz Band	-$ 2,783.62	$ 0.00	$ 325.00	$ 0.00	-$ 3,108.62
320	One-Act	$ 556.09	$ 0.00	$ 543.68	$ 0.00	$ 12.41
321	Speech	-$ 5,850.36	$ 383.30	$ 1,150.58	-$ 1,387.10	-$ 8,004.74
321-F	Speech Fundraising	$ 0.00	$ 0.00	$ 0.00	$ 1,387.10	$ 1,387.10
322	QUIZ BOWL	$ 1,097.36	$ 0.00	$ 40.00	$ 0.00	$ 1,057.36
335	NATIONAL HONOR SOCIETY	$ 2,836.14	$ 417.80	$ 585.40	$ 0.00	$ 2,668.54
345	STUDENT COUNCIL	$ 6,560.72	$ 3,199.61	$ 5,781.00	$ 0.00	$ 3,979.33
350	VOCAL MUSIC	-$ 9,229.98	$ 11,126.40	$ 11,294.58	$ 0.00	-$ 9,398.16
350-F	Vocal Fundraising	$ 0.00	$ 976.10	$ 0.00	$ 0.00	$ 976.10
360	BOOK FAIR PROCEEDS	-$ 43.62	$ 2,939.30	$ 2,906.14	$ 0.00	-$ 10.46
365	CLOSE-UP	$ 1,274.73	$ 14,519.90	$ 9,690.22	$ 0.00	$ 6,104.41
370	MUSICAL	$ 7,037.63	$ 2,945.62	$ 2,102.90	$ 0.00	$ 7,880.35
375	YEARBOOK	$ 26,112.56	$ 1,890.00	$ 0.00	$ 0.00	$ 28,002.56
C	Totals:	$ 30,839.69	$ 58,675.48	$ 43,884.38	$ 0.00	$ 45,630.79

YTD Cash Balance

Sorted by Site, Group, Activity.
YTD through 06/30/2025.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
E	MISCELLANEOUS					
410	STRIV	-$ 1,056.02	$ 0.00	$ 0.00	$ 0.00	-$ 1,056.02
420	Elementary Box Top Money	$ 1,505.71	$ 9.50	$ 0.00	$ 0.00	$ 1,515.21
430	Heese Event Center Contributions	$ 477.00	$ 0.00	$ 0.00	$ 0.00	$ 477.00
435	SPED Fundraising	$ 5,126.23	$ 0.00	$ 300.32	$ 0.00	$ 4,825.91
440	CHEERLEADING	-$ 372.81	$ 0.00	$ 0.00	$ 0.00	-$ 372.81
445	MISCELLANEOUS	-$ 47.15	$ 1,290.00	$ 3,150.55	-$ 2,644.30	-$ 4,552.00
450	F&R Sponsor Pd by District	-$ 22.40	$ 0.00	$ 9,508.64	$ 0.00	-$ 9,531.04
455	Care Closet	$ 2,811.25	$ 463.81	$ 978.73	$ 0.00	$ 2,296.33
500	DONATION	$ 25,153.30	$ 0.00	$ 0.00	$ 0.00	$ 25,153.30
501	Staff Conc Proceeds	$ 1,071.79	$ 593.10	$ 129.62	$ 0.00	$ 1,535.27
503	Climate Committee	$ 0.00	$ 910.24	$ 263.49	$ 0.00	$ 646.75
505	Pender Booster Club	-$ 383.76	$ 229.50	$ 249.95	$ 0.00	-$ 404.21
509	Scholarships	$ 0.00	$ 2,450.00	$ 2,300.00	$ 0.00	$ 150.00
510	CONCESSIONS	$ 43,920.57	$ 34,439.33	$ 27,926.37	$ 299.53	$ 50,733.06
525	INTEREST	-$ 81,656.54	$ 629.38	$ 0.00	$ 0.00	-$ 81,027.16
530	FLAMES	-$ 4,903.45	$ 50.00	$ 1,234.79	$ 1,012.18	-$ 5,076.06
535	PENDER POP MACHINE	$ 31,578.37	$ 11,507.05	$ 20,981.65	-$ 130.00	$ 21,973.77
540	PICTURE MONEY	$ 4,287.18	$ 0.00	$ 0.00	$ 0.00	$ 4,287.18
580	CM Science Day	$ 433.28	$ 300.00	$ 131.05	$ 0.00	$ 602.23
585	ART CLUB	$ 932.34	$ 277.15	$ 387.97	$ 0.00	$ 821.52
620	ACTIVITY FEES	$ 4,500.00	$ 19.77	$ 0.00	$ 0.00	$ 4,519.77
777	E-Sports	$ 67.47	$ 1,131.22	$ 3,236.26	-$ 1,175.64	-$ 3,213.21
777-F	e-Sports Fundraising	$ 0.00	$ 4,174.29	$ 3,017.84	$ 1,198.44	$ 2,354.89
	E Totals:	$ 33,422.36	$ 58,474.34	$ 73,797.23	-$ 1,439.79	$ 16,659.68
F	VOCATIONAL					
606	FFA LEADERSHIP	$ 39,298.95	$ 2,467.69	$ 3,077.79	$ 0.00	$ 38,688.85
610	FFA	$ 67,573.96	$ 82,539.64	$ 77,801.98	$ 0.00	$ 72,311.62
615	FFA INSTRUCTOR	-$ 11,017.41	$ 0.00	$ 160.55	$ 0.00	-$ 11,177.96
	F Totals:	$ 95,855.50	$ 85,007.33	$ 81,040.32	$ 0.00	$ 99,822.51
G	ADMINISTRATION					
700	HOSTED CONTEST	$ 40,076.34	$ 19,451.01	$ 20,192.86	-$ 456.00	$ 38,878.49
705	STAFF DEVELOPMENT	-$ 4,131.74	$ 0.00	$ 0.00	$ 0.00	-$ 4,131.74
710	STATE CONTEST	-$ 28,845.36	$ 1,539.00	$ 15,972.86	$ 0.00	-$ 43,279.22
715	EQUIPMENT	-$ 21,108.74	$ 0.00	$ 0.00	$ 0.00	-$ 21,108.74
720	MISCELLANEOUS	-$ 20,579.04	$ 0.00	$ 0.00	$ 0.00	-$ 20,579.04
	G Totals:	-$ 34,588.54	$ 20,990.01	$ 36,165.72	-$ 456.00	-$ 50,220.25
H	INVESTMENTS					
1010	CERTIFICATES OF DEPOSIT	$ 52,894.69	$ 0.00	$ 0.00	$ 0.00	$ 52,894.69
1020	INTEREST ON CD'S	$ 28,939.56	$ 0.00	$ 0.00	$ 2,481.50	$ 31,421.06
	H Totals:	$ 81,834.25	$ 0.00	$ 0.00	$ 2,481.50	$ 84,315.75

YTD Cash Balance

Sorted by Site, Group, Activity.

Site ID Site Name

YTD through 06/30/2025.

Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
I	CO-OP ACTIVITIES					
2005	Raptor JH VB	-$ 903.18	$ 0.00	$ 0.00	$ 0.00	-$ 903.18
2010	Raptor JH Football	-$ 4,166.49	$ 0.00	$ 0.00	$ 0.00	-$ 4,166.49
2015	Raptors JH Girls Basketball	$ 174.32	$ 0.00	$ 0.00	$ 0.00	$ 174.32
2020	Raptors JH Boys Basketball	-$ 528.42	$ 0.00	$ 0.00	$ 0.00	-$ 528.42
2025	Raptors JH Wrestling	-$ 3,168.58	$ 0.00	$ 0.00	$ 0.00	-$ 3,168.58
2030	Raptors JH Track	-$ 2,342.03	$ 0.00	$ 0.00	$ 0.00	-$ 2,342.03
905	Raptor HS Track	-$ 6,038.52	$ 0.00	$ 0.00	$ 0.00	-$ 6,038.52
915	TC Thunder Bowling	-$ 486.00	$ 0.00	$ 0.00	$ 0.00	-$ 486.00
925	Thunder Baseball	$ 1,471.40	$ 16,181.23	$ 7,564.16	-$ 7,579.81	$ 2,508.66
975	Raptor Speech	-$ 120.00	$ 0.00	$ 0.00	$ 0.00	-$ 120.00
985	NEN Vipers Softball Co-op	-$ 6,500.27	$ 5,057.80	$ 13,769.70	-$ 3,494.53	-$ 18,706.70
I	Totals:	-$ 22,607.77	$ 21,239.03	$ 21,333.86	-$ 11,074.34	-$ 33,776.94
PPS	Totals:	$ 159,467.84	$ 343,029.75	$ 367,959.51	$ 2,481.50	$ 137,019.58
	Report Totals:	$ 159,467.84	$ 343,029.75	$ 367,959.51	$ 2,481.50	$ 137,019.58

Receipt History

Detail report. Sorted by Site, Receipt Number.
From 06/01/2025 to 06/30/2025.

Receipt Number	Receipt Date	Void Date	Deposit Number	Check Number	Received From	Receipt Description	Amount	Sales Tax	Amount
Activity ID	Activity Name		Fee Name & Student ID						
Tax Name			Tax Activity		Tax Rate %	Tax Amount			
PPS	**Pender Public Schools**								
004038	06/02/2025	06/02/2025			SAT Fundraising	online GBB fundraiser			
125-F	Girls Basketball Fundraising						7,400.00	0.00	7,400.00
						Total For 004038:			7,400.00
004039	06/02/2025	06/02/2025			parents	youth SB camp reg fees			
985-F	NEN Vipers Softball Coop - Fundraising						380.00	0.00	380.00
						Total For 004039:			380.00
004040	06/02/2025	06/02/2025			participants	VB golf tourney proceeds			
165-F	Volleyball Fundraising						3,665.00	0.00	3,665.00
						Total For 004040:			3,665.00
004041	06/04/2025	06-04-2025			students and staff	sucker sales			
585	ART CLUB						157.00	0.00	157.00
						Total For 004041:			157.00
004042	06/11/2025	06-11-2025			wrestlers	WR Camp reg fees			
170-F	HS Wrestling Fundraising						1,200.00	0.00	1,200.00
						Total For 004042:			1,200.00
004043	06/11/2025	06-11-2025			Hauff's	VB clothing sales proceeds			
165-F	Volleyball Fundraising						192.00	0.00	192.00
						Total For 004043:			192.00
004044	06/23/2025	06-23-2025			Thomsen	WR camp reg fees			
170-F	HS Wrestling Fundraising						450.00	0.00	450.00
						Total For 004044:			450.00
004045	06/23/2025	06-23-2025			student	close up deposit			
365	CLOSE-UP						250.00	0.00	250.00
						Total For 004045:			250.00
004046	06/23/2025	06-23-2025			parents	softball camp reg fees			
985-F	NEN Vipers Softball Coop - Fundraising						40.00	0.00	40.00
						Total For 004046:			40.00
004047	06/30/2025	06-30-2025			community members	pancake feed proceeds			
291	CLASS OF 2027						3,537.05	0.00	3,537.05
						Total For 004047:			3,537.05
004048	06/30/2025	06-30-2025			Holloway & Reimers	WR smr camp reg fees			
170-F	HS Wrestling Fundraising						300.00	0.00	300.00
						Total For 004048:			300.00
004049	06/30/2025	06-30-2025			community members	color run proceeds			
530-F	Flames Fundraising						430.00	0.00	430.00
						Total For 004049:			430.00
004050	06/30/2025	06-30-2025			Frontier Bank	interest earned			
525	INTEREST						44.55	0.00	44.55
						Total For 004050:			44.55
						Site Total			18,045.60

Report Total	18,045.60

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
1000	**Operations**					
PPS	Pender Public Schools					
046473	06/09/2025	Port-A-Johns			Deanna Hansen	
Cleared	06/30/2025		No	25-2212	portable restrooms at PSC	75.00
110	**BOYS BASKETBALL**					
PPS	Pender Public Schools					
046474	06/09/2025	Pyramid School Products			Deanna Hansen	
Cleared	06/30/2025	2425140	No	S1487991.001	games balls for 25/26 school year	419.70
110-F	**Boys Basketball Fundraising**					
PPS	Pender Public Schools					
046451	06/02/2025	Tekamah-Herman Public Schools			Deanna Hansen	
Cleared	06/30/2025		No	06022025bbb	boys basketball team camp reg fee	200.00
046454	06/02/2025	Arlington High School			Deanna Hansen	
Cleared	06/30/2025		No	06022025bbb	boys basketball team camp reg fee	275.00
046455	06/02/2025	Concordia University			Deanna Hansen	
Cleared	06/30/2025		No	06022025bbb	boys basketball team camp reg fee	550.00
046456	06/02/2025	North Bend High School			Deanna Hansen	
Cleared	06/30/2025		No	06022025bbb	boys basketball team camp reg fee	225.00
					Total for PPS - Pender Public Schools:	1,250.00
					Total for 110-F - Boys Basketball Fundraising:	1,250.00
115	**BOYS GOLF**					
PPS	Pender Public Schools					
046461	06/02/2025	Bob Rainer			Deanna Hansen	
Cleared	06/30/2025		No	06022025bg	reimburse-state boys golf cart rental	100.00
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	BR-8855-6/25	Dist Golf practice round	165.00
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	BR-8855-6/25.2	practice round - state golf	119.97
046477	06/16/2025	Ponca Public Schools			Deanna Hansen	
Printed	06/16/2025		No	06162025bg	5/14 boys golf invite entry fee	90.00
046478	06/16/2025	Battle Creek High School			Deanna Hansen	
Cleared	06/30/2025		No	06162025bg	5/17 Dist Boys Golf fee	50.00
					Total for PPS - Pender Public Schools:	524.97
					Total for 115 - BOYS GOLF:	524.97

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
120-F	**Football Fundraising**					
PPS	Pender Public Schools					
046469	06/09/2025	Hauff Mid-America Sports			Deanna Hansen	
Cleared	06/30/2025	2425181	No	173638	Practice gear paid for by players	1,295.00
046469	06/09/2025	Hauff Mid-America Sports			Deanna Hansen	
Cleared	06/30/2025	2425181	No	173638	Practice gear paid for by players	32.00
046481	06/17/2025	Jeremy Epp			Deanna Hansen	
Printed	06/17/2025	2425203	Yes	06172025fb	Football camp for 36 players	2,520.00
046483	06/18/2025	Hauff Mid-America Sports			Deanna Hansen	
Cleared	06/30/2025	2425184	No	174569	Coaches gear for football 2025	253.00
					Total for PPS - Pender Public Schools:	4,100.00
					Total for 120-F - Football Fundraising:	4,100.00
125	**GIRLS BASKETBALL**					
PPS	Pender Public Schools					
046474	06/09/2025	Pyramid School Products			Deanna Hansen	
Cleared	06/30/2025	2425140	No	S1487991.001	games balls for 25/26 school year	559.60

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
125-F	**Girls Basketball Fundraising**					
PPS	Pender Public Schools					
046450	06/02/2025	Centura Girls Basketball			Deanna Hansen	
Cleared	06/30/2025	2425193	No	06022025gbb	Centura Team Camp - GBB	350.00
046451	06/02/2025	Tekamah-Herman Public Schools			Deanna Hansen	
Cleared	06/30/2025	2425194	No	06022025gbb	Tekamah-Herman JV GBB Team Camp	350.00
046451	06/02/2025	Tekamah-Herman Public Schools			Deanna Hansen	
Cleared	06/30/2025	2425197	No	06022025gbb	NE vs IA Team Camp in Tekamah	175.00
046452	06/02/2025	Brock Eichelberger			Deanna Hansen	
Cleared	06/30/2025	2425195	No	06022025gbb	O'Neill GBB Team Camp	500.00
046453	06/02/2025	South Sioux City Community Schools			Deanna Hansen	
Void	06/30/2025	2425196	No	06022025gbb	South Sioux City JV GBB Team Camp	400.00
046453	06/02/2025	South Sioux City Community Schools			Deanna Hansen	
Void	06/30/2025	2425196	No	06022025gbb	South Sioux City JV GBB Team Camp	-400.00
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425177	No	JD-8509-6/25	Kinetic League Registration Fee	773.43
046484	06/18/2025	Signature Championship Rings			Deanna Hansen	
Cleared	06/30/2025	2425158	No	58092-001	2025 Championship Rings	1,319.00
					Total for PPS - Pender Public Schools:	3,467.43
					Total for 125-F - Girls Basketball Fundraising:	3,467.43
135	**HS TRACK**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425185	No	DK-1438-6/25.3	Track Tent	406.59
046477	06/16/2025	Ponca Public Schools			Deanna Hansen	
Printed	06/16/2025		No	06162025tr	5/15 Dist Track entry fee	100.00
					Total for PPS - Pender Public Schools:	506.59
					Total for 135 - HS TRACK:	506.59

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
135-F	**HS Track & Field Fundraising**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425173	No	DK-1438-6/256	Track Awards	94.19
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425182	No	DK-14338-6/25.2	Pizza for Track Team	351.90
					Total for PPS - Pender Public Schools:	446.09
					Total for 135-F - HS Track & Field Fundraising:	446.09
165-F	**Volleyball Fundraising**					
PPS	Pender Public Schools					
046459	06/02/2025	Mitchell Mailloux			Deanna Hansen	
Cleared	06/30/2025		No	06022025	reimburse-VB golf tourney supplies	282.99
046462	06/02/2025	Stadium Sports			Deanna Hansen	
Cleared	06/30/2025		No	71659	youth vb camp tees	711.00
046490	06/20/2025	Brooke Snyder			Deanna Hansen	
Cleared	06/30/2025		No	06202025vb	camp registration fees	595.00
					Total for PPS - Pender Public Schools:	1,588.99
					Total for 165-F - Volleyball Fundraising:	1,588.99
170-F	**HS Wrestling Fundraising**					
PPS	Pender Public Schools					
046475	06/09/2025	Matthew Arens			Deanna Hansen	
Printed	06/09/2025	2425199	No	06092025wr	4 plaques for our Wrestling Camp.	24.00
046476	06/11/2025	John W Alden			Deanna Hansen	
Cleared	06/30/2025		No	06112025wr	2-day wrestling camp at Pender	2,900.00
046482	06/18/2025	Wilber Clatonia Public Schools			Deanna Hansen	
Cleared	06/30/2025	2425212	No	06182025wr	Wilbur Wrestling Camp entry fees	605.00
046483	06/18/2025	Hauff Mid-America Sports			Deanna Hansen	
Cleared	06/30/2025	2425200	No	169838	T-Shirts for Wrestling Camp	375.30
046483	06/18/2025	Hauff Mid-America Sports			Deanna Hansen	
Cleared	06/30/2025	2425200	No	174896	T-Shirts for Wrestling Camp	45.57
					Total for PPS - Pender Public Schools:	3,949.87
					Total for 170-F - HS Wrestling Fundraising:	3,949.87

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
315-F	**Instrumental Music Fundraising**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	MD-8851-6/25	Elem HB supplies	198.14
046471	06/09/2025	Pender School Nutrition Fund			Deanna Hansen	
Cleared	06/30/2025		No	05052025	Elem Honor Band lunches	1,121.40
					Total for PPS - Pender Public Schools:	1,319.54
					Total for 315-F - Instrumental Music Fundraising:	1,319.54
335	**NATIONAL HONOR SOCIETY**					
PPS	Pender Public Schools					
046460	06/02/2025	NASSP			Deanna Hansen	
Cleared	06/30/2025	2425131	No	9001975725	NHS membership	385.00
345	**STUDENT COUNCIL**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425188	No	SK-8626-6/25.2	Popsicles For Students	56.40
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425189	No	SK-8626-6/25.3	Snacks for Students	130.55
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425190	No	SK-8626-6/25.4	Aqua Pop Popcorn for Support Staff	66.00
					Total for PPS - Pender Public Schools:	252.95
					Total for 345 - STUDENT COUNCIL:	252.95
365	**CLOSE-UP**					
PPS	Pender Public Schools					
046479	06/16/2025	Close Up Foundation			Deanna Hansen	
Cleared	06/30/2025	2425205	No	06162025clup	Close Up Deposit #1	4,750.00
435	**SPED Fundraising**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	DH-6740-6/25	lunch at spring sprints	128.32

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
450	**F&R Sponsor Pd by District**					
PPS	Pender Public Schools					
046463	06/09/2025	Country Inn & Suites, Kearney			Deanna Hansen	
Cleared	06/30/2025		No	244, 246, 256 & 257	all state band lodging	168.53
046464	06/09/2025	Dustin Krusemark			Deanna Hansen	
Cleared	06/30/2025		No	06092025tr	state track reimbursement	127.60
046465	06/09/2025	Fairfield Inn Grand Island			Deanna Hansen	
Cleared	06/30/2025		No	4348800013827	state boys golf lodging	559.80
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	AC-9948-6/25	officer team building	108.40
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	SK-8626-6/25	state track meals	37.60
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	DK-1438-6/25.4	coach meals - state track	140.24
046470	06/09/2025	Marin Jetensky			Deanna Hansen	
Printed	06/09/2025		No	06092025-tr	coach meal--state track	26.27
					Total for PPS - Pender Public Schools:	1,168.44
					Total for 450 - F&R Sponsor Pd by District:	1,168.44
510	**CONCESSIONS**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	KK-9576-6/25	pop for concession s-Elem HB	66.70
046472	06/09/2025	Pepsi-Cola of Siouxland, Inc.			Deanna Hansen	
Cleared	06/30/2025		No	2100252289 & 2100249580	returned pop	-130.00
					Total for PPS - Pender Public Schools:	-63.30
					Total for 510 - CONCESSIONS:	-63.30
530-F	**Flames Fundraising**					
PPS	Pender Public Schools					
046485	06/18/2025	Universal Dance Association			Deanna Hansen	
Cleared	06/30/2025	2425215	No	REG-0011537038	dance camp reg fees	2,037.00

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
535	**PENDER POP MACHINE**					
PPS	Pender Public Schools					
046472	06/09/2025	Pepsi-Cola of Siouxland, Inc.			Deanna Hansen	
Cleared	06/30/2025		No	2100252289 & 2100249580	returned pop	208.00
606	**FFA LEADERSHIP**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	AC-9948-6/25	officer team building	224.93
610	**FFA**					
PPS	Pender Public Schools					
046449	06/02/2025	Allison Claussen			Deanna Hansen	
Cleared	06/30/2025		No	05272025`	GreatShots golf for FFA Officer Training	85.60
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	AC-9948-6/25	FFA Lockin Supplies	229.36
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	AC-9948-6/25	officer team building	325.20
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	AC-9948-6/25.3	escape room for FFA team building	365.00
					Total for PPS - Pender Public Schools:	1,005.16
					Total for 610 - FFA:	1,005.16
710	**STATE CONTEST**					
PPS	Pender Public Schools					
046463	06/09/2025	Country Inn & Suites, Kearney			Deanna Hansen	
Cleared	06/30/2025		No	244, 246, 256 & 257	all state band lodging	505.59
046464	06/09/2025	Dustin Krusemark			Deanna Hansen	
Cleared	06/30/2025		No	06092025tr	state track reimbursement	56.40
046465	06/09/2025	Fairfield Inn Grand Island			Deanna Hansen	
Cleared	06/30/2025		No	4348800013827	state boys golf lodging	559.80
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025		No	SK-8626-6/25	state track meals	35.14
					Total for PPS - Pender Public Schools:	1,156.93
					Total for 710 - STATE CONTEST:	1,156.93

Check Detail

Sorted by Activity ID, Site ID.
From 06/01/2025 to 06/30/2025.

Activity ID / Site ID / Check # / Status	Activity Name / Site Name / Issue Date / Status Date	Vendor Name / PO Number	1099?	Invoice Number	Approved by / Description	Amount
777-F	**e-Sports Fundraising**					
PPS	Pender Public Schools					
046458	06/02/2025	Hauff Sports Omaha			Deanna Hansen	
Cleared	06/30/2025	2425167	No	171868	sample esports jersey	41.00
925	**Thunder Baseball**					
PPS	Pender Public Schools					
046457	06/02/2025	AT&T Mobility			Deanna Hansen	
Cleared	06/30/2025		No	287312820239X 05252025	mifi box for baseball-Legion will reimburse	40.04
925-F	**Thunder Baseball Fundraising**					
PPS	Pender Public Schools					
046466	06/09/2025	First National Bank of Omaha			Deanna Hansen	
Cleared	06/30/2025	2425172	No	CH-7204-6/25	team meal Dist Baseball	101.06

Grand Total : 29,643.31

Pender Public Schools

7/25 General Fund Check Report

Check Number	Payee	Type	Amount
741771	Blue Cross Blue Shield of NE	July Payroll Liability	$72,331.85
741772	Department of Revenue	July Payroll Liability	$9,565.95
EFT	Employee Benefit Fund	July Payroll Liability	$3,392.48
741773	Frontier Bank	July Payroll Liability	$65,142.89
EFT	HSA Account Contributions	July Payroll Liability	$6,500.85
741774	Madison National Life Ins Co, Inc	July Payroll Liability	$1,834.59
741775	Nebraska School Retirement	July Payroll Liability	$42,649.11
741776	Special Building Fund	July Payroll Liability	$231.67
741777	Trustmark Voluntary Benefits	July Payroll Liability	$1,545.52
741778	Vision Service Plan	July Payroll Liability	$586.75
741779	ABC Mobile Storage Inv	Storage Unit Rent	$175.00
741780	Amazon Capital Services	Accounts Payable	$1,076.27
741781	Barco Products, LLC	Equipment for PSC FB Field	$2,295.76
741782	BusRight	License Renewal	$5,200.00
741783	Carpenter Paper Company	Custodial Supplies	$702.25
741784	Cubby's	Fuel & Miscellaneous Supplies	$942.70
741785	Dunn's Plumbing and Heating	Rental House repairs	$870.00
741786	Eakes Office Solutions	Annual Contract Overage Payment	$1,222.07
741787	Educational Service Unit #1	Registration Fees	$75.00
741788	Educational Service Unit #6	Meals Orton Gillingham Training	$100.00
741789	Educational Service Unit #7	LastPass License Renewal	$120.00
741790	FileWave (USA) Inc.	Annual License Renewal	$5,638.00
741791	First National Bank	Accounts Payable	$2,613.40
741792	Follett Content Solutions LLC	Library Books	$235.71
741793	FP Mailing Solutions	Postage Meter Rent	$194.40
741794	Grainger	Ceiling Tiles	$473.40
741795	Hometown Leasing	Copier Lease Payment	$1,181.28
741796	J.F. Ahern Co.	Annual Sprinkler Inspection	$855.00
741797	Jason Sears Flooring	Flooring Removal & Installation	$27,357.20
741798	Jensen Sprinkler	Annual Sprinkler Inspection	$925.86
741799	John Deere Financial	Lawn Mower Blades	$166.02
741800	Kansas City Audio Visual	Technology Equipment	$12,666.45
741801	Koski, Keith W	Reimbursement	$60.00
741823	Legacy Leadership LLC	Staff Professional Development	$1,369.00
741822	Maise Electrical & Mechanical Contracting	Elementary Restroom Remodel	$9,000.00
741802	Matheson Tri-Gas, Inc.	Welding Gas & Bottle Rent	$107.45
741803	Midwest Alarm Services	Quarterly Fire Alarm Monitoring	$150.06
741804	NE Council of School Admin	Registration Fees	$410.00
741805	NRCSA	Annual Dues 25-26	$850.00
741806	NREA	Annual Dues 25-26	$75.00
741807	PanTerra Networks, Inc.	Telephone	$1,260.89
741808	Pender Ace Hardware	Miscellaneous Maintenance Items	$731.61
741809	Pender Community Hospital	DOT Physicals	$525.00
741810	Pender Municipal Utilities	June Usage	$18,008.79
741811	Petty Cash Fund	Reimbursement	$151.93
741812	Rays Midbell	Instrumental Music	$4,601.02
741813	Ricks Computers, Inc.	MacBook Repairs	$1,024.00
741814	School Specialty, LLC	Science Lab Furniture	$3,091.50
741815	Staples Advantage	School & Office Supplies	$166.16
741816	Student Assurance Services	Student Insurance	$1,140.65
741817	Studies Weekly	Annual Renewal	$327.50
741818	Sturek Media, Inc.	Printing	$1,681.92
741824	Teaching Strategies	Nebraska GOLD Renewal	$470.75
741819	TM Painting & Handyman	Painting Elementary Restrooms	$2,893.70
741820	Turnitin, LLC	Annual Renewal	$2,530.57
741821	UnityPoint Clinic-Occupational Medicine	Professional Service	$42.00
		General Fund PR Liab & AP	**$319,536.93**
		General Fund Payroll	**$209,597.43**
		School Nutrition Fund	**$36,236.16**
		Activity Fund	**$29,643.31**
		Special Building Fund	**$167,965.04**
		Employee Benefit Fund	**$3,599.94**

Pender Public Schools

7/25 School Nutrition Fund Check Report

Check Number	Payee	Type	Amount
9067	Blue Cross Blue Shield of NE	July Payroll Liability	$4,955.45
9068	Department of Revenue	July Payroll Liability	$235.01
EFT	Employee Benefit Fund	July Payroll Liability	$207.46
9069	Frontier Bank	July Payroll Liability	$2,175.97
EFT	HSA Account Contributions	July Payroll Liability	$396.37
9070	Madison National Life Ins Co, Inc	July Payroll Liability	$41.81
9071	Nebraska School Retirement	July Payroll Liability	$2,023.83
9072	Vision Service Plan	July Payroll Liability	$43.06
9073	Cash-Wa Distributing Co	Food & Supplies for Kitchen	$4,574.97
9074	Cubby's	Misc Groceries & SFSP Fuel	$282.89
9075	Egan Supply Company	Dish Machine Chemicals	$194.88
9076	First National Bank	Brown Grocery Bags	$12.50
9077	Hiland Dairy Foods Company, LLC	Milk	$2,435.93
9078	Mighty Ducts	Annual Exhaust System Cleaning	$675.00
9079	Sysco Lincoln	Food & Supplies for Kitchen	$8,037.09
		SNF Payroll Liab & AP	**$26,292.22**
		SNF Payroll	**$9,943.94**
		SNF Total	**$36,236.16**

Pender Public Schools

7/25 Special Building Fund Check Report

Check Number	Payee	Type	Amount
1086	First National Bank	PSC Restroom Partitions	$9,869.00
1087	Grainger	Supplies for Crows Nest & Scoreboard	$838.16
1088	Jerico Construction LLC	RR/Concession Building Patio Cement	$5,600.00
1089	Maise Electrical & Mechanical Contractor	Electrical & Plumbing work at PSC-crows nest, restroom/concession building, lift station	$16,000.00
1090	Menards Sioux City	Miscellaneous electrical and plumbing supplies	$1,598.82
1091	Penro Construction Co., Inc.	Lift Station & 2" Force Main Connection	$51,000.00
1092	Village of Pender	Transformer, Transformer Basement, Wire, Boring, Ground Rods and Labor	$74,308.25
1093	Wenke Manufacturing	120' 1/8" x 2" square tubing for Crows Nest	$450.40
1094	Village of Pender	Gas line to RR/Conc building and Electrict to Scoreboard	$8,300.41
		Total	**$167,965.04**

PENDER PUBLIC SCHOOL
EXPENDITURE BUDGET REPORT
July 1, 2025

		Annual Budget	YTD	Budget Balance	Percent Expended	Percent Remaining
01100	Regular Education	3,719,573.00	3,419,616.16	299,956.84	91.94%	8.06%
01200	School Age Special Education	1,242,103.00	1,051,979.61	190,123.39	84.69%	15.31%
01300	Summer School/Driver's Ed	8,756.00	100.00	8,656.00	1.14%	98.86%
02120/30	School Counselor/Nurse	137,394.00	108,957.35	28,436.65	79.30%	20.70%
02141-02190	ESU #1 SPED Services	196,151.00	126,431.25	69,719.75	64.46%	35.54%
02200	Staff Inservice/Library	156,237.00	123,406.42	32,830.58	78.99%	21.01%
02310	Board of Education	171,557.00	41,962.73	129,594.27	24.46%	75.54%
02320	Superintendent	203,295.00	183,530.03	19,764.97	90.28%	9.72%
02330	Legal Services	10,000.00	5,662.95	4,337.05	56.63%	43.37%
02400	Principals/Student Support	458,467.00	370,384.07	88,082.93	80.79%	19.21%
02500	Fiscal Services/Technology/Administrative	286,373.00	226,897.34	59,475.66	79.23%	20.77%
02600	Custodial/Maintenance/Equipment/Safety	843,818.00	629,613.85	214,204.15	74.61%	25.39%
02700	Regular & SPED Transportation	398,165.00	209,421.93	188,743.07	52.60%	47.40%
03400	Monsanto/College Access Grants	15,500.00	-	15,500.00	0.00%	100.00%
03535	High Ability Learner Grant	4,916.00	3,223.42	1,692.58	65.57%	34.43%
06200	Title I	79,525.00	74,434.42	5,090.58	93.60%	6.40%
06310	Title II, Part A (NCLB Consolidated)	8,454.00	7,737.50	716.50	91.52%	8.48%
06402	IDEA Part B (611) Transportation	400.00	-	400.00	0.00%	100.00%
06408	IDEA Part B (611) Base Allocation, Birth-Age 21	35,640.00	-	35,640.00	0.00%	100.00%
06410	IDEA Enrollment/Poverty (611)	73,029.00	59,942.43	13,086.57	82.08%	17.92%
06925	Title III LEP Grant	1,493.00	-	1,493.00	0.00%	100.00%
06992	USDE REAP Grant	44,196.00	41,123.42	3,072.58	93.05%	6.95%
08000	Transfer to Hot Lunch Fund/Activity	15,000.00	-	15,000.00	0.00%	100.00%
	Unused Budget Authority	333,048.00	-	333,048.00	0.00%	100.00%
TOTAL		**8,443,090.00**	**6,684,424.88**	**1,758,665.12**	**79.17%**	**20.83%**

Annual Budget Expenditure History

2023-24	Budget Totals	8,237,984.00	7,121,291.46	1,116,692.54	86.44%	13.56%
2022-23	Budget Totals	7,818,861.00	6,790,468.12	1,028,392.88	86.85%	13.15%
2021-22	Budget Totals	$7,508,470.00	$6,263,452.58	$1,245,017.42	83.42%	16.58%
2020-21	Budget Totals	$6,538,920.00	$5,899,938.08	$638,981.92	90.23%	9.77%
2019-20	Budget Totals	$6,362,013.00	$5,342,082.03	$1,019,930.97	83.97%	16.03%
2018-19	Budget Totals	$6,210,244.00	$5,662,504.01	$547,739.99	91.18%	8.82%
2017-18	Budget Totals	$6,048,238.00	$5,378,923.13	$669,314.87	88.93%	11.07%
2016-17	Budget Totals	$5,913,769.00	$5,166,861.84	$746,907.16	87.37%	12.63%
2015-16	Budget Totals	$5,588,969.00	$5,034,277.10	$554,691.90	90.08%	9.92%
2014-15	Budget Totals	$5,512,171.00	$5,169,685.27	$342,485.73	93.79%	6.21%
2013-14	Budget Totals	$5,363,779.00	$4,495,599.46	$868,179.54	83.81%	16.19%
2012-13	Budget Totals	$5,181,324.00	$4,299,804.82	$881,519.18	82.99%	17.01%
2011-12	Budget Totals	$5,157,330.00	$4,326,767.92	$830,562.08	83.90%	16.10%
2010-11	Budget Totals	$4,608,280.00	$3,795,098.53	$813,181.47	82.35%	17.65%
2009-10	Budget Totals	$4,455,210.00	$3,674,026.34	$781,183.66	82.47%	17.53%
2008-09	Budget Totals	$3,849,028.00	$3,246,620.10	$602,407.90	84.35%	15.65%
2007-08	Budget Totals	$3,692,279.00	$3,247,688.62	$444,590.38	87.96%	12.04%
2006-07	Budget Totals	$3,677,846.00	$3,238,808.50	$439,037.50	88.06%	11.94%

Pender Municipal Utility Bills/Averages

Year	Month	Natural Gas	Electricity	FB Elec/Water	Water/Sewer	Total
2025	January	$ 6,981.36	$ 10,492.41	$ 194.61	$ 460.10	$ 18,128.48
2025	February	$ 6,784.60	$ 9,978.89	$ 194.61	$ 515.58	$ 17,473.68
2025	March	$ 3,568.98	$ 10,228.59	$ 194.49	$ 406.97	$ 14,399.03
2025	April	$ 4,020.97	$ 11,695.58	$ 924.83	$ 432.74	$ 17,074.12
2025	May	$ 843.03	$ 16,105.30	$ 2,897.63	$ 243.55	$ 20,089.51
2025	June	$ 624.23	$ 15,508.46	$ 1,476.19	$ 399.91	$ 18,008.79
2025	July					$ -
2025	August					$ -
2025	September					$ -
2025	October					$ -
2025	November					$ -
2025	December					$ -
2025	**TOTAL**	**$ 22,823.17**	**$ 74,009.23**	**$ 5,882.36**	**$ 2,458.85**	**$ 105,173.61**
2025	**MO. AVERAGE**	**$ 3,803.86**	**$ 12,334.87**	**$ 980.39**	**$ 409.81**	**$ 17,528.94**
Year	**Month**	**Natural Gas**	**Electricity**	**FB Elec/Water**	**Water/Sewer**	**Total**
2024	January	$ 8,370.85	$ 9,103.85	$ 161.90	$ 297.06	$ 17,933.66
2024	February	$ 5,473.94	$ 10,480.70	$ 160.67	$ 431.98	$ 16,547.29
2024	March	$ 6,330.75	$ 9,832.51	$ 120.95	$ 437.59	$ 16,721.80
2024	April	$ 4,464.93	$ 10,936.59	$ 734.91	$ 360.71	$ 16,497.14
2024	May	$ 2,045.45	$ 13,604.66	$ 616.05	$ 335.46	$ 16,601.62
2024	June	$ 1,085.01	$ 13,290.27	$ 1,029.65	$ 228.94	$ 15,633.87
2024	July	$ 1,155.48	$ 14,022.09	$ 1,308.42	$ 244.97	$ 16,730.96
2024	August	$ 1,423.15	$ 16,537.60	$ 1,270.55	$ 313.63	$ 19,544.93
2024	September	$ 1,510.62	$ 17,002.78	$ 644.58	$ 428.83	$ 19,586.81
2024	October	$ 2,293.74	$ 15,491.21	$ 883.98	$ 419.36	$ 19,088.29
2024	November	$ 2,624.90	$ 10,977.92	$ 194.98	$ 419.30	$ 14,217.10
2024	December	$ 6,284.09	$ 9,965.41	$ 194.85	$ 457.69	$ 16,902.04
2024	**TOTAL**	**$ 43,062.91**	**$ 151,245.59**	**$ 7,321.49**	**$ 4,375.52**	**$ 206,005.51**
2024	**MO. AVERAGE**	**$ 3,588.58**	**$ 12,603.80**	**$ 610.12**	**$ 364.63**	**$ 17,167.13**
Year	**Month**	**Natural Gas**	**Electricity**	**FB Elec/Water**	**Water/Sewer**	**Total**
2023	January	$ 4,718.83	$ 8,192.30	$ 160.55	$ 290.29	$ 13,361.97
2023	February	$ 3,695.79	$ 10,265.66	$ 162.63	$ 413.65	$ 14,537.73
2023	March	$ 8,474.60	$ 7,757.32	$ 199.46	$ 275.05	$ 16,706.43
2023	April	$ 2,212.75	$ 11,056.43	$ 1,000.15	$ 374.43	$ 14,643.76
2023	May	$ 1,043.77	$ 12,075.52	$ 1,343.01	$ 317.39	$ 14,779.69
2023	June	$ 681.42	$ 13,357.99	$ 1,459.13	$ 249.85	$ 15,748.39
2023	July	$ 969.11	$ 12,710.30	$ 1,569.31	$ 247.43	$ 15,496.15
2023	August	$ 950.09	$ 15,089.12	$ 718.67	$ 268.73	$ 17,026.61
2023	September	$ 1,558.42	$ 14,996.79	$ 1,654.62	$ 406.28	$ 18,616.11

2023	October	$ 1,946.63	$ 12,231.82	$ 516.88	$ 445.81	$ 15,141.14
2023	November	$ 3,534.57	$ 10,269.11	$ 160.55	$ 354.47	$ 14,318.70
2023	December	$ 4,665.77	$ 9,020.66	$ 159.57	$ 375.83	$ 14,221.83
2023	**TOTAL**	**$ 34,451.75**	**$ 137,023.02**	**$ 9,104.53**	**$ 4,019.21**	**$ 184,598.51**
2023	**MO. AVERAGE**	**$ 2,870.98**	**$ 11,418.59**	**$ 758.71**	**$ 334.93**	**$ 15,383.21**
2022	January	$ -	$ 8,777.18	$ 120.25	$ 332.89	$ 9,230.32
2022	February	$ -	$ 9,597.06	$ 120.25	$ 377.09	$ 10,094.40
2022	March	$ 1,215.93	$ 8,917.77	$ 120.25	$ 377.05	$ 10,631.00
2022	April	$ 2,678.22	$ 9,604.55	$ 120.25	$ 364.95	$ 12,767.97
2022	May	$ 1,711.88	$ 11,861.38	$ 120.25	$ 566.94	$ 14,260.45
2022	June	$ 1,869.69	$ 13,652.51	$ 110.97	$ 465.42	$ 16,098.59
2022	July	$ 1,419.76	$ 13,750.49	$ 392.56	$ 201.52	$ 15,764.33
2022	August	$ 1,599.23	$ 14,104.83	$ 244.52	$ 262.94	$ 16,211.52
2022	September	$ 1,074.73	$ 15,148.59	$ 120.25	$ 389.79	$ 16,733.36
2022	October	$ 1,720.93	$ 10,626.04	$ 308.86	$ 311.33	$ 12,967.16
2022	November	$ 4,174.33	$ 11,008.94	$ 161.28	$ 353.94	$ 15,698.49
2022	December	$ 6,327.96	$ 8,878.96	$ 162.02	$ 322.64	$ 15,691.58
2022	**TOTAL**	**$ 23,792.66**	**$ 135,928.30**	**$ 2,101.71**	**$ 4,326.50**	**$ 166,149.17**
2022	**MO. AVERAGE**	**$ 1,982.72**	**$ 11,327.36**	**$ 175.14**	**$ 360.54**	**$ 13,845.76**
2021	January	$ 3,957.78	$ 8,355.79		$ 621.06	$ 12,934.63
2021	February	$ 25,194.50	$ 8,679.26		$ 405.43	$ 34,279.19
2021	March	$ 2,092.81	$ 7,457.02		$ 407.77	$ 9,957.60
2021	April	$ 1,433.47	$ 8,274.42		$ 415.93	$ 10,123.82
2021	May	$ 1,047.04	$ 9,846.53		$ 857.23	$ 11,750.80
2021	June	$ 375.81	$ 9,530.50		$ 339.15	$ 10,245.46
2021	July	$ 1,363.76	$ 11,219.27		$ 319.51	$ 12,902.54
2021	August	$ 577.59	$ 13,814.82		$ 348.73	$ 14,741.14
2021	September	$ 821.77	$ 14,365.94		$ 397.04	$ 15,584.75
2021	October	$ -	$ 10,565.97	$ 96.74	$ 455.17	$ 11,117.88
2021	November	$ -	$ 10,555.75	$ 120.25	$ 360.66	$ 11,036.66
2021	December	$ -	$ 8,460.84	$ 120.25	$ 349.46	$ 8,930.55
2021	**TOTAL**	**$ 36,864.53**	**$ 121,126.11**	**$ 337.24**	**$ 5,277.14**	**$ 163,605.02**
2021	**MO. AVERAGE**	**$ 3,072.04**	**$ 10,093.84**	**$ 28.10**	**$ 439.76**	**$ 13,633.75**
2020	January	$ 833.43	$ 9,987.27	-	$ 312.00	$ 11,132.70
2020	February	$ 3,380.48	$ 11,939.74	-	$ 364.00	$ 15,684.22
2020	March	$ 1,396.63	$ 7,154.90	-	$ 263.25	$ 8,814.78
2020	April	$ 2,528.20	$ 8,214.10	-	$ 196.75	$ 10,939.05
2020	May	$ 1,347.43	$ 8,715.86	$ 144.82	$ 358.75	$ 10,566.86
2020	June	$ 533.13	$ 9,227.51		$ 750.75	$ 10,511.39
2020	July	$ 623.73	$ 9,929.69		$ 1,279.50	$ 11,832.92
2020	August	$ 609.93	$ 9,703.04		$ 299.25	$ 10,612.22
2020	September	$ 800.97	$ 11,125.87	$ 366.82	$ 2,018.00	$ 14,311.66

2020	October	$ 1,277.77	$ 8,776.44	$ 272.62	$ 676.50	$ 11,003.33
2020	November	$ 2,353.90	$ 8,231.88	$ -	$ 342.00	$ 10,927.78
2020	December	$ 3,029.59	$ 7,311.78		$ 298.75	$ 10,640.12
2020	**TOTAL**	**$ 18,715.19**	**$ 110,318.08**	**$ 784.26**	**$ 7,159.50**	**$ 136,977.03**
2020	**MO. AVERAGE**	**$ 1,559.60**	**$ 9,193.17**	**$ 65.36**	**$ 596.63**	**$ 11,414.75**
2019	January	$ 10,774.68	$ 8,288.12	-	$ 202.16	$ 19,264.96
2019	February	$ 7,100.55	$ 11,406.80	-	$ 229.41	$ 18,736.76
2019	March	$ 4,610.15	$ 9,973.56	-	$ 217.63	$ 14,801.34
2019	April	$ 2,594.06	$ 10,000.04	-	$ 276.88	$ 12,870.98
2019	May	$ 1,432.03	$ 10,607.20		$ 264.38	$ 12,303.61
2019	June	$ 1,008.73	$ 13,276.41	-	$ 487.88	$ 14,773.02
2019	July	$ 725.14	$ 15,042.24	-	$ 187.88	$ 15,955.26
2019	August	$ 499.79	$ 17,751.05	$ 588.16	$ 651.49	$ 19,490.49
2019	September	$ 1,624.23	$ 16,535.04	-	$ 573.63	$ 18,732.90
2019	October	$ 2,157.59	$ 9,469.36	$ 244.17	$ 771.38	$ 12,642.50
2019	November	$ 2,741.68	$ 9,540.09	-	$ 371.38	$ 12,653.15
2019	December	$ 2,487.36	$ 9,348.48	-	$ 300.25	$ 12,136.09
2019	**TOTAL**	**$ 37,755.99**	**$ 141,238.39**	**$ 832.33**	**$ 4,534.35**	**$ 184,361.06**
2019	**MO. AVERAGE**	**$ 3,146.33**	**$ 11,769.87**	**$ 69.36**	**$ 377.86**	**$ 15,363.42**
2018	January	$ 5,001.75	$ 7,451.47	-	$ 209.53	$ 12,662.75
2018	February	$ 5,370.79	$ 9,590.51	-	$ 234.36	$ 15,195.66
2018	March	$ 2,174.37	$ 7,499.34	-	$ 198.94	$ 9,872.65
2018	April	$ 2,295.44	$ 9,351.20	-	$ 211.94	$ 11,858.58
2018	May	$ 910.46	$ 10,241.04	-	$ 188.88	$ 11,340.38
2018	June	$ 838.26	$ 11,506.40	-	$ 177.21	$ 12,521.87
2018	July	$ 959.19	$ 14,680.50	-	$ 169.66	$ 15,809.35
2018	August	$ 1,121.25	$ 12,842.28	-	$ 192.89	$ 14,156.42
2018	September	$ 1,699.76	$ 15,711.84	-	$ 264.92	$ 17,676.52
2018	October	$ 2,462.96	$ 11,956.49	-	$ 252.53	$ 14,671.98
2018	November	$ 888.13	$ 8,969.72	-	$ 259.53	$ 10,117.38
2018	December	$ 1,175.19	$ 12,706.84	-	$ 295.63	$ 14,177.66
2018	**TOTAL**	**$ 24,897.55**	**$ 132,507.63**	**$ -**	**$ 2,656.02**	**$ 160,061.20**
2018	**MO. AVERAGE**	**$ 2,074.80**	**$ 11,042.30**	**$ -**	**$ 221.34**	**$ 13,338.43**
2017	January	**$ 6,707.40**	**$ 9,908.46**	**-**	**$ 234.14**	$ 16,850.00
2017	February	**$ 4,525.93**	**$ 9,904.53**	**-**	**$ 210.03**	$ 14,640.49
2017	March	**$ 3,142.99**	**$ 10,122.67**	**-**	**$ 205.31**	$ 13,470.97
2017	April	**$ 2,862.31**	**$ 9,368.46**	**-**	**$ 187.55**	$ 12,418.32
2017	May	**$ 741.31**	**$ 11,624.57**	**-**	**$ 176.70**	$ 12,542.58
2017	June	**$ 1,074.51**	**$ 12,465.85**	**-**	**$ 150.28**	$ 13,690.64
2017	July	**$ 152.23**	**$ 9,950.98**	**-**	**$ 163.09**	$ 10,266.30
2017	August	**$ 926.17**	**$ 12,045.47**	**-**	**$ 1,150.91**	$ 14,122.55
2017	September	**$ 1,069.01**	**$ 11,049.87**	**$ 226.16**	**$ 501.08**	$ 12,846.12

2017	October	**$ 2,383.57**	**$ 9,223.39**	**$ 241.35**	**$ 254.46**	$ 12,102.77
2017	November	**$ 2,602.53**	**$ 7,444.70**	**-**	**$ 180.14**	$ 10,227.37
2017	December	**$ 5,358.58**	**$ 8,154.48**	**-**	**$ 208.91**	$ 13,721.97
2017	**TOTAL**	**$ 31,546.54**	**$ 121,263.43**	**$ 467.51**	**$ 3,622.60**	**$ 156,900.08**
2017	**MO. AVERAGE**	**$ 2,628.88**	**$ 10,105.29**	**$ 38.96**	**$ 301.88**	**$ 13,075.01**
2016	January	6,073.86	$ 7,528.70	-	$ 245.18	13,847.74
2016	February	$ 4,361.92	$ 8,602.24	-	$ 245.47	$ 13,209.63
2016	March	$ 3,431.00	$ 9,956.54	-	$ 233.91	$ 13,621.45
2016	April	$ 2,331.52	$ 9,622.98	-	$ 236.03	$ 12,190.53
2016	May	$ 1,498.91	$ 9,151.30	-	$ 227.75	$ 10,877.96
2016	June	$ 685.93	$ 9,404.68	-	$ 242.82	$ 10,333.43
2016	July	$ 658.87	$ 10,336.45	-	$ 253.44	$ 11,248.76
2016	August	$ 666.06	$ 10,443.93	-	$ 264.21	$ 11,374.20
2016	September	$ 921.35	$ 13,303.86	$ 215.56	$ 232.24	$ 14,673.01
2016	October	$ 1,310.31	$ 9,519.88	$ 217.31	$ 283.21	$ 11,330.71
2016	November	$ 3,018.06	$ 10,613.91	-	$ 266.81	$ 13,898.78
2016	December	$ 5,439.36	$ 8,307.79	-	$ 227.35	$ 13,974.50
2016	**TOTAL**	**$ 30,397.15**	**$ 116,792.26**	**$ 432.87**	**$ 2,958.42**	**$ 150,580.70**
2016	**MO. AVERAGE**	**$ 2,533.10**	**$ 9,732.69**	**$ 36.07**	**$ 246.54**	**$ 12,548.39**
2015	January	**$ 4,135.29**	**$ 10,177.91**	**-**	**$ 239.39**	$ 14,552.59
2015	February	**$ 6,966.63**	**$ 11,012.81**	**-**	**$ 218.49**	$ 18,197.93
2015	March	**$ 2,171.86**	**$ 9,556.07**	**-**	**$ 209.09**	$ 11,937.02
2015	April	**$ 2,951.75**	**$ 7,819.32**	**-**	**$ 201.56**	$ 10,972.63
2015	May	**$ 1,205.32**	**$ 9,811.46**	**-**	**$ 173.42**	$ 11,190.20
2015	June	**$ 927.16**	**$ 10,977.15**	**-**	**$ 198.88**	$ 12,103.19
2015	July	**$ 729.41**	**$ 12,372.63**	**-**	**$ 152.73**	$ 13,254.77
2015	August	**$ 884.59**	**$ 13,283.00**	**-**	**$ 180.79**	$ 14,348.38
2015	September	**$ 831.27**	**$ 12,844.73**	**-**	**$ 211.80**	$ 13,887.80
2015	October	**$ 1,630.50**	**$ 10,259.76**	**-**	**$ 221.96**	$ 12,112.22
2015	November	**$ 3,406.64**	**$ 9,530.58**	**-**	**$ 219.15**	$ 13,156.37
2015	December	**$ 4,303.30**	**$ 9,659.95**	**-**	**$ 196.79**	$ 14,160.04
2015	**TOTAL**	**$ 30,143.72**	**$ 127,305.37**	**$ -**	**$ 2,424.05**	**$ 159,873.14**
2015	**MO. AVERAGE**	**$ 2,511.98**	**$ 10,608.78**	**$ -**	**$ 202.00**	**$ 13,322.76**

Pender Public Schools

Vendor Detail Report - First National Bank

Vendor	PO Number	Type	Amount
First National Bank		Boom Learning (Liz H), Wordwall (Morgyn C) and Edpuzzle (Dahlman) renewals	$27.69
First National Bank		Orton Gillingham registration fee - Svehla	$1,750.00
First National Bank		board meeting supplies	$87.75
First National Bank		monthly time clock fee	$53.50
First National Bank		omelet feed supplies	$8.50
First National Bank		repairs for floor scrubber	$170.07
First National Bank		custodial supplies	$115.27
First National Bank		DMV driver checks	$22.50
First National Bank		van fuel	$163.71
First National Bank		van fuel	$78.42
First National Bank		van fuel	$135.99
			$2,613.40

Pender Public Schools

Vendor Detail Report - Amazon

Vendor	PO Number	Type	Amount
Amazon Capital Services		office supplies	$30.66
Amazon Capital Services		office supplies-dry erase markers, acrylic sign holders, sticky notes, closet pocket phone holders, medicine cups, pens, pencil sharpeners, laminator, liquid paper white out, 3-ring binders, laminating pouches, pencils, ID badge holders, safety pins.	$715.10
Amazon Capital Services		butane for omelet feed	$26.99
Amazon Capital Services		large and small hex keys	$37.96
Amazon Capital Services		light fixtures	$104.97
Amazon Capital Services		light fixtures	$37.48
Amazon Capital Services	24/25--255	Professional Development - Principals	$95.35
Amazon Capital Services	24/25--256	1 set of 4 binders for Mrs. Nixon's classroom.	$27.76
		Total	**$1,076.27**

July Secondary Principal's Report

Pender Public Schools - July 16, 2025

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Mission Statement

The mission of the Pender Public School District is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens.

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LB 399

a. Dr. Martin Luther King, Jr.’s birthday (January 15, 1929)
b. Abraham Lincoln’s birthday (February 12, 1809)
c. George Washington’s birthday (February 22, 1732)
d. Memorial Day (May - the last Monday in May)
e. Constitution Day (September 17 - every year)
f. Veterans Day (November 11 - every year)
g. Thanksgiving Day (November - 4th Thursday in November)
h. Native American Heritage Day (November - the Friday after Thanksgiving)

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Workshops/Conferences/Meetings

PAST EVENTS

- 25/26 Planning with ESU#1
- Planning with Admin Team
- Cultural Connections Unity Conference
- Planbook Zoom

UPCOMING EVENTS

- 25/26 Theme/Personal Goals
- Staff Preservice
- Open House
- First Day of School

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2025-2026 Projected Class Sizes

7th - 35

8th - 31

9th - 33

10th - 31

11th - 39

12th - 27

Total - 196 (+6)



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New Teacher

Lexi Meister
Agricultural Education



- Pender High School
- University of Nebraska-Lincoln
  - Animal Science with Specialization-Animal Breeding and Genetics (Masters)
- DNA Swine Genetics
- Husband - Brandon
  - Owner of Footprints Floors of Omaha and Footprints Bath & Tile of Omaha
- Son - Luke

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Fine Arts





- Midland All State Choir Camp
  - Max, Adyson, Farris, & Peyton
- Sioux City Symphony Youth Orchestra Member
  - Khloe Kolbeck

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High School & Junior High Rodeo National Qualifiers





- Ava Smith - 3x State Champion Girls Cutting
- Kolt Smith - 3rd Place Boys Cutting
- Tyler McCauley - State Champion Tie Down Roping
- Kaddo Schrunk - State Champion All Around Cowboy
- Kooper Schrunk - State Champion All Around Cowboy & Goat Tying
  - National Runner-Up All Around Cowboy
  - National 3rd Place Ribbon Roping
- Kolin Schrunk - State Champion Bareback Steer Riding



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PPS ALUMNI WEEKEND



Tours given by the FFA members!







PPS ALUMNI WEEKEND

LUNCH ON THE LAWN

Heritage Museum of Thurston County







BANQUET

PENDER COMMUNITY CENTER









PARADE









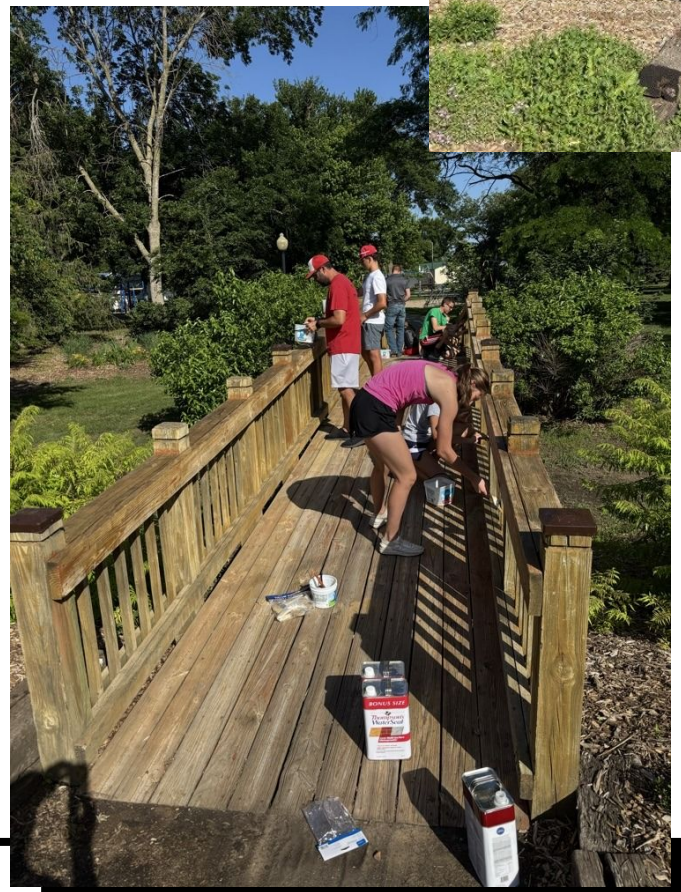


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Student Council Helps Stain Bridge at the







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Other Activities

Fall Practice Begins - August 11th

Teachers Report - August 11th

Open House - August 12th - 6PM

First Day of School - August 14th

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Thank You!

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Elementary Principals Report

July 16, 2025

Mission Statement

The mission of the
Pender Public School District
is to provide quality educational opportunities
in a safe, positive learning environment
that motivates and challenges all students
to become productive and responsible
citizens.

2024-2025

Better Together!

Because Success Always Takes Help

Professional Impact Areas

01

Climate & Culture

Work to consistently create a positive environment for our students and staff. Continue to build a culture of excellence. Be frequently in classrooms to support that climate/culture.

02

Purposeful Engagement

We are better together! Create opportunities for our entire PK-12 staff to work and play together.

03

Moving Forward

What do we stand for? What is the vision as we move into the future? Build ownership in the process and trust in each other. Create leaders!

04

Focus on Best Practices

Double down on best practices. Focus on refining and recommitting to the things that got us where we are.

Our biggest test may not come from the path we travel to success.
Our greatest test is what we do with success once we find it.
Simon Sinek

Workshops,Meetings & Events

PREVIOUS EVENTS

25-26 Planning with ESU #1 (Kellen)
Planning with Admin Team

UPCOMING EVENTS

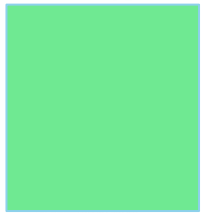
25-26 Planning with ESU #1 (Kellen)
Planning with Admin Team
Open House
Pre-Service with Staff

LB 399

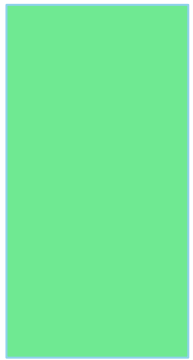
- ★ Dr. Martin Luther King, Jr.'s birthday (January 15, 1929)
- ★ Abraham Lincoln's birthday (February 12, 1809)
- ★ George Washington's birthday (February 22, 1732)
- ★ Memorial Day (May - the last Monday in May)
- ★ Constitution Day (September 17 - every year)
- ★ Veterans Day (November 11 - every year)
- ★ Thanksgiving Day (November - 4th Thursday in November)
- ★ Native American Heritage Day (November - the Friday after Thanksgiving)

Summer Services

ESY – SPED
Summer Services 2025
June 16-20, 23-27
July 7-10, 14-17
8:00 a.m. - 12:00 p.m.



Nebraska Reads RIP/MTSS
Summer Services 2025
June 16-20, 23-27
July 7-10, 14-17
8:00 a.m. - 12:00 p.m.



SPED Extended School Year/
Reading Improvement Plan/MTSS
Summer Schedule

Kaelyn Svehla – K-6 ESY
8:00 a.m. -12:00 p.m.

Liz Tierney - K-6 ESY Support
8:00 a.m. -12:00 p.m.

Morgan Fillipi - K-6 ESY Support
8:00 a.m. -12:00 p.m.

Ashley Bessmer - RIP/MTSS Summer School
8:00 a.m. -12:00 p.m.

Sheila Dahlman - RIP/MTSS Summer School
8:00 a.m. -12:00 p.m.

Summer Subs – Carolyn Jensen, Kira Swinton

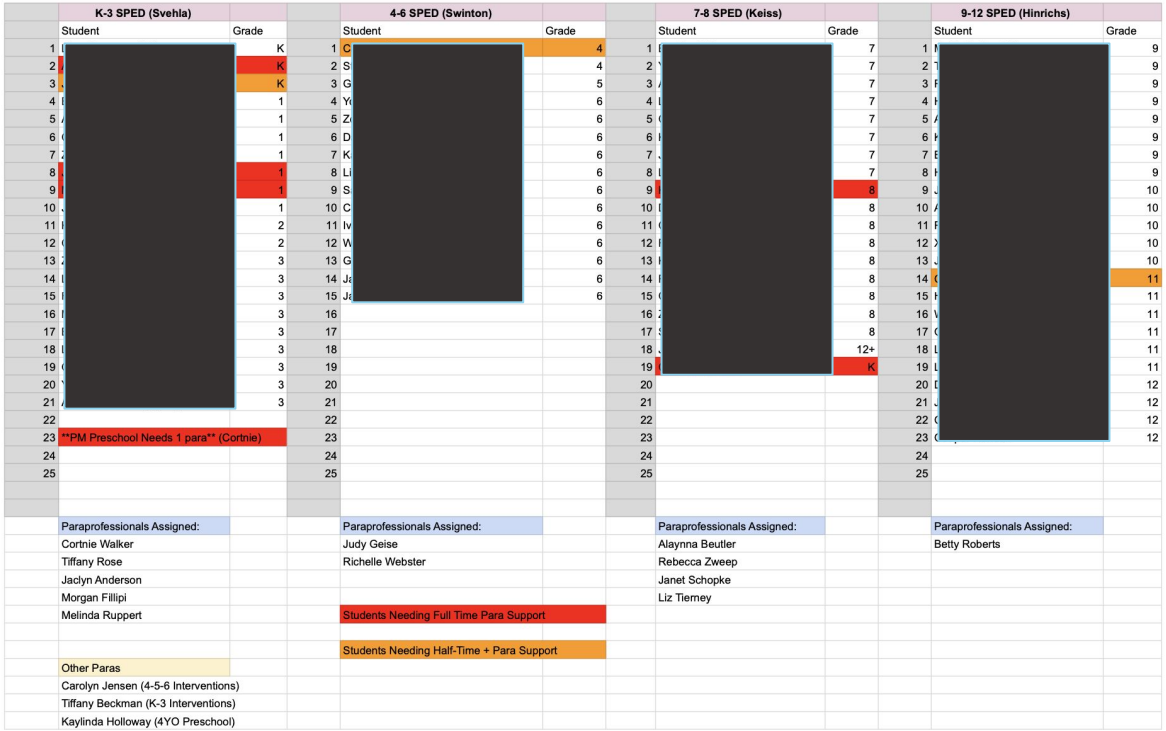
- Monday - Thursday
- 8:00 a.m. - 12:00 noon
- Students served 2 - 4 days per week depending on needs.
- June 16 - 20, 23 - 27
- July 7 - 10, 14 - 17
- Providing Services for:
  - ESY Special Education Services
  - Nebraska Reads/MTSS Summer Services

25-26 School Year
Class Size Projections

4 Yo Preschool - 27
Kindergarten - 32
1st Grade - 32
2nd Grade - 29
3rd Grade - 29
4th Grade - 25
5th Grade - 24
6th Grade - 41

13 new students have transferred in. :)

SPED Caseload Info



K-3 SPED (Svehla)	
Student	Grade
[redacted]	K
	K
	K
	1
	1
	1
	1
	1
	1
	2
	2
	3
	3
	3
	3
	3
	3
	3
	3
PM Preschool Needs 1 para (Cortnie)	

Paraprofessionals Assigned:
Cortnie Walker
Tiffany Rose
Jaclyn Anderson
Morgan Fillipi
Melinda Ruppert
Other Paras
Carolyn Jensen (4-5-6 Interventions)
Tiffany Beckman (K-3 Interventions)
Kaylinda Holloway (4YO Preschool)

4-6 SPED (Swinton)	
Student	Grade
[redacted]	4
	4
	5
	6
	6
	6
	6
	6
	6
	6
	6
	6

Paraprofessionals Assigned:
Judy Geise
Richelle Webster
Students Needing Full Time Para Support
Students Needing Half-Time + Para Support

7-8 SPED (Keiss)	
Student	Grade
[redacted]	7
	7
	7
	7
	7
	7
	7
	8
	8
	8
	8
	8
	8
	8
	12+
	K

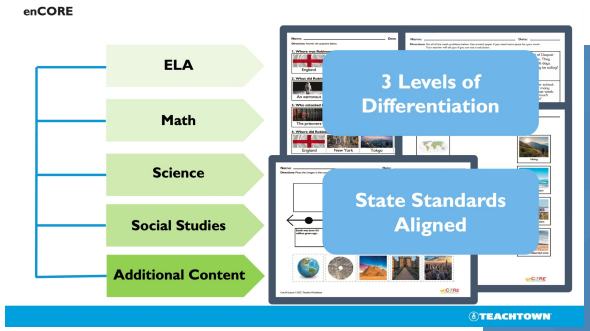
Paraprofessionals Assigned:
Alaynna Beutler
Rebecca Zweep
Janet Schopke
Liz Tierney

9-12 SPED (Hinrichs)	
Student	Grade
[redacted]	9
	9
	9
	9
	9
	9
	9
	9
	10
	10
	10
	10
	10
	11
	11
	11
	11
	11
	12
	12
	12
	12

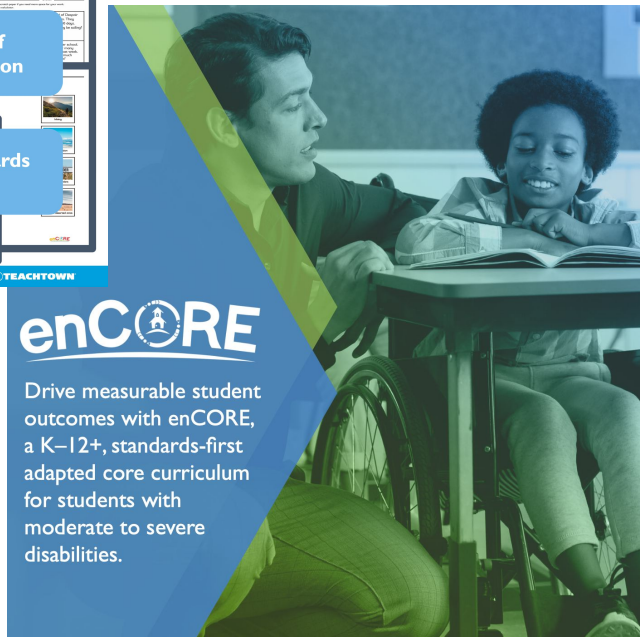
Paraprofessionals Assigned:
Betty Roberts

TeachTown

- Program designed to meeting the curricular needs of our most significantly disabled students.
- Often a tough population for teachers to address because our regular education curriculums just don't fit.
- Came recommended by LCC who has operated a Level 3 program for many years.
- $4150 per year for software
  - 3 Year software agreement
- $3650 one time cost for K-2 physical goods (manipulatives, books, teachers guides)
- $1498 one time cost for Transition to Adulthood Support Kit
- $1500 for training
- $11, 104. 76 year 1 total
  - $4150 year 2 & 3
- SPED expenditure at a reimbursable rate over 80%







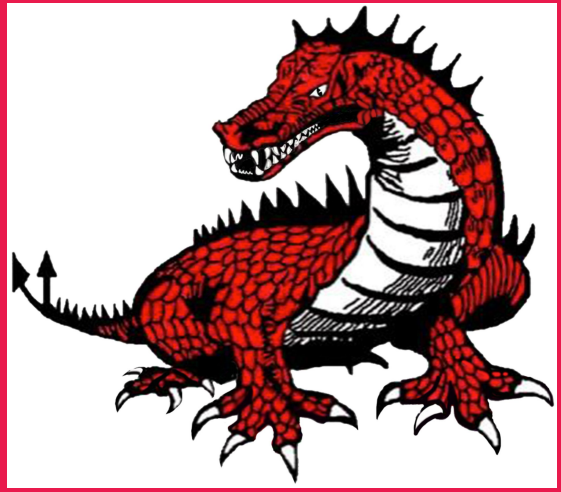
Summer To-Do's

- ~~Elementary Schedules~~
- ~~Specials Schedules~~
- ~~Para Schedule~~
- Pre-Service Agenda
- ~~Assessment Calendar~~
- ~~Handbook Review~~
- ~~Staff Development Schedule~~
- Promote Being a Substitute Teacher
- ~~Flex Funding Application~~
- ~~Design/Order Pride Shirts~~
- Plan Pre-Service Staff Meeting
- Open House Plan/Theme

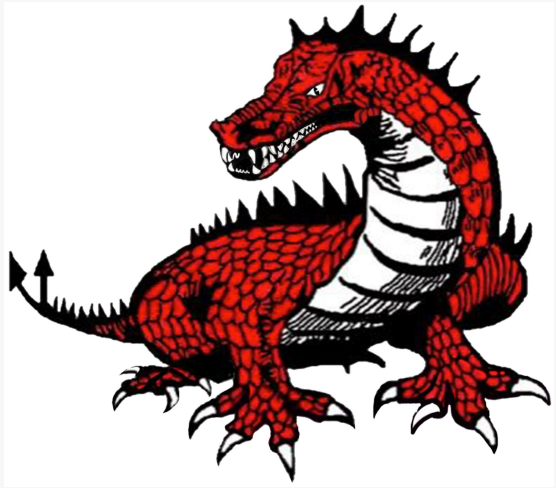
Pender Public Schools

Superintendent's Report

July 16, 2025



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Mission Statement

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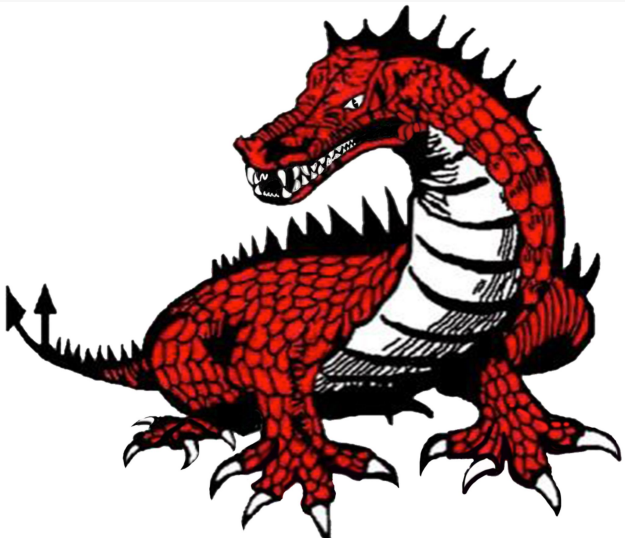
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Superintendent Goals

Under Construction

Conferences and Workshops

- June 12, 13 - Out of Office
- June 16 - P2T Board Meeting (I am not available)
- June 18 - Policy Committee Meeting
- June 23 - Pender PD Planning Meeting with ESU 1
- June 24 - School Finance and Budget Webinar
- June 25 - NCF Bus Tour of Pender
- July 1 - Meeting with Village Administrator and Superintendent
- July 4 - Office Closed
- July 7 - Policy Committee Meeting
- July 10-14 - Out of Office
- July 13 - Board President Phone Call
- July 15 - Board President Meeting
- July 16 - Board of Education Meeting
- July 18-21 - Out of Office
- July 18-21 - Out of Office
- July 31 - Pender PD Planning Meeting with ESU 1
- August 11 - Staff Reports for the 25-26 School Year
- August 11 - Start of Fall Sports
- August 14 - First Day of the 25-26 School Year (K-12)
- August 18 - First Day of the 25-26 School Year (Preschool)
- August 18 - Board of Education Meeting
- August 21 - Competitions Start for Girls Golf & Softball
- August 28 - Competitions Start for Football, Volleyball, & Cross Country



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School Improvement

- June 9 - July 15 - Planning for 25-26

- July 15 - August 10 - Planning for 25-26
- August 11-13 - Preservice

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Budget Timeline

- September 4 - deadline to notify and submit information to County Assessor if Joint Public Hearing is required
- September 14-28 - Joint Public Hearing scheduled during this time frame (must occur after 6:00 pm)
- September 30 - budget due to NDE, Auditor of Public Accounts, and County Clerk

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End of Fiscal Year

- All Funds will be reviewed to make sure budgets are not overspent
- If any Funds are in jeopardy of being overspent, amendments will be necessary
- Amendments would occur during the August Board Meeting if necessary
- As of right now, all Funds look to be in good shape

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Valuation

- 611 Whitney
  - 2022 - $46,100
  - 2023 - $52,540
  - 2024 - $57,480
  - 2025 - $64,825
  - 24 to 25 increase - $7,345 or 12.78%
- 307 Norris
  - 2022 - $67,845
  - 2023 - $77,175
  - 2024 - $84,330
  - 2025 - $91,830
  - 24 to 25 increase - $7,500 or 8.89%
- 618 Maple
  - 2022 - $96,775
  - 2023 - $109,975
  - 2024 - $120,095
  - 2025 - $131,700
  - 24 to 25 increase - $11,065 or 9.66%
- Total
  - 2022 - $210,720
  - 2023 - $239,690
  - 2024 - $261,905
  - 2025 - $288,355
  - 24 to 25 increase - $26,450 or 10.10%

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Bowling Assistant Coach

- Our Bowling program is in a cooperative with Bancroft-Rosalie
- One coach has been paid since the inception of the program; the coach was from Pender (Bob Rainer)
- Bob Rainer is not going to coach anymore, and the coop is going to have an individual from Bancroft-Rosalie be the head coach
- It seems to be good timing to add an assistant coach (from Pender)
- Bancroft-Rosalie is willing to add a paid assistant coach from Pender
- Pender has an individual willing to be the assistant coach
- If Board approval is needed to go down this path, please let me know

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Softball

- I talked with Clay Haymart about me coaching softball again this year
- He indicated that he wanted me to be part of the program again in the 2025 season
- I would like to serve as a volunteer assistant coach for the NEN Viper Softball program during the 2025 season
- I served in this capacity during both the 2023 and 2024 seasons
- I am bringing this to the Board's attention to determine if this is acceptable or not
- Thank you for considering this

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Mini Bus

- The situation we are in is unfortunate
- It is best to cut our losses and get the most out of the situation
- I plan to recommend
  - The purchase of a minibus from at a cost just under $103,000
  - Trading the minibus currently owned by the District for $60,000
- In the end, we will get a new minibus for $103,000, and we will have essentially leased a minibus for 3 years for just under $30,000 (the minibus has just over 20,000 miles on it)

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Summer Projects Update

- Preschool roof - will be completed by August 4
- Elementary restrooms - in progress; should be done in time
- Art room flooring - done
- Backboard inspections in new gym - done
- LED light tube upgrade in new gym - not done
- 3rd floor water fountain - not done
- Window coverings in room 304 - done
- Shades for turf area - will be installed prior to August 11

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PSC

- We need to connect the scoreboard to the press box via a hard wire
- The plan was for Tony to trench a line around the track and install a fiber optic cable
- I think we should considering hiring someone to bore this line for us
- Why?
  - It would save Tony around 1 week of time
  - It would save Tony a lot of work
  - It would be a tremendous stress reliever for Tony
  - The amount of money we have NOT spent to install this scoreboard because of Tony exceeds the amount of money it would cost to bore the line by a LOT
- The cost is around $7,000, and I would like to consider going down this path
- I will work with members of the Facilities / Transportation Committee on this

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NSAA Reimbursement

- The NSAA reimburses schools for several things including:
  - Participation in State Championships
  - Post season event host (new in 24-25)
- PPS received $7,875.65 in reimbursements from the NSAA this month
  - Participation in State Championships
    - Softball - $1,878.60
    - Cross Country - $358.95
    - Wrestling - $400.75
    - Football - $80.75
    - Track & Field - $1,041.50
    - Girls Basketball - $3,240.10
  - Post season event host (new in 24-25)
    - Cross Country - $500
    - Girls Basketball - $200
  - Lowered Track Wrestling Fee
    - Boys Wrestling - $50
    - Girls Wrestling - $125

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School Financing Review Commission

- I am honored to have been named to the School Financing Review Commission for the State of Nebraska
- This commission was created through the passage of LB 303
- LB 303 received bipartisan support from the Legislature and passed with a 48-0 vote
- The commission, consisting of 18 members, is tasked with reviewing the state's school funding formula – the Tax Equity and Educational Opportunities Support Act (TEEOSA) – and providing the Legislature with annual recommendations about adjustments to ensure stable state aid to schools, while also reducing property taxes

- Nebraska Commissioner of Education, Brian Maher, will serve as the commission's chairperson
- The remaining 17 people are:

Property Tax Administrator (or designee):

Sarah Scott, Property Tax Administrator

Governor's Representative:

Grant Latimer, Policy Advisor to Governor Pillen

Representatives Appointed by the Legislature (three, nonvoting):

Senator Dave Murman, Chairman, Education Committee

Senator Eliot Bostar, Appointed by the Revenue Committee

Senator Jana Hughes, Appointed by the Executive Board

Postsecondary Education Representative with Expertise in School Finance:

Paul Turman, Chancellor, State College System

Superintendents or School Board Members from Class I, II, III Districts (four):

Class I: Ann Foster, Superintendent, Brady Public Schools

Class II: Jason Dolliver, Superintendent, Pender Public Schools

Class III: Aaron Plas, Superintendent, Bennington Public Schools

Additional: Keith Runge, President, Columbus Lakeview School Board

Class IV District Member (one) and Class V District Member (one):

Class IV: Liz Standish, Associate Superintendent for Business Affairs, Lincoln Public

Class V: Shavonna Holman, School Board Member, Omaha Public

At-Large Members (five):

Former Senator Lou Ann Linehan

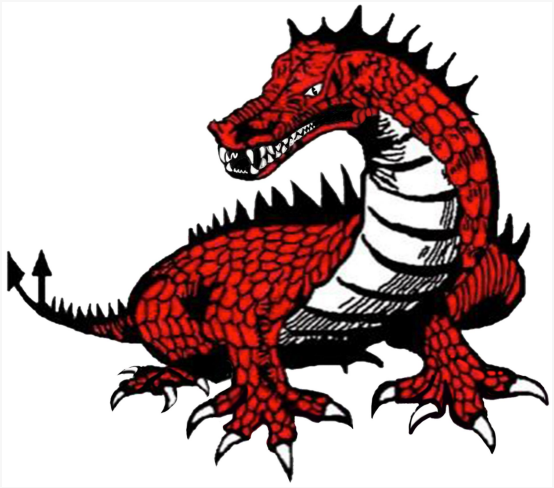
State Treasurer Tom Briese

Certified Public School Teacher: (This position has not yet been appointed)

Former Senator Fred Meyer

John Schwartz, Superintendent, Millard Public Schools

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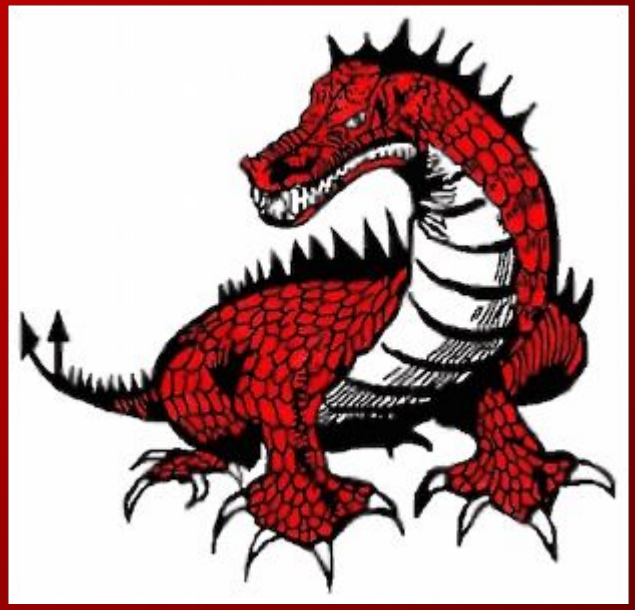


August Board of Education Meeting

- Budget preview
- We will have 3 days of school complete by the time the next Board Meeting happens!!

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It’s a GREAT Day to be a Pendragon!!!



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NEBRASKA DEPARTMENT OF EDUCATION
SCHOOL FINANCE & ORGANIZATION SERVICES

2025/26 PROPERTY TAX REQUEST AUTHORITY CERTIFICATION

PENDER PUBLIC SCHOOLS (87-0001-000)

Total Certified Property Tax Request Authority	$5,790,351
Additional Base Growth % Allowed with Board Approval	7 %
Additional Property Tax Request Authority Allowed with Board Approval	$562,272
Maximum Certified Property Tax Request Authority Including Board Approved Amount	$6,352,623

SECTION A TOTAL BASE REVENUE CALCULATION

2024/25 Property Tax	$5,619,679
2022/23 Other Non-Property Tax	$489,039
2023/24 SPED	$712,856
2024/25 TEEOSA	$1,210,877
TOTAL BASE REVENUE CALCULATION	**$8,032,451**

SECTION B TOTAL BASE GROWTH PERCENTAGE

Base Growth	3.0000 %
Membership Growth	1.5464 %
LEP Growth	0.0000 %
Poverty Growth	0.0000 %
TOTAL BASE GROWTH RATE PERCENTAGE	**4.5464** %

SECTION C TOTAL CALCULATED REVENUE CAP FOR 2025/26

(Section A Total x Section B Total)

TOTAL REVENUE CAP	**$8,397,638**

SECTION D TOTAL PROPERTY TAX REQUEST AUTHORITY FOR 2025/26

(Section C Total Revenue Cap minus sum of items listed in this section)

2023/24 Other Non-Property Tax (minus)	$530,201
2024/25 SPED (minus)	$946,927
2025/26 TEEOSA (minus)	$1,246,526
2024/25 Unused Property Tax Authority (add)	$116,367
TOTAL CERTIFIED PROPERTY TAX REQUEST AUTHORITY	**$5,790,351**

SECTIONS E - G ADDITIONAL BOARD APPROVAL INFORMATION

Additional Base Growth % Allowed with Board Approval	7 %
Additional Property Tax Authority Allowed with Board Approval	$562,272
ALMAXIMUM CERTIFIED PROPERTY TAX REQUEST AUTHORITY INCLUDING BOARD APPROVED	**$6,352,623**

Some numbers may be rounded for presentation. For program contacts and additional information on how data was calculated visit **www.education.ne.gov/fos/budgeting-school-district/property-tax-authority**

06/09/2025

RESOLUTION

WHEREAS, the Nebraska Legislature enacted several measures this past legislative session, including LB 243, to adjust public school district revenue and finances; and,

WHEREAS, LB 243 generally limits a public school district's property tax request authority, subject to limited exceptions; and

WHEREAS, LB 243 includes an exception to generally allow a school district to otherwise exceed the default property tax request authority if at least seventy percent of the Board of Education votes in favor of the increased request; and

WHEREAS, a Board of Education of a school district with an average daily membership of no more than four hundred seventy-one students may increase its tax request by an additional seven percent above the base growth percentage; and

WHEREAS, the School District's average daily membership is no more than four hundred seventy-one students; and

WHEREAS, due to rising enrollment, student and staffing needs, and the need to maintain its budgetary obligations, the Board of Education of Pender Public Schools, (the "School District") hereby desires to increase its base growth percentage by an additional seven percent or other maximum amount as permitted by law; and;

WHEREAS, public notice of this possible increase was published in a legal newspaper of general circulation in the School District at least one week prior to this Board meeting.

NOW, THEREFORE, **BE IT RESOLVED** that, pursuant to Section 5 of 2023 Neb. Laws 243, at least seventy percent of the Board of Education of the School District affirmatively votes to increase to the School District's overall property tax request authority by an additional seven percent above the base growth percentage, or other maximum amount as permitted by law. The Superintendent or designee is hereby authorized and directed to take any action consistent with this Resolution to ensure that the School District's overall property tax request complies with this Resolution.

The foregoing Resolution having been read in its entirety, Member _____ moved for their passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

_____

_____

.

The following members voted against the same: _____

_____.

The following members were absent or not voting: _____.

The above Resolution having been consented to by at least seventy percent of the Members of the Board of Education, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings law.

DATED this 16th day of July, 2025.

PENDER PUBLIC SCHOOLS

BY: _____
President

ATTEST:

_____
Secretary

Nebraska Rural Community Schools Association

Invoice

Nebraska Rural Community Schools Association
440 S.13th St, Ste B
Lincoln, NE 68508

Invoice #: 1156

Date: 7/1/2025

Bill To:

Pender Public Schools
609 Whitney St
Pender NE 68047

For: 2025-26 NRCSA Membership Dues

Item	Amount
2025-26 NRCSA Dues Renewal	*$850.00*

Invoice Total *$850.00*

Make all checks payable to **NRCSA**

If you have any questions concerning this invoice, contact Jeff Bundy at (402) 202-6028
or e-mail:jbundy@nrcsa.net

--YOUR ANNUAL MEMBERSHIP PROVIDES SUPPORT FOR --

Nebraska Rural Community Schools Association

STATE LEGISLATIVE ADVOCACY NRCSA is active in representing rural public schools in the Unicameral. The Executive Director is the main spokesperson for NRCSA, but is also represented by the lobbying firm of Nowka and Edwards. NRCSA's Legislative Committee includes 20 Superintendents/ ESU Administrators and 6 Board of Education members from member schools/ESUs. Former NRCSA Presidents serve as ex officio members.	**RURAL ADVOCACY** NRCSA is the only organization that speaks solely on behalf of public rural schools in the State of Nebraska. Other groups do a great job of representing their members, but at times cannot take a stand as they represent both very large and smaller districts. NRCSA is not necessarily tied down along those lines.	**SUPERINTENDENT/PRINCIPAL SEARCHES** NRCSA's Superintendent and Principal Search Servics are conducted by veteran Superintendents whose professional lives were involved in rural education in Nebraska. The service is available to all Nebraska school districts, with member districts paying a lower rate than non-member districts. A professional cost effective proposal and fee structure is available upon request.
PLANNING WORKSHOPS The NRCSA Planning Support Service is an elective service that assists districts in planning and goal-setting. The service is conducted by veteran Superintendents whose professional lives were involved in rural education in Nebraska.	**NATIONAL ADVOCACY** NRCSA is a member of the National Rural Education Advocacy Consortium (NREAC), which represents the interests of rural public schools in national forums where education issues are decided.	**DISTRICT MEETINGS** Each fall NRCSA conducts a meeting in each of the six membership districts. These meetings provide an opportunity for rural schools to connect with NRCSA leadership on a face-to-face basis.
COMMUNICATIONS NRCSA provides regular updates from the Executive Director to member schools. A more in-depth update is provided to all members just prior to monthly Board of Education meetings. The NRCSA webpage is www.nrcsa.net. NRCSA also has a social media presence on Twitter (@ NRCSA1980) and on Facebook (www.facebook. com/nrcsahome).	**SPRING CONFERENCE** NRCSA offers an annual conference in Kearney in March. The conference targets issues and interests of rural schools. An opportunity is created to network with other rural school districts and to interact directly with policymakers and NRCSA leaders.	**TEACHER SCHOLARSHIPS** New for this year, NRCSA provies six $1,000 scholarship to employees of member districts/ ESUs who are working to attain teacher certification either through a recognized "para to teacher" program such as offered by the state colleges or a transitional program such as offered by UNK.
DIGITAL CITIZENSHIP NRCSA recently partnered with ***a-plum creative*** to provide an opportunity for rural districts to provide monthly digital citizenship materials to their students, parents, and staff. This is a purchased service.	**US BANK ONE CARD PROGRAM** NRCSA has partnered with US Bank to provide this unique purchase card program for school districts. Individual school districts decide which staff members receive purchase cards. The district has control over where purchases can be made and for what amounts. This can be especially helpful when sending sponsors out with student groups.	**NRCSA AWARDS** NRCSA annually recognizes individuals who are outstanding at serving member districts. At the Spring Conference each year NRCSA recognizes an Outstanding Elementary Teacher, Secondary Teacher, Classified Staff Member, ESU Staff Member, Music Teacher, Principal, Board of Education Member, and Superintendent/ESU Administrator.
NRCSA EXECUTIVE BOARD The 10-member Executive Board provides leadership and direction for the organization. Each of the six NRCSA districts is represented by at least one Superintendent from a district within the district.	**NRCSA SCHOLARSHIPS** NRCSA annually awards 20 $2,000 scholarships to high school seniors from NRCSA-member schools who are entering college with the goal of becoming school teachers. NRCSA also presents two $2,000 Gary Fisher Scholarships to high school seniors going into the fine arts	**EXCESS EQUIPMENT CLEARINGHOUSE** A free service to member districts and ESUs is the opportunity to post items for sale to all other members. Items such as vehicles, scoreboards, weight equiqment, school furniture, and text books have been posted on behalf of members.
NEBRASKANS UNITED NRCSA is a strong member of this group which includes most education and ag-related organizations in the State. The purpose is to work to provide property tax relief, as well as to protect and promote funding to public education.	**NEW LEAF TELETHERAPY** Beginning with the 2023-24 school year, NRCSA has partnered with New Leaf to provide another tool in helping to provide cost effective Mental Health teletherapy services for their staff and students.	**LEADERSHIP OPPORTUNITIES** Each year there are over 70 leadership positions on the Executive Committee or other NRCSA committees that provide opportunities for member Superintendents/ESU Administrators.
EDUCATION ASSOCIATIONS COALITION NRCSA is an active member of this group that is comprised of all of the major education associations in the state. The purpose of the group is to work together on legislative issues facing public education.	**NATIONAL RURAL EDUCATION ASSOCIATION** NRCSA is a strong member of the NREA. The NREA provides leadership on issues facing rural education on the national level.	**RURAL TEACHER SHORTAGE** NRCSA has started a Rural Teacher Committee that was established to find ways to address the shortage of teachers in rural schools. Twelve member Superintendents work with representatives from Chadron State College, Wayne State College, and Peru State College in this work.

2024-2025 Fees
Approved by Board of Education on July 16, 2024

Breakfast	2024-25
Pk-12 Students	2.35
Adults	3.00
Main - Seconds	1.35
Side - Seconds	1.10
Milk/Juice - Seconds	0.55

Lunch	
PK Students	2.75
K-6 Students	3.00
7-12 Students	3.25
Adults	4.50
Main - Seconds	1.85
Side - Seconds	1.35
Milk/Juice - Seconds	0.55

Milk Break	Sem/Year
K-3 Students	$40/$80
Preschool M-T-Th-F a.m.	$30/$60
Preschool M-T-Th-F p.m. (Special Milk)	$25/$50

Technology Fees	Year
K-6 Students	$25.00
7-8 Students	$25.00
9-12 Students	$25.00

Substitutes	
Teacher Substitute (per day)	$155.00
Classified Staff Substitute (per hour)	$16.00

** Reduced will pay a Percentage

Driver's Education Tuition	2024-25
PPS Student Tuition	$350.00
Free & Reduced Waiver Available**	
Instructor (per student)	$240.00
Balance - District Expenses	

Activity Fees	
Junior High Student	*waived for 2024-25*
Senior High Student	*waived for 2024-25*
Family Maximum	*waived for 2024-25*
Free & Reduced Waiver Available**	

Activity Passes	
Adult	$75.00
Senior Citizens (62 years & older)	$65.00

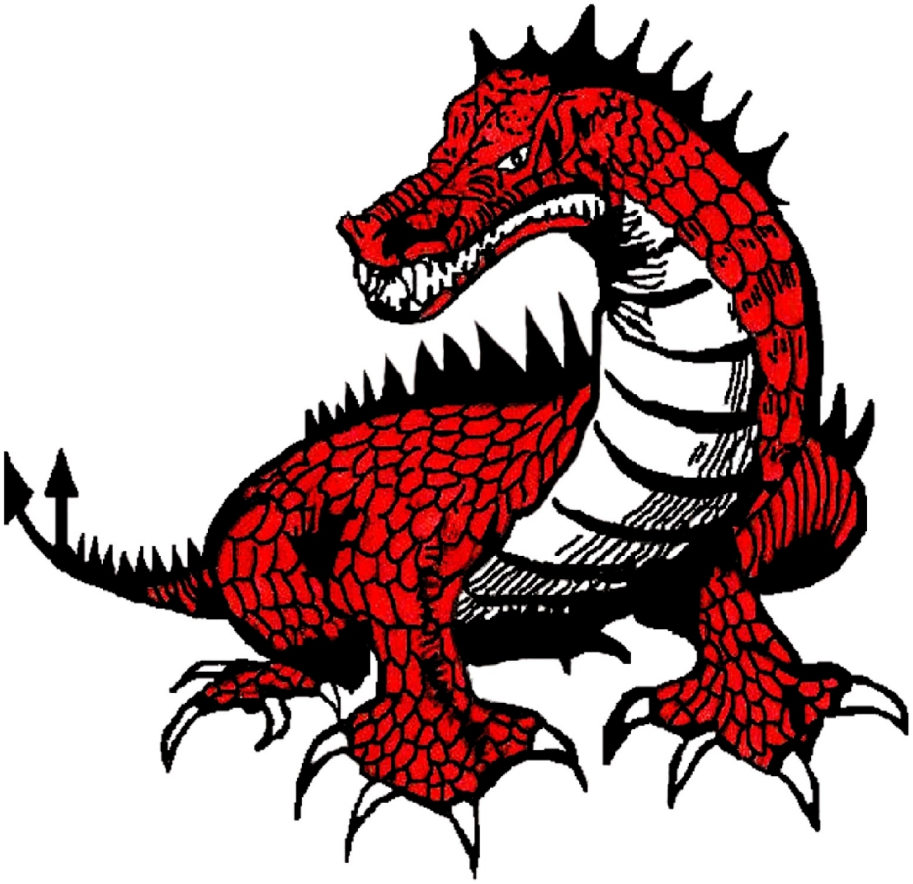
High School Contest Admission	
Adults & Students	$5.00
PPS Students	Free

Junior High Contests	
Adults & Students	$3.00
PPS Students	Free

Other	
Send a Fax	$.25 / page
Color Copies	$.25 / page
B/W Copies	$.10 / page
Laminating	$.25 / foot

Pender Public Schools

2025-2026



PK - 6th Grade
Parent - Student Handbook

Approved by the Pender Board of Education (7/16/25)

Pender Elementary School
609 Whitney St. ~ Pender, NE 68047
402-385-3244
www.penderschools.org

Dear Students and Families,

Welcome to Pender Elementary School! This handbook has been prepared for all students and parents/guardians in hopes that it will be helpful in answering questions you might have about the policies and practices of our school. When policies and practices are in place, it is easier for everyone to then focus on our most important work, teaching and learning.

Please carefully review the contents of this handbook with your child. If you have questions or concerns not covered in this handbook, please do not hesitate to call your child's teachers, the school office or myself.

On behalf of the entire staff, I am looking forward to working together to make this an enjoyable, productive and successful year! It's a GREAT day to be a PENDRAGON!

Respectfully,

Kelly Ballinger
P-6 Principal
Special Services Director

Intent of Student Handbook

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Pender Public Schools. Each student is responsible for becoming familiar with the handbook and knowing the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following the rules contained in this handbook.

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

The Policies of the Board of Education may cover areas not addressed in this Handbook. Every parent or guardian and student should familiarize themselves with Board Policies online at www.penderschools.org.

PENDER PUBLIC SCHOOLS MISSION STATEMENT

The mission of the Pender Public School District is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens.

Pender Public Schools Governing Beliefs

- *We believe communication is necessary in providing a quality education.*
- *We believe that a quality education is a joint commitment and responsibility of the entire community.*
- *We believe that our school system should provide the educational opportunities to meet the individual needs of all students.*
- *We believe the learning environment should be safe, supportive, positive and dignified.*
- *We believe in providing the learning environment and technology to motivate and challenge the student to be the best he/she can be.*
- *We believe in recognizing the diversity of students, their backgrounds and families.*
- *We believe in creating an educational environment in which students learn to take responsibility for their own actions.*
- *We believe that our school system should hire, maintain and retain the best-qualified staff possible.*

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This handbook is available online at www.penderschools.org.
There is also a link for school board policy as well as a variety of additional resources for students/parents. Feel free to contact the district office/administration at any time with questions.

Elementary School Directory

Administration

Superintendent	Dr. Jason Dolliver
Elementary Principal/SPED Director	Kelly Ballinger
Secondary Principal	Luke Hoffman

District Secretaries

Superintendent's Office	Deanna Hansen
Elementary	Kristin Walsh
Secondary	Lisa Johnson

Elementary Staff

Preschool	Pam Peters
Kindergarten	Amy Bargholz
	Shauna Kinning
1st Grade	Ashley Bessmer
	Marin Jetensky
2nd Grade	Sheila Dahlman
	Mitchell Mailloux
3rd Grade	Liz Hoffman
	Brianna Gear
4th Grade	Megan Nixon
	Kelly Schrunk
5th Grade	Nick Arlt
	Tara English
6th Grade	Traci Krusemark
	Bailey Tofflemire
Special Education, K-3	Kaelyn Svehla
Special Education, 4-6	Kira Swinton
Special Education K-8	Natalie Keiss
Title 1	Audra Miller
Music	Brandi Kolbeck
Band	Matt Dregalla
PE	Dennis Oliver
4-6 Art	Dustin Krusemark
Guidance Counselor	Thad Nixon
Library/ Technology	Rhonda Heise

Speech Therapist	Kassidy Brokaw
School Psychologist	Nicole Swain
Paraprofessional	Carolyn Jensen
Paraprofessional	Rebecca Zweep
Paraprofessional	Tiffany Rose
Paraprofessional	Kaylinda Holloway
Paraprofessional	Tiffany Beckman
Paraprofessional	Liz Tierney
Paraprofessional	Janet Schopke
Paraprofessional	Richelle Webster
Paraprofessional	Alaynna Beutler
Paraprofessional	Judy Giese
Paraprofessional	Jaclyn Anderson
Paraprofessional	Courtnie Walker
Paraprofessional	Morgan Fillipi
Paraprofessional	Melinda Ruppert

Support Staff

Food Service Manager	Pam Buchholz
Maintenance	Tony Crippen
PreK-12th Nurse	Leslie Timm
Cook	Jody Davis
Cook	Chris Meyer
Cook	Robbie Welsh
Custodian	Keena Koehlmoos
Transportation/Custodian	Dan Swinton
Bus Route Driver	Greg Meyer
Bus Route Driver	Jeremy Calhoon

Board of Education

President	Matt Peters
Vice President	Matt Heineman
Secretary-Treasurer	Jason Roth
	JJ Maise
	Jean Karlen
	Mandy Johnson

When Contacting the School By Phone

When calling the school, a voice message will answer the phone and state, *"Thank you for calling Pender Public Schools. We are currently assisting other callers. If you know your party's extension number please dial it at any time."* You will then be given the following options:

Section 1	Elementary Office press 1
Section 2	High School Office press 2
Section 3	Superintendent's Office press 3
Section 4	Activities Press 4
Section 5	To report your Student's Absence, press 5
Section 6	Press 6 for a directory
Section 7	Or dial '0' to hold for the first available staff person

After pressing 5 to report a student absence, you will hear the following prompt:

Student Absence Mailbox: To leave a message you will press '1' and hear "*Please leave your students name and reason for missing school. In case of illness, please include symptoms, as this assists us in our overall health reports for the school. Thank you.*"

Pender Public Schools
2025-2026 School Calendar

AUGUST 2025						
S	M	T	W	TH	F	S
					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 2025						
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OCTOBER 2025						
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NOVEMBER 2025						
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DECEMBER 2025						
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JANUARY 2026						
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FEBRUARY 2026						
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MARCH 2026						
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APRIL 2026						
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MAY 2026						
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Dates	Description
August 11	FB/VB/CC/GG/SB Practice Begins
11, 12, 13	Teacher Inservice
12	Open House 6-8 p.m.
14	First Day - K-12 Students
14	Dismiss @ 1; no preschool
18	First Day - Preschool
20, 27	Dismiss @ 2:30 pm; tchr inservice
September 1	No School - Labor Day
3, 10, 17, 24	Dismiss @ 2:30 pm; tchr inservice
October 1, 8, 15, 22, 30	Dismiss @ 2:30 pm; tchr inservice
??	FB Game / Dance (Homecoming)
17	End of Quarter; 46 days
22	Parent/Teacher Conf; 2-8 pm
22	Dismiss @ 1:30 pm
24	No school (Comp Day)
November 5, 12, 19	Dismiss @ 2:30 pm; tchr inservice
26	Dismiss @ 1:00 pm
27-30	Thanksgiving Break
December 3, 10, 17	Dismiss @ 2:30 pm; tchr inservice
19	2nd Quarter Ends-42 days; Dismiss @ 1:00 pm
24-28	NSAA Moratorium - No Practice
Dec 20 - Jan 5	Winter Break
January 5	No School - Teacher Inservice
6	School Resumes
7, 14, 21, 28	Dismiss @ 2:30 pm; tchr inservice
February 4, 11, 18	Dismiss @ 2:30 pm; tchr inservice
18	Parent/Teacher Conf; 2-8 pm
18	Dismiss @ 1:30 pm
20	No School (Comp Day)
March 6, 13	No School
5	3rd Quarter Ends - 43 days
4, 11, 18, 25	Dismiss @ 2:30 pm; tchr inservice
April 1, 8, 15, 22, 29	Dismiss @ 2:30 pm; tchr inservice
??	Prom
3, 6	No School - Spring Break
5	Easter
May 6, 13	Dismiss @ 2:30 pm; tchr inservice
10	Graduation
19	Last day for students; Dismiss @ Noon
19	End of 4th Quarter - 49 Days
19	Last day for staff
20, 21, 26, 27	Snow make up days

= Weighted Leave

"Weighted Leave" also applies on all teacher inservice days and on days when PT conferences are conducted

88 Days	1st Semester
92 Days	2nd Semester
180 Days	Total Student Days
186 Days	Teacher Contract Days

- = No School

= Early Dismissal

Approved by the Board of Education - March 17, 2025

STUDENT ENROLLMENT

Birth Certificates **See Board Policy #5001*

A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, shall be provided within 30 days of enrollment. Other reliable proof of the child's identity and age, accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).

A certified copy of the birth certificate may be obtained from the Bureau of Vital Statistics located in the capital of the state in which the child was born.

Guardianship

Any student, or students, whose legal guardianship has been transferred to a resident of this school district, shall reside at the domicile of the appointed guardian. The guardian of each student may be requested to file a copy of the court order assigned guardianship to the individual with the office of the superintendent of schools. The school shall conduct all business on behalf of the student with the legal guardian.

Physical Examinations **See Board Policy #5001*

Each student entering:

1. Kindergarten
2. Seventh grade
3. Entering PPS from another state regardless of grade level

A physical form or other written evidence signed by a qualified physician must be presented by every student confirming that the student has received a physical examination within six months prior to the beginning of the school year. A physical examination is not required of any child whose parent or guardian objects in writing. The cost of the required physical examination is the responsibility of the parent or guardian of each child.

IMPORTANT! No student in any of the above groups will be permitted to enroll in school unless the school is provided with (1) evidence of physical examination within the past six months, or (2) a parent signed waiver. The above requirements were established by Nebraska State School Law 79-444 as enacted by the legislature of the State of Nebraska. (See board policy 5001)

Summary of the School Immunization Rules and Regulations

Student Age Group	Required Vaccines
Ages 2 through 5 years enrolled in a school based program not licensed as a child care provider	4 doses of DTaP, DTP, or DT vaccine 3 doses of Polio vaccine 3 doses of Hib vaccine or 1 dose of Hib given at or after 15 months of age 3 doses of pediatric Hepatitis B vaccine 1 dose of MMR or MMRV given on or after 12 months of age 1 dose of varicella (chickenpox) or MMRV given on or after 12 months of age. Written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted. 4 doses of pneumococcal or 1 dose of pneumococcal given on or after 15 months of age
Students entering school (Kindergarten or 1st Grade depending on the school district's entering grade)	3 doses of DTaP, DTP, DT, or Td vaccine, one given on or after the 4th birthday 3 doses of Polio vaccine 3 doses of pediatric Hepatitis B vaccine or 2 doses of adolescent vaccine if student is 11-15 years of age 2 doses of MMR or MMRV vaccine, given on or after 12 months of age and separated by at least one month 2 doses of varicella (chickenpox) or MMRV given on or after 12 months of age. Written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted. If the child has had varicella disease, they do not need any varicella shots.
Students entering 7th grade	Must be current with the above vaccinations AND receive 1 dose of Tdap (contain Pertussis booster)
Students transferring from outside the state at any grade	Must be immunized appropriately according to the grade entered.

Source: Nebraska Immunization Program, Nebraska Department of Health and Human Services. . For additional information, call 402-471-6423.

The School Rules & Regulations are available on the internet: http://dhhs.ne.gov/Pages/reg_t173.aspx (Title 173: Control of Communicable Diseases - Chapter 3; revised and implemented 2011)
Updated 01/26/2018

STUDENT ATTENDANCE

Compulsory Attendance Policy **See Board Policy #5008*

Except for those students exempted by law, this school district expects all children living within the boundaries of the school district and who are between the ages of six and eighteen to be in attendance every day that school is in session unless they have been excused.

Attendance Policy and Excessive Absenteeism

Regular and punctual student attendance is required. The administration is responsible for developing further attendance rules and regulations, and all staff members are expected to implement this policy and administrative rules and regulations to encourage regular and punctual student attendance. The Principals and teachers are required to maintain an accurate record of student attendance.

Attendance and Absences

1) Circumstances of Absences – Definitions. The circumstances for all absences from school will be identified as School Excused or Not School Excused. Absences should be cleared through the Principal's office in advance whenever possible. All absences, except for illness and/or death in the family, require advance approval.
    a) School Excused. Any of the following circumstances that lead to an absence will be identified as a School Excused absence, provided the required attendance procedures have been followed:
        i) Impossible or impracticable barriers outside the control of the parent or child prevent a student from attending school. The parent must provide the school with documentation to demonstrate the absence was beyond the control of the parent or child. This could include, but is not limited to documented illness, court, death of a family member, or suspension.
        ii) Other absences as determined by the principal or the principal's designee.
    b) Not School Excused. Absences that are not school excused may result in a report to the county attorney and may be classified as follows:
        i) Parent acknowledged absences are those in which the parent communicated with the school in the prescribed manner that the child is absent and is the parent's responsibility for the extent of the school day. This includes, but is not limited to, illness, vacations, and medical appointments.

ii) Other absences are those in which the parent has not communicated a reason for the student's absence.

2) Excessive Absenteeism. Students who accumulate ten (10) not school excused absences in a semester shall be deemed to have "excessive absences." Such absences shall be determined on a per day basis for elementary students and on a per class basis for secondary students. When a student has excessive absences, the following procedures shall be implemented:
   a) Verbal or written communication by school officials with the person or persons who have legal or actual charge or control of any child; and
   b) One or more meetings between the school (a school attendance officer, a school administrator or his or her designee, and/or a social worker), the child's parent or guardian, and the child, when appropriate, to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall consider, but not be limited to:
      i) Illness related to physical or behavioral health of the child.
      ii) Educational counseling;
      iii) Educational evaluation;
      iv) Referral to community agencies for economic services;
      v) Family or individual counseling; and
      vi) Assisting the family in working with other community services.

   If the parent/guardian refuses to participate in such meeting, the principal shall place documentation of such refusal in the child's attendance records.

3) Reporting Excessive Absenteeism to the County Attorney. The school may report to the county attorney of the county in which the person resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per year. The school shall notify the child's family in writing prior to referring the child to the county attorney. Illness that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney. A report to the county attorney may also be made when a student otherwise accrues excessive absences as herein defined.

Arrival & Dismissal

The K-6 school day is 8:10 a.m. - 3:40 p.m. Students in grades K-6 eating breakfast may arrive at 7:30 am. Prior to that time, the school is not responsible for supervision of the students. Students in grades K-6 not eating breakfast at school should not arrive before 8:00 a.m. Students in grades K-6 are not allowed in the building until 8:00 a.m. unless it is raining or is extremely cold. When it is raining or extremely cold, students will be allowed to go to the Heese Event Center with adult supervision at 8:00 a.m. Elementary students can enter through door #4 or can be dropped off on the playground in the morning. If a student arrives at school after 8:10 a.m., he/she must enter through door #4, must check in at the district office before going to class, and will be counted tardy and. It is important that students arrive to school on time. Students should have a note or a parent should call the school if they arrive late/tardy.

K-2 students are dismissed from their classroom at 3:30 p.m., 3-6 students are dismissed at 3:40 p.m. All students will be dismissed from the south side of the building. Parents picking up their children at the end of the school day should meet them on the southwest side of the building in the designated pick up area. Students riding the bus will be dismissed out door #8 and will be supervised on the playground or in the cafeteria until buses arrive. Students who are walking home will be dismissed out door #6 on the south side of the building and will be escorted to the alley to the west. Students are to go directly home after school unless parents have made other arrangements and the school has been notified. Parents need to make arrangements to have their children picked up from school no later than 3:45 p.m. Students waiting for high school siblings will wait on the playground for pick-up. The school is not responsible for supervision of students once the students are to have left the school grounds.

Certain days on the calendar are "shortened days," meaning that the school day starts or ends other than on the normal schedule. Parents are strongly encouraged to be aware of those days so their children are not left in an unsupervised situation or without a means to get home upon dismissal.

4 Year Old Preschool students should enter and exit on the south side of the building in the designated preschool pick-up/drop off area near the preschool entrance. There will be two groups of students (morning and afternoon) in the preschool program. Morning preschool students will attend school from 8:00 am to 11:30 am and afternoon preschool students will attend from 12:00 pm to 3:30 pm. Morning preschool students should be dropped off no earlier than 7:55 am and picked up between 11:15 am and 11:30 am. Afternoon preschool students should be dropped off no earlier than 11:55 am and picked up between 3:15 pm and 3:30 pm. Preschool students do not eat breakfast or lunch at school and are typically not provided transportation. If you have any questions, please feel free to contact the school office.

After School Policy

If a teacher keeps a student after school, the student should call his/her parent(s). If the student's family does not have a telephone or the family cannot be reached, a teacher should make arrangements with a parent in writing the day before the student stays after school

Attendance is Required to Participate in Activities

Students must be in attendance all day of any scheduled school activity in order to participate in the activity. This includes sports contests, practice, and dances. Failure to attend on that day may result in a student being withheld from participation in the activity. The Principal retains the right to grant participation should exceptional circumstances prevail.

Make-up Work

Teachers may assign make-up work for any absent students. Parents should understand that some class work cannot be made up due to the nature of the work. When possible, students should make every attempt to make up work prior to being absent. The school asks that if at all possible, the school be notified a few days in advance of the date the student will be absent. Two school days will be allowed to make up work for each day missed, with a maximum of 10 days allowed to make up work unless other arrangements are made with the teacher.

Release of Students

A student shall not be released from any portion of the school day into the custody of any person, other than the parent/legal guardian, unless written permission from the parents or legal guardian has been received by the building principal.

Reporting Absences

To report an absence, please either call the district office at 402-385-3244 or report directly to the district office through door #4. The absence should be reported to the school by 8:30 a.m. The school office will attempt to call the parents/guardians to verify reasons for absence after 8:30. This is done to ensure that parents know their child is not in school.

A student leaving school during the school day is to check out at the district office. The student will need to present a note from a parent or guardian giving the time and reason for leaving school early. Parents need to come to the office to check their children out. In case of illness, a call to the parent or guardian will be made to insure proper attention to the health of the students.

Tardy vs. Half-Day Absent

A student is considered “tardy” if he/she arrives between 8:10 a.m. and 8:45 a.m. If a student arrives after 8:45 a.m., he/she will be considered “absent for a half- day”. A student that leaves in the afternoon before 3:00 p.m. will be considered “absent for a half- day”. A student that

leaves after 3:00 p.m. will be marked as “left early”. Students will not be marked absent (for the purpose of attendance) if they leave and return for appointments during lunch/specials (approximately 11:00-1:00).

Transferring Students

Parents/Guardians are asked to notify the school in advance of a planned move from the Pender District. This can be done by coming to the school office and signing a form that releases cumulative records. The form ensures that all books are returned and that the lunch account has been settled.

STUDENT CONDUCT

**See Board Policy #5100 & 5101*

Pender Elementary School’s rules encourage safety, respect and responsibility for all students and staff. All Pender staff members encourage, model and practice these skills. All staff members are responsible for enforcing these procedures with students across all school settings. If the staff member or teacher needs additional support, the student may be referred to the administration. The teacher or principal may contact a parent to discuss the student’s behavior.

Purpose of Student Conduct Rules

These student conduct rules are established to maintain a school atmosphere which is conducive to learning, to aid student development, to further school purposes, and to prevent interference with the educational process. Violations of the rules will result in disciplinary action.

Forms of School Discipline

Short-Term Suspension: Students may be excluded by the Principal or the Principal’s designee from school or any school function for a period of up to five (5) school days (short-term suspension) on the following grounds:

- A student on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.
- Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or,
- Other violations of rules and standards of behavior adopted by the Pender Public Schools
- Behavior observed by 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.

Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five (5) school days but less than twenty (20) school days.

- A student who is on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.
- A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension.
- The notice will include a description of the procedures for long-term suspension.
- The procedures will be those set forth in the Student Discipline Act.

The following process will apply to short-term and long-term suspensions:

1. The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent interference with school purposes.
2. Prior to commencement of the short-term suspension, the student and parents will be given oral or written notice of the charges against the student. The student and parents will be advised of what the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.
3. As necessary following the suspension, the Principal or administrator may 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.
4. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering the short-term suspension before or at the time the student returns to school. The Principal or administrator shall determine who in addition to the parent or guardian is to attend the conference.

Expulsion:

a. 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. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.

b. Suspensions Pending Hearing. 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. 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. During this period, the student will not be required to attend alternative programming for expelled students in order to complete classwork or homework.

c. 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 in accordance with law.

d. Alternative Education. Students who are expelled may be offered an alternative education program that will enable the student to continue academic work for credit toward graduation. A student will not be required to attend the alternative education program in order to complete classwork and homework. In the event an alternative education

program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.

e. 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. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.

f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal's designee shall meet with the student's probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal's designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.

g. Returning from Expulsion. At the conclusion of an expulsion, the District will reinstate the student and accept non duplicative, 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.

h. Exception for Pre-Kindergarten through Second Grade Students. Notwithstanding the foregoing, no pre-kindergarten through second grade student may be suspended from school, unless the student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity. Instead, the Principal or Principal's designee may implement alternative disciplinary measures on a case-by-case basis if a pre-kindergarten through second grade student engages in misconduct that would otherwise result in a short-term suspension. If a pre-kindergarten through second grade student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity, then the student may be suspended or expelled in accordance with this Policy's disciplinary procedures.

i. Religious Freedom. The District will not substantially burden a student's right to religious exercise unless the students' religious exercise is disruptive to the school environment, not permitted by staff, may pose a safety risk, or would otherwise interfere with the school day.

Emergency Exclusion:

Emergency Exclusion: A student may be excluded from school in the following circumstances:

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 described above.

If the emergency exclusion will be for five school days or less, the procedures for a short-term suspension shall be followed. If the Superintendent or his or her designee determines that an emergency exclusion shall extend beyond five days, a hearing is to be held and a final determination made within ten school days after the initial date of exclusion. Such procedures shall substantially comply with the procedures set forth in this policy for a long-term suspension or expulsion, and be modified only to the extent necessary to accomplish the hearing and determination within this shorter time period.

Other Forms of Student Discipline. Administrative and teaching personnel may take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are 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. When in-school suspensions, after-school assignments, 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.

Student Conduct Expectations

Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well-being or rights of other students, staff or visitors.

1) Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.
    - Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
    - Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.

- Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude;
- Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
- Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations;
- Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks;
- Selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect.
- Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant;
- Public indecency or sexual conduct;
- Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events;
- Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction;

- Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten; or
- Repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes;
- Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities;
- 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, disability, national origin, or religion;
- Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
- Willfully violating the behavioral expectations for those students riding Pender Public Schools' buses/vans.
- A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:
    (1) The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or

(2) The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm. The term "dangerous weapon" includes any personal safety or security device (such as tasers, mace and pepper spray). If a student desires to carry or possess a personal safety or security device, the student must obtain prior approval from the building principal before bringing such device on school grounds. If a student obtains prior approval from the building principal, the student must store the device during the school day in the student's locker, in the main office or in another secure location designated by the building principal. A student shall not carry a personal safety or security device during the school day.

(r) Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one (1) calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means (a) 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; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device." The Superintendent may modify such one (1) year expulsion requirement on a case-by-case basis, provided that such modification is in writing.

Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
- The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.
- A plan for its transportation into and from the school, its storage while in the school building and how it will be displayed must be developed with the prior written approval by the teacher and building administrator. Such plan shall require that such item will be in the possession of an adult staff member at all times except for such limited time as is necessary to fulfill the educational function.
- The firearm or other dangerous weapon shall be in an inoperable condition while it is on school grounds.

- For personal safety or security devices, the student abides by the requirements set forth above.

Reporting Student Law Violations:

- Cases of law violations or suspected law violations by students may be reported to the police and to the student's parents or guardian as soon as possible.
- When a Principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the Principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the Principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.
- In an effort to demonstrate that student behavior is always subject to possible legal sanctions regardless of where the behavior occurs it shall be the policy of Pender Public Schools to notify the proper legal authorities when a student engages in any of the following behaviors on school grounds or at a school sponsored event:
    - Knowingly possessing illegal drugs, tobacco, or alcohol.
    - Assault.
    - Vandalism resulting in significant property damage.
    - Theft of school or personal property of a significant nature.
    - Automobile accident.
    - Any other behavior which significantly threatens the health or safety of students, staff or other persons or which is required by law to be reported

Bullying **See Board Policy #5415 & 5101*

One of the missions of the Pender Public School District is to provide a physically safe and emotionally secure environment for all students and staff. Positive behaviors (non-violence, cooperation, teamwork, understanding, and acceptance of others) are to be encouraged in the educational program and are required of all students and staff. Inappropriate behaviors (bullying, intimidation, and harassment) are to be identified and students and staff are required to avoid such behaviors. Strategies and practices are to be implemented to reinforce positive behaviors and to discourage and protect others from inappropriate behaviors.

"Bullying" is behavior where one person or group engages in harmful action towards another person or group acting on a real or perceived imbalance of power or view of superiority. The behavior typically includes verbal (e.g. teasing or name-calling) and physical aggression (e.g., hitting, pushing), threatening, excluding or ignoring, spreading rumors, or taking, defacing or destroying the others' property. "Harassment" includes the same actions, though not necessarily from a standpoint of perceived power. Harassment is prohibited. Bullying and harassment is a violation of student conduct rules and appropriate disciplinary measures, up to expulsion, will be enforced. When bullying or harassment is done on the basis of gender, disability, race, or other protected status, it is considered a very serious offense for which expulsion may be a likely consequence depending on the severity of the conduct.

Students who are the victim of bullying or harassment or who observe such occurrences are to promptly report the problem to their teacher or to the Principal so the problem can be addressed. Students who make reports of bullying activity will not be retaliated against for making the report.

Cell Phones/Smart Watches/Headphones

Pender Public Schools understands the need for parents to communicate with their children. During the normal school day, this should be done through the district office. Cell phones may be brought to school, however; the student accepts sole responsibility for this device and it must be kept in the student locker and powered off the entire school day. Smart watches used for the purpose of texting/messaging are not allowed, but may be kept in student lockers or in storage pockets in the classroom, during the school day. Headphones or earbuds are not allowed without permission during the school day. The school is not responsible for lost or stolen cell phones, watches, headphones or other electronic devices (iPods, gaming consoles, cameras, etc.). Cell phones and smart devices are allowed by parent request (with physician documentation) to monitor health conditions.

Computer/Internet Policy **See Board Policy #5801 & #6800*

Students at the Pender Elementary School should use the computers and other electronic devices and/or the Internet for educational purposes only. Students who do not follow this policy will face disciplinary action from the administration. Please refer to board policy that is available in the office or can also be found online at www.penderschools.org.

Dress Code

Students at Pender Public Schools are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is dangerous to the health and safety of anyone or interferes with the learning environment or teaching process in our school.

The principal reserves the right to decide if a student's dress or appearance is in violation of school policy. If clothing and/or appearance interfere with the educational process, parents will be notified.

Students will be outside for arrival, dismissal and recess unless it is raining or the temperature is below 0 degrees, including wind chill. Hats, scarves, boots and mittens are strongly encouraged to be worn when it is cold outside.

Pender Elementary School Dress Code Special Considerations:

-All clothing must be modest and appropriate . It must properly cover the body.
-Shorts should be of modest length and extend to approximately mid-thigh.
-Hats (including bandanas) are only worn on special occasions with permission from the principal.
-**Shirts** should be modest in nature covering midriffs completely with no cut outs/holes/plunging necklines. Mesh tops or tops with cut outs/holes may be worn if a solid shirt is worn underneath.
-All Clothing should be free of advertisements regarding alcohol, tobacco or other topics of questionable nature. Double meaning shirts with negative or questionable wording should not be worn to school.
-Tennis shoes are the best footwear for elementary students. Sandals and flip-flops are not recommended.
-**Visible piercing or tattoos** that disrupt the educational process are not allowed.
-**Heavy or bulky coats or sweatshirts** need to be removed upon entering the building. These clothing items can serve as a security threat and will be stored in a student's locker. (ex. Trench coats, Carhartt-type, ski jackets, winter coats, etc.)

Drugs, Alcohol and Tobacco **See Board Policy #5104*

Drug-Free Schools

The District implements regulations and practices which will ensure compliance with the federal Safe and Drug-Free Schools and Communities Act and all regulations and rules promulgated pursuant thereto. The District's safe and drug-free schools program is established in accordance with principles of effectiveness as required by law to respond to such harmful effects. The consistent message of the program is that the use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful.

Education and Prevention

The District promotes comprehensive, age appropriate, developmentally based drug and alcohol education and prevention programs. The curriculum includes the teaching of both proper and incorrect use of drugs and alcohol for all students in all grades. The District provides in-service orientation and training for staff with regards to drug and alcohol education and prevention programs.

Drug and Alcohol Use and Prevention

Each student of the District is hereby provided a copy of the standards of conduct for student behavior in the District which prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on school premises or as a part of any of the school's activities.

Drug and Alcohol Education and Prevention Program of the District Pursuant to the Safe and Drug-Free Schools and Communities Laws and Regulations

All students are provided an age appropriate, developmentally based drug and alcohol education and prevention program. The program educates on the adverse effects of the use of illicit drugs and alcohol, with the primary objective being the prevention of illicit drug and alcohol use by students.

Drug and Alcohol Counseling, Rehabilitation and Re-entry Programs

Information concerning available drug and alcohol counseling, rehabilitation, and re-entry programs is available to all of the students upon request of the Counselor. In the event of disciplinary proceedings against a student for any District policy pertaining to the prohibition against the unlawful possession, use, or distribution of illicit drugs and alcohol, appropriate school personnel will confer with the student and the student's parents or guardian concerning available drug and alcohol counseling, rehabilitation, and re-entry programs that appropriate school personnel consider to be of benefit.

Safe and Drug-Free Schools—Parental Notice

Pursuant to the provisions of the Every Student Succeeds Act (ESSA), if upon receipt of information regarding the content of safe and drug free school programs and activities other than classroom instruction a parent objects to the participation of their child in such programs and activities, the parent may notify the District of such objection in writing. Upon the receipt of such notice the student will be withdrawn from the program or activity to which parental objection has been made.

Standards of Student Conduct Pertaining to Drugs, Alcohol and Tobacco

These standards are in addition to standards of student conduct elsewhere adopted by board policy or administrative regulation. The District's standards prohibit the possession, use, or distribution of illicit drugs or alcohol on school premises, in school vehicles, or as a part of any of the school's activities on or off school premises. Conduct prohibited at places and activities as hereinabove described shall include, but not be limited to, the following:

1. Possession, use, distribution or being under the influence of any controlled substance, including but not limited to marijuana, any narcotic drug, any hallucinogen, any stimulant, or any depressant.
2. Possession of any prescription drug in an unlawful fashion.
3. Possession, use, distribution or being under the influence of alcohol.
4. Possession, use, distribution, or being under the influence of any abusable glue or aerosol paint or any other chemical substance for inhalation, including but not limited to lighter fluid, whiteout, and reproduction fluid, when such activity constitutes a substantial interference with school purposes.
5. Possession, use, or distribution of any look-alike drug or look-alike controlled substance when such activity constitutes a substantial interference with school purposes.
6. Possession, use or distribution of any tobacco product. For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect
7. Misuse or abuse of legal products for the purpose of or acting as a hallucinogen, stimulant, or depressant.

Disciplinary Sanctions

Violation of any of the above-prohibited acts will result in disciplinary sanction being taken within the bounds of applicable law, up to and including expulsion and referral to appropriate authorities for criminal prosecution. In particular, students should be aware that:

1. Violation of these standards may result in suspension or expulsion.
2. Prohibited substances will be confiscated and unlawful substances will be turned over to law enforcement authorities.
3. The student may be referred for counseling or treatment.
4. Parents or legal guardian will be notified.
5. Law enforcement will be notified.
6. If it appears there is imminent danger to the student, other students, school personnel, or students involved, emergency medical services will be contacted.

Intervention

The District does not have the authority or responsibility to make medical or health determinations regarding chemical dependency. However, when observed behavior indicates that a problem exists which may affect the student's ability to learn or function in the educational environment, the school has the right and responsibility to refer the student for a formal chemical dependency diagnosis based on behavior observed by school staff.

Administration

The administration is authorized to adopt such administrative rules, regulations or practices necessary to properly implement this policy. Such regulations, rules or practices may vary the procedures set forth herein to the extent necessary to fit the circumstances of an individual situation. Such rules, regulations and practices may include administrative forms, such as checklists to be used by staff to record observed behavior and to determine the proper plan of action.

**If parents have any questions or concerns regarding any of the services provided by Pender Public Schools they are asked to contact school administration.

Initiations, Hazing, Secret Clubs & Outside Organizations **See Board Policy #6284*

Initiations, hazing, secret clubs and outside organization solicitation are prohibited.

Lockers/ Searches of Lockers and Other Types of Searches **See Board Policy #5406*

Lockers

Each student will be assigned a locker. Students must use their own lockers and are not to share lockers with other students, except as assigned by school officials. Students are expected to keep all books, etc., in their assigned locker. Students are also responsible for the cleanliness inside their locker and the door of their locker. Students may be assessed a fine for damage to lockers.

Students may not display images, information or messages that may cause a substantial disruption to the operations of the school. If a staff member sees or learns of an image or message that may cause a disruption, the staff member may ask the student to remove the image or message from the locker. If the student refuses, then the administration will meet with the student and parents to discuss the situation. The principal shall have the final say on whether a student needs to remove the image or message from the locker.

Searches of Lockers and Other Types of Searches

Student lockers, desks, computers, and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding usage of or items placed in or on school property, including student vehicles parked on school property, because school property is subject to search at any time by school officials. Periodic, random searches of lockers, desks, computers, and other such property may be conducted at the discretion of the administration.

The following rules apply to searches of students and of a student's personal property and to the 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 a school rule violation. The search is to be conducted in a reasonable manner under the circumstances.

2. Random searches of student lockers, desks, and other similar school property provided for use by students may be conducted at the discretion of the administration.

3. Drug or alcohol tests may be conducted on students based on reasonable suspicion.

4. Drug or alcohol tests may be conducted on a random basis for students participating in extracurricular activities.

5. Searches of the District's computer system may be conducted at the discretion of the administration at any time.

Mutual Respect

Pender Public Schools expects every staff member and student to be treated with respect and dignity. A show of disrespect toward a staff member or insubordination on the part of students will not be tolerated.

Personal/Nuisance Items

Students are discouraged from bringing personal/nuisance items to school. Examples include: extra money, toys, candy, comics/cards, jewelry, IPods, headphones, electronic games, sports equipment, etc. These items can easily become lost, stolen, or broken and should be left at home. Personal/nuisance items may be confiscated by school administration.

Video Surveillance

The Board of Education has authorized the use of video cameras on School District property to ensure the health, welfare, and safety of all staff, students, and visitors to District property, and to safeguard District facilities and equipment including buses. Video cameras may be used in locations as deemed appropriate by the Superintendent. The devices shall not be placed or operational in locations in which individuals have a high expectation of privacy, such as restrooms and locker rooms. Video recordings are considered student educational records and may be subject to FERPA guidelines.

Notice is hereby given that video surveillance may occur on District property. In the event of video surveillance recording captures a student or other building user violating school policies or rules or local, state or federal laws, the video surveillance recording may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies.

GENERAL INFORMATION

Assessment **See Board Policy #6211, 6212, 6213*

Each year Pender Public Schools asks K-12 graders to participate in the following assessments:

- NSCAS (Nebraska Student Centered Assessment System) Tests, originating from the Nebraska Department of Education, are given once a year in the late spring in the areas of English Language Arts, Math, & Science. Tests are given to grades 3-6. Each test takes approximately a half-day and is administered in an electronic format.
- MAP (Measures of Academic Progress) Tests, originating from NWEA and ESU #1, are given three times a year, once in the early fall, once in the winter, and once in the late spring. Tests are given in the areas of Reading, Language Usage, Math Concepts, and Science. Tests are given to grades K-6. Each test takes approximately 2 hours and is administered in an electronic format.
- Aims Web Intervention System Tests, originating from Pearson Testing and ESU #1, are given 3 times a year, once in the early fall, once in the winter, and once in the late spring. Tests are given in the areas of reading, language and math. Tests are given to grades K-6. Collectively Aims Web Testing takes about 1 hour and is administered orally/paper pencil.
- Fountas and Pinnell Guided Reading Benchmark Assessments, originating from Fountas and Pinnell, are given one time a year in the early fall. Tests are given to establish Guided Reading levels in K-6 grade. Benchmarking takes approximately a ½ hour.

The purpose of any assessment given is to improve instructional practices and provide students and parents with useful information. Results from each assessment will be provided to parents in a timely manner.

Bicycles/Scooters/Skateboards/Rollerblades/Shoe Skates

Bicycles and scooters must be parked in the racks provided on the north or south sides of the building. It is encouraged that all bicycles be equipped with locks. The school is not responsible for damage or theft of parts while bicycles are on school property. Skateboards, rollerblades, and shoes skates are not allowed.

Birthdays

Parents may deliver or send treats or favors for their child's birthday. Deliveries should be made to the district office. It is beneficial to the teacher if he/she is notified the day before the treats are brought. *Due to the increase of allergies and health issues among children, NO HOMEMADE TREATS ARE ALLOWED. Pre-packaged purchased treats, with available ingredient lists, are necessary.* Parents are asked not to send invitations to parties and other social gatherings to school with their children.

Care of School Property

Students are responsible for the proper care of all books, equipment, supplies and furniture supplied by the school. Students who disfigure property, break windows or do other damage to school property or equipment will be required to pay for the damage done or replace the item.

Child Abuse/Neglect

Nebraska State Law and school policy mandates school officials to make a report to the proper law enforcement agency or the Nebraska Department of Health and Human Services when there is reasonable cause to believe that a child has been abused or neglected, or a child is in a situation that would reasonably result in abuse or neglect.Teachers are obligated to inform law enforcement or the Nebraska Department of Health and Human Services of suspected abuse or inform their Principal or supervisor so that they can make a report.

Communication

Pender Public School's website, Facebook, Instagram and Twitter pages are valuable tools to access up-to-date information about school activities and the school calendar. The website is www.penderschools.org, the Twitter account can be found at @pendragonupdate, and the Facebook/Instagram pages are Pender Public Schools. PowerSchool is a web-based computer program parents can access to view student grades, schedules, and receive information about what is happening in the classroom. To view this website, go to www.powerschool.penderschools.org. Please contact the district office for assistance. The District mass communication system will be used to provide families with information regarding inclement weather, upcoming activities and events.

Complaint Procedures

The proper procedure for a parent or student to make complaints or raise concerns is to begin with the school employee who is most immediately or directly involved in the matter, as illustrated in the complaint procedure set forth below. There are specific procedures to address certain complaints or concerns, such as discrimination or harassment, bullying, disciplinary actions. Those procedures should be used where applicable.

Complaint procedure

Step 1 - Schedule a conference with the staff person most immediately or directly involved in the matter.
Step 2 - Address the concern to the Principal if the matter is not resolved at Step 1.
Step 3 - Address the concern to the Superintendent if the matter is not resolved at Step 2.
Step 4 - Address the concern to the Board of Education if the matter is not resolved at Step 3.

Conditions Applicable to All Levels of Complaint Procedure

All information to be considered at each step should be placed in writing in order to be most effective. Action or decisions will be expedited as quickly as possible, typically within ten (10) calendar days, depending on the nature of the complaint and the need for prompt resolution.

Copyright and Fair Use Policy

It is the school's policy to follow the federal copyright law. Students are reminded that, when using school equipment and when completing course work, they also must follow the federal copyright laws. The federal copyright law governs the reproduction of works of authorship. Copyrighted works are protected regardless of the medium in which they are created or reproduced; thus, copyright extends to digital works and works transformed into a digital format. Copyrighted works are not limited to those that bear a copyright notice.

The "fair use" doctrine allows limited reproduction of copyrighted works for educational and research purposes. The relevant portion of the copyright statute provides that the "fair use" of a copyrighted work, including reproduction "for purposes such as criticism, news reporting, teaching (including multiple copies for classroom use), scholarship, or research" is not an infringement of copyright. The law lists the following factors as the ones to be evaluated in determining whether a particular use of a copyrighted work is a permitted "fair use," rather than an infringement of the copyright:

- the purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
- the nature of the copyrighted work;
- the amount and substantiality of the portion used in relation to the copyrighted work as a whole, and
- the effect of the use upon the potential market for or value of the copyrighted work.

Although all of these factors will be considered, the last factor is the most important in determining whether a particular use is "fair." Students should seek assistance from a faculty member if there are any questions regarding what may be copied.

Emergency Procedures

Tornado, fire and other emergency drills are conducted annually according to requirements of state law. Procedures are posted in each classroom. All classrooms have emergency response packets. Tampering with fire safety equipment or deliberately setting off fire alarm equipment is a serious offense. Such an act is grounds for suspension or expulsion and may be accompanied by a complaint filed with the State Fire Marshal.

Field Trips

Educational field trips may be taken during the school year. Such trips will be made in school vehicles with a teacher in charge. A permission slip will be sent home and must be signed by a parent/guardian in order for a student to participate. If a student does not return a permission slip and the school is unable to contact a parent/guardian by phone, the student will not be allowed to participate in the field trip. Parents have the right to opt out of these activities and have their child remain at school.

Report Cards

Report cards are issued four times during the school year. Report cards are sent home in "Thursday Folders" or given to parents after each of the 3 first quarters of the school year. The final fourth quarter report cards are mailed to parents.

Grading Scale

**See Board Policy #5204*

The elementary (K-6 grade) students grading scale for all subjects is as follows:

4 – Mastery – Exceptional understanding of grade level skills. Consistent mastery with insignificant mistakes. Minimal or no support needed.

3 – Proficient – Solid understanding of grade level skills. Showing mastery with occasional mistakes. Minimal support needed.

2 – Developing – Basic understanding of grade level skills. Progressing toward mastery. Frequent support needed.

1 – Novice – Limited understanding of grade level skills. Minimal evidence of mastery. Extensive support needed.

Within each content area, teachers will assess student knowledge and assign one of the proficiency ratings above to each graded standard. Each content area has several graded standards based on standards dictated by the Nebraska Department of Education. The proficiency rating assigned will be based on student performance over the course of the grading period on practice work, formative assessment, and summative assessment. Emphasis will be placed on the most consistent level of work and knowledge as well as the most recent level of work and knowledge. Life skills and student conduct are separately graded for each student.

Honor Roll

The purpose of the honor roll is to recognize those students who demonstrate academic excellence. Honor rolls will be determined for 1st, 2nd, 3rd and 4th quarters. Students will be recognized accordingly:

1. Students receiving all "3's" and "4's" on their report card will be classified as honor roll students.
2. Students in grades 4-6 are honor roll eligible.
3. Honor roll lists are published in school and community publications.

Library

Students are encouraged to use the library on a regular basis. Library fines may be assessed for overdue books. Lost books may require payment.

Lost and Found

Students who have found an item should bring it to the office. Students who have lost an item may check the Lost and Found. Every month unclaimed items in Lost and Found will be donated to a charitable organization.

Parent-Teacher Conferences

Parent-Teacher conferences are usually held at the end of the first quarter and a second conference will be held in the spring. If parents/guardians ever have questions or concerns regarding the progress of his/her child(ren), they are encouraged to contact their teachers directly and do not need to wait for conference times. Parents/Guardians who wish to contact a teacher by phone should call before 8:00 a.m. or after 3:40 p.m. Messages can be left for teachers during the school day if necessary. Teachers may also be reached by school email.

Pets/Animals

Due to the increase of allergies and health issues among children, pets and other animals are not permitted in school. Please contact administration for special requests or exceptions. Please refer to *Board Policy # 1260* for guidelines regarding service animals.

Promotion and Retention

Students will be placed at the grade level and in the courses best suited to them academically, socially and emotionally as determined by the professional staff. Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the professional staff to be appropriate for the educational interests of the student and the educational program. By the end of the third quarter the classroom teacher will contact the parent/guardian if there is a consideration of retention.

School Closings/Late Starts

A decision to close school is made when forecasts by the weather service and civil defense officials indicate that it would be unwise for students to go to school. If possible, a decision about the next school day will be made by 9:00 p.m. **An announcement will be made to parents via the District mass communication system as soon as possible. School closings will also be announced on radio stations KWPN at West Point, KTCH at Wayne, and TV stations KTIV Channel 4, KCAU Channel 9, in Sioux City & KETV Channel 7 in Omaha.** In some instances, school will be open, but certain services may be cancelled (bus transportation, preschool, student activities). When school is cancelled, all activities, practices and use of school facility will be cancelled.

If school is dismissed early due to inclement weather, the notice will be broadcast by the media and/or the District mass communication system. All activities, practices, and use of school facilities will be cancelled.

Parents may decide to keep their children at home in inclement weather. Students absent because of severe weather when school is in session will be marked absent upon notification from parents/guardians. Parents may pick up their children in inclement weather at any time during the school day. Students who ride with older siblings to school may be dismissed from school during severe weather pending parental/guardian permission.

In an emergent weather situation (tornado warning) students will remain sheltered in place until the threat passes.

Smoke-Free Environment

All of our school buildings and grounds are smoke and tobacco-free. We would appreciate your help in meeting the goal of a smoke and tobacco-free environment for our children. When you attend school events, including athletic events, please abide by our District's policy.

Solicitation and Selling

Organizations outside school jurisdiction shall not be permitted to advertise events through the use of school or use pupils to sell services, tickets, etc. except those jointly sponsored with the school or approved by the principal. Soliciting and selling must therefore take place outside the regular 8:15 -3:30 school day.

Student Injuries/Accidents

At the beginning of each school year, parents/guardians are asked to complete and sign a form authorizing the staff at Pender Public School to call a physician if necessary. This form will be sent home with each student at the start of the school year. The form provides the school with following information and more:

1. The name of the student's family doctor.
2. The home, work, and cellular phone numbers of the student's parents/guardians.
3. The name/phone numbers of a close friend or relative, in the event the parents/guardians cannot be reached.

If a significant injury occurs at school, immediate first aid is applied, and parents are notified. If parents are not available, an emergency contact provided by the parent will be called. If that person is also not available and the child's well being is in danger, the student may be taken to a physician or medical facility. From time to time, families' contact numbers change. If this occurs during the school year, please take the time to notify the elementary school office.

When significant injuries occur (injuries that involve a bump to the head, or require treatment beyond a Band-Aid or ice pack), an accident form is completed, and the accident is reported to the elementary secretary. All school personnel are encouraged to become familiar with the principles of first aid. Parents will be called when necessary. A copy of the accident form will be sent home with the student the day of the accident so the parent is aware of the injury. The school does not assume responsibility for accidents or injuries that occur during school hours. Minor injuries and accidents do frequently occur at school. Minor falls, bumps, scratches or collisions often require a Band-Aid, ice pack and a little extra care. These injuries may not be reported to the office and do not require that an accident form be completed. If parents ever have a question or concern about something that has happened at school they are encouraged to contact the principal.

Student Insurance

A group accident insurance policy is made available to all students of Pender Public Schools. Information specifically describing the insurance is made available to families soon after school starts in the fall. Parents and students should understand that this is sold as a supplement to any family insurance and is not intended to take the place of family medical/accident insurance.

Student Valuables

Students, not the school, are responsible for their personal property. Students are cautioned not to bring large amounts of money or items of value to school. If it is necessary to bring valuable items or more money than is needed to pay for lunch, leave the money or valuables with a staff member in the school office for temporary safe-keeping. Even then, the school is not in a position to guarantee that the student's property will not be subject to loss, theft, or damage.

Visitors and Volunteers

Special guests are always welcomed to visit the school but are asked to check in at the office. Visitors should notify the office of their presence, sign the visitor's log in the office and get a visitor's badge to wear during the school visit. Please check with administration before visiting to avoid testing situations and special events. In grades PK-6, students may visit only if accompanied by an adult or if other arrangements have been made.

Volunteers are welcome to help teachers by assisting students in the classroom or as part of a school-related activity. Volunteers are assigned subject to the approval of the administration. Examples of volunteer opportunities may include: assisting with grant work, working in the library, and volunteering at extra-curricular activities, working in classrooms and participating in our Parent-Teacher Organization. Those interested in volunteering or gaining more information about our Parent-Teacher Organization should contact Kristin Walsh in the District office, or Kelly Ballinger, Elementary Principal.

STUDENT SUPPORT SERVICES

Backpack Food Program

Pender Public Schools and the Pender Ministerial Association team up to provide the Backpack Food Program. The Backpack Food Program provides healthy snacks and meals for participating students each weekend throughout the school year. If you believe your child/children could benefit from this program, we encourage you to complete the Backpack Food Program Form, which will be sent home with students the first day of school. Only one form is needed per family. This information is kept confidential. If your family is in need of additional help, please do not hesitate to contact the school at 402-385-3244 and we can provide you with additional resources.

"Beyond the Bell" After School Program

The after school program is open to all K-6 students. Beyond the Bell will be from 3:30 to 5:00 p.m. on Mondays, Tuesdays, Thursdays and Fridays and 2:30 to 5:00 p.m. on early dismissal Wednesdays. There is no charge for students to attend. Students will have a snack, physical education activities, academic time, and free play opportunities during Beyond the Bell. Approximately once a week enrichment activities will be provided as well. Those enrichment activities may include vocal/instrument music sessions, art sessions, core academic area extensions, guest readers, and writer's workshops.

ESL/ELL Services

Services are available to students who qualify as English Language Learners. Please complete the language survey sent home as part of the back-to-school or new-student forms packet.

Guidance Services

Pender Public Schools employs a guidance counselor for the purpose of assisting with district testing, Preschool – 6th grade character education, post-secondary planning, student schedules, and a resource for problem solving and conflict resolution. The guidance counselor is also available for students/families in need of additional support during a family crisis/issues. If someone wishes to see the counselor, contact the school office and make arrangements for an appointment.

High Ability Learners **See Board Policy #5414*

The school district recognizes that the student population includes students with exceptional academic abilities. Efforts to refer and identify learners with high ability will be made at each grade level. Multiple criteria shall be used for identification purposes and identification efforts shall be inclusionary. These students shall be provided appropriately challenging curriculum and instruction in their classrooms with opportunities for curricular extension as well.

Special Education Services **See Board Policy #6600*

What Does Special Education Mean?

Special education means specially designed instruction and related services adapted as appropriate to the needs of an eligible student with a disability. Special education is provided at no cost to the parent to meet the unique needs of a child with a disability.

Students Who May Benefit

A student verified as having autism, behavior disorders, deaf-blindness, developmental delay, hearing impairments, mental handicaps, multiple disabilities, orthopedic impairments, other health impairments, specific learning disabilities, speech-language impairments, traumatic brain injury or visual impairments, who because of these impairments need special education and related services.

How are Students With Disabilities Identified?

Referrals are made by teachers or parents to a Student Assistance Team. If the student assistance team or comparable problem solving team feels that all viable alternatives have been explored, a referral for multidisciplinary evaluation is completed. An evaluation is conducted to assist in the determination of whether a student has a disability and the nature and extent of the special education and related services the student needs. The evaluation is conducted only with written consent of a parent or guardian. A multidisciplinary evaluation team (MDT) will then meet to determine whether the student is eligible for special education.

Independent Evaluation

If a parent disagrees with an evaluation completed by the school district, the parent has a right to request an independent educational evaluation at public expense. Parents should direct inquiries to school officials to determine if the school district will arrange for further evaluation at public expense. If school district officials feel the original evaluation was appropriate and the parents disagree, a due process hearing may be initiated. If it is determined that the original evaluation was appropriate, parents still have the right to an independent educational evaluation at their own expense.

Reevaluation

Students identified for special education will be reevaluated at least every three (3) years by the IEP team. The IEP team will review existing evaluation data on the student and will identify what additional data, if any, are needed. The school district will obtain parental consent prior to conducting any reevaluation of a student with a disability.

Individual Education Program (IEP)

Upon a student being verified as having a disability, a conference will be held with parents. At the conference, an Individualized Education Program (IEP) will be developed specifying programs and services which will be provided by the schools. Parent consent will be obtained prior to a student being placed for the first time in a program providing special education and related services or early intervention services to infants and toddlers. Once in place, the IEP is reviewed on an annual basis, or more frequently as needed. Parents are given a copy of the IEP.

Special Education Placement

The student's placement in a special education program is dependent on the student's educational needs as outlined in the Individual Education Program (IEP). To the maximum extent appropriate, students with disabilities are educated with students who are not disabled. Special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only when the nature or severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily. Determination of a student's educational placement will be made by the IEP team.

Written notice shall be given to parents a reasonable time before the school district: 1. Proposes to initiate or change the identification, evaluation, verification or educational placement of a child or the provision of a free appropriate public education; or 2. Refuses to initiate or change the identification, evaluation, or educational placement of the child or the provision of a free appropriate public education to the child.

More Information

Anyone interested in obtaining a copy of the District's special education policy, the Parental Rights in Special Education brochure, or a copy of the Nebraska Department of Education Rule 51 (special education regulations and complaint procedures) or Rule 55 (special education appeal procedures) may contact the Superintendent. A notice of parental rights, Rules 51 and 55 and more information about special education are also available at the Nebraska Department of Education's website: http://www.nde.state.ne.us/SPED/sped.html.

Students with Disabilities: Section 504

Accommodations and related services are made available to students with disabilities under Section 504 of the Rehabilitation Act of 1973. Under Section 504, parents have the following rights:

1. Have your child take part in, and receive benefits from, public education programs without discrimination because of your child's disability.
2. Have the school district advise you of your rights under federal law.
3. Receive notice with respect to identification, evaluation or placement of your child.
4. Have your child receive a free appropriate public education. This includes the right to be educated with non-disabled students to the maximum extent appropriate. It also includes the right to have the school district make reasonable accommodations to allow your child an equal opportunity to participate in school and school-related activities.
5. Have your child receive services and be educated in facilities which are comparable to those provided to students without disabilities.
6. Have your child receive an individualized evaluation and receive special education and related services if your child is found eligible under Section 504.
7. Have evaluation, eligibility, educational and placement decisions made based on a variety of information sources and by persons who know your child and who are knowledgeable about the evaluation data and placement options.
8. Have transportation provided to and from an alternative placement setting at no greater cost to you than would be incurred if your child were placed in a program operated by the school district.
9. Have your child be given an equal opportunity to participate in nonacademic and extracurricular activities offered by the school district.
10. Examine all relevant records relating to decisions regarding your child's identification, evaluation and placement. Obtain copies of educational records at a reasonable cost on the same terms as records are provided students without a disability unless the fee would effectively deny you access to the records.

11. Receive a response from the school district to reasonable requests for explanations and interpretations of your child's records.
12. Request amendment of your child's educational records if there is reasonable cause to believe that they are inaccurate, misleading or otherwise in violation of the privacy rights of your child. If the school district refuses this request, it shall notify you within a reasonable time, and advise you of the right to a hearing.
13. File a local grievance in accordance with school policy.
14. Request an impartial hearing related to decisions regarding your child's identification, eligibility, and educational program or placement with opportunity for participation by the person's parents or guardian and representation by counsel, and a review procedure. This is provided in the local grievance procedure.

Student Health Services

School Nurse Hours

The nurse will be in the building two days (16 hours) per week. The school nurse or school staff will notify parents when a student needs to be sent home from school due to illness. Conditions requiring a student to be sent home include: temperature greater than 100 degrees, vomiting, diarrhea, unexplained rashes, live head lice, or on determination by the school nurse or school staff that the child's condition prevents meaningful participation in the educational program, presents a health risk to the child or others, or that medical consultation is warranted. Parents are asked to provide the school with emergency daytime phone numbers on each child's contact form so they can be reached if their child becomes ill or injured while at school.

Health Survey

Each year parents are asked to complete an annual health survey on their child or children so the nurse is informed of any necessary health information. This form is included in the back-to-school packet.

The school nurse is required by law to assess vision, dental screening, weight and height. Parents are notified if the results are not in the normal range. These routine check-ups are not intended to replace regular medical and dental checkups. Parents are asked to inform the school of any issues impacting child's health.

Student Illness

Students should not attend school if they experience any of the following symptoms:

- Fever of 100.4 degrees F orally, or higher in the past 24 hours
  - Must be fever free for 24 hours without fever reducing medication to return
- Vomiting within the past 24 hours
- Diarrhea within the past 24 hours
- Severe headache, stiff neck, earache, croupy cough, listlessness or oozing sores

Head Lice

At Pender Public Schools, any student with nits (eggs) and/or head lice will be temporarily excluded from school until properly treated and inspection of the hair and scalp by the school nurse shows elimination of the lice.

Chickenpox

Chickenpox is a highly contagious disease caused by primary infection with varicella zoster virus (VZV). Children with chickenpox must be excluded from school until the chickenpox spots are scabbed over.

Guidelines for Administering Medication **See Board Policy #5600 & 6910*

The administration of prescription and/or non-prescription (over-the-counter) medications by school personnel is subject to the following conditions:

1. For the safety of all children, students are not permitted to have medicine in their possession while at school.
2. If, under any circumstances, a child is required to take oral medication during school hours and the parent cannot be present to administer it, only the school nurse or appropriate designee will administer the medication.
3. Medication must be brought to school in the original container and appropriately labeled by the pharmacy or physician.
4. All medications must be properly labeled with the child's name, medication name, and directions for administration and possible side effects.
5. A signed and dated note from the parent or guardian must accompany all requests for students to receive medication at school.
6. In the case of a medication that the student takes on a regular basis, further documentation is required by the state and can be obtained through the school nurse. This documentation must be reviewed annually.
7. With written consent, your child may be given Acetaminophen or Ibuprofen from the school supply of generic adult and/or children's Acetaminophen or Ibuprofen based on the recommended dose by weight/age.

All medication left at the school will be disposed of two weeks after school is dismissed. Written authorization forms for both non-prescribed and prescribed medications are available in the district office.

Student Self-Management of Asthma, Anaphylaxis, and/or Diabetes

*****See Board Policy #6920, 6920.1 & 6920.2*

Students with asthma, anaphylaxis or diabetes will be permitted to self-manage such medical conditions upon:

1. written request of the student's parent or guardian;
2. authorization of the student's physician or, for asthma and anaphylaxis, a health care professional who prescribed the medication for treatment of the student's condition;
3. receipt of a signed no liability statement from the parent or guardian; and
4. development of an asthma or anaphylaxis or a diabetes medical management plan for the student.

Students with such a medical management plan may possess the necessary medication to manage their medical condition upon the conditions established in the plan and not be subject to discipline for such possession. Provided that, if the student uses or allows the medication to be used for any reason other than as prescribed or as provided in the plan or possesses the medication other than as provided in the plan the student shall be subject to discipline in accordance with the student conduct and drug-free school policies.

Title I *****See Board Policy #5701*

Title I is a federally funded program whose goal is to improve the educational opportunities of designated students. Title I supplies supplemental assistance to eligible students to succeed in the classroom. The emphasis in a school-wide Title 1 program is in serving all students, improving all structures that support student learning, and combining all resources, as allowed, to achieve a common goal. On request, the District will provide parents, in a timely manner, information regarding the professional qualifications of the student's teachers. This is in compliance with the Title I highly qualified section of ESSA.

STUDENT TRANSPORTATION

Transportation to and from school is provided to students in accordance with law and Board Policy (see BOE Policy 5501). Students may also be provided transportation on field trips and when participating in school activities. Students are expected to follow the behavioral expectations for riding on school buses and in school vans. Parents are an important part of providing safe and effective student transportation. Cooperation with school authorities in enforcing regulations, and observing school, traffic and road regulations related to students transportation is requested and greatly appreciated.

While riding in school buses, students are expected to follow the same student conduct rules that apply when on school property or attending school activities, functions or events. There are also special conduct rules for riding school buses. These rules also apply to riding in other school vehicles.

Student Conduct

- Students will be respectful and obey instructions of the vehicle driver and other supervisory personnel;
- Students will conduct themselves in a courteous and appropriate manner when interacting with other students and District staff; and
- Students will demonstrate respect and pride for school district property.

When Boarding the Vehicle:

- Be at their designated school bus stop 10 minutes prior to their scheduled pickup time;
- In the event a student will not ride the bus.
    - Please contact the school office that day by 6:15 am by calling 402-385-3244 and using extension 5 to leave a message;
    - After 6:15 am, please notify the driver of the child(ren)'s bus.
- Stay off streets and roadways while waiting for the school vehicle to arrive;
- Stay clear of the "danger zone" around the bus while waiting, approaching, or leaving the bus. Before crossing the street, always look both ways to check for vehicles that might illegally pass the bus. Always cross the street in front of the bus.
- Wait until the school vehicle comes to a complete stop and the driver has given them a prearranged signal before approaching or attempting to board the bus;
- Use the handrail when boarding the bus;
- Move quickly to their assigned seat;
- In the event a student brings an unauthorized student on a school vehicle, the transportation department will contact the student's parents or guardians to make alternate arrangements. If alternate arrangements cannot be made, the vehicle driver will transport the student and their friend to school in the morning. We will not transport any unauthorized person after school to any destination.

When Riding the Vehicle

- Keep aisle clear at all times;
- Treat all students and the driver with respect;
- Do not tease, harass, bully or fight with another student(s);
- Keep all body parts inside the school vehicle at all times;
- Remain seated and facing forward in the designated seat;
- Talk quietly, maintain silence at railroad crossings, and conduct themselves in a manner that does not distract the driver;
- If vehicle is equipped with seatbelts they must be worn;
- Windows may be opened with the driver's permission. If a window is opened, shut the window.
- Use headphones if using personal electronic devices;
- Do not chew gum or consume any beverage or food while in the vehicle;

- Keep the bus clean. Place garbage in the trash container. Do not throw anything out of the windows or inside the bus. Eating or drinking is not allowed on the bus.
- All school-owned buses are equipped with surveillance equipment that records both audio and video.
- Students will not possess or use any tobacco product, alcoholic beverage or non-prescription drug while in a school vehicle; For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect.
- Refrain from using obscene or profane language, yelling or causing any unreasonably loud noise. Quiet voices should be used;
- Students will not use violence, threats, intimidation, insubordination or other conduct that interferes with normal transportation operations;
- Do not tamper with vehicle and/or equipment control mechanisms or mark or carve in any manner to cause damage to the transportation vehicle;
- All student projects must be enclosed and remain enclosed during the bus route in a backpack or safe container for transporting and must be able to fit on the student's lap.
- If students need assistance from the driver, wait until the bus is at a full stop. If students are close enough, tell the driver what they need. If they are too far away from the driver and he would be unable to hear them, they should ask a student in front of them to get the driver's attention. If necessary, walk up to the driver while the bus is at a full stop. If students need immediate assistance for an emergency, they should take all action needed to safely get the help of the driver.

When Exiting the Vehicle

- Remain seated until school vehicle reaches a complete stop and the driver has indicated it is safe to get up;
- Take all personal property with them when exiting the vehicle;
- Exit the school vehicle in an orderly manner beginning with the passengers in the front of the vehicle;
- Do not loiter or walk near the vehicle;
- Students who are required to cross a roadway must walk no less than 12 feet in front of the school bus and wait for the driver's signal before crossing the street or roadway;
- Students are allowed to board and exit the vehicle only at their designated stop, unless parent/guardian permission is provided to school personnel and communicated to the bus driver;
- If a student verbally informs the driver he/she is not to exit at their regular stop, but to exit at another stop on the route, the transportation department will try to reach the parent/guardian by phone. If no verbal authorization can be obtained, the student will be taken to their designated stop. If no parent/guardian is present, the driver will bring the student back to the school. If telephone contact continues to be unsuccessful, the police will be contacted.

See BOE Policy #5506, Pender Public Schools Safe Pupil Transportation Plan for additional information on the District's plan for providing safe transportation to students being transported in pupil transportation vehicles.

Misconduct Reporting Procedures

Discipline problems on the bus jeopardize the safety of all students on the bus. The bus driver is an employee of Pender Public Schools who will be enforcing the bus rules. There will be consequences for those who do not follow the rules. Riding the school bus is a privilege and should not be taken for granted. Consequences for school bus misconduct may include restriction or suspension of bus privileges and other disciplinary measures, up to and including expulsion from school. In the event of misconduct and regardless of the outcome, the following procedures will be followed:

- Transportation staff will communicate their expectations verbally and personally to students whose behavior is inappropriate. Should the behavior continue, an Unsatisfactory Bus Conduct Report (see AR 5506.1 in board policy) will be completed. Students will usually be notified before exiting the vehicle that the misconduct will be reported.
- The Transportation Department will forward a copy of the written report, indicating the nature of the violation to the appropriate school principal.
- The school principal will discuss the violation with the student(s) and determine the proper disciplinary action to be taken.
- The principal will notify the parent/guardian, by telephone and/or mail, indicating the nature of the violation, the disciplinary action to be taken, and the consequences of continued student misconduct.
- The principal will provide an opportunity for the parent/guardian to confer with the principal and/or transportation supervisor with regards to the reported student misconduct. The principal will return the written report to the transportation coordinator.

SCHOOL BREAKFAST AND LUNCH PROGRAMS

The hot lunch and breakfast program are available every day for students. The cost of school meals for the 2025-2026 school year are listed below:

Breakfast: $2.25 - PreK-12 students; $3.00 - adults
Seconds: $1.35 – main entrée ; $1.10– side dish; $.55 – milk/juice
Lunch: $2.75-PreK students; $3.00 – K-6th students; $3.25 – 7-12 students; $4.50 - adult
Seconds: $1.85 – main entrée; $1.35 – side dish; $.55 – milk/juice

Students who choose to bring a lunch from home may purchase milk at school. Pop is not allowed in the lunchroom, unless as part of a special incentive sponsored by the school. **In accordance with U. S. Department of Agriculture policy, Parents/Guardians/Family may provide outside lunch/breakfast for their child/children only.** Parents/Guardians, who may qualify for free/reduced lunches, should complete the application and return it to the district office as soon as possible. For questions concerning the free and reduced please call 402-385-3244 ext. 2106**. Free and reduced students under federal guidelines will only receive their first tray for free or reduced prices and will have to pay for any seconds they receive.**

Families using the lunch program may access their meal account information on-line. Go to www.penderschools.org and select the "Lunch Account Information" tab. If you need assistance with your lunch account information, call the district office. Parents/Guardians can send any amount of money and it will be applied to the appropriate child's account. An account is required in order for any child to eat school meals.

Families with 1 child in the lunch program - Students will not be allowed to charge any extras to their lunch account when the account balance reaches negative $20. The student will still be allowed to charge the first meal, but no extras will be allowed. When the account reaches negative $35, the student will no longer be able to charge anything.

Families with more than 1 child in the lunch program - No student in the family will be allowed to charge any extras to their lunch account when the account balance reaches negative $35. Each student will be allowed to charge his/her first meal, but no extras will be allowed. When the account reaches negative $50, the students in that family will no longer be able to charge anything.

Preschool through 3rd grade students will have a milk break every day. See the chart on page 69 for milk break prices. This fee is due at the beginning of each semester. Milk break is optional.

APPENDIX

State and Federal Programs

Notice of Nondiscrimination	**See Board Policy #1025.2*
Anti-Discrimination & Harassment Policy	**See Board Policy #1200*
Multicultural Policy	**See Board Policy #6370*
Notification of Rights Under FERPA	**See Board Policy #5202.1*
Notice Concerning Directory Information	**See Board Policy #5421*
Notice Concerning Disclosure of Student Recruiting Information	**See Board Policy #5012*
Student Privacy Protection Policy	**See Board Policy #5421*
Parental Involvement Policies	**See Board Policy #5700*
Homeless Students Policy	**See Board Policy #5418*
Breakfast and Lunch Programs	**See Board Policy #3571*

Notice Concerning Designation of Law Enforcement Unit

The District designates the Thurston County Sheriff's 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.

Notice Concerning Staff Qualifications

The Every Student Succeeds Act (ESSA) gives parents/guardians the right to get information about the professional qualifications of their child's classroom teachers. Upon request, the District will give parents/guardians the following information about their child's classroom teacher:

1. Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
2. Whether the teacher is teaching under an emergency or provisional teaching certificate.
3. The baccalaureate degree major of the teacher. You may also get information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree. We will also, upon request, tell parents/guardians whether their child is being provided services by a paraprofessional and, if so, the qualifications of the paraprofessional. The request for information should

be made to an administrator in your child's school building. The information will be provided to you in a timely manner. Finally, the District will give timely notice to you if your child has been assigned or has been taught for four (4) or more consecutive weeks by a teacher who does not meet the requirements of the Act.

Annual Notification of Asbestos Management Plan Availability, Pender Public Schools

Federal regulations require all schools to inventory asbestos-containing materials and develop management plans to identify and control asbestos.

The presence of asbestos in a building does not mean that the health of the buildings occupants is necessarily endangered. As long as asbestos-containing material remains in good condition and is not disturbed, exposure is unlikely.

The plan is available for review in the school administrative office during normal business hours.

At least once each six months, periodic surveillance is being conducted on all asbestos-containing material and suspect material assumed to contain asbestos.

A re-inspection is being conducted every three years in all schools that have asbestos-containing material.

From time to time, operations and maintenance activities may be conducted to maintain all materials in good condition.

For more information, please contact: Leigh Alexander; CDS Inspections & Beyond; 53506 862 Road; Plainview, NE 68769-2118; phone 402-582-3580 or 402-841-2142

2024-2025 Fees
Approved by Board of Education on July 16, 2024

Breakfast	2024-25
Pk-12 Students	2.35
Adults	3.00
Main - Seconds	1.35
Side - Seconds	1.10
Milk/Juice - Seconds	0.55

Lunch	
PK Students	2.75
K-6 Students	3.00
7-12 Students	3.25
Adults	4.50
Main - Seconds	1.85
Side - Seconds	1.35
Milk/Juice - Seconds	0.55

Milk Break	Sem/Year
K-3 Students	$40/$80
Preschool M-T-Th-F a.m.	$30/$60
Preschool M-T-Th-F p.m. (Special Milk)	$25/$50

Technology Fees	Year
K-6 Students	$25.00
7-8 Students	$25.00
9-12 Students	$25.00

Substitutes	
Teacher Substitute (per day)	$155.00
Classified Staff Substitute (per hour)	$16.00

** Reduced will pay a Percentage

Driver's Education Tuition	2024-25
PPS Student Tuition	$350.00
Free & Reduced Waiver Available**	
Instructor (per student)	$240.00
Balance - District Expenses	

Activity Fees	
Junior High Student	*waived for 2024-25*
Senior High Student	*waived for 2024-25*
Family Maximum	*waived for 2024-25*
Free & Reduced Waiver Available**	

Activity Passes	
Adult	$75.00
Senior Citizens (62 years & older)	$65.00

High School Contest Admission	
Adults & Students	$5.00
PPS Students	Free

Junior High Contests	
Adults & Students	$3.00
PPS Students	Free

Other	
Send a Fax	$.25 / page
Color Copies	$.25 / page
B/W Copies	$.10 / page
Laminating	$.25 / foot

25-26 Handbook Changes

Cover - Date changes

Pg. 7 - 3YO Preschool Deleted

Pg. 7 - Pendragon Academy changed to K-8 SPED (Keiss)

Pg. 8 - School Psych - a new contracted provider will be added

Pg. 8 - New Paraprofessionals were added

Pg. 8 - Bus Driver will be added

Pg. 10 - New school calendar added

Pg. 12 - No changes to immunizations necessary as per Leslie Timm

Pg. 15 - Changed 3rd grade to a 3:40 dismissal

Pg. 15 - 3YO Preschool information removed

Pg. 15 - Pickup and dropoff times for preschool students (am and pm) added

Pg. 27 - Cell Phone policy - added "Cell phones and smart devices are allowed by parent request (with physician documentation) to monitor health conditions."

Pg. 33 - NSCAS changes, changed policy number

Pg. 33 - MAP Test changes, changed policy number

Pg. 33 - Bike rack moved

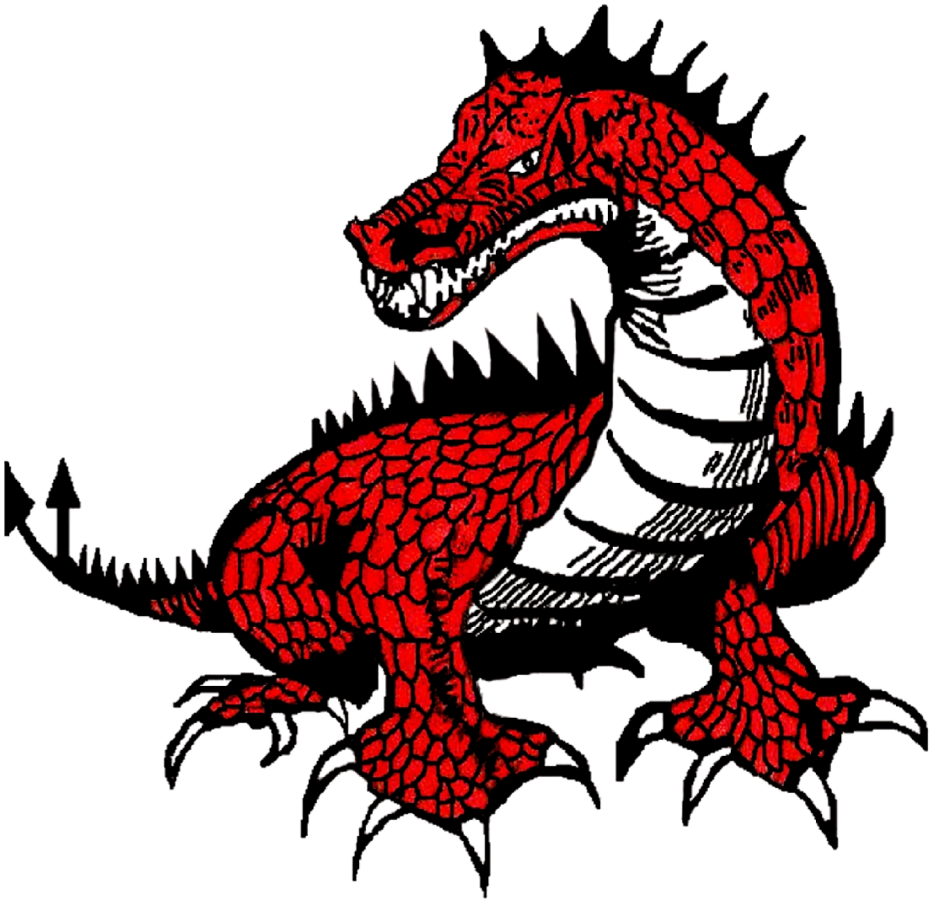
Pg. 49 - Year & Lunch price changes will be reflected

Pg. 71 - New Fee Schedule will be added

Appendix Information:
Policy verbiage has been replaced by *See Board Policy (policy number)

Notice to Parents of Rights Afforded by Section 504 has been removed as it appears verbatim on page 42 of the handbook already.

Pender Public Schools
2025-2026



7th-12th Grade
Parent-Student Handbook

Approved by the Pender Board of Education (7/16/25)

Pender High School
609 Whitney St-Pender, NE 68047
402-385-3244
www.penderschools.org

Dear Students and Families,

Welcome to Pender High School! This handbook is designed to provide essential information for students, parents, and guardians about our school policies, procedures, and expectations. Our mission is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens. We encourage all students to actively engage in their studies and take advantage of the opportunities available, from academic programs to extracurricular activities.

Please carefully review the contents of this handbook with your child. If you have questions or concerns not covered in this handbook, please do not hesitate to call your child's teachers, the school office, or myself.

On behalf of the entire staff, I am looking forward to working together to make this academic year a memorable and successful one! It's a GREAT day to be a PENDRAGON!

Respectfully,

Luke Hoffman
Secondary Principal

INTENT OF STUDENT HANDBOOK

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Pender Public Schools. Each student is responsible for becoming familiar with the handbook and knowing the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following the rules contained in this handbook.

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

The Policies of the Board of Education may cover areas not addressed in this Handbook. Every parent or guardian and student should familiarize themselves with Board Policies online at: www.penderschools.org

PENDER PUBLIC SCHOOLS MISSION STATEMENT

The mission of the Pender Public School District is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens.

PENDER PUBLIC SCHOOLS GOVERNING BELIEFS

- We believe communication is necessary in providing a quality education.
- We believe that a quality education is a joint commitment and responsibility of the entire community.
- We believe that our school system should provide the educational opportunities to meet the individual needs of all students.
- We believe the learning environment should be safe, supportive, positive and dignified.
- We believe in providing the learning environment and technology to motivate and challenge the student to be the best he.she can be.
- We believe in recognizing the diversity of students, their backgrounds and families.
- We believe in creating an educational environment in which students learn to take responsibility for their own actions.
- We believe that our school system should hire, maintain and retain the best-qualified staff possible.

Essential Education: Pender Public Schools is committed to providing its students with equitable opportunities for an essential education in an efficient manner. An essential education is one that enables students to reach the following outcomes:

- Proficient in meeting the State's academic content standards and essential learning and such additional standards as established by the Board of Education.
- Success at each educational level and in transitioning between those levels from early childhood through postsecondary education and/or career entry.
- Effective in functioning in and contributing to our culturally diverse democratic society.

The District seeks to provide an essential education by developing and maintaining:

- Qualified and competent administrative, teaching, paraprofessional, and operational staff, standards as established by the Board of Education and to reach the student outcomes identified above.
- Comprehensive support programs and services that meet the diverse needs of students.
- Safe, clean and supportive facilities and learning environments.

- Implementation of a curriculum that meets the following:
    - Is based on state standards in reading, writing, speaking, listening, mathematics, science and social students/history and essential learning in visual and performing arts, world languages, technology, health and physical education, and career and technical education and such additional standards as established by the Board of Education;
    - Is appropriate for the developmental level of the students;
    - Addresses diverse learning needs;
    - Instills a passion for learning and the importance of life-long learning;
    - Develops problem solving and critical thinking skills, decision making skills, data gathering, and critical use of information;
    - Develops expected work ethics, as well as group participation and leadership skills;
    - Incorporates character education and multicultural education, including respect for diversity;
    - Provides for application of technology in all learning areas;
    - Provides access to advanced courses; and
    - Is organized in a schedule that is functional and meets student needs in all curriculum areas.

Providing a supportive learning environment which includes:

- A welcoming and inviting environment that is emotionally safe, nurturing, supportive, and disciplined; that promotes respect, trust, integrity, and regard for self and others; and that honors diversity;
- Learning as the central purpose with students engaged in meaningful, relevant, and productive learning experiences; and
- Implementation of policies and practices that result in an orderly environment with emphasis on consistent school-wide positive behavior.

Complaint Procedures

The proper procedures for parents or students to make a complaint about the school staff, school programs, or activities are set forth in Board Policy, See Board Policy 1025 and 1025.1 and 1025.2. Board policies can be found on the school's website at www.penderschools.org. If you do not have access to a computer, you may pick up a copy of the policy from the district office during regular business hours.

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Members of the Board of Education

Matt Peters	President
Matt Heineman	Vlce President
Jason Roth	Secretary-Treasurer
Jean Karlen	Member
Mandy Johnson	Member
J.J. Maise	Member

Administrative Staff

Dr. Jason Dolliver	Superintendent
Luke Hoffman	Secondary Principal
Kelly Ballinger	Elementary Principal Special Education Director

Secondary Teaching Staff

Kari Athey	Science
Morgyn Christiansen	English
Allison Claussen Lexi Meister	Vo Ag
Allie Conner	Social Sciences
Matt Dregalla	Instrumental Music
Anthony Ferg	Business, Activities Director
Keaton Harpham	Technology
Clay Haymart	English
Rhonda Heise	Media Specialist
Andrea Hinrichs	9-12 Special Education
Natalie Keiss	7-8 Special Education
Sean King	Math
Brandi Kolbeck	Vocal Music
Dustin Krusemark	Art
Thad Nixon	School Counselor
Dennis Oliver	Physical Education
Lucas Ramm	Strength & Conditioning
Katie Steecker	Science
Cody Volk	Social Sciences
Lanette Von Seggern	Math

Secondary Support Staff

Deanna Hansen	Bookkeeper
Lisa Johnson	District Secretary
Kristin Walsh	District Secretary
Leslie Timm	Nurse
Tony Crippen	Maintenance
Keena Koehlmoos	Custodian
Michelle Davis	Custodian
Dan Swinton	Transportation
Pam Buchholz	Food Service Manager
Jodi Davis	Cook
Chris Meyer	Cook
Robbie Welsh	Cook
Betty Roberts	Paraprofessional
Janet Schopke	Paraprofessional
Rebecca Zweep	Paraprofessional

Secondary Coaches & Sponsors

Anthony Ferg		Activities Director
Cody Volk	Football	Head Coach
Brock Simonsen	Football	Assistant Coach
Anthony Ferg	Football	Assistant Coach
Dan Swinton Lucas Ramm	Football	Assistant Coach

Joe Walsh	Football	Volunteer
Corey Jorgensen	Football	Volunteer
Chase Hofmeister	Football	Volunteer
Quinton Heineman	Football	Volunteer
Dennis Oliver Need Someone	JH Football	Head Coach
Nick Arlt	JH Football	Assistant Coach
Cody Volk	JH Football	Assistant Coach
Amy Ostrand Allie Mailloux	Volleyball	Head Coach
Marin Jetensky	Volleyball	Assistant Coach
Vicki Nickels	Volleyball	Volunteer Coach
Allie Conner	JH Volleyball	Head Coach
Krista Trimble	JH Volleyball	Assistant Coach
Robert Rainer	Girls' Golf	Head Coach
Dustin Krusemark	Cross Country	Head Coach
Sean King	Cross Country	Assistant Coach
Jason Dolliver	Girls' Basketball	Head Coach
Melissa Hansen	Girls' Basketball	Assistant Coach
Grant Lander	Girls' Basketball	Volunteer Coach
Liz Hoffman	JH Girls' Basketball	Head Coach
Melissa Hansen	JH Girls' Basketball	Assistant Coach
Andy Welsh	Boys' Basketball	Head Coach
Larry Ballinger	Boys' Basketball	Assistant Coach
Shane Schuster	Boys' Basketball	Volunteer Coach

Terry Mailloux	Boys' Basketball	Volunteer Coach
Clay Haymart Mitchell Mailloux	JH Boys' Basketball	Head Coach
Allie Conner Cody Volk	JH Boys' Basketball	Assistant Coach
Nick Arlt	Wrestling	Head Coach
Cody Volk	Wrestling	Assistant Coach
Aaron Arlt	Wrestling	Volunteer Coach
Dennis Oliver Cody Volk	JH Wrestling	Head Coach
Dustin Krusemark	Track	Head Coach
Sean King	Track	Assistant Coach
Marin Jetensky	Track	Assistant Coach
Brock Simonsen	Track	Assistant Coach
Allie Conner	JH Track	Head Coach
Cody Volk	JH Track	Assistant Coach
Liz Hoffman	JH Track	Assistant Coach
Robert Rainer	Boys' Golf	Head Coach
Anthony Ferg	Boys' Golf	Volunteer
Austin Nickels	Boys' Golf	Volunteer
Clay Haymart	Baseball	Head Coach
Caleb Hansen	Baseball	Assistant Coach
Ron Williams	Baseball	Volunteer Coach
Shane Schuster	Baseball	Assistant Coach
Clay Haymart	Softball	Head Coach
Allison Claussen Leslie Timm	Softball	Assistant Coach

Megan Kinneman	Softball	Assistant Coach
Ronda Ras	Softball	Volunteer Coach
Jason Dolliver	Softball	Volunteer Coach
Lucas Ramm	Summer Weight Room	Supervisor
Cody Volk	Summer Weight Room	Supervisor
Megan Nixon	Summer Weight Room	Supervisor
Anthony Ferg	Summer Weight Room	Supervisor
Allison Claussen Lexi Meister	FFA	Advisor
TBD Jacob Lamplot	FFA	Assistant Advisor
Matt Dregalla	Instrumental Music	Director
Kristin Walsh	Junior Class	Sponsor
Brandi Kolbeck	Musical	Director
Katie Steecker	Quiz Bowl	Sponsor
Lanette Von Seggern	NHS	Sponsor
Rhonda Heise	Senior Class	Sponsor
Sean King	Student Council	Sponsor
Marin Jetensky Molly Ferg	Student Council	Sponsor
Matt Dregalla	Jazz Band	Director
Brandi Kolbeck	Vocal Music	Director
Kira Swinton	Close Up	Sponsor
Morgyn Christiansen	Speech	Head Coach
Kira Swinton	Speech	Assistant Coach
TBD Diane Wacker	1-ACT	Head Coach

Keena Koehlmoos	Concessions	Coordinator
Kaelyn Svehla	Flames	Sponsor
Rhonda Heise	Yearbook	Sponsor
Keaton Harpham	eSports	Head Coach
Robert Rainer Matt Kai	Bowling	Head Coach
Sheila Dahlman	Bowling	Assistant Coach
Jayme Bargholz	Bowling	Volunteer
Todd Kubik	Bowling	Volunteer

Daily Schedule

8:03	First Bell
8:10-8:58	1st Period
9:01-9:49	2nd Period
9:52-10:12	Advisory Group
10:15-11:03	3rd Period
11:06-11:54	4th Period
11:54-12:21	5th Period Junior High Lunch
11:57-12:45	5A Senior High Class Time

12:45-1:12	5th Period High School Lunch
12:24-1:12	5B Junior High Class Time
1:15-2:03	6th Period
2:06-2:54	7th Period
2:57-3:45	8th Period

Shortened Schedules

10:00 Start			1:00 Dismissal	
9:52	First Bell		8:03	First Bell
10:00-10:37	1st Period		8:10-8:40	1st Period
10:40-11:17	2nd Period		8:43-9:13	2nd Period
11:20-11:57	3rd Period		9:16-9:46	3rd Period
12:00-12:27	5th Period JH Lunch		9:46-10:19	6th Period
12:36-1:03	5th Period SH Lunch		10:22-10:52	7th Period
1:06-1:43	4th Period		10:55-11:25	8th Period
1:46-2:23	6th Period		11:28-11:58	4th Period
2:26-3:03	7th Period		12:01-12:30	5th Period JH Lunch
3:06-3:45	8th Period		12:33-1:00	5th Period SH Lunch

2:30 Dismissal

8:03	First Bell
8:10-8:48	1st Period
8:51-9:29	2nd Period
9:32-10:10	3rd Period
10:13-10:51	6th Period
10:54-11:32	4th Period
11:32-11:59	5th Period Junior High Lunch
11:35-12:13	5th Period Senior High Class Time
12:13-12:40	5th Period Senior High Lunch
12:02-12:40	5B Junior High Class Time
12:43-1:21	7th Period
1:24-2:02	8th Period
2:05-2:25	Advisory Group

Severe Weather and School Cancellations

The superintendent of schools 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. Radio and television stations broadcast the information regularly.

Decision to Close Schools. A decision to close school is made when forecasts by the weather service and civil defense and health officials indicate that it would be unwise for students to go to school. If possible, a decision about the next school day will be made by 9 p.m. for announcement during the 10 p.m. news. An early decision is not always possible because of uncertain weather conditions. School officials will make periodic assessments of conditions during the night and will decide early in the morning (by 6 a.m. if possible). In any case, an Apptegy message will be sent to all patrons who signed up for the service and an announcement will be made to the news media when schools will be closed. School closings will be announced on radio stations AM84/FM107.9 at West Point, **KTCH AM1590/FM104.9 at Wayne, and TV stations KTIV Channel 4, KCAU Channel 9, in Sioux City & KETV channel 7 in Omaha.** In some instances, schools will be open, but certain services may be canceled (bus transportation, preschool, student activities). Students and parents will want to pay special

attention to which public school district is being closed. When school is canceled all activities, practices, and use of school facilities will be canceled.

After School Starts. Every attempt will be made to avoid closing school once classes are in session. In some instances, closing school during the day is inevitable if children are to safely return home before the brunt of a major storm hits. In these cases, as much advance notice as possible will be given to parents. If school is closed during the day the notice will be broadcast using the district's mass communication system and **parents should have a plan in place to accommodate these circumstances. All activities, practices and use of school facilities will be canceled.**

Parental Decisions. **Parents may decide to keep their children at home in inclement weather because of personal circumstances.** Students absent because of severe weather when school is in session will be marked absent. The absence will be treated like any other absence for legitimate causes provided parents properly notify the school of their decision. **Parents may pick up their children in inclement weather at any time during the school day.** Students who drive to school may be dismissed from school during severe weather on the basis of a telephone request.

What Not To Do. Parents should not attempt to come to school during a tornado warning. **School officials discourage parents from picking up students during a tornado warning.** Tornado safety procedures are practiced by students and staff members. Also, parents are urged not to call radio and television stations and school buildings during severe weather. Every effort will be made to provide accurate and timely information through the district's mass communication system and the media.

Emergency Conditions. Pender Public School has a signal which, when activated, includes the necessity to either evacuate the building or to move to safer areas of the building. All regular drills are held as required by law through the school year. There are plans at classroom exits for an Emergency Exit System, Tornado Warning System, and Critical Incident Response.

Emergency Procedures

Tornado, fire and emergency evacuation drills are conducted annually according to requirements of state law. Procedures are posted in each classroom. All classrooms have emergency response packets. Tampering with fire safety equipment or deliberately setting off fire alarm equipment is a serious offense. Such an act is grounds for suspension or expulsion and may be accompanied by a complaint filed with the State Fire Marshal.

Closed Campus

All students are required to remain on campus during the school day. They must sign out at the office. Cars are not considered to be on campus. Students cannot go to cars without signing in and out of the office. Driving is discouraged during school hours. It is recommended that if a student has an appointment, a parent accompany him/her. Students will not be given permission to go home or to leave the building for any reason during the school day without parental permission. The only exception to this rule is that seniors may go off campus for lunch

with guardians' permission. The seniors may leave off-campus for a total of 10 times per semester for his/her lunch.

Supervision Before/After School
Entering and Leaving the Building

Beginning of School: Students should not be on school grounds prior to 7:55 a.m. unless they are eating breakfast, in which case they may enter the building at 7:30 a.m. During fair weather conditions the first bell will ring at 8:03 a.m. allowing students to enter the building and to proceed to their lockers and classrooms. During inclement weather the entrance will be open by 7:55 a.m. for students to enter the building. Students are to stay in the Heese Event Center and are not to go to any other part of the building without permission. Students may enter the building through the north double door (door number 4) by the flag poles.

During the School Day: Students are to remain on campus unless excused in accordance with school policies. Upon return to school during the day, students are to report to the school office. **Students ARE NOT permitted to drive unless special permission is granted.**

End of School: Our regular school day ends at 3:45 p.m. Make-up work, special help such as Pendragon Hour, assignments after school, club meetings, and other school activities begin at 3:45 p.m. It is important that students who are involved in any of these activities report to the designated area on time. All other students must clear the building by 4:00 p.m. The school is not responsible for supervision of students once the students are to have left school grounds.

Certain days on the calendar are "shortened days," meaning that the school day starts or ends other than on the normal schedule. Parents are strongly encouraged to be aware of those days so their children are not left in an unsupervised situation or without a means to get home upon dismissal.

Emergency Closing Procedures

Parents are requested to provide an emergency contact telephone number to have on file in the event of an Emergency closing or any other general or individual situation that requires the immediate presence of a parent/guardian. In the event that parents do not have such a number or cannot be contacted, it will be assumed that the parent has instructed their children concerning the procedure they are to follow should school be dismissed early. Realizing that the school might be unable to reach all parents, it is suggested that all children be advised as to what they are to do should they ever be dismissed early. It is recommended that parents give their children an alternate destination.

If conditions allow and supervision is available in the event of an early dismissal, the child will be held in school until the normal dismissal time. If the parent or guardian has not arrived to pick up the child by the normal dismissal time, law enforcement or child protective services may be contacted to ensure the safety of the child.

All emergency closing procedures will also be communicated via the Apptegy communication system. If parents/guardians are interested in signing up for the Apptegy system, please contact the high school office.

Parking

Students will be allowed to park in lots #1, #2 and #3 to the north of the school building. Students will enter these lots from Whitney Street and exit through the alley. Exiting these lots onto Whitney Street is a traffic violation. Lot #4 (South of the school) is designated for district transportation and school personnel only. There is absolutely no student parking in the parking spaces immediately around the school building on all 4 sides, which include the alley on the west side of the building. All rules for designated parking areas may be subject to change, by administrations, during the school year. Failure to comply will result in the student moving their vehicle to the appropriate parking spot. First offense: warning. Second and following offenses: detention.

Visitors *Board Policy #1010*

All visitors must enter door #4 located on the northwest side of the building. All visitors must sign in with the office to receive a visitor's pass. Visitors will also sign out of the office upon completion of business. Parents are welcome at all times. Parents will follow the same procedures as visitors explained above. The Principal must approve all student visitations in advance. Visitations during the first and last week of school will require extraordinary circumstances and will need approval from PPS Administration.

Smoke-Free Environment

Pender Public Schools declares our school building and grounds to be smoke-free. We would appreciate any help in meeting the goal of a smoke- and tobacco-free environment for our children. When attending school events, including athletic events, please remember that the building is smoke-free and tobacco-free and abide by the District's policy.

Care of School Property

- Students are responsible for the proper care of all books, equipment, supplies and furniture supplied by the school. Additional information regarding the care of laptops will be provided to parents and students at the mandatory check-out seminars at the beginning of the school year.

- Students, who disfigure property, break windows, or do other damage to school property or equipment will be required to pay for the damage done or replace the item.

- Students need to keep their locker area, workplace, locker rooms, lunchroom, etc. in a neat and orderly fashion. Everyone should take personal responsibility to maintain a clear building and positive learning environment.

Fines are determined on books according to the following criteria:

Lost Book	Replacement Cost
Missing one or both covers, missing page/pages or damage which cannot be fixed that renders book unusable	Replacement Cost
Loose Cover, torn pages, marks that can not be erased, minor binding issues, stains & chips	$10.00
Binding Issues	Replacement Cost

School-issued items that are stolen or damaged from unlocked lockers are the responsibility of the student to whom they were issued. Students must pay all fines before they can receive school publications and final grades.

Backpacks

Students should place all bags in their assigned school locker or activity locker at the beginning of the day. The only bag students may carry during the school day is a backpack/computer bag. Exceptions may be granted by the school administrator in special circumstances.

Lockers

Junior High students will be assigned a locker. 9-12th grade students may request use of a locker from the main office. Students must use their own lockers and are not to share lockers with other students except as assigned by school officials. Students are responsible for any items found in their lockers. Students are also responsible for the cleanliness inside their lockers and the door of their locker. Students may be assessed a fine for damage to lockers. No adhesive stickers allowed. No decorative magnets may be used. Student lockers should remain locked at all times.

Searches of Lockers and Other Types of Searches *Board Policy #5406*

Student lockers, desks, computer equipment, and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding usage of or items placed in or on school property, including student vehicles parked on school property or student backpacks brought onto school property, because school property is subject to search at any time by school officials. Periodic, random searches of lockers, desks, computers, backpacks, vehicles, and other such property may be conducted at the discretion of the administration.

The following rules shall apply to searches of students and of a student's personal property and to the seizure of items in a student's possession or control:

- School officials may conduct a search if there is a reasonable basis to believe that

the search will uncover evidence of a crime or a school rule violation. The search must be conducted in a reasonable manner under the circumstances.

- Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be taken and kept by school officials. Any firearm or other weapon shall be confiscated and delivered to law enforcement officials as soon as practicable.
- Items which have been or are reasonably expected to be used to disrupt or interfere with the educational process (that is, "nuisance items") may be removed from student possession.

Video Surveillance

The Board of Education has authorized the use of video cameras on School District property to ensure the health, welfare, and safety of all staff, students, and visitors to District property, and to safeguard District facilities and equipment. Video cameras will be used in locations deemed appropriate by the Superintendent including school buses. These devices shall not be placed or operational in locations in which individuals have a high expectation of privacy, such as restrooms and locker rooms. Video recordings are considered student educational records and may be subject to FERPA guidelines.

Notice is hereby given that video surveillance will occur on District property. In the event a video surveillance recording captures a student or other building user violating school policies or rules or local, state, or federal laws, the video surveillance recording may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies.

Use of Telephone

Use of the office phone will only be allowed in an emergency or when a student is ill. There is a courtesy phone available for student use. Students should not use classroom phones. The courtesy phone is not to be used during class time. Use of the phone is not an excuse to be tardy to class.

Bicycles

Bicycles must be parked in the racks provided. It is encouraged that all bicycles be equipped with locks. The school is not responsible for damage or theft of parts while bicycles are on school property.

Student Valuables

Students, not the school, are responsible for their personal property. Students are cautioned not to bring large amounts of money or items of value to school. If it is necessary to bring valuable items or more money than is needed to pay for lunch, leave the money or valuables with a staff member in the school office for temporary safe-keeping. Even then, the school is not in a position to guarantee that the student's property will not be subject to loss, theft, or damage.

Lost and Found
Students who find lost articles are asked to take them to the office, where the articles can be claimed by the owner. If articles are lost at school, report that loss to office personnel.

Accidents
Every accident in the school building, on the school grounds, at practice sessions, or at any athletic event sponsored by the school must be reported immediately to the Principal.

Laboratory Safety Glasses
As required by law, approved safety glasses will be required of every student and teacher while participating in or observing vocational, technical, industrial technology, science, and art classes. All visitors to these areas must check out a pair of safety glasses when entering any of these areas.

Insurance
Under Nebraska law, the District may not use school funds to provide general student accident or athletic insurance. The District requires that all student participants in athletic programs have injury and accident insurance and encourages all students who are in classes with risk of personal injury or accident to have insurance coverage. The district does not make recommendations, nor handle the premiums or claims for any insurance company, agent, or carrier. Information about student insurance providers will be available in the school office or on school bulletin boards.

Bulletins and Announcements
Bulletin boards and display cases are available for school-related and approved materials to be posted and displayed. Posters to be used in the halls or materials for distribution will need to be approved by the Principal's office. Posters are not to be attached to any painted wall surfaces. Place posters on marble, glass, metal, brick, or wood. The person or organization responsible for distributing the posters is responsible to see that all posters are removed within 48 hours after the event.

Copyright and Fair Use Policy
It is the school's policy to follow the federal copyright law. Students are reminded that, when using school equipment and when completing course work, they also must follow the federal copyright laws. The federal copyright law governs the reproduction of works of authorship. Copyrighted works are protected regardless of the medium in which they are created or reproduced; thus, copyright extends to digital works and works transformed into a digital format. Copyrighted works are not limited to those that bear a copyright notice.

The "fair use" doctrine allows limited reproduction of copyrighted works for educational and research purposes. The relevant portion of the copyright statute provides that the "fair use" of a copyrighted work, including reproduction "for purposes such as criticism, news reporting, teaching (including multiple copies for classroom use), scholarship, or research" is not an infringement of copyright. The law lists the following factors as the ones to be evaluated in

determining whether a particular use of a copyrighted work is a permitted "fair use," rather than an infringement of the copyright:

- the purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
- the nature of the copyrighted work;
- the amount and substantiality of the portion used in relation to the copyrighted work as a whole, and
- the effect of the use upon the potential market for or value of the copyrighted work.

Although all of these factors will be considered, the last factor is the most important in determining whether a particular use is "fair." Students should seek assistance from a faculty member if there are any questions regarding what may be copied.

Attendance Policy *Please see Board Policy #5008*

The Board of Education has established policy #5008 to address the following topics. For more information on this policy, please visit www.penderschools.org then click on 'Board of Education' and 'Board of Education Policies.'

1. Circumstances of Absences - Definitions
2. Absence Procedure
3. Mandatory Ages of Attendance
4. Reporting and Responding to Excessive Absenteeism
5. Excessive Absenteeism
6. Reporting Excessive Absenteeism to the County Attorney

Attendance Policy *Board Policy #5008*

Regular and punctual student attendance is required. The administration is responsible for developing further attendance rules and regulations, and all staff are expected to implement this policy and administrative rules and regulations to encourage regular and punctual student attendance. The Principals and teachers are required to maintain an accurate record of student attendance.

Attendance and Absences

Circumstances of Absences – Definitions. The circumstances for all absences from school will be identified as School Excused or Not School Excused. Absences should be cleared through the Principal's office in advance whenever possible. All absences, except for illness and/or death in the family, require advance approval.

- School Excused. Any of the following circumstances that lead to an absence will be identified as a School Excused Absence provided the required attendance procedures have been followed:
  - Impossible or impracticable barriers outside the control of the parent or child prevent a student from attending school. The parent must provide the school with documentation to demonstrate the absence was beyond the control of

the parent or child. This could include, but is not limited to documented illness, court, death of a family member, or suspension.

- Other absences as determined by the principal or the principal's designee.

- Not School Excused. Absences that are not school excused may result in a report to the county attorney and may be classified as follows.

  - Parent acknowledged absences are those in which the parent communicated with the school in the prescribed manner that the child is absent and is the parent's responsibility for the extent of the school day. This includes, but is not limited to, illness, vacations, and medical appointments.
  - Other absences are those in which the parent has not communicated a reason for the student's absence.

Absence Procedure. In its Student Information System, the District may identify many different codes that provide greater definition to the circumstances of a child's absence, but all of the codes need to be identified to parents and students as fitting into one of the above defined absence circumstances.

Two school days will be allowed to make up work for each day missed, with a maximum of 10 days allowed to make up work unless other arrangements are made with the teacher.

Mandatory Ages of Attendance. A child is of mandatory age if the child will reach age 6 prior to January 1 of the then-current school year and has not reached 18 years of age. For District admission requirements, see *Board Policy 5001*.

Exceptions: Attendance is also not mandatory for a child who: (1) has obtained a high school diploma by meeting statutory graduation requirements; (2) has completed the program of instruction offered by a school which elects pursuant to law not to meet accreditation or approval requirements; or (3) has reached the age of 16 years and has been withdrawn from school in the manner prescribed by law.

Early Withdrawal for Students Enrolled in Accredited or Approved Schools. A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements, if an exit interview is conducted and a withdrawal form is signed. The person also making the written request must have legal or actual charge or control of the child and the child is experiencing either (i) financial hardship, or (ii) an illness making attendance impossible or impracticable.

Exit Interview. The process is initiated by a person who has legal or actual charge or control of the child submitting a withdrawal form. The form is to be as prescribed by the Commissioner of Education. Upon submission of the form, the Superintendent or Superintendent's designee shall set a time and place for an exit interview if the child is enrolled in Pender Public Schools or resides in the Pender Public School District and is enrolled in a private, denominational, or parochial school.

The exit interview shall be personally attended by:

- The child, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable.
- The person who has legal or actual charge or control of the child who requested the exit interview;
- the Superintendent or Superintendent's designee;
- the child's principal or the principal's designee if the child at the time of the exit interview is enrolled in a school operated by the school district; and
- any other person requested by any of the required parties who agrees to attend the exit interview and is available at the time designated for the exit interview which may include, for example, other school personnel or the child's principal if the child is enrolled in a private school. At the exit interview, the person making the written request must present evidence that (a) the person has legal or actual charge or control of the child and (b) the child would be withdrawing due to either:
- Financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or
- An illness of the child making attendance impossible or impracticable.

The Superintendent or Superintendent's designee shall identify all known alternative educational opportunities, including vocational courses of study, that are available to the child in the school district and how withdrawing from school is likely to reduce potential future earnings for the child and increase the likelihood of the child being unemployed in the future. Any other relevant information may be presented and discussed by any of the parties in attendance.

At the conclusion of the exit interview, the person making the written request may sign a withdrawal form provided by the school district agreeing to the withdrawal of the child OR may rescind the written request for the withdrawal.

Withdrawal Form.

Any withdrawal form signed by the person making the written request shall be valid only if:

- the child also signs the form, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable, and
- the Superintendent or Superintendent's designee signs the form acknowledging that the interview was held, the required information was provided and discussed at the interview, and, in the opinion of the Superintendent or Superintendent's designee , the person making the written request does in fact have legal or actual charge or control of the child and the child is experiencing either (i) financial hardship, or (ii) an illness making attendance impossible or impracticable.

Board Policy #5008

Early Withdrawal for Students Enrolled in an Exempt School (Home Schools). A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if such child has been enrolled in a school that

elects not to meet the accreditation or approval requirements by filing with the State Department of Education a signed notarized release on a form prescribed by the Commissioner of Education.

Reporting and Responding to Excessive Absenteeism. Any administrator, teacher, or member of the board of education who knows of any failure on the part of any child of mandatory school attendance age to attend school regularly without lawful reason, shall within three days report such violation to the superintendent or such person(s) who the superintendent designates to be the attendance officer (hereafter, "attendance officer"). The attendance officer shall immediately cause an investigation into any such report to be made. The attendance officer shall also investigate any case when of his or her personal knowledge, or by report or complaint from any resident of the district, the attendance officer believes there is a violation of the compulsory attendance laws. The school shall render all services in its power to compel such child to attend some public, private, denominational, or parochial school, which the person having control of the child shall designate, in an attempt to address the problem of excessive absenteeism. Such services shall include, as appropriate, the services listed below under "Excessive Absenteeism" and "Reporting Excessive Absenteeism."

Excessive Absenteeism. Students who accumulate ten (10) not school excused absences in a semester shall be deemed to have "excessive absences." (Policy 5008 #5) Such absences shall be determined on a per day basis for elementary students and on a per class basis for secondary students. When a student has excessive absences, the following procedures shall be implemented:

- Verbal or written communication by school officials with the person or persons who have legal or actual charge or control of any child; and
- One or more meetings between the school (a school attendance officer, a school administrator or his or her designee, and/or a social worker), the child's parent or guardian, and the child, when appropriate, to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall consider, but not be limited to
  - Illness related to physical or behavioral health of the child.
  - Educational counseling;
  - Educational evaluation;
  - Referral to community agencies for economic services;
  - Family or individual counseling; and
  - Assisting the family in working with other community services.

If the parent/guardian refuses to participate in such a meeting, the principal shall place documentation of such refusal in the child's attendance records.

Reporting Excessive Absenteeism to the County Attorney.

The school may report to the county attorney of the county in which the person resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per year. The school shall notify the child's family in writing prior to referring the child to the county attorney. Illness that makes

attendance impossible or impracticable shall not be the basis for referral to the county attorney. A report to the county attorney may also be made when a student otherwise accrues excessive absences as herein defined.

Appeal Process. Students who lose credit due to excessive absences may appeal the "loss of credit" to the building Principal, in writing, who will refer it to an advisory board. The advisory board is composed of 5-7a group of teachers and the principal. Teachers are appointed to the advisory board by the principal.

Tardiness

Tardy to Class: Students will be considered tardy to school/class if they are not in their classroom when the tardy bell rings, unless they have a pass from the teacher who detained them. Specific tardy guidelines once students are in the classroom are at the discretion of the classroom teacher. Students have a sufficient time period between all class changes to make it to their next assigned class on time. If a student accumulates three tardies to a class/period, the student will be assessed one day absent for that class/period. If a student is more than 20 minutes late, it is considered an unexcused absence for the class/period that was missed.

- Consequences for tardies for each semester.
- Teachers or administrators may assign detention any time a student is tardy to class.
- 10th Cumulative Tardy-Student is placed on Loss of Privileges List
- Loss of privilege list: When a student is placed on this list, they may be restricted from participating in specified extra-curricular activities. That list includes, but is not limited to:
    - All PPS sponsored athletic and non-athletic activities
    - Dances
    - Field trips
    - Dance team performances
    - Special Activities (ex: pep rallies, assemblies)
    - Certain computer privileges
- Student tardy counts and consequences are reset at the beginning of each semester. An administrative conference may be held with parents and their students that have been habitually late.

Leaving School

Students who must leave school for any reason during the school day must check out at the office before leaving. Check out sheets will be given to students absent for a full day activity. It is the student's responsibility to take care of the requirements set by the teacher before leaving school. Students leaving school for personal reasons must be cleared in advance by a note or phone call from the student's parent or legal guardian. Upon returning to school that same day, students are expected to sign in at the office. Students who leave without permission and without signing out in the proper manner will be considered truant. Use of cars by students is discouraged during the school day.

Attendance is Required to Participate in Activities

Students must be in attendance all day of any scheduled school activity in order to participate in the activity. This includes sports contests, practice, and dances. Failure to attend on that day may result in a student being withheld from participation in the activity. The Principal retains the right to grant participation should exceptional circumstances prevail.

Make-up Work *Board Policy #5207*

Written make-up work may be assigned for each day missed regardless of the type of absence. If make-up work is not completed by the end of the unit of study as determined by the teacher, students will receive no credit for the work required. Students are given two days to complete the make-up work for each absence. A maximum of ten days is granted for students to complete make-up work. If an arrangement is made between the teacher and the student, more than two days may be granted. The time each student is allowed to make up work will be determined by mutual agreement between the student and teacher. The student has the responsibility to contact teachers, initially regarding make-up assignments. Assignment sheets may be sent for extended absences such as chicken pox, hospitalization, or other prolonged illnesses. If the parents or students have concerns, they are encouraged to contact the teacher.

Grading System *Board Policy #5204*

Pender Public Schools will use the letter grading system at the 7th through 12th grades as follows:

A+ A A-	98-100 95-97.99 93-94.99	4.0 4.0 4.0	Excellent
B+ B B-	91-92.99 89-90.99 86-88.99	3.7 3.3 3.0	Good
C+ C C-	84-85.99 82-83.99 78-81.99	2.7 2.3 2.0	Satisfactory
D+ D D-	76-77.99 73-75.99 70-72.99	1.7 1.3 1.0	Needs Improvement
N/C	Below 70	No Credit	

Each teacher should define for students the grading procedures to be used in their classes.

Grading Practices

Grades for students enrolled in at Pender High School are based on achievement of district-wide/state content standards, which specify what students should know and be able to do. These grading practices are intended to ensure students have the knowledge and skills necessary for the next level of a course, the next grade or readiness for college or the workforce.

Purpose and Intent:

Standardized grading practices provide specific, clear learning goals for students, parents, teachers and administrators of what a student must know and be able to do to master the content of a course. They allow teachers to be consistent with common best practices from grading based on educational research. Most importantly, standardized grading practices provide tremendous clarity for students and families as to what the grading criteria and expectations are between and amongst teachers and courses at PHS.

Coursework Types:

Coursework may be expected to be completed during class time or outside of school.

*__Practice__ assignments are brief. They are done to learn a new skill or to gain initial content knowledge, (e.g., student responses on white boards, a valid sampling of math problems, keyboarding exercises, diagramming sentences, checking and recording resting heart rate). Practice assignments are not generally graded for accuracy (descriptive feedback will be provided in class) and are not a part of the grade. Practice work is at the student's instructional level.

*__Formative (35%)__ assessments/assignments are done for learning. They are minor assignments, (e.g., a three-paragraph essay, written responses to guiding questions over an assigned reading, completion of a comparison contrast matrix). Formative assignments are graded for accuracy and descriptive feedback is provided. Formative work is at the student's instructional level and/or grade level standards.

*__Summative (65%)__ assessments/assignments are the major end of learning unit tests or projects, (e.g., a research paper, an oral report with a power point, science fair project). Summative assignments are graded for accuracy. Summative assignments assess the student's progress on grade level standards.

Extra Credit:

There is no extra credit.

Coursework:

Coursework refers to any formative or summative assessment assigned by the teacher to the student. All coursework must be completed by the student to receive credit for the class.

Unit of Study:

Units of study are set by the teacher. The time of a unit of study may change throughout the year depending on the subject and topics being taught in any given class. The teachers will

communicate the time for each unit of study to the students. It is the responsibility of the student to ask the teacher if they are unclear on the time frame for each unit of study.

Redoing/Revising Coursework:

Students are allowed to redo and revise assignments at the discretion of the teacher. Criteria for retakes on formative and summative assessments will be made available to the student and the parent/guardian at the beginning of the semester. Requests to redo assignments may be denied by the classroom teacher. All questions on the process should be directed toward the classroom teacher.

Late Coursework:

Students are expected to complete all coursework by the due date assigned by the teacher. All assignments not turned in by the assigned time will be noted as "missing" and a failing grade will be noted in the gradebook. Late work is accepted for full credit at the discretion of the teacher and will be completed within the unit of study. Once a late assignment is turned in it will be recorded in the gradebook with an "L" next to the grade. Students and parents should not expect teachers to grade late coursework turned in by the students immediately.

Missing Coursework:

Students will complete all missing coursework in a class to receive full credit for that class. All missing coursework will be noted in the gradebook. **Teachers may require a student to stay until work is completed.** Students and parents are responsible for making transportation arrangements if a student is required to stay for extended time.

Wednesday Afternoon 9th Period

Any student who has work marked as "missing" on Wednesday morning may be required to stay for a Wednesday afternoon 9th Period, 2:30-4:00, to complete missing assignments. This time is part of regular school day hours and students will be counted as absent, truant, or tardy if they are not present during this time. Students will only be excused from Wednesday 9th Period with permission of the assigning teacher or principal. If work is not completed to standard during this time the teachers may hold students longer or a failing grade may be issued. A warning list will be sent on Monday mornings.

Failure to comply with a teacher's homework request may result in parent contact, extra time before or after school, or in school suspension. Students may be required to stay even if the missing assignment has been turned in on Tuesday or Wednesday. Do not expect teachers to grade late coursework turned in by the students immediately.

HIGH SCHOOL YEARLY COURSE REQUIREMENTS

Senior Requirements: Government/Economics
English 12 or College Prep (Permission is needed for College Prep)

STUDENTS SHOULD BE ENROLLED IN 5 ACADEMIC CLASSES AND FILL EIGHT PERIODS.

**In order to attain entrance to Distance Learning or College Credit courses students need to see the guidance counselor.

Junior Requirements: English 11
Math (Algebra 2, Advanced Math, Geometry)
Science (General Science, Physics, Chemistry, Anatomy)
American History

STUDENTS SHOULD BE ENROLLED IN 5 ACADEMIC CLASSES AND FILL EIGHT PERIODS.

**In order to attain entrance to Distance Learning or College Credit courses students need to see the guidance counselor.

Sophomore Requirements: English 10
Math (Geometry, Algebra2)
Biology I
World History
Personal Finance/Intro to Computer Science & Technology

STUDENTS SHOULD BE ENROLLED IN 5 ACADEMIC CLASSES AND FILL EIGHT PERIODS.

Freshman Requirements: English 9
Math (Algebra I, Geometry)
Physical Science
World Geography
Health/Speech

OTHER COURSES & ELECTIVES-GRADES 9-12
Please refer to courses offered on the Pender Public Schools web page.

EXTRA CURRICULAR:
Football, Volleyball, Golf, Cross Country, Basketball, Wrestling, Track, Baseball, Softball, FFA, Instrumental Music, Vocal Music, Musical, Quiz Bowl, One Act, Student Council, Jazz Band, Yearbook, National Honor Society, Flames, eSports, Bowling

STUDENTS SHOULD BE ENROLLED IN 5 ACADEMIC CLASSES AND FILL EIGHT PERIODS.

JUNIOR HIGH COURSES

CORE CLASSES		**EXTRA CURRICULAR**

Social Studies	10 credits/Year	Football
English	10 credits/Year	Basketball
Science	10 credits/Year	Volleyball
Math	10 credits/Year	Wrestling
		Track
		Manager

Students will be required to pass 30 credits (6/8 semesters) of core classes and required to pass 75% of other courses for promotion from seventh to eighth and eighth to ninth grades. Credits may be lost because of poor attendance. (See Limitation of Absences on page 18) Students needing to recover credit due to poor attendance and/or poor academic achievement will be allowed to participate in summer school. The school reserves the right to charge a fee per credit hour that is being recovered. Summer school will be provided at no charge for students on an IEP. Students who have an Individualized Education Plan from Special Education must meet expectations set in their individualized plan.

Dual Credit Process

Students interested in taking online Dual Credit courses through NECC during their junior or senior year will receive introductory material for these courses during an informational session scheduled during the late Spring semester of their sophomore/junior year. Permission forms and registrations are preferably completed before the end of the school year to verify that students get registered for the desired courses. It will be the responsibility of the student to communicate directly with their NECC professor with any questions pertaining to the course. Pender Public Schools has no influence in the grade that the student receives. It will also be the student's responsibility to meet all registration and drop/add deadlines.

Apex Learning

Description - Apex Learning provides comprehensive courses that include core subjects, world languages, advanced placement, as well as other electives. Apex Learning Adaptive Tutorials provides personalized learning to address course pass rates and exam scores, offering intervention, remediation, and unit recovery. Apex Learning has produced online courses that meet high school graduation requirements.

Primary Use – Pender Public School's primary use of Apex Learning is for foreign language class, credit recovery purposes, and select courses not offered in person at Pender Public Schools. Students wishing to take an Apex Learning class may visit the school counselor for more information.

Use of Apex Learning – Scheduling students to classes with the school's designated teacher will always be the first priority of school officials. Only students who are self-motivated independent learners and are able to follow strict assignment completion schedules should consider the use Apex courses.

Design and Accreditation – Apex courses are research-based instruction designed for more rigorous standards and assessment requirements and an increasingly diverse student population. Designed to support students in mastering the standards-based, rigorous coursework required to be successful in college and career. Accredited by AdvancED, Approved by National Collegiate Athletic Association (NCAA®), AP® courses authorized by the College Board®

P2T

P2T (Pathways 2 Tomorrow) consists of five pathways: Residential Construction, Health Science, Education, Welding, and Computer Science. These programs have been established to provide students with the opportunity to explore and travel down their own path from school to work to community college, and finally, a four-year institution. All the programs offered by P2T are aligned to ensure transferability to all Nebraska public post-secondary institutions.

Participation and Sign-Up - P2T Classes are typically designed for Junior and Senior year students. Sign up for the following school year begins in the spring semester of a student's sophomore or junior year. Not all requests are guaranteed. To participate in P2T classes, students should see the School Counselor or High School Principal for information.

Tuition: Payment for tuition costs for any dual credit classes taken in the P2T program are the responsibility of the student.

Transportation - Students will be transported by Pender Public Schools to West Point to participate in P2T classes. Students or parents may be asked or allowed to transport themselves in special circumstances approved by administration.

P2T Schedule - Classes are held during morning or afternoon sessions depending on class offerings. Year 2 P2T Students travel and participate in classes during Pender's 3rd, 4th, and 5th period scheduled classes OR Year 1 P2T students participate in classes during Pender's 5th, 6th, and 7th period scheduled classes. Students involved in the Education Pathway will only take classes during their senior year in the morning session. Student participation in any P2T program requires students to follow the P2T calendar.

<u>Graduation Requirements</u>

To receive a diploma from Pender High School, a student must be passing a total of 225 credit hours. A credit hour is defined as at least 900 minutes of instruction in a subject.

Specific subject requirements are:

Language Arts	45 credit hours (must include an English class at each grade level & 5 credit hours of speech)
Social Sciences	40 credit hours (must include Geography, World History, American History, American Government/Economics)
Mathematics	30 credit hours (must include Algebra I, Geometry & Algebra II)
Science	30 credit hours (must include Physical Science, Biology & either Physics, Chemistry or General Science
Physical Education	10 credit hours (must include 5 credit hours of physical education and 5 hours of Health)
Information Technology Computer Application Intro to Computer Science & Technology	15 credit hours 5 credit hours
Personal Finance	5 credit hours
Career & Technical Education	5 credit horus
Fine Arts	5 credit hours

** Need to update Policy 5205 with graduation requirements.

Students must take eight classes each semester. Students need to be passing thirty hours a semester to be eligible for extra curricular activities that are not interscholastic.

Students must have received passing grades in the following numbers of credits to be classified as listed:

Sophomores	55 credit hours
Juniors, first semester	110 credit hours
Juniors, second semester	135 credit hours
Seniors, first semester	165 credit hours
Seniors, second semester	190 credit hours

Students who have an Individual Education Program must meet standards established by that program for classification and graduation.

Class rank Pender Public Schools does not formally recognize "class rank" for student transcript purposes.

Graduating with Honors All students will graduate "with honors" if they maintain 92.9 percentage to their grade average calculation. Graduating with honors: cumulative grade percentage of 92.9-94.9%, graduating with high honors: cumulative grade percentage of 95-97.9%, graduating with highest honors: cumulative grade percentage of 98-100%.

Grade Calculation is the overall average of a student's final grade in each class they take. Grade calculation will be determined by averaging points each semester after the final grade for a class is figured by the teacher. "Weighing" certain high-level and/or college credit classes may take place. "Weight" will be added to these classes by adding 3.5 percentage points each semester after the grade average is figured. Weighted classes are Calculus, Advanced Biology, Chemistry, Human Anatomy and Physiology, Physics, College Prep English, College Trigonometry, Statistics and Dual Credit Courses on a case by case basis.

Valedictorian and Salutatorian are academic honors given to the 2 seniors with the highest grade averages. The Valedictorian, the student with the highest average, will give the Commencement address at the graduation ceremony and the Salutatorian, the student with the second highest average, will give the welcome address at the graduation ceremony. The student with the 3rd highest average will give the closing address at the graduation ceremony.

Graduation Expectations

Graduating seniors are not required to attend the graduation ceremony. If students do choose to participate in the graduation ceremony, they are required to meet the following expectations. Males must wear a collared shirt, dress pants that are not denim, and closed toe dress shoes. Females must wear shoes that are dressy in nature. They may not wear casual flip flops. Students will not be allowed to have visible messages written on the exterior of the approved graduation attire. Students may not embellish or alter graduation attire. Typically, graduates wear a cap, tassel, gown, honor cords, National Honor Society stole, and graduation stole.

Students are also expected to conduct themselves in both a mature and respectful manner. Students who do not anticipate being able to be respectful and mature throughout the ceremony should not participate. The ceremony is conducted to honor the graduates of Pender Public Schools and therefore will be carried out with dignity and respect.

PROCEDURES FOR EARLY GRADUATION:

Early graduation will be considered if the student completes the following steps:

1. No academic deficiencies.

2. Students must meet all completion requirements established by the Board of Education in order to be eligible for completion as well as the credit hour requirements in each specific subject matter area.
3. Application for early completion must be requested, in writing, to the high school principal by February 1 of the applicant's Junior year of high school. The application must be accompanied by a written plan of action stating the reasons why the student is requesting early completion. The application must contain the signatures of the applicant's parents/parent/guardian to verify parental approval of early completion.
4. Along with the application, the applicant must submit three (3) letters of recommendation supporting the student's request for early completion. These three (3) letters of recommendation must contain one (1) letter from the high school guidance counselor, along with two (2) letters from other secondary staff members.
5. The Board of Education will make the final decision in regards to an applicant's early completion at the April board meeting of the applicant's Junior year. The applicant and his/her parents/parent/guardian must be present at this meeting in order for the board to take action.
6. Once given approval, the applicant will have until February 1 of his Senior year to notify the high school principal of his/her decision in regards to participating in the regularly scheduled graduation ceremony. The applicant must also attend one (1) Commencement practice in order to participate in the Commencement ceremony. No early graduation ceremonies will be provided for a student who opts for the early completion route.
7. A student who decided to opt for early completion is not eligible to participate in school sponsored activities following the last day he/she attends classes. The effective date for participation will end with the last day that the student is enrolled in classes. The only school activity that the applicant is eligible for will be the regularly scheduled graduation ceremony. *(Ref Board Policy 5206)*

Promotion and Retention

The professional staff at Pender Public Schools will place students at the grade level and in the courses best suited to them academically, socially, and emotionally.

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the professional staff to be appropriate for the educational interests of the student and the educational program.

JUNIOR HIGH COURSES

CORE CLASSES		EXTRA CURRICULAR
Social Studies	10 credits/Year	Football
English	10 credits/Year	Basketball
Science	10 credits/Year	Volleyball
Math	10 credits/Year	Wrestling
		Track
		Manager

Junior High students will be required to pass 30 credits (6/8 semesters) of core classes and required to pass 75% of other courses for promotion from seventh to eighth and eighth to ninth grades. Credits may be lost because of poor attendance. Students needing to recover credit due to poor attendance and/or poor academic achievement will be allowed to participate in summer school. The school reserves the right to charge a fee per credit hour that is being recovered. Summer school will be provided at no charge for students on an IEP. Students who have an Individualized Education Plan from Special Education must meet expectations set in their individualized plan.

Schedule Changes

Students needing schedule changes should notify the guidance counselor. Schedule changes must be initiated by the teachers involved, the Principal or guidance counselor, and students' parents. Final approval of all schedule changes will be made by the Principal only. Class/schedule changes should be completed by the time set by the Principal/guidance counselor each semester.

Assessment *Board Policy #6211 & 6212 3570*

Each year Pender Public Schools asks K-12 graders to participate in the following assessments:

- NSCAS (NE Student Centered Assessment System)Tests, originating from the Nebraska Department of Education, are given each spring in the areas of Reading, Writing, Math, & Science. Tests are given to grades 3-8. Each test takes approximately a half-day and is administered in an electronic format.
- ACT (American College Testing) Tests, originating from the Nebraska Department of Education, are given each spring to grade 11 in the areas of Reading, Writing, Math, & Science.
- MAP (Measures of Academic Progress) Tests, originating from NWEA and ESU #1, are given two times a year, once in the early fall and once again in late

winter. Tests are given in the areas of Reading, Language Usage, Math Concepts, and Science. Tests are given to grades K-8, and 10K-10. Each test takes approximately 2 hours and are administered in an electronic format.

- Aims Web Intervention System Tests, originating from Pearson Testing and ESU #1, are given 3 times a year, once in the early fall, once in the winter, and once in the late spring. Tests are given in the areas of reading, language and math. Tests are given to grades K-6. Collectively Aims Web Testing takes about 1 hour and are administered orally/paper pencil.
- Fountas and Pinnell Guided Reading Benchmark Assessments, originating from and Pinnell, are given one time a year in the early fall. Tests are given to establish Guided Reading levels in K-6 grade. Benchmarking takes approximately a ½ hour.

The purpose of any assessment given is to improve instructional practices and provide students and parents with useful information. Results from each assessment will be provided to parents in a timely manner.

Parent Teacher Notification

Various supplemental reports may be sent to parents throughout the school year concerning student's performance. These reports may describe student work of an exceptional nature or work, which needs improving. Students doing unsatisfactory work will be mailed, via their parents, a student progress report weekly. Unsatisfactory work will be defined as below 70%. Activity eligibility is further described in Article 9, section 5.

Included in the academic improvement report may be a request from the teacher for parents to contact the teacher by phone to discuss the student's academic progress. Teachers will schedule with the parents for days when the student can meet with the teacher outside the regular class period until the student returns to satisfactory academic standing.

Students and parents can access grades, calendar information, and assignments through PowerSchool. To obtain a login and password for your student's account, contact the high school office. Calendars and other information can also be accessed through the school website at www.penderschools.org.

Report Cards

Report cards are issued at the end of each semester. Percentage grades are used to designate a student's progress. Incompletes shall be designated by an "I". Students have two weeks after the end of the semester to make up incomplete work. Students must complete work by the end of the semester to receive credit for the class unless arrangements have been made with the teacher with approval of the Principal. Extensions may be given with permission by the administration.

Parent-Teacher Conferences

Parent-teacher conferences will be held this year once in the fall and a second conference will be held in the spring. There will also be a senior parent night in the fall. Refer to the school calendar for the schedule. Conferences with teachers, at any other time, are possible by calling the school office and making arrangements with one or more teachers as needed.

Honor Roll

The purpose of the honor roll is to recognize those students who demonstrate academic excellence. Honor rolls will be determined for 1st and 2nd semesters. When a student's average is ninety or above they are eligible for the honor roll and will be recognized accordingly (averages reported to the office will not be rounded).

- Students receiving an average of 98-100 % will be on the PRINCIPAL'S HONOR ROLL.
- Students receiving an average between 94-97.99 % will be classified on the SCHOLASTIC HONOR ROLL.
- Students receiving an average between 90-93.99% will be classified on the MERIT HONOR ROLL.
- All class grades are figured the same for honor roll status.
- Honor roll lists are published in the Pender Times each semester. (If parents have refused to have their children's names published they will be excluded from the Pender Times honor roll list).

National Honor Society:

Each spring the Pender Chapter of the National Honor Society inducts new members who meet high standards in four areas of evaluation: scholarship, leadership, service, and character. Students are selected to be members by a five-member Faculty Council, appointed by the Principal.

Students in the 10th, 11th, and 12th grades are eligible for membership. To meet the requirements in the scholarship area, a student must have a cumulative grade point average of 3.68 on a 4.0 scale (92%). Students who meet that criterion are invited to complete an application that provides the Faculty Council with information regarding the candidate's character, leadership and service.

To evaluate a candidate's character, the Faculty Council reviews school disciplinary records and may solicit members of the faculty for input regarding their professional reflections on a candidate's service activities, character, and leadership. The general faculty also completes a survey of the candidates in the four areas of evaluation. All of this information, along with the student's application, are carefully reviewed by the Faculty

Council to determine membership. A majority vote of the council is necessary for selection. Candidates are notified regarding selection or non-selection according to a predetermined schedule.

Following notification, students are formally recognized and inducted at the Spring Fine Arts Awards Ceremony. Once inducted, new members are required to maintain the same level of performance in all four criteria (or better) that led to their selection. This obligation includes regular attendance at chapter meetings during the school year, and participation in the chapter service projects.

If a student member fails to maintain the NHS standards in any of the four areas, they may be referred to the Faculty Council for removal from the Honor Society. Students will be given a semester to correct their deficiency and will be informed of their probationary status in writing. In all cases of impending dismissal, students have the right to a hearing before the Faculty Council. A majority vote of the Faculty Council is required to remove a student. Appeal of any decision of the Faculty Council may be heard by the High School Principal.

Students or parents who have questions regarding the selection process or membership obligations can contact the chapter advisor.

Special Education Identification and Placement Procedures *Board Policy #6600*

What Does Special Education Mean?

Special education means educational experiences, curriculum and services, including transportation, through the use of staff, facilities, equipment and classrooms, which have been adapted to provide special instruction for students with disabilities. In addition, special education provides the support services necessary for evaluation, placement and instruction for students with disabilities. These services are free to parents, unless they elect to place their child in a program other than one approved by the school district.

How are Students with Disabilities Identified

The first step is for parents to provide written permission to have their child evaluated. The request for permission will include a description of the action to be taken and a description of each evaluation procedure. Written statements showing the results of the evaluation and the reasons for placement in a special education program must be kept on file which are separate from the regular education files. Within 30 days after a student has been verified as having a disability, a conference will be held with parents. Advance notice will be given. At the conference, an Individual Education Program (IEP) will be developed.

Students Who May Benefit

A student verified as having autism, behavior disorder, hearing impairment, mental handicap, orthopedic impairment, other health impairment, specific learning disability, speech language impairment, traumatic brain injury, or visual handicap may be placed in regular education with support services or may benefit from a special education classroom or service.

Independent Evaluation

If a parent disagrees with an evaluation completed by the school district, the parent has a right to request an independent educational evaluation at public expense. Parents should direct inquiries to school officials to determine if the school district will arrange for further evaluation at public expense. If school district officials feel the original evaluation was appropriate and the parents disagree, a due process hearing may be initiated. If it is determined that the original evaluation was appropriate, parents still have the right to an independent educational evaluation at their own expense.

Reevaluation

Students identified for special education will be reevaluated at least every three years by the IEP team. The IEP team will review existing evaluation data on the student and will identify what additional data, if any, are needed. The school district shall obtain parental consent prior to conducting any reevaluation of a student with a disability.

Individual Education Program (IEP)

Each student with a disability must have a written IEP prepared by the staff in cooperation with parents specifying programs and services which will be provided by the schools. If necessary, the district will arrange for interpreters or other assistants to help parents in preparing and understanding the IEP. Once in place, the program is reviewed on a regular basis with the parent. An IEP is developed in a conference setting. Parents will be notified of the persons who will be in attendance. The IEP conference shall include at least the following:

- A representative of the school district;
- An individual who can interpret the instructional implications of evaluation results.
- One or both parents;
- The child (when appropriate);
- At least one regular education teacher if the child is, or may be participating in the regular education environment;
- At least one special education teacher;
- A representative of the nonpublic school if the child is attending a nonpublic school
- A representative of a service agency if the child is receiving services from an approved service agency; and other individuals, at the discretion of the parent or school district. It is permissible for parents to bring other persons to the IEP meeting, but it is a good idea to inform the school before the scheduled meeting. The school district will provide parents with a copy of the IEP.

Special Education Placement

The student's placement in a special education program is dependent on the student's educational needs as outlined in the Individual Education Program (IEP). To the maximum extent appropriate, students with disabilities are educated with students who are not disabled. Special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only when the nature or severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily. Determination of a student's educational placement will be made by the IEP team.

Written notice shall be given to parents a reasonable time before the school district: 1. Proposes to initiate or change the identification, evaluation, verification or educational placement of a child or the provision of a free appropriate public education; or 2. Refuses to initiate or change the identification, evaluation, or educational placement of the child or the provision of a free appropriate public education to the child.

More Information

Anyone interested in obtaining a copy of the District's special education policy, the Parental Rights in Special Education brochure, or a copy of the Nebraska Department of Education Rule 51 (special education regulations and complaint procedures) or Rule 55 (special education appeal procedures) may contact the Superintendent.

Guidance Services:

The Pender Public Schools employs a guidance counselor for the purpose of assisting with District testing, post secondary planning & preparation, student scheduling, for students to discuss problems and resolve conflicts. If someone wishes to see the counselor, contact the school office and make arrangements for an appointment. The counselor will have regular classroom visits with all students to assist them in their post secondary planning.

Health Services:

Student Illnesses

School health personnel will notify parents when a student needs to be sent home from school due to illness. Conditions requiring a student be sent home include: Temperature greater than 100°F., vomiting, diarrhea, unexplained rashes, live head lice, or on determination by the school nurse/teacher/secretary that the child's condition prevents meaningful participation in the educational program, presents a health risk to the child or others, or that medical consultation is warranted unless the condition resolves. Please include emergency daytime phone numbers on your child's enrollment card so that you can be reached if your child becomes ill or injured while at school. Please also inform your school health office staff of health related information you feel is important for your student's success in the classroom and/or safety at school.

Guidelines for Administering Medication *Board Policy #5600 & #6910*

Whenever possible your child should be provided medications by you outside of school hours. In the event it is necessary that the child take or have medication available at school, the parents/guardians must provide a signed written consent for the child to be given medication at school. A consent form is available at the school health office. If your child has asthma or diabetes and is capable of self-managing his or her health condition, contact the school nurse to develop a self-management plan.

Medications must be provided to the school by the parent/guardian in the pharmacy-labeled or manufacturer-labeled bottle. Repackaged medications will not be accepted. All **prescription medications** also require a physician's authorization to be given at school. The school nurse may limit medications to those set forth in the Physician's

Desk Reference (PDR). Please limit the amount of medication provided to the school to a two-week supply. Prescription medication forms are also found in the front of this handbook.

Health Inspections

The school district shall cause every child under its jurisdiction to be separately and carefully inspected, except as otherwise provided by law, to ascertain if such a child is suffering from (1) defective sight or hearing, (2) dental defects, or (3) other conditions as

prescribed by the Department of Health and Human Services ("Department"). Such inspections shall be conducted on a schedule prescribed by the Department and shall be based on current medical and public health practice. In lieu of conducting the inspections, the school board may employ regularly licensed physicians to make such inspections.

If such inspection determines that any child has defective sight or hearing, dental defects, or other condition for which screening is required, the school shall notify the parent of the child in writing of such condition and explain to the parent the necessity of professional attendance for such child.

Whenever a child apparently shows symptoms of any contagious or infectious disease, such child shall be sent home immediately or as soon as safe and proper conveyance can be found and the school board may be notified if appropriate. Such student may be excluded from school as provided in the Student Discipline Act.

A child shall not be required to submit to an inspection required by this policy if his or her parent or guardian provides school authorities with a statement signed by a physician, a physician assistant, or an advanced practice registered nurse practicing under and in accordance with his or her respective credentialing act or other qualified provider as identified by the Department's applicable rules and regulations, stating that such child has undergone such required inspection within the past six months. A child shall submit to any required inspection for which such a statement is not received. *(See Board Policy 5408)*

Immunizations

Students must show proof of immunization. A student who does not comply with the immunization requirements will not be permitted to continue in school. Students with medical conditions or sincerely held religious beliefs which do not allow immunizations must complete a waiver statement or affidavit. Forms are available in school health offices.

Un-immunized students may be excluded from school in the event of a disease outbreak.

On and after July 1, 2010, every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and a acellular pertussis vaccine, which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009. *(see Board Policy #5001)*

****See *end of handbook for Summary of School Immunization Rules and Regulations***

Birth Certificate Requirements *Board Policy #5001*

State law requires that a certified copy of a student's birth certificate be used when enrolling a new student in school. If your child is registering with Pender Public Schools for the first time, you may obtain this document from the Bureau of Vital Statistics in the state in which your child was born. Assistance in obtaining birth certificates may be obtained from Health Records Management, P.O. Box 95065, Lincoln, NE 68509-5065. There is a fee per certificate. You can find the forms on the following website: www.hhss.ne.gov/vitalrecords.

Please note: The document parents receive from the hospital looks like a birth certificate, but it is not a certified copy. A certified copy has the raised seal of the state of Nebraska on it and is signed by the director of vital statistics.

If a birth certificate is unavailable, other reliable proof of a student's identity may be used. These documents could include naturalization or immigration documents showing date of birth or official hospital birth records, a passport, or a translation of a birth certificate from another country. The documents must be accompanied by an affidavit explaining the inability to produce a copy of the birth certificate.

Physical and Visual Examination *Board Policy #5001*

Evidence of a physical examination and a visual evaluation is required prior to entrance into kindergarten and, in the case of transfer from out of state, to any other grade. A physical examination is also required prior to entrance into the seventh grade. The physical examination is to be completed by a physician, a physician's assistant, or an advanced practice registered nurse; the visual evaluation is to be completed by any of the forgoing or an optometrist. A parent or guardian who objects to the physical examination and/or visual evaluation may submit a written statement of refusal for his or her child. Waiver forms are available in the school health office. Additional physical examination requirements exist for students participating in athletic participation. NSAA physicals must be after May 1st for the fall school session.

Guidelines for Head Lice

The following guidelines are in place to: better control a nuisance condition; reduce absenteeism due to head lice;
and involve parents as partners with the school in control efforts:

- Children will be sent home from school for live head lice. In the event the child has TWO cases of live lice in a semester, he or she will be sent home until free of both live lice and nits (eggs).
- Health office staff will provide written treatment information and instructions, including how to check and identify head lice*.
- A child who is sent home from school for head lice should miss no more than two school days.
- A child who has been sent from school due to head lice must come to the heath office for inspection before returning to class.
- A child who returns to class with nits (eggs) will be checked again in 7-10 days.
- Families are encouraged to report head lice to the school health office.
- Individual buildings will perform classroom-wide or school-wide head checks as needed in order to control the condition at school.
  *Nit removal will be emphasized for effective management of the condition. For more information call the nurse at your child's school.

Transportation Services Board Policy #5501

Transportation to and from school is provided to students in accordance with law. Students may also be provided transportation on field trips and when participating in school activities. Students are expected to follow the behavioral expectations for riding on school buses and in

school vans. Parents are an important part of providing safe and effective student transportation. Your cooperation with school authorities in enforcing regulations, and observing school, traffic and road regulations related to students transportation is requested and greatly appreciated.

While riding in school buses, students are expected to follow the same student conduct rules that apply when on school property or attending school activities, functions or events. There are also special conduct rules for riding school buses. These rules also apply to riding in other school vehicles

Student Conduct:

- Students will be respectful and obey instructions of the vehicle driver and other supervisory personnel;
- Students will conduct themselves in a courteous and appropriate manner when interacting with other students and District staff; and
- Students will demonstrate respect and pride for school district property.

When Boarding the Vehicle:

- Be at their designated school bus stop 10 minutes prior to their scheduled pickup time;
- In the event your student will not ride the bus…
    - Please contact the school office that day by 6:15 am by calling 402-385-3244 and using extension 5 to leave a message;
    - After 6:15 am, please notify the driver of your child(ren)'s bus.

- Stay off streets and roadways while waiting for the school vehicle to arrive;
- Stay clear of the "danger zone" around the bus while waiting, approaching, or leaving the bus. Before crossing the street, always look both ways to check for vehicles that might illegally pass the bus. Always cross the street in front of the bus.
- Wait until the school vehicle comes to a complete stop and the driver has given them a prearranged signal before approaching or attempting to board the bus;
- Use the handrail when boarding the bus;
- Move quickly to their seat;
- In the event a student brings an unauthorized student on a school vehicle, the transportation department will contact the student's parents or guardians to make alternate arrangements. If alternate arrangements cannot be made, the vehicle driver will transport the student and their friend to school in the morning. We will not transport any unauthorized person after school to any destination.

When Riding the Vehicle:

- Keep aisle clear at all times;
- Treat all students and the driver with respect;
- Do not tease, harass, bully or fight with another student(s);

- Keep all body parts inside the school vehicle at all times;
- Remain seated and facing forward in the designated seat;
- Talk quietly, maintain silence at railroad crossings, and conduct themselves in a manner that does not distract the driver;
- If vehicle is equipped with seatbelts, they must be worn;
- Windows may be opened with the driver's permission. If a window is opened, shut the window.
- Use headphones if using personal electronic devices;
- Do not chew gum or consume any beverage or food while in the vehicle;
- Keep the bus clean. Place garbage in the trash container. Do not throw anything out of the windows or inside the bus. Eating or drinking is not allowed on the bus.
- As is stated on page 14, all school-owned buses are equipped with surveillance equipment that records both audio and video.
- Students will not possess or use any tobacco product, alcoholic beverage or non-prescription drug while in a school vehicle;
- Refrain from using obscene or profane language, yelling or cause any unreasonably loud noise. Quiet voices should be used;
- Students will not use violence, threats, intimidation, insubordination or other conduct that interferes with normal transportation operations;
- Do not tamper with vehicle and/or equipment control mechanisms or mark or carve in any manner to cause damage to the transportation vehicle;
- All student projects must be enclosed and remain enclosed during the bus route in a backpack or safe container for transporting and must be able to fit on the student's lap.
- If students need assistance from the driver, wait until the bus is at a full stop. If students are close enough, tell the driver what they need. If they are too far away from the driver and he would be unable to hear them, they should ask a student in front of them to get the driver's attention. If necessary, walk up to the driver while the bus is at a full stop. If students need immediate assistance for an emergency, they should take all action needed to safely get the help of the driver.

<u>When Exiting the Vehicle</u>:

- Remain seated until school vehicle reaches a complete stop and the driver has indicated it is safe to get up;
- Take all personal property with them when exiting the vehicle;
- Exit the school vehicle in an orderly manner beginning with the passengers in the front of the vehicle;
- Do not loiter or walk near the vehicle;
- Students who are required to cross a roadway must walk no less than 12 feet in front of the school bus and wait for the driver's signal before crossing the street or roadway;

- Students are allowed to board and exit the vehicle only at their designated stop, unless parent/guardian permission is provided to school personnel and communicated to the bus driver; If a student verbally informs the driver he/she is not to exit at their regular stop, but to exit at another stop on the route, the transportation department will try to reach the parent/guardian by phone. If no verbal authorization can be obtained, the student will be taken to their designated stop. If no parent/guardian is present, the driver will bring the student back to the school. If telephone contact continues to be unsuccessful, the police will be contacted.

See BOE Policy #5506, Pender Public Schools Safe Pupil Transportation Plan for additional information on the District's plan for providing safe transportation to students being transported in pupil transportation vehicles.

Misconduct Reporting Procedures:

Discipline problems on the bus jeopardize the safety of all students on the bus. The bus driver is an employee of Pender Public Schools who will be enforcing the bus rules. There will be consequences for those who do not follow the rules. Riding the school bus is a privilege and should not be taken for granted. Consequences for school bus misconduct may include restriction or suspension of bus privileges and other disciplinary measures, up to and including expulsion from school. In the event of misconduct and regardless of the outcome, the following procedures will be followed:

- Transportation staff will communicate their expectations verbally and personally to students whose behavior is inappropriate. Should the behavior continue, an Unsatisfactory Bus Conduct Report (BOE policy #AR 5506.1) will be completed. Students will usually be notified before exiting the vehicle that the misconduct will be reported.
- The Transportation Department will forward a copy of the written report, indicating the nature of the violation to the appropriate school principal.
- The school principal will discuss the violation with the student(s) and determine the proper disciplinary action to be taken.
- The principal will notify the parent/guardian, by telephone and/or mail, indicating the nature of the violation, the disciplinary action to be taken, and the consequences of continued student misconduct.
- The principal will provide an opportunity for the parent/guardian to confer with the principal and/or transportation supervisor with regard to the reported student misconduct.
- The principal will return the written report to the transportation coordinator.

Drug and Substance Use and Prevention Please see *Board Policy #5104*

The Board of Education has established policy #5104 to address the following topics. For more information on this policy, please visit www.penderschools.org then click on 'Board of Education' and 'Board of Education Policies.'

1. Drug Free Schools
2. Education and Prevention
3. Standards of Conduct: Notice to Students and Parents
4. Drug and Alcohol Education and Prevention Program
5. Drug and Alcohol Counseling, Rehabilitation, and Re-entry Programs
6. Safe and Drug Free Schools - Parental Notice of Right to Withdraw
7. Standards of Student Conduct
8. Disciplinary Sanctions
9. Intervention
10. Administration

Drug-Free Schools. *Board Policy #5104*

The District implements regulations and practices which will ensure compliance with the federal Safe and Drug-Free Schools and Communities Act and all regulations and rules promulgated pursuant thereto. The District's safe and drug-free schools program is established in accordance with principles of effectiveness as required by law to respond to such harmful effects. The consistent message of the program is that the use of illicit drugs, tobacco and the unlawful possession and use of alcohol is wrong and harmful.

Education and Prevention.

The District promotes comprehensive, age appropriate, developmentally based drug and alcohol education and prevention programs. The curriculum includes the teaching of both proper and incorrect use of drugs and alcohol for all students in all grades. The District provides in-service orientation and training for staff with regard to drug and alcohol education and prevention programs.

Drug and Alcohol Use and Prevention. Each student of the District is hereby provided a copy of the standards of conduct for student behavior in the District which prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on school premises or as a part of any of the school's activities.

Drug and Alcohol Education and Prevention Program of the District Pursuant to the Safe and Drug-Free Schools and Communities Laws and Regulations. All students are provided an age appropriate, developmentally based drug and alcohol education and prevention program. The program educates on the adverse effects of the use of illicit drugs and alcohol, with the primary objective being the prevention of illicit drug and alcohol use by students.

Drug and Alcohol Counseling, Rehabilitation and Re-entry Programs. Information concerning available drug and alcohol counseling, rehabilitation, and re-entry programs is available to all of the students upon request of the Counselor. In the event of disciplinary proceedings against a student for any District policy pertaining to the prohibition against the unlawful possession, use, or distribution of illicit drugs and alcohol, appropriate school personnel will confer with the student and the student's parents or guardian concerning available drug and alcohol counseling, rehabilitation, and re-entry programs that appropriate school personnel consider to be of benefit.

Safe and Drug-Free Schools--Parental Notice. Pursuant to the provisions of the ESSA Act, if upon receipt of information regarding the content of safe and drug free school programs and activities other than classroom instruction, a parent objects to the participation of their child in such programs and activities, the parent may notify the District of such objection in writing. Upon the receipt of such notice the student will be withdrawn from the program or activity to which parental objection has been made.

Standards of Student Conduct Pertaining to Drugs, Alcohol and Tobacco.

These standards are in addition to standards of student conduct elsewhere adopted by board policy or administrative regulation. The District's standards prohibit the possession, use, or distribution of illicit drugs, tobacco or alcohol on school premises, in school vehicles, or as a part of any of the school's activities on or off school premises. Conduct prohibited at places and activities as hereinabove described shall include, but not be limited to, the following:

- Possession, use, distribution or being under the influence of any controlled substance, including but not limited to marijuana, any narcotic drug, any hallucinogen, any stimulant, or any depressant.
- Possession of any prescription drug in an unlawful fashion.
- Possession, use, distribution or being under the influence of alcohol.
- Possession, use, distribution, or being under the influence of any abusable glue or aerosol paint or any other chemical substance for inhalation, including but not limited to lighter fluid, whiteout, and reproduction fluid, when such activity constitutes a substantial interference with school purposes.
- Possession, use, or distribution of any look-alike drug or look-alike controlled substance when such activity constitutes a substantial interference with school purposes.
- Possession, use or distribution of any tobacco product.
- Misuse or abuse of legal products for the purpose of or acting as a hallucinogen, stimulant, or depressant.

Disciplinary Sanctions

Violation of any of the above prohibited acts will result in disciplinary sanction being taken within the bounds of applicable law, up to and including expulsion and referral to appropriate authorities for criminal prosecution. In particular, students should be aware that:

- Violation of these standards may result in suspension or expulsion.
- Prohibited substances will be confiscated, and unlawful substances will be turned over to law enforcement authorities.
- The student may be referred for counseling or treatment.
- Parents or legal guardians will be notified.
- Law enforcement will be notified.
- If it appears there is imminent danger to the student, other students, school personnel, or students involved, emergency medical services will be contacted.

Drugs or Alcohol Found on School Grounds or at School Sponsored Activities

If a student or students are found in possession of, involved in, or in the presence of the use of drugs or alcohol of any kind or quantity on school grounds or while at a school sponsored activity, disciplinary sanctions will be taken immediately following the report of such activity. Students will be suspended from school and school related activities for a period of time designated by the school principal. The school will recommend that drug and alcohol screening or evaluation take place. The school district may also recommend that drug and alcohol counseling be pursued. Legal charges do not have to be filed against a student for disciplinary sanctions to take place.

Intervention

The District does not have the authority or responsibility to make medical or health determinations regarding chemical dependency. However, when observed behavior indicates that a problem exists which may affect the student's ability to learn or function in the educational environment, the school has the right and responsibility to refer the student for a formal chemical dependency diagnosis based on behavior observed by school staff.

Administration

The administration is authorized to adopt such administrative rules, regulations or practices necessary to properly implement this policy. Such regulations, rules or practices may vary the procedures set forth herein to the extent necessary to fit the circumstances of an individual situation. Such rules, regulations and practices may include administrative forms, such as checklists to be used by staff to record observed behavior and to determine the proper plan of action.

Student Conduct and Discipline Policies Please see *Board Policy #5100*

The Board of Education has established policy #5100 to address the following topics.
For more information on this policy, please visit www.penderschools.org then click on 'Board of Education' and 'Board of Education Policies.'

Student Discipline Please see *Board Policy #5101*

The Board of Education has established policy #5101 to address the following topics.
For more information on this policy, please visit www.penderschools.org then click on 'Board of Education' and 'Board of Education Policies.'

1. Short-Term Suspension
2. Long-Term Suspension
3. Expulsion
4. Emergency Exclusion
5. Other Forms of Discipline
6. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment
7. Student Appearance
8. Academic Integrity
9. Electronic Devices

10. Inappropriate Public Displays of Affection
11. Specific Rule Items

Definitions:

- Detention: A detention is when a student is required by any staff member to be at school outside of normal school hours due to disciplinary reasons.
- Detention Procedure:
  Detentions are to be made up either immediately after school or the following day before school begins. If the student rides the bus, he/she will be given one day to make arrangements for a ride home.
- Office Referral:
  An office referral is when a student is sent to the office and the administrator sets the penalty. After three (3) times sent to the office, in-school suspension begins.
- Discipline Progression:
  A student who receives a detention must have the time made up within one day unless otherwise arranged with the staff member who assigned the detention. If the first detention is skipped, the student will have two detentions. If the time for both detentions has not been made up within two days, the student will receive in-school suspension. After a student has three in-school suspensions, he/she will be given an out-of-school suspension for up to 3 days. After three, three-day suspensions a student may be recommended for expulsion for the semester. Some rule violations will go directly to out-of-school suspension time.

Network, E-Mail, Internet and Other Computer Use Rules: *Board Policy #5801*

General Rules:

- The network is provided to staff and students to conduct research and communicate with others. Access to network services is given to staff and students who have agreed to act in a responsible manner. Parental permission is required for student use. Access for all staff and students is a privilege and not a right.
- Individual users of the district network are responsible for their behavior, actions, problems, and communications involving and over the network. Users will comply with district rules and will honor the agreements they have signed. Beyond clarification of such rules, the district is not responsible for restricting, monitoring, editing, or controlling the information, equipment or communications of individuals utilizing the network or the end product or result of such utilization.
- Network storage areas shall be treated like school lockers for students. Network administrators may review files, information, equipment, messages and communications of staff and students to maintain system integrity and ensure that users are using the network system responsibly. Users should not expect that files or any information stored or otherwise used or retained on the network, district servers, or in computers, will be private. No reasonable expectation of privacy shall exist in relation to network use.
- Users should not expect, and the district does not warrant, any information or products obtained from the network, that files or information stored, obtained or used on the network will be private, and use of the network waives and relinquishes all such

privacy rights, interests or claims to confidentiality the user may have under state or federal law.

- The district will not be liable for, and does not warrant in any way, purchases made by any user over the network. Users shall not make purchases of goods and/or services via the district's network.

Policy and Rules for Acceptable Use of Computers and the Network: The following policy and rules for acceptable use of computers and the network, including Internet, shall apply to all district administrators, faculty, staff and students. The term "Users", as contained herein, shall apply to all such individuals. The Superintendent, or the Superintendent's designee, is hereby delegated all authority and is the ultimate person in charge of the district network and technology resources or equipment, and the same shall also be under the direct supervision of the site or building administrator where located, sometimes herein called "network administrators."

- Users shall not erase, remake, or make unusable anyone else's computer, information, files, programs or disks. In addition to any other disciplinary action or legal action that may occur, any user violating this rule shall be liable for any and all damages to the computer, information, files, programs or disks.
- Users shall not let other persons use their name, account, log-on password, or files for any reason (except for authorized staff members).
- Users shall not use or try to discover another user's account or password.
- Users shall not use the computers or network for non-instructional or non-administrative purposes (e.g., games or activities for personal profit).
- Users shall not use the computer for unlawful purposes, such as illegal copying or installation of unauthorized software.
- Users shall not copy, change, or transfer any software or documentation provided by teachers, or other students without permission from the network administrators.
- Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code, software or information designed to self-replicate, damage, or otherwise hinder the performance of the network or any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or similar name.
- Users shall not use the computer to annoy or harass others with language, images, or threats. Users shall not access, accept, create or send any obscene, vulgar, lewd, tasteless, or objectionable messages, information, language, or images.
- Users shall not damage the network or equipment, damage information belonging to others, misuse network resources, or allow others to misuse network resources. In addition to any other disciplinary action or legal action that may occur, any user violating this or any other rule shall be liable for any and all damages to the computer, network, information, files, programs or disks.
- Users shall not tamper with computers, networks, printers, or other associated equipment except as directed by the teacher or network administrator.
- Users shall not take technology equipment (hardware or software) from the school grounds or remove such from computer work areas without written permission of the network administrator.

Etiquette and Rules for Use of Computers and the Network: All users of computers and the network are expected to abide by the generally accepted rules of network etiquette. Informal rules of behavior have evolved for the use of and communication on the network, Internet and other on-line services. Breaches can result in harsh criticism by others. These rules of behavior include (but are not limited to) the following:

- Be polite. Do not become abusive in your messages to others.
- Use appropriate language. Do not swear, use vulgarities or any other inappropriate language, message, information or images.
- Do not reveal your personal account, address or phone numbers, or that of other students or colleagues.
- Note that electronic mail (e-mail) is specifically not guaranteed to be private. People who operate the system do have access to mail. Messages relating to or in support of illegal activities may be reported to the authorities. Messages which violate the rules will result in disciplinary action.
- All communications and information accessible via the network should be assumed to be private property of others.
- Do not place unlawful information on any network system.
- Keep paragraphs and messages short and to the point. Focus on one subject per message.
- Include your signature at the bottom of email messages. Your signature footer should include your name, position, affiliation, and network or Internet address.
- Other rules may be established by the network administrators or teachers from time to time. Additional information will be given to parents and students at the mandatory check-out seminars at the beginning of the school year.

Internet Safety Policy *Board Policy #6800*

It is the policy of Pender Public Schools to comply with the Children's Internet Protection Act (CIPA) and Children's Online Privacy Protection Act (COPPA). With respect to the District's computer network, the District shall: (a) prevent user access to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) provide for the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; (c) prevent unauthorized access, including so-called "hacking," and other unlawful activities online; (d) prevent unauthorized online disclosure, use, or dissemination of personal identification information of minors; (e) obtain verifiable parental consent before allowing third parties to collect personal information online from students; and (f) implement measures designed to restrict minors' access to materials (visual or non-visual) that are harmful to minors.

Penalties for Violation of Rules: All of the policies, rules, and procedures for acceptable use of computers and the network are intended to make the computers and the network more reliable for users. They are also intended to minimize the burden of administering the networks so that more time can be spent on education and enhancing services. Use of the computer and access to telecommunications resources is a privilege and not a right. Violation of the policies, rules, and procedures concerning the use of computers and the network may

result in disciplinary action up to, and including, loss of access, suspension and/or expulsion of students from school and loss of access, suspension, termination, non-renewal or cancellation of the contract of administrators, teachers, or other school employees.

Staff, Student and Parent Agreements: Students and parents may be required to sign a computer and network use agreement as a condition of the student being permitted to use such equipment.

Risks of Social Media, Facebook and other Social Networking:

The purpose of this message is to give our students information about the risks of using social media, including Facebook, Instagram, Tik Tok, Snapchat, and similar social networking sites.

These sites are public sources of information. The information may be seen by your school administrators, your parents, and law enforcement. It is also accessible to people who you don't even know now, but may later want to impress—such as university admissions and scholarship officials and prospective employers. In fact, many large companies now search the internet as a means of conducting background checks on job applicants. What you say now on social media, may affect you years later.

What you say now on social media, may also affect you right now. Pictures or writings that show that you have violated student conduct rules may result in school discipline. A picture of a student drinking a beer may very well lead to a suspension from activities if the school learns about it. Criminal charges may be filed against you based on information posted on social media,

Here are some common-sense guidelines that you should follow when using social media:

- Don't forget that your profile and social media forums are public spaces. Don't post anything you wouldn't want the world to know (e.g., your phone number, address, IM screen name, or specific whereabouts).
- Avoid posting anything that would make it easy for a stranger to find you, such as where you hang out every day after school. Make your location private in apps that allow tracking, like Snapchat.
- People aren't always who they say they are. Be careful about adding strangers to your friends list. It's fun to connect with friends from all over the world but avoid meeting people in person whom you do not fully know. If you must meet someone, do it in a public place and bring a friend or trusted adult.
- Harassment, hate speech and inappropriate content should be reported. If you feel someone's behavior is inappropriate, react. Talk with a trusted adult, or report it to social media, or the authorities.
- Don't post anything that would embarrass you later. Think twice before posting a photo or info you wouldn't want your parents or boss to see!
- Don't mislead people into thinking that you're older or younger. If you lie about your age, social media companies may delete your profile.

We urge all students to follow these common-sense guidelines.

COMPUTER/CHROMEBOOK USE RULES AND REGULATIONS *Board Policy #5801*

Pender Public Schools provides digital devices such as computers, chrome books and iPads for student and faculty use. The use of these devices, network and access to the internet is a privilege and should be respected and used wisely. Remember the computers are owned by the school and may be confiscated or searched at any time. The guidelines below provide appropriate and ethical use policies.

- Keep your login and password private; use by anyone other than yourself creates a security risk for both your own files and the network. If you forget your password or cannot get into your network account, seek help from the Technology Director.
- Eating or drinking near computers is strictly forbidden. Laptop computers may not be used at lunch tables during breakfast/lunch time. Computers may be used at an alternate location in an area where no one is eating during breakfast/lunch with permission of lunchroom supervisors.
- Academic use always takes priority over personal use of computers.
- Messages, statements, declarations, or data bases used on PPS devices must meet the standards with regard to laws governing privacy, copyright, sexual harassment, plagiarism or forgery.
- Student access to networked information resources will be regulated according to *Board policy(#5801 & 5810)*
  Hacking (intentional misuse or abuse of computer facilities) is a felony and subject to cancellation of computer privileges and appropriate disciplinary action.
- A written parental permission and laptop agreement form is required in order for a student to be issued a laptop computer. The forms are kept on file.
- Internet access to visual depictions that are obscene, violent or pornographic or are of a harmful nature to minors are usually filtered or blocked. Students who intentionally access or attempt to access these sites are subject to disciplinary measures.
- Desktop computers in our computer labs are shared by all students and faculty. Do not change the settings without permission.
- Participation in social chat rooms and social networking sites is prohibited during the school day.
- All students are issued a student e-mail account. Inappropriate content being sent or received subjects the account user to disciplinary actions.
- All students are issued a PowerSchool account. Students are encouraged to use their PowerSchool login to check their grades, conduct, and attendance information.
- Students may print assignments or class work if required by a teacher.
- Individuals will reimburse the school for repair or replacement of property lost, stolen, damaged or vandalized while under their care. Pender Public Schools asks that students pay a computer check out fee that covers part of the cost of an incident of accidental breakage. The fee must be paid again after each incident.
- Students must have their laptops with them, locked in their school lockers, or in a designated area. The laptop is not to be left in a vehicle, especially during extreme hot or cold temperatures. Laptops must not be left unattended. Faculty will pick up and turn in unattended laptops to the principal's office. If a computer is stolen from

a locker, and no lock was used to secure the computer in the locker, the student is responsible for replacing the cost of the computer at 100%.

- All laptops must be carried in a protective bag at all times when not in use to avoid accidental damage. Laptops & bags should be handled with care.
- Students are not to deface their laptops or carrying bags in any way, e.g., with stickers, tape, white- out, marking pens, etc. If there are any questions, check with an administrator.
- The School's internet is to be used for research and as a means of obtaining academically relevant information. Material obtained through research on the internet and then used in academic work is to be properly documented.
- Use of the computer for anything other than a teacher directed or approved activity is prohibited during the school day.
- Unless specifically assigned by a teacher, computer games are prohibited in classes, hallways, etc. during the regular school day.
- Computers may not be used to make sound recordings or digital images without the consent of all those being recorded.
- Because of copyright laws, installation of peer-to-peer file sharing programs is strictly forbidden.
- A student may extensions or software apps onto their school-issued device, but the technology director may remove or ban apps and extensions at any time.
- Students are not allowed to listen to music during the school day unless given permission by their classroom teacher.
- Remember nothing you do is confidential or private on school computers. Your browser and computer history stays with your school account and can be checked at any time by school personnel.
- Deliberate attempts to degrade the network or to disrupt system performance will result in disciplinary action.
- School administrators reserve the right to remove student accounts on the network to prevent unauthorized activity.
- Sound on laptop computers must be turned off at all times, except when used as a part of the class. Use headphones where appropriate, with permission from your instructor.
- Inappropriate screensavers or inappropriate pictures on your computer will not be allowed at any time.
- Students are responsible to have their computer (and adapter) at school each day fully charged.
- Cleaning the computer is to be done with a soft cloth. Do not spray anything directly on the computer.
- Students should comply with trademark and copyright laws and all license agreements. If a student is unsure, read the copyright information at the school website or ask a teacher.
- Students shall not damage, erase, change, rename, or make unusable anyone's computer, files, programs, or disks.

- Students shall not deliberately use the computer to annoy, harass, or cyber-bully others with language, images, innuendoes, or threats.

Responsible and appropriate behavior is expected of all users. Violation of any guidelines will result in the cancellation or restriction of privileges and appropriate disciplinary action will be taken including possible loss of computing privileges, detention time, suspension and/or expulsion. Pender Public Schools reserves the right to alter these policies as deemed necessary.

CONSEQUENCES FOR INAPPROPRIATE/IRRESPONSIBLE LAPTOP COMPUTER USE

The following offenses may result in detentions:

- Unattended/improperly secured laptop computers.
- Failure to bring your laptop computer to school or having your device fully charged.
- Playing games/using email (without permission) on your laptop computer.
- Unauthorized music during the school day.

***3 detentions in any semester will result in a 1-day in-school suspension. 5 detentions in a semester will result in a 1-day out of school suspension.

The following offenses may result in detention, suspension of computer privileges, suspension from school, and/or expulsion from school:

- Inappropriate music.
- Inappropriate email.
- Abuse of laptop computers.
- Unneeded or inappropriate printing.
- Inappropriate desktop pictures.
- Use of the computer to harass, threaten, or bully anyone.
- Any violation of the student code of conduct or computer use rules and regulations as detailed within this handbook.

Harassment and Bullying Policy: *Board Policy #5415 & 5101*

One of the missions of Pender Public Schools is to provide safe and secure environments for all students and staff. Positive behaviors (non-violence, cooperation, teamwork, understanding, and acceptance of others) are encouraged in the educational program and required of all students and staff. Inappropriate behaviors (bullying, intimidation and harassment) are to be identified and corrected. Students and staff are to avoid such behaviors. Strategies and practices are implemented to reinforce positive behaviors and to discourage and protect others from inappropriate behaviors. *See Policy 5415.*

"Bullying" is behavior where one person or group engages in harmful action towards another person or group acting on a real or perceived imbalance of power or view of superiority. The behavior typically includes verbal (e.g. teasing or name-calling) and physical aggression (e.g., hitting, pushing), threatening, excluding or ignoring, spreading rumors, or taking, defacing or destroying the others' property. "Harassment" includes the same actions, though

not necessarily from a standpoint of perceived power. Harassment is prohibited. Bullying and harassment is a violation of student conduct rules and appropriate disciplinary measures, up to expulsion, will be enforced. When bullying or harassment is done on the basis of gender, disability, race, or other protected status, it is considered a very serious offense for which expulsion may be a likely consequence depending on the severity of the conduct. Students who are the victim of bullying or harassment or who observe such occurrences are to promptly report the problem to their teacher or to the Principal so the problem can be addressed. Students who make reports of bullying activity will not be retaliated against for making the report.

The following process will be used when bullying or harassment occurs:

- Step One: The first time school personnel become aware of a possible harassment or bullying situation, the accused student will be informed that such a complaint has been filed. At that time, a warning will be given regarding this kind of behavior. The consequences for this kind of behavior in the future will be clearly outlined for the student. If, in the school's opinion, the first occurrence of harassment behavior is severe, the school may move immediately to any of the four steps in the harassment policy. In other words, the process may or may not be used sequentially. Moreover, at any stage the student may be disciplined under the student code by actions which may include expulsion, in the event the conduct is also a violation of other provisions of the student code.
- Step Two: The second time school personnel become aware of a harassment incident, the student's parents will be notified. A conference will be requested at that time. If it is determined that the student has harassed another student, consequences will be assigned. A student may stay on the second step as long as school authorities feel the consequences are effectively correcting the harassment behaviors. If it is determined that there is no basis for the harassment accusation, no consequences will be assigned. If the school determines that a student is intentionally making a false accusation against another student, an appropriate response will be made.
- Step Three: If the school authorities determine that the student continues to harass another student or the student fails to agree to not harass in the future, the school may assign the student to the Harassment Program level set forth below which the school authorities determine to be appropriate.
- Step Four: If a student fails to respond positively to the corrective measures of the Harassment Program, the student will be suspended from school for a minimum of five school days, up to expulsion. School authorities will determine the action necessary to insure a safe learning environment for all students.

Harassment and Bullying Program--Levels:

Purpose: All students have the right to attend Pender Public Schools free from verbal and physical harassment and bullying. The purpose of the Harassment and Bullying Program is to protect students and staff from those who fail or refuse to comply with school guidelines regarding the treatment of others.

Level I: The guidelines for a Level I placement are listed below.

- The length of the assignment will be for a minimum of two weeks.

- The student will report to the office no later than 7:55 a.m. each morning.
- The student will eat at an assigned table.
- The student will report to an assigned room at the end of the day, and remain until 4:00. This will allow all other students to leave the school grounds in safety.

Level II: The guidelines for this level are listed below.

- The length of the assignment will be for a minimum of two weeks.
- The student will report to the office no later than 7:55 a.m. each morning.
- The student will eat on campus at an assigned table.
- The student will report to an assigned room at the end of the day, and remain until 4:00.
- The student will remain in class at the end of each period. The student will be under direct teacher supervision during passing time. The teacher will dismiss the student at the end of the passing period. The student will then have three minutes to get to his/her next class.

Level III: This is a long term assignment. The guidelines are listed below.

- All items listed in Level II will be used, except the length of the assignment will be no less than six weeks, and may remain in effect until the end of the school year and continue into the next, if determined to be appropriate.
- The length of the assignment will be no less than six weeks, and may remain in effect until the end of the school year.

Initiations, Hazing, Secret Clubs and Outside Organizations *Board policy #6284*

- Initiations. Initiations by classes, clubs or athletic teams are prohibited except with the approval of the administration. Any student who engages in or encourages initiations that have not been approved by the administration is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.
- The administration may only give consent to initiation activities that are consistent with student conduct expectations and that do not present a risk of physical or mental injury or belittlement.
- Hazing. Hazing by classes, clubs, athletic teams or other student organizations are prohibited. Hazing means 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 with any school organization. Such prohibited hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with 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, sexual conduct, nudity, or any brutal treatment or the performance of any act which endangers the physical or mental health or safety of any person or the coercing of any such activity. Hazing is prohibited even though the person who has been the subject of the hazing consents to the activity. Any student who engages

in or encourages hazing is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.

- Secret Organizations. It is unlawful for students to participate in or be members of any secret fraternity or secret organization that is in any degree a school organization. Any student who violates this restriction is subject to disciplinary action, up to and including denial of any or all school privileges and expulsion.
- Outside Organizations. It is unlawful for any person, whether a student of the District or not, to enter upon the school grounds or any school building for the purpose of rushing or soliciting, while there, any student to join any fraternity, society, or association organized outside of the schools. Any person who violates this restriction is subject to criminal prosecution and removal and exclusion from school grounds.

Dating Violence

Pender 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 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. *Please see Board Policy number 5420* for more information.

Possible Disciplinary Actions Chart

PROBLEM		MINIMUM	MAXIMUM
Alcohol, Tobacco, Drug Use	First Offense	Intervention	O-of S Suspension
	Repeated	In-School-Suspension	Expulsion
Unauthorized Use of Vehicle	First Offense	Detention	In-school-Suspension
	Repeated	In-School-Suspension	O-of S Suspension
Defiance, Disrespect, Insubordination	First Offense	Detention	O-of S Suspension
	Repeated	In-School-Suspension	Expulsion
Disruptive Behavior	First Offense	Detention	O-of S Suspension
	Repeated	In-School-Suspension	Expulsion
Exhibitionist Behavior	First Offense	Detention	In-school-Suspension
	Repeated	Restriction	In-School-Suspension
Assault	First Offense	In-School-Suspension	Expulsion

	Repeated	In-School-Suspension	Expulsion
Fire Alarm Misuse	First Offense	In-School-Suspension	In-School-Suspension
	Repeated	In-School-Suspension	Expulsion
Harassment/Hazing/Bullying	First Offense	Detention	O-of S Suspension
	Repeated	In-School-Suspension	Expulsion
Controlled Substances	First Offense	O-of S Suspension	Semester Suspended
	Repeated	Rest of Semester	Expulsion
Lunchroom Misbehavior	First Offense	Detention	Restriction
	Repeated	Restriction	Loss of Privilege
Parking Lot Violations	First Offense	Detention/Conference	Loss of Privilege/Fine
	Repeated	In-School-Suspension/ Conf.	Expulsion
Profanity &/or Verbal Abuse	First Offense	Detention	In-School-Suspension
	Repeated	In-School-Suspension	Expulsion
No Hall Pass	First Offense	Detention	In-School-Suspension
	Repeated	In-School-Suspension	In-School-Suspension
Leaving without permission	First Offense	Detention	In-School-Suspension
	Repeated	In-School-Suspension	In-School-Suspension
Snowballs &/or Rock Throwing	First Offense	Detention	In-School-Suspension
	Repeated	In-School-Suspension	O-of S Suspension
Theft	First Offense	Detention	Expulsion
	Repeated	Restitution	Expulsion
Vandalism	First Offense	Detention	Expulsion
	Repeated	Conf. & Restitution	Expulsion
Weapons &/Or Firearms	First Offense		Expulsion
Truancy	First Offense	Detention	In-School-Suspension
	Repeated	In-School-Suspension	O-School-Suspension
Water Fights	First Offense	Detention	In-School-Suspension
	Repeated	In-School-Suspension	O-School-Suspension
Violation of School Rules at Activities	First Offense	Sent Out of Activity	Rest of Season Activity
	Repeated	Miss 3 or more activities	Rest of Year Activity
Retaliation	First Offense	O-School-Suspension	O-School-Suspension
	Repeated	Expulsion	Expulsion
Verbal/Sexual Harassment	First Offense	Intervention	In-School-Suspension

	Repeated	In-School-Suspension	O-School-Suspension
Physical/Sexual Harassment	First Offense	In-School-Suspension	O-School-Suspension
	Repeated	O-School-Suspension	Expulsion

Due Process Procedure Board Policy #4003

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

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

- The Principal shall prepare a written summary of the alleged violation and the evidence supporting the alleged violation with the Superintendent or his or her designee.
- 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, and a notice of intent to discipline the student by long-term suspension, expulsion, or mandatory reassignment is filed with the Superintendent or his or her designee, the student may be suspended by the Principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the Superintendent.
- The Principal or his or her designee shall serve by registered or certified mail or by personal service the student and the student's parents or guardian with a written notice within two school days of the date of the decision to recommend long-term suspension or expulsion. Said notice shall include the following:
- The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension or expulsion including a summary of the evidence to be presented against the student as submitted by the Principal or assistant Principal.
- The penalties to which the student may be subjected and the penalty which the Principal, or his or her designee has recommended in the charge.
- A statement explaining the student's right to a hearing upon request on the specified charges.
- A description of the hearing procedures provided by these policies along with procedures for appealing any decision rendered at the hearing.
- A statement that the administrative representative, legal counsel for school, the student, the student's parents, or the student's representative or guardian shall have the right to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct, and the right to know the identity of the witnesses to appear at the hearing and the substance of their testimony.

- A form or a request for hearing to be signed by such parties and delivered to the Principal or his or her designee in person or by registered or certified mail.
- Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the hearing stage.
- In the event that the Principal has not received a request for hearing within five school days following receipt of the written notice, the punishment recommended in the charge by the Principal, or his or her designee shall automatically go into effect.
- If a hearing is requested more than five school days following the actual receipt of the written notice, but not more than thirty calendar days after actual receipt, the student shall be entitled to a hearing but the punishment imposed may continue in effect pending final determination.
- 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 that a hearing is required to be provided, the Superintendent shall appoint a hearing officer.

Hearing Procedure

Hearing Officer. The hearing officer shall be any person designated by the Superintendent. The hearing officer shall be an individual who has had no involvement in the charge, will not be a witness at the hearing and who has not brought the charges against the student. It shall be the duty of the hearing officer to remain impartial throughout all deliberations. The hearing officer shall be available prior to any hearing held pursuant to this policy to answer any questions the administrative representative, the student, the student's parents, or guardian, may have regarding the nature and conduct of the hearing.

Administrative Representative. The Principal may appoint an administrative representative to present the facts and evidence. Such administrative representative may be an attorney or may be represented by an attorney, but any such attorney shall not advise the hearing officer or parties who may review the proceedings as their counsel.

Notice of Hearing. If a hearing is requested within five school days of receipt of the notice, the hearing officer shall, within two school days after being appointed, give written notice to the administrative representative, and the student, the student's parents or guardian of the time and place for the hearing. The hearing shall be scheduled within a period of five school days after it is requested. No hearing shall be held upon less than two school days' actual notice to the administrative representative, and the student, the student's parents, or guardian, except with the consent of all of the parties.

Continuance. Upon written request of the student or the student's parents or guardian, the hearing officer shall have the discretionary authority to continue from time to time the hearing. In addition, the hearing officer may continue the hearing upon any good cause.

Access to Records. The administrative representative, the student, the student's parent or guardian and the legal counsel of the student shall have the right to examine the records

and affidavits and the statements of any witnesses in the possession of the Pender Public Schools Board of Education at any reasonable time prior to the hearing.

Hearing Procedure. The hearing shall be attended by the hearing officer, the student, the student's parents, or guardian, the student's representative if any, and the administrative representative. Witnesses shall be present only when they are giving information at the hearing or with the consent of both parties. The student may be excluded at the discretion of the hearing officer at times when the student's psychological evaluation or emotional problems are being discussed. The student or the student's parents or guardian or both may be represented by legal counsel. The hearing examiner may exclude anyone from the hearing when his/her actions substantially disrupt an orderly hearing. The formal rules of evidence shall not apply at the hearing. The administrative representative shall present to the hearing officer statements, in affidavit form, of any person having information about the student's conduct and the student's records, but not unless such statements and records have been made available to the student, the student's parents, guardian or representative prior to the hearing. The information contained in such records shall be explained and interpreted prior to or at the hearing to the student, parents or guardian, or representative at their request, by appropriate school personnel. The student, the student's parents, guardian, or representative, the administrative representative or the hearing officer may ask witnesses to testify at the hearing. Such testimony shall be under oath and the hearing officer shall be authorized to administer the oath. The student, parent, guardian, or representative, administrative representative, or the hearing officer shall have the right to question any witness giving information at the hearing, the student may testify in his/her own defense in which case he/she shall be subject to cross-examination nor will any conclusion be drawn therefrom. Any person giving evidence by written statement or in person at a hearing shall be given the same immunity from liability as a person testifying in a court case. A single hearing may be conducted for more than one student if in the discretion of the hearing examiner a single hearing is not likely to result in confusion or prejudice to the interest of any of the students involved. If during the conduct of such a hearing, the hearing examiner concludes that any of such student's interests will be substantially prejudiced by a group hearing, or that confusion is resulting, the hearing examiner may order a separate hearing for each or any of said students.

Availability of Witnesses. The hearing officer will have the authority to subpoena any witnesses to the hearing and shall make reasonable efforts to assist in obtaining the attendance of any witnesses requested by the student, student's parents or guardian or their legal representative.

Record. The proceedings of the hearing shall be recorded at the expense of the school district.

Findings. Within a reasonable time after the conclusion of the hearing, the hearing officer shall prepare and submit to the Superintendent of schools his/her written findings and recommendation as to disposition. This report shall explain, in terms of the needs of both the student and the school board, the reasons for the particular action recommended. Such recommendations may range from no action, through the entire field of counseling, to long-term suspension, expulsion, or mandatory reassignment.

Review by Superintendent. The Superintendent of schools shall review the findings and recommendations of the hearing officer and in his/her discretion may also review any of the facts and evidence presented at the hearing and based upon such report and the facts shall determine the sanctions to be imposed. However, the Superintendent may not impose a more severe sanction than that imposed by the hearing officer.

Notice of Determination. Written notice of the findings and recommendations of the hearing officer and the determination of the Superintendent of schools shall be made by certified registered mail or by personal delivery to the student, the student's parents or guardian. Upon receipt of such written notice by the student and/or parents and guardian, the determination of the Superintendent shall take immediate effect.

Appeal to Board. The student, student's parents or guardian may, within seven school days following the receipt of the Superintendent's decision, submit to the Superintendent of schools a written request for a hearing before the Board of Education.

Review by Board of Education. Upon receipt of the request for review of the Superintendent's determination, the Board of Education or a committee of not less than three members shall, within ten school days, hold a hearing on the matter. Such hearing shall be made on the record except that the board may admit new or additional evidence to avoid substantial threat of unfairness. Such new evidence shall be recorded. The Board of Education or committee thereof may withdraw to deliberate privately upon the record and new evidence. Any such deliberation shall be held in the presence only of board members in attendance at the appeal proceeding, but may be held in the presence of legal counsel who has not previously acted as the administrative representative in presenting the school's case before the hearing officer. If any questions arise during such deliberations which require additional evidence, the Board of Education or committee thereof may require the hearing to receive such evidence, subject to the right of all parties to be present. A record of any such new or additional evidence shall be made and shall be considered as a part of the record and based upon the evidence presented at the hearing before the hearing officer, and such new or additional evidence, the Board of Education or the committee shall make a final disposition of the matter. The board may alter the Superintendent's disposition of the case if it finds his/her decision to be too severe, but it may not impose a more severe sanction. A designated method of giving notice by the Board of Education or committee thereof, if required, for any Board review shall be by posting on the schoolhouse door.

Final Decision of Board of Education. The final decision of board shall be delivered to the student and parents or legal guardian of the student by personally delivering the same or by mailing the same by certified or registered mail.

School Dances **Board Policy #5305**

A school sponsored dance is a school activity subject to all provisions of the Student Activity Code, and is a privilege available to students meeting all requirements for participation.

General Rules of Student Conduct at Dances. In addition to all rules of student conduct in the Student handbook, students attending dances shall adhere to the following rules of conduct:

- Who Can Attend: Only students of Pender Public Schools and their guests may attend.
- Students currently attending Pender High School or another Nebraska high school who have not been restricted from attending extracurricular activities at Pender High School or their own school are considered appropriate dates or invited guests.
- Persons who are younger than 14 or older than 19 years of age and not attending high school are generally considered to not be appropriate dates or invited guests for our school dances.
- Some school dances may be restricted to students attending specified grades levels at Pender Public Schools. For any dances at the middle school level, only students attending Pender Public Schools in the grade(s) for which the dance is being held may attend.
- Students who have been suspended from school or from extracurricular activities may not attend.
- The school reserves the right to exclude persons who may or do cause a disruption or detract from the event. Dates or invited guests not attending our school are expected to follow the same rules of conduct which apply to our students.
- Rules for dances may restrict students and their guests from leaving dance until the dance ends without written parental permission on a form provided.
- Students or their guests who engage in inappropriate behavior, whether on or off of the dance floor, may be asked to leave.

Prohibited Substances: Alcoholic beverages, illegal drugs, and tobacco are prohibited. Anyone using prohibited substances or showing the effects of use will not be allowed admission or, if discovered after admission, be removed from the dance. Their parents may be contacted.

Students and their dates may be required to submit to a breathalyzer prior to gaining entrance. Those who choose not to submit to a breathalyzer will not gain entrance. If a student or their date is found or suspected to be under the influence of drugs or alcohol parents will be notified first. If a Parent/Guardian cannot be reached after 2 attempts the student/date may be turned over to Law Enforcement.

Appropriate Attire: Students and their guests must meet the dress code requirements established for each dance. Teachers or administrators will make the final decision as to whether or not a student's attire is appropriate. Students will be asked to change unacceptable items, which may mean that the student may have to return home to change the inappropriate clothing. It is advisable to check in advance of the dance with the Principal or staff sponsor for the event if you are uncertain about your attire.

Eligibility for Selection as Royalty. Nomination and selection as royalty for school sponsored dances is an honor awarded by students to those of their peers that exemplify the highest standards of integrity and achievement. Students nominated for dance royalty must have demonstrated through their conduct, academic achievement and activities that they have represented, and will represent, themselves, their classmates, and their school in a manner

which reflects outstanding effort, commitment to their school and fellow students, and integrity and good citizenship in the school and in the community. The students selected to be the "royalty" for the Homecoming or any other school sponsored dance or activity shall meet that general standard as determined by the administration and, in addition, meet the following specific academic, activity and conduct standards:

Achievement, Citizenship and Conduct Qualifications:

- The student must have exhibited sportsmanship and leadership in activity endeavors and participation.
- The student must have exhibited a cooperative and respectful attitude toward fellow students, teammates, opponents, sponsors, coaches, and officials.
- The student must not have had excessive violations of school policies and procedures during their high school career.
- The student may not, within twelve months of the of the dance, have engaged in criminal violations involving: (i) alcohol, drugs or tobacco; (ii) driving law violation in which the penalty is a loss of four points or more under the point system; (iii) a Class I, II, III, or IIIA or Class W misdemeanor; or (iv) a felony. Criminal violations will be deemed to have occurred where: (a) a student was cited by law enforcement and school officials have a reasonable basis for determining that grounds for the issuance of the citation exist or (b) a student is convicted of a criminal offense. Conviction includes, without limitation, a plea of no contest and an adjudication of delinquency by the juvenile court.

Pre-Qualification of and Acceptance by Student: All students nominated for dance royalty shall meet with the Principal. At the meeting, the Principal will review the eligibility requirements for the honor of dance royalty. The student will be required to confirm that the student meets all eligibility requirements. The student will be required to confirm his or her acceptance of the nomination for dance royalty and the responsibilities of such an all school honor. The Principal or designee may contact local, county and/or state law enforcement and judicial authorities to confirm a student's eligibility for the honor of being nominated for or awarded dance royalty.

Specific Dance Eligibility and Selection Requirements:
Homecoming Queen & King:

- Only a senior girl shall be eligible to be Queen and only a Senior boy shall be eligible to be King.
- During Homecoming week, the student body will anonymously vote in four queen and four king candidates subject to a determination of eligibility by the Principal.
- To be eligible, a candidate must agree to attend the Homecoming Dance and represent the school properly.
- The queen and king will be chosen from the qualified nominees by secret vote of the student body during Homecoming week.

Student Fees Policy

The Board of Education of Pender Public Schools has adopted this student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The District's general policy is to provide for the free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

The District does provide activities, programs, and services to children which extend beyond the minimum level of constitutionally required free instruction. Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. The District's general policy is to continue to encourage and, to the extent permitted by law, to require such student and parent contributions to enhance the educational program provided by the District.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District is required to set forth in a policy its guidelines or policies for specific categories of student fees. The District does so by setting forth the following guidelines and policies. This policy is subject to further interpretation or guidance by administrative or Board regulations which may be adopted from time to time. The Policy includes Appendix "1," which provides further specifics of student fees and materials required of students for the current school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics.

Guidelines for non-specialized attire required for specified courses and activities. Students have the responsibility to furnish and wear non-specialized attire meeting general District grooming and attire guidelines, as well as grooming and attire guidelines established for the building or programs attended by the students or in which the students participate. Students also have the responsibility to furnish and wear non-specialized attire reasonably related to the programs, courses and activities in which the students participate where the required attire is specified in writing by the administrator or teacher responsible for the program, course or activity.

The District will provide or make available to students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other similar hazards.
Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings, teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

Personal or consumable items & miscellaneous

Extracurricular Activities Students have the responsibility to furnish any personal or consumable items for participation in extracurricular activities.

Courses General Course Materials. Items necessary for students to benefit from courses will be made available by the District for the use of students during the school day. Students may be encouraged, but not required, to bring items needed to benefit from courses including, but not limited to, pencils, paper, pens, erasers, notebooks, trappers, protractors and math calculators. A specific class supply list will be published annually in a Board-approved student handbook or supplement or other notice. The list may include refundable damage or loss deposits required for usage of certain District property.

Damaged or Lost Items Students are responsible for the careful and appropriate use of school property. Students and their parents or guardians will be held responsible for damages to school property where such damage is caused or aided by the student and will also be held responsible for the reasonable replacement cost of school property which is placed in the care of and lost by the student.

Materials Required for Course Projects

Students are permitted to and may be encouraged to supply materials for course projects. Some course projects (such as projects in art and shop classes) may be kept by the student upon completion. In the event the completed project has more than minimal value, the student may be required, as a condition of the student keeping the completed project, to reimburse the District for the reasonable value of the materials used in the project. Standard project materials will be made available by the District. If a student wants to create a project other than the standard course project, or to use materials other than standard project materials, the student will be responsible for furnishing or paying the reasonable cost of any such materials for the project.

Music Course Materials. Students will be required to furnish musical instruments for participation in optional music courses. Use of a musical instrument without charge is available under the District's fee waiver policy. The District is not required to provide for the use of a particular type of musical instrument for any student.

Parking. Students may be required to pay for parking on school grounds or at school-sponsored activities and may be subject to payment of fines or damages for damages caused with or to vehicles or for failure to comply with school parking rules.

Extracurricular Activities–Specialized equipment or attire. Extracurricular activities mean student activities or organizations which are supervised or administered by the District, which do not count toward graduation or advancement between grades, and in which participation is not otherwise required by the District. The District will generally furnish students with specialized equipment and attire for participation in extracurricular activities. The District is not required to provide for the use of any particular type of equipment or attire. Equipment or attire fitted for the student and which the student generally wears exclusively, such as

dance squad, cheerleading, and music/dance activity (e.g. choir or show choir) uniforms and outfits, along with T-shirts for teams or band members, will be required to be provided by the participating student. The cost of maintaining any equipment or attire, including uniforms, which the student purchases or uses exclusively, shall be the responsibility of the participating student. Equipment which is ordinarily exclusively used by an individual student participant throughout the year, such as golf clubs, softball gloves, and the like, are required to be provided by the student participant. Items for the personal medical use or enhancement of the student (braces, mouth pieces, and the like) are the responsibility of the student participant. Students have the responsibility to furnish personal or consumable equipment or attire for participation in extracurricular activities or for paying a reasonable usage cost for such equipment or attire. For musical extracurricular activities, students may be required to provide specialized equipment, such as musical instruments, or specialized attire, or for paying a reasonable usage cost for such equipment or attire.

Extracurricular Activities–Fees for participation. Any fees for participation in extracurricular activities for the current school year are further specified in this handbook.

Postsecondary education costs. Students are responsible for postsecondary education costs. The phrase "postsecondary education costs" means tuition and other fees only associated with obtaining credit from a postsecondary educational institution. For a course in which students receive high school credit and for which the student may also receive postsecondary education credit, the course shall be offered without charge for tuition, transportation, books, or other fees, except tuition and other fees associated with obtaining credits from a postsecondary educational institution.

Transportation costs. Students are responsible for fees established for transportation services provided by the District as and to the extent permitted by federal and state laws and regulations.

Copies of student files or records. The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or student who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records. The fee schedule shall permit one copy of the requested records be provided for or on behalf of the student without charge and shall allow duplicate copies to be provided without charge to the extent required by federal or state laws or regulations.

Participation in before-and-after-school or pre-kindergarten services. Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

Participation in summer school or night school. Students are responsible for fees required for participation in summer school or night school. Students are also responsible for correspondence courses.

Breakfast and lunch programs. Students shall be responsible for items which students purchase from the District's breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations. Students are also responsible for the cost of food, beverages, and personal or consumable items which the students purchase from the District or at school, whether from a "school store," a vending machine, a booster club or parent group sale, a book order club, or the like. Students may be required to bring money or food for field trip lunches and similar activities.

Waiver Policy. The District's policy is to provide fee waivers in accordance with the Public Elementary and Secondary Student Fee Authorization Act. Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for: (1) participation in extracurricular activities and (2) use of a musical instrument in optional music courses that are not extracurricular activities. Participation in a free-lunch program or reduced-price lunch program is not required to qualify for free or reduced-price lunches for purposes of this section. Students or their parents must request a fee waiver prior to participating in or attending the activity, and prior to purchase of the materials.

Distribution of Policy. The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be made in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be provided to every student of the District or to every household in which at least one student resides, at no cost.

Student Fee Fund. The School Board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, into which all money collected from students and subject to the Student Fee Fund shall be deposited and from which money shall be expended for the purposes for which it was collected from students. Funds subject to the Student Fee Fund consist of money collected from students for: (1) participation in extracurricular activities, (2) postsecondary education costs, and (3) summer school or night school.

Secondary Program	**General Description of Fee or Material**	**$ Amount of Fee (Anticipated or Maximum) or Specific Material Required**
Physical Education classes	Appropriate clothing (non- specialized attire)	Tennis shoes, running shorts, T-shirt
Art and shop classes and special projects	Appropriate clothing (non-specialized attire)	Old shirt for painting; other clothing which may get paint on it or otherwise be damaged; protective clothing for shop classes
Music—Optional band courses	Musical instruments	Musical instruments and accessories (reeds, valve oil, etc.) Limited instruments available for use by any student. Damage deposit of

		$20.00 for use of a school owned instrument.
Classroom Supplies	General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc.	None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists, which may be handed out by the office or individual teachers.
Advanced math or science classes	Specialized calculators	Refundable damage deposit of $25 per semester will be required for students who wish to use school calculators outside the classroom. Students are encouraged but not required to purchase such equipment for their personal use.

Copies	Use of school copiers (except for one copy of the student file, which will be provided without charge)	To be determined.
School Meals		Breakfast –7-12 $2.35 Seconds: $1.35/main, $1.10/side Lunch—$3.25 Seconds: $1.85/main, $1.35/side Prices are maximums based on one meal per day, will vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.
Post-secondary education classes	Tuition and fees for college courses taken for credit.	None--Any postsecondary education costs are to be paid directly by students to the college. This may also include the cost of textbooks for the class.
College entrance tests and preparation	Prep programs & tests	Costs of college entrance tests or prep courses, such as ACT preparation tutoring, PSAT test, and ACT test, are optional and to be paid directly to the private companies involved.

Summer school courses	Classes offered during the summer, or at night, if any	Drivers' education class: $300 Other classes: to be determined
Locker usage	Use of school padlock	Students may check out a lock from the school if needed but if lost a $5 replacement charge will be assessed.
Parking	Use of school parking lot during school day	Parking fees may be applied by the district for parking outside designated areas.
Field Trips	Transportation and admission costs of field trips	None—costs of school sponsored, class- related field trips will be paid for by the school. Parents may be encouraged but not required to pay for field trip costs per student for each field trip to defray costs. (With administrative approval, the requested donation may be up to $100.00 for special field trips). Meals on field trips will be at the expense of the student. School lunches will be provided as needed for free-reduced lunch eligible students.
Extracurricular and other programs	**General Description of Fee or Material**	**$ Amount of Fee (Anticipated or Maximum) or Specific Material Required**
Athletic Programs		
Admission	Spectator fees for admission to events	$5.00 per event maximum. For District and Conference events hosted by the School, cost to be set by NSAA but not to exceed $20.00 per event. PPS students PreK-6 admitted free when accompanied by an adult; 7-12 students admitted free

Athletic Physicals	NSAA required athletic physicals	Cost varies; payable directly to student's physician or clinic.

<table>
<tr><td>Equipment and attire</td><td>Students are responsible for required equipment and attire appropriate to the sport or activity which are not provided by the school, and are responsible for any optional clothing, equipment, or other items associated with the sport or activity.</td><td>Required items include athletic undergarments (supporter, bra, socks and undershirts), practice attire, including shorts, shirts, socks and shoes suitable for the activity, and dress attire suitable for team travel. Optional items for which students are responsible include: personal athletic bags, hair ties, towels, forearm pads and personal medical devices (braces, orthopedic inserts, etc.). Additional required items for particular sports or activities include:<table><tr><td>Basketball</td><td>No additional</td></tr><tr><td>Cross County</td><td>No additional</td></tr><tr><td>Football</td><td>Mouthpiece</td></tr><tr><td>Golf</td><td>Clubs</td></tr><tr><td>Track</td><td>No additional</td></tr><tr><td>Volleyball</td><td>Volleyball knee pads</td></tr><tr><td>Wrestling</td><td>No additional</td></tr><tr><td>Cheerleading and Dance Team Squads</td><td>Shoes, approved uniforms (top & skirt; jacket), poms and other accessories</td></tr></table></td></tr>
<tr><td>Travel meals</td><td>Meals</td><td>Students are responsible for their own meals while traveling to all activities. A $13 per meal per day allowance will be granted to students participating in state competition or activities requiring an overnight stay.</td></tr>
<tr><td>Locker use</td><td>Padlock for gym locker</td><td>Damage incurred will be fixed at the expense of the student.</td></tr>
<tr><td>Camps and clinics</td><td>Registration and other costs of camps or clinics</td><td>Students are responsible for the cost of all clinics, camps and conditioning programs. Fundraisers may be utilized to offset the cost of camp entry fees, with administrative permission. Any personal items purchased at camps or clinics, such as t-shirts, shall be at the student's expense. Camps and clinics are optional and cannot be made mandatory for student participation in an activity.</td></tr>
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Marching Band and Musical Groups	Equipment and attire.	Students will be responsible for the same costs as are set out for the athletic program. Students will be responsible for supplying their own musical instruments and accessories and for their own uniforms. Uniforms for the marching band will be supplied by the school; students may be required to pay a refundable band uniform rental fee of up to $50.00.
Clubs/Organizations		
(FFA)	State & national dues, meals and activities	Annual dues not to exceed $50.00 per club.
National Honor Society	State & national dues, meals and activities	Annual dues not to exceed $50.00 per club.
Student Council	State & national dues, meals and activities	Annual dues not to exceed $50.00 per club.
Social & Recognition Activities		
School plays, musicals and social activities	Admission to events	Not to exceed $10.00 per play or activity
School dances	Admission to prom, homecoming, etc.	Not to exceed $25.00 per event
Class dues		Each of the six secondary classes may assess its members an amount not to exceed $50.00 annually for rental and decoration of dance facilities, punch and snacks at social activities, memorials and recognition plaques, flowers, and cards, and similar class activities. The payment of such an assessment shall be strictly voluntary, but students who do not pay may be denied admission to extracurricular activities supported by the class dues.

Senior recognition assessment	Optional graduation activities	Participation in class activities attendant to graduation (such as being part of the composite picture, special yearbook pages, etc.) is not required in order for students to receive their high school diploma. Students who choose to participate will be required to pay the cost of the items involved in the graduation ceremony and attendant class activities. These may include the rental of graduation robes, caps, tassels, class flowers, class gift, yearbook picture page, and class composite picture. A single Senior Class Recognition Assessment, not to exceed $50, will be assessed to those Seniors who elect to participate in such activities.
Trips	Transportation, lodging, meals, admission to events, etc.	Students are responsible for costs of school- sponsored trips where the trip is an extracurricular activity. The maximum costs of such trips will be $3,000 per student. If the trip is not school sponsored, the costs of the trip are not subject to this policy and no fee waivers will apply. A trip is not school sponsored if: it is not supervised or administered by the school, attendance on the trip does not count towards graduation credit or grade advancement, and participation on the trip is voluntary for students.

Notice of Nondiscrimination *Board Policy #1025.2*

Students, parents, employees, volunteers, school patrons, applicants for student admission or employment, sources of referral of applicants for admission and employment, professional organizations holding collective bargaining or professional agreements with the Pender Public Schools, and all others who interact with Pender Public Schools are hereby notified that the Pender Public Schools does not discriminate on the basis of sex, sexual orientation, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status in the admission, access to its facilities or programs, treatment, or employment in its programs or activities.

Designation of Coordinator(s)

Any person having inquiries concerning this District's compliance with anti-discrimination laws or policies or other programs should contact or notify the following person(s) who are designated as the coordinator for such laws, policies or programs. The contact address for the coordinator is:

Pender Public Schools, Jason Dolliver, 609 Whitney Street; Pender, NE 68047, 402-385-3244.

Law, Policy or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race, color, or national origin; harassment	Superintendent
Title IX	Discrimination or harassment based on sex; gender equity	Superintendent
Section 504 of the Rehabilitation Act and the Americans with Disability Act (ADA)	Discrimination, harassment or reasonable accommodations of persons with disabilities	Superintendent
Homeless student laws	Children who are homeless	Superintendent
Safe & Drug Free Schools & Communities	Safe and drug free schools	Superintendent

Anti-discrimination & Harassment Policy

Elimination of Discrimination. The Pender Public Schools hereby gives this statement of compliance and intent to comply with all state and federal laws prohibiting discrimination or harassment and requiring accommodations. This school District intends to take necessary measures to assure compliance with such laws against any prohibited form of discrimination or harassment or which require accommodations.

Preventing Harassment and Discrimination of Students.

Purpose: Pender Public Schools is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers, students or other persons is prohibited. In addition, the Pender Public Schools will try to protect employees and students from reported discrimination or harassment by non-employees or others in the workplace and educational environment.

For purposes of this policy, discrimination or harassment based on a person's race, color, religion, national origin, sex, sexual orientation, disability or age is prohibited. The following are general definitions of what might constitute prohibited harassment.

In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's race, color, religion, disability or national origin constitute harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

Age harassment (40 years of age and higher) has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.

Sexual harassment is defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors,

or physical or verbal conduct of a sexual nature by supervisors or others in the workplace, classroom or educational environment.

Sexual harassment may exist when:

- Submission to such conduct is either an explicit or implicit term and condition of employment or of participation and enjoyment of the school's programs and activities;
- Submission to or rejection of such conduct is used or threatened as a basis for employment related decisions, such as promotion, performance, evaluation, pay adjustment, discipline, work assignment, etc., or school program or activity decisions, such as admission, credits, grades, school assignments or playing time.
- The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, classroom or educational environment.
- Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

Complaint and Grievance Procedures *Board Policy #1025*

Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or classroom teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision. In the case of a student, the Principal would be the next or alternative person to contact.

If the employee or student's complaint is not resolved to his or her satisfaction within five (5) to ten (10) calendar days, or if the discrimination or harassment continues, or if as a student you feel you need immediate help for any reason, please report your complaint to the Superintendent of Pender Public Schools. If a satisfactory arrangement cannot be obtained through the Superintendent of Pender Public Schools, the complaint may be processed to the Board of Education.

The supervisor, teacher or the Superintendent of Pender Public Schools will thoroughly investigate all complaints. These situations will be treated with the utmost confidence, consistent with resolution of the problem. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, and disciplinary action up to expulsion against a harassing student, may be taken. Under no circumstances will any threats or retaliation be permitted to be made against an employee or student for alleging in good faith a violation of this policy.

Multicultural Policy *Board Policy #6370*

The philosophy of the District's multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse

cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races (including but not be limited to African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans) and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races. The mission shall also include preparing students to eliminate stereotypes and discrimination or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

Notice to Parents of Rights Afforded by Section 504 of the Rehabilitation Act of 1973

The following is a description of the rights granted by federal law to qualifying students with disabilities. The intent of the law is to keep you fully informed concerning the decisions about your child and to inform you of your rights if you disagree with any of these decisions. You have the right to:

- Have your child take part in, and receive benefits from, public education programs without discrimination because of his/her disability.
- Have the school advise you of your rights under federal law.
- Receive notice with respect to identification, evaluation or placement of your child.
- Have your child receive a free appropriate public education.
- Have your child receive services and be educated in facilities which are comparable to those provided to every student
- Have evaluation, educational and placement decisions made based on a variety of information sources and by persons who know the student and who are knowledgeable about the evaluation data and placement options.
- Have transportation provided to and from an alternative placement setting (if the setting is program not operated by the district) at no greater cost to you than would be incurred if the student were placed in a program operated by the District.
- Have your child be given an equal opportunity to participate in nonacademic and extracurricular activities offered by the District.
- Examine all relevant records relating to decisions regarding your child's identification, evaluation and placement.
- Request mediation or an impartial due process hearing related to decisions or actions regarding your child's identification, evaluation, educational program or placement. (You and your child may take part in the hearing. Hearing requests are to be made to the Superintendent).
- File a local grievance.

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:

- The right to inspect and review the student's education records within 45 days of the day the District receives a request for access. 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.

- 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 to 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.
- 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 and more effectively provide the function or service for which they are responsible.

Contractors, consultants and volunteers are permitted to have access to education records where they are performing a function or service that would otherwise be done by a school employee. Their access is limited to education records in which they have a legitimate educational interest; which means records needed to effectively provide the function or service for which they are responsible.

The District forwards education records (may include academic, health and discipline records) to schools that have requested the records and in which the student seeks or intends to enroll, or where the student has already enrolled so long as the disclosure is for purposes related to the student's enrollment or transfer. See policy #5202.

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:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202-4605

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: student's name, address, telephone listing, photograph, major fields of study, dates of attendance, grade level, enrollment status (e.g., undergraduate or graduate, full-time or part- time), participation in officially recognized activities and sports, weight and height of members of athletic teams, degrees, honors and awards received, and most recent previous educational agency or institution attended. A parent or eligible student has the right to refuse to let the District designate any or all of those types of 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 any or all of those types of information about the student designated as directory information is as follows: two weeks from the time this information is first received. The District may disclose information about former students without meeting the conditions in this section.

ADDITIONAL NOTICE CONCERNING DIRECTORY INFORMATION

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 designates such student work as directory information and 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.

<u>Notice Concerning Designation of Law Enforcement Unit:</u>

The District designates the Pender 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.

Notice Concerning Disclosure of Student Recruiting Information

Federal Law requires Pender Public Schools 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 Pender Public Schools 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 parental consent. Pender Public Schools will comply with any such request. See Board Policy 5012 for more information.

To Parents of Students in Programs Receiving Title I Funding

Staff Qualifications: Parents may request, and the District will provide the parents, of students attending any school receiving Title I funds on request (and in a timely manner, information regarding the professions qualifications of the student's classroom teachers, including at a minimum, the following:

1. Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
2. Whether the teacher is teaching under an emergency or other provisional status through which State qualification or licensing criteria have been waived; and is teaching in the field of discipline of the certifications of the teacher.
3. Whether the child is provided services by paraprofessionals and, if so, their qualifications.

Testing Opt-Out: Parents may request, and the District will provide the parents of students attending any school receiving Title I funds on request (and in a timely manner), information regarding any State or District policy regarding student participation in any State or District assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District assessment, including:

- the subject matter assessed;
- the purpose for which the assessment is designed and used;
- the source of the requirements for the assessment;
- the amount of time students will spend taking the assessment, and the schedule for the assessment; and
- the time and format for disseminating results.

Language Instruction Programs: If the District receives Title I funds, parents of English learners will be informed regarding how the parents can:

- Be involved in the education of their children; and
- Be active participants in assisting their children to
    - attain English proficiency;
    - achieve at high levels within a well-rounded education; and
    - meet the challenging State academic standards expected of all students.

The District will also inform parents of an English learner identified student of opportunities to participate in various school programs, as set forth in ESSA.

Please contact the administrative office to receive the foregoing information.

Student Privacy Protection Policy

It is the policy of Pender Public Schools to develop and implement policies which protect the privacy of students in accordance with applicable laws. The District's policies in this regard include the following:

Right of Parents to Inspect Surveys Funded or Administered by the United States Department of Education or Third Parties: Parents shall have the right to inspect, upon the parent's request, a survey created by and administered by either the United States Department of Education or a third party (a group or person other than the District) before the survey is administered or distributed by the school to the parent's child.

Protection of Student Privacy in Regard to Surveys of Matters Deemed to be Sensitive: The District will require, for any survey of students which contain one or more matters deemed to be sensitive (see section headed "Definition of Surveys of Matters Deemed to be Sensitive"), that suitable arrangements be made to protect student privacy (that is, the name or other identifying information about a particular student). For such surveys, the District will also follow the procedures set forth in the section entitled: "Notification of and Right to Opt-Out of Specific Events."

Right of Parents to Inspect Instructional Materials: Parents shall have the right to inspect, upon reasonable request, any instructional material used as part of the educational curriculum for their child. Reasonable requests for inspection of instructional materials shall be granted within a reasonable period of time after the request is received. Parents shall not have the right to access academic tests or academic assessments, as such are not within the meaning of the term "instructional materials" for purposes of this policy. The procedures for making and granting a request to inspect instructional materials are as follows: the parent shall make the request, with reasonable specificity, directly to the building Principal. The building Principal, within five (5) school days, shall consult with the teacher or other educator responsible for the curriculum materials. In the event the request can be accommodated, the building Principal shall make the materials available for inspection or review by the parent, at such reasonable times and place as will not interfere with the educator's intended use of the materials. In the event there is a question as to the nature of the curriculum materials requested or as to whether the materials are required to be provided, the building Principal shall notify the parent of such concern, and assist the parent with forming a request which can reasonably be accommodated. If the parent does not formulate such a request, and continues to desire certain curriculum materials, the parent shall be asked to make their request to the Superintendent.

Rights of Parents to be Notified of and to Opt-Out of Certain Physical Examinations or Screenings. The general policy and practice of the District is to not administer physical examinations or screenings of students which require advance notice or parental opt-out rights under the applicable federal laws, for the reason that the physical examinations or screenings to be conducted by the District will usually fit into one of the following exceptions: (1) hearing, vision, or scoliosis screenings; (2) physical examinations or screenings that are permitted or required by an applicable State law; and (3) surveys administered to students in accordance with the Individuals with Disabilities Education Act. For physical examinations or screenings which do not fit into the applicable exceptions, the District will follow the procedures set forth in the section entitled: "Notification of and Right to Opt-Out of Specific Events."

Protection of Student Privacy in Regard to Personal Information Collected from Students: The general policy and practice of the District is to not engage in the collection, disclosure, or use

of personal information collected from students for the purpose of marketing or for selling that information. The District will make reasonable arrangements to protect student privacy to the extent possible in the event of any such collection, disclosure, or use of personal information. "Personal information" for purposes of this policy means individually identifiable information about a student including: (1) a student or parent's first and last name, (2) home address, (3) telephone number, and (4) social security number. The term "personal information," for purposes of this policy, does not include information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions. This exception includes the following examples: (i) college or postsecondary education recruitment, or military recruitment; (ii) book clubs, magazines, and programs providing access to low-cost literary products; (iii) curriculum and instructional materials used by elementary schools and secondary schools; (iv) tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about student, or to generate other statistically useful data for the purpose of securing such tests and assessments, and the subsequent analysis and public release of the aggregate date from such tests and assessments; (v) the sale by student of products or services to raise funds for school-related or education-related activities; (vi) student recognition programs.

Parental Access to Instruments used in the Collection of Personal Information: While the general practice of the District is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information, parents shall have the right to inspect, upon reasonable request, any instrument which may be administered or distributed to a student for such purposes. Reasonable requests for inspection shall be granted within a reasonable period of time after the request is received. The procedures for making and granting such a request are as follows: the parent shall make the request, with reasonable specificity, directly to the building Principal and shall identify the specific act and the school staff member or program responsible for the collection, disclosure, or use of personal information from students for the purpose of marketing that information. The building Principal, within five (5) school days, shall consult with the school staff member or person responsible for the program which has been reported by the parent to be responsible for the collection, disclosure, or use of personal information from students. In the event such collection, disclosure, or use of personal information is occurring or there is a plan for such to occur, the building Principal shall consult with the Superintendent for determination of whether the action shall be allowed to continue. If not, the instrument for the collection of personal information shall not be given to any students. If it is to be allowed, such instrument shall be provided to the requesting parent as soon as such instrument can be reasonably obtained.

Annual Parental Notification of Student Privacy Protection Policy: The District shall provide parents with reasonable notice of the adoption or continued use of this policy and other policies related to student privacy. Such notice shall be given to parents of students enrolled in the District at least annually, at the beginning of the school year, and within a reasonable period of time after any substantive change in such policies.

Notification to Parents of Dates of and Right to Opt-Out of Specific Events: The District shall directly notify the parents of the affected children, at least annually at the beginning of the

school year, of the specific or approximate dates during the school year when any of the following activities are scheduled, or are expected to be scheduled:

The collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information. (Note: the general practice of the District is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information).

Surveys of students involving one or more matters deemed to be sensitive in accordance with the law and this policy; and, any non-emergency, invasive physical examination or screening that is required as a condition of attendance; administered by the school and scheduled by the school in advance; and not necessary to protect the immediate health and safety of the student or of other students. (Note: the general practice of the District is to not engage in physical examinations or screenings which require advance notice, for the reason that the physical examinations or screenings to be conducted by the District will usually fit into one of the following exceptions to the advance notice requirement and parental opt-out right: (1) hearing, vision, or scoliosis screenings; (2) physical examinations or screenings that are permitted or required by an applicable State law, and (3) surveys administered to students in accordance with the Individuals with Disabilities Education Act).

Parents shall be offered an opportunity in advance to opt their child out of participation in any of the above listed activities.

In the case of a student of an appropriate age (that is, a student who has reached the age of 18, or a legally emancipated student), the notice and opt-out right shall belong to the student.

Definition of Surveys of Matters Deemed to be Sensitive: Any survey containing one or more of the following matters shall be deemed to be "sensitive" for purposes of this policy:

- Political affiliations or beliefs of the student or the student's parent;
- Mental or psychological problems of the student or the student's parent;
- Sex behavior or attitudes;
- Illegal, anti-social, self-incriminating or demeaning behavior
- Critical appraisals of other individuals with whom the student has close family relationships;
- Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
- Religious practices, affiliations, or beliefs of the students or the student's parent;
- Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

Parental & Family Involvement Policies.

General - Parental/Community Involvement in Schools:

Pender Public Schools welcomes parental & family involvement in the education of their children. We recognize that parental & family involvement increases student success. It is

Pender Public Schools policy to foster and facilitate, to the extent appropriate and in their primary language, parental information about, and involvement in, the education of their children. Policies and regulations are established to protect the emotional, physical and social well being of all students.

- Parental & family involvement is a part of the ongoing and timely planning, review and improvement of District and building programs.
- Parents & family are encouraged to support the implementation of District policies and regulations.
- Parents & family are encouraged to monitor their student's progress by reviewing quarterly report cards and attending parent-teacher conferences.
- Textbooks, tests and other curriculum materials used in the District are available for review by parents & family upon request.
- Parents & family are provided access to records of students according to law and school policy.
- Parents & family are encouraged to attend courses, assemblies, counseling sessions and other instructional activities with prior approval of the proper teacher or counselor and administrator. Parents' & family's continued attendance at such activities will be based on the students' well being.
- Testing occurs in this school District as determined to be appropriate by District staff to assure proper measurement of educational progress and achievement.
- Parents & family submitting written requests to have their student excused from testing, classroom instruction and other school experiences will be granted that request when possible and educationally appropriate. Requests should be submitted to the proper teacher or administrator within a reasonable time prior to the testing, classroom instruction or other school experience and should be accompanied by a written explanation for the request. A plan for an acceptable alternative shall be approved by the proper teacher and administrator prior to, or as a part of, the granting of any parent request.
- Participation in surveys of students occurs in this District when determined appropriate by District staff for educational purposes. Parents & family will be notified prior to the administration of surveys in accordance with District policy. Timely written parental & family requests to remove students from such surveys will be granted in accordance with District policy and law. In some cases, parental permission must be given before the survey is administered.
- Parents & family are invited to express their concerns, share their ideas and advocate for their children's education with board members, administrators and staff.
- School District staff and parents & family will participate in an annual evaluation and revision, if needed, of the content and effectiveness of the parental involvement policy.

Title I Parental and Family Involvement Policy

The District's Title I Parental and Family Involvement Policy is established in compliance with Title I the Every Student Succeeds Act (ESSA) The District has a parental and family involvement policy applicable to parents and family members of all children. The parental and family involvement policy applicable to parents and family members of all children is not replaced by this Title I Parental and Family Involvement Policy and shall continue to be

applicable to all parents and family members, including parents and family members participating in Title I programs.

It is the policy of the District to implement programs, activities, and procedures for the involvement of parents and family members in Title I programs consistent with the Title I laws. Such programs, activities, and procedures shall be planned and implemented with meaningful consultation with parents and family members of participating children.

Expectations for Parental and Family Involvement: It is the expectation of the District that parents and family members of participating children will have opportunities available for parental and family involvement in the programs, activities, and procedures of the District's Title I program. The term "parental and family involvement" means the participation of parents and family members in regular, two-way, and meaningful communication involving student academic learning and other school activities, including ensuring–(A) that parents and family members play an integral role in assisting their child's learning; (B) that parents and family members are encouraged to be actively involved in their child's education at school; (C) that parents and family members are full partners in their child's education and are included, as appropriate, in decision making and on advisory committees to assist in the education of their child; and (D) the carrying out of other activities, such as those described in this parental and family involvement policy. The District intends to meet this expectation through the following activities:

1. Involving parents and family members in the joint development of the District's Title I plan and the processes of school review and school improvement.
2. Providing coordination, technical assistance, and other support necessary to assist participating schools in planning and implementing effective parental and family involvement activities to improve student academic achievement and school performance.
3. Building the schools', parents', and family's capacity for strong parental and family involvement.
4. Coordinating and integrating parental and family involvement strategies under Title I with parental and family involvement strategies under other programs.
5. Conducting, with the involvement of parents and family members, an annual evaluation of the content and effectiveness of the parental and family involvement policy in improving the academic quality of the schools served under the Title I program, including identifying barriers to greater participation by parents and family members in Title I programs, with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background, and use the findings of such evaluation to design strategies for more effective parental involvement, and to revise, if necessary, the parental and family involvement policies of the District.
6. Involving parents and family members in the activities of the schools served under Title I.

Policy Involvement: Each school served under the Title I program will:

1. Convene an annual meeting, at a convenient time, to which all parents and family members of participating children shall be invited and encouraged to attend, to inform

parents and family members of their school's participation under the Title I program and to explain the requirements of the Title I program.

2. Offer a flexible number of meetings, such as meetings in the morning or evening. If sufficient funds are provided for this purpose, the District may assist parental and family involvement in such meetings by offering transportation, childcare, or home visits.
3. Involve parents and family members, in an organized, ongoing, and timely way, in the planning, review, and improvement of Title I programs.
4. Provide parents and family members of participating children: (1) timely information about programs under Title I, (2) a description and explanation of the curriculum in use at the school, the forms of academic assessment used to measure student progress, and the proficiency levels students are expected to meet; and (3) if requested by parents and family members, opportunities for regular meetings to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children, and respond to any such suggestions as soon as practicably possible.
5. If the District operates a school-wide program under Title I and such plan is not satisfactory to the parents and family members of participating children, submit any parental or family members' comments on the plan when the school makes the plan available to the District.

Shared Responsibilities for High Student Academic Achievement

As a component of the District's parental and family involvement policy, each school served under the Title I program will jointly develop with parents and family for all children served under the Title I program a school- parent compact that outlines how parents, family members, the entire school staff, and students will share the responsibility for improved student academic achievement and the means by which the school, parents, and family members will build and develop a partnership to help children achieve the State's high standards. Such compact shall: (1) describe the school's responsibility to provide high-quality curriculum and instruction in a supportive and effective learning environment that enables the children served under Title I to meet the State's student academic achievement standards and the ways in which each parent and family will be responsible for supporting their children's learning, such as monitoring attendance, homework completion, and television watching; volunteering in their child's classroom; and participating, as appropriate, in decisions relating to the education of their children and positive use of extracurricular time; and (2) address the importance of communication between teachers, parents, and family members on an ongoing basis through, at a minimum: (i) parent-teacher conferences in elementary schools, at least annually, during which the compact shall be discussed as the compact relates to the individual child's achievement; (ii) frequent reports to parents and family members on their children's progress; and (iii) reasonable access to staff, opportunities to volunteer and participate in their child's class, and observation of classroom activities.

Building Capacity for Involvement

To ensure effective involvement of parents and family members and to support a partnership among the District, parents, family members, and the community to improve student academic

achievement, each school participating in the Title I program and the District: (1) shall provide assistance to participating parents and family members, as appropriate, in understanding such topics as the State's academic content standards and State student academic achievement standards, State and local academic assessments, the requirements of Title I and how to monitor a child's progress and work with educators to improve the achievement of their children; (2) shall provide materials and training to help parents and family members work with their children to improve their children's achievement, such as literacy training and using technology, as appropriate, to foster parental and family involvement; (3) shall educate teachers, student service personnel, principals, and other staff, with the assistance of parents and family members, in the value and utility of contributions of parents and family members, and in how to reach out to, communicate with, and work with parents and family members as equal partners, implement and coordinate parent and family programs, and build ties between parents, family members and the school; (4) shall, to the extent feasible and appropriate, coordinate and integrate parent and family involvement programs and activities with Head Start, Reading First, Early Reading First, Even Start, the Home Instruction Programs for Preschool Youngsters, the Parents as Teacher Program, and public preschool and other programs, and conduct other activities, such as parent and family resource centers, that encourage and support parents and family members in more fully participating in the education of their children; (5) shall ensure that information related to school and parent and family programs, meetings, and other activities is sent to the parents and family members of participating children in a format, and to the extent practicable, in a language the parents and family members can understand; (6) may involve parents and family members in the development of training for teachers, principals, and other educators to improve the effectiveness of such training; (7) may provide necessary literacy training from funds received under Title I if the District has exhausted all other reasonably available sources of funding for such training; (8) may pay reasonable and necessary expenses associated with parental and family involvement activities, including transportation and child care costs, to enable parents and family members to participate in school-related meetings and training sessions; (9) may train parents and family members to enhance the involvement of other parents and family members: (10) may arrange school meetings at a variety of times, or conduct in-home conferences between teachers or other educators, who work directly with participating children, with parents and family members who are unable to attend such conferences at school, in order to maximize parental involvement and participation; (11) may adopt and implement model approaches to improving parental and family involvement; (12) may establish a district-wide parent and family advisory council to provide advice on all matters related to parental and family involvement in programs supported under Title I; (13) may develop appropriate roles for community-based organizations and businesses in parent and family involvement activities; and (14) shall provide such other reasonable support for parental and family involvement activities under Title I as parents and family members may request.

Accessibility

In carrying out the parental and family involvement activities for this Title I Parental and Family Involvement policy, the District shall provide full opportunities for the participation of parents and family members with limited English proficiency, parents and family members with disabilities, and parents and family members of migratory children, including providing

information and school reports required under Title I in a format and, to the extent practicable, in a language such parents understand.

Use, Distribution, and Updating of this Policy

This Title I Parental and Family Involvement Policy shall be incorporated into the District's Title I plan, shall be distributed to parents and family members of participating children, shall be made available to the local community, and shall be updated periodically to meet the changing needs of the parents and family members and the school.

Homeless Student Policy *Board Policy #5418*

This School District will comply with the federal and state law related to homeless students.

Breakfast and Lunch Programs

Pender Public Schools has agreed to participate in the National School Lunch Program and accepts responsibility for providing free and reduced price meals to eligible children in the schools under its jurisdiction. The hot lunch and breakfast programs are available every school day for students. Students may pay for breakfast or lunch on a daily basis or purchase them for a week or month. Students may bring lunch from home and may purchase milk at school. Prices for lunch and breakfast are found in this handbook along with prices for milk/seconds if your child chooses them. To determine qualification for free/reduced lunches, please complete the form in the newsletter or pick up a form in the District office and return to the office as soon as possible. Questions concerning the lunch form can be addressed by calling 385-3244 Ext. 2106. Under Federal Guidelines Free/Reduced students will only receive their first tray for free or reduced prices and will have to pay for any seconds they receive.

The lunch and breakfast accounting program is computerized. Money can be sent to school and it will be applied to your child's account. An account is required in order for your child to eat school meals. The following parameters have been put into place for students' lunch accounts. **Families with 1 child** in the lunch program will not be allowed to charge any extras to their lunch account when the balance reaches negative $20. The student will still be allowed to charge the first meal, but no extras will be allowed. When the account reaches negative $35, the student will no longer be able to charge anything. **Families with more than one child** in the lunch program will not be allowed to charge any extras to their lunch account when the account balance reaches negative $35. Each student will be allowed to charge his first meal, but no extras will be allowed. When the account reaches a negative $50, the students in that family will no longer be able to charge anything. Under Federal Guidelines students that qualify for free meals will be allowed that meal but no extras even if the maximum family amounts have been met.

Lunch/breakfast statements will be printed and given to children weekly. Families will receive balance updates via text/email when the lunch account is low on funds. Lunch balances may also be checked online. If interested in that feature, please call the District Office at 402-385-3244.

In accordance with U. S. Department of Agriculture policy, Parents/Guardians/Family may provide outside lunch/breakfast for their child/children only.

- 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, 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:

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

- This institution is an equal opportunity provider

The following attachments will also be available in the District Office:

- Eligibility criteria for free and reduced meals
- Parent letter and application

Annual Notification of Asbestos Management Plan Availability Pender Public Schools

Federal regulations require all schools to inventory asbestos-containing materials and develop management plans to identify and control asbestos.

The presence of asbestos in a building does not mean that the health of the building's occupants are necessarily endangered. As long as asbestos-containing material remains in good condition and is not disturbed, exposure is unlikely. The plan is available for review in the school administrative office during normal business hours. At least once each six months, periodic surveillance is being conducted on all asbestos-containing material and suspect material assumed to contain asbestos. A re-inspection is being conducted every three years in

all schools that have asbestos-containing material. From time to time, operations and maintenance activities may be conducted to maintain all materials in good condition.

For more information, please contact:
Leigh Alexander: CDC Inspections & Beyond;
53506 862 Road;
Plainview, NE 68769-2118;
phone 402-582-3580 or 402-841-2142. Posted on Pender Public Schools website

Pender Public Schools
2025-2026 School Calendar

AUGUST 2025						
S	M	T	W	TH	F	S
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3	4	5	6	7	8	9
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SEPTEMBER 2025						
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DECEMBER 2025						
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JANUARY 2026						
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FEBRUARY 2026						
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MARCH 2026						
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APRIL 2026						
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MAY 2026						
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31						

Dates	Description
August 11	FB/VB/CC/GG/SB Practice Begins
11, 12, 13	Teacher Inservice
12	Open House 6-8 p.m.
14	First Day - K-12 Students
14	Dismiss @ 1; no preschool
18	First Day - Preschool
20, 27	Dismiss @ 2:30 pm; tchr inservice
September 1	No School - Labor Day
3, 10, 17, 24	Dismiss @ 2:30 pm; tchr inservice
October 1, 8, 15, 22, 30	Dismiss @ 2:30 pm; tchr inservice
??	FB Game / Dance (Homecoming)
17	End of Quarter; 46 days
22	Parent/Teacher Conf; 2-8 pm
22	Dismiss @ 1:30 pm
24	No school (Comp Day)
November 5, 12, 19	Dismiss @ 2:30 pm; tchr inservice
26	Dismiss @ 1:00 pm
27-30	Thanksgiving Break
December 3, 10, 17	Dismiss @ 2:30 pm; tchr inservice
19	2nd Quarter Ends-42 days; Dismiss @ 1:00 pm
24-28	NSAA Moratorium - No Practice
Dec 20 - Jan 5	Winter Break
January 5	No School - Teacher Inservice
6	School Resumes
7, 14, 21, 28	Dismiss @ 2:30 pm; tchr inservice
February 4, 11, 18	Dismiss @ 2:30 pm; tchr inservice
18	Parent/Teacher Conf; 2-8 pm
18	Dismiss @ 1:30 pm
20	No School (Comp Day)
March 6, 13	No School
5	3rd Quarter Ends - 43 days
4, 11, 18, 25	Dismiss @ 2:30 pm; tchr inservice
April 1, 8, 15, 22, 29	Dismiss @ 2:30 pm; tchr inservice
??	Prom
3, 6	No School - Spring Break
5	Easter
May 6, 13	Dismiss @ 2:30 pm; tchr inservice
10	Graduation
19	Last day for students; Dismiss @ Noon
19	End of 4th Quarter - 49 Days
19	Last day for staff
20, 21, 26, 27	Snow make up days

= Weighted Leave

"Weighted Leave" also applies on all teacher inservice days and on days when PT conferences are conducted

88 Days	1st Semester
92 Days	2nd Semester
180 Days	Total Student Days
186 Days	Teacher Contract Days

- = No School

= Early Dismissal

Approved by the Board of Education - March 17, 2025

Summary of the School Immunization Rules and Regulations

Student Age Group	Required Vaccines
Ages 2 through 5 years enrolled in a school based program not licensed as a child care provider	4 doses of DTaP, DTP, or DT vaccine 3 doses of Polio vaccine 3 doses of Hib vaccine or 1 dose of Hib given at or after 15 months of age 3 doses of pediatric Hepatitis B vaccine 1 dose of MMR or MMRV given on or after 12 months of age 1 dose of varicella (chickenpox) or MMRV given on or after 12 months of age. Written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted. 4 doses of pneumococcal or 1 dose of pneumococcal given on or after 15 months of age
Students entering school (Kindergarten or 1st Grade depending on the school district's entering grade)	3 doses of DTaP, DTP, DT, or Td vaccine, one given on or after the 4th birthday 3 doses of Polio vaccine 3 doses of pediatric Hepatitis B vaccine or 2 doses of adolescent vaccine if student is 11-15 years of age 2 doses of MMR or MMRV vaccine, given on or after 12 months of age and separated by at least one month 2 doses of varicella (chickenpox) or MMRV given on or after 12 months of age. Written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted. If the child has had varicella disease, they do not need any varicella shots.
Students entering 7th grade	Must be current with the above vaccinations AND receive 1 dose of Tdap (contain Pertussis booster)
Students transferring from outside the state at any grade	Must be immunized appropriately according to the grade entered.

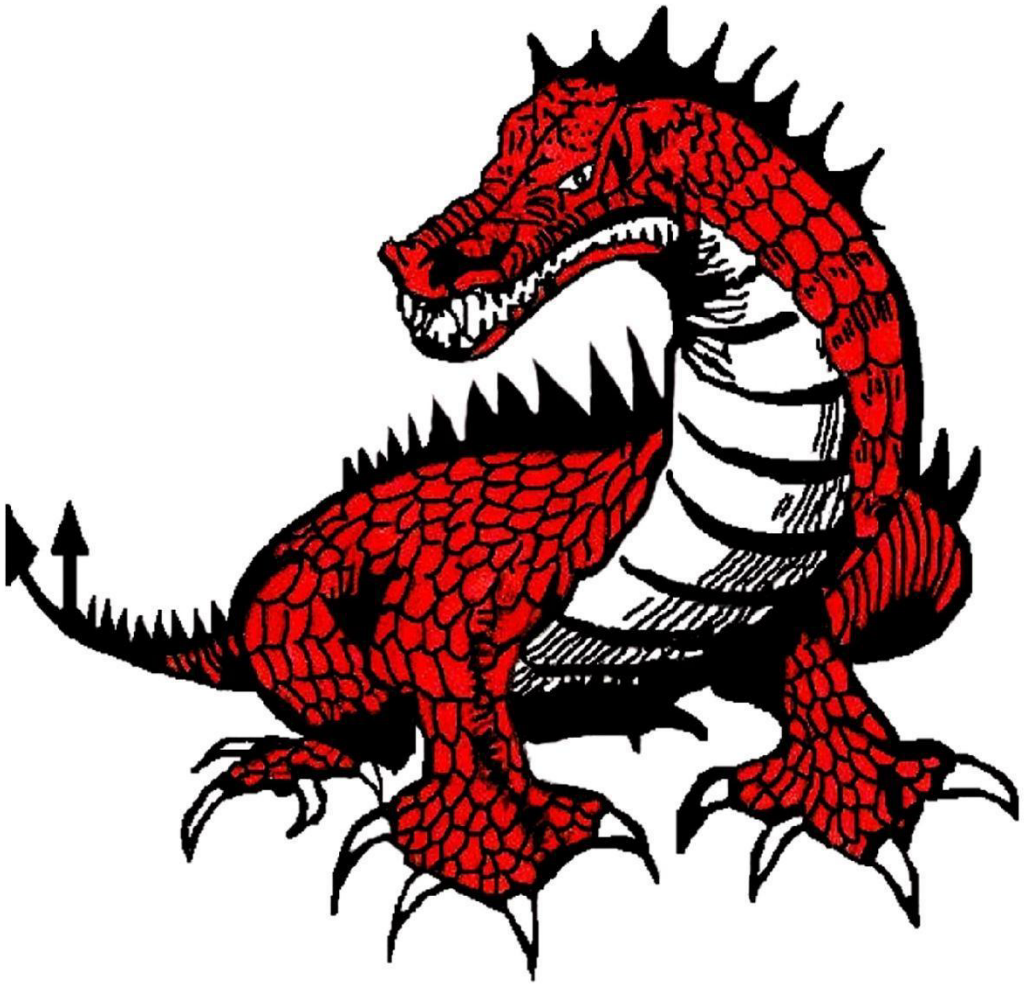
Source: Nebraska Immunization Program, Nebraska Department of Health and Human Services. . For additional information, call 402-471-6423.

The School Rules & Regulations are available on the internet: http://dhhs.ne.gov/Pages/reg_t173.aspx (Title 173: Control of Communicable Diseases - Chapter 3; revised and implemented 2011)
Updated 01/26/2018

Policy Updates:

- 1210 - while reviewing the policy changes suggested by legal counsel, it became apparent that this policy needed to also be revised.
- 5008 - Delete two paragraphs
    - A student will not be allowed to enter class…… (NOT in student handbook)
    - Two school days will be allowed to make up work for each… (already in Policy 5207)
- 5204 -
    - Change ‘a.’ to: Grading periods of approximately nine (9) weeks shall be used four (4) times per year in the elementary. Grading periods of approximately eighteen (18) weeks, 1 semester, shall be used two (2) times per year.
    - Change ‘d.’ to: Class rank grade calculation will be determined by averaging points each semester after the final grade for a class is figured by the teacher. “Weighing” certain high-level and/or college credit classes may take place. “Weight” will be added to these classes by adding 3.5 percentage points each semester after the grade average is figured. Weighted classes are Calculus, Advanced Biology, Chemistry, Human Anatomy and Physiology, Physics, College Prep English, College Trigonometry, Statistics and Dual Credit Courses on a case by case basis.
- 5205 - Add ‘Intro to Computer Science and Technology - 5 credits’ as a graduation requirement.
- 5207 - Change paragraph 5 to: For students, the date when make-up work is due will be determined by the teacher.
- 5242 - Can this policy be deleted and information go with policy #5205?

PENDER PUBLIC SCHOOLS
2025-2026



EXTRACURRICULAR ACTIVITIES HANDBOOK

FOR STUDENTS AND PARENTS

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CONTACT INFORMATION

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School Website
www.penderschools.org

Activities Streaming site
https://www.youtube.com/results?search_query=pender+activities

District Activities Calendar
https://www.penderschools.org/page/district-calendar

Intent of Handbook

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about extracurricular activities at Pender Public Schools. Each student is responsible for becoming familiar with the handbook and knowing the information contained in it. Parents are encouraged to use this handbook as a resource and to assist their child in following the rules contained in this handbook.

Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise during any school year. This handbook does not create a "contract." The administration reserves the right to make decisions and make rule revisions at any time to implement the extracurricular programs and to assure the well-being of all students and the extracurricular programs.

The administration will be responsible for interpreting the rules contained in the handbook. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, and state and federal statutes and regulations.

Extracurricular Activity - Board Policy #5103

The Board of Education has established policy #5103 to address the following topics.
For more information on this policy, please visit www.penderschools.org then click on 'Board of Education' and 'Board of Education Policies.'

1. Extracurricular Activity Philosophy
2. Extracurricular Activity Code of Conduct
3. Grounds for Extracurricular Activity Discipline
4. Drug and Alcohol Violations
5. Procedures for Extracurricular Discipline
6. Attendance
7. Academic Standards/Eligibility

Tips for Athletes – Competing with Character!

- Listen to your coaches
  - Stop what you are doing and make eye contact
  - Make a conscious effort to pay attention to detail

- Follow coach/sponsor instructions
  - Listen to your coach the entire time he/she is giving instructions
  - Do what your coach says immediately and with energy
  - If you don't understand, raise your hand and ask questions

- Accept coaching as instruction or part of the team philosophies
  - Understand that coaching is instructional and is aimed at helping you be better
  - Follow the coach's instructions
  - If you feel frustrated, visit with your coach at the appropriate time (frustration is a normal emotion; it just needs to be handled productively and appropriately)
  - Make only positive comments to your teammates – SUPPORT EACH OTHER
  - Remember that teammates are here for the same common goals
  - Respect your opponents, and treat them the way you want to be treated (with dignity and respect)
  - Win with class, and lose with dignity

Pre-Season Requirements / Participation Requirements

Prior to participating in any activity, students must have the following on file with the Activities Office:

- Parental Permission Form
- Emergency Contact Form

- Current Athletic Physical (Required every year between May 1st and the start of their season)

Team Selection and Playing Time:

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

- School Representative – Student participants must demonstrate that they can and will represent themselves and their school in a manner which reflects the development of high ideals and appropriate values, which shall include good citizenship in the school and in the community.

- Success – Student participants must demonstrate that they can make the activity program more successful, both from a standpoint of competitive success and success in promoting a positive school spirit. Characteristics for purposes of this criteria include the student's: (1) talent or skill, (2) desire to improve the student's own skills or talents as well as those of others in the activity, and (3) attitude of respect towards teammates, the coach, the school, and the community.

- Levels of Competition – There are various levels of competition for those that choose to participate in activities (Varsity, Junior Varsity, Junior High). At each level, there are different expectations for playing time. They are described below.

    - Junior High (JH): All students will participate in every contest. Playing time does not have to be equal, but students need opportunities to compete in order to learn, grow, develop, and to find a love for the activity. Rewarding students with more playing time for doing things right in practice and working hard is suitable. While it is expected for all students to participate, coaches should instill the desire to compete and the will to win.

    - Junior Varsity (JV): An effort to make sure all students participate is important. There are times when this may not happen due to contest limitations and number of participants. This should be avoided whenever possible. Everything else listed in the JH section applies to JV. The purpose of JV competition is to prepare students for the varsity level. If they do not get a chance to compete, they likely will not ever be prepared for the varsity level.

    - Varsity: Playing time should be based on the coach making every effort to give the team the best opportunity to be successful.

Practice & Competition Restrictions

- Practices are not allowed to be conducted on Sunday.

- Practices are not allowed to be conducted on Wednesday evenings after 6:30 pm. Students should be out of the building by 6:30 pm on Wednesdays.

- Practices are not allowed to be scheduled before 6:30 am. Arrival to school before 6:30 am for the purpose of travel to a school activity shall be approved by the Activities Director.

- To practice at any of the times listed above, permission from the Superintendent must be obtained. Requests to practice during the restricted times will only be granted when there are extenuating circumstances. An example would be a conference, district, or state event on a Monday. If practice is allowed during any of the restricted times, they are not allowed to be mandatory. If a student can't attend, they are not allowed to be disciplined in any way.

- Students are asked to stay home when they are sick. They shall not have negative consequences for staying home when they are sick.

- Students may miss program activities for personal reasons. If the reason for missing program activities is legitimate, they shall not be punished for their absence. Examples of a legitimate reason for missing a program activity include but are not limited to attending the funeral, a family emergency, another school-sponsored activity, sickness, etc.

Good Sportsmanship – Behavior Expectations of Spectators

Good sportsmanship is expected to be exhibited by all coaches, sponsors, students, parents and other spectators. The school can be punished by the NSAA for a lack of good sportsmanship at NSAA sanctioned events. More importantly, activities are more enjoyable for the students when good sportsmanship is displayed.

Responsibilities of Spectators Attending
Interscholastic Athletics and Other Extracurricular Activities

- Show interest in the contest by enthusiastically cheering and applauding the performance of both teams.
- Show proper respect for opening ceremonies by standing at attention and remaining silent when the National Anthem is played.
- Understand that a ticket is a privilege to observe the contest, not a license to verbally attack others, or to be obnoxious. Maintain self-control.
- Do not "boo," stamp feet or make disrespectful remarks toward players or officials.
- Learn the rules of the game or activity to better understand and appreciate why certain situations take place.
- Know that noise makers of any kind are not proper for indoor events.
- Obey and respect officials and faculty supervisors who are responsible for keeping order. Respect the integrity and judgment of officials.
- Stay off the playing, competition, or performance area at all times.
- Do not disturb others by throwing material onto the playing area.
- Show respect for officials, coaches, cheerleaders, and student-participants.
- Pay attention to the half-time program and do not disturb those who are watching.
- Respect public property by not damaging the equipment or the facility.
- Know that the school officials reserve the right to refuse attendance of individuals whose conduct is not proper.
- Refrain from the use of alcohol and drugs on the site of the contest.

Parent & Coach Relations

Both parenting and coaching are very difficult vocations. By establishing an understanding between coaches and parents, both are better able to accept the actions of the other and provide a more positive experience for everyone. Parents have the right to know and understand the expectations placed on them and their students. Coaches need the support and loyalty of parents of all participants. A positive and productive relationship between parents and coaches is a critical component of successful extracurricular programs. Communication is the key to healthy relationships between parents and coaches. This section is aimed at helping everyone understand their role in making the relationship between parents and coaches positive and productive.

- Communication parents should expect from their child's coach:
    - Philosophy of the coach
    - Expectations the coach has for each participant on the team
    - Locations and times of all practices and contests
    - Requirements for the activity including but not limited to fees, special equipment, fundraising, team rules etc.
    - Procedures that will be followed when a student is injured during participation
    - Discipline that results in denial of your child's participation.

Community support is important to running a successful athletic program. Parent/Guardians provide the main avenue for this support. Communication from parents/guardians is necessary for the coaches to make appropriate decisions for their programs.

- Communication coaches should expect from parents:
    - Concerns regarding their son or daughter expressed directly to the coach at the appropriate time and place.
    - Concerns specific to the coach's philosophy and/or expectations expressed directly to the coach at the appropriate time and place.

- Notification of any schedule conflicts as far in advance as possible.

Students involved in extracurricular activities, will experience some of the most rewarding moments of their lives. It's important to understand that there may be times when things do not go the way a student wishes. These are the times discussion with the coach is encouraged.

- Appropriate concerns for parents to discuss with a coach:
  - The mental and physical treatment of their son or daughter.
  - What their son or daughter can do to improve.
  - Concerns about their son's or daughter's behavior.

It can be difficult for a parent to accept their student not participating or getting as much playing time as they may hope. Coaches are expected to make decisions based on what they believe is in the best interests of all students participating. As one can see from the list above, certain things can and should be discussed with a coach. Other things, such as those listed next, must be left to the discretion of the coach, and are not appropriate to discuss.

- Issues NOT appropriate for discussion with a coach:
  - Team strategy
  - Play calling
  - Any situation that deals with other students (this does not include situations of mistreatment amongst participants)

There are situations that may require a conference between the coach, player, and parent. These are encouraged, as it is important for each party to have a clear understanding of the other's position. When these conferences are necessary, the following procedure is suggested to help promote resolution to the issue.

- If a parent has a concern to discuss with the coach, the following procedure should be followed:
  - Do not confront the coach before, during, or after a practice or contest. These can be emotional times for both the parent and coach. Meetings of this nature do not promote resolution of the situation. In fact, they often escalate it. Meetings to discuss concerns should not occur within 24 hours of a contest or practice if possible.
  - Contact the coach to set up an appointment. If the coach cannot be reached, contact the Activities Director.
  - All meetings should have all parties involved. This includes the coach, parent/guardian, and player.
  - IMPORTANT NOTE: The parent may request the presence of the Activities Director or a member of the Administrative Team at the initial meeting. If requested, it shall be granted.

- What should a parent do if the meeting with the coach didn't provide satisfactory resolution?
  - Contact the Activities Director to set up a meeting with the Activities Director, coach, and parent present.
  - At this meeting, an appropriate next step can be determined, if necessary.

Being the parent of a student who participates in extracurricular activities can be very rewarding, but it can also be very challenging. Parents who choose to be positive components of the program's culture will find the experience extremely gratifying. All PPS programs invite parents to be part of the culture. Below are ways parents can positively be part of the culture. The list is not all inclusive, but it does provide several great examples:

- Help the program any way you can. Find a way to serve by helping.
- Be patient, communicate, and be understanding.
- Positively promote the program through personal social media accounts. Parents are the most influential voice representing our programs and school. Please be good representatives of your children's efforts and respectful of their commitment to the team.
- Support your kids' efforts, commitment, and sacrifice.
- Be kind to the media and thank them for their coverage.
- Celebrate the effort and contributions of every player at all levels.
- A child's success or lack of success in extracurricular activities does not indicate the quality of parenting a child receives. Parents who have a child that is coachable, respectful, a great teammate, mentally tough, resilient, and tries their best IS a direct reflection of parenting.

- Be a crowd builder. We want to create an experience that brings joy to our kids.

Every coach or sponsor is asked to collect information from parents of all participants. The intent of coaches asking the questions listed below is to provide coaches and sponsors with information about what parents want out of PPS programs for their children. This information gives coaches and sponsors a better opportunity to help their program be as successful as possible. The intent is also to open the lines of communication between parents and coaches/sponsors. When open lines of communication exist, the chances of a successful experience for everyone involved are greatly increased. The feedback received through these questions will be reviewed and taken into consideration by coaches and sponsors. That, however, does not mean the feedback will be put into action. The time and effort it takes to provide the requested feedback is greatly appreciated! The questions are:

- What is one or more reasonable, measurable goal you have for our team this season?
- What do you want your child's experience to be like if they can't accomplish the goal or goals you wrote for the team?
- What do you want your experience to be like as a sports parent?
- What can you do to help create that experience for other parents?
- What can coaches do to help facilitate that experience?

Students' involvement in extracurricular activities has been proven to increase their chances of success later in life. The hope is that the information contained in this section helps make that experience more enjoyable for everyone involved.

Pender Public Schools
Coach & Sponsor Manual
2025-2026

Purpose / Intent:

The purpose or intent of this document is to provide guidance and direction to coaches and sponsors of extracurricular activities. This is not an all inclusive document. An effort was made to provide as much useful and helpful information as possible, but there are likely topics or pieces of information that are not included. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, and state and federal statutes and regulations.

Extracurricular activities are a major part of the educational process. That is the case for many, many reasons. It is vital for coaches and sponsors to do everything possible to facilitate a program that provides students with a great experience full of learning opportunities. That can be done in an infinite number of ways. In the end, it is the responsibility and expectation of coaches and sponsors to put forth their best effort for that to be the case. If that effort is made, a successful program that meets the needs of those that choose to participate will be the result.

To those that choose to coach or sponsor extracurricular activities at Pender Public Schools … THANK YOU!! Being a coach or sponsor of an extracurricular activity is not easy and is very challenging. Personal and professional sacrifices must be made by anyone who chooses to go down this path. The time, effort, and commitment given by those who coach or sponsor is greatly appreciated! What coaches and sponsors do makes a difference. It has positive impacts on the lives of students in ways one likely doesn't realize. Those that go down this path are urged to not ever lose sight of the appreciation so many people have for what coaches and sponsors do!

Expectations / Goals:

- Create positive and productive relationships with participants, parents of participants, and program supporters
- Be an effective and efficient communicator
- Be loyal to yourself, the program, the school, and the community
- Be committed to the role of coach/sponsor
- Strive to facilitate a program that provides students with a great experience full of learning opportunities

Guiding Principles:

- Good relationships and communication can solve most problems.
- Communication is key to successful programs, and it is vital for coaches and sponsors to do whatever is necessary to help everyone be successful. In other words, coaches and sponsors must do everything possible to be effective and efficient communicators.
- It is important for coaches and sponsors to get to know each other and communicate often
- It is important for coaches and sponsors to work with each other and support each other at all times
- It is important for coaches and sponsors to attend as many events as possible

Required Items:

- Drug, Alcohol, and Tobacco Policy - This is spelled out in the Extracurricular Activities Handbook for Parents and Students. Click here to access it.
- Emergency Action Plan - Coaches and Sponsors must be familiar with the District's Emergency Action Plan and implement it to the best of their ability when needed. Click here to access PHS's Emergency Action Plan.
- Fundraising - A fundraising form must be completed whenever a program plans to conduct a fundraiser. This includes any and all fundraisers. Examples include but are not limited to a silent auction, an omelet feed, split the pot, pop shots, etc. Click here to access the fundraising form.
- Funding - Coaches and Sponsors should get administrative approval before asking or accepting funding from any outside sources such as the Booster Club, PTO, PTECFF, Thriftique, etc.
- Clothing and Apparel - Programs that choose to sell apparel for their program shall use the Pendragon logo (link to logo) and the District's official colors (link to Policy). Special circumstances may exist when apparel can be sold that does not meet these guidelines (ex: pink apparel for cancer awareness). Anything that does not meet these guidelines shall be approved by the Activities Director.
- Grade Policy/Academic Standards/Eligibility - This is spelled out in the 7-12 Parent-Student Handbook Extracurricular Activities Handbook. for Parents and Students. Click here to access it.

- Handbook - Each program must have a handbook. It must include team rules, lettering guidelines, and all student expectations. These should be reviewed with students and their parents prior to the start of the season. A copy of this shall be submitted to and approved by the Activities Director prior to the start of the season.

- Inventory - Coaches and sponsors are asked to maintain an inventory of all program resources (uniforms, balls, cones, etc.). It should be updated and submitted to the Activities Director at the end of each season.

- Maxpreps - Coaches are required to put scores on Maxpreps after each varsity contest per requirement of NSAA.

- NFHS Courses - All coaches are required to complete the 3 courses on the NFHS website. They are Concussion In Sport, Heat Illness Prevention, and Sudden Cardiac Arrest. Click here to access the link for these courses.

- NSAA Rules Meetings for Head Coaches - This can has to be completed online or at the Coaches Clinic in July.

- Parent's Meeting - Prior to the first competition, each coach shall have a meeting with parents OR documented communication with parents explaining important program information. The meeting should review the program's handbook and any other relevant information. It is very important to open the lines of communication during this meeting. When coaches and parents are on the same page, the program has the best chance to be successful. More importantly, the students have the best chance to have a positive experience when this is the case.

- Parent Survey - Coaches and sponsors shall administer a parent survey prior to the start of the season. Information about the survey is at the end of the document.

- Picture / Media Day - All programs are encouraged to schedule a time for team pictures. A local photographer shall be utilized. All junior high and high school sports pictures will be taken on the same day with a photographer that the school utilizes. The Pender Times will also be contacted for this event. Please look at the calendar to make sure your team is prepared for pictures. The Pender Times shall also be contacted for this event.

- Player Paperwork - Physicals, parental permission, and emergency contact forms need to be turned into the Activities Director before the first practice. Office personnel will keep track of physical forms.

- Senior / Parents Night - Programs are encouraged to honor and recognize parents of participants and participating seniors. The manner and method this is done shall be

determined by the head coach. The head coach must communicate his/her plan for this in advance so proper arrangements can be made.

General Coaching Guidelines:

- Check between other sports and activities before you schedule something at a different time. Sports and activities share the same seasons and the same students, so make sure we work together to ensure we are doing what is best for our students. Please try to save the morning times for non sports activities.

- You cannot put an athlete down or punish them for being in another activity. We are not a big enough school to have all separate activities. We must share the students, so they can be in as many activities as possible. This means you might have to stay after practice for extra shooting, running, lifting, etc. If necessary, specific plans to accommodate student participation in multiple events may be drafted. This can be avoided by coaches and sponsors communicating and working together!

- Sick Athletes - When an athlete is sick, please encourage them to stay home. We do not want students coming to school sick so they don't have to miss a practice.

- 24 Hour Rule - No Parents can talk to coaches until 24 hours after a contest. This gives everyone time to cool off. Meeting after games is not a good idea for anyone.

- Playing Time -
    - Junior High (JH): All students will participate in every contest. Playing time does not have to be equal, but students need opportunities to compete in order to learn, grow, develop, and to find a love for the activity. Rewarding students with more playing time for doing things right in practice and working hard is suitable. While it is expected for all students to participate, coaches should instill the desire to compete and the will to win.

    - Junior Varsity (JV): An effort to make sure all students participate is important. There are times when this may not happen due to contest limitations and number of participants. This should be avoided whenever possible. Everything else listed in the JH section applies to JV. The purpose of JV competition is to prepare students for the varsity level. If they do not get a chance to compete, they likely will not ever be prepared for the varsity level.

    - Varsity: Playing time should be based on the coach making every effort to give the team the best opportunity to be successful.

- E-Funds - The use of personal Venmo for school purchases is not allowed. The auditors have a fit when we do this. E-Funds EduTrakConnect is an electronic payment system that can be used in place of things like Venmo. It can be used instead of cash/check payments. The uses of it are seemingly limitless. Once families access E-Funds

EduTrakConnect, payments can be made for many things such as lunch, camps, t-shirts, pictures, etc. To utilize E-Funds EduTrakConnect, contact one of the District Secretaries. Click here for a link to E-Funds EduTrakConnect.

- Transportation -
    - Requests for transportation must be submitted to the Transportation Director. These requests should be submitted before the start of the first practice. Any changes should be communicated to the Transportation Director as soon as possible. To submit a request, go to the Pender Helpdesk and submit a 'new ticket' to Maintenance/Transportation. simply email the Transportation Director (Dan Swinton). Click here to do so.

    - Anyone who drives a school vehicle to transport students must complete driver training. The Transportation Director will arrange this with all coaches and sponsors. Contact the Transportation Director here to complete the training.

- Sportsmanship - This is a must. Coaches are asked to model what is desired of students. This makes it easier for them to know how to conduct themselves. Anything that can be interpreted as racist, sexist, or inappropriate should be immediately stopped and addressed. As a coach it is vital to think about what you say. If it can't or should be said in the classroom, it probably can't or shouldn't be said in the activity arena (competition or practice).

- Flag Etiquette - Coaches should make sure students are respectful during the National Anthem. Ideally, all participants would stand, put their right hand over their hearts, and look at the Flag during the National Anthem. This is a sign of respect to all current and veteran members of the military.

- Locker Rooms - Locker room supervision is paramount. It is one of the toughest tasks to tackle, but it must be done. All areas must be supervised to reduce negative behaviors such as hazing or bullying. Locker rooms will be locked except when in use by an activity or a class.

- Cell Phones - Cell phones are not to be used in locker rooms. Students will likely need to lock them in their lockers during practice or class, but they should not be used in the locker room. This will prevent them from being used for purposes that could lead to serious problems. Even if used in an innocent and/or well intended manner, cell phones can create problems no one wants. Coaches and sponsors are asked to stress this with students and provide them with frequent reminders. There are a few (very few) valid reasons for a student to use a cell phone in the locker room. One exception to this would be for a student to use his/her phone to play music in the locker room prior to a competition.

- Equipment - Coaches should make sure all equipment and materials are put away and secured after each practice or competition. PPS facilities are used in many, many ways (school and non-school purposes). Making sure everything is put away and secured will ensure District-owned equipment will last as long as possible.

- Training Room - Students should not be in the training room without a coach. The training room is there for PPS program use, so coaches and students are encouraged to use it. Any supplies that need to be replenished or purchased should be brought to the attention of the Activities Director. This includes supplies for each program's med kit.

- Injuries - Parents should be contacted by one of the coaches anytime an injury occurs. That includes all injuries; minor, severe, or anything in between. Communication between the coach, student, and parents should occur frequently to assure the student is able to fully recover safely. Injured students can be evaluated by Pender Community Hospital personnel at PPS per coach's request. Currently, Brock Simonsen is the individual who can see and evaluate injured students. If needed, the student will be referred to a doctor.

- Rosters - Rosters should be submitted to the Activities Director as early in the season as possible. This allows the Activities Director to submit it to the NSAA so all players on the roster are eligible to compete.

- Practice Restrictions -
    - Practices are not allowed to be conducted on Sunday.

    - Practices are not allowed to be conducted on Wednesday evenings after 6:30 pm. Students should be out of the building by 6:30 pm on Wednesdays.

    - Practices are not allowed to be scheduled before 6:30 am. Arrival to school before 6:30 am for the purpose of travel to a school activity shall be approved by the Activities Director.

    - To practice at any of the times listed above, permission from the Superintendent must be obtained. Requests to practice during the restricted times will only be granted when there are extenuating circumstances. An example would be a conference, district, or state event on a Monday. If practice is allowed during any of the restricted times, they are not allowed to be mandatory. If a student can't attend, they are not allowed to be disciplined in any way.

    - Every attempt should be made to not practice during PT Conference times if you are a teacher and a coach/sponsor.

- Severe Weather and School Cancellations - When school is canceled all activities, practices, and use of school facilities will be canceled. While some students may be able

to get to the school, that may not be the case for all students. When one or some students are allowed in the building when school is canceled, those who can't make it may feel pressured to be here, too. This could lead to a situation in which a student is put in danger. When school is canceled, school facilities are closed.

- Social Media - Social media can be a powerful tool for programs. Coaches/Sponsors are encouraged to use social media platforms to build their program. The best practice would be for coaches to post as much information as possible on the Pender Public Schools Facebook page and then repost information on to your platform. This tool can also be tremendously damaging. Coaches/Sponsors shall refrain from usage of social media in ways that could damage a program. This includes accounts specific to a team or group as well as personal accounts.

- Concession Stand - All programs will be assigned to work the concession stand. Depending on the number of events, this may happen more than one time. The program assigned to run the concession stand must do so unless a replacement can be found. If this happens, communication with the Activities Director is required.

- Supervision, Supervision, SUPERVISION - One of the coaches or sponsors must be the last person to leave all practices and competitions. Students shall not be left unsupervised under any circumstances.

- Secure the Facility -
    - At the end of every practice or competition, the coach or sponsor shall ensure all doors are properly locked and secured. Doors should not be propped open. Doors should only be unlocked when absolutely necessary.
    - All lights in the area in which a practice or competition occurred should be shut off.

- Volunteer Coaches - Individuals willing to volunteer to help coach are extremely valuable. Any program volunteers must be approved by the Superintendent. A Volunteer Agreement is required to be completed before the start of the season. Click here to access it.

- Attendance - Attendance shall be taken at every practice and competition. Records of attendance shall be kept for the entire season. Reasons for absences shall be included in the records.

- Activities During the School Day - There are a plethora of activities that occur during the school day or that require students to leave school early. Coaches shall send a list of students that will miss school for activities to all impacted staff prior to the absence. Ideally, this communication occurs 72 hours or more prior to the absence. Students are responsible for completing their work prior to their absence if required by the teacher. Communication is the key with this.

- Dress Code - Coaches and sponsors are asked to dress professionally. The manner in which one presents his or her self sends a message. PPS coaches and sponsors are asked to send a positive and productive message. PPS is sponsored by Under Armour. Varsity coaches in the following sports are required to wear an Under Armour or no name brand top when coaching. (Football, Volleyball, Basketball, Wrestling, Track & Field)

- Hudl - This is a resource provided by the District. Coaches are encouraged to use it as much as possible! It is valuable and can provide programs with an advantage.

- Officials - The Activities Director works hard to hire the best officials possible. Coaches are asked to communicate with the Activities Director if there are specific requests regarding officials.

- PPS officially sponsors football, volleyball, basketball (girls and boys), wrestling, and track (girls and boys) for students in grades 7 and 8. Superintendent approval is required to include students in grades 7 and 8 in activities not officially sponsored by the District. This applies to any activity offered to high school students at PPS.

State Participation Protocol:

- Pender Public Schools' Activities Director (AD) or designee will reserve rooms for team members who will be participating in a State competition at a cost not to exceed $150 per room per night. If the $150 per night limit is not attainable, permission from the Superintendent will be required to exceed the limit.

- Fundraised dollars can only be dispersed with prior approval from the Activities Director/Secondary Principal.

- If competition begins at or before noon, the team may leave the night before competition begins. If the competition begins after noon, the team should leave the day of the competition. A team no longer competing may stay the night of their first competition only if their first competition was after noon.
    - Exceptions may be made. Examples include location of event, weather, pre-competition requirements, etc.

- A cash allowance will be given to coaches, managers, and participants in the State competition for meals at a rate $13 per meal. The number of meals will be based on the number of days a team is participating in the State activity. If the hotel reservations include a continental breakfast, no allowance will be awarded for that meal. The maximum number of meals provided per day will be three.

- If the team chooses to have a team meal, each participant may use their allotment for that meal. If the meal exceeds the allotment, each individual is responsible for any additional cost

exceeding $13. Charging a team meal on a school credit card is prohibited at a state competition.

- The AD or designee will reserve rooms for non-participating team members, however, the cost for the room will be the responsibility of those people using the room. Each person will need to reimburse the school district Activity Fund for the cost of the rooms. Fundraised funds may be used to pay for these rooms, however, the AD/Secondary Principal must approve the expenditure. No meal allowance will be provided through the Activity Fund.

- Once a team has been eliminated from the State competition, the school will not provide rooms or meals. (See Item #3 for first day competition guidelines.)

Guidelines for Attendance at State Competition and Coaches Clinics:

- Administrative approval is necessary prior to State Competition or Coaches Clinic.

- District will pay for lodging and meals when attending a state competition for a head and / or assistant coach.

- District personnel will make the reservation for lodging for state competitions and clinics.

- District will pay the registration fee for clinics and admission to contests.

- District will pay membership dues in the Nebraska Coaches Association for all head and assistant coaches.

- If a school vehicle is available, no mileage will be paid to coach. Mileage will only be paid to a coach when a district vehicle is not available and an administrator has given prior approval for the reimbursement.

- Professional days will be granted for a head or assistant coach.

- Receipts must be presented with reimbursement requests.

Parent Guidelines:

- Click here to access guidelines for communication between parents and coaches.
    - Coaches are asked to consider two concepts when dealing with parental concerns.
        - Parents who want to meet with a coach to discuss a concern are usually very concerned about potential negative impacts of this discussion. Simply stated, it does not meet District expectations for any negative impacts to result from a meeting of this nature. Coaches are encouraged to ensure parents of this early and often. Parents have to know that communication, even if it is something a coach does not want to hear,

should be brought to the coach without fear of anything negative resulting.
        - Oftentimes the presence of the Activities Director or an Administrator can be very helpful in a meeting between a concerned parent and a coach. Coaches who understand and welcome this presence build a ton of trust with the concerned parents. Transparency is tremendously important, and the presence of the AD or an Admin in a meeting of this nature provides it.

- Generally speaking, we never have to "deal with" things we like. In fact, the very notion of “dealing with” something invokes feelings of negativity, suspicion, and even dread. We usually “deal with” things that are unpleasant. We “deal with” problems. We “deal with” difficult people. With all those negative connotations, it's safe to say, nobody ever looks forward to having to “deal with” anything.

- That likely describes how most coaches approach the parent-coach relationship. Rooted in fear of conflict and confrontation, coaches negotiate parent interactions like tiptoeing through a minefield hoping to spend as little time as possible desperately trying to avoid an explosion. At the end of the day, coaches signed up to coach a sport, not to deal with parents. BUT, all coaches know, parents are VITAL to a program's success.

- With that in mind, it is paramount for coaches to embrace the parent and coach relationship and do everything possible to create positive and productive relationships with parents of all players. It goes without saying, but this can be very challenging in some scenarios and simple in others. In the end, coaches have to control what they can control. Coaches who work hard to build positive and productive relationships with parents of all players, regardless of the situation or scenario, will likely be able to make that happen. Positive and productive relationships are built through open lines of communication (two-way), flexibility, a genuine desire to understand the other party and the desires of the other party, and a willingness to receive feedback (from players & their parents).

- It is also imperative to understand that coaches are entrusted with a person that is the most important person in any parent’s life … THEIR CHILD! That comes with great responsibility. Coaches must take this responsibility seriously and not underestimate the value of “this” experience in “this” moment. Nothing is guaranteed. Students have a very small window to participate in extracurricular activities in high school. When the window closes, it is closed for the rest of their lives. Coaches are asked to do everything possible to provide those who choose to participate in their program with the best experience they can possibly provide. Parents will fiercely support coaches who take this approach!

- **Coaching the Parent**
    - It is important to the success of a program to get parents to be positive pieces of the program’s culture! Below are some ways that may help a coach or sponsor

accomplish that. Parents not only need to be invited to be part of the culture, but they also need to be coached on how to be part of a positive culture. Below are some ways to help parents be positive parts of a program:

- Help the program any way you can. Find a way to serve by helping.
- Be patient, communicate, and be understanding.
- Positively promote the program through personal social media accounts. Parents are the most influential voice representing our programs and school. Please be good representatives of your children's efforts and respectful of their commitment to the team.
- Support your childrens' efforts, commitment, and sacrifice.
- Be kind to the media and thank them for their coverage.
- Celebrate the effort and contributions of every player at all levels.
- A child's success or lack of success in sports does not indicate the quality of parenting a child receives. Parents who have a child that is coachable, respectful, a great teammate, mentally tough, resilient, and tries their best IS a direct reflection of parenting.
- Be a crowd builder. We want to create an experience that brings joy to our students.

- **Parent Survey Information**
  - Below are some questions coaches and sponsors shall ask all parents of participants to answer before each season starts. Inviting our parents to be part of our culture is important, but they also need to be coached on how to be part of a positive culture. This is another important piece.
  - The questions below shall be included. Other questions may be included if desired.
    - What is one (or more) reasonable, measurable goal you have for our team this season?
    - What do you want your child's experience to be like if they can't accomplish any of the goals you wrote for them or the team?
    - What do you want your experience to be like as a sports parent?

        - What can you do to help create that experience for other parents?

        - What can coaches do to help facilitate that experience?

    - The results of the survey shall be reviewed and taken into consideration.

    - The purpose of asking parents to answer these questions is to open the lines of communication between parents and coaches.

    - The purpose is also to provide coaches and sponsors with valuable feedback. Feedback is always worth something. It may be worth very little, and it may be invaluable. The important thing about feedback is for coaches and sponsors to seek feedback and use it for whatever it can be used for.

    - Too often parent complaints are anonymous, or done to everyone but the coach in fear that the coach will retaliate on their child. The willingness of parents to take ownership of a potentially negative comment can be meaningful to you as a coach because it can communicate trust.

    - Will this fix everything?

        - NO, but when the day comes, the hope is that trusting relationships will be in place so both sides can weather disagreements.

        - Choosing to coach the parent with love, understanding, respect, appreciation, and encouragement, just as we would with one of our own players, may be beneficial.

Staff Handbook Updates
July 2025

Certified Staff

- All references to 24-25 were changed to 25-26
- Pages 8, 9, 10 - updated staff members
- Page 11 - deleted the calendar and added a reference to the teacher share drive
- Page 14 - added “military or”
- Page 14 - delete “with the approval of the Board of Education”
- Page 26 - verbiage change to office visits
- Page 26 - added “military or”
- Page 32 - “of” added
- Page 36 - changed tuesday to wednesday to match what we do
- Page 37 - changed verbiage to match what we do
    - Updated class rank verbiage
    - Updated when work needs to be complete
    - Updated failing list and eligibility protocol
- Page 40 - deleted the PT conference dates and referenced the school calendar
- Page 44 - deleted use of copy machine verbiage
- Pages 48, 49 - delete drill details and reference the safety plan instead
- Page 51 - added “military or”
- Page 56 - 6410 rescinded … delete this section

Classified Staff

- All references to 24-25 were changed to 25-26
    - Just started at the end of the day on 7-2-25
- Page 5 - updated accreditation information
- Page 5 - added “or C-2”
- Page 6 - removed “Holy Family”
- Pages 8, 9, 10, 11 - updated staff members
- Page 12 - deleted the calendar and added a reference to the teacher share drive
- Page 16 - updated insurance premiums
- Page 30 - added “military or”
- Page 38 - added “See Section 4000 …”
- Page 43 - added “military or”

PENDER PUBLIC SCHOOLS

CERTIFIED STAFF HANDBOOK

2025-2026

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Pender Public Schools Certified Staff Handbook
2025-2026 School Year

FOREWORD

Intent of Handbook

Welcome to Pender Public Schools. This handbook is intended to be used by teachers and other certificated staff to provide general information about Pender Public Schools and to serve as a guide to the District's policies, rules, and regulations, benefits of employment, and performance expectations.

References in this handbook to "teachers" are intended to apply to all certificated staff. This includes administrative staff to the extent the handbook deals with professional expectations and conduct.

Each teacher is responsible for becoming familiar with the handbook and knowing the information contained in it. Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise. This handbook is intended to supplement other documents that deal with employment at PPS, including the employment contract, the negotiated agreement between the Pender Public Schools and the Pender Public Schools Education Association, and the policies and regulations of the Board of Education. In reading this handbook, please understand that where a direct conflict exists, state or federal law, the negotiated agreement, and Board policies and regulations will control.

This handbook does not create a "contract" of employment. Staff positions and assignments which do not legally require a certificate or are otherwise not protected by the teacher tenure laws 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.

The administration will be responsible for interpreting the rules contained in the handbook and shall have the right to make decisions and make rule revisions at any time. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon applicable school district policies, state and federal statutes and regulations, and the best interests of the District.

This handbook will be in effect for the 2025-2026 and subsequent school years unless replaced by a later edition.

School Mission Statement, Governing Beliefs, and Essential Education

School Slogan: It's a Great Day to be a Pendragon!

Mission Statement: The mission of the Pender Public School District is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens.

Governing Beliefs: The governing beliefs of the Pender Public School District are:

A. We believe communication is necessary in providing a quality education.
B. We believe that a quality education is a joint commitment and responsibility of the entire community.
C. We believe that our school system should provide the educational opportunities to meet the individual needs of all students.
D. We believe the learning environment should be safe, supportive, positive, and dignified.
E. We believe in providing the learning environment and technology to motivate and challenge the student to be the best he/she can be.
F. We believe in recognizing the diversity of students, their backgrounds, and families.
G. We believe in creating an education environment in which students learn to take responsibility for their own learning and actions.
H. We believe that our school system should hire, maintain, and retain the best-qualified staff possible.

Essential Education: Pender Public School is committed to providing its students with equitable opportunities for an essential education in an efficient manner. An essential education is one that enables students to reach the following outcomes:

A. Proficient in meeting the State's academic content standards and essential learning and such additional standards as are established by the Board of Education;
B. Successful at each educational level and in transitioning between those levels from early childhood through postsecondary education and/or career entry;
C. Effective in functioning in and contributing to our culturally diverse democratic society.

The District seeks to provide an essential education by developing and maintaining:

A. Qualified and competent administrative, teaching, paraprofessional, and operational staff;
B. Integrated, planned curriculum that prepares students to achieve state standards and such additional standards as are established by the Board of Education and to reach the student outcomes identified above;
C. Comprehensive support programs and services that meet the diverse needs of students;
D. Safe, clean and supportive facilities and learning environments;
E. Implementation of a curriculum that meets the following:
    1. Is based on state standards in reading, writing, speaking, listening, mathematics, science and social studies/history and essential learning in visual and performing arts, world languages, technology, health and physical education, and career and technical education and such additional standards; as are established by the Board of Education;
    2. Is appropriate for the developmental level of the students;
    3. Addresses diverse learning needs;
    4. Instills a passion for learning and the importance of life-long learning;

5. Develops problem solving and critical thinking skills, decision making skills, data gathering, and critical use of information;
6. Develops expected work ethics, as well as group participation and leadership skills;
7. Incorporates character education and multicultural education, including respect for diversity;
8. Provides for application of technology in all learning areas;
9. Provides access to advanced courses; and
10. Is organized in a schedule that is functional and meets student needs in all curriculum areas.

E. Providing a supportive learning environment which includes:
   1. A welcoming and inviting environment that is emotionally safe, nurturing, supportive, and disciplined; that promotes respect, trust, integrity, and regard for self and others; and that honors diversity;
   2. Learning as the central purpose with students engaged in meaningful, relevant, and productive learning experiences; and
   3. Implementation of policies and practices that result in an orderly environment with emphasis on consistent school-wide positive behavior.

Members of the Board of Education

Name	Contact Information
Matt Peters, President	402-922-0802
Matt Henieman, Vice President	402-385-3178
Jason Roth, Secretary-Treasurer	402-528-3525
Jean Karlen	402-922-0159
J.J. Maise	402-385-2347
Mandy Johnson	402-922-1073

Administrative Staff

Name	Position
Jason Dolliver	Superintendent
Luke Hoffman	Secondary Principal
Kelly Ballinger	Elementary Principal Special Education Director

Certified Staff

Name	Department	Grades
Allie Conner	Social Studies	7-12
Amy Bargholz	Elementary	Kindergarten
Andrea Hinrichs	SPED	7-12
Anthony Ferg	Business/Technology/SS Activities Director	7-12
Ashley Bessmer	Elementary	1
Audra Miller	Reading Interventionist	K-6
Bailey Tofflemire	Elementary	4-6 Reading, 6th Grade
Brandi Kolbeck	Vocal Music	K-12
Brianna Gaer	Elementary	3
Clay Haymart	Language Arts	7-12
Cody Volk	Social Studies	7-12

Dennis Oliver	Physical Education	K-12
Dustin Krusemark	Art	K-12
Kari Athey	Science	5-12
Katie Steecker	Science	7-12
Kaelyn Svehla	SPED	K03
Keaton Harpham	Technology Director	P-12
Kelly Schrunk	Elementary	4-6 Reading, 4th Grade
Kira Swinton	SPED	4-6
Lanette VonSeggern	Mathematics	7-12
Lexi Meister	Ag Ed Instructor	7-12
Liz Hoffman	Elementary	3
Lucas Ramm	Strength and Conditioning	7-12
Marin Jetensky	Elementary	1
Matt Dregalla	Instrumental Music	5-12
Megan Nixon	Elementary	4-6 Writing, 4th Grade
Mitchell Mailloux	Elementary	2
Morgyn Christiansen	Language Arts	7-12
Natalie Keiss	SPED	7-8
Nick Arlt	Elementary	4-6 Social Studies, 5th Grade
Pam Peters	Elementary	Preschool
Rhonda Heise	Media Specialist	K-12
Sean King	Mathematics	7-12
Shauna Kinning	Elementary	Kindergarten
Sheila Dahlman	Elementary	2
Tara English	Elementary	4-6 Science, 5th Grade
Thad Nixon	School Counselor	P-12
Tracey Krusemark	Elementary	4-6 Math, 6th Grade

Classified Staff

Name	Building	Position
Alaynna Beutler	Pender	Paraprofessional
Betty Roberts	Pender	Paraprofessional
Carolyn Jensen	Pender	Paraprofessional
Chris Meyer	Pender	Food Service
Cortnie Walker	Pender	Paraprofessional
Dan Swinton	Pender	Transportation / Maintenance
Deanna Hansen	Pender	Bookkeeper / Admin Assistant
Dennis Dolliver	Pender	Bus Driver
Greg Meyer	Pender	Transportation / Custodian
Jaclyn Anderson	Pender	Paraprofessional
Janet Schopke	Pender	Paraprofessional
Jeremy Calhoon	Pender	Bus Driver / Custodian
Jody Davis	Pender	Food Service
Judy Giese	Pender	Paraprofessional
Kaylinda Holloway	Pender	Paraprofessional
Keena Koehlmoos	Pender	Custodian
Kristin Walsh	Pender	District Secretary
Leslie Timm	Pender	Nurse
Lisa Johnson	Pender	District Secretary
Liz Tierney	Pender	Paraprofessional
Marilyn Eason	Pender	Route Driver
Melinda Ruppert	Pender	Paraprofessional
Morgan Fillipi	Pender	Paraprofessional
Pam Buchholz	Pender	Food Service Manager
Rebecca Zweep	Pender	Paraprofessional
Richelle Webster	Pender	Paraprofessional
Robbie Welsh	Pender	Food Service
Tiffany Beckman	Pender	Paraprofessional
Tiffany Rose	Pender	Paraprofessional
Tony Crippen	Pender	Maintenance

2025-2026 SCHOOL CALENDAR AND SCHEDULES

The school calendar for the 2025-2026 school year can be found on the Teacher Share drive.

Normal Daily Secondary Schedule

Regular Schedule	
8:03	First Bell
8:10 – 8:58	1st Period
9:01 – 9:49	2nd Period
9:52 – 10:12	Advisory Group Period
10:15 – 11:03	3rd Period
11:06 – 11:54	4th Period
11:54 – 12:21 12:24 – 1:12	5th Period – 1st Lunch 5th Period – 1st Lunch Class
11:54 – 12:42 12:45 – 1:12	5th Period – 2nd Lunch Class 5th Period – 2nd Lunch
1:15 – 2:03	6th Period
2:06 – 2:54	7th Period
2:57 – 3:45	8th Period

Shortened Secondary Schedules

10:00 Start	
9:53	First Bell
10:00 – 10:37	1st Period
10:40 – 11:17	2nd Period
11:20 – 11:57	3rd Period
12:00 – 12:27	5th Period - 1st Lunch
12:36 – 1:03	5th Period - 2nd Lunch
1:06 – 1:43	4th Period
1:46 – 2:23	6th Period
2:26 – 3:03	7th Period
3:06 – 3:45	8th Period
1:00 Dismissal	
8:03	First Bell
8:10 – 8:40	1st Period
8:43 – 9:13	2nd Period
9:16 – 9:46	3rd Period
9:49 – 10:19	6th Period
10:22 – 10:52	7th Period

10:55 – 11:25	8th Period
11:28 – 11:58	4th Period
12:01 – 12:30	5th Period – 1st Lunch
12:33 – 1:00	5th Period – 2nd Lunch

2:30 Dismissal	
8:03	First Bell
8:10 – 8:48	1st Period
8:51 – 9:29	2nd Period
9:32 – 10:10	3rd Period
10:13 – 10:51	6th Period
10:54 – 11:32	4th Period
11:32 – 11:59 12:02 – 12:40	5th Period – 1st Lunch 5th Period – 1st Lunch Class
11:35 – 12:13 12:13 – 12:40	5th Period – 2nd Lunch Class 5th Period – 2nd Lunch
12:43 – 1:21	7th Period
1:24 – 2:02	8th Period
2:05 – 2:25	AG Study Hall

Severe Weather and School Cancellations
The Superintendent is authorized by the Board of Education to close the school in case of severe weather. Representatives of the Superintendent's staff will notify local news media when inclement weather warrants such action. Radio and television stations broadcast the information regularly. Apptegy will also be used to communicate pertinent school information including weather-related changes and cancellations via phone, email, and text messaging. See Board Policy 2410 and 6116.

Decision to Close Schools: A decision to close school is made when forecasts by the weather service and civil defense officials indicate that it would be unwise for students to go to school. If possible, a decision about the next school day will be made by 9 p.m. for announcement during the 10 p.m. news. An early decision is not always possible because of uncertain weather conditions. School officials will make periodic assessments of conditions during the night and will decide early in the morning (by 6 a.m. if possible). In any case, an announcement will be made to the news media when schools will be closed. Staff members will be contacted through the Apptegy notification system. Staff members are required to sign up for the notification system in the office. In some instances, schools will be open, but certain services may be cancelled (bus transportation, kindergarten, student activities, etc.). Some staff members may be

designated as being required to come to school even in the event of a school closing. All activities, practices, and use of the school facility will be cancelled if school is cancelled.

After School Starts: Every attempt will be made to avoid closing school once classes are in session. In some instances, closing school during the day is inevitable if children are to safely return home before the brunt of a major storm hits. In these cases, as much advance notice as possible will be given. If school is closed during the day staff members will be notified and parents will be notified via Apptegy and media broadcast. Teachers will be responsible for remaining with students until all students have safely left school or the administration has made arrangements for remaining students.

Parental Decisions: Parents may decide to keep their children at home in inclement weather because of personal circumstances. Students absent because of severe weather when school is in session will be marked absent. Teachers should treat the absence like any other absence for legitimate causes provided parents properly notify the school of their decision. Parents may pick up their children in inclement weather (except in case of a tornado) at any time during the school day. Students will not normally be dismissed from school during severe weather on the basis of a telephone request.

Emergency Conditions: The Pender Public School District has a signal which, when activated, includes the necessity to either evacuate the building or to move to safer areas of the building. All regular drills are held as required by law through the school year. The District's Safety Plan outlines appropriate responses for emergency and/or crisis situations. It can be found on the Teacher Share Drive. It should be utilized when deemed necessary. **School officials discourage parents from picking students up during a tornado warning.**

Contract Days

Teachers are contracted for 185 days (hereinafter referred to as the "contract year"). Individual teachers on varying schedules as established by the Board of Education and Administration shall service such contract days. Teachers who must travel to work are expected to be on duty when school is in session. Employees who miss school due to weather or road conditions will not be paid for the day(s) missed as outlined in Board Policy unless appropriate Leave is used.

Make-Up Days

In the event teachers are not required to report for duty due to inclement weather conditions or other circumstance whereby a duty day is canceled, such days shall not be credited as a contract day served. Make-up days may be scheduled by the administration during the contract year as needed to allow all teaching staff to serve the full number of contract days.

EMPLOYMENT, COMPENSATION AND BENEFITS

It shall be the policy of the Board of Education not to allow discrimination on any basis, including but not limited to sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in the hiring and promotional practices of the school district. This applies to all aspects of the district's employment programs, including recruitment, advertising, process of the application for employment, promotion, granting tenure, termination, layoffs, wages, job assignments, leave of absence of all types, fringe benefits, training programs, employer sponsored programs (including social or recreational programs), and any other term, condition or privilege of employment.

Employment

A teacher is employed by the Pender Public School District when the teacher signs the Teacher's Contract and the Board of Education approves such contract of employment. The teacher's employment continues absent action by the Administration or the Board of Education to non-renew, terminate, amend, or cancel the teacher's employment contract with the school district, or action by the Board of Education to accept a resignation of employment.

By March 15 of the current school year, a teacher will be required to signify acceptance of employment for the next school year. It is important for teachers to respond to the request to signify acceptance as a failure to signify acceptance of employment by March 15 shall constitute cause for amendment or termination of the teacher's contract. If a teacher signifies acceptance of employment for the next school year, the teacher may either be issued a new Teacher's Contract or a "Contract Renewal Agreement."

Should a teacher wish to resign from employment the teacher should give written notice of resignation to the Superintendent. The request 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, or a resignation for the following school year is submitted after March 15, the Board of Education may act to not accept the resignation unless a suitable replacement can be found. The District will enforce the continuing contract of teachers accepting employment for the next school year under the provisions of Neb Rev. Stat. §79-820. See Board Policy 4171 for more information.

Assignments

The professional duties to be performed by a teacher with the District shall be subject to assignment by the Superintendent with the approval of the Board of Education. A teacher will be expected to devote full time during days of school to the teacher's position and to diligently and faithfully perform the assigned duties to the best of the teacher's professional ability. Job descriptions, where available, provide additional information about the position duties.

In addition to the normal duties traditionally required of teachers, a teacher may be assigned "extra duty" assignments to support the extra-curricular programs of the District, which shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon or as set forth in the Negotiated Agreement. The extra-curricular

program of the District is an integral part of the overall educational program of the District. As such, a teacher shall not unreasonably refuse to accept such extra-duty assignments. In addition, performance in an extra duty assignment is a part of the evaluation of the teacher's overall performance to the District.

Job Descriptions
Job descriptions for all certified and classified positions are available in the office of the Superintendent.

Personnel File
The District will follow the requirements of State and Federal law and regulation with regard to a teacher's personnel file, including but not limited to Neb. Rev. Stat. § 79-8,109. See Board Policy 4013 for more information.

Grievances and Complaints
Teacher grievances regarding wages, hours, and conditions of employment set forth in the Negotiated Agreement shall be governed by the grievance or complaint procedure in the Negotiated Agreement. All other employment related grievances or complaints shall be addressed through the administrative chain of command following the process set forth in Board of Education Policy 1025 and Administrative Regulation 1025.1 and 1025.2.

When a grievance occurs, an initial conference should be held with the parties involved with the Building Principal as an observer. If no solution can be reached, then the Principal should mediate. If either party still is not satisfied, the problem will be brought to the Superintendent in writing for a decision. When a problem still exists after all of the above steps have been taken, the matter may be brought to the Board of Education for their consideration.

Compensation
Regular Salary and Extra-Duty Compensation: Compensation is paid only as authorized by the Board of Education. Teachers are paid a salary based on placement on the salary schedule set forth in the collectively bargained Negotiated Agreement between the District and the collective bargaining agent for the certificated teaching staff (referred to in this handbook as the "Negotiated Agreement"), and the extra-duty salary schedule also incorporated into the Negotiated Agreement.

Changes in Salary Schedule Placement: The provisions of the negotiated agreement shall govern changes in a teacher's placement on the salary schedule. Teachers are expected to provide the Superintendent with a transcript for all graduate hours earned for purposes of advancement on the salary schedule on or before September 1 of the school year in which such hours are to be credited for the teacher's placement on the salary schedule. Failure to timely provide an official transcript from the post-graduate institution of the graduate hours earned will result in a loss of such credit for such school year.

Salary Payments: Salary is payable over twelve equal installments. Teachers will be paid on the 20th of the month, or the last preceding school day, if the 20th falls on a holiday or weekend day. In emergency cases, exceptions may be made, subject to the approval of the Board of Education. In no case shall the Board of Education advance more than one month's salary. Upon separation of a teacher's employment, or upon fulfillment of the contract, the teacher may, at the option of

the Board, be paid all salary due in one lump sum.

Additional compensation over and above regular compensation, extra-duty pay, and supplemental pay shall be disbursed as it is earned and deductions from compensation due to unpaid leave shall be taken out as they are reported to the payroll office. Reimbursements for mileage or other expenses will be considered separate from compensation.

All salary payments are required to be deposited directly into an account of each employee's choice. In other words, direct deposit is required for all employees.

Extended Duty Pay: Extended duty for any teacher beyond the number of contract days established by the Board of Education for the school year shall be paid at 100% of schedule placement on a per diem basis for such teacher's extended time.

Benefits

Teachers are provided benefits in accordance with the Negotiated Agreement, group health insurance plan requirements, and the school district's Section 125 Plan document. Teachers shall make annual fringe benefit elections by September 1 of each school year. Should a teacher fail to make such election, the teacher election from the immediately preceding school and contract year shall be continued. Each teacher is responsible for informing the Office of the Superintendent 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 can be obtained in the Office of the Superintendent.

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 an employee a right to purchase individual coverage if 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.

Payroll and Payroll Deductions

Salary and benefits are paid in accordance with the individual employment contracts and Negotiated Agreement. Payroll deductions shall be made in accordance with law and the Negotiated Agreement.

Expense Reimbursement

Reimbursement for authorized mileage will be paid to teachers required to drive their own vehicles during their regular scheduled working hours between two or more work sites. Claims for reimbursement should be submitted to the appropriate supervisor. The allowable rate shall be governed by Board Policy, unless otherwise required by law. The District is not liable for physical damage to employee vehicles.

The District provides materials necessary for instruction. If teachers need additional materials for

instruction or school-related purposes, the request should be made to the Principal.

Reimbursement for purchase of materials or for meals or other expenses related to travel must be submitted to and approved by either the Principal or, if the expense relates to an activity, by the Activities Director. A school-owned vehicle will be used when available instead of mileage being paid for travel to workshops or activities. The request for reimbursement should include a voucher sufficient to establish that the expense was actually incurred and that the expense was reasonable and related to a school-purpose. Any reimbursement request not approved prior to expenditure may be denied and returned to employee for payment.

Overtime
Teaching professionals are classified as exempt from overtime under the Fair Labor Standards Act (FLSA). The overtime exemption for teaching professionals is not dependent on whether the employee is paid on a "salary basis." Exempt employees are not eligible for overtime or compensatory time. A publication provided by the federal government, which provides more information about the FLSA is attached as Appendix "A" to this handbook.

The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's 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.

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 "salaried 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. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

See Board Policy 4019 for more information.

Substitute Teachers
Substitute teachers will be assigned by the Administration from a list of certified persons. The rate of pay for substitutes will be reviewed and updated periodically by the Board of Education. On the 11th consecutive day of substituting for a specific teacher the pay rate shall be 1/185th of the base salary for the current year.

Nebraska Public Employees Retirement Systems
The following guidelines will govern the Nebraska Public Employees Retirement System:

A. All new school employees who work 20 hours per week or more must be members of the Nebraska State Retirement System. A percentage set by the state retirement board as

established by state statue, will be deducted from the employee's pay, the school district will also contribute (101% of the employee's deduction), and the State of Nebraska will contribute 2% to the retirement system.

B. The staff member must complete a membership form upon first employment in the State of Nebraska and changes such as beneficiaries should be made periodically to keep up-to-date.
C. Upon retirement, retirement benefits will be paid as calculated by the Nebraska Public Employees Retirement Systems Office. They can be contacted at 1-800-245-5712.
D. By law, the employer must provide each eligible employee (age 50 or over) leave with pay (not district leave) to attend up to two retirement planning seminars.

Certificates and Transcripts

All teachers employed in the Pender Public School District must have a valid teaching certificate registered in the Office of the Superintendent at Pender Public Schools before they may legally draw any salary. An official transcript is required upon hire and any time a teacher is seeking to move on the salary schedule.

New Employees

New employees must contact the Administrative Assistant prior to the first day of work. The following must be completed:

A. W-4 withholding form
B. Background check forms
C. I-9 Eligibility Verification (two forms of I.D.)
    1. Driver's License
    2. Social Security Card
D. Retirement Membership (20 or more hours per week)
E. Health and Life Insurance forms (certified staff)
F. Other required documents

ABSENCES FROM WORK

Paid Leave
See the Negotiated Agreement for the current contract year for leave provisions.

Return from Leave: Upon return from leave, teachers are to review information supplied by the substitute teacher as to progress made in the class and any student behavior concerns. The substitute should be contacted directly if the written information supplied is not adequate.

A teacher who is absent for any period of time because of injury requiring care from a physician or health care provider, or for a period of one week or more due to illness, must present a written statement to the Principal from the teacher's physician or health care provider stating that the teacher is physically able to return to duty. This statement is to be presented in person before the teacher returns to duty in order that the present stage of convalescence can be observed and discussed.

Payroll Deductions When Leave is Requested but Not Available
See the Negotiated Agreement for the current contract year for leave provisions.

Leaves of Absence
A teacher may apply to the Board of Education for a leave of absence from the teacher's duties. The Board of Education will consider such requests on a case-by-case basis. No leave of absence shall extend beyond one school year. All leaves of absence shall be without pay except for the payment of health insurance benefits as may be required under applicable state or federal laws.

Jury/Civil Duty
A teacher who is summoned for jury service shall promptly notify the Principal of such summons. The teacher's salary will continue during time spent in jury service, and no deduction of leave time shall occur, except that the District may reduce the pay by an amount equal to any compensation, other than expenses, paid by the court for jury duty. Teachers are to notify the Principal of the amount received for such jury duty.

If a teacher, upon reporting for jury duty in the morning, is dismissed from jury duty for the remainder of the day, the teacher is to report for duty and resume duties for the balance of the day. When a teacher is entirely dismissed from jury duty, the teacher is directed to report for duty and the substitute will be dismissed.

Teachers are expected to promptly notify the Principal of any other form of legal summons, which may require an absence from duty. In the event the summons involves a school-related matter, the matter shall be treated similar to a jury duty absence. In the event the summons involves a personal matter, the teacher will be required to use available leave days.

Military & Family Military Leave
Teachers who are members of the National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve, or Coast Guard Reserve (hereinafter, "reserves"), are entitled to a military leave of absence from their respective duties, without loss of pay, when employed with or without pay under the orders or authorization of competent authority in the active service of the state or of the United States. Teachers who normally work or are normally scheduled to work

120 hours or more in three consecutive weeks shall receive a military leave of absence of 120 hours each calendar year. Teachers who normally work or are normally scheduled to work less than 120 hours in three consecutive weeks shall receive a military leave of absence each calendar year equal to the number of hours they normally work or would normally be scheduled to work, whichever is greater, in three consecutive weeks. Such military leave of absence may be taken in hourly increments and shall be in addition to the teacher's regular annual leave.

When the Governor of this State shall declare that a state of emergency exists, and any teacher who is a member of the reserves is ordered to active service of the state, the teacher shall be granted a state of emergency leave of absence until released from active service by competent authority. The leave of absence shall not be a military leave of absence; other forms of leave may be granted. The teacher shall receive normal salary or compensation minus the state active duty base pay the teacher receives in active service of the state.

Military leave and Family Military leave will be granted to the extent required by State and Federal law.

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, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable. For more Military Leave information see Appendix E.

Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) provides for 12 weeks of job-protected unpaid leave in a 12‑month period to eligible employees in specified circumstances. A publication provided by the federal government, which provides more information about FMLA leaves, is attached as Appendix B to this handbook. Some specifics regarding FMLA leave at Pender Public School:

A. The plan year for FMLA is a rolling year. A rolling year is a 12-month period measured backward from the date an employee last used any FMLA leave.
B. Employees will be required to substitute remaining applicable paid leave prior to using unpaid leave. In other words, the total of job protected paid and unpaid leave is 12 weeks.

If a teacher needs to take an FMLA leave, or has any questions regarding an FMLA leave, the Superintendent should be contacted. (See Appendix B) Board Policy 4007 and Administrative Regulations 4007.1, 4007.2, 4007.3, 4007.4, and 4007.5 can also be referenced for more information about FMLA.

DUTIES AND RESPONSIBILIITES

Hours of Work & Meetings

Regular, dependable attendance at work is an essential function of a teacher's employment position.

The Board of Education recognizes that teachers' responsibilities to their students and their profession generally involve the performance of duties and the commitment of time beyond the normal working day, but also recognizes that teachers and other educational professionals are entitled to regular time and work schedules on which they can rely in the ordinary course of events and which will be fairly and evenly maintained to the extent possible throughout the school system.

Schools have differing starting and ending times for the student day. Certificated employees assigned to a building are to spend seven hours and 30 minutes on site, excluding lunch break (30-minute lunch), except that duty-free lunchtime can be spent off-site. The Principal will determine the length of time prior to and after the student class schedule for staff to be on-site in order to meet the required seven hours and 30 minutes. Staff may leave the building earlier when called to a professional meeting.

Certificated employees are required to serve on playground, lunchroom and hall supervision as designated by the Principal. The Principal will attempt to make an equitable distribution of such assignments and professional staff shall assume such duties as part of their work and agreement of employment.

Teachers shall attend meetings called by the Superintendent and Principals, except those meetings, which are designated for optional attendance.

See Board Policy 4004 for more information.

Arrival to Duty Assignments

Full-time teachers have a designated on-site workday as 7 hours and 30 minutes. Both elementary and secondary teachers are to be in their classroom no later than 7:55 a.m. and to remain on duty until 3:55 p.m. Certificated employees other than teachers are expected to meet the same guidelines for entry to the building, being in their assigned duty area, and observe duty departure time determined by their supervisor. Teachers and other certificated employees who are part-time or work on adjusted schedules are to be in the building at least 10 minutes before their class or assigned duty begins, and to be in their classroom or assigned duty area at least 10 minutes before their class or assignment begins. During the school day, teachers are to be in their assigned classroom at least five minutes before each period begins to assure that students are not unsupervised within the classroom.

Leaving School

Teachers are to be on duty at all times during the school day. Teachers are considered on duty even during designated planning periods. An uninterrupted lunch period of not less than 30-minutes each day is provided to teachers during which they are not assigned teaching, supervisory, or other duties. Teachers who leave the school during the designated lunch period must check out in the District office.

Teachers may not leave school during duty hours without approval of the Principal. If the absence has been approved, the teacher must sign out in the District office when leaving, and sign back in with the District office upon return. Teachers who need to leave during the school day for reason of illness or emergency are to check out with the Principal's office and make sure that a responsible person has been notified of their unexpected absence so student coverage may be provided.

Lesson Plans/Weekly Reports
Teachers will prepare lesson plans, which cover at least three days of advance instruction. A copy of all lesson plans must be submitted to the Building Principal so they are easily accessible in an unexpected circumstance.

The lesson plans must be sufficiently clear in establishing objectives and related activities so that a substitute teacher or other staff member not familiar with previous classroom activities or progress can understand expectations easily. The plans must give specific reference to other instructional sources immediately available which will enhance the instructional lesson.

Daily Class Record
Every teacher is required to keep a complete and easily understandable electronic record of the attendance and achievement of every student using PowerSchool. This class record must be kept current and include the following minimum information in a readily understandable fashion:

A. The names and any assigned student numbers of all students enrolled in the class at the beginning of the semester.
B. The name and date of entry for each student who enrolls after the semester opens.
C. The date of withdrawal for each student who withdraws from the class previous to the close of the semester--dropouts or early withdrawals.
D. Student attendance procedures include:
    1. Students are responsible for obtaining and completing assignments or tasks when absent from class for any reason.
    2. Arrangements should be made between the student and teacher to determine when missed assignments or tasks are to be completed.
    3. Arrangements should be made prior to the absence when a student knows ahead of time he/she will be absent from school.
    4. This protocol applies to any absence for any reason including absences for school activities.
E. A complete report of all recorded grades for each student is the responsibility of each teacher. There should be at a minimum of one graded assignment a week. Teachers should be sure to test frequently enough and that grades are recorded frequently enough to readily and realistically justify the term and final grades, which are reported to parents.

Upon request a student's individual record in the PowerSchool program shall be made available for review or copying. Information relating to other students should not be allowed to be seen by other students or parents.

Because the entries in the PowerSchool program constitute a source of original entry for information, which may be needed, in the absence of the teacher, teachers are required to save

the information in a document file and indicate that on the year-end check out sheet to the Principal at the close of the school year. This is a backup used for filing permanent records. Teachers who return to Pender Public School District and who wish to refer to their previous year's class record may request the document file for examination.

Note: All teachers are to keep their class records electronically thus fulfilling the requirement of student data.

Classroom and School Procedures

Teachers are expected to adhere to the following classroom and school procedures in the performance of their duties:

A. Text Book and Room Inventory: All school purchased materials must be inventoried with the Building Principal.
B. Use of Cell Phones: Teachers shall not use personal cell phones for any non-school purpose during instructional time.
C. Use of Paraprofessionals: Paraprofessionals provide valuable assistance in the educational process and allow teachers to carry out their responsibilities in a more efficient and effective manner. A Paraprofessional must not, however, assume teaching responsibilities. The teacher must maintain the role of leadership and responsibility for the students, with the Paraprofessional in a supportive role. Paraprofessionals may be used to assist the teacher by, among other tasks, assisting with instructional activities under the direction of the teacher, helping to supervise students, copying tests and other written material, organizing class materials, preparing bulletin boards, grading tests or class work, and calculate grades and record grades. Paraprofessionals are to work only on their assigned workdays and within their assigned workday. If the teacher desires the paraprofessional to work hours other than the assigned work hours or assigned workday, contact the administration for approval.
D. Checking Out of Equipment: All equipment must be checked out through the Building Principal. All school equipment may be used only for school purposes. No school equipment may be directed to the personal use of a teacher or another District employee.
E. Requisition of Equipment and Supplies: Books and supplies, which are needed for instruction, should be requested through the Principal's office. Classroom supplies are located in the supply room in the District Office. No equipment or supplies ordered through the District may be directed to the personal use of a teacher or another District employee.

F. Requisition Procedure:
    1. All purchase orders must be submitted to the Building Principal, AD, or Supervisor for approval and coding.
    2. All purchase orders approved by the Building Principal, AD, or Supervisor require Superintendent approval before the purchase/expenditure can be made.
    3. Purchases without approval may be the individual's responsibility.

I. E-mail: Each teacher will be assigned a school e-mail address for purposes of intra-school and inter-school e-mail correspondence. Teachers should check for e-mail throughout the day and should timely respond to e-mails which require a response but should avoid checking and responding to e-mails during instructional time. Use of the District's e-mail system for personal communications should be limited and is subject to

the rules governing overall computer usage found in Board Policy (5801) and this handbook.

J. Teacher Mailbox: Each teacher will be assigned a mailbox located in the Board Room. Teachers should check for mail each morning and also later in the school day, if possible. If something requires an answer, teachers are responsible for responding promptly. Teacher mailboxes are to be limited to communication regarding school business.

K. Teachers Meetings: Respective Building Principals will schedule teachers' meetings. **ALL** teachers are expected to be present for their respective meetings, unless they are absent from school for good cause or have made prior arrangements.

L. Year End Procedures: Teachers will submit requisitions for needed materials, whether returning to the system or not. The Building Principal and Superintendent must approve all requisitions before the order is placed. Year-end report forms should be obtained and carefully completed. These forms are guidelines for future operations and should be distributed by the Building Principal.

M. Substitute Materials: Teachers shall have appropriate and detailed lesson plans, behavior/discipline procedures, seating charts, grading procedures, and any other relevant information readily available when absent. Teachers also shall provide class rosters with student photographs on them so substitute teachers can identify students. Finally, a reliable student in each class shall also be designated as an aide who will be able to find materials, necessary equipment, and pass along other relevant information.

N. 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. Staff members may not hang posters, flags, banners, or other displays in the classroom that may otherwise result in a disruption to the learning environment. Any staff member who is uncertain as to whether a particular display is permitted in the classroom should consult with their Building Principal in a proactive manner. (Board Policy 6111)

Supervision of Students

Proper supervision of students is an important responsibility for teachers and other adults responsible for PPS students. Teachers and other adults responsible for student supervision are expected to meet the four "P's" for student supervision and safety.

A. Proper Supervision
   1. Teachers shall report to all duty assignments on time.
   2. Teachers shall remain in the halls and near the stairs before, during, and after school until the halls are cleared of students.
   3. Teachers shall circulate throughout any duty area. Pay particular attention to areas and activities that may pose an increased risk of injury.
   4. Teachers shall be vigilant while supervising students. Never leave the classroom unattended; the need to make a copy is not greater than the need to supervise students. If an emergency requires a teacher leave the classroom, the teacher should request that another nearby staff member cover the class or notify the Office so someone can provide assistance. If on recess duty, the teacher's responsibility is to supervise the

students in an assigned area. When talking with other adults or students, teachers should remember that his/her primary duty is supervision. It is vital to always remain aware of what all students being supervising are doing.

5. Teachers shall not dismiss any classes before the bell rings unless arrangements have been made with the Principal. Students are not allowed to leave their seats until dismissed by the teacher.
6. Students who have been identified as having a propensity to act dangerously or in an unpredictable manner may require increased supervision. (This type of information may be confidential and shall not be shared for any reason).
7. Teachers shall exercise caution with respect to physical contact with students. Use of corporal punishment is prohibited at Pender Public Schools. Touching students should be limited to that necessary to protect the student from harm (e.g., falling from playground equipment) and that which professional educators determine appropriate for purposes of proper student relationships.
8. Teachers shall use professional and appropriate language at all times. Profanity or abusive language shall not ever be used. Teachers shall be good role models for students. If a student uses inappropriate language, the teacher is to correct the student and take such disciplinary action as is appropriate, which may include making a report to administration.
9. Teachers or administrators who must enter the restroom or locker room area of the opposite sex for supervisory reasons MUST knock and then announce themselves before entering.
10. Students are not to be in the building to work on projects, attend meetings, and practice for activity events, etc. unless a sponsor is present.

B. <u>Proper Instructions</u>
   1. 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.
   2. 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.
   3. When communicating safety rules with students note it in written records (e.g., lesson plan book or daily reports).
   4. Review playground and classroom safety rules with students at least once each semester and document when that task is completed. Also, document students who are absent when rules are reviewed and contact the student(s) to review the same information. This should also be properly documented.

C. <u>Proper Maintenance of Buildings, Grounds, and Equipment</u>
   1. Teachers shall conduct periodic inspections of equipment for which he/she is responsible.
   2. Broken equipment presents a risk of injury, therefore, it should immediately be taken out of service (if it can't be moved, tape a "Do Not Use" sign) and the office should be notified so the issue can be resolved.
   3. Communication devices should be checked regularly to assure communication with the office is always possible. Communication devices include but are not limited to a school phone, a cell phone, the PA system, or a walkie-talkie.

D. Proper Warnings
   1. If a teacher has knowledge of a hazard that can likely cause injury, steps shall be taken to warn other staff and students. The Office shall be notified immediately so additional warnings may be given.

E. Contact the Office for Assistance
   The Building Principal or District Office should be contacted immediately when a situation exists which could cause injury to students or others. Examples include but are not limited to:
   1. A student fight
   2. A 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
   3. A report or a suspicion that a student has a weapon, any other dangerous item, or drugs, alcohol, or other illegal substances
   4. The presence of an intruder (a non-student or staff member who refuses to go to the office)

Office Visits: Office visits are to be used when the teacher cannot effectively handle the situation at the time. The Building Principal will set the penalty using the Student Handbook and Board of Education Policy as a guide. The teacher immediately will file a disciplinary report with the Building Principal. Parents will be notified by school personnel anytime a student is sent to the office. The Principal will determine the consequences for being sent to the office may elect for the student to spend several periods in the office or an out-of-school suspension. The situation must be resolved between the teacher and student so an effective classroom relationship can continue.

Student Searches: If a teacher thinks the need to search a student or his/her belongings exists, the Building Principal or designee should be contacted. The teacher should then follow the directives of the Building Principal. A student or his/her belongings should only be searched if deemed absolutely necessary. Student searches should only be conducted with two or more staff members, including the Building Principal, in attendance. Physical force should only be used if necessary to protect the student, other students, or other adults in the building.

Student Rights: Students should be treated fairly and given the same treatment without consideration of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status. Students who need special accommodations should be given those accommodations as needed for them to participate in school and school activities. Further, students have the right to have their school records kept confidential. Such information should be shared only with other school staff with a need to know the information to perform their duties. See Board Policy 1200 for more information.

Managing Student Conduct
Discipline is everyone's responsibility. It begins with the student being responsible for his/her own behavior and understanding the consequences it may cause. The teacher is responsible for articulating classroom expectations at the beginning of the school year, implementing the

classroom expectations on a consistent basis, and being familiar with the student handbook. All staff are responsible for **all students** in the hallways, in the rest rooms, at assemblies, at pep rallies, and during lunch. Consequences for inappropriate behavior may include students making up time before or after school, a student or a parent conference, or a referral to an administrator.

The following guidelines will assist in maintaining appropriate student conduct and complying with the process required for student discipline.

A. On the first day of class make students aware of classroom expectations. Students will accept them if they know in advance and if they are fair and consistent. Students often appreciate giving input on classroom rules. These expectations should be in writing. Give one copy to the students, post one copy in the room and provide one copy to the Principal.
B. It is important to document student behavior in the classroom, calls to parents, referrals, and/or communications with a student.
C. If, after attempts to improve student behavior, the problems continue, talk to the School Counselor or the Principal about possible alternatives in discipline procedures. Be attentive and respond to "bullying."
D. If a student continues to cause problems, inform Administration for disciplinary action using the approved reporting forms. Be sure to state the problem clearly and expectations in terms of assistance, as at times the student and teacher's stories are different. Be prepared to provide documentation.
E. Follow up on any referral. The student may not go to the Principal or the School Counselor when sent. The Administrator or School Counselor will inform the teacher of the consequences.
F. Refer students with continued and significant behavioral problems to the Student Assistance Team for a determination of whether the student is in need of special services. Contact the Special Education Director with questions regarding the procedure.
G. Talk with other teachers about the classroom management techniques they use to establish an atmosphere conducive to learning in their classroom. A large repertoire of classroom management techniques always enhances learning.
H. Read and understand the Student Handbook and the student conduct rules of the District.
I. Use good judgment when dealing with difficult situations involving students. Physical confrontation generally escalates tense situations. Corporal punishment is prohibited in this District and is not to be used. Physical force may only be used to the extent reasonably necessary to protect the student, one's self, and others.
J. The Board of Education, Administration, and Staff believe that the way a person is dressed affects the health and safety of students and affects the learning environment of the school. The way a person is dressed also influences the student's self-concept, which is directly related to student academic achievement. Therefore, we must be concerned with what is worn each day by all students. The Principal shall determine what is appropriate attire, and the dress code can be found in the Student Handbook.
K. Violations of student rules, which are also violations of State law, are required to be reported to law enforcement. A report of such conduct shall be given to the Building Principal so this law may be followed.
L. Elementary Staff shall be aware of all disciplinary procedures in the Elementary Student Handbook.
M. Secondary Staff shall be aware of all disciplinary procedures in the Secondary Student Handbook.

Dispensing Medication
Teachers are not permitted to give any medication to students unless trained under the Medication Aid Act, Neb. Rev. Stat. §71-6718 to 71-6743. 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 office. Medical procedures are not to be administered in the classroom except in accordance with the District's Safety Plan and the District's Emergency Protocol (asthma/anaphylaxis protocol).

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 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 will not administer medicine without this 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. See Board of Education Policy 6910 for more information.

Ibuprofen and Acetaminophen will be available in the office for students. Students will only be allowed to take this medication if they have completed the correct form and a parent has been contacted the day the medication is distributed. See Administrative Regulation 6910.1.

Reporting Child Abuse
Nebraska State Law and Board Policy mandates school officials to make a report to the proper law enforcement agency or the Department of Health and Human Services (Child Protective Services) when there is reasonable cause to believe that a child has been abused or neglected, or a child is in a situation, which would reasonably result in abuse or neglect. According to Nebraska State Law, abuse or neglect means knowingly, intentionally, or negligently causing or permitting a minor child to be:

A. Placed in a situation that endangers his or her life or physical or mental health;
B. Cruelly confined or cruelly punished;
C. Deprived of necessary food, clothing, shelter, or care;
D. Left unattended in a motor vehicle if such minor child is six years of age or younger;
E. Sexually abused; or
F. Sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

Teachers are obligated to inform the law officials or Child Protective Services of suspected abuse or inform their Principal or Supervisor so that they can make a report. However, informing a Principal or Supervisor does not end the teacher's responsibility; teachers are obligated to make certain a report was made if they do not do it themselves.

It is vital that the report be made as accurately and as soon as possible. To assure accuracy, teachers are encouraged to document the date of the incident and specific statements or explanations made by a child regarding an abuse/neglect concern. Timeliness in making a report

will assist in minimizing further risk to the child by allowing the police or Child Protective Services workers to interview the child during the school day and prior to an evening or weekend. In cases of physical injury (e.g., bruising or other marks), it is essential the police observe and document the injury. A counselor, the school social worker or an administrator will help the reporting teacher.

See Board Policy 5402 for more information.

Student Teachers
Teachers who qualify are encouraged to accept student teachers from Wayne State College or other nearby colleges; however, to protect students from excess exposure in any one area, a teacher should not expect more than the equivalent of one full time student teacher per year to be assigned to any one staff member.

Attendance at School-Sponsored Activities
Staff members should keep in mind that their support and presence at school-sponsored activities is both desirable and necessary. It is important that the activity sponsors, coaches, and all P-12 staff members who do not sponsor any activities attend extracurricular programs and activities, which are not directly related to their jobs. All staff members need to demonstrate support for the total educational program, both academic and activity.

Assembly Programs
When attending assembly programs, staff members should disperse themselves among the students, rather than sitting together, to help maintain discipline within the group.

Scheduling Programs
There are to be no scheduled or unscheduled practice of any activity on Sunday without Administrative approval and then they are not allowed to be mandatory.

No practices or performances by students shall be scheduled on Wednesday evening after 6:30 p.m.

No student will be allowed in the school building prior to 6:30 AM for practice in any activity. Arrival for the purpose of travel to a school activity will be approved by the activities director.

PERSONAL AND PROFESSIONAL CONDUCT

Professional Ethics Standards

The Pender Public School District expects its certificated employees to adhere to the professional ethics standards established by the Nebraska Department of Education as such standards may be modified from time to time. The professional ethics standards which certificated employees are expected to adhere to include those set forth below. References to "educator" shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in the State of Nebraska and for all educators, including administrators, with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

A. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
B. Shall not discriminate on the basis of race, color, creed, sex, sexual orientation, marital status, age, national origin, ethnic background, veteran status, pregnancy, childbirth or related medical condition, or other protected status.
C. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
D. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
E. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
F. Shall not sexually harass students, parents or school patrons, employees, or board members.
G. Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.
H. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation

in the performance of professional duties.

I. Shall report to the Superintendent any known violation of paragraphs G, E, or B above.
J. Shall seek no reprisal against any individual who has reported a violation of this rule.
K. Is required to report to their supervisor the witnessing of a student in the act of using or showing indication of use or having reasonable cause to believe the student was in possession of or has admitted using an illegal drug or alcoholic beverage.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator 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 educator:

A. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
B. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
C. Shall make reasonable effort to protect the student from conditions, which interfere with the learning process or are harmful to health or safety.
D. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
E. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
F. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.
G. 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 educator bears particular responsibility for instilling an understanding of the 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 educator:

A. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
B. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
C. Shall neither offer nor accept gifts or favors that will impair professional judgment.
D. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
E. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
F. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the

nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.
In fulfillment of the obligation to the profession, the educator:

A. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
B. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
C. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices:
The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.
In fulfillment of the obligation to professional employment practices, the educator:

A. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
B. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
C. Shall give prompt notice to the employer of any change in availability of service.
D. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
E. Shall not assign to unqualified personnel, tasks for which an educator is responsible.
F. Shall permit no commercial or personal exploitation of his or her professional position.
G. Shall use time on duty and leave time for the purpose for which intended.

Evaluations
Evaluations of teachers will be conducted in accordance with the District's evaluation policy and supporting administrative regulations. That Board of Education Policy is number 4150, and the AR's are numbers 4150.1, 4150.1.1, 4150.1.2, 4150.1.3, 4150.1.4, 4150.1.5, 4150.1.6, 4150.1.7, 4150.1.8, and 4150.1.9.

Training for the Evaluation Process: Principals shall attend appropriate training sessions on evaluation when necessary.

Communication of the Evaluation Process to the Staff: The administration shall present a general overview of the evaluation process on a yearly basis.

Supervisors reserve the right to observe, appraise, or evaluate teachers more frequently than required by Policy on an as needed basis. Teachers are expected to participate constructively and positively in the evaluation process and to accept and implement constructive suggestions and improvement strategies developed by the Administration.

Role Model
Teachers serve as role models for students and their actions and conduct reflect on the school as

a whole. Teachers are in all respects to conduct themselves in a professional manner.

Relationships
It is important for teachers to maintain an effective working relationship with Administration and all co-workers, including other teachers and support staff. Teachers 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 Polices, being honest and consistent, and not intruding into personal matters outside the scope of duties or gossiping or spreading rumors about others.

When addressing colleagues in front of or within hearing distance of students use proper titles. Teachers should address students by their first names and require them to address the teacher by last name with the proper title.

Professional Boundaries Between Employees and Students
All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action. See Board Policy 4025 for details.

Professional Attire
It is important for teachers to project a professional image to students, parents, and co-workers. Appropriate attire and grooming are one of the means of projecting a professional image. Teachers are expected to maintain conservative and professional attire and grooming when on duty. As professionals, teachers are expected to be aware of the standard to be maintained. As a minimal guide, teachers should not wear clothing which students would not be permitted to wear at school. Administration may establish more detailed guidelines should that be necessary.

Private Tutoring
Teachers are encouraged to provide individual assistance to students as a part of their duties. Teachers who engage in private tutoring for pay (compensation of any kind from a source other than the District) are subject to the following rules:

A. The teacher may not arrange to provide private tutoring for any child enrolled in the teacher's class.
B. The teacher is not to provide private tutoring in a school building.
C. The teacher is not to provide private tutoring during duty time.
D. The teacher is not to advertise or promote the teacher's private tutoring services in the school or in the school's communications systems except with the express permission of the Superintendent or designee.

Outside Employment
Teachers shall not perform duties unrelated to District employment during duty hours. In addition, teachers shall not engage in employment which conflicts with their school duties. Teachers are not required to notify the District of outside employment except: (1) teachers who are also employed by another Nebraska school district in order to comply with Nebraska State Retirement System regulations and (2) teachers who have a work-related injury in order to comply with workers' compensation requirements.

ACADEMIC MATTERS

Purpose and Goals of Academic Achievement

The Pender Public Schools Board of Education is committed to providing a quality education for all Pender Public Schools students consistent with the school's mission statement. Effective, quality instruction by teachers is an essential means of meeting the District's mission of providing a quality education.

Teaching to Student Understanding to Assure Learning

Each teacher is responsible for teaching in a manner to meet the mission of the District and to assure student understanding and learning of the principles and concepts to be presented to students within the curriculum adopted by the District. Teachers will model classroom instruction on the educational model implemented by the District and reflected in the teacher evaluation instrument adopted by the Board of Education. Teachers are responsible for familiarizing themselves with the instructional model and the principles of instruction set forth in the evaluation instrument. The administration shall provide periodic in-services regarding the instructional model.

Staff development must be approved through Administration and paid for by the individual unless directed by Administration.

State and Federal laws and regulations have been enacted which require that students with certain needs be provided instruction and services consistent with those special needs. Examples include students who have been verified as in need of special education ("special education students"), students with other disabilities which impact the educational program ("504 students"), and limited English proficient students ("LEP or ELL students"). The District's Policy is to comply with the state and federal laws and regulations in all respects. Teachers who are assigned special education, 504, or LEP/ELL students are required to provide instruction and services consistent with legal requirements and the requirements of Board Policy and regulation.

Instruction in the Curriculum

Teachers shall instruct students in the curriculum, including the use of curriculum materials, adopted and implemented by the Board of Education and as directed by Administration.

Homework: A reasonable amount of homework should be required of the students, as long as any "new" work is reviewed for understanding during class.

No hard and fast rules concerning homework can be made. Some generally accepted principles should govern the teacher in the assignment of homework.

A. There should be flexibility and differences in the assignment to individual students. These should stem from real needs and the consideration of the total education background of the individual student.
B. Homework should serve a definite purpose, to provide drill or practice on a principle or skill already taught; to provide real-life application of the matter in hand; to develop appreciation for or knowledge of community resources; or to develop the personal culture of the student.

C. Homework should be used as a technique for learning, not as "busy work."
D. Homework should not be ordinarily assigned as punishment.
E. Homework should not be used to replace or reduce supervised study, which should take place during school hours. This type of study usually achieves better results than homework.
F. Homework is more effective if a conference with the parent results in understanding of purpose and ways in which help at home can best be offered.
G. There should be a cooperative effort on the part of teachers to coordinate homework assignments, so students are not overburdened with excessive quantities of homework.
H. Each teacher should teach students what to study and how to study.
I. Homework should be checked by the teacher and mistakes of students indicated for correction with individual comments wherever indicated or possible.

Sensitive Topics: Whenever planning an activity that may involve moral or sexual connotations, teachers should contact the Principal well in advance. If the project is approved, the teacher should make plans to send parent notification/permission forms home so they can be received well in advance of the activity. Teachers should be sure to make an alternative activity for those who are not allowed to participate.

Measuring and Reporting Academic Achievement

Recording Grades: Each teacher shall record grades in PowerSchool. A sufficient number of grades must be recorded in the grade book to justify all quarter and semester grades for each student. Consistent and complete records shall be kept. Teachers must be able to support and justify the grades that each individual student earns.

Grades and Grading: Measuring and accurately reporting the level of each student's academic achievement is of critical importance to students, parents, staff, the Board of Education, and community. To this end, each teacher shall develop a variety of assessment instruments and techniques to measure student achievement in the curriculum adopted and implemented by the school district, record the results of such assessment, and report such results on Report Cards. Teachers should endeavor to measure student learning and understanding on a frequent basis during each quarter to provide an accurate evaluation of each student's academic achievement for that period. Grades must be recorded for all curricular areas.

A. Secondary students shall be graded using the following criteria:
    1. Coursework:
        a. Coursework refers to any formative or summative assessment assigned by the teacher to the student. All coursework must be completed by the student to receive credit for the class.
    2. Coursework Types:
        a. **Practice** assignments are brief. They are done to learn a new skill or to gain initial content knowledge. Examples include student responses on white boards, a valid sampling of math problems, keyboarding exercises, diagramming sentences, and checking and recording resting heart rate. Practice assignments are not generally graded for accuracy (descriptive feedback will be provided in class) and are not a part of the grade. Practice work is at the student's instructional level.
        b. **Formative** assignments or assessments shall make up **35%** of the overall grade. They are minor in nature and given for the purpose learning. Examples include a

three-paragraph essay, written responses to guiding questions over an assigned reading, and completion of a comparison contract matrix. Formative assignments are graded for accuracy and descriptive feedback is provided. Formative work is at the student's instructional level and/or grade level standards.

c. **Summative** assignments or assessments shall make up **65%** of the overall grade. They are major end of learning unit tests or projects. Examples include a research paper, an oral report with a power point, and a science fair project. Summative assignments assess the student's progress on grade level standards.

3. Extra credit will not be given.
4. Unit of Study
   a. Units of study are set and determined by the teacher. The time of a unit of study may change throughout the year depending on the subject and topics being taught in any given class. The teachers will communicate the time for each unit of study to the students. It is the responsibility of the student to ask the teacher if they are unclear on the time frame for each unit of study.
5. Redoing/Revising Coursework:
   a. Students are allowed to redo and revise assignments at the discretion of the teacher and will occur within the unit of study. Criteria for retakes on formative and summative assessments will be made available to the student and the parent/guardian at the beginning of the semester. All questions on the process should be directed toward the classroom teacher.
6. Late Coursework:
   a. Students are expected to complete all coursework by the due date assigned by the teacher. All assignments not turned in by the assigned time will be noted as "missing" and a "0" with an "M" will be noted in the gradebook. Late work is accepted for full credit at the discretion of the teacher and will be completed within the unit of study. Once a late assignment is turned in it will be recorded in the gradebook with an "L" next to the grade.
7. Missing Coursework:
   a. Students will complete all missing coursework in a class to receive full credit for that class. All missing coursework will be noted in the gradebook with an "M" and a grade of "0". **Teachers may require a student to stay until work is completed.** Students and parents are responsible for making transportation arrangements if a student is required to stay for extended time. Any student who has work marked as "missing" on Wednesday Tuesday morning may be required to stay for a Wednesday afternoon detention, 2:30-4:00, to complete missing assignments. Students will only be excused from Wednesday detention with permission of the assigning teacher. If work is not completed to standard during this time the teachers may hold students longer. A warning list will be sent on Mondays to be given during Advisory Group study hall. Failure to comply with a teacher's homework request may result in parent contact, extra time before or after school, or in school suspension.
8. Grade Scales:
   a. Teachers are to use only the grading scales set forth below. Any deviation from the approved grade scales must be approved by the Building Principal. (BOE Policy 5204)
   b. STUDENT EVALUATION SCALE (Secondary): The grade scales to be used for reporting student progress in grades 7 through 12 are as follows:

98-100	=	A+	4.0	95-97.99	=	A	4.0	93-94.99	=	A-	4.0
91-92.99	=	B+	3.7	89-90.99	=	B	3.3	86-88.99	=	B-	3.0
84-85.99	=	C+	2.7	82-83.99	=	C	2.3	78-81.99	=	C-	2.0
76-77.99=		D+	1.7	73-75.99	=	D	1.3	70-72.99	=	D-	1.0

b. Class rank will be determined by "weighting" Advanced Math, Calculus, Chemistry, College Prep English, Physics, & Spanish IV by adding 7 percentage points after the grade average is figured. 3.5 percentage points each semester after the grade average is figured.

c. Class rank grade calculation will be determined by averaging points each semester after the final grade for a class is figured by the teacher. "Weighing" certain high-level and/or college credit classes may take place. "Weight" will be added to these classes by adding 3.5 percentage points each semester after the grade average is figured. Weighted classes are Calculus, Advanced Biology, Chemistry, Human Anatomy and Physiology, Physics, College Prep English, College Trigonometry, Statistics and Dual Credit Courses on a case by case basis.

d. Students must complete work by the end of the semester to receive credit for the class unless arrangements have been made with the teacher with approval of the Principal

e. Incompletes will be given when a student's work for a semester or quarter is not complete. Unfinished work causing the incomplete must be finished within two weeks of the time the incomplete is reported or it will become a failing grade.

f. If a student has excess absences, that student will be short credits in accordance with the current policy. "Conditional" grades will be eliminated. If a person cannot pass after a two-week "incomplete" period, that student will fail.

g. Two failures after two-week period A student who is failing 1 class for 2 consecutive weeks or who is failing 2 or more classes in 1 week will make a student be considered ineligible for interscholastic activities. Teachers and coaches will be available for academic counseling for any failing student. Teachers will inform each student on Monday Tuesday if he/she is failing. If a student has three or more failures after two weeks, he/she will be sent home to study and will not be allowed to practice.

B. Elementary students shall be graded using a Standards Based Grading and Reporting (SGB&R) approach. The following criteria shall be implemented and utilized.
   1. Within each content area, teachers will assess student knowledge and assign one of the proficiency ratings below to each graded standard. Each content area has several graded standards based on standards dictated by the Nebraska Department of Education. The proficiency rating assigned will be based on student performance over the course of the grading period on practice work, formative assessment, and summative assessment. Emphasis will be placed on the most consistent level of work and knowledge as well as the most recent level of work and knowledge. Life skills and student conduct are separately graded for each student.
   2. STUDENT EVALUATION SCALE (Elementary): The elementary (K-6 grade) students grading scale for all content areas is as follows:

4 - Exceeds - Independently performs above grade-level expectations
3 - Meets - Demonstrates grade-level skills, little or no support needed
2 - Progressing - Skills are developing, some support needed
1 - Beginning - Skills are limited, frequent support needed

3. Students in grades 4-6 receiving only 3's and 4's will receive **honor roll** recognition.

Reconsideration of Grades/Marks: Questions raised concerning duly assigned grades will be resolved cooperatively in a conference which includes the teacher(s) involved and the Principal. In the event a grade is questioned by parents or students, the parents/guardians and/or student may be included in the conference.

Failure to resolve the issue will result in a second conference involving the Superintendent or designee and the participants in the initial conference described above. The grades designated by teachers will not be changed unilaterally by the Superintendent unless the Superintendent determines that the grade is not consistent with the requirements of law, Board Policy, or the best interests of the District.

Reduced Credit: Some students in certain situations may qualify for less than the number of credits normally granted for a course. Late entry or a serious injury at an awkward point in the semester would be a couple of examples. If a student is excessively absent (seven days a semester) from a class for any particular reason, the student may lose credit. This may be appealed to the Principal who will refer it to the credit appeal committee.

Transfer Grades: A student transferring into Pender Public School at the fifteen-to eighteen-week time period will have all grades on transcript from an accredited school accepted for semester credit. Grades must be approved for credit by the Principal.

Weekly Reports: Student grades should be exported weekly to assist in eligibility lists. The Building Principal will establish the day of the week for which grades are to be reported. Mid-terms will be sent home after the 4th week of each quarter. If a student is failing a class, a comment should be included with the export of the grades.

Reports to Parents: Grades and credit are assigned on a quarter (9 weeks) or semester basis (18 weeks). Reports are sent to parents at the close of each nine weeks during the school year; the reporting periods are referred to as first quarter, second quarter, first semester, third quarter, fourth quarter and second semester.

The grade reports are produced from information supplied by teachers and distributed to students at school or are mailed to parents.

All term or mid-quarter grades are calculated on a cumulative basis; i.e., the grade given at the end of the first quarter represents an evaluation of work done during that quarter, and the grade given at the end of second quarter represents an evaluation of work done during that quarter. The close of the semester represents an evaluation of all the work done during the entire eighteen weeks.

The end-of-quarter and end-of-semester reports are directed to parents, not to students. Students probably know quite well how they stand in such areas as citizenship, attitude, cooperation, attendance, preparation of assignments, etc. The parents do not have this knowledge. If any such factors have significant bearing on the student's grades or their relationship with teachers, notes should be sent to parents. Arrangements will be made to place these teacher-written notes with the grade report forms. The notes may call attention to deficiencies, faults, or failures; or they may be commendatory in nature. If carefully prepared, they can be most valuable. Parents need to have information about areas of strengths and areas needing improvement and progress being made by their child. For their instruction, and for our ultimate well-being, if and when problems arise, it is essential that the reports be as informative as possible. Teachers should, in all cases, plan to keep on file duplicate copies of the notes, which are sent to parents.

Please accept, cooperatively and professionally, the responses that parents may make subsequent to the distribution of term or mid-quarter reports. Parents are not always helpful or reasonable under these circumstances, but they do need information and direction. Teachers should encourage parents to discuss their student-centered problems with the teacher and give them all possible assistance.

If a student's grade drops drastically following a report card or the mid-term report, the teacher should contact the parent or guardian. This should be by phone and a progress report. Positive reports are highly encouraged and should be sent to anyone on the outstanding list. Parents need communication from the school.

Mid-Quarter Progress Reports to Parents: Mid-quarter progress reports are prepared at or near the middle of the fourth and the thirteenth weeks of each semester. These reports will be mailed to all parents.

Parent-Teacher Conferences

Parent-Teacher conferences are a critical opportunity for teachers to dialogue with parents (or guardians) of students regarding student achievement and learning. To this end, Parent-Teacher conferences will be scheduled once each semester during the school year. Teacher attendance at Parent-Teacher conferences is mandatory. A teacher may only be excused from attendance at Parent-Teacher conferences by obtaining written permission from the Superintendent. The schedule setting forth the dates and times for the Parent-Teacher conferences for the school year is as follows and will be listed on the school calendar.

October 22, 2025 from 2:00 p.m. to 8:00 p.m.
February 18, 2026 from 2:00 p.m. to 8:00 p.m.

Teachers are expected to be prepared for such conferences. Being prepared includes having completed grade books which include all student assignments, work or tests completed within five (5) days of the date of the Parent-Teacher conference.

Class Field Trips

Field trips shall be planned as a part of the classroom activity in all grades as needed. The Building Principal MUST approve field trips requests in writing. The request form must be filed in the office, which will include destination, transportation, date and time of departure and return. The following list of guidelines should be adhered to:

A. All trips and excursions shall have sufficient sponsors approved by a school Administrator. A guideline would be one adult for every twenty students.
B. It is recommended that actions taken on field trips reflect the character of the school.
C. When possible, all field trips shall be by school bus.
D. No field trips will be approved after May 1st of each year.
E. Only approved licensed drivers are permitted to transport students in school van or bus.

USE OF SCHOOL FACILITIES AND EQUIPMENT

Drug-Free Workplace:
The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held.

The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. The possession, use or distribution of illicit drugs or alcohol, the use of glue or aerosol paint or any other chemical substance for inhalation, and being under the influence of illicit drugs, alcohol, or inhalants, is prohibited in any place while teachers are on duty time. Any levels of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol on a teacher in the work place or on duty; time shall be a violation of the drug-free workplace. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, teachers are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the teacher commits a criminal drug or alcohol offense off the work place or off duty time.

Disciplinary sanctions up to and including termination of employment and referral for prosecution will be imposed upon teachers who violate the aforementioned standards of conduct. Sanctions may include the requirement that the teacher complete an appropriate rehabilitation program, a reprimand, and termination of employment. Drug and alcohol counseling and rehabilitation and reentry programs are available through local health agencies.

<u>Drug Free Student Policy:</u>

A. The use or possession of any type of alcoholic beverage on the school premises or by any group under the supervision of a sponsor at any activity or on any activity trip is forbidden.
B. When it has been observed that students at school or at an activity under school sponsorship have possession or have indulged in the use of any alcohol, drugs or smoking, they shall immediately be suspended from school until a proper hearing or conference can be scheduled with the parents. Procedures outlined by LB 405 will be followed in all student suspensions.
C. Students observed using or in possession of any controlled substance shall be suspended from school following the provisions of LB 405 and such use shall be reported to the proper local authorities.
D. All staff members are expected to be alert for the detection of alcoholic or controlled substances in student hands.

Smoke and Tobacco-Free Workplace
The use of tobacco products in the District's buildings, all owned or leased facilities, and vehicles is prohibited. Electronic nicotine delivery systems are also prohibited.

Weapon-Free Workplace
The District prohibits any person from being in possession of a weapon at a school attendance facility, on school property, at a school-supervised activity, or at a school-sponsored function. Any teacher found to be in violation of this policy is subject to disciplinary action, up to and

including termination.

The term "weapon" means an instrument or object used, or which may be used, as a means of attack, defense, or destruction, including, without limitation:

A. Any object which will, or is designed to, or may readily be converted to, expel a projectile by the action of an explosive or other means;
B. The frame or receiver of any object described in the preceding example;
C. Any firearm muffler or silencer;
D. Any explosive, incendiary or gas (a) bomb, (b) grenade, (c) rocket, (d) missile, (e) mine, or similar device;
E. Any bludgeon, sand club, metal knuckles, or throwing star;
F. Any knife other than as used for strictly instructional or personal care or eating purposes. A pocketknife with a blade of 2-1/2 inches or more is a prohibited weapon. A switchblade knife is prohibited regardless of size of the blade. A switch-blade knife is defined as a knife with a blade that opens automatically by hand pressure applied to a button, spring, or other device in the handle of a knife, or any knife having a blade that opens or falls or is ejected into position by the force of gravity or by an outward, downward, or centrifugal thrust or movement;
G. Any electronic device designed to discharge immobilizing levels of electricity, commonly known as a stun gun; and
H. The term “dangerous weapon” includes any personal safety or security device (such as tasers, mace and pepper spray). If a staff member desires to carry or possess a personal safety or security device, the staff member must obtain prior approval from the building principal before bringing such device on school grounds. If a staff member obtains prior approval from the building principal, the staff member must store the device during the school day in a secure location designated by the building principal. A staff member shall not carry the personal safety or security device during the school day.
I. A teacher may possess an item which may be considered a weapon where such item is used for instructional purposes and the teacher has received approval of the administration to possess the item, provided it is used in the manner approved and is maintained in such manner as the administration has directed.
J. Any other objects that is designed for or intended for use as a destructive or injurious device.

The phrase "possession of a weapon" includes, without limitation, a weapon in a teacher's personal possession, as well as in a teacher's motor vehicle, desk, locker, briefcase, backpack, or purse.

Use of District Computer Network and Internet

Teachers have access to the District’s computer network and the Internet for the enhancement and support of student instruction. It is important to remember that the equipment and the software are the property of the school district.

In using the computers and the Internet, teachers are agreeing to the following:

A. Since copyright laws protect software, teachers will not make unauthorized copies of software found on school computers by any means. Teachers will not give, lend, or sell copies of software to others unless the original software is clearly identified as shareware

or in the public domain.

B. If a teacher downloads public domain programs for personal use or non- commercially redistributes a public domain program, the teacher assumes all risks regarding the determination of whether a program is in the public domain.
C. Teachers shall not access material that is obscene, child pornography or otherwise inappropriate matter for educational or work-related uses or contrary to the District's mission. Teachers are not permitted to knowingly access information that is profane, obscene or offensive toward a group or individual based upon race, gender, national origin or religion. Further, teachers are prohibited from placing such information on the Internet.
D. Teachers will protect the privacy of other computer users' areas by not accessing their passwords without written permission. Teachers will not copy, change, read, or use another person's files. Teachers will not engage in "hacking" or otherwise attempt to gain unauthorized access to system programs or computer equipment.
E. Teachers will not use computer systems to disturb or harass other computer users by sending unwanted mail or by other means.
F. Teachers will not disclose their passwords and account names to anyone or attempt to ascertain or use anyone else's password and account name.
G. Teachers will not attempt to login to the system as a system administrator.
H. Teachers understand that the intended use of all computer equipment is to meet instructional objectives.
I. Teachers will not waste or take supplies, such as paper, printer ribbons, toner, and diskettes that are provided by the District.
J. Teachers will not use the network for financial gain or for any commercial or illegal activity.
K. Attempts to bypass security systems on computer workstations or servers, or vandalism will result in cancellation of privileges and may result in further consequences. Malicious attempts to harm or destroy data of another teacher, or data that resides anywhere on the network or on the Internet, or the uploading or creation of computer viruses are forbidden.
L. The District will not be responsible for any liabilities, costs, expenses, or purchases incurred by the use of the District's telecommunications systems such as the Internet. This includes, but is not limited to, the purchase of on line services or products. The teacher is solely responsible for any such charges. The teacher's acceptance of an email account is an acceptance of the teacher's agreement to indemnify the District for any expenses, including legal fees, arising out of the teacher's use of the system in violation of the agreement.
M. The Internet will be supplied for teachers to use on an "as is, as available" basis. The District does not imply or expressly warrant that any information accessed will be valuable or fit for a particular purpose or that the system will operate error free.
N. The District is not responsible for the integrity of information accessed, or software downloaded from the Internet.
O. The District reserves the right to refuse posting of files, and to remove files.
P. The District further reserves the right to inspect a teacher's computer and computer usage at any time. Teachers have no privacy rights or expectations of privacy with regard to use of the District's computers or Internet system.
Q. The computer system is not a public forum. It is provided for the limited purpose of advancing the District's mission.

R. A technology protection measure is in place that blocks and/or filters Internet access to prevent access to Internet sites that are not in accordance with policies and regulations. In addition to blocks and/or filters, the District may also use other technology protection measures or procedures as deemed appropriate. The technology protection measure that blocks and/or filters Internet access may be disabled only by an authorized staff member for bona fide research or educational purposes: (a) who has successfully completed district training by the on proper disabling circumstances and procedures, (b) with permission of the immediate supervisor of the staff member requesting said disabling, or (c) with the permission of a building administrator. An authorized staff member may override the technology protection measure that blocks and/or filters Internet access for a minor to access a site for bona fide research or other lawful purposes provided the minor is monitored directly by an authorized staff member.

Any violation of any part of this agreement or any other activity which school administrators deem inappropriate will be subject to disciplinary action. Discipline could include but would not be limited to, the immediate suspension or termination of the teacher's Internet account and computer privileges, reprimand, suspension, or termination.

Use of School Facilities

Teachers will be issued keys and/or key fobs to the school. Teachers are expected to not lose their keys or key fobs and to not allow others to have access to or to use their keys. If keys are lost, the teacher will be required to pay the cost of replacing the door locks. If key fobs are lost, the employee will be required to pay $10.

Teachers are permitted to have access to school facilities during non-school time provided such access is for work-related purposes. When teachers leave the building, they are to close all windows, lock their classroom door, and make sure that the entry door is fully closed and locked. This is especially important when teachers are using the school facilities prior to the beginning of the school year and during any weekend or evening usage.

School property is to be used for approved work-related purposes and not for personal purposes or for personal gain or benefit. Use of school supplies (paper, staples, etc.), school equipment (copiers, fax machines, telephones, etc.), and school postage is to be used for approved school-related purposes only. Excess or surplus supplies or equipment, including items, which have been placed in the trash, should not be removed for non-school use without approval from Administration.

Use of the Copy Machine: Only student aides are to use copy machines for individual teachers.

See Section 4000 of Board Policy for more information regarding use of school facilities.

Care of School Property

Teachers 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, it should be reported to the Building Principal. If a teacher learns that a student has damaged school property or equipment, or if a teacher is responsible for damage to school property, it should be promptly reported to the

Building Principal so the item may be replaced or repaired if possible and appropriate responsibility for the cost of replacement or repair may be determined.

Teachers are responsible for the general appearance of their rooms. Teachers are asked to please pick up papers that are left on the floor. Staff members are encouraged to decorate bulletin boards with educational material.

Use of Telephone
Personal telephone calls shall not be made during duty time except in the event of an emergency. Long distance calls that are school related can be made from a classroom phone with a specific code. Except in case of emergency, school telephones shall not be used for personal long-distance calls. Class will not be interrupted due to phone calls from teachers and/or students except in an emergency.

Students are not to use the phones located in the rooms for personal use. Students have access to the phone on first floor during their lunch break.

Visitors
Teachers are not to have visitors on school property except on a short-term basis and only with permission of the Building Principal. Included in the definition of visitors are family members of the teacher. Visitors should follow posted procedures for being on school property. Teachers are not to bring their children to school with them in lieu of taking them to childcare.

Students wishing to have visitors need to check with the Building Principal and sign in the office upon arrival. Visits are recommended to be only for one day.

Salespersons
Teachers need not allow, and should not permit, any salesperson or representative or agent of any commercial enterprise or theatrical presentation to contact the teacher while engaged in the teacher's duties except for such times as may be designated by the Superintendent or designee. By law, the hours of no solicitation are between 8:30 a.m. and 5:00 p.m. on all days school is in session. If teachers are required to be at work earlier than 8:30 a.m., the hours are extended to that earlier time as well.

Teachers shall not use classrooms, buildings or other school property for personal use or profit without specific approval from the Superintendent or designee. Teachers shall not use time for which the teacher is on duty or paid by the District to engage in any activity for personal financial profit. Any violation of this policy will be held to be willful insubordination.

Security of Desks, Lockers, Etc.
Offices, teacher 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 school 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 a teacher 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 teachers may bring to school. Teachers are cautioned not to bring large amounts of money or items of significant value to school.

Video Surveillance
The Board of Education has authorized the use of video cameras on School District property to ensure the health, welfare and safety of all staff, students, and visitors to District property, and to safeguard District facilities and equipment. The Superintendent may use video cameras in locations as deemed appropriate. The devices shall not be placed or operational in locations in which individuals have a high expectation of privacy, such as restrooms and locker rooms. Video recordings are considered student educational records and may be subject to FERPA guidelines.

Notice is hereby given that video surveillance may occur on District property. In the event a video surveillance recording captures a student or other building user violating school policies or rules or local, state or federal laws, the video surveillance recording may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies.

Bulletins and Announcements
Bulletin boards and display cases are available for school-related and approved materials to be posted and displayed. Posters to be used in the halls or materials for distribution will need to be approved by the Principal's office. Posters are not to be attached to any painted wall surfaces. The person or organization responsible for distributing the posters is responsible to see that all posters are removed within 48 hours after the event.

<u>Daily Bulletin</u>
A daily bulletin will be made available to teachers on PowerSchool and will be read during Advisory Group period using the PA system in the secondary classrooms. Teacher and calendar information will also be included in this document. Announcements should be handed in to the district office by 4:00 p.m. for the next day's bulletin.

Copyright and Fair Use Policy
It is the school's policy to follow the Federal copyright law. Students are reminded that, when using school equipment and when completing course work, they also must follow the federal copyright laws. The federal copyright law governs the reproduction of works of authorship. Copyrighted works are protected regardless of the medium in which they are created or reproduced; thus, copyright extends to digital works and works transformed into a digital format. Copyrighted works are not limited to those that bear a copyright notice.

The "fair use" doctrine allows limited reproduction of copyrighted works for educational and research purposes. The relevant portion of the copyright statue provides that the "fair use" of a copyrighted work, including reproduction "for purposes such as criticism, news reporting,

teaching (including multiple copies for classroom use), scholarship, or research" is not an infringement of copyright. The law lists the following factors as the ones to be evaluated in determining whether a particular use of a copyrighted work is a permitted "fair use," rather than an infringement of the copyright:

A. The purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
B. The nature of the copyrighted work;
C. The amount and substantiality of the portion used in relation to the copyrighted work as a whole, and
D. The effect of the use upon the potential market for or value of the copyrighted work.

Although all of these factors will be considered, the last factor is the most important in determining whether a particular use is "fair." Students should seek assistance from a faculty member if there are any questions regarding what may be copied.

See Board Policy 6020 for further copyright and fair use information.

Lost and Found
Teachers who find lost articles are asked to take them to the office, where the owner can claim the articles.

Safety
Safety Program and Safety Committee: The District has established a Safety and Security Management Plan, which includes safety and security plans and procedures, including plans and procedures to address emergency and crisis situations. Teachers are expected to be familiar with and to comply with the Safety and Security Management Plan. The Plan may be obtained for review or copy from the Building Principal or the Superintendent. It is also available on the Teacher Share Drive to which all teachers have access.

The District also has a safety committee to address employee accidents, injuries and work place conditions. A representative from each bargaining group plus representatives appointed by administration serves on the committee. Teachers who have a desire to serve on the committee should contact the Superintendent. Teachers can make suggestions and/or report concerns to the safety committee in the following ways: (1) contact the teachers association representative of the safety committee, (2) contact the President of the teachers association, or (3) contact the Safety Committee in care of the Superintendent.

Safety Practices
Guidelines for safe work practices, which teachers should follow, include the following:
A. Teachers should never stand on chairs, counters, tables, etc. Only use step stools, ladders and locking stools to stand, climb, etc., to reach high places, put things on bulletin boards, etc.
B. Teachers should always wear protective equipment (i.e., goggles, aprons, gloves, and ear protection).
C. Teachers should wipe up spills or report promptly to appropriate personnel. DO NOT assume someone else will do it.
D. Teachers should be aware of his/her surroundings, pick up clutter, and keep his/her work

area or room clean and free of clutter, debris, etc.

E. Teachers should identify and report all hazards (i.e., broken equipment, broken or uneven floor surfaces, non-operating tools, windows, doors, etc.) and follow up if not repaired.
F. Teachers should not use equipment if not familiar with it or operate machinery without proper training.
G. Teachers should not carry heavy or bulky objects. A cart, dolly, or assistance should be sought. It is also important to know how to properly lift.
H. Teachers should report significant injuries or medical problems to his/her supervisor immediately and complete the employee accident report. Significant injuries are ones that involve a blow to the head or require treatment beyond a Band-Aid or ice pack.
I. Teachers should wear seatbelts when in vehicles where provided.
J. Teachers should not do repetitive tasks for long periods of time (i.e., keyboarding, cutting things out, filing, typing, etc.). Teachers are encouraged to take breaks, learn and do stretching exercises, etc. Every accident in the school building, on the school grounds, at practice sessions, or at any athletic event sponsored by the school must be reported immediately to the Building Principal.

As required by law, approved safety glasses will be required of every student and teacher while participating in or observing vocational, technical, industrial technology, science, and art classes. All visitors to these areas must check out a pair of safety glasses when entering any of these areas.

Use of Personal Vehicles: Teachers who drive school vehicles or volunteer to use their personal automobile to transport students must have a valid driver's license and proof of insurance. Teachers will be provided a Driver's Certification form to verify this information and to be given instruction on emergency evacuation and first aid. Teachers who drive school vehicles or transport students in their personal vehicles are responsible for following safe driving practices, including use of seat belts by all occupants, and are responsible for any injury or accident. Teachers are not to use cell phones while driving a school vehicle or while transporting children.

Accidents: Every accident, which results in a personal injury, must be reported to the Building Principal immediately. In the event the injury involves a student, the teacher responsible for the student as either teacher, coach, or sponsor is responsible for making the report. If the injury occurs in the presence of the teacher, the teacher is also responsible for making a report.

Workers Compensation: Teachers are required to immediately report any work-related injury and/or work-related medical condition to their supervisor and complete all appropriate paperwork.

Fire, Tornado, and Other Safety Protocols and Drills: Reference the District Safety Plan, which can be found in the Teacher Share Drive. At the sound of the fire alarm, all personnel should leave the building as orderly and as rapidly as possible without stopping for coats or any other property. Pupils should go directly to the area designated for their particular class. Instructors will take roll and report all absenteeism to the Principal. As soon as the bells sound (not before) re-enter the building and return promptly to work.

Pupils are to pass from the following rooms in the manner indicated. In the event of an exit block, use the next nearest exit. **Move as far from the building as possible so as to not**

interfere with firemen in case of an actual fire.

First Floor:

A. Secondary Offices move right out the north main building door
B. Art Room—southwest door of the main building
C. Vocational Agriculture—east door—move south close to the street.
D. Cafeteria—Use the southwest door of the main building
E. Vocal Music—out south double doors by Ag room
F. Instrumental Music—South fire escape door
G. Strength Training—out northeast gym exit door and move south
H. Science—Exit Fire Escape Doors and move south
I. Elementary gym—Hallway—South
J. New gym—West Door—North

Second Floor: Classrooms (201 & 202) east of the center stairs go down the east stairway in two single files and out the south door of the hallway to the elementary gym. Classrooms west of the center stairs (206) go down the center stairs single file, using the outside of the stairway and out the southwest doors of the main building. Rooms (207 & 208) and south rooms (203 & 206) take the fire escape and move south across the street.

Third Floor: Classrooms east of the center stairs (distance learning (303), Room 301, Room 302, Room 304) go down the east stairway in two single files and out the south hall door of the hallway to the elementary gym. Classrooms west of the center stairs, Room 306, go down the center stairs single file, using the outside of the stairway and out the southwest door of the main building. Room 308, 309, & the library should exit the fire escape on the south side. All students and staff should move south across the street.

Tornado Drills: An intercom announcement will be given, not the regular buzzer used for the fire alarms.

The following directions should be followed after the alarm has been given:

- Students in Grades P-3 move to the Junior High Girls' Locker Room. Enter the Old Gym through the door on the north side between Rooms 170 and 171.
- Students in Grades 4-6 move to the Junior High Boys' Locker Room. Enter the Old Gym through the either vomitory entrance on the west side.
- Students in Grades 7-12 move to the Band Storage Room. Students should use the hallways to enter and should stay out of the Old Gym.
- In the event that there is not enough room for students in those three spaces, the old boiler room next to the Junior High Boys' Locker Room should be used. If a group of students move to the aforementioned space, administration will be immediately notified.

Whenever possible, students should crouch on their elbows and knees with their hands over the back of their heads or sit curled up with their back to the wall and cover their head with a book. Stay away from doors and windows. If a school bus is caught out in the open when a tornado is approaching, the bus will pull over and students will drop in the aisles or under the seats for protection.

Teacher Parking

Staff members are allowed to park anywhere on school grounds. Students will be allowed to park in lots #1, #2, and #3 (north of the school building). Students will enter these lots from Whitney Street and exit through the alley. Lot #4 (south of the school) is designated for district transportation and school personnel only. Students are not allowed to park immediately around the school building an all 4 sides.

Use of School Vehicles

A. Students are not to be transported in school vehicles unless the driver has an appropriate license.
B. Staff members who drive activity vans must check the operating fluids. Sponsors must help keep the vans and busses clean by requiring students to keep trash in appropriate containers. Activity drivers may also need to sweep out a vehicle.
C. The Transportation Director or designee will assign activity trip vehicles.
D. The capacity for the modified 12-passenger vans is nine (9) passengers plus one driver.
E. See Board of Education Policy 3410 titled “Safe Driving Record Standard for Drivers” for information regarding the use of school vehicles.

STATE AND FEDERAL PROGRAMS

Notice of Nondiscrimination (See Board Policies 4003 and 5401)
The Pender Public School does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in admission or access to, or treatment of employment, in its programs and activities. The Coordinators listed in Section 2 have been designated to handle inquiries regarding complaints, grievance procedures or the application of these policies of nondiscrimination.

Local complaint or grievance procedures are provided for by the District and set forth in this handbook. If an employee does not feel that a complaint of nondiscrimination has been satisfactorily resolved at the school level, the employee may file a complaint with the appropriate federal or state agency. Complaints are to be filed with the regional Department of Education, Office for Civil Rights where the complaint relates to Title IX (discrimination, harassment or lack of equity based on gender), Title VI (discrimination or harassment based on race, color, or national origin) or Section 504 (discrimination, harassment or failure to accommodate a disability). Complaints are to be filed with the the regional U.S. Equal Employment Opportunity Commission (EEOC) if the complaint relates to Title VII (discrimination or harassment based on race, color, gender, national origin, or religion), the Americans with Disabilities Act (discrimination, harassment or failure to accommodate a disability), or the Age Discrimination in Employment Act (discrimination based on age). The contact information for the OCR and the EEOC in this regard are:

Office for Civil Rights
One Petticoat Lane
1010 Walnut Street
3rd Floor Suite 320
Kansas City, MO 64106
VOICE: 816-268-0550
FAX: 816-268-0599
TDD: 800-877-8339
ocr.kansascity@ed.gov

The U.S. Equal Employment Opportunity Commission (EEOC)
1801 L Street, N.W.
Washington, D.C. 20507
(800) 669-4000; TDD: (800) 669-6820

A publication provided by the federal government concerning rights of non-discrimination is attached as Appendix C to this handbook.

Designation of Coordinators
Any person having inquiries concerning the District's compliance with anti-discrimination laws or policies or other programs should contact or notify the following person(s) who are designated as the coordinator for such laws, policies or programs. The contact address for the coordinator is: Pender Public School 609 Whitney, Pender, NE 68047, 402-385-3244.

Law, Policy or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race, color, or national origin; harassment	Superintendent

Title IX	Discrimination or harassment based on sex; gender equity	Secondary Principal
Section 504 of the Rehabilitation Act and the Americans with Disability Act (ADA)	Discrimination, harassment or reasonable accommodations of persons with disabilities	Superintendent
Homeless student laws	Children who are homeless	Superintendent
Safe and Drug Free Schools and Communities	Safe and drug free schools	Superintendent

Anti-discrimination & Harassment Policy (See Board Policies 4003 and 5401)
Elimination of Discrimination: Pender Public Schools hereby gives this statement of compliance and intent to comply with all State and Federal laws prohibiting discrimination or harassment and requiring accommodations. This school district intends to take necessary measures to assure compliance with such laws against any prohibited form of discrimination or harassment or which require accommodations.

Preventing Harassment and Discrimination: The Pender Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers, students or other persons is prohibited. In addition, the Pender Public School District will try to protect employees and students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status is prohibited. The following are general definitions of what might constitute prohibited harassment.

A. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's race, color, religion, disability or national origin constitute harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

B. Age harassment (40 years of age and higher) has been defined by Federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.

C. Sexual harassment is defined by Federal and State regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment. Sexual harassment may exist when:
   1. Submission to such conduct is either an explicit or implicit term and condition of employment or of participation and enjoyment of the school's programs and

activities;

2. Submission to or rejection of such conduct is used or threatened as a basis for employment related decisions, such as promotion, performance, evaluation, pay adjustment, discipline, work assignment, etc., or school program or activity decisions, such as admission, credits, grades, school assignments or playing time;
3. The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.
4. Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

Complaint and Grievance Procedures: Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or classroom teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision. In the case of a student, the Principal would be the next or alternative person to contact.

If the employee or student's complaint is not resolved to his or her satisfaction within five (5) to ten (10) calendar days, or if the discrimination or harassment continues, or if a student feels immediate help is needed for any reason, the complaint should be reported to the Superintendent of Pender Public Schools. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be processed to the Board of Education.

The supervisor, teacher, or the Superintendent will thoroughly investigate all complaints. These situations will be treated with the utmost confidence, consistent with resolution of the problem. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, and disciplinary action up to expulsion against a harassing student, may be taken. Under no circumstances will any threats or retaliation be permitted to be made against an employee or student for alleging in good faith a violation of this policy.

Grievance Procedure for Persons with a Disability

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act address discrimination, harassment or failure to provide reasonable accommodations to persons with a disability. The following grievance procedure shall be used for resolution of complaints of alleged violations of the ADA or Section 504:

A. Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally.
B. Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant.
C. Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough, but informal, and the Complainant shall be given a full

opportunity to submit evidence relevant to the complaint.

D. The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement of the Complainant. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant.
E. The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution, and shall be deemed to have accepted the proposed resolution unless the Complainant rejects the proposed resolution within such time period. In the event the complainant rejects the proposed resolution, the complainant shall be given the opportunity to file a request for reconsideration within the ten (10) days from the date the Coordinator's division is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. The Coordinator shall consider any additional information provided in the request for reconsideration and make a decision on the request for reconsideration within 10 (ten) days after the request for reconsideration was filed.

Confidentiality of Student Records (FERPA)
The Family Educational Rights and Privacy Act (FERPA) gives parents and students over 18 years of age rights of access and confidentiality with respect to education records. Employees are expected to provide access rights and maintain the confidentiality of education records in accordance with FERPA and Board policy. Further information about FERPA and the District's policies under FERPA are found in Board Policy and in the Student Handbook.

To the extent permitted by law, contractors, consultants and volunteers may be permitted to have access to education records where they are performing a function or service that would otherwise be done by a school employee. Their access is limited to educational interest; which means records needed to effectively provide the function or service for which they are responsible.

School officials may have access only to those education records in which they have a legitimate educational interest, unless the parent has given written and dated consent for the access. A school official who violates this restriction shall be subject to disciplinary action up to and including termination.

Disclosure of Student Information to Military Recruiters and Colleges (See Board Policy 1080)
A school directory will be used and distributed only by authorization of the Principal or Superintendent. Under no circumstances will it be distributed for political or commercial purposes. If student directory information is released it shall not be released to an agency or individual if personal profit is the object of the receiver. Directory information for purposes of the school directory may consist of (1) student name, (2) address, (3) grade in school, (4) name of parents or guardian, and (5) date of birth. Parents who do not wish to have their child's name(s) included in the directory to be released may request that it be deleted. It shall be the Principal's responsibility to delete those names.

Disclosure of Staff Qualifications
The District shall give parents/guardians the right to get information about the professional qualifications of their child's classroom teachers. The District designates the following information as "directory information" and will give parents/guardians such information upon request:

A. Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
B. Whether the teacher is teaching under an emergency or provisional teaching certificate.
C. The baccalaureate degree major of the teacher, along with information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree.
D. Whether the parent/guardian's child has been assigned, or has been taught for four or more consecutive weeks, by a teacher who does not meet certification requirements.

Student Privacy Protection (See Board Policy 5421)
The District shall make every effort to protect the privacy of students. Further information about student privacy and the District's policies with regard to student privacy are found in Board policy and in the student handbook. In general, employees are expected to comply with these provisions and related Board policy, as follows:

A. Student surveys created by and administered by either the United States Department of Education or a third party (a group or person other than the District)—give parent/guardian the opportunity to inspect the survey upon request before the survey is administered or distributed to the students;
B. Student surveys which involve "sensitive" matters—make suitable arrangements to protect student privacy (that is, do not include the name or other identifying information about a particular student) and give parents the opportunity, in advance, to "opt-out" their child from the survey. Sensitive matters include:
    1. Political affiliations or beliefs of the student or the student's parent;
    2. Mental or psychological problems of the student or the student's parent;
    3. Sex behavior or attitudes;
    4. Illegal, anti-social, self-incriminating or demeaning behavior;
    5. Critical appraisals of other individuals with whom the student has close family relationships;
    6. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
    7. Religious practices, affiliations, or beliefs of the students or the student's parent;
    8. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).
C. Instructional materials—permit parents upon reasonable request to inspect any instructional material used as part of the educational curriculum for their child. The term "instructional materials" does not include academic tests or academic assessments for purposes of this parent inspection requirement. If a teacher receives such a request, the parent should be directed to the Building Principal and the teacher should also inform the Building Principal about the request to get instructions.
D. Collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information—the District policy is to not gather such information for such purposes.

Parental and Family Involvement (See Board Policies 6400)
<u>General - Parental/Community Involvement in Schools</u>: The District's policy is to welcome parental and family involvement in the education of their children. As a part of this policy, employees are expected to:

A. Provide parents and family members timely information about their child's progress, including use of quarterly report cards, active and constructive attendance at parent-teacher conferences, and more frequent parent and family member contacts where warranted by the student's academic and behavioral needs;
B. Make textbooks, completed tests and other curriculum materials available for review by parents and family members upon request;
C. Permit parents and family members access to their child's records according to law and school policy;
D. Encourage parents and family members to attend courses, assemblies, counseling sessions and other instructional activities with prior approval of the proper teacher, counselor or administrator, provided that such parent and family member attendance be educationally appropriate and not disruptive to the educational program;
E. Assure that testing occurs to assure proper measurement of each child's educational progress and achievement;
F. Permit parents to excuse their child from testing, classroom instruction and other school experiences when possible and educationally appropriate;
G. Notify parents and family members of student surveys in accordance with district policy, obtain parental and family member permission for surveys where required by District policy or law, and allow parents and family members to opt-out of such surveys in accordance with District policy and law; and
H. Encourage parents and family members to express their concerns, share their ideas and advocate for their child's education.

Title I Parental Involvement **(See Board Policy 6410)**: The District has a separate policy established pursuant to the Every Student Succeeds Act relating to parental and family member involvement applicable to parents and family members of children enrolled in Title I programs. The policy requires that parents and family members of Title I children been given the opportunity to participate in regular, two-way, and meaningful communication involving student academic learning and other school activities, including ensuring–(A) that parents and family members play an integral role in assisting their child's learning; (B) that parents and family members are encouraged to be actively involved in their child's education at school; (C) that parents and family members are full partners in their child's education and are included, as appropriate, in decision making and on advisory committees to assist in the education of their child; and (D) the carrying out of other activities, such as those described in the Parental and Family Involvement Policy. Employees are expected to comply with the Title I Parental and Family Involvement Policy.

Homeless Students (See Board Policy 5418)
The Every Student Succeeds Act requires that homeless students not be stigmatized or segregated on the basis of their status as homeless. Homeless children generally include children who lack a fixed, regular, and adequate nighttime residence. The Superintendent serves as the District's designated Homeless Coordinator and should be contacted for questions relating to a homeless student.

Breakfast and Lunch Programs
The District participates in the National School Lunch Program. Employees are expected to keep information about the participation of students in the program confidential.

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.

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

FEDERAL MINIMUM WAGE

$7.25 PER HOUR

BEGINNING JULY 24, 2009

OVERTIME PAY At least 1½ times your regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR An employee must be at least **16** years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

Youths 14 and **15** years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

No more than

- **3** hours on a school day or **18** hours in a school week;
- **8** hours on a non-school day or **40** hours in a non-school week.

Also, work may not begin before **7 a.m.** or end after **7 p.m.**, except from June 1 through Labor Day, when evening hours are extended to **9 p.m.** Different rules apply in agricultural employment.

TIP CREDIT Employers of "tipped employees" must pay a cash wage of at least $2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least $2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. Certain other conditions must also be met.

ENFORCEMENT The Department of Labor may recover back wages either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action.

Employers may be assessed civil money penalties of up to $1,100 for each willful or repeated violation of the minimum wage or overtime pay provisions of the law and up to $11,000 for each employee who is the subject of a violation of the Act's child labor provisions. In addition, a civil money penalty of up to $50,000 may be assessed for each child labor violation that causes the death or serious injury of any minor employee, and such assessments may be doubled, up to $100,000, when the violations are determined to be willful or repeated. The law also prohibits discriminating against or discharging workers who file a complaint or participate in any proceeding under the Act.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.
- Special provisions apply to workers in American Samoa and the Commonwealth of the Northern Mariana Islands.
- Some state laws provide greater employee protections; employers must comply with both.
- The law requires employers to display this poster where employees can readily see it.
- Employees under 20 years of age may be paid $4.25 per hour during their first 90 consecutive calendar days of employment with an employer.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

For additional information:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

WWW.WAGEHOUR.DOL.GOV

WHD U.S. Wage and Hour Division

U.S. Department of Labor | Wage and Hour Division

WH Publication 1088 (Revised January 2009)


Your Rights
under the

Equal Employment Opportunity is THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN
Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES
Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION
Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX
In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES
Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- ☆ you ensure that your employer receives advance written or verbal notice of your service;
- ☆ you have five years or less of cumulative service in the uniformed services while with that particular employer;
- ☆ you return to work or apply for reemployment in a timely manner after conclusion of service; and
- ☆ you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- ☆ are a past or present member of the uniformed service;
- ☆ have applied for membership in the uniformed service; or
- ☆ are obligated to serve in the uniformed service;

then an employer may not deny you:

- ☆ initial employment;
- ☆ reemployment;
- ☆ retention in employment;
- ☆ promotion; or
- ☆ any benefit of employment

because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION

- ☆ If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

- ☆ Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

ENFORCEMENT

- ☆ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.

- ☆ For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its **website at http://www.dol.gov/vets**. An interactive online USERRA Advisor can be viewed at **http://www.dol.gov/elaws/userra.htm**.

- ☆ If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.

- ☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: http://www.dol.gov/vets/programs/userra/poster.htm. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

U.S. Department of Labor
1-866-487-2365

U.S. Department of Justice

Office of Special Counsel

1-800-336-4590

Publication Date—October 2008

NOTICE

Military Family Leave

On January 28, President Bush signed into law the National Defense Authorization Act for FY 2008 (NDAA), Public Law 110-181. Section 585(a) of the NDAA amended the FMLA to provide eligible employees working for covered employers two important new leave rights related to military service:

(1) **New Qualifying Reason for Leave.** Eligible employees are entitled to up to 12 weeks of leave because of "any qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation. By the terms of the statute, this provision requires the Secretary of Labor to issue regulations defining "any qualifying exigency." In the interim, employers are encouraged to provide this type of leave to qualifying employees.

(2) **New Leave Entitlement**. An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the servicemember. This provision became effective immediately upon enactment. This military caregiver leave is available during "a single 12-month period" during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

Additional information on the amendments and a version of Title I of the FMLA with the new statutory language incorporated are available on the FMLA amendments Web site at http://www.dol.gov/esa/whd/fmla/NDAA_fmla.htm.

WHD
U.S. Wage and Hour Division

U.S. Department of Labor | Employment Standards Administration | Wage and Hour Division

Appendix F
Addendum to Pender Public Schools
Employee Handbooks
(January 16, 2009)

The Department of Labor has amended the Family and Medical Leave Act (FMLA) regulations effective on January 16, 2009. One of the changes involves the content of the general notice to be given to employees concerning rights and responsibilities under the FMLA.

The general notice information is to be included in employee handbooks. As such, we are providing the following information as an addendum to the District's existing employee handbooks.

Employee Rights and Responsibilities under the Family and Medical Leave Act

Family and medical leaves 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:

a. For incapacity due to pregnancy, prenatal medical care or child birth;
b. To care for the employee's child after birth, or placement for adoption or foster care;
c. To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
d. For a serious health condition that makes the employee unable to perform his/her 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 their 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 service member medically unfit to perform his or her duties for which the service member 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, a teacher's health coverage under a "group health plan" will be maintained on the same terms as if the teacher 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.

A teachers use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of FMLA leave.

Eligibility Requirements
Teachers are eligible for at least one year, for 1,250 hours over the previous 12 months, and if there are at least 50 employees of Pender Public Schools within 75 miles of the teacher's work location after 12 months of consecutive employment with PPS.

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 health care provider for a condition that either prevents the teacher from performing the functions of the 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 regiment 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
Teachers 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. Teachers 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
Teachers may choose or Pender Public Schools may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, teachers must comply with the District's normal paid leave policies.

Employee Responsibilities
Teachers 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 teachers are unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Teachers also must inform the District if the requested leave is for a reason for which FMLA leave was previously taken or certified. Teachers 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 refer to the FMLA posters on employee bulletin boards or contact the U.S. Wage and Hour Division at:

1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627
www.dol.gov/whdl

To submit a request for use of FMLA, or to make arrangements for payment of benefits while on an FMLA leave, contact Jason Dolliver at (402) 385-3244.

RECEIPT OF 2025-2026 TEACHER HANDBOOK OF PENDER PUBLIC SCHOOL

This signed receipt acknowledges receipt of the 2025-2026. Teacher Handbook of Pender Public School. This receipt acknowledges that it is understood that I am to read and be familiar with the handbook, that I understand the handbook contains a disclaimer of contract and that I understand that the handbook includes the District's policies of non-discrimination and equity, and that specific complaint and grievance procedures exist in the handbook which should be used for responding to harassment or discrimination.

Signature _____

Date _____

Please return this form to the District Office.

PENDER PUBLIC SCHOOL

Classified Employee Handbook

2025-2026

2025-2026
CLASSIFIED EMPLOYEE HANDBOOK
PENDER PUBLIC SCHOOL
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Pender Public Schools Classified Employee Handbook
2025-2026 School Year
FOREWORD

Section 1 Intent of Handbook

Welcome to Pender Public Schools. This handbook is intended to be used by classified employees to provide general information about Pender Public Schools and to serve as a guide to policies, rules, and regulations, benefits of employment, and performance expectations.

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.

Each classified employee is responsible for becoming familiar with the handbook and knowing the information contained in it. Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise. This handbook is intended to supplement other documents that deal with employment, including the employment agreement and the policies and regulations of the Board of Education. In reading this handbook, please understand that where a direct conflict exists, state or federal law and Board policies and regulations will control.

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 work agreement approved by the Board of Education.

The Administration will be responsible for interpreting the rules contained in the handbook and shall have the right to make decisions and make rule revisions at any time. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will decide based upon applicable school district policies, state and federal statutes and regulations, and the best interests of the District.

This handbook will be in effect for the 2025-2026 and subsequent school years unless replaced by a later edition.

Section 2 Information About Pender Public Schools

School System Demographics: The Pender school system consists of one building site located in Pender.

Accreditation: The Nebraska Department of Education has accredited Pender Public Schools since 1917. During the 2024-2025 school year, the district attained Cognia accreditation from the Nebraska Department of Education. Pender is classified as a D-1 or C-2 high school by the Nebraska School Activities Association and is a member of the East Husker Conference from which competitive events are provided for students. Other East Husker Conference schools

include Oakland-Craig, Tekamah-Herman, North Bend Central, Lyons-Decatur Northeast, Scribner-Snyder, Stanton, Wisner-Pilger, West Point, Clarkson-Leigh, Howells-Dodge, Humphrey-Lindsay Holy Family, Madison, Wakefield, and Bancroft-Rosalie.

The school district increased in size as a result of LB126 which resulted in reorganization with Cuming County District #82. The district is now approximately 153 square miles in area, almost all of which is in Thurston County. The district contracts with Nebraska School Bus, Inc. to pick up and deliver students daily to rural areas. The bus company also provides transportation for activities and special education needs.

Staff: 2025-2026

36	Certified Teachers
1	School Counselor
1	Secondary Principal
1	Elementary Principal/Special Education Director
1	Superintendent
1	Technology Director
1	School Nurse
14	Paraprofessionals
2	Secretaries
1	Bookkeeper/Administrative Assistant
1	Maintenance Supervisor
2	Custodians
1	Transportation Director / Custodian
3	Route / Activity Bus Drivers
5	Activity Drivers
4	Food Service Personnel
75	**Total Employees on Staff**

- ESU #1 provides School Psychology, Speech, Occupational & Physical Therapist, Deaf, Visually Impaired, Audiologist, Early Childhood special education services
- School Nurse is contracted by the District for 81 days per year
- Board Certified Behavior Analyst (BCBA) is independently contracted

Section 3 School Mission/Governing Beliefs/Essential Education Statements

School Slogan: It's a Great Day to be a Pendragon!

School Mission: The mission of the Pender Public Schools District is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens.

Governing Beliefs:

- We believe communication is necessary in providing a quality education.
- We believe that a quality education is a joint commitment and responsibility of the entire community.

- We believe that our school system should provide the educational opportunities to meet the individual needs of all students.
- We believe the learning environment should be safe, supportive, positive and dignified.
- We believe in providing the learning environment and technology to motivate and challenge the student to be the best he/she can be.
- We believe in recognizing the diversity of students, their backgrounds and families.
- We believe in creating an educational environment in which students learn to take responsibility for their own actions.
- We believe that our school system should hire, maintain and retain the best-qualified staff possible.

Essential Education: Pender Public Schools is committed to providing its students with equitable opportunities for an essential education in an efficient manner. An essential education is one that enables students to reach the following outcomes:

- Proficient in meeting the State's academic content standards and essential learning and such additional standards as are established by the Board of Education
- Successful at each educational level and in transitioning between those levels from early childhood through postsecondary education and/or career entry
- Effective in functioning in and contributing to our culturally diverse democratic society

The District seeks to provide an essential education by developing and maintaining:

- Qualified and competent administrative, teaching, paraprofessional, and operational staff;
- Integrated, planned curriculum that prepares students to achieve state standards and such additional standards as are established by the Board of Education and to reach the student outcomes identified above;
- Comprehensive support programs and services that meet the diverse needs of students;
- Safe, clean and supportive facilities and learning environments;
- Implementation of a curriculum that meets the following:
    - Is based on state standards in reading, writing, speaking, listening, mathematics, science and social studies/history and essential learning in visual and performing arts, world languages, technology, health and physical education, and career and technical education and such additional standards; as are established by the Board of Education;
    - Is appropriate for the developmental level of the students;
    - Addresses diverse learning needs;
    - Instills a passion for learning and the importance of life-long learning;
    - Develops problem solving and critical thinking skills, decision making skills, data gathering, and critical use of information;
    - Develops expected work ethics, as well as group participation and leadership skills;
    - Incorporates character education and multicultural education, including respect for diversity;

- Provides for application of technology in all learning areas;
- Provides access to advanced courses; and
- Is organized in a schedule that is functional and meets student needs in all curriculum areas.

- Providing a supportive learning environment which includes:
  - a welcoming and inviting environment that is emotionally safe, nurturing, supportive, and disciplined; that promotes respect, trust, integrity, and regard for self and others; and that honors diversity;
  - learning as the central purpose with students engaged in meaningful, relevant, and productive learning experiences; and
  - Implementation of policies and practices that result in an orderly environment with emphasis on consistent school-wide positive behavior.

Section 4 Members of the Board of Education

Name	Office
Matt Peters	President
Matt Heineman	Vice President
Jason Roth	Secretary/Treasurer
Jean Karlen	Member
JJ Maise	Member
Mandy Johnson	Member

Section 5 Pender Public Schools Staff

Administration

Name	Position
Jason Dolliver	Superintendent
Kelly Ballinger	Elementary Principal Special Education Director
Luke Hoffman	Secondary Principal

Certified Staff

Name	Department	Grades
Allie Conner	Social Studies	7-12
Amy Bargholz	Elementary	Kindergarten
Andrea Hinrichs	SPED	7-12
Anthony Ferg	Business/Technology/SS Activities Director	7-12
Ashley Bessmer	Elementary	1
Audra Miller	Reading Interventionist	K-6
Bailey Tofflemire	Elementary	4-6 Reading, 6th Grade
Brandi Kolbeck	Vocal Music	K-12
Brianna Gaer	Elementary	3
Clay Haymart	Language Arts	7-12
Cody Volk	Social Studies	7-12
Dennis Oliver	Physical Education	K-12
Dustin Krusemark	Art	K-12
Kari Athey	Science	5-12
Katie Steecker	Science	7-12
Kaelyn Svehla	SPED	K03
Keaton Harpham	Technology Director	P-12
Kelly Schrunk	Elementary	4-6 Reading, 4th Grade
Kira Swinton	SPED	4-6
Lanette VonSeggern	Mathematics	7-12
Lexi Meister	Ag Ed Instructor	7-12
Liz Hoffman	Elementary	3
Lucas Ramm	Strength and Conditioning	7-12
Marin Jetensky	Elementary	1
Matt Dregalla	Instrumental Music	5-12

Megan Nixon	Elementary	4-6 Writing, 4th Grade
Mitchell Mailloux	Elementary	2
Morgyn Christiansen	Language Arts	7-12
Natalie Keiss	SPED	7-8
Nick Arlt	Elementary	4-6 Social Studies, 5th Grade
Pam Peters	Elementary	Preschool
Rhonda Heise	Media Specialist	K-12
Sean King	Mathematics	7-12
Shauna Kinning	Elementary	Kindergarten
Sheila Dahlman	Elementary	2
Tara English	Elementary	4-6 Science, 5th Grade
Thad Nixon	School Counselor	P-12
Tracey Krusemark	Elementary	4-6 Math, 6th Grade

Classified Staff

Name	Building	Position
Alaynna Beutler	Pender	Paraprofessional
Betty Roberts	Pender	Paraprofessional
Carolyn Jensen	Pender	Paraprofessional
Chris Meyer	Pender	Food Service
Cortnie Walker	Pender	Paraprofessional
Dan Swinton	Pender	Transportation / Maintenance
Deanna Hansen	Pender	Bookkeeper / Admin Assistant
Dennis Dolliver	Pender	Bus Driver
Greg Meyer	Pender	Transportation / Custodian
Jaclyn Anderson	Pender	Paraprofessional
Janet Schopke	Pender	Paraprofessional
Jeremy Calhoon	Pender	Bus Driver / Custodian

Jody Davis	Pender	Food Service
Judy Giese	Pender	Paraprofessional
Kaylinda Holloway	Pender	Paraprofessional
Keena Koehlmoos	Pender	Custodian
Kristin Walsh	Pender	District Secretary
Leslie Timm	Pender	Nurse
Lisa Johnson	Pender	District Secretary
Liz Tierney	Pender	Paraprofessional
Marilyn Eason	Pender	Route Driver
Melinda Ruppert	Pender	Paraprofessional
Morgan Fillipi	Pender	Paraprofessional
Pam Buchholz	Pender	Food Service Manager
Rebecca Zweep	Pender	Paraprofessional
Richelle Webster	Pender	Paraprofessional
Robbie Welsh	Pender	Food Service
Tiffany Beckman	Pender	Paraprofessional
Tiffany Rose	Pender	Paraprofessional
Tony Crippen	Pender	Maintenance

Article 1 – SCHOOL CALENDAR AND SCHEDULES

Section 1 – School Calendar – 2025-2026

The school calendar for the 2025-2026 school year can be found on the Teacher Share drive.

Section 2 Daily Schedule

Regular Schedule	
8:03	First Bell
8:10 – 8:58	1st Period
9:01 – 9:49	2nd Period
9:52 – 10:12	Advisory Group Period
10:15 – 11:03	3rd Period
11:06 – 11:54	4th Period
11:54 – 12:21 12:24 – 1:12	5th Period – 1st Lunch 5th Period – 1st Lunch Class
11:54 – 12:42 12:45 – 1:12	5th Period – 2nd Lunch Class 5th Period – 2nd Lunch
1:15 – 2:03	6th Period
2:06 – 2:54	7th Period
2:57 – 3:45	8th Period

Section 3 Shortened Schedules

10:00 Start	
9:53	First Bell
10:00 – 10:37	1st Period
10:40 – 11:17	2nd Period
11:20 – 11:57	3rd Period
12:00 – 12:27	5th Period – 1st Lunch
12:36 – 1:03	5th Period – 2nd Lunch
1:06 – 1:43	4th Period
1:46 – 2:23	6th Period
2:26 – 3:03	7th Period
3:06 – 3:45	8th Period
1:00 Dismissal	
8:03	First Bell
8:10 – 8:40	1st Period
8:43 – 9:13	2nd Period
9:16 – 9:46	3rd Period
9:49 – 10:19	6th Period

10:22 – 10:52	7th Period
10:55 – 11:25	8th Period
11:28 – 11:58	4th Period
12:01 – 12:30	5th Period – 1st Lunch
12:33 – 1:00	5th Period – 2nd Lunch

Section 3 Continued – Shortened Schedule

2:30 Dismissal	
8:03	First Bell
8:10 – 8:48	1st Period
8:51 – 9:29	2nd Period
9:32 – 10:10	3rd Period
10:13 – 10:51	6th Period
10:54 – 11:32	4th Period
11:32 – 11:59 12:02 – 12:40	5th Period – 1st Lunch 5th Period – 1st Lunch Class
11:35 – 12:13 12:13 – 12:40	5th Period – 2nd Lunch Class 5th Period – 2nd Lunch
12:43 – 1:21	7th Period
1:24 – 2:02	8th Period
2:05 – 2:25	AG Study Hall

Section 4 Severe Weather and School Cancellations

The Superintendent is authorized by the Board of Education to close the school in case of severe weather. Representatives of the Superintendent's staff will notify local news media when inclement weather warrants such action. Radio and television stations broadcast the information regularly. Apptegy will also be used to communicate pertinent school information including weather-related changes and cancellations via phone, email, and text messaging.

Decision to Close Schools. A decision to close school is made when forecasts by the weather service and civil defense officials indicate that it would be unwise for students to go to school. If possible, a decision about the next school day will be made by 9 p.m. for announcement during the 10 p.m. news. An early decision is not always possible because of uncertain weather conditions. School officials will make periodic assessments of conditions during the night and will decide early in the morning (by 6 a.m. if possible). In any case, an announcement will be made to the news media when schools will be closed. Staff members will be contacted through the Apptegy notification system. Staff members are required to sign up for the notification system in the office. In some instances, school will be open, but certain services may be cancelled (bus transportation, kindergarten, student activities, etc.). Some staff may be designated as being required to come to school even in the event of a school closing. All activities, practices, and use of school facility will be cancelled.

After School Starts. Every attempt will be made to avoid closing school once classes are in session. In some instances, closing school during the day is inevitable if children are to safely

return home before the brunt of a major storm hits. In these cases, as much notice as possible will be given. If school is closed during the day staff will be notified and parents will be notified via media broadcast and Apptegy messages. Teachers and designated staff will be responsible for remaining with students until all students have safely left school or the administration has made arrangements for remaining students.

Emergency Conditions: The Pender Public School District has a signal which, when activated, includes the necessity to either evacuate the building or to move to safer areas of the building. All regular drills are held as required by law through the school year. The District's Safety Plan outlines appropriate responses for emergency and/or crisis situations. It can be found on the Teacher Share Drive. It should be utilized when deemed necessary. **School officials discourage parents from picking students up during a tornado warning.**

Article 2 – EMPLOYMENT, COMPENSATION AND BENEFITS

Section 1 Employment

Employment occurs when the employee signs the Work Agreement and the Board of Education approves such work agreement for employment.

Classified employees may be asked in the spring whether they wish to continue in employment during the following school year. This is done for staff planning purposes and does not constitute an offer of employment.

Should an employee wish to resign from employment the employee should give two weeks' written notice of resignation to the Superintendent. The request to resign will be acted upon by the Board of Education.

Classified employees are "at-will" employees and may be terminated at any time by the District. Notice of termination may be delivered by Administration or the Board of Education. The termination of employment will be acted upon by the Board of Education at a regular or special meeting.

Section 2 Assignments

The duties to be performed by an employee with the District shall be subject to assignment by the Superintendent. Job descriptions, where available, provide additional information about the positions duties.

An employee will be expected to devote full-time during days of school to the employee's position and to diligently and faithfully perform the assigned duties to the best of the employee's ability. Regular, dependable attendance is an essential function of the Employee's position.

Section 3 Personnel File

The District will follow the requirements of state and federal law and regulation with regard to employee personnel files. Employees are to notify the Superintendent's Office of any changes in contact information (address/telephone). Social Security cards will be copied for I-9 reports. Employees may contact the Administrative Assistant to request a review of their personnel file. No personnel files may be removed from the Administrative Office.

Section 4 Grievances and Complaints

Employment related grievances or complaints shall be addressed through the administrative chain of command following the process set forth in board policy (Board Policy 1025, Administrative Regulations 1025.1, and 1025.2).

Section 5 Compensation

Compensation: Compensation is paid only as authorized by the Board of Education.

Salary Payments: Salary is payable on a once per month basis for those months when services are performed. Employees will be paid on the 20th of the month, or the last preceding school day, if the 20th falls on a holiday or weekend day. Upon separation of an employee's employment or

upon fulfillment of the work agreement, the employee may, at the option of the Superintendent, be paid all wages due in one lump sum. Reimbursements for mileage or other expenses will be considered separate from compensation.

Section 6 Benefits
Classified employees are provided the following benefits:

12-month Employees: 1) *Holiday Pay* - Labor Day, Thanksgiving, Christmas, New Years, Easter, Memorial Day, Independence Day; 2) $950 per month for first year; $1,065 beginning second year; $1,295 third year; $1,415 beginning fourth year and beyond to be used for health/dental premium and/or taken as a cash option; 3) *Retirement* - based on 20 or more hours worked per week;

9-month Employees: 1) *Holiday Pay* - Labor Day, Thanksgiving, Christmas, New Years, Easter; 2) $925.51 per month if benefit is used for health/dental premium through the district or an outside source (proof of insurance must be provided to district); or $535 per month if taken as a cash option with proof of insurance and signed waiver; 3) *Retirement* - based on 20 or more hours worked per week.

Employees shall make annual fringe benefit elections by September 1 of each school year. Should an employee fail to make such election, the employee election from the immediately preceding school and contract year shall be continued. Each employee is responsible for informing the Office of the Superintendent 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 will be provided or will be made available upon request from the Superintendent's office.

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 a right to purchase individual coverage if no group health plan coverage available, and COBRA or other continuation coverage in not available. Further information may be obtained from the Plan Administrator of the group health plan.

Section 7 Payroll and Payroll Deductions
Wages/salary and benefits are paid in accordance with the individual employment work agreements. Payroll deductions shall be made in accordance with law.

Section 8 Expense Reimbursement
Reimbursement for authorized mileage will be paid to employees required to drive their own vehicles during their regular scheduled working hours. Claims for reimbursement should be submitted to the Administrative Assistant. The allowable rate shall be governed by Board Policy, unless otherwise required by law. A school vehicle, if available, will be used instead of

reimbursing mileage for traveling to workshops. The District is not liable for physical damage to employee vehicles.

Necessary materials and supplies are provided by the District. If an employee needs additional materials for performance of duties, the request should be made to the employee's immediate supervisor. Employees who purchase materials or supplies without advance approval may not be reimbursed.

Reimbursement for meals or other expenses related to District-required travel must be submitted to and approved by either the Principal or, if the expense relates to an activity, by the Activities Director. The request for reimbursement should include a voucher sufficient to establish that the expense was actually incurred and that the expense was reasonable and related to a school-purpose.

Section 9 Overtime

Overtime is paid to 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 attached as Appendix "A" to this handbook.

Classified employees may be classified as either "exempt" or "non-exempt" for overtime purposes. Employees who are classified as exempt employees are not eligible for overtime, while those who are "non-exempt" are eligible for overtime.

Non-exempt employees will be expected to accurately report hours worked. Falsification of time cards is a serious offense.

Non-exempt 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. The regular workweek for overtime purposes is from 12:00 a.m. on Monday through 11:59 p.m. on Sunday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

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 Superintendent will agree upon the overtime rate, in compliance with FLSA regulations.

A non-exempt employee may request compensatory time in lieu of overtime pay, with approval of the employer, with the rate figured as 1½ times the number of hours worked in excess of 40 hours in any work week. Compensatory time may be accumulated up to 40 hours upon approval by their supervisor. Any accumulation of compensatory time over 40 hours must be approved by the Superintendent. The FLSA limits the accumulation of compensatory time to 240 hours.

The District's policy is to not permit improper deductions from the salary of exempt employees

who are required to meet a "salaried 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 the Superintendent's 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.

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 "salaried 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. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Article 3 –ATTENDANCE AND LEAVES

Section 1 Attendance

Pender Public Schools depends on each employee to be reliable and punctual in reporting for scheduled work in order to provide the educational program safely and efficiently. Regular, dependable attendance at work is an essential function of each classified employee's employment position.

Employees are to be absent from scheduled work only to the extent reasonably unavoidable. Appointments are to be scheduled for non-work hours whenever possible.

Leaves are to be used for the purpose intended. Abuse of leave privileges will not be tolerated. Such abuse may result in disciplinary action, up to and including termination of employment.

Section 2 Reporting Absences and Making Leave Requests

Employees are to use AptaFund for notification and approval procedures for all absences. It is important to give as much notice of the need to take a leave as possible.

A. Requesting Use of Leave Days: An employee who wants to use available leave days is to submit a Request for Leave form to the employee's supervisor. The request is to be submitted at least 5 duty days prior to the leave. The supervisor may require that more notice be given depending on the nature of the employee's duties or the need to schedule a substitute. Leave requests should be made as soon as practicable under the circumstances.

B. Giving Notice of Unscheduled Absences: An employee who is unable to request prior advance approval for an absence because of the nature of the circumstance 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 Secondary Principal Luke Hoffman or Elementary Principal Kelly Ballinger. Mr. Hoffman can be reached at extension 2104 during the school day or 402-369-6342 outside of the school day. Mrs. Ballinger can be reached at extension 2150 during the school day or 402-922-1121 outside of the school day.

   As soon as possible, however, at least before the start of the school day on the first day of the absence, and on each subsequent day of absence, the employee is to report to the above contact person whether the employee will be able to return to work on the next duty day.

Section 3 Returning from Absences

A. Justification for Absences Taken Without Prior Approval: If an employee is absent without prior 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.

B. Establishing Fitness for Duty: When an employee is absent for any period of time because of injury requiring care from a physician or health care provider, or for a period of 10 days or more due to personal illness, the employee must present a written statement from their physician or health care provider to the employee's supervisor stating that the employee is physically able to return to duty. This statement is to be presented in person before the employee returns to duty in order that the readiness to perform work can be observed and discussed.

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 4 Paid Time Off, Sick, Additional Limited Bereavement, and Summer Paid Time Off Leave

Paid leaves are available under a Paid Time Off (PTO) program. PTO incorporates sick, personal, emergency, holiday, and bereavement leave into one program. PTO leave is available when the following specific conditions are met: (1) the Employee is currently employed by the District, and (2) the PTO leave day is taken on a day the Employee would otherwise be expected to be at work.

PTO will be available from a total of 8 days per contract year. PTO can be used at such times as the Employee chooses. With the exception of Additional Limited Bereavement Leave (as described below), all 8 PTO days will be used before any leave can be used from the individual's available sick leave accumulation.

PTO may be used during the first 5 student contact days of the school year, last 5 student contact days of the school year, the day immediately preceding or immediately following the winter break, inservice times, or Parent/Teacher Conferences with written Administrative approval; however, it is strongly discouraged. If leave during these times is granted, employee will be charged according to the "Weighted Leave" chart below for leave taken during those time periods, however, Administration can waive weighted leave if deemed appropriate (See chart below). Administrative approval will be required for the use of more than 5 consecutive PTO days.

Weighted Leave

First/Last 5 Student Contact Days:

1 full day = 2 PTO days

Inservice:

Full day inservice: 1 full day = 2 PTO days

2:30 dismissal inservice: ½ day (P.M. only) = 1 PTO day
2:30 dismissal inservice: 1 day = 1.5 PTO days

Parent/Teacher Conferences:

Scheduled P/T Conferences = 1.5 PTO days
A teacher who misses the instructional day and P/T Conferences will be charged 2.5 PTO days.

Any unused PTO days are transferred to the Employee's sick leave accumulation at the end of the contract year. The maximum for sick leave accumulation is 45 days. Once the maximum is accumulated, no unused PTO days will carry-over until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave accumulation to the maximum of 45 days. PTO days remaining in any year in which the Employee's sick leave accumulation reaches 45 days will be carried over to the following year as PTO days, and the Employee will only be given the number of PTO days necessary to bring the Employee's total to 12 for the new contract year. For example, if an Employee has 40 sick days accumulated and 7 PTO days remaining at the end of a contract year, 5 PTO days will be transferred to the Employee's sick leave accumulation, and 1 PTO day will be carried over to the following contract year. The Employee will be given 7 PTO days the following contract year to bring the Employee's total back to 8 days. The leave year for PTO leave is the school fiscal year.

Sick leave accumulation days are available for sick leave only and are to be used only after the Employee has exhausted all current year's PTO days. Accumulated sick leave can be used when the Employee is unable to perform assigned duties due to illness, injury or hospitalization of the Employee, or due to the Employee needing to care for the Employee's spouse, children (dependent or independent), parents or spouse's parents upon illness, injury or hospitalization, after the current year's PTO balance is exhausted.

Employees are to use sick leave accumulation days when unable to work. Activities other than caring for their own health or that of the immediate family member reflect an abuse of sick leave accumulation days.

Professional leave will be granted at the administrator's discretion.

Additional Limited Bereavement Leave: Without limiting the foregoing, upon the occurrence of a "Qualified Bereavement Event" (as defined below), an employee may use accumulated sick leave, if any, for purposes of bereavement leave in response to the Qualified Bereavement Event without first exhausting all available PTO from the current contract year.

As used herein, Qualified Bereavement Event means the death of the employee's (1) "Immediate Family Member," (2) "Family Member," or (3) "Close Friend."

As used herein, Immediate Family Member means the employee's spouse, parent, father-in-law, mother-in-law, child, son-in-law, daughter-in-law, sibling, brother-in-law, sister-in-law, or grandchild. Following a Qualified Bereavement Event based on the death of an Immediate Family Member, an employee may use no more than five (5) accumulated sick days, if any, for such bereavement purposes.

As used herein, Family Member means the employee's grandparent, spouse's grandparent, aunt, uncle, spouse's aunt, spouse's uncle, first cousin, or spouse's first cousin. Following a Qualified Bereavement Event based on the death of a Family Member, an employee may use no more than two (2) accumulated sick days, if any, for such bereavement purposes.

The Superintendent will consider requests from an employee to use accumulated sick leave for bereavement purposes in response to the death of an employee's Close Friend; and the decision to permit the use of accumulated sick leave for such purposes—without first exhausting all available PTO from the current contract year—will be within the sole discretion of the Superintendent whose decision shall be final. In the event that the Superintendent approves the use of accumulated sick leave, if any, for bereavement purposes following a Qualified Bereavement Event based on the death of a Close Friend, an employee may use no more than two (2) accumulated sick days, if any, for such bereavement purposes.

Employees are limited to using accumulated sick leave for bereavement purposes as provided herein to one instance per school year; provided, however, that the Superintendent may approve the additional use of accumulated sick leave for bereavement purposes at the Superintendent's sole discretion whose decisions on these matters shall be final.

Nothing herein shall be construed to preclude or limit employees from using available PTO days for the purposes of bereavement leave, provided that all other requirements and limitations on the use of PTO days still apply.

Summer Paid Time Off Leave: Classified employees employed on 12-month contracts shall have summer paid time off days available each year as follows:

Years of Continuous Employment	Summer Paid Time Off
0	-0-
1-4	5
5-8	10
More than 8	15

Eligibility Based on Employment Status: For purposes of eligibility for PTO days, employees are identified as:

A. 12 Month Employees – Employees contracted to work 12 months in the leave year and scheduled to work 2,080 hours or more per leave year.
B. Less Than 12 Month Employees – Employees contracted to work less than a 12-month contract in the leave year and scheduled to work at least 1,080 hours or more per leave year.
C. Ineligible for Paid Leave – Employees contracted to work less than 9 months in the leave year, scheduled to work less than 550 hours per leave year, or employed on a substitute or temporary basis.

Changes in Employment Status:

A. An employee who changes from a 9-month employee to a 12-month employee status during a leave year will continue to be on the 9-month employee leave cycle until the next leave year starts.
B. An employee who changes from a 12-month employee to a 9-month employee during a leave year will be placed on the 9-month employee leave cycle at the time the change in status occurs. The employee will not be required to reimburse the District for any days that were used prior to the change in status that are in excess of that available under the employee's new status.
C. An employee who was ineligible for paid leave and changes to eligible status during the leave will become eligible for paid leave after completing 12 months of continuous employment in the eligible status.

Eligibility Based on Years of Employment: A "year of continuous employment" is determined based on a full leave year. No paid leave is available until the employee has been employed with the District at least 12 continuous months. Any absence prior to the completion of the first 12 months of employment shall be without pay. When an employee has a break in employment and is re-hired by the District, the prior employment is not considered for determining years of continuous employment. Periods of employment in an employment status in which the employee is ineligible for paid leave is not considered for determining years of continuous employment.

Discretionary Advancement of Leave Days: If all leave days available to an employee have been exhausted and an unanticipated emergency (i.e. accident, sudden death, etc.) occurs, Administration may, in its discretion and upon written request by the employee, grant an advance of leave days.

Unused Leave: There shall be no pay for unused leave days either during or upon ending of employment.

Section 5 Adoption Leave

Adoption leave will be granted to the extent required by law. Employees will be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship. Notice of an anticipated adoption shall be provided by the employee to their supervisor as soon as possible.

Section 6 Unpaid Leaves

Should an employee be absent from work in excess of the employee's available paid leaves, the absence will be an unpaid leave. The employee's salary and fringe benefits (including the cost of premiums for group health insurance) will be subject to reduction for the day or days of work missed.

Section 7 Discretionary Leave of Absence

An employee may apply to the Board of Education for a leave of absence from duties. The Board of Education will consider such requests on a case-by-case basis. No leave of absence shall extend beyond one school year. All discretionary leaves shall be without pay except as may be individually negotiated.

Section 8 Civil or Jury Duty Leave
An employee who is summoned for jury service must promptly notify their 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 civil/jury service, except the District will reduce salary by an amount equal to any compensation, other than expenses, paid by the court for jury duty. Employees are to notify their supervisor of the amount received for such jury duty.

If an employee, upon reporting from civil/jury duty in the morning, is dismissed from civil/jury duty for the remainder of the day, the employee is to report for duty and resume duties for the balance of the day.

Section 9 Subpoena to Testify Leave
An employee who receives a subpoena to testify in court or to give a deposition that may require an absence from duty must promptly notify their immediate supervisor.

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 like a civil/jury duty leave.

In the event the subpoena involves a personal matter, the employee will be required to use available leave days. A subpoena will be considered to involve a personal matter whenever the employee is a party to the legal proceeding unless the employee is a party solely due to actions taken in connection with the employee's school duties, the actions of the employee were not inappropriate, and the District is not an opposing party to the employee.

Section 10 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, the employee will be entitled to be absent from work on election day for such period of time as will, when considering the employee's nonworking 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 11 Military Leave & Family Military Leave
Military Leave and Family Military Leave will be granted to the extent required by State and Federal law.

Employees must notify their supervisor as soon as they receive notification of activation. Employees are to attach a copy of their orders to a district leave request form when they prepare the request for military leave.

Employees requesting to take Family Military Leave must notify their supervisor at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify their supervisor of the leave request as soon as practicable.

Section 12 Family and Medical Leave Act (See Board Policy 4007)

The Family and Medical Leave Act (FMLA) provides for 12 weeks of job-protected unpaid leave in a 12-month period to eligible employees in specified circumstances. A publication which provides more information about FMLA leaves is attached as an Appendix to this handbook. Some specifics regarding FMLA leave at Pender Public Schools:

A. The leave year for FMLA is a rolling year. A rolling year is a 12-month period measured backward from the date an employee uses any FMLA leave.
B. Employees will be required to substitute remaining applicable paid leave prior to using unpaid leave. In other words, the total of job-protected paid and unpaid leave is 12 weeks.

Any question regarding FMLA leave should be directed to the Superintendent.

Pender Public Schools
609 Whitney Street
Pender, NE 68047
Phone: 402-385-3244
Fax: 402-385-3342

EMPLOYEE'S RETURN TO WORK FORM

Must be completed legibly by physician

Patient's Name: _____ Date of Onset: _____
Date(s) of Treatment _____
History: _____
Diagnosis: _____
Treatment (Proposed or completed): _____
Medication(s): _____
Prognosis: _____
First day off work: _____ Estimated return to work date: ____
Actual Return to Work without restrictions: _____
Return to work with reduced schedule: _____
Number of hours per day: _____ Number of days per week: _____
Beginning: _____ Ending: _____

☐Return to work with the following restrictions: Beginning: _____ Ending: _____

☐Lifting (weight)	0-10 lbs	1-25 lbs	6-40 lbs	1-50 lbs	over 50 lbs
Lifting					
From floor		25%	50%	75%	100%
From waist level		25%	50%	75%	100%
Over the shoulder/head		25%	50%	75%	100%
☐Pushing/pulling (weight)	0-10 lbs	11-25 lbs	26-40 lbs	41-50lbs	over 50 lbs
☐Pushing/pulling frequency		25%	50%	75%	100%
☐Standing		25%	50%	75%	100%
☐Sitting		25%	50%	75%	100%
☐Walking		25%	50%	75%	100%
☐Climbing		25%	50%	75%	100%
☐Bending		25%	50%	75%	100%
☐Reaching	18" from body	25%	50%	75%	100%
	From shoulder level	25%	50%	75%	100%
	Over the head	25%	50%	75%	100%
☐Kneeling/Squatting		25%	50%	75%	100%

☐No operating moving machinery ☐No Driving

Additional instructions: _____
Date of next office visit:_____
Physician's Name: _____
Address: _____
City, State, Zip: _____
Telephone Number: _____ Fax Number: _____
Physician's Signature: _____ Date: _____

Article 4 – DUTIES AND RESPONSIBILIITES

Section 1 Hours of Work
Regular, dependable attendance at work is an essential function of a classified employee's employment position.

Section 2 Arrival to Duty Assignments
Schools have differing starting and ending times for the student day. Classified employees' work assignments may or may not be related to the regular school day. Classified employees are expected to know their duty dates and times and to be on time for work.

Section 3 Leaving School
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 their supervisor. Employees who leave the school during their designated lunch period must check out with the office. Employees who leave during their work hours for an approved absence must check out with the office when leaving and check back in upon return. Employees who need to leave during the school day for reason of illness or emergency are to check out with the office and make sure that a responsible person has been notified of their unexpected absence so work coverage may be provided.

Section 4 School Procedures
Employees are expected to adhere to the following classroom and school procedures in the performance of their duties:

A. Use of Cell Phones: Employees shall not use personal cell phones for any non-school purpose during duty time.

B. Checking Out of Equipment: All equipment must be checked out through the building principal or his designee. All school equipment may be used only for school purposes.

C. Requisition of Equipment and Supplies: Equipment and supplies that are needed for work duties should be requested through the office. No equipment or supplies ordered through the District may be directed to the personal use of an employee or another District employee.

D. E-mail: Employees may be assigned a school e-mail address for purposes of intra-school and inter-school e-mail correspondence. Employees should check for e-mail throughout the day and should timely respond to e-mails that require a response. Paraprofessionals and other staff assigned to work with students should avoid checking and responding to e-mails during instructional or supervisory time. Use of the District's e-mail system for personal communications should be limited and is subject to the rules governing overall computer usage found in Board Policy 5801 and this handbook.

E. Employee Mail Box: Employees may be assigned a mailbox located in the district office. Employees should check for mail each morning and also later in the school day, if possible. If something requires an answer, employees are responsible for responding promptly. Employee mailboxes are to be limited to communication regarding school business.

F. Record Keeping: Duties of classified employees often involve keeping detailed records. Make sure to complete these records as directed by the supervisor.

G. Employee Meetings: Employee meetings will be held on an as needed basis. Notification will be made to employees at least two days prior to such meeting if possible. **ALL** employees are expected to be present for the meetings, unless they are absent from school for good cause or have made prior arrangements.

H. Classroom Environment: At all times, classrooms are expected to be organized, maintained to ensure it 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). Staff members who are uncertain as to whether a classroom meets this requirement are encouraged to consult with their building principal in a proactive manner. Staff members may not hang posters, flags, banners, or other displays in the classroom that are (1) unrelated to the curriculum and (2) may otherwise result in a disruption to the learning environment. Any staff member who is uncertain as to whether a particular display is permitted in the classroom should consult with their Building Principal in a proactive manner. (Board Policy 6111)

Section 5 Supervision of Students

Proper supervision of students is an important responsibility for employees. Employees who have responsibilities 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.

A. Proper Supervision
   1. Report to all duty assignments on time.
   2. Circulate through the duty area. Pay particular attention to areas and activities that pose an increased risk of injury.
   3. Be vigilant while supervising students. Never leave students unattended; the need to make a copy is not greater than the need to supervise students. If an emergency requires that students under the supervision of the staff member, request that another nearby staff member provide supervision, or notify the office so someone can provide assistance. If assisting with recess duty, the responsibility is to supervise the students in the assigned area. When talking with other adults or students, remember that the primary duty is supervision and make sure staff is aware of what students are doing.
   4. Be accountable for students assigned from the beginning of the supervision assignment to the end. Do not dismiss students early. If a student needs to leave class, make sure they have a hall pass. If the student is to report to the office, inform the office to be expecting that student. If the student is to be returning to class after a brief absence (e.g., after using the restroom), contact the office if the student has not returned by the time expected.
   5. If a particular student has a propensity to act dangerously or in an unpredictable manner, 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).

6. Be careful with touching students. Use of corporal punishment is prohibited in our school district. Touching students should be limited to that necessary to protect the student from harm (e.g., falling from playground equipment) and that which professional educators determine appropriate for purposes of proper student relationships.
7. Be careful with language. Profanity or abusive language should not be used. Be a good role model for students. If a student uses such language, make a report to the student's teacher or Administration.

B. Proper Instructions
   1. 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.
   2. 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.
   3. When going over safety rules with students note it in the written records. If any students are absent when rules are reviewed contact the student(s) to review the same information and also note that contact in the written records.

C. Proper Maintenance of Buildings, Grounds, and Equipment
   1. Conduct periodic inspections of equipment that is the staff member's area of supervision.
   2. 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.
   3. Check the communication devise (whether it be a school phone, a walkie-talkie, or a cell phone) periodically to make sure communication with the office is immediate in the event of an emergency.

D. Proper Warnings
   1. If a staff member has knowledge of a hazard that can likely cause injury, take steps to warn other staff and students.
   2. Tell the office so additional warnings may be given.

D. Contact the Office for Assistance
   1. Administration should be contacted immediately when a situation exists which could cause injury to students or others. Examples include:
      a. student fight
      b. student health problem (fainting, bleeding, high temperature, difficulty breathing, etc.); if the office cannot be immediately located, call 911 if the problem appears to be of immediate and serious concern
      c. a report or a suspicion that a student has a weapon or other dangerous item or drugs, alcohol, or other illegal substances (including in car on school property)
      d. presence of an intruder (a non-student or staff member who refuses to go to the

office)

E. State Law Violations: 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.

F. Student Searches: Administration and the student's teacher should be contacted in the event a search of a student or their belongings is needed to be done. Do not conduct such a search without a teacher or administrator being present or having given clear directions. Direct a student suspected of having an item in violation of school rules to wait until another adult is present, or to go to the office with an adult. Do not leave the assigned area unless it can be done without causing risk of harm to others. Do not use physical force to detain the student or to make the student go to the office except as reasonably necessary to protect the student or others.

G. Student Rights: Students should be treated fairly and given the same treatment without consideration of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status. Students who need special accommodations should be given those accommodations as needed for them to participate in school and school activities. Further, students have the right to have their school records kept confidential. Such information should be shared only with other school staff with a need to know the information to perform their duties.

Section 6 Role of Paraprofessional

Paraprofessionals provide valuable assistance in the educational process and allow teachers to carry out their responsibilities in a more efficient and effective manner. A Paraprofessional must not, however, assume teaching responsibilities. The teacher must maintain the role of leadership and responsibility for the students, with the Paraprofessional in a supportive role.

Paraprofessionals may assist the teacher by, among other tasks, assisting with instructional activities under the direction of the teacher, helping to supervise students, copying tests and other written material, organizing class materials, preparing bulletin boards (see Board Policy 1110 for information regarding bulletin boards, display cases, and posted materials), grading tests or class work, and calculating and recording grades. Paraprofessionals are to work only on their assigned workdays and within their assigned workday. If a teacher requests a Paraprofessional to work hours other than the assigned work hours or assigned work day, Administration should be contacted for approval.

Section 7 Dispensing Medication

Employees are not permitted to give any medication to students unless trained under the Medication Aid Act. 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 office. Medical procedures are not to be administered in the classroom except in accordance with the District's Safety and Security

Management Plan and the District's Emergency Protocol (asthma/anaphylaxis protocol). 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 to dispense the medicine at the school and to submit a note or prescription from the physician authorizing the medicine and/or medical procedure. District personnel will not administer medicine, including over the counter medicine, without this 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.

Section 8 Reporting Child Abuse

Nebraska State Law and school policy mandates school officials to make a report to the proper law enforcement agency or the Department of Health and Human Services (Child Protective Services) when there is reasonable cause to believe that a child has been abused or neglected, or a child is in a situation which would reasonably result in abuse or neglect. According to

Nebraska State Law, abuse or neglect means knowingly, intentionally, or negligently causing or permitting a minor child to be:

A. Placed in a situation that endangers his or her life or physical or mental health;
B. Cruelly confined or cruelly punished;
C. Deprived of necessary food, clothing, shelter, or care;
D. Left unattended in a motor vehicle if such minor child is six years of age or younger;
E. Sexually abused or sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

Employees are to inform their Principal or supervisor in the event they become aware of child abuse or neglect. Be as specific as possible with what, when, and where the abuse or neglect was observed and anything that may have been heard or said by the student or others. It is vital that the report to school officials be made as accurately and as soon as possible. Timeliness in making a report will assist in minimizing further risk to the child.

Do not talk about the matter directly with the parent or others, as that may violate confidentiality restrictions, affect the ability of authorities to investigate, create problems with relationships and create legal problems. Administration will consider the information, conduct any further investigation needed to justify a report, and determine whether a report of child abuse or neglect is to be made. If a report was made to another person and they did not report the information to the police or Child Protective Services report the matter directly to the Superintendent.

See Board Policy 5402 for more information.

Article 5 – CLASSIFIED POSITION AND PERSONAL CONDUCT AND PERFORMANCE

Section 1 Ethics Standards

The Pender Public School District expects its classified employees to adhere to ethics standards which are modified from those established by the Nebraska Department of Education for certificated employees. The classified school employment job ethics standards which classified 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:

A. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
B. Shall not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status.
C. 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.
D. Shall not make any fraudulent statement or fail to disclose a material fact for which the employee is responsible.
E. Shall not exploit school relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
F. Shall not sexually harass students, parents or school patrons, employees, or board members.
G. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of job duties.
H. Shall report to the Superintendent any known violation of paragraphs B or E above.
I. 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 classified position exists for the purpose of serving the best interests of the school district's students and patrons, the classified employee 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:

A. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
D. 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.
G. 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 classified employee bears responsibility for instilling an understanding of the 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:
A. 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.
B. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
C. Shall neither offer nor accept gifts or favors that will impair judgment to be exercised in the course of employment.
D. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
E. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
F. Shall, with reasonable diligence, attend to the duties of the employee’s position.

Principle IV - Commitment to Classified 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 professional employment practices, the employee:
A. Shall apply for, accept, offer, or assign a position or responsibility on the basis of preparation and legal qualifications.
B. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
C. Shall give prompt notice to the employer of any change in availability of service.
D. Shall conduct job related business through designated procedures, when available, that have been approved by the employing agency.
E. Shall not assign to unqualified personnel, tasks for which an employee is responsible.
F. Shall permit no commercial or personal exploitation of his or her professional position.

G. Shall use time on duty and leave time for the purpose for which intended.

Section 2 Evaluations
Evaluations of employees will be conducted in accordance with the Board policy. Supervisors reserve the right to observe, appraise or evaluate employees more frequently than required by policy on an as-needed basis. Employees are expected to participate constructively and positively in the evaluation process and to accept and implement constructive suggestions and improvement strategies developed by the administration.

Section 3 Role Model
Employees serve as role models for students and their actions and conduct reflects on the school as a whole. Employees are in all respects to conduct themselves in a manner supportive of the mission of the school.

Section 4 Relationships
It is important for employees to maintain an effective working relationship with the administration, co-workers, students and parents. Appropriate relationships are established by extending social courtesies, following through on commitments and promises, complying with administrative directives and Board Polices, being honest and consistent, and not intruding into personal matters outside the scope of duties or gossiping or spreading rumors about others.

Section 5 Professional Boundaries Between Employees and Students
All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action. See Board Policy 4025 for details.

Section 6 Attire
It is important for employees to project a responsible, adult image to students, parents and co-workers. Appropriate attire and grooming are one of the means of projecting such an image. Employees are expected to maintain conservative attire and grooming when on duty. As a minimal guide, employees should not wear clothing which students would not be permitted to wear at school. Employees should wear clothing that is safe and suitable for their work assignments; and avoid clothing that may be caught in machinery. The Administration may establish more detailed guidelines for individual employees should that be necessary.

Section 7 Outside Employment
Employees shall not perform other work or engage in activities unrelated to District employment during duty hours. In addition, employees shall not engage in employment which conflicts with their school duties. Employees are not required to notify the District of outside employment except: (1) employees who are also employed by another Nebraska school district in order to comply with Nebraska State Retirement System regulations and (2) employees who have a work-related injury in order to comply with workers' compensation requirements.

Article 6 – USE OF SCHOOL FACILITIES AND EQUIPMENT

Section 1 Drug-Free Workplace

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held.

The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. The possession, use or distribution of illicit drugs or alcohol, the use of glue or aerosol paint or any other chemical substance for inhalation, and being under the influence of illicit drugs, alcohol, or inhalants, is prohibited in any place while employees are on duty time. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol on an employee in the work place or on duty time shall be a violation of the drug-free workplace. The possession or distribution of a look-alike drug or look-alike-controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the employee commits a criminal drug or alcohol offense off the work place or off duty time.

As a condition of employment employees will abide by the District's drug-free workplace policies and notify the Superintendent of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction. Disciplinary sanctions up to and including termination of employment and referral for prosecution will be imposed for violations of the District's drug-free workplace policies. Sanctions may include the requirement that the employee complete an appropriate rehabilitation program, a reprimand, and termination of employment. Drug and alcohol counseling and rehabilitation and reentry programs are available through local health agencies.

See Board Policy 4009 for more information.

Section 2 Smoke and Tobacco-Free Workplace

The use of tobacco products in the District's buildings, all owned or leased facilities, and vehicles is prohibited. Electronic nicotine delivery systems are also prohibited.

Section 3 Weapon-Free Workplace

The District prohibits any person from being in possession of a weapon at a school attendance facility, on school property, at a school-supervised activity, or at a school-sponsored function. Any employee found to be in violation of this policy shall be subject to disciplinary action, up to and including termination.

The term "weapon" means an instrument or object used, or which may be used, as a means of attack, defense, or destruction, including, without limitation:

A. Any object which will, or is designed to, or may readily be converted to, expel a projectile by the action of an explosive or other means;

B. The frame or receiver of any object described in the preceding example;

C. Any firearm muffler or silencer;

D. Any explosive, incendiary or gas (a) bomb, (b) grenade, (c) rocket, (d) missile, (e) mine, or similar device;

E. Any bludgeon, sand club, metal knuckles, or throwing star;

F. Any knife other than as used for strictly instructional or personal care or eating purposes. A pocket knife with a blade of 2-1/2 inches or more is a prohibited weapon. A switch-blade knife is prohibited regardless of size of the blade. A switch-blade knife is defined as a knife with a blade that opens automatically by hand pressure applied to a button, spring, or other device in the handle of a knife, or any knife having a blade that opens or falls or is ejected into position by the force of gravity or by an outward, downward, or centrifugal thrust or movement;

G. Any electronic device designed to discharge immobilizing levels of electricity, commonly known as a stun gun;

H. The term “dangerous weapon” includes any personal safety or security device (such as tasers, mace and pepper spray). If a staff member desires to carry or possess a personal safety or security device, the staff member must obtain prior approval from the building principal before bringing such device on school grounds. If a staff member obtains prior approval from the building principal, the staff member must store the device during the school day in a secure location designated by the building principal. A staff member shall not carry the personal safety or security device during the school day.

I. An employee may possess an item which may be considered a weapon where such item is used for instructional purposes and the employee has received approval of the administration to possess the item, provided it is used in the manner approved and is maintained in such manner as the administration has directed.

J. Any other object that is designed for or intended for use as a destructive or injurious device.

The phrase "possession of a weapon" includes, without limitation, a weapon in an employee's personal possession, as well as in an employee's motor vehicle, desk, locker, briefcase, backpack, or purse.

Section 4 Use of District Computer Network and Internet

Employees have access to the District’s computer network and the Internet for the enhancement and support of student instruction and performance of their duties. It is important to remember that the equipment and the software are the property of the school district.

In using the computers and the Internet, employees are agreeing to the following:

A. Since copyright laws protect software, employees will not make unauthorized copies of software found on school computers by any means. Employees will not give, lend, or sell copies of software to others unless the original software is clearly identified as shareware or in the public domain.

B. If an employee downloads public domain programs for personal use or non-commercially redistributes a public domain program, the employee assumes all risks regarding the determination of whether a program is in the public domain.

C. Employees shall not access material that is obscene, child pornography or otherwise inappropriate matter for educational or work-related uses or contrary to the District’s

mission. Employees are not permitted to knowingly access information that is profane, obscene or offensive toward a group or individual based upon race, gender, national origin or religion. Further, employees are prohibited from placing such information on the Internet.

D. Employees will protect the privacy of other computer users' areas by not accessing their passwords without written permission. Employees will not copy, change, read, or use another person's files. Employees will not engage in “hacking” or otherwise attempt to gain unauthorized access to system programs or computer equipment.
E. Employees will not use computer systems to disturb or harass other computer users by sending unwanted mail or by other means.
F. Employees will not disclose their passwords and account names to anyone or attempt to ascertain or use anyone else's password and account name.
G. Employees will not attempt to login to the system as a system administrator.
H. Employees understand that the intended use of all computer equipment is to meet instructional objectives.
I. Employees will not waste or take supplies, such as paper, printer ribbons, toner, and diskettes that are provided by the District.
J. Employees will not use the network for financial gain or for any commercial or illegal activity.
K. Attempts to bypass security systems on computer workstations or servers, or vandalism will result in cancellation of privileges and may result in further consequences. Malicious attempts to harm or destroy data of another employee, or data that resides anywhere on the network or on the Internet, or the uploading or creation of computer viruses are forbidden.
L. The District will not be responsible for any liabilities, costs, expenses, or purchases incurred by the use of the District’s telecommunications systems such as the Internet. This includes, but is not limited to, the purchase of on line services or products. The employee is solely responsible for any such charges. The employee’s acceptance of an email account is an acceptance of the employee’s agreement to indemnify the District for any expenses, including legal fees, arising out of the employee’s use of the system in violation of the agreement.
M. The Internet will be supplied for use on an "as is, as available" basis. The District does not imply or expressly warrant that any information accessed will be valuable or fit for a particular purpose or that the system will operate error free.
N. The District is not responsible for the integrity of information accessed, or software downloaded from the Internet.
O. The District reserves the right to refuse posting of files, and to remove files.
P. The District further reserves the right to inspect an employee’s computer and computer usage at any time. Employees have no privacy rights or expectations of privacy with regard to use of the District’s computers or Internet system.
Q. The computer system is not a public forum. It is provided for the limited purpose of advancing the District’s mission.
R. A technology protection measure is in place that blocks and/or filters Internet access to prevent access to Internet sites that are not in accordance with policies and regulations. In addition to blocks and/or filters, the District may also use other technology protection measures or procedures as deemed appropriate. The technology protection measure that

blocks and/or filters Internet access may be disabled only by an authorized staff member for bona fide research or educational purposes: (a) who has successfully completed district training by the on proper disabling circumstances and procedures, (b) with permission of the immediate supervisor of the staff member requesting said disabling, or (c) with the permission of a building administrator. An authorized staff member may override the technology protection measure that blocks and/or filters Internet access for a minor to access a site for bona fide research or other lawful purposes provided the minor is monitored directly by an authorized staff member.

Any violation of any part of this agreement or any other activity which school administrators deem inappropriate will be subject to disciplinary action. Discipline could include but would not be limited to, the immediate suspension or termination of the employee's Internet account and computer privileges, reprimand, suspension, or termination.

Section 5 Use of School Facilities

Employees who are issued keys or key fobs to the school are expected to not lose their keys or key fobs and to not allow others to have access to or to use their keys or key fobs. If keys are lost, the employee will be required to pay the cost of replacing the door locks. If key fobs are lost, the employee will be required to pay $10. Employees are permitted to have access to school facilities during non-school time provided the Principal or supervisor has given permission and such access is for work-related purposes. When employees leave the building, they are to close all windows, lock doors, and make sure that the entry door is fully closed and locked. This is especially important when employees are using the school facilities prior to the beginning of the school year and during any weekend or evening usage.

School property is to be used for approved work-related purposes and not for personal purposes or for personal gain or benefit. Use of school supplies (paper, staples, etc.), school equipment (copiers, fax machines, telephones, etc.), and school postage is to be used for approved school-related purposes only. Excess or surplus supplies or equipment, including items which have been placed in the trash, should not be removed for non-school use without approval from the Superintendent.

See Section 4000 of Board Policy for more information regarding use of school facilities.

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 a student or staff member knows that someone has damaged school property or equipment, or if they 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.

Section 7 Use of Telephone

Personal telephone calls shall not be made during duty time except in the event of an emergency. Long distance calls that are school related can be made from a classroom phone with a specific code. Except in case of emergency, school telephones shall not be used for personal long-distance calls. Class will not be interrupted due to phone calls from teachers and/or students

except in an emergency.

Section 8 Visitors
Employees are not to have visitors on school property except on a short-term basis and only with permission of the principal. Included in the definition of visitors are family members of the employee. Visitors should follow posted procedures for being on school property. Employees are not to bring their children to school with them in lieu of taking them to childcare.

Section 9 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 shall not use classrooms, buildings or other school property for personal use or profit without specific approval from the Superintendent or designee. Employees shall 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 this policy will be held to be willful insubordination.

Section 10 Security of Desks, Lockers, Etc.
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 school 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 brief case, 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.

Section 11 Video Surveillance
The Board of Education has authorized the use of video cameras on District property to ensure the health, welfare and safety of all staff, students and visitors to District property, and to safeguard District facilities and equipment. The Superintendent may use video cameras in locations as deemed appropriate. The devices shall not be placed or operational in locations in which individuals have a high expectation of privacy, such as restrooms and locker rooms. Video recordings are considered student educational records and may be subject to FERPA guidelines.

Notice is hereby given that video surveillance may occur on District property. In the event a video surveillance recording captures a student or other building user violating school policies or rules or local, state or federal laws, the video surveillance recording may be used in appropriate disciplinary proceedings against the employee or other building user and may also be provided to law enforcement agencies.

Section 12 Bulletins and Announcements

Bulletin boards and display cases are available for school-related and approved materials to be posted and displayed. Posters to be used in the halls or materials for distribution will need to be approved by the Principal's office. Posters are not to be attached to any painted wall surfaces. The person or organization responsible for distributing the posters is responsible to see that all posters are removed within 48 hours after the event.

Section 13 Copyright and Fair Use Policy

It is the District's Policy to follow the Federal copyright law. Employees are reminded that, when using school equipment, they also must follow the federal copyright laws. The Federal copyright law governs the reproduction of works of authorship. Copyrighted works are protected regardless of the medium in which they are created or reproduced; thus, copyright extends to digital works and works transformed into a digital format. Copyrighted works are not limited to those that bear a copyright notice.

The "fair use" doctrine allows limited reproduction of copyrighted works for educational and research purposes. The relevant portion of the copyright statue provides that the "fair use" of a copyrighted work, including reproduction "for purposes such as criticism, news reporting, teaching (including multiple copies for classroom use), scholarship, or research" is not an infringement of copyright. The law lists the following factors as the ones to be evaluated in determining whether a particular use of a copyrighted work is a permitted "fair use," rather than an infringement of the copyright:

- the purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
- the nature of the copyrighted work;
- the amount and substantiality of the portion used in relation to the copyrighted work as a whole, and
- the effect of the use upon the potential market for or value of the copyrighted work.

Although all of these factors will be considered, the last factor is the most important in determining whether a particular use is "fair." Employees should seek assistance from their immediate supervisor or the Principal if there are any questions regarding what may be copied.

See Board Policy 6020 for further copyright and fair use information.

Section 14 Lost and Found

Employees who find lost articles are asked to take them to the office, where the articles can be claimed by the owner.

Section 15 Safety

Safety Program and Safety Committee: The District has established a Safety and Security Management Plan which includes safety and security plans and procedures, including plans and procedures to address emergency and crisis situations. Employees are expected to be familiar with and to comply with the Safety and Security Management Plan. The Plan may be obtained for review or copy from the Principal or the Superintendent. It is also available on the Teacher Share Drive to which all staff members have access.

The District also has safety and labor committees to address employee accidents, injuries and work place conditions. A representative from each bargaining group plus representatives appointed by the administration serve on the committee. If a staff member has a desire to serve on the committee, staff members should contact the supervisor or the Superintendent. Employees can make suggestions and/or report concerns to the safety committee by contacting a member of the safety committee or the Superintendent.

Safety Practices: Guidelines for safe work practices which employees should follow include the following:

A. Never stand on chairs, counters, tables, etc. Only use step stools, ladders and locking stools to stand, climb, etc., to reach high places, put things on bulletin boards, etc.
B. Always wear protective equipment (i.e., goggles, aprons, gloves, and ear protection).
C. Wipe up spills or report promptly to appropriate personnel. DO NOT assume someone else will do it.
D. Pick up clutter, keep the work area or room clean and free of clutter, debris, etc.
E. Identify and report all hazards (i.e., broken equipment, broken or uneven floor surfaces, non-operating tools, windows, doors, etc.). Follow up if not repaired.
F. Do not use equipment that is not familiar or operate machinery without proper training.
G. Do not carry heavy or bulky objects. Get a cart, dolly or assistance. Know how to properly lift.
H. Report any injuries or medical problems to the supervisor immediately and complete the employee accident report.
I. Wear seatbelts when in vehicles where provided.
J. Do not do repetitive tasks for long periods of time (i.e., keyboarding, dipping cookies, cutting out things, filing, typing, etc.). Take breaks, learn and do stretching exercises, etc.
K. Do not engage in “horseplay.” Such conduct is a common cause of injuries and is not consistent with job duties.

As required by law, approved safety glasses will be required of every student and employee while participating in or observing vocational, technical, industrial technology, science, and art classes. All visitors to these areas must check out a pair of safety glasses when entering any of these areas.

Use of Personal Vehicles: Employees who drive school vehicles or volunteer to use their personal automobile to transport students must have a valid driver's license and proof of insurance. Employees will be provided a Driver’s Certification form to verify this information and to be given instruction on emergency evacuation and first aid. Employees who drive school

vehicles or transport students in their personal vehicles are responsible for following safe driving practices, including use of seat belts by all occupants, and are responsible for any injury or accident. Employees are not to use cell phones while driving a school vehicle or while transporting children.

Use of School Vehicles:

A. Students are not to be transported in school vehicles unless the driver has an appropriate license.
B. Staff members who drive activity vans must check the operating fluids. Sponsors must help keep the vans and busses clean by requiring students to keep trash in appropriate containers. Activity drivers may also need to sweep out a vehicle.
C. The Transportation Director or designee will assign activity trip vehicles.
D. The capacity for the modified 12-passenger vans is ten passengers plus one driver.
E. See Board of Education Policy 3410 titled "Safe Driving Record Standard for Drivers" for information regarding the use of school vehicles.

Accidents: Every accident that results in a personal injury must be reported to the Principal immediately. In the event the injury involves a student, the employee responsible for the student either as employee, coach or sponsor is responsible for making the report. If the injury occurs in the presence of the employee, the employee is also responsible for making a report.

Workers Compensation: Employees are required to immediately report any work-related injury and/or work-related medical condition to their supervisor and complete all appropriate paperwork.

Article 7 – STATE AND FEDERAL PROGRAMS

Section 1 Notice of Nondiscrimination (See Board Policies 4003 and 5401)

Pender Public Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. (BOE Policies 4003, 4003.1, 5401, and 5401.1) The Coordinators listed in Section 2 have been designated to handle inquiries regarding complaints, grievance procedures or the application of these policies of nondiscrimination.

Local complaint or grievance procedures are provided for by the District and set forth in this handbook. If an employee does not feel that a complaint of nondiscrimination has been satisfactorily resolved at the school level, the employee may file a complaint with the appropriate federal or state agency. Complaints are to be filed with the regional Department of Education, Office for Civil Rights where the complaint relates to Title IX (discrimination, harassment or lack of equity based on gender), Title VI (discrimination or harassment based on race, color, or national origin) or Section 504 (discrimination, harassment or failure to accommodate a disability). Complaints are to be filed with the regional U.S. Equal Employment Opportunity Commission (EEOC) if the complaint relates to Title VII (discrimination or harassment based on race, color, gender, national origin, or religion), the Americans with Disabilities Act (discrimination, harassment or failure to accommodate a disability), or the Age Discrimination in Employment Act (discrimination based on age). The contact information for the OCR and the EEOC in this regard are:

Office for Civil Rights
One Petticoat Lane
1010 Walnut Street
3rd Floor Suite 320
Kansas City, MO 64106
VOICE: 816-268-0550
FAX: 816-268-0599
TDD: 800-877-8339
ocr.kansascity@ed.gov

The U.S. Equal Employment Opportunity Commission (EEOC)
1801 L Street, N.W.
Washington, D.C. 20507
(800) 669-4000; TDD: (800) 669-6820

A publication provided by the federal government concerning rights of non-discrimination is attached as Appendix "C" to this handbook.

Section 2 Designation of Coordinators

Any person having inquiries concerning the District's compliance with anti-discrimination laws or policies or other programs should contact or notify the following person(s) who are designated as the coordinator for such laws, policies or programs. The contact address for each coordinator is: Pender Public Schools, 609 Whitney Street, Pender, NE 68047; 402-385-3244.

Law, Policy or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race, color, or national origin; harassment	Superintendent
Title IX	Discrimination or harassment based on sex; gender equity	Secondary Principal
Section 504 of the Rehabilitation Act and the Americans with Disability Act (ADA)	Discrimination, harassment or reasonable accommodations of persons with disabilities	Superintendent
Homeless student laws	Children who are homeless	Superintendent
Safe and Drug Free Schools and Communities	Safe and drug free schools	Superintendent

Section 3 Anti-discrimination & Harassment Policy (See Board Policies 4003 and 5401)
Elimination of Discrimination: Pender Public Schools hereby gives this statement of compliance and intent to comply with all state and federal laws prohibiting discrimination or harassment and requiring accommodations. This school district intends to take necessary measures to assure compliance with such laws against any prohibited form of discrimination or harassment or which require accommodations.

Preventing Harassment and Discrimination: Pender Public Schools is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, employees, co-workers, students or other persons is prohibited. In addition, the Pender Public Schools will try to protect employees and students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status is prohibited. The following are general definitions of what might constitute prohibited harassment.

- In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's race, color, religion, disability or national origin constitute harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.
- Age harassment (40 years of age and higher) has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- Sexual harassment is defined by federal and state regulations as a form of sex

discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment. Sexual harassment may exist when:

- Submission to such conduct is either an explicit or implicit term and condition of employment or of participation and enjoyment of the school's programs and activities;
- Submission to or rejection of such conduct is used or threatened as a basis for employment related decisions, such as promotion, performance, evaluation, pay adjustment, discipline, work assignment, etc., or school program or activity decisions, such as admission, credits, grades, school assignments or playing time;
- The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.
- Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

Complaint and Grievance Procedures: Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or classroom employee. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or employee, or if the supervisor or employee is the problem, the employee or student is encouraged to go to the next level of supervision. In the case of a student, the Principal would be the next or alternative person to contact.

If the employee or student's complaint is not resolved to his or her satisfaction within five (5) to ten (10) calendar days, or if the discrimination or harassment continues, or if a student feels a need for immediate help for any reason, please report the complaint to the Superintendent of Pender Public Schools. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be processed to the Board of Education.

The supervisor, employee, or the Superintendent will thoroughly investigate all complaints. These situations will be treated with the utmost confidence, consistent with resolution of the problem. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, and disciplinary action up to expulsion against a harassing student, may be taken. Under no circumstances will any threats or retaliation be permitted to be made against an employee or student for alleging in good faith a violation of this policy. (BOE Policy 1025)

Section 4 Grievance Procedure for Persons with a Disability

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act address discrimination, harassment or failure to provide reasonable accommodations to persons with a disability. The following grievance procedure shall be used for resolution of complaints of

alleged violations of the ADA or Section 504:

A. Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally.
B. Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant.
C. Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough, but informal, and the Complainant shall be given a full opportunity to submit evidence relevant to the complaint.
D. The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement of the Complainant. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant.
E. The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution and shall be deemed to have accepted the proposed resolution unless the Complainant rejects the proposed resolution within such time period. In the event the Complainant rejects the proposed resolution, the Complainant shall be given the opportunity to file a request for reconsideration within the ten (10) days from the date the Coordinator's division is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. The Coordinator shall consider any additional information provided in the request for reconsideration and make a decision on the request for reconsideration within 10 (ten) days after the request for reconsideration was filed.

Section 5 Confidentiality Records (FERPA)

The Family Educational Rights and Privacy Act (FERPA) gives parents and students over 18 years of age rights of access and confidentiality with respect to education records. Employees are expected to provide access rights and maintain the confidentiality of education records in accordance with FERPA and Board policy. Further information about FERPA and the District's policies under FERPA are found in Board policy and in the Student Handbook.

To the extent permitted by law, contractors, consultants and volunteers may be permitted to have access to education records where they are performing a function or service that would otherwise be done by a school employee. Their access is limited to educational interest; which means records needed to effectively provide the function or service for which they are responsible.

School officials may have access only to those education records in which they have a legitimate educational interest, unless the parent has given written and dated consent for the access. A school official who violates this restriction shall be subject to disciplinary action up to and including termination.

Section 6 Breakfast and Lunch Programs

The District participates in the National School Lunch Program. Employees are expected to keep information about the participation of students in the program confidential.

Section 7 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.

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

FEDERAL MINIMUM WAGE

$7.25 PER HOUR

BEGINNING JULY 24, 2009

OVERTIME PAY At least 1½ times your regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR An employee must be at least **16** years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

Youths **14** and **15** years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

No more than

- **3** hours on a school day or **18** hours in a school week;
- **8** hours on a non-school day or **40** hours in a non-school week.

Also, work may not begin before **7 a.m.** or end after **7 p.m.**, except from June 1 through Labor Day, when evening hours are extended to **9 p.m.** Different rules apply in agricultural employment.

TIP CREDIT Employers of "tipped employees" must pay a cash wage of at least $2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least $2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. Certain other conditions must also be met.

ENFORCEMENT The Department of Labor may recover back wages either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action.

Employers may be assessed civil money penalties of up to $1,100 for each willful or repeated violation of the minimum wage or overtime pay provisions of the law and up to $11,000 for each employee who is the subject of a violation of the Act's child labor provisions. In addition, a civil money penalty of up to $50,000 may be assessed for each child labor violation that causes the death or serious injury of any minor employee, and such assessments may be doubled, up to $100,000, when the violations are determined to be willful or repeated. The law also prohibits discriminating against or discharging workers who file a complaint or participate in any proceeding under the Act.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.
- Special provisions apply to workers in American Samoa and the Commonwealth of the Northern Mariana Islands.
- Some state laws provide greater employee protections; employers must comply with both.
- The law requires employers to display this poster where employees can readily see it.
- Employees under 20 years of age may be paid $4.25 per hour during their first 90 consecutive calendar days of employment with an employer.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

For additional information:

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

WWW.WAGEHOUR.DOL.GOV

WHD U.S. Wage and Hour Division

U.S. Department of Labor | Wage and Hour Division

WHD Publication 1088 (Revised July 2009)

Your Rights
under 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. Employees are eligible if they have worked for their employer for at least one year, and for 1,250 hours over the previous 12 months, and if there are at least 50 employees within 75 miles. The FMLA permits employees to take leave on an intermittent basis or to work a reduced schedule under certain circumstances.

Reasons for Taking Leave:

Unpaid leave must be granted for *any* of the following reasons:

- to care for the employee's child after birth, or placement for adoption or foster care;
- to care for the employee's spouse, son or daughter, or parent who has a serious health condition; or
- for a serious health condition that makes the employee unable to perform the employee's job.

At the employee's or employer's option, certain kinds of *paid* leave may be substituted for unpaid leave.

Advance Notice and Medical Certification:

The employee may be required to provide advance leave notice and medical certification. Taking of leave may be denied if requirements are not met.

- The employee ordinarily must provide 30 days advance notice when the leave is "foreseeable."
- An employer may require medical certification to support a request for leave because of a serious health condition, and may require second or third opinions (at the employer's expense) and a fitness for duty report to return to work.

Job Benefits and Protection:

- For the duration of FMLA leave, the employer must maintain the employee's health coverage under any "group health plan."
- Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.
- The use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

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:

- The U.S. Department of Labor is authorized to investigate and resolve complaints of violations.
- An eligible employee may bring a civil action against an employer for violations.

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:

If you have access to the Internet visit our FMLA website: **http://www.dol.gov/esa/whd/fmla.** To locate your nearest Wage-Hour Office, telephone our Wage-Hour toll-free information and help line at 1-866-4USWAGE (1-866-487-9243): a customer service representative is available to assist you with referral information from 8am to 5pm **in your time zone;** or log onto our Home Page at **http://www.wagehour.dol.gov**.

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division
Washington, D.C. 20210

WH Publication 1420
Revised August 2001

*U.S. GOVERNMENT PRINTING OFFICE 2001-476-344/49051

Equal Employment Opportunity is
THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

YOUR RIGHTS UNDER USERRA

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- ☆ you ensure that your employer receives advance written or verbal notice of your service;
- ☆ you have five years or less of cumulative service in the uniformed services while with that particular employer;
- ☆ you return to work or apply for reemployment in a timely manner after conclusion of service; and
- ☆ you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- ☆ are a past or present member of the uniformed service;
- ☆ have applied for membership in the uniformed service; or
- ☆ are obligated to serve in the uniformed service;

then an employer may not deny you:

- ☆ initial employment;
- ☆ reemployment;
- ☆ retention in employment;
- ☆ promotion; or
- ☆ any benefit of employment

because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

HEALTH INSURANCE PROTECTION

- ☆ If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

- ☆ Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

ENFORCEMENT

- ☆ The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations.

- ☆ For assistance in filing a complaint, or for any other information on USERRA, contact VETS at **1-866-4-USA-DOL** or visit its **website at http://www.dol.gov/vets**. An interactive online USERRA Advisor can be viewed at **http://www.dol.gov/elaws/userra.htm**.

- ☆ If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation.

- ☆ You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: http://www.dol.gov/vets/programs/userra/poster.htm. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

U.S. Department of Labor
1-866-487-2365

U.S. Department of Justice

Office of Special Counsel

1-800-336-4590

Publication Date—October 2008

NOTICE

Military Family Leave

On January 28, President Bush signed into law the National Defense Authorization Act for FY 2008 (NDAA), Public Law 110-181. Section 585(a) of the NDAA amended the FMLA to provide eligible employees working for covered employers two important new leave rights related to military service:

(1) **New Qualifying Reason for Leave.** Eligible employees are entitled to up to 12 weeks of leave because of "any qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation. By the terms of the statute, this provision requires the Secretary of Labor to issue regulations defining "any qualifying exigency." In the interim, employers are encouraged to provide this type of leave to qualifying employees.

(2) **New Leave Entitlement**. An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the servicemember. This provision became effective immediately upon enactment. This military caregiver leave is available during "a single 12-month period" during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

Additional information on the amendments and a version of Title I of the FMLA with the new statutory language incorporated are available on the FMLA amendments Web site at http://www.dol.gov/esa/whd/fmla/NDAA_fmla.htm.

WHD
U.S. Wage and Hour Division

U.S. Department of Labor | Employment Standards Administration | Wage and Hour Division

Appendix H

Addendum to Pender Public Schools
Employee Handbooks
(January 16, 2009)

The Department of Labor has amended the Family and Medical Leave Act (FMLA) regulations effective on January 16, 2009. One of the changes involves the content of the general notice to be given to employees concerning rights and responsibilities under the FMLA.

The general notice information is to be included in employee handbooks. As such, we are providing the following information as an addendum to the District's existing employee handbooks.

Employee Rights and Responsibilities under the Family and Medical Leave Act

Family and medical leaves 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 child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform his/her 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 their 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 service member medically unfit to perform his or her duties for which the service member 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, the employee's health coverage under a "group

health plan" will be maintained on the same terms as if he/she 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.

An employee's use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of his/her FMLA leave.

Eligibility Requirements: Employees are eligible if he/she has been employed with Pender 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 Pender Public Schools within 75 miles of the employee's 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 health care provider for a condition that either prevents the employee from performing the functions of his/her 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 regiment 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: Employees 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. Employees 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: Employees may choose, or Pender Public Schools may require, use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the District's normal paid leave policies.

Employee Responsibilities: Employees 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 the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the District if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees 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, refer to FMLA posters on employee bulletin boards or contact the U.S. Wage and Hour Division at:

1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627
www.dol.gov/whdl

To submit a request for use of FMLA, or to make arrangements for payment of benefits while on an FMLA leave, contact Jason Dolliver at (402) 385-3244.

RECEIPT OF 2025-2026 CLASSIFIED EMPLOYEE HANDBOOK
of Pender Public Schools

This signed receipt acknowledges receipt of the 2025-2026 Classified Employee Handbook of Pender Public Schools. This receipt acknowledges that it is understood that I am to read and be familiar with the handbook, that I understand the handbook contains a disclaimer of contract, a drug-free workplace notice, and the District's anti-discrimination and harassment policies, and that specific complaint and grievance procedures exist in the handbook which should be used for responding to harassment or discrimination.

Signature _____

Date _____

Please return this form to the District Office.

Community Relations

Personnel - All Employees and Students

Anti-discrimination

A. **Elimination of Discrimination.**

The policy of Pender Public Schools is to not discriminate on the basis of disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Pender Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Education of Pender Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

The Superintendent shall be the Coordinator for anti-discrimination laws (including Title VI, Title IX; the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)) and complaints or concerns involving discrimination or compliance with those laws should be addressed to said Coordinator.

B. **Preventing Harassment and Discrimination of Employees and Students.**

1. **Purpose**: Pender Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Pender Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

   For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status is prohibited. The following are general definitions of what might constitute prohibited harassment.

   a. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or

ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status constitute harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

b. Age harassment has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.

c. Sexual harassment has been defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

(a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);

(b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.

(c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. **Procedures**:

a. Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.

b. If the report is not satisfactorily resolved within ten calendar days, or if the

discrimination or harassment continues, please report your complaint to the Superintendent of Pender Public Schools

c. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be processed to the Board of Education.

d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.

e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.

f. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, etc., may be taken.

g. Under no circumstances will a supervisor or a teacher or the Board of Education threaten or retaliate against a person for alleging discrimination or harassment.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;
Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: April 14, 2008
Date of Amendment: August 10, 2015
Date of Amendment: January 9, 2017
Date of Amendment: August 10, 2020

Date of Amendment: July 12, 2021
Date of Amendment: July 16, 2025

Business Operations

Procurement Plan – School Food Authorities

The following procurement policy statement shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. This statement is meant to provide guidance to our personnel and vendors on acceptable and/or required procurement practices. Our goal is to fully implement all required and recommended procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the State Agency.

Procurement Policy

The purchasing procedure to be followed shall be determined by the anticipated total annual expenditure on items related to the food service program:

- When the annual total for food service program related items is less than $250,000 (small purchase simplified acquisition threshold) per procurement event or in aggregate purchases this organization will follow the informal Small Purchase simplified acquisition procedures.
- When the annual total for food service program related items is greater than $250,000 (small purchase simplified acquisition threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under $10,000 made with a vendor [2 CFR 200.320(a)].
Prices will be reviewed for reasonableness [2 CFR 200.320(a)].
Purchases will be spread equitably among all qualified sources [2 CFR 200.320(a)].

Small Purchase Simplifed Acquisition Threshold Procedures

For purchases made below the small purchase simplified acquisition threshold, small purchase simplified acquisition procedures will be utilized to purchase necessary goods and services. When small purchase simplified acquisition procedures are used, this organization will take the following steps:

1. Contact a reasonable number of qualified vendors.
2. Write specifications for goods and services.
3. Document each vendor's quoted price. (ex. log sheet)
3. Select the company that provides the lowest, most responsive, and responsible bid.
4. Document supplier who was awarded the quote.
5. Manage orders by confirming product and prices match quotes.

Formal Competitive Solicitation Procedures

For purchases made in excess of the small purchase simplified acquisition threshold, a Formal Competitive Solicitation will be conducted. When Formal Competitive Solicitation Procedures are used, this organization will take the following steps:

1. Prepare an Invitation for Bid ("IFB") or Request for Proposal ("RFP") document specifically addressing the items to be procured
    a. Include detailed specifications
    b. Ensure price will be most heavily weighted
2. Publicly announce and advertise the bid/proposal at least 21 calendar days prior to bid opening
    a. Announcements will include the date, time and location in which bids will be opened
3. Determine the most responsive and responsible bid/proposal by using the selection criteria set forth in the bid/proposal document
    a. Responsible bidders will be those whose bid/proposal conform to all of the terms, conditions and requirements of the IFB/RFP
    b. Responsible bidders will be those who are capable of performing successfully under the terms and conditions of the contract.
4. Award the contract
    a. To the most responsive and responsible bidder based on the criteria set forth in the IFB/RFP
    b. At least two weeks before program operations begin
    c. If a protest is received, it must be handled in accordance with 7 CFR 210.21
5. Retain all records pertaining to the formal competitive bid process for a period of five years plus the current year

(Note: If the small purchase simplified acquisition threshold established in the sponsor's procurement policy statement is less than $150,000, the smaller bid threshold will govern.)

Procurement Summary

This organization incorporates the following elements into the Procurement Policy Statement, as required by 2 CFR 200 and 7 CFR parts 210, 3016 and 3019.

A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(l-7]

B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(a)(6)]

C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]

D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]

E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b])

G. General Requirements:

1. Small, minority, veteran-owned, and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
2. Ensure compliance with the Buy American Provision when purchasing food 7 CRF 210.21(d).
3. A cost or price analysis in connection with every procurement action in excess of the small purchase simplified acquisition threshold including contract modifications. [2 CFR 200.323(a)]
4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]

H. Duties of Food Service Supervisor:

1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
5. Place and confirm orders with vendors or make plans to purchase the required items.
6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
7. To work with vendors on a fair and equal basis.
8. To conduct an in-house procurement review once per year.

Date of Adoption: July 10, 2017

Date of Amendment: September 10, 2018
Date of Amendment: July 15, 2019
Date of Amendment: July 16, 2025

Business Operations

Internal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

(a) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and maintain these internal controls consistent with the "Standards for Internal Control in the Federal Government" issued by the Comptroller General of the United States or the "Internal Control Integrated Framework" issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);

(b) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;

(c) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;

(d) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and

(e) Take reasonable measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as "sensitive" or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two years;
3) Implement a Control System procedure;

4) Continue to develop and implement adequate maintenance procedures for the equipment;
5) Continue to develop and implement sales procedures for the equipment; and
6) Continue to develop and implement disposition procedure for the equipment.

Legal Reference: 2 C.F.R. §§ 200.313 & 200.33.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law and the requirement standards imposed by law, including:

1) A procedure for micro-purchases (Under $10,000);
2) A procedure for small purchases simplified acquisition thresholds (between $10,000 to $250,000);
3) A procedure for sealed bids;
4) A procedure for competitive proposals; and
5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.
Cross-Reference: Policies 3130 & 3131.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient.

For all other records, the District will retain such records for the length of time as required by law.
Legal Reference: 2 C.F.R. § 200.333.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will verify that a vendor has not been debarred, suspended or otherwise excluded, and the District will maintain a copy of said verification.
Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. The financial management system will provide for the following:

1) Identifying all of the federal awards received and expended and the federal programs under which they were received;

2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
3) Identifying adequately the source and application of funds for federally-funded activities;
4) Ensuring effective controls over and accountability for all funds, property, and other assets;
5) Comparing actual expenditures with budget amounts for each federal award;
6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.
Legal Reference: 2 C.F.R. § 200.307.

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 District's cost sharing or matching, when such contributions meet all of the following criteria:

1) Are verifiable from the District'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 the applicable Cost Principles requirements;
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 the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

1) Is reasonable for the services rendered; and
2) Conforms to the established written expectations of the District, as applied consistently to both Federal and non-Federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
2) Be incorporated into the official records of the District;
3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
4) Encompass both federally-assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
5) Comply with the established accounting policies and practices of the District; and
6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Budget estimates will generally not be used to support charges to Federal awards but may be used for interim accounting purposes.
Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: For all federal awards, the District will comply with all applicable legal requirements, including the Davis-Bacon Act.
Legal Reference: 34 C.F.R. § 75.600, et seq.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

A. Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.

B. Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of $5,000 or more have the prior written approval of the federal awarding agency or pass-through entity.

C. Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.

D. Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.

E. When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the Federal awarding agency.

F. If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

G. Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Maintaining Records: Financial records, supporting documents, statistical records, and all other District records pertinent to a federal award must be retained for the minimum period time as required by federal law or the terms of the federal awarding agency, whichever is longer in time.
Legal Reference: 2 C.F.R. § 200.334.

Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the District shall ensure that it avoids any conflicts of interest regarding any federal awards. The District will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.
Legal Reference: 2 C.F.R. § 200.112.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.
Legal Reference: 2 C.F.R. §§ 200, et seq.

Date of Adoption: July 12, 2021
Date of Amendment: July 16, 2025

Safe Driving Record Standard for Drivers

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

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

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 20 years; or,
3. Reckless driving or willful reckless, within the immediate prior 20 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

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

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 20 years; or,
3. Reckless driving or willful reckless, within the immediate prior 20 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system, within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Drivers who exclusively drive small vehicles for activity trips are not required to obtain a

Medical Examiner's Certificate.

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

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 20 years; or,
3. Reckless driving or willful reckless, within the immediate prior 10 years; or
4. Accumulation of 6 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3, 4 or 5 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

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

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

Date of Adoption: September 17, 2007
Date of Amendment: June 14, 2021
Date of Amendment: July 16, 2025

Personnel - All Employees (& Students)

Anti-discrimination, Anti-harassment, and Anti-retaliation

A. Elimination of Discrimination.

The Pender Public Schools hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Pender Public Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Secondary Students: Secondary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)
Elementary Students: Elementary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)
Employees and Others: Superintendent, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.

1. Purpose:

The Pender Public Schools is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair

texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

a. Name-calling,
b. Teasing or taunting,
c. Insults, slurs, or derogatory names or remarks,
d. Demeaning jokes,
e. Inappropriate gestures,
f. Graffiti or inappropriate written or electronic material,
g. Visual displays, such as cartoons, posters, or electronic images,
h. Threats or intimidating or hostile conduct,
i. Physical acts of aggression, assault, or violence, or
j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

a. Unwelcome sexual advances or propositions,
b. Requests or pressure for sexual favors,
c. Comments about an individual’s body, sexual activity, or sexual attractiveness,
d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person’s will or where a person is incapable of giving consent due to the victim’s age, intellectual disability, or use of drugs or alcohol,

f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or

g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):
Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist as determined by the investigator. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will be determined by the investigator and in compliance with any legal requirements **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

a. Providing the parties with the opportunity to present witnesses and provide evidence.
b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

a. A summary of the facts,
b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will may, when appropriate or when legally required, send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** week after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):
If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting or a Committee of the Board of Education to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board or Committee of the Board of Education may, in its discretion, will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The Board or a Committee of the Board may, in the alternative, vote on the appeal and send the party the outcome of the vote. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's or Committee's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:
The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

5. Training:

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
j. Recommending changes to this policy and grievance procedure.
k. Performing other duties as assigned.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference:

Title VI, 42 U.S.C. § 2000d, Title VII, 42 U.S.C. § 2000e, Title IX; 20 U.S.C. § 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. §48-1001 et seq.;
Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. § 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. § 4301 et seq.
Neb. Rev. Stat. § 79-2,115, et seq

Date of Adoption: August 8, 2011
Date of Amendment: April 14, 2014
Date of Amendment: August 10, 2015
Date of Amendment: July 16, 2018
Date of Amendment: August 10, 2020
Date of Amendment: July 12, 2021
Date of Amendment: July 16, 2025

Personnel - All Employees

Drug and Substance Use and Abuse

It is the policy of the Pender Public School District to eliminate the influence of drugs, alcohol and other chemicals within the school environment and to educate students against the usage of drugs, alcohol and illegal substances. The District will implement regulations and practices which will insure compliance with laws relating to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto.

Section 1 Drug-Free Workplace

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held. The school district recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with school purposes.

1. The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. Employees are also prohibited from possessing, using or distributing illicit drugs or alcohol, or being under the influence of illicit drugs or alcohol, on any district property or district sponsored event. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol in the work place or on duty time shall be a violation of the drug-free workplace.

2. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the employee commits a criminal drug or alcohol offense off the work place or off duty time.

3. As a condition of employment, employees will abide by the District's drug-free workplace policies and notify the Superintendent or designee of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.

4. Disciplinary sanctions, up to and including termination of employment and referral for prosecution, will be imposed upon employees who violate the aforementioned standards of conduct. Sanctions for violation thereof may include the requirement that the employee complete an appropriate rehabilitation program, reprimands, and non-renewal, cancellation, or termination of contract of employment.

5. Employees shall be advised through employee publications about drug and alcohol counseling and rehabilitation and reentry programs that are available.

6. Employees shall be furnished with a copy of this policy.

This policy supplements and is in addition to all other policies, regulations, practices, procedures

and contractual provisions regarding or related to the improper or unlawful possession, use, or distribution of illicit drugs and alcohol.

Section 2 Alcohol and Drug Testing

The District will implement regulations and practices which will insure compliance with the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto. Employees in "safety-sensitive" positions, as defined by the Act and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law. (See attached Appendix "1"). Refusal to submit to such pre-employment testing, or testing positive, shall disqualify an applicant from employment. Reasonable suspicion, random, post-accident, return-to-duty, and follow-up testing shall also be conducted. Employees who test positive shall be immediately removed from safety-sensitive positions and shall be removed from employment.

Legal Reference: 41 U.S.C. §702

Date of adoption: December 10, 2007

4009 - APPENDIX 1

CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING: FEDERAL REGULATIONS, PENDER PUBLIC SCHOOL'S COMPLIANCE POLICIES AND PROCEDURES, AND EDUCATIONAL MATERIALS

The U.S. Department of Transportation (DOT) and the Federal Highway Administration (FHWA) have issued regulations requiring that individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs) be tested for controlled substances and alcohol and not engage in controlled substances use or alcohol misuse. Information concerning those regulations, Pender Public Schools policies and procedures, and educational materials relating to controlled substances use and alcohol misuse is set forth as follows:

(A). **The persons designated by Pender Public Schools to answer employee questions about these materials are**:

Superintendent of Schools
Principal

(B). **The categories of employees who are subject to the provisions of the federal controlled substances and alcohol use and testing regulations are**:

Individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs), including bus drivers and distribution and maintenance employees who are subject to driving commercial motor vehicles.

(C). **The term "safety-sensitive functions" means**:

(1) All time waiting to be dispatched, unless the driver has been relieved from duty;
(2) All time inspecting equipment or inspecting, servicing, or conditioning any commercial motor vehicle (i.e., a vehicle in excess of 26,000 pounds GVWR or designed to carry 16 or more passengers, including the driver) at any time;
(3) All driving time (i.e., time spent at the controls of a commercial motor vehicle in operation);
(4) All time, other than driving time, in or upon any commercial motor vehicle;
(5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
(6) All time spent performing the driver requirements of 49 CFR §§392.40 and 392.41 relating to accidents;
(7) All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

(D). **Employee conduct that is prohibited by the federal controlled substances and alcohol use and testing regulations includes**:

1. **Alcohol concentration**.
   No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.
2. **Alcohol possession**.
   No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol.
3. **On-duty use**.
   No driver shall use alcohol while performing safety-sensitive functions.
4. **Pre-duty use**.
   No driver shall perform safety-sensitive functions within four (4) hours after using alcohol.
5. **Use following an accident**.
   No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until the driver undergoes a post-accident alcohol test, whichever occurs first.
6. **Refusal to submit to a required alcohol or controlled substances test**.
   No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, or a follow-up alcohol or controlled substances test.
7. **Controlled substances use**.
   No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.
8. **Controlled substances test**.
   No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive for controlled substances.

(E). **The circumstances under which an employee will be tested for alcohol and/or controlled substances pursuant to the federal regulations include**:

1. **Pre-employment testing**.
Prior to the first time a driver performs safety-sensitive functions, the driver shall undergo testing for alcohol and controlled substances. No safety-sensitive functions are to be performed unless the driver has been administered an alcohol test with a result indicating an alcohol concentration less than 0.04, and has received a controlled substances test result from the medical review officer indicating a verified negative test result.

2. **Post-accident testing**.
(a) As soon as practicable following an accident involving a commercial motor vehicle, each surviving driver:

(1) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or

(2) Who receives a citation under State or local law for a moving traffic violation arising from the accident shall undergo a test for alcohol and controlled substances.

(b) (1) *Alcohol tests*. Shall be administered within two hours following the accident unless such can not reasonably be done, and not more than eight hours following the accident.

(2) *Controlled substance tests*. Shall be administered within 32 hours following the accident.

(c) A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. The driver shall be permitted to leave the immediate scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care, but shall otherwise remain readily available for testing.

3. **Random testing**.

(a) Drivers shall be subject to random testing. The minimum annual percentage rate for random alcohol testing should be 25 percent of the average number of driver positions, or such minimum annual percentage rate as established from time to time by the FHWA. The minimum annual percentage rate for random controlled substance testing shall be 50 percent of the average number of driver positions.

(b) The selection of drivers for random alcohol and controlled substances testing shall be made by a scientifically valid method. Under the selection process used, each driver shall have an equal chance of being tested each time selections are made.

(c) The random alcohol and controlled substances tests shall be unannounced and the dates for administering random alcohol and controlled substances tests shall be spread reasonably throughout the calendar year.

(d) Each driver who is notified of selection for random alcohol and/or controlled substances testing shall proceed to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, the driver shall cease to perform the safety-sensitive function and proceed to the testing site as soon as possible.

4. **Reasonable suspicion testing**.

(a) A driver shall submit to an alcohol test when the employer has reasonable suspicion to believe that the driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations (except for possession of alcohol).

(b) Under federal law, notwithstanding the absence of a reasonable suspicion alcohol test, a driver is prohibited from reporting for duty or remaining on duty requiring the performance of safety-sensitive functions while the driver is under the influence of or impaired by alcohol and must not perform or continue to perform safety-sensitive functions, until:

(i) An alcohol test is administered and the driver's alcohol concentration measures less than 0.02; or

(ii) Twenty-four hours have elapsed following the determination that there is reasonable suspicion to believe that the driver has violated the prohibitions concerning the use of alcohol.

5. **Return-to-duty testing**.

(a) Alcohol. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning alcohol and has not been terminated, the driver shall undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02.

(b) Controlled Substances. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning controlled substances, and has not been terminated, the driver shall undergo a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances use.

6. **Follow-up testing**.

Following a determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the driver shall, if still employed, be subject to unannounced follow-up alcohol and/or controlled substances testing as directed by a substance abuse professional in accordance with the provisions of federal regulations.

Random, reasonable suspicion, and follow-up alcohol testing shall be conducted only when the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing safety-sensitive functions.

(F). **The procedures that will be used to test for the presence of alcohol and controlled substances, to protect the employee and the integrity of the testing processes, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct employee include**:

The procedures outlined in 49 CFR 40, concerning procedures for Transportation Workplace Drug and Alcohol Testing Program, will be followed. This includes use of a "split sample" approach for drug testing and chain of custody procedures including documentation of screening aliquots.

(G). **An employee is required to submit to alcohol and controlled substances tests administered pursuant to the federal regulations**.

(H). **A "refusal to submit" to an alcohol or controlled substance test includes**:

Refuse to submit (to an alcohol or controlled substances test) means that a driver (1) Fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, (2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing, or (3) engages in conduct that clearly obstructs the testing process. A failure to remain readily available for post-accident testing, or to notify the employer of the need for such testing, or to proceed to the test site immediately for random testing, may be deemed by the employer to constitute a refusal to submit.

The consequences for refusing to submit to an alcohol or controlled substances test are as follows: A driver who has refused to submit to a required alcohol or controlled substance test is subject to the same consequences as a driver who has tested positive on an alcohol (concentration of 0.04 or greater) or controlled substances test.

(I). **The consequences under the federal regulations for employees who have violated the federal regulations relating to controlled substances and alcohol use and testing include**:

The driver shall be removed from and not permitted to perform safety-sensitive functions. The driver shall be referred for evaluation by a substance abuse professional for a determination of what assistance, if any, the employee needs in resolving problems associated with alcohol misuse and controlled substances abuse.

Before a driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by the federal regulations, the driver shall, if still employed, undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a controlled substances test with a verified negative result if the conduct involved a controlled substance.

In addition, each driver identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, if still employed,

(i) Shall be evaluated by a substance abuse professional to determine that the driver has properly followed any rehabilitation program prescribed, and

(ii) Shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer following the driver's return to duty.

The driver may also be subject to the penalty provisions of 49 U.S.C. § 521(b).

(J). **The consequences under the federal regulations for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04 include**: Removal from safety-sensitive functions for a period of not less than 24 hours following administration of the test.

(K). **Information to assist employees in avoiding alcohol misuse and controlled substances use, signs and symptoms of an alcohol or a controlled substances problem, and available methods of intervening when such a problem is suspected**: Information will be made available by the counselor to employees upon request.

(L). The requirement that the following personal information collected and maintained under this part shall be reported to the Clearinghouse:

(i) A verified positive, adulterated, or substituted drug test result;
(ii) An alcohol confirmation test with a concentration of 0.04 or higher;
(iii) A refusal to submit to any test required by law;
(iv) An employer's report of actual knowledge of;
  a. On duty alcohol use;
  b. Pre-duty alcohol use;
  c. Alcohol use following an accident; and
  d. Controlled substance use;
(v) A substance abuse professional report of the successful completion of the return-to-duty process;
(vi) A negative return-to-duty test; and
(vii) An employer's report of completion of follow-up testing.

Legal Reference: 49 CFR §382.601(b)(12)

Date of Adoption: December 10, 2007
Date of Amendment: July 16, 2025

Students

Admission Requirements

Minimum Age:
A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The Board of Education shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board of Education.

Early Admission to Kindergarten:
The following assessment procedure for determining if a child is capable of carrying the work of kindergarten is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) mental ability, (2) emotional/social development, (3) pre academic skills, and (4) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

a. will turn 5 years of age between August 1 and October 15;
b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
c. are selected on the basis of testing by professionals trained and certified to administer the assessments that meet the guidelines set forth in AR 5001.1.

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determine appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must be weighed with institutional factors also considered. Sound decision making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance

assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Families who seek early admission of their child into kindergarten must obtain an *Early Entrance to Kindergarten Packet* from the School District Administrative office.

Parents must fill out the early entrance application forms, which include a parent questionnaire and obtain and attach a reference letter from someone who is well acquainted with the child but not a relative of the child. The person providing this reference should know the child well enough that they can speak with some expertise about the child's attributes and abilities. The reference letter should indicate whether this person recommends the child be schooled with children who will be a year older than the child and, if so, the evidence this person has concerning the child's mental ability, fine and gross motor ability, visual and auditory discrimination, emotional/social development, and communication skills. Suggestions for this reference letter are a preschool teacher, a Sunday school teacher, a day-care provider, or a physician.

The assessment request, reference letter and parent questionnaire must be completed and returned to the District no later than May 25th of the spring before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on race, color, sex, sexual orientation, gender identity, religion, ancestry, national or ethnic origin, marital status, age, pregnancy, childbirth or related medical condition, disability, veteran status, or other protected status of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:
A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:
A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:
A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21.The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:
The parents or legal guardian shall furnish:

(1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, shall be provided within

30 days of enrollment. Other reliable proof of the child's identify and age, accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).

(2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.

(3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity.

(4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox),Haemophilus Influenzae type b (Hib),invasive pneumococcal disease and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes an exception to the immunization requirements are met.

(5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009, unless the parent or legal guardian submits a written statement that establishes an exception to the immunization requirements are met.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to

continue in school until evidence of compliance or an exemption from compliance is given.

Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private, denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the Board of Education of this school district in its sole and absolute discretion upon a proper application approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the Board of Education may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. A student expelled from a private, denominational, or parochial school or from any public school in another state, will not be prohibited from enrolling in the public school district in which the student resides or in which the student has been accepted pursuant to the enrollment option program for any period of time beyond the time limits placed on expulsion, pursuant to the Student Discipline Act, or for any expulsion for an offense for which expulsion is not authorized for a public school student under such Act. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

Military Families

If a parent presents evidence to the District of military orders that the military family will be stationed in the State of Nebraska during the current or following school year, and the parent resides in or is stationed on federally owned property within the boundaries of the District, the District will enroll preliminarily the parent's students, including any such student that has an Individualized Education Plan, a 504 Plan, or otherwise receives special education services.

Legal Reference: Neb. Rev. Stat. §§43-2001 to 43-2012
Neb. Rev. Stat. §79-214
Neb. Rev. Stat. §§79-217 to 79-223
Neb. Rev. Stat. §79-266.01
173 NAC Chapters 3 and 4 (HHS Regulations)

Date of Adoption: January 9, 2012
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Date of Amendment: July 15, 2019
Date of Amendment: August 10, 2020
Date of Amendment: July 16, 2025

Students

Full-time and Part-time Enrollment

Full-time Enrollment

Students must be enrolled in Pender Public Schools on a full-time basis. Full-time basis is defined as attending classes for the full instructional day within the public school system.

Exceptions are permitted only for:

1. enrolled students attending another state accredited institution such as a vocational-technical school or a college or university for school credit;
2. enrolled students taking the limited number of credits needed to graduate in the school year;
3. enrolled students in need of modified school attendance as an accommodation for a disability or similar unique circumstance;
4. enrolled students receiving special education services where the student's IEP requires a modified schedule, or non-enrolled students receiving special education services or other legally mandated services required to be provided to eligible resident children under state and federal laws and regulations;
5. students from other school districts participating in programs offered by the District pursuant to an interlocal agreement or other arrangement approved by the School Board; and
6. non-public school students in accordance with the policies and procedures set forth in this policy.

Part-Time Enrollment of Non-Public School Students

The School Board shall allow the part-time enrollment of students who are residents of the school district and who are also enrolled in a private, denominational, or parochial school or in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements. Such students are referred to herein as "non-public school students."

The School Board establishes the following guiding principles for enrollment of non-public school students:

(1) The primary school for a non-public school student is the student's private, denominational, parochial or home school.
(2) Enrollment of a non-public school student in [Name] Public Schools is allowed for the purpose of providing enhanced educational opportunities not otherwise available to the non-public school student. It is not to supplant programming of the student's primary school.
(3) Non-public school students are not to be given priority over full-time students.
(4) Non-public school students are to be enrolled only in programs or courses that are educationally appropriate for the student.
(5) Enrollment of non-public school students is not to negatively affect the educational services to be provided to full-time students.

The School Board establishes the following specific policies and procedures for enrollment of non-public school students. In the event the specific policies and procedures require interpretation or do not fully resolve an issue, the above established guiding principles are to be considered.

A. Non-Public School Student Enrollment Application Procedures.

1. Application. Parent or guardian must submit an Application of Non-Public School Student for Part-Time Enrollment to the principal of the school the student desires to attend.

2. Deadline for Applications. The application must be received by August 1st preceding the school year the student wishes to enroll.

   a. Change of Residence Exception: The application deadline for a student who becomes a resident of the District after the school year has commenced is: 20 calendar days after the student becomes a resident of the District. The principal may delay enrollment until the next following quarter or semester starts, or at such other time as determined to be educationally appropriate.
   b. High School Course Exception: The application deadline for a student who desires to enroll in a second semester high school course is December 1st.

3. Action on Applications. The principal will review the application and will notify the parent of the approval or denial of the application within 2 weeks of receipt of the application or 2 weeks prior to the start of school or 2 weeks prior to the start of the next semester, whichever is later.

4. Appeals. The parent or guardian may appeal the principal's action to deny their application. Any such appeal must be submitted to the Superintendent within 14 calendar days from the date of the principal's action. The appeal shall be in writing and shall be decided on the basis of the written submission. The Superintendent may request the parent or guardian to provide further explanation or information and the appeal may be denied in the event the parent or guardian fails to fully respond on a timely basis. The Superintendent shall decide the appeal within 10 calendar days of the submission of the appeal. The Superintendent may make a decision later than the 10 days in the event good reason for delay exists. Good reason includes but is not limited to the Superintendent being unable to gather the information the Superintendent determines necessary to make the decision within the decision period.

5. Annual Applications. Part-time enrollment is determined annually. Application must be made each school year. There will be no guarantee that enrollment will be continued from one year to the next.

B. Non-Public School Student Admission

1. Admission Requirements. Students must meet the normal admission requirements. This includes the requirements that the student: be a resident of the District, be of school attendance age and not have graduated or have received a GED.

2. Admission Process. Students must complete the normal enrollment process and forms required by the District and/or the building for enrollment of all children. This includes the requirements relating to: birth certificates, immunizations, physical examinations, and visual evaluations.

C. Non-Public School Student Enrollment Standards

1. Maximum Enrollment. Students may not enroll in more than 2 middle school or high school courses during any one semester. Elementary students may not enroll in programming of greater than 90 minutes of instruction each day.

2. Capacity Limits. Enrollment will ordinarily be subject to capacity limits. Any grade level, program, or course which has been determined to be at capacity for option enrollment purposes will not ordinarily not be available for non-public school students.

3. Integrated Courses. Students must meet prerequisite requirements to be enrolled in a course by appropriate credits earned through an accredited program. The principal may on a discretionary basis allow prerequisite requirements to be satisfied where the student provides reasonable indications that the academic criteria have been met, such as results from achievement tests or other indications of adequate preparation.

4. Educationally Appropriate Programs and Courses. Students will not be allowed to enroll in programs or courses which the school administration determines to not be educationally appropriate for the student. Determination of whether a program or course is educationally appropriate will be made based on the standards the District uses for making academic placement decisions.

5. Selection of Courses. Subject to Paragraphs 1 through 4 of this Paragraph C, and all other applicable provisions of this Policy, non-public school students may select their courses.

D. Non-Public School Student Policies

1. General Standard. Non-public school students who are enrolled part-time are to be subject to the same standards as full-time enrolled students except

where appropriate to reflect their part-time status.

2. Building assignment. Students must enroll in the attendance center that serves the student's residence, provided that the administration reserves the authority to make a different attendance center assignment. A student may request assignment to an attendance center other than that of the student's residence under the intra-district transfer procedures.

3. No Partial Part-Time Enrollment. Students must apply for enrollment and attend the entire school year for which enrollment is made or, for high school courses, for the full length of the course. Once enrolled, part-time students will be required to participate in all activities, programs, and tests related to the program or course for which the student is enrolled, including as applicable State or District-wide assessments, as full-time students.

4. Student Conduct Policies. Students enrolled on a part-time basis shall be required to follow all school policies that apply to other students at any time the part-time student is present on school grounds or at a school-sponsored activity or athletic event. This includes the District's student conduct policies. Students enrolled on a part-time basis shall be subject to discipline, including suspension or expulsion, for violation of student conduct rules.

5. Attendance. Students enrolled on a part-time basis are not exempt from the compulsory attendance laws or from the District's attendance policies. Students who engage in excessive absenteeism as defined in Board policy are to be reported under the truancy laws.

6. Presence on School Grounds. Students enrolled on a part-time basis are to be present on school grounds during the school day only at the times required for their attendance in the program or course in which they are enrolled. Exceptions may be made in the discretion of the principal or the principal's designee. Students must sign in and out of the school by following the building level procedure. Students are responsible for being aware of any changes in the school schedule during inclement weather or for other reasons.

7. Transportation. Students enrolled on a part-time basis are not entitled to transportation or transportation reimbursement, unless otherwise required by law. Full-time students will be given first consideration for parking on the high school campus.

8. Academic Honors. Students enrolled on a part-time basis will not be eligible to graduate or receive a diploma from the District or receive academic honors (for example, class rank and honor roll) except to the extent the student meets all requirements of the District's policies for such, including attainment of minimum credits and semesters of attendance.

9. Extracurricular Activities. Any student who is a resident of the District and who is enrolled in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements may participate in any of the District's extracurricular activity programs to the same extent and subject to the same requirements, conditions, and procedures as a full-time student in the District. Non-resident students may only be admitted on a part-time basis or permitted to participate in a school-sponsored extracurricular activity when required by law. The District's Activities Director will coordinate with the student's parent or guardian to secure assurances of compliance with these expectations. Any student covered by this subsection must enroll in five credit hours through the District in any the semester in which the student participates in an extracurricular activity. There shall be no preference given to any student participating in any extracurricular activity based off their status as a full-time or part-time student. Part-time students will be expected to comply with the same or similar expectations as full-time students to participate in any activity, including team rules. Participation in activities that are subject to the bylaws of the Nebraska School Activities Association (NSAA) will be limited to those students who meet the NSAA bylaws.

Legal Reference: Neb. Rev. Stat. Sec. 79-2,136 and Sec. 79-526
LB 705, § 75
Title 92, Nebraska Administrative Code, Chapter 10

Date of Adoption: August 13, 2007
Date of Amendment: July 17, 2023
Date of Amendment: July 16, 2025

Students

Student Discipline

A. Development of Uniform Discipline System. It shall be the responsibility of the Superintendent to develop and maintain a system of uniform discipline. The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and 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 upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.

1. Short-Term Suspension: Students may be excluded by the Principal or the Principal's designee from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

   a. Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or
   b. 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:

   a. The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
   b. 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 the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.
   c. Within 24 hours or such additional time as is reasonably necessary, not to exceed an additional 48 hours, following the suspension, the Principal or administrator will personally contact the parent or guardian. If the personal contact cannot be made then 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 will be sent.
   d. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering

the short-term suspension before or at the time the student returns to school. The Principal or administrator shall determine who in addition to the parent or guardian is to attend the conference. The Principal shall document their attempt to make a reasonable effort to hold a conference with the parent or guardian.

e. A student who is on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.

2. Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five school days but less then twenty school days. A student who is on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension. The notice will include a description of the procedures for long-term suspension; the procedures will be those set forth in the Student Discipline Act.

3. Expulsion:

a. 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. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.

b. Suspensions Pending Hearing. 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. 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. During this period, the student will not be required to attend alternative programming for expelled students in order to complete classwork or homework.

c. 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 in accordance with law.

d. Alternative Education: Students who are expelled may be offered an alternative education program that will enable the student to continue academic work for credit toward graduation. A student will not be required to attend the alternative education program in order to complete classwork and homework. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.

e. 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. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.

f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal's designee shall meet with the student's probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal's designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.

g. Returning from Expulsion. At the conclusion of an expulsion, the 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.

h. Exception for Pre-Kindergarten through Second Grade Students. Notwithstanding the foregoing, no pre-kindergarten through second grade student may be suspended from school, unless the student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity. Instead, the Principal or Principal's designee may implement alternative disciplinary measures on a case-by-case basis if a pre-kindergarten through second grade student engages in misconduct that would otherwise result in a short-term suspension. If a pre-kindergarten through second grade student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity, then the student may be suspended or expelled in accordance with this Policy's disciplinary procedures.

i. Religious Freedom. The District will not substantially burden a student's right to religious exercise unless the students' religious exercise is disruptive to the school environment, not permitted by staff, may pose a safety risk, or would otherwise interfere with the school day.

4. Emergency Exclusion: A student may be excluded from school in the following circumstances:

   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 described above.

If the emergency exclusion will be for five school days or less, the procedures for a short-term suspension shall be followed. If the Superintendent or his or her designee determines that an emergency exclusion shall extend beyond five days, a hearing is to be held and a final determination made within ten school days after the initial date of exclusion. Such procedures shall substantially comply with the procedures set forth in this policy for a long-term suspension or expulsion, and be modified only to the extent necessary to accomplish the hearing and determination within this shorter time period.

5. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not 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. When in-school suspensions, after-school assignments, 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.

B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well being or rights of other students, staff or visitors.

C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.
3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.

5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency or sexual conduct. This includes "deep fakes" or other computer-generated images of other students or staff intended to bully, harass, intimidate, or humiliate another student or staff member.
9. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events.
10. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
11. Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten.
12. A repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes, including (but not limited to) a violation of the District's dress code and electronic communication device rules.
13. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
14. 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, disability, national origin, or religion.

15. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
16. Willfully violating the behavioral expectations for riding school buses or vehicles.

A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:

a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.

Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. “Firearm” means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: “The term ‘firearm’ means (a) 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; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device.” The Superintendent may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing. Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

a. Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
b. The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.
c. A plan for its transportation into and from the school, its storage while in the school building and how it will be displayed must be developed with the prior written approval by the teacher and building administrator. Such

plan shall require that such item will be in the possession of an adult staff member at all times except for such limited time as is necessary to fulfill the educational function.

d. The firearm or other dangerous weapon shall be in an inoperable condition while it is on school grounds.

For purposes of this policy, the term "dangerous weapon" includes any personal safety or security device (such as tasers, mace and pepper spray). If a student desires to carry or possess a personal safety or security device, the student must obtain prior approval from the building principal before bringing such device on school grounds. If a student obtains prior approval from the building principal, the student must store the device during the school day in the student's locker, in the main office or in another secure location designated by the building principal. A student shall not carry a personal safety or security device during the school day.

D. Additional Student Conduct Expectations and Grounds for Discipline. The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct 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, the conduct is grounds for long-term suspension, expulsion or mandatory reassignment.

1. Student Appearance: Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is dangerous to the health and safety of anyone or is reasonably forecasted to interferes with the learning environment or teaching process in our school. Following is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other forms of attire deemed inappropriate by the administration may be deemed inappropriate for the school setting:

   a. Shoes must be worn at all times. Flip-flops, slippers, and sandals are acceptable as long as they are not a safety hazard. Proper footwear must be worn for physical education classes and career and technical education classes.

   b. Words or pictures (written or implied) on clothing, jewelry, or accessories stating or referring to gangs, drugs, alcohol, sex, or any other activity conflicting with school policy or curriculum are not allowed. Examples of such clothing include but are not limited to Hooters, COED Naked, Big Johnson, etc. Any shirt that promotes tobacco brands, alcohol brands, bar t-shirts, cigarette brands etcetera are also considered to be inappropriate. School administrators will have the final say on whether a shirt is considered appropriate.

   c. Head wear including caps, hats, and bandanas are not to be worn in the building during normal school hours.

   d. Students wearing heavy or bulky coats or sweatshirts may be asked to remove them upon entering the building. These clothing items can serve as

a security threat and will be stored in a student's locker. (ex. Trench coats, Carhartt-type, ski jackets, winter coats, etc.)

e. All clothing must be modest and appropriate. It must properly cover the body.
f. Shirts that expose a student's midriff are not permitted. (When standing, the bottom of the shirt must touch the top of the pants.)
g. Shirts must have straps or sleeves.
h. Visible piercing or tattoos that disrupt the educational process are not allowed.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the students is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration. Further, students will also be permitted to wear attire, including religious attire, natural and protective hairstyles, adornments or other characteristics associated with race, national origin, or religion, as long as the attire does not interfere with the educational process and does not endanger another person, as determined by the administration.

No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin.

No school staff shall permanently or temporarily alter or cut a student's hair.

Consideration will be made for students who wear special clothing as required by religious beliefs, disability, or to convey a particularized message protected by law. The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school's guidelines, the student should contact the Principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the Principal's office. This is NOT in the attorney's redline version. Do we get rid of it or not.

Coaches, sponsors or teachers may have additional requirements for students who are in special lab classes, students who are participants in performing groups or students who are representing the school as part of an extracurricular activity program.

A student dress code violation will be treated as a minor rule violation and may not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy.

On a first offense of the dress code, the student will be required to change into proper apparel. If the student does not have proper apparel, the school will ask the student's guardians if they would like to bring appropriate clothing to school for their child to wear. If the parent/guardian declines or are not able to, the Principal may give the student appropriate clothing to wear for the rest of the school day. Continual violations of the dress code will result in disciplinary actions under the Student Code of Conduct above. Further, in the event the dress code violation is determined to also violate other student conduct rules (e.g., public indecency, insubordination, expression of profanity, and the like), a first offense of the dress code may result in discipline, up to expulsion.

2. Academic Integrity.

a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to learn as much as possible from instruction, for students to be given grades which accurately reflect the student's level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

b. Definitions: The following definitions provide a guide to the standards of academic integrity:

(1) "Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

(a) Tests (includes tests, quizzes and other examinations or academic performances):

(i) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.

(ii) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for "open book" tests, a student engages in cheating if the student

looks at personal notes or the textbook during the test.

(iii) Use of Other Student Answers: Copying or looking at another student's answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student's paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student's answers on the test paper.

(iv) Use of Other Student to Take Test. Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.

(v) Misrepresenting Need to Delay Test. Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student's real reason for missing class was because the student was not prepared for the test.

(b) Papers (includes papers, essays, lab projects, and other similar academic work):

i) Use of Another's Paper: Copying another student's paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.

(ii) Re-use of One's Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.

(iii) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.

(iv) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.

(v) Misrepresenting Need to Delay Paper. Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student's real reason for missing class was because the student had not finished the paper.

(c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.

(2) "Plagiarism" means to take and present as one's own a material portion of the ideas or words of another or to present as one's own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:

(a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.

(b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.

(3) "Contributing" to academic integrity violations means to participate in or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.

c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:

(1) Academic Sanction. The instructor will refuse to accept the student's work in which the academic integrity offense took place, assign a grade of "F" or zero for the work. For summative assessments, the teacher will require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the

event the student completes the replacement test or project at a level meeting performance standard, the instructor will assign a grade, which the instructor determines to be appropriate for the work. Credit for the class may be withheld pending successful completion of the replacement test or project. For all formative assessments, the teachers will determine if a replacement assignment is to be given in the event of Academic Dishonesty.

(3) Violations of Academic Integrity in any dual credit, distance learning or other "off campus" class/program may be subject to other sanctions.

(4) Report to Parents and Administration. The instructor will notify the Principal of the offense and the instructor or Principal will notify the student's parents or guardian.

(5) Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The Principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration where a student has engaged in serious or repeated academic integrity offense or other rule violations, and where the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

3. Electronic Devices

a. Philosophy and Purpose. The District strongly discourages students from bringing and/or using electronic devices not owned by the school to school. The use of electronic devices can be disruptive to the educational process and are items that are frequently lost or stolen. In order to maintain a secure and orderly learning environment, and to promote respect and courtesy regarding the use of electronic devices, the District hereby establishes the following rules and regulations governing student use of electronic devices, and procedures to address student misuse of electronic devices.

b. Definitions.

(1) "Electronic devices" include, but are not limited to, cell phones, Mp3 players, iPods, personal digital assistants (PDAs), compact disc players, portable game consoles, cameras, digital scanners, lap top computers, and other electronic or battery powered instruments which transmit voice, text, or data from one person to another.

(2) "Sexting" means generating, sending or receiving, encouraging others to send or receive, or showing others, through an electronic device, a text message, photograph, video or other medium that:

(i) Displays sexual content, including erotic nudity, any display of genitalia, unclothed female breasts, or unclothed buttocks, or any sexually explicit conduct as defined at Neb. Rev. Stat. § 28-1463.02; or

(ii) Sexually exploits a person, whether or not such person has given consent to creation or distribution of the message, photograph or video by permitting, allowing, encouraging, disseminating, distributing, or forcing such student or other person to engage in sexually explicit, obscene or pornographic photography, films, or depictions; or,

(iii) Displays a sexually explicit message for sexual gratification, flirtation or provocation, or to request or arrange a sexual encounter.

c. Possession and Use of Electronic Devices.

(1) Students are not permitted to possess or use any electronic devices during class time except as otherwise provided by this policy. Cell phone usage is strictly prohibited during any class period; including voice usage, digital imaging, or text messaging. No electronic devices should be used during any drill or emergency procedure.

(2) Teachers will designate a place in the classroom for all phones to be stored. No electronic devices are to be used in restrooms or locker rooms for the use of sending, sharing, viewing, or possessing of pictures, text messages, e-mails, or other material of a sexual nature in electronic form or other form on a computer, cell phone, or other electronic device. By bringing cell phones or other electronic devices to school, the student an parent consent to the search of the device when school officials have reasonable suspicion that such a search will reveal a violation of school rules.

(3) Students are permitted to possess and use electronic devices before school hours, during passing time, at lunch time, and after school hours, provided that the student not commit any abusive use of the device (see paragraph (d)(1). Administrators have the discretion to prohibit student possession or use of electronic devices on school grounds during these times in the event the administration determines such further restrictions are appropriate; an announcement will be given in the event of such a change in permitted use.

(4) Electronic devices may be used during class time when specifically approved by the teacher or a school administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a camera during a photography class; student use of a lap top computer for a class presentation).

(5) Students may use electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care Plan, or

pursuant to a plan developed with the student's parent when the student has a compelling need to have the device (e.g., a student whose parent is in the hospital could be allowed limited use of the cell phone for family contacts, so the family can give the student updates on the parent's condition).

d. Violations

(1) Prohibited Use of Electronic Devices: Students shall not use electronic devices for: (a) activities which disrupt the educational environment; (b) illegal activities in violation of state or federal laws or regulations; (c) unethical activities, such as cheating on assignments or tests; (d) immoral or pornographic activities; (e) activities in violation of Board or school policies and procedures relating to student conduct and harassment; (f) recording others (photographs, videotaping, sound recording, etc.) or otherwise transmitting images and/or sounds of another person or persons without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public; (g) "sexting;" or (h) activities which invade the privacy of others. Such student misuses will be dealt with as serious school violations, and immediate and appropriate disciplinary action will be imposed, including, but not limited to, suspension and expulsion from school.

(2) Disposition of Confiscated Electronic Devices: Electronic devices possessed or used in violation of this policy may be confiscated by school personnel and returned to the student or parent/guardian at an appropriate time. If an electronic device is confiscated, the electronic device shall be taken to the school's main office to be identified, placed in a secure area, and returned to the student and/or the student's parent/guardian in a consistent and orderly way.

(i) First Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student personally comes to the school's main office and retrieves the electronic device.

(ii) Second Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and his/her parent/guardian and the school principal or

assistant principal. The electronic device shall remain in the possession of the school administration until the student personally comes to the school's main office and retrieves the electronic device and a conference between the student and the school principal occurs. The student will be required to put the electronic device in the school's main office in a designated area when they arrive at school the following morning and then pick it up at the end of the day. The number of days that the electronic device is in the school's main office for the day will be determined by the principal.

(iii) Third Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration, a conference between the student and his/her parent/guardian and the school principal or assistant principal, and suspension of the student from school. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.

(3) Penalties for Prohibited Use of Electronic Devices: Students who receive a "sexting" message are to report the matter to a school administrator and then delete such message from their electronic device. Students shall not participate in sexting or have any "sexting" message on their electronic devices regardless of when the message was received while on school grounds or at a school activity. Students who violate the prohibitions of this policy shall be subject to the imposition of appropriate disciplinary action, up to and including expulsion, provided that at a minimum the following penalties shall be imposed:

(i) Students found in possession of a "sexting" message shall be subject to a one (1) day suspension from school.

(ii) Students who send or encourage another to send a "sexting" message shall be subject to a five (5) day suspension from school.

(4) Reporting to Law Enforcement: Violations of this policy regarding the prohibited use of electronic devices that may constitute a violation of federal or state laws and regulations, including, but not limited to, the Nebraska Child Protection Act or the Nebraska Child Pornography Prevention Act shall be reported to appropriate legal authorities and law enforcement.

e. Responsibility for Electronic Devices. Students or their parents/guardians are expected to claim a confiscated electronic device within ten (10) days of the date it was relinquished. The school shall not be responsible, financially or otherwise, for any unclaimed electronic devices. By bringing such devices to school, students and parents authorize the school to dispose of unclaimed devices at the end of each semester. The District is not responsible for the security and safekeeping of students' electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.

E. Inappropriate Public Displays of Affection (IPDA): Students are not to engage in inappropriate public displays of affection on school property or at school activities. Such conduct includes kissing, touching, fondling, sitting on another person's lap, or other displays of affection that would be considered inappropriate or an undue distraction to others. Students will face the following consequences for IPDA:

1. 1st Offense: Student will be confronted and directed to cease.
2. 2nd Offense: Student will be confronted, directed to cease, and parents will be notified. The principal may assign sanctions up to and including suspension.
3. 3rd Offense: Student will be suspended from school for a minimum of 1 day, and parents and student will need to meet with Administrator(s) and/or counselor.

If this type of behavior continues, or if the IPDA is lewd or constitutes sexual conduct, the student could face long-term suspension or expulsion.

F. Specific Rule Items: The following conduct may result in disciplinary action which, in the repeated violations, may result in discipline up to expulsion:

1. Students are expected to bring all books and necessary materials to class. This includes study halls.
2. Assignments for all classes are due as assigned by the teacher.
3. Students are not to operate the mini-blinds or the windows without permission of the teacher.
4. Classes are ended by the teacher. Students are not to begin to pack up or leave the class until the dismissal bell has rung or the teacher has dismissed the class.
5. Students are to be in their seats and ready for class on the tardy bell.
6. Special classes such as Industrial Technology, Art, P.E., and computer courses will have other safety or clean-up rules that will be explained to students by that teacher which must be followed.
7. Students are not to bring "nuisance items" to school. A nuisance item is something that is not required for educational purposes and which would cause a distraction to the student or others.
8. Students are to stand back from the entry steps and doors in the mornings before school and at noon before the bell so that others may pass in and out of the entry doors.
9. Snow handling is prohibited.

G. Law Violations

1. Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student's maturity, mental capacity, and behavioral disorders, where applicable. When appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.

   The foregoing reporting standards shall be reviewed annually by the school board on or before August 1 of each year, be annually reviewed in collaboration with the County Attorney each year, be distributed to each student and his or her parent or guardian at the beginning of each school year, or at the time of enrollment if during the school year, and shall be posted in conspicuous places in each school during the school year.

2. When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Legal Reference: Neb. Rev. Stat. Sections 79-254 to 79-296
Neb. Rev. Stat. Section 79-2,160 LB 43 (2024)

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Students

Extracurricular Activity

Section 1 Extracurricular Activity Philosophy

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

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

Safety

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

Warning for Participants and Parents

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

Section 2 Extracurricular Activity Code of Conduct

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

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

Scope of the Code of Conduct.

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

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

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

When: The Code of Conduct rules will be in effect the entire year including summer months when school is not in session.

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

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

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, bullying, harassment or similar conduct in a manner that constitutes a substantial interference with school or extracurricular activity purposes or making any communication that a reasonable person would interpret as a serious expression of an intent to harm or cause injury to another.
3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property, repeated damage or theft involving property or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including a school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect another person shall not constitute a violation.
5. Threatening or intimidating any student for the purpose of, or with the intent of, obtaining money or anything of value from a student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (including personal safety or security devices, such as tasers, mace and pepper spray, unless a District administrator gives prior approval) or that has the appearance of a weapon, or bringing or possessing any explosive device, including fireworks, on school grounds or at a school function or event, or in an manner that is unlawful or contrary to school activity rules.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency.
9. Sexual assault or attempting to sexually assault any person. Engaging in sexual conduct, even if consensual, on school grounds or at a school function or event.

10. Engaging in any activity forbidden by law which constitutes a danger to other students, interferes with school purposes or an extracurricular activity, or reflects a lack of high ideals.
11. Repeated violation of any of the school rules.
12. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
13. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to a school employee, school volunteer, or student. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion.
14. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school or of an extracurricular activity; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
15. Willfully violating the behavioral expectations for those students riding Pender Public Schools buses or vehicles used for activity purposes.
16. Failure to report for the activity at the beginning of the season. Reporting for one activity may count as reporting on time if there is a change in activity within the season approved by the coach or the supervisor.
17. Failure to participate in regularly scheduled classes on the day of an extracurricular activity or event.
18. Failure to attend scheduled practices and meetings. If circumstances arise to prevent the participant's attendance, the validity of the reason will be determined by the coach or sponsor. Every reasonable effort should be made to notify the coach or sponsor prior to any missed practice or meeting.
19. All other reasonable rules or regulations adopted by the coach or sponsor of an extracurricular activity shall be followed, provided that participants shall be advised by the coach or sponsor of such rules and regulations in writing.
20. Failure to comply with any rule established by the Nebraska School Activities Association, including, but not limited to, the rules relating to eligibility.

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

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

The disciplinary consequence will be determined based on consideration of the seriousness of the offense, any prior violations, the student's compliance with the self-reporting obligations, the

student's level of cooperation and willingness to resolve the matter, and the student's demonstration of a commitment to not commit future violations.

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

Drug and Alcohol Violations.

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

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

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

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

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

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

Drug and Alcohol Consequences

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

1. First Violation: For a first violation of the Code of Conduct policy related to possession or use of tobacco, alcohol, and/or drugs, the following consequences apply:

a. Not Self-Reported Violation: 21-calendar day suspension from activities
b. Self-Reported Violation: 14-calendar day suspension from activities
c. The activity suspension must include at least one NSAA contest, performance, or event. If such contest, performance, or event does not occur during the imposed suspension period, the next occurring contest, performance, or event will apply, regardless of activity or season. Activity suspensions in the Spring will be carried over to the Fall when the suspension has not been fully served. Students will continue to practice with the team/organization. The student will also attend but not suit up for the contest, performance, or event of the team/organization they are involved in as long as school is not missed as a result. Administration will make decisions on a case-by-case basis when the performance or event is part of the student's grade for a class. The student may also be suspended from attending all other Pender activities that they are not participating in during this time frame.

2. Second Violation: For a second violation of the Code of Conduct policy related to possession or use of tobacco, alcohol, and/or drugs, and occurring within 365-calendar days of the first violation, the following consequences apply:
   a. Not Self-Reported Violation: 56-calendar day suspension from activities
   b. Self-Reported Violation: 42-calendar day suspension from activities
   c. Reduction for Participation in Chemical Dependency Program: (This option is provided only one time and only for a second violation.) If the student and parents agree to participate in a school-approved program for chemical dependency, the activities suspension will be reduced to 21-calendar days. The program must be administered by a certified alcohol and drug abuse counselor or agency and be approved in advance by the school authorities. The student must successfully complete the approved chemical dependency program. Proof of successful completion of the program must be submitted in writing to the High School Principal, or designee, within 21 calendar days of the violation or within 3 days of the class depending on when it is offered. Failure to participate and successfully complete the approved chemical dependency program will cause the participating student to be suspended from extracurricular activities for the remainder of the second violation consequence. All costs associated with the program are the responsibility of the student/parent or guardian.
   d. The activity suspension must include at least two NSAA contests, performances, or events. If such contest, performance, or event does not occur during the imposed suspension period, the next occurring contest, performance, or event will apply, regardless of activity or season. The activity suspension applies to the entire day of such contest, performance, or event. Activity suspensions in the Spring will be carried over to the Fall when the suspension has not been fully served. Students will continue to practice with the team/organization. The student will also attend but not suit up for the contest, performance, or event of the team/organization they are involved in as long as school is not missed as a result. Administration will make decisions on a case-by-case basis when the performance or event is part of the students grade for a class. The student may also be suspended from attending all other Pender activities that they are not participating in during this time frame.

3. Third and Subsequent Violation(s): A third and any subsequent violations shall result in 365- or 270-calendar day suspensions from activities even if the subsequent violation(s) do not occur within the past full calendar year (365-calendar days).
    a. Not Self-Reported Violation: 365-calendar day suspension from activities
    b. Self-Reported Violation: 270-calendar day suspension from activities
    c. The activity suspension must include at least NSAA 3 contests, performances, or events. If such contest, performance, or event does not occur during the imposed suspension period, the next occurring contest, performance, or event will apply, regardless of activity or season. Activity suspensions in the Spring will be carried over to the Fall when the suspension has not been fully served. Students will continue to practice with the team/organization. The student will also attend but not suit up for the contest, performance, or event of the team/organization they are involved in as long as school is not missed as a result. Administration will make decisions on a case-by-case basis when the performance or event is part of the students grade for a class. The student may also be suspended from attending all other Pender activities that they are not participating in during this time frame.

4. More Serious Violations: In the event of more serious drug or alcohol violations, such as students engaging in use of especially serious drug offenses (cocaine, meth, etc.) or procuring alcohol for minors, the consequence of the violation is not restricted by the foregoing and may be established at the discretion of the administration. The Superintendent shall have the authority to determine what constitutes a more serious violation and may develop guidelines to implement consistent discipline in accordance with this section.

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

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

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

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

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

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

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

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

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

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

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

1. Investigation. The school official(s) considering the suspension will conduct a reasonable investigation of the facts and circumstances and determine whether the suspension will help the student or other students, further school purposes, or prevent an interference with a school purpose.
2. Meeting. Prior to commencement of the suspension, the school official considering the suspension or their designee will provide the student an opportunity to give the student's side of the story. The meeting for this purpose may be held in person or via a telephone conference.
   a. The student will be given oral or written notice of what the student is accused of having done, an explanation of the evidence the school has, and the opportunity to explain the student's version. Detail is not required where the activity participant has made a self-report or otherwise admits the conduct. Names of informants may be kept confidential where determined to be appropriate.
   b. The suspension may be imposed prior to the meeting if the meeting can not reasonably be held before the suspension is to begin. In that case the meeting will occur as soon as reasonably practicable. The student is responsible for cooperating in the scheduling of the meeting.
3. Notice. Within two school days (two business days if school is not in session), or such additional time as is reasonably necessary following the suspension, the Athletic Director or the Athletic Director's designee will personally contact the parent or guardian. If personal contact cannot be made then a written statement to the student and the student's parents or guardian will be sent. The statement will describe the student's conduct violation and the discipline imposed. The student and parents or guardian will be informed of the opportunity to request a hearing.
4. Informal Hearing Before Superintendent. The student or student's parent/guardian may request an informal hearing before the Superintendent. The Superintendent may designate the Athletic Director or another administrator not responsible for the suspension decision as the Superintendent's designee to conduct the hearing and make a decision.
   a. A form to request such a hearing must be signed by the parent or guardian. A form will be provided with the notice or otherwise be made available by request from the Principal's office.
   b. The request for a hearing must be received by the Superintendent's office within five days of the personal contact or receipt of the notice.
   c. If a hearing is requested:
      i. The hearing will be held within ten calendar days of receipt of the request; subject to extension for good cause as determined by the Superintendent or the Superintendent's designee.
      ii. The Superintendent or the Superintendent's designee will notify the participants of the time and place of the hearing a reasonable time in advance to allow preparation for the hearing.
      iii. Upon conclusion of the hearing, a written decision will be rendered within five school days (ten calendar days if school is not in session). The

written decision will be mailed or otherwise delivered to the participant, parents or guardian.

iv. A record of the hearing (copies of documents provided at the hearing and a tape recording or other recordation of the informal hearing) will be kept by the school if requested sufficiently in advance of the hearing by the parent/guardian.

5. No Stay of Penalty. There will be no stay of the penalty imposed pending completion of the due process procedures

6. Opportunity for Informal Resolution. These due process procedures do not prevent the student or parent/guardian from discussing and settling the matter with the appropriate school officials at any stage.

Section 3 Attendance

Student participants are expected to meet the following attendance expectations:

1. Attend school regularly. Students who have "excessive absences" as determined under the school's attendance policy may be ineligible to participate in extracurricular activity contests or performances.

2. Be on time for all scheduled practices, contests and departure for contests. In the event a participant is unable to attend a practice or contests the participant should contact the coach or sponsor in advance.

3. Attendance by the beginning of 1st period on the day of a contest or practice is required to be eligible for the contest or practice that day. Extenuating circumstances, such as doctor/dentist appointments, funerals, college visits or other activities, can be made with the Building Principal. Every attempt should be made to be in attendance the day of a contest. Sleeping in to rest up for the game will not be considered an extenuating circumstance, nor will going home ill and then returning to play in the contest later that day. Students who are tardy to school on the day of a contest must meet with the building principal prior to participation.

4. Students that are in ISS/OSS will not be able to participate in contests or practice.

5. Students that are in OSS will not be able to participate in or attend contests or practice.

Section 4 Academic Standards

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

1. Maintain passing grades in all required courses. A student will be ineligible to participate in contests for one week if starting on Tuesday:
   a. A student is failing two or more classes in any given week.
   b. A student who continues failing any one class for more than one week.
      i. A student may participate in practices when not required to be in Pendragon Hour.
2. Ability requirements shall not apply to:
   a. Instructional field trips which are a part of the scheduled course learning experience.
   b. Activities or events, which are a part of the student's grade requirements.
3. Activities frequently occur during the school day or they require students to leave school early. Students are responsible for completing what is required of their teachers due to their absence caused by extracurricular activities. There may be times when work is required to be completed prior to their absence. Students can be required to remain in school and miss their extracurricular activity if the work required of them is not completed. Communication between all parties (student, coaches, teachers, parents) is the key with this.

Eligibility criteria for part-time students is governed by Policy 5004, NSAA bylaws, and state law.

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

Date of Adoption: August 13, 2007
Date of Amendment: September 9, 2013
Date of Amendment: July 14, 2014
Date of Amendment: July 15, 2019
Date of Amendment: July 13, 2020
Date of Amendment: July 17, 2023
Date of Amendment: November 14, 2023
Date of Amendment: August 19, 2024
Date of Amendment: July 16, 2025

Students

Promotion and Retention

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the Principal, in consultation with the student's teachers and counselor, to be appropriate for the educational interests of the student and the school's educational program.

If a parent or guardian would like their student to retake a grade level, the parent or guardian must meet with the Superintendent or designee to discuss the student repeating a grade. At that meeting, the parent or guardian must provide evidence of academic needs, illness, or excessive absenteeism that would warrant the student to repeat the grade. A student in kindergarten through fourth grade may be retained due to academic needs, illness, or excessive absenteeism. A student in grades fifth through twelfth grade may be retained due to excessive absenteeism. At such meeting, the Superintendent or designee shall identify any alternative educational opportunities, including remedial instruction, if applicable, and verify any special education supports available to such student. If the student's parent or guardian still intends for their student to repeat a grade, such parent or guardian shall then complete the required form and return such form to the District. Upon completion of the form and if all requirements pursuant to this policy and law are met, the District shall permit the student to repeat the student's grade for the next school year.

Legal Reference: Neb. Rev. Stat. 79-443
Neb. Rev. Stat. Sec. 79-526 & 79-2, 161

Date of Adoption: August 13, 2007
Date of Amendment: June 10, 2024
Date of Amendment: July 16, 2025

Students

Association Activities

The Pender Public School District is a member of the Nebraska School Activities Association which is a voluntary organization of public and parochial schools of Nebraska, organized for the purpose of promoting and regulating the competition between schools in what is generally known as the extracurricular activities.

All students participating in extracurricular activities shall follow the rules provided by the Nebraska School Activities Association and rules of Pender Public Schools. The Superintendent or designee shall, as required by law, designate each school-sponsored interscholastic athletic team or sport as either: (1) boys; (2) girls; or (3) mixed.

Students who represent Pender Public Schools in any of its allied or extracurricular activities shall practice a high level of citizenship both in school and in community living.

Legal Reference: LB 89 (2025)

Date of Adoption: August 13, 2007
Date of Amendment: July 16, 2025

Students (& Employees)

Anti-discrimination, Anti-harassment, and Anti-retaliation

A. Elimination of Discrimination.

The Pender Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Pender Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Secondary Students: Secondary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)
Elementary Students: Elementary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)
Employees and Others: Superintendent, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.

1. Purpose:

The Pender Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious

to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

a. Name-calling,
b. Teasing or taunting,
c. Insults, slurs, or derogatory names or remarks,
d. Demeaning jokes,
e. Inappropriate gestures,
f. Graffiti or inappropriate written or electronic material,
g. Visual displays, such as cartoons, posters, or electronic images,
h. Threats or intimidating or hostile conduct,
i. Physical acts of aggression, assault, or violence, or
j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

a. Unwelcome sexual advances or propositions,
b. Requests or pressure for sexual favors,
c. Comments about an individual’s body, sexual activity, or sexual attractiveness,
d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person’s will or where a person is incapable of giving consent due to the victim’s age, intellectual disability, or use of drugs or alcohol,
f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation ("discrimination") to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in

the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):
Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist as determined by the investigator. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity if the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will be determined by the investigator and in compliance with any legal requirements **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

a. Providing the parties with the opportunity to present witnesses and provide evidence.
b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more

students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

a. A summary of the facts,
b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will may, when appropriate or when legally required, send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day week** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):
If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board or a Committee of the Board of Education at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board or Committee of the Board of Education may, in its discretion, will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The Board or a Committee of the Board, may, in the alternative, vote on the appeal and send the party the outcome of the vote. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. <u>Confidentiality</u>:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted,

5. <u>Training</u>:

The District will ensure that relevant District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

6. <u>Designated Compliance Coordinators</u>:

Designated compliance coordinators will be responsible for:

a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.

b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
j. Recommending changes to this policy and grievance procedure.
k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

7. <u>Preventive Measures</u>:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-

harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Date of Adoption: August 8, 2011
Date of Amendment: August 10, 2015
Date of Amendment: July 16, 2018
Date of Amendment: August 10, 2020
Date of Amendment: July 12, 2021
Date of Amendment: July 16, 2025

Students

Identification of Learners with High Ability

The Board of Education recognizes that the student population includes students with exceptional academic abilities. Efforts to refer and identify learners with high ability will be made at each grade level. Multiple criteria shall be used for identification purposes and identification efforts shall be inclusionary.

The Superintendent or designee shall develop and implement such criteria to identify high ability learners, and shall take steps to offer accelerated or differentiated curriculum programs that will address the educational needs of the identified students at levels appropriate for the abilities of those students. The accelerated or differentiated curriculum programs shall meet the standards of quality established by the Nebraska Department of Education.

Learners with high ability shall be identified in the academic areas of mathematics, science, and language arts. Identification of learners with high ability in the specified academic areas shall be based on the criteria listed below. Students, regardless of grade level, shall meet 2 of the 3 applicable criteria to be identified as a learner with high ability.

1) Score at or above the 95th percentile in one or more of the specified academic areas on a district administered standardized assessment.

2) Receive positive teacher recommendation(s) as being a learner with high ability in the specified academic area(s) that the student scored at or above the 95th percentile on the district administered standardized assessment.

3) Students in grades 7-12 shall have an accumulative grade point average of an A (95% or above) in the specified academic area(s) on which the student has scored at or above the 95th percentile on the district administered standardized assessment. Students in grades K-6 shall have all 4's in the specified academic area(s) on which the student has scored at or about the 95th percentile on the district administered standardized assessment.

A listing of K-12 students who meet the district criteria for learners of high ability and the areas of high capability of each of those students will be made available to classroom teachers, by the school district administration, within the first thirty (30) days of each school year.

Within the first thirty (30) days of each school year, the school district administration shall make available to parents or guardians of identified learners with high ability, information about how their child has been identified.

Legal Reference: Neb. Rev. Stat. Sections 79-1106 to 79-1108.03
NDE Rule 3

Date of Adoption: August 13, 2007
Date of Amendment: August 8, 2016
Date of Amendment: July 16, 2025

Students

Foster Care Student Transportation

In accordance with federal and state law, the District's written transportation procedures for foster care children are as follows:

Students to be Transported

DHHS will contact the District to inform the District of a foster care student living in the District and/or to be educated by the District. The District will communicate with DHHS on any further matters concerning said foster care student(s).

School of Origin

The District will work to develop a transportation plan for each foster care student needing transportation to the student's school of origin, as defined and required by federal law. Each student's situation will be different, so there is no single transportation plan for every foster care student. Transportation options may include: (1) the foster care family; (2) a bus or school vehicle; (3) transportation to a pickup location; or (4) some other form of transportation in accordance with state and federal law. Foster care students on an IEP may require other considerations and/or different transportation obligations.

When required by law, the District will coordinate the foster care student's transportation to the school of origin while any disputes regarding transportation until the disputes are resolved.

Costs

If the student can be transported by the District without the District incurring any additional costs, then the District will normally transport the student. However, if the District will need to incur additional costs to transport the student, then DHHS will cover any such additional costs associated with the foster care student's transportation. If the District and DHHS are unable to agree on a transportation plan, the District and DHHS will work together to resolve any differences.

Oversight, Implementation, and Administration

The District's Homeless Liaison is responsible for overseeing these procedures, updating them as needed, and otherwise ensuring that the District complies with the transportation requirements for foster care students.

Legal Reference: 20 U.S.C. § 6312.

Date of Adoption: July 16, 2025

Instruction

Electronic Communication Devices and Cell Phones

All students are prohibited from accessing or using an electronic communication device while on school property or attending a school instructional function, unless:

1. When required by a student's Individualized Education Program or 504 Plan;
2. When authorized by the District for educational purposes during instructional time;
3. In the case of an emergency or perceived threat of danger;
4. When necessary to monitor or manage a student's health care; or
5. When determined appropriate by the Superintendent or Superintendent's designee.

All exceptions listed herein must be approved in advance by the appropriate school staff member.

Any student who violates this Policy may be subject to discipline under the District's Student Discipline Policy.

Legal Reference: LB 140 (2025)

Date of Adoption: July 16, 2025

Instruction

School Day for Staff

Unless otherwise specified by the Superintendent, members of the professional staff shall be on duty as referenced in the Teacher Handbook to plan and to carry out their individual professional responsibilities as determined by the Superintendent and the building principals.

Teachers shall make arrangements to be available to students outside of the normal school day.

Date of Adoption: June 9, 2008
Date of Amendment: August 11, 2014
Date of Amendment: July 16, 2025 (name change only)

Instruction

Parental/Community Involvement in Schools

Thurston County School District No. 87-0001, Pender Public Schools, after having conducted a public hearing concerning parental involvement and participation, in the school district herewith declares that it shall be the policy of the District: to provide access to parents to all textbooks, tests, curriculum materials, and any other instructional materials used by the school.

It shall further be the policy of the District in the event any parent has a complaint or objection to any such materials to make such provision for personal conferences with the parent and appropriate school personnel to discuss such concerns as the superintendent or his/her designee may deem appropriate. The superintendent or his/her designee shall prepare a complaint form which may be used by a parent to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent. The form to be used for this purpose is titled the "Parent/Patron Comment Form" and is found in Board of Education Policy 1030 and Administrative Regulation 1030.1.

It shall further be the policy of the District to upon reasonable advance request by a parent to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parent to be in attendance at such activities unless such attendance would substantially interfere with a legitimate school interest.

It shall further be the policy of the district to encourage communications from the parents concerning when a parent believes it to be appropriate for his/her student to be excused from testing, classroom instruction, and other school experiences that the parent may find objectionable. The superintendent or his/her designee shall make a provision on the complaint form hereinabove referred to for receiving information from a parent concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection and a proposed solution for dealing with the objection that would be satisfactory to the parent.

It shall further be the policy of the District to provide full access to the records of the students to a parent or guardian all as set forth in Section 79-2,104, the Federal Education Right To Privacy Act, and other applicable law during regular business hours of the school at the school headquarters or wherever the student's records may regularly be maintained by the District.

It is the further policy of the District to notify a parent or parents of any student who may be subjected to a standard norm referenced or criterion referenced test or standard tests such as but not limited to the Nebraska State Accountability (NeSA) assessments, the Measures of Academic Progress (MAP) tests, or the AIMSweb assessments, to notify the parent when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent or guardian of such student shall be

prohibited unless a parent requests in writing that such tests be administered to his/her resident student.
Prior to any school sponsored survey being administered to the students of the District, it shall be the duty of the superintendent or his/her designee to notify the parent or parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which and the uses of which survey exist from the school's perspective.

It shall be the policy of the District as a general matter to leave substantive decision making processes to the professional staff, administration and Board of Education, subject to an effort to receive information from parents as to any concerns, objections, or other information such parents would wish to provide to the school district concerning a parent's access, involvement, and participation in all activities of the school as it relates to the student of the District.

1. In the event any parent, guardian, or educational decisionmaker of a student has a complaint or objection to textbooks, tests, curriculum materials, activities, digital materials, websites or applications used for learning, training materials for teachers, administrators, or staff, and any other instructional materials, the parent, guardian, or educational decisionmaker may request a personal conference with appropriate school personnel to discuss such concerns. The Superintendent or designee shall prepare a complaint form which may be used by a parent, guardian, or educational decisionmaker to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent, guardian, or educational decisionmaker.

2. Upon reasonable advance request, a parent, guardian, or educational decisionmaker will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the child, other students, and the educational staff.

3. Parents, guardians, and educational decisionmakers are encouraged to communicate to school staff when the parent, guardian, or educational decisionmaker believes it to be appropriate for their child to be excused from testing, classroom instruction, learning materials, activities, guest speaker events, and other school experiences that the parent, guardian, or educational decisionmaker finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent, guardian, or educational decisionmaker concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the objection, and a proposed solution for dealing with the objection that would be satisfactory to the parent, guardian, or educational decisionmaker and consistent with the mission of the District and legitimate school interests. Parents, guardians, and educational decisionmakers are encouraged to contact the building principal with any questions about any test, curriculum, or surveys.

4. Upon request of a parent, guardian, or educational decisionmaker the District will provide access to the education records of their child consistent with applicable law. Access will

be provided during regular business hours of the school.

5. The District will notify parents, guardians, and educational decisionmakers when their child may be subjected to a standard norm referenced or criterion referenced test or standardized tests. When reasonable to do so or required by law, the parents, guardians, or educational decisionmakers will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent, guardian, or educational decisionmaker of such student shall be prohibited unless a parent, guardian, or educational decisionmaker requests in writing that such tests be administered to their child.

6. Parents, guardians, and educational decisionmakers will be notified in advance of any school-sponsored survey administered to students of the District when the survey concerns one or more of the following areas:

- Political affiliations or beliefs of the student or the student's parent, guardian, or educational decisionmaker;
- Mental or psychological problems of the student or the student's family;
- Sex behavior or attitudes;
- Illegal, anti-social, self-incriminating, or demeaning behavior;
- Critical appraisals of other individuals with whom respondents have close family relationships;
- Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
- Religious practices, affiliations, or beliefs of the student or student's parent, guardian, or educational decisionmaker; or
- Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

Any survey administered by the District that asks a student to disclose any of the aforementioned topics, including any non-anonymous survey requesting a student provide information relating to drug, vape, alcohol, or tobacco use, then the District will, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers that their students will receive the survey. This notice must describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed. After receiving such notice, parents, guardians, and educational decisionmakers may request a copy of the survey, review the survey, and/or exempt their student from participating in the survey.

No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.

No personally identifiable information of any student survey shall be disclosed unless permitted or required by state and federal law.

7. As a general matter substantive decision-making processes will be left to the judgment of the professional staff, administration and the Board of Education, subject to an effort to receive information from parents, guardians, or educational decisionmakers as to any concerns, objections, or other information such parents, guardians, or educational decisionmakers would wish to provide to the school district concerning a parent's, guardian's, or educational decisionmaker's access, involvement, and participation in activities of the school.

Legal Reference: Neb. Rev. Stat. Sections 79-530 to 79-533
Family Educational Rights and Privacy Act, 20 U.S.C. 1232g
Protection of Pupil Rights Amendment, 20 U.S.C. 1232h

Date of Adoption: July 21, 2008
Date of Amendment: August 11, 2014
Date of Amendment: July 16, 2025

Instruction

Combined District and School Title I Parent and Family Engagement Policy

Pender Public Schools intends to follow the Title I Parent and Family Engagement Policy guidelines in accordance with federal law, *Section 1116(a -f) ESSA, (Every Student Succeeds Act) of 2015.*

In General
The written District parent and family engagement policy has been developed jointly with, updated periodically and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents describes the means for carrying out the requirements as listed below.

- Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial or ethnic minority background or are migratory children. Information related to school and parent programs, meetings, school reports and other activities are sent to the parents of participating children in a format, and to the extent practicable, in a language the parents can understand.

- Parents are involved in the planning, review, evaluation and improvement of the Title I program, Parent and Family Engagement Policy and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities.

- Conduct, with meaningful parent and family involvement, an annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy. Use the evaluation findings to design evidence-based strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy.

- Opportunities are provided for parents and family members to participate in decisions related to the education of their child/children. The school and local educational agency shall provide other reasonable support for parental involvement activities.

- Parents of participating children will be provided timely information about programs under this part, a description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards. The school will provide assistance, opportunities, and/or materials and training to help parents work with their children to improve their children's academic achievement in a format, and when feasible, in a language the parents and family members can understand.

- Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.

- Coordinate and integrate parental involvement programs and activities with other Federal, State and local programs, including preschool programs that encourage and support parents in more fully participating in the education of their children.

Date of Adoption: July 21, 2008
Date of Amendment: August 8, 2016
Date of Amendment: July 16, 2018
Date of Amendment: July 15, 2019

It is the policy of the Nebraska Department of Education not to discriminate on the basis of gender, disability, race, color, religion, marital status, age, national origin or genetic information in its education programs, administration, policies, employment or other agency programs.

Instruction

Behavioral Intervention and Classroom Management

1. Purpose

The District is committed to creating a learning environment where every individual is valued, respected, and supported. This Policy emphasizes the shared responsibility of individuals for their actions and their ability to learn, grow, and thrive. This Policy further provides a framework for encouraging positive behavior, addressing challenges in a caring and constructive way, and ensuring safe and supportive school and classroom environments.

2. General Principles

As part of the District's commitment to all students, the Board hereby implements a tiered-system of support to foster a positive school climate and culture, encourage appropriate student behavior, and provide the necessary supports for academic and behavioral success.

This Policy does not replace or alter the Student Discipline Act when behaviors warrant student disciplinary action under that Student Discipline Act.

3. Standards

Tier 1: Universal Supports			
	District Level	**School Level**	**Classroom Level**
Sound Infrastructure & Shared Leadership	Develop and maintain a district-wide behavior framework, ensuring alignment with the district's vision and goals. Establish a leadership team to oversee implementation and sustainability.	Create school-level leadership teams to implement the district behavior framework. Build systems to support staff in consistent implementation of universal behavior strategies.	Teachers set up clear, consistent behavior expectations aligned with school and district policies. Classroom routines and physical environments are structured to promote positive behaviors.
Layered Continuum of Support	Ensure all schools have access to evidence-based universal behavior practices and instructional tools for promoting positive behavior.	Develop a school-wide plan for teaching and reinforcing positive behavior expectations for all students.	Integrate the development of emotional and interpersonal skills into daily instruction and explicitly teach expected behaviors.
Data-Based Decision-Making	Implement a district-wide behavior data system for tracking	Use behavioral data to assess school culture,	Collect and reflect on classroom behavior data to identify patterns or

	student behavioral incidents, attendance, and other indicators of behavior. Analyze district trends to guide support for schools.	climate and adjust universal supports.	unanticipated signs of distress and adjust teaching practices as needed.
Communication and Collaboration	Share district-wide behavior policies, expectations, and data with all stakeholders, including families and the community.	Develop intervention teams to identify students in need of Tier 2 support and manage their plans.	Teachers collaborate with intervention teams to integrate targeted strategies into the classroom.
Tier 2: Targeted Supports			
	District Level	**School Level**	**Classroom Level**
Sound Infrastructure & Shared leadership	Provide a menu of evidence-based Tier 2 intervention and training for implementation.	Develop intervention teams to identify students in need of Tier 2 support and manage their plans.	Teachers collaborate with intervention teams to integrate targeted strategies into the classroom that align with school and district policies.
Layered Continuum of Support	Allocate resources to support targeted interventions, such as additional staff or training for small group supports.	Implement interventions such as mentoring programs, social skills groups, or targeted behavior coaching.	Provide additional supports like daily progress monitoring and structured break.
Data-Based Decision-Making	Use district-wide systems to track the effectiveness of Tier 2 interventions and adjust as needed.	Monitor progress using behavior data: point sheets, observations, or student self-assessments and input data in district-wide systems.	Document daily data on student progress to evaluate the impact of interventions.
Communication and Collaboration	Facilitate communication between schools, families, and community partners about available Tier 2 supports.	Engage families in the intervention process by providing regular updates and involving them in problem solving and goal setting.	Maintain open lines of communication with families about their child's progress and strategies to promote support the behavior goals at home.
Tier 3: Intensive, Individualized Supports			
	District Level	**School Level**	**Classroom Level**
Sound Infrastructure & Shared leadership	Ensure access to specialized staff to design and oversee intensive interventions.	Assemble a multidisciplinary team to develop and implement Functional Behavioral Assessments (FBAs) and Behavior	Collaborate with specialists to integrate individualized supports into classroom routines that align with school and district policies.

		Intervention Plans (BIPs).	
Layered Continuum of Support	Coordinate external services and resources for students requiring wraparound support beyond the school.	Provide interventions or sessions tailored to the student's unique needs and communicate with external services and resources to align supports for students.	Consistently implement accommodations and modifications, such as sensory supports or de-escalation plans, to address individual behaviors.
Data-Based Decision-Making	Regularly review data on Tier 3 interventions and outcomes to ensure its effectiveness.	Use detailed, frequent data collection to refine and adjust BIPs based on student progress.	Implement daily monitoring and adjust individualized strategies as data indicates.
Communication and Collaboration	Partner with community agencies to align supports for students with complex needs.	Conduct regular meetings with families to review and revise plans based on student progress.	Provide ongoing feedback to families and specialists about the student's daily performance, progress, and needs.

4. Addressing Dysregulated Behavioral and Classroom Removal

This Policy outlines a structured approach for managing dysregulated behavior that disrupts the learning environment or poses safety concerns. The aim is to ensure the safety and well-being of all students and staff, while supporting the student in developing self-regulation skills and reintegrating into the classroom.

A. Criteria for Removal

i. *Safety Concerns*: Immediate removal may occur if a student poses a threat to their own safety, the safety of others, or the environment.

ii. *Disruption to Learning*: Removal may be necessary if the student's behavior significantly disrupts instruction or the learning environment.

iii. *Attempted Interventions*: Whenever possible, staff should use de-escalation techniques, behavior redirection, or other Tier 1 or Tier 2 interventions before considering removal. Severe behaviors that endanger safety may bypass prior interventions.

B. Procedure for Removal

i. *Behavior Documentation*: The teacher or staff member documents the behavior leading to the removal, including antecedents, attempted interventions, and the incident itself. A clear, objective description of the behavior must be included.

ii. *Safe Transition*: The student is escorted to a designated safe space, such as the office or a designated calming area, by trained personnel. Efforts are made to ensure the student remains calm and safe during the transition.
iii. *Notification*: Parents or guardians are notified as soon as possible about the removal. A detailed account of the behavior and any interventions attempted are shared.

C. Post-Removal Actions
i. *Restorative Meeting*: A meeting involving the student, parents or guardians, teacher or other designated staff member, and administrator may be scheduled to review the behavior, its impact, and steps to prevent recurrence. The meeting emphasizes restoring relationships and understanding the root cause of the behavior.
ii. *Behavior Support Plan (if needed)*: For recurring incidents, a behavior support plan is developed or reviewed, including targeted interventions and supports aligned with the student's needs. The plan may include strategies such as check-ins, mentoring, or additional behavioral learning supports.

D. Transition Back to the Classroom
i. *Reintegration Plan*: The student returns to the classroom with appropriate support, which may include a reintegration checklist, a designated buddy, or frequent check-ins with a trusted adult. Expectations and routines are explicitly reviewed with the student.
ii. *Ongoing Support and Monitoring*: Follow-up meetings with the student, teacher or other designated staff member, and parents/guardians are scheduled to evaluate progress. Data from behavior observations are used to adjust interventions and supports as needed.
iii. *Focus on Positive Growth*: A strengths-based approach is applied to recognize and reinforce improvements in behavior.

5. Communication and Collaboration

Families are partners in addressing the student's behavior and supporting reintegration. School staff will provide clear and transparent communication about any incident, the student's plan for return, and available resources. Collaboration will also occur between general education, special education, school psychologist, behavior specialists, school counselors, and/or social workers to ensure all supports align with the student's needs and strengths.

6. Required Training

The District will ensure that school employees are trained in behavioral awareness and intervention as required by this Policy and state law. The Superintendent is hereby delegated the authority and responsibility to develop or contract for such training and to ensure that the appropriate staff receive said training as required by state law.

7. Monitoring and Feedback

Parents, guardians, students, advocates and community members are encouraged to provide feedback on this Policy and the District's actions under this Policy. The Superintendent or designee is also directed to provide any feedback to the Board of Education as the Superintendent deems appropriate.

Legal Reference: Neb. Rev. Stat. § 79-262.01

Date of Adoption: July 16, 2025

Community Relations

Title IX - Discrimination

Pender Public Schools, in response to federal and state regulations for Title IX hereby delegates the Superintendent the authority to develop procedures consistent with Title IX. of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

1) The Board of Education affirms its intent to comply with provisions of Title IX regulation implementing the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education.

2) The publication of this statement re-affirms the Districts efforts to comply with the Title IX regulations to inform citizens of non-discriminatory practices in the dissemination process.

3) The Board of Education hereby affirms its intent to adopt and publish grievance procedures providing for prompt and equitable resolution of written complaints. Such guidelines shall be developed as part of the administrative procedures, and such forms as needed shall be developed and made available to the public.

4) The Board of Education will implement specific and continuing steps to notify the public of its intent for compliance with nondiscriminatory practices. Self-evaluation and a continual assessment of the educational program will be implemented through regular administrative procedures.

5) Pursuant to this intent the Board of Education, as of this date, appoints the board policy committee to address these issues, as needed.

Legal Authorities: Title IX

Date of Adoption: April 14, 2008
Date of Amendment: August 18, 2025

Students

Student Attendance

Attendance Policy and Excessive Absenteeism

Regular and punctual student attendance is required. The administration is responsible for developing further attendance rules and regulations, and all staff are expected to implement this policy and administrative rules and regulations to encourage regular and punctual student attendance. The District will maintain an accurate record of student attendance.

A. **Attendance and Absences**.

1. Circumstances of Absences – Definitions. The circumstances for all absences from school will be identified as School Excused or Not School Excused. Absences should be cleared through the Principal's office in advance whenever possible. All absences, except for illness and/or death in the family, require advance approval.

   a. School Excused. Any of the following circumstances that lead to an absence will be identified as a *School Excused* absence, provided the required attendance procedures have been followed:

      (1) Impossible or impracticable barriers outside the control of the parent or child prevent a student from attending school. The parent must provide the school with documentation to demonstrate the absence was beyond the control of the parent or child. This could include, but is not limited to documented illness (including physical or mental illness), court, death of a family member, or suspension.

      (2) Other absences as determined by the principal or the principal's designee.

   b. Not School Excused. Absences that are not school excused may result in a report to the county attorney and may be classified as follows:

      (1) Parent acknowledged absences are those in which the parent communicated with the school in the prescribed manner that the child is absent and is the parent's responsibility for the extent of the school day. This includes, but is not limited to, illness, vacations, and medical appointments.

      (2) Other absences are those in which the parent has not communicated a reason for the student's absence.

2. Absence Procedure. In its Student Information System, the District may identify many different codes that provide greater definition to the circumstances of a

child's absence, but all of the codes need to be identified to parents and students as fitting into one of the above defined absence circumstances.

A student will not be allowed to enter class after an absence until an admit slip, based upon a written or verbal parental excuse, is issued by the Principal's office.

Two school days will be allowed to make up work for each day missed, with a maximum of 10 days allowed to make up work unless other arrangements are made with the teacher.

3. Mandatory Ages of Attendance. A child is of mandatory age if the child will reach age 6 prior to January 1 of the then-current school year and has not reached 18 years of age.

Exceptions for Younger Students. Attendance is not mandatory for a child who has reached 6 years of age prior to January 1 of the then-current school year, but will not reach age 7 prior to January 1 of such school year, if the child's parent or guardian has signed and filed with the school district in which the child resides an affidavit stating either: (1) that the child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year; or (2) that the parent or guardian intends for the child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements and the parent or guardian intends to provide the Commissioner of Education with a statement pursuant to section 79-1601(3) on or before the child's seventh birthday.

Exceptions for Older Students. Attendance is also not mandatory for a child who: (1) has obtained a high school diploma by meeting statutory graduation requirements; (2) has completed the program of instruction offered by a school which elects pursuant to law not to meet accreditation or approval requirements; or (3) has reached the age of 16 years and has been withdrawn from school in the manner prescribed by law.

Early Withdrawal for Students Enrolled in Accredited or Approved Schools. A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if an exit interview is conducted and a withdrawal form is signed.

Exit Interview. The process is initiated by a person who has legal or actual charge or control of the child submitting a withdrawal form. The form is to be as prescribed by the Commissioner of Education. Upon submission of the form, the Superintendent or Superintendent's designee shall set a time and place for an exit interview if the child is enrolled in Pender Public Schools or resides in the Pender

Public School District and is enrolled in a private, denominational, or parochial school.

The exit interview shall be personally attended by:

- The child, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable;
- the person who has legal or actual charge or control of the child who requested the exit interview;
- the Superintendent or Superintendent's designee;
- the child's principal or the principal's designee if the child at the time of the exit interview is enrolled in a school operated by the school district; and
- any other person requested by any of the required parties who agrees to attend the exit interview and is available at the time designated for the exit interview which may include, for example, other school personnel or the child's principal if the child is enrolled in a private school.

At the exit interview, the person making the written request must present evidence that (a) the person has legal or actual charge or control of the child and (b) the child would be withdrawing due to either:

- financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or
- an illness of the child making attendance impossible or impracticable.

The Superintendent or Superintendent's designee shall identify all known alternative educational opportunities, including vocational courses of study, that are available to the child in the school district and how withdrawing from school is likely to reduce potential future earnings for the child and increase the likelihood of the child being unemployed in the future. Any other relevant information may be presented and discussed by any of the parties in attendance.

At the conclusion of the exit interview, the person making the written request may sign a withdrawal form provided by the school district agreeing to the withdrawal of the child OR may rescind the written request for the withdrawal.

Withdrawal Form. Any withdrawal form signed by the person making the written request shall be valid only if:

- the child also signs the form, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable, and

- the Superintendent or Superintendent's designee signs the form acknowledging that the interview was held, the required information was provided and discussed at the interview, and, in the opinion of the Superintendent or Superintendent's designee, the person making the written request does in fact have legal or actual charge or control of the child and the child is experiencing either (i) financial hardship, or (ii) an illness making attendance impossible or impracticable.

Early Withdrawal for Students Enrolled in an Exempt School (Home Schools). A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if such child has been enrolled in a school that elects not to meet the accreditation or approval requirements by filing with the State Department of Education a signed notarized release on a form prescribed by the Commissioner of Education.

4. Reporting and Responding to Excessive Absenteeism. Any administrator, teacher, or member of the board of education who knows of any failure on the part of any child of mandatory school attendance age to attend school regularly without lawful reason, shall within three days report such violation to the superintendent or such person(s) who the superintendent designates to be the attendance officer (hereafter, "attendance officer"). The attendance officer shall immediately cause an investigation into any such report to be made. The attendance officer shall also investigate any case when of his or her personal knowledge, or by report or complaint from any resident of the district, the attendance officer believes there is a violation of the compulsory attendance laws. The school shall render all services in its power to compel such child to attend some public, private, denominational, or parochial school, which the person having control of the child shall designate, in an attempt to address the problem of excessive absenteeism. Such services shall include, as appropriate, the services listed below under "Excessive Absenteeism" and "Reporting Excessive Absenteeism."

5. Excessive Absenteeism. Students who accumulate ten (10) not school excused absences in a semester shall be deemed to have "excessive absences." Such absences shall be determined on a per day basis for elementary students and on a per class basis for secondary students. When a student has excessive absences, school officials will have verbal or written communication with the person or persons who have legal or actual charge or control of any child.

When a student continues thereafter to have absences of at least twenty days which are Not School Excused, one or more meetings between the school, the child's parent or guardian, and the child, when appropriate, to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall include, if agreed to by the person who is responsible for making

educational decisions on behalf of the child, an educational evaluation to determine whether any intellectual, academic, physical, or social-emotional barriers are contributing factors to the lack of attendance. The plan shall also consider, but not be limited to:

(a) The physical, mental, or behavioral health of the child.
(b) Educational counseling;
(c) Referral to community agencies for economic services;
(d) Family or individual counseling; and
(e) Assisting the family in working with other community services.

If the parent/guardian refuses to participate in such meeting, the principal shall place documentation of such refusal in the child's attendance records.

6. Reporting Excessive Absenteeism to the County Attorney.

The school may report to the county attorney of the county in which the person resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per school year. The school shall notify the child's family in writing prior to referring the child to the county attorney. Illness (including physical or mental illness) that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney. A report to the county attorney may also be made when a student otherwise accrues excessive absences as herein defined.

Legal Reference: Neb. Rev. Stat. " 79-201 and 79-209

Date of Adoption: July 9, 2012
Date of Amendment: September 9, 2013
Date of Amendment: July 14, 2014

Date of Amendment: August 8, 2016
Date of Amendment: November 9, 2020
Date of Amendment: August 21, 2023
Date of Amendment: June 10, 2024

Students

Grading System

The grading system of Pender Public Schools shall be as follows:

a. Grading periods of approximately nine (9) weeks shall be used four (4) times per year in the elementary. Grading periods of approximately eighteen (18) weeks, 1 semester, shall be used two (2) times per year in the secondary.

b. Achievement marks shall be given on a numerical basis for all grades 7-12, with the marks of below 70 considered a failure.

c. The secondary (7-12 grade) students grading and conversion scale are as follows:

A+98-100; 4.0	B+ 91-92.99; 3.7	C+ 84-85.99; 2.7	D+ 76-77.99; 1.7	F Below 70
A 95-97.99; 4.0	B 89-90.99; 3.3	C 82-83.99; 2.3	D 73-75.99; 1.3	
A-93-94.99; 4.0	B- 86-88.99; 3.0	C- 78-81.99; 2.0	D- 70-72.99; 1.0	

d. Class rank will be determined by weighting advanced math, calculus, physics, chemistry, college prep English, Spanish IV, dual credit college algebra, dual credit social studies, and any other dual credit class by adding 7 percentage points after the grade average is figured. Class rank grade calculation will be determined by averaging points each semester after the final grade for a class is figured by the teacher. "Weighing" certain high-level and/or college credit classes may take place. "Weight" will be added to these classes by adding 3.5 percentage points each semester after the grade average is figured. Weighted classes are Calculus, Advanced Biology, Chemistry, Human Anatomy and Physiology, Physics, College Prep English, College Trigonometry, Statistics and Dual Credit Courses on a case by case basis.

e. Honor Roll: The students in grades 7-12 will have an academic honor roll for those who excel in the classroom. The honor roll shall consist of the following three criteria:

1. Principal's Honor Roll (98-100%)
2. Scholastic Honor Roll (94-97.99%)
3. Merit Honor Roll (90-93.99%)

Averages will not be rounded.

f. The elementary (K-6 grade) students grading scales for all content areas are as follows:

4 – Exceeds – Independently performs above grade-level expectations
3 – Meets – Demonstrates grade-level skills, little or no support needed
2 – Progressing – Skills are developing, some support needed
1 – Beginning – Skills are limited, frequent support needed

Within each content area, teachers will assess student knowledge and assign one of the proficiency ratings above to each graded standard. Each content area has several graded standards based on standards dictated by the Nebraska Department of Education. The proficiency rating assigned will be based on student performance over the course of the grading period on practice work, formative assessment, and summative assessment. Emphasis will be placed on the most consistent level of work and knowledge as well as the most recent level of work and knowledge. Life skills and student conduct are separately graded for each student.

g. **Honor Roll:** The purpose of the elementary honor roll is to recognize those students who demonstrate academic excellence. Honor rolls will be determined for 1st, 2nd, 3rd and 4th quarters. Students will be recognized accordingly:

1. Students receiving all "3's" and "4's" on their report card will be classified as honor roll students.
2. Students in grades 4-6 are honor roll eligible.
3. Honor roll lists are published in school and community publications.

h. For all other grading reports received on transfer students, the Superintendent and/or principal shall convert these to an approximately equal grade on our system.

i. Staff members may use whatever method they determine professionally appropriate in the day-to-day grading, but shall prepare grade reports based on numerical values. Each staff member, however, must be able to defend whatever method chosen. The following criteria should be used in determining the numerical value of the grade.
1. Achievement in relation to class objectives.
2. Class participation.
3. Mental ability of student in relation to the total class and required work.
4. Evidence the student is exceeding the class requirements and delving further.

j. All grade reports will contain the numerical grade for each subject, as well as the following: absences, tardiness, deportment, comments (if instructor desires).

k. See Policy 5207 regarding make up work.

Date of Adoption: December 10, 2007
Date of Amendment: August 11, 2014
Date of Amendment: December 13, 2017

Students

Graduation

To participate in commencement exercises or receive a Pender Public Schools diploma a student must fully complete all requirements for graduation prior to the official commencement exercises, and complete other administrative requirements or conditions. Students who graduate from Pender Public Schools must accumulate 225 credit hours. A student must have at least 170 core curriculum hours. Beginning with the class of 2019, the total graduation requirements must include the following core curriculum:

Language Arts – 45 credit hours
- Must include an English class at each grade level.
- Must include Speech – 5 credit hours

Science – 30 credit hours
- Biology – 10 credit hours
- Physical Science – 10 credit hours
- Physics, Chemistry or Applied Physics – 10 credit hours

Mathematics – 30 credit hours
- Must include Algebra I, Geometry, Algebra II or higher level math.

Career and Technical Education – 10 credit hours
- Must include Personal Finance – 5 credit hours

Social Sciences – 40 credit hours
- Geography – 10 credit hours
- World History – 10 credit hours
- American History – 10 credit hours
- American Government – 5 credit hours
- Economics – 5 credit hours

Physical Education – 10 credit hours
- Health – 5 credit hours (required)
- Physical Education – 5 credit hours

Fine Arts – 5 credit hours

Intro to Computer Science & Technology - 5 credit hours

Each student shall also complete and submit a Free Application for Federal Student Aid prior to graduation, unless the required opt-out form is completed by either: (1) the student's parent or legal guardian; (2) the Principal, if the Principal determines that good cause exists not to require the student to complete the FAFSA; or (3) an emancipated student or student of at least 19 years of age.

Students who are under an Individualized Education Plan (IEP) may participate in commencement exercises.

See Board of Education Policy 5242 "Requirements for Graduation" for more information.

Date of Adoption: July 25, 2007
Date of Amendment: May 9, 2016
Date of Amendment: June 10, 2024

Students

Make-up Work

Make-up work for students who are absent from school shall be governed by guidelines developed by the Superintendent or Superintendent's designee. The Guidelines shall state the criteria to be used in determining whether and to what extent the opportunity to complete class work, including examinations, missed during a period of disciplinary suspension will be granted.

The make-up work of students will be counted for course credit when satisfactorily completed according to the guidelines stated below; which are the Superintendent's guidelines, or such other guidelines as approved from time to time by the Superintendent or the Superintendent's designee.

To receive credit for work missed due to excused absences (e.g., personal illness, bereavement or emergency in the family, participation in an approved school activity), the student, upon returning to school, is responsible a) for requesting assignments for make-up work and b) for completing the make-up work on his/her own initiative by the due date. The teacher will provide materials and assistance to a student who is making up work for these reasons.

To receive credit for work missed due to a parent requested prearranged absence (e.g., medical or dental appointment, religious observance, spectator at a school activity, family trip, college visit), the student is responsible a) for requesting assignments for make-up work prior to his/her absence and b) for completing the make-up work on his/her own initiative by the due date.

For secondary students, two school days will be allowed to make up work for each day missed, with a maximum of 10 days allowed to make up work unless other arrangements are made with the teacher. For elementary students, the date when make-up work is due at the end of the unit of study, which will be determined by the teacher.

Students who plan to miss school due to scheduled school activity or a parent requested prearranged absence may request assignments and make arrangements to complete part of all of the work prior to the absence.

At the beginning of each semester, or during the semester for students who enter during the semester, a) the principal will provide students with information about the district regulations for absences and make-up work and b) teachers will explain the procedures students should use for requesting assignments and completing make-up work in their courses.

Students and parents/guardians are advised that equivalent experiences for students who miss class are difficult and sometimes impossible to recreate. Parents/guardians are also advised that testing and summarizing activities often are scheduled at the end of the quarter and the end of the semester; parent requested prearranged absences should be avoided during these times.

Date of Adoption: August 13, 2007
Date of Amendment: September 9, 2013

Procedures for Complaints of Sex Discrimination

A. Background

All employees are responsible for helping to prevent discrimination on the basis of sex. Employees, or students who believe they have been subjected to, or believe they have witnessed, discrimination on the basis of sex should contact the Title IX Coordinator.

The following individuals may file a complaint alleging sex-discrimination:

a. A student or employee of Pender Public Schools who is alleged to have been subjected to conduct that could constitute discrimination on the basis of sex.
b. A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
c. The District's Title IX Coordinator(s).

Anyone making a claim of discrimination must submit the complaint in writing to the Title IX Coordinator using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION
Luke Hoffman, Secondary Principal
609 Whitney Street
Pender, NE 68047
402-385-3244 ext. 2104
luhoffm1@penderschools.org

Complaints of discrimination on the basis of sex shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion if the offender is a student. Retaliatory action will not be taken against an employee or student for good faith reporting discrimination or harassment.

The following will apply to all investigations of sex-discrimination, pursuant to this procedure:

a. The District will treat complainants (the employee, student, or representative making the claim) and respondents (those accused of sex discrimination) equitably.
b. The District will not permit any Title IX Coordinator, investigator, or decisionmaker to have a conflict of interest or bias for or against any complainant or respondent.
c. The District will ensure that the Title IX Coordinator, investigator, and decisionmaker will not predetermine or presume that the respondent is responsible for the alleged sex harassment until a determination is made at the conclusion of the investigation process.
d. The District will take reasonable steps to protect the privacy of the parties and witnesses during the grievance process. These steps will not restrict the ability of the parties to obtain and present information, including speaking to witnesses, consulting with their family members, confidential resources, or advisors; or

otherwise preparing for or participating in the grievance procedures.

i. The District will not allow the parties to engage in retaliation.
ii. The District will objectively evaluate all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.
iii. The District will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

B. Informal Complaint Process

When the Title IX Coordinator receives or initiates a concern of possible sex discrimination in the District, the Coordinator may designate a District employee (including themselves) to initiate an investigation. Within a reasonable time after receipt of the concern, the Title IX Coordinator may file a formal Title IX Complaint if the Coordinator determines a formal complaint is warranted.

C. Formal Complaint Process for Complaints of Sexual Harassment

The following procedures apply only in the event that a Formal Complaint is filed with the Title IX Coordinator. All other reports of sexual harassment shall be resolved using the informal complaint process or other Board Policies. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.

a. Misconduct Which May Be Investigated Under a Formal Complaint: The Formal Complaint process is only available if the Formal Complaint alleges: (i) conduct which occurs on District grounds or property owned or controlled by the District; (ii) conduct which occurs in the context of District employment or an education program or District-sponsored activity within the United States, and (iii) conduct which occurs when the District has substantial control over both the Respondent and the context in which the sexual harassment or sexual misconduct occurs. The conduct must also fall within one of the following categories: (a) an employee of the District conditioning an aid, service, or benefit of the District on an individual's participation in unwelcome sexual contact; (b) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the District's education program or activity; (c) sexual assault; (d) domestic violence; (e) dating violence; or (f) stalking.
b. Parties to a Formal Complaint: The only parties to a Formal Complaint are the Complainant, who is the person alleged to have been subject to misconduct, and the Respondent, the person who is alleged to have committed the misconduct.
c. Filing a Formal Complaint: A Formal Complaint may only be filed by a Complainant or the Title IX Coordinator. An employee or student Complainant may file a Formal Complaint in writing with the Title IX Coordinator in person, by mail, or by electronic

mail. The Formal Complaint must be signed by the Complainant or by the Title IX Coordinator.

d. Dismissal of Formal Complaint: Upon receipt of a Formal Complaint, the Title IX Coordinator will conduct an initial assessment of the allegations contained within the Formal Complaint to determine if the allegations in the Formal Complaint, if true, allege misconduct which may be investigated under the Formal Complaint process. If the allegations in the Formal Complaint do not allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator must dismiss the Formal Complaint and may proceed under the general complaint process.

e. Notice of Formal Complaint: If the allegations in the Formal Complaint allege misconduct which qualifies under the Formal Complaint process (as outlined in Paragraph C.1.), the Title IX Coordinator shall provide the following to all known parties: (1) The complaint procedure as outlined in this policy; and (2) Notice of the allegations of sexual harassment, known by the District at the time of filing the Notice, including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location of the alleged incident.

f. Investigation of Formal Complaint: Upon receipt of a Formal Complaint, the Investigator will promptly investigate the allegations contained within. The Investigator will complete the investigation within a reasonable time frame, as determined by the Title IX Coordinator and may be extended upon the determination of the Title IX Coordinator. Prior to the conclusion of the investigation, the Investigator shall send each party the evidence that is subject to inspection and review in an electronic format or a hard copy. This information shall be known as the "Draft Investigative Report." The Draft Investigative Report shall include all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Investigator does not intend to relay to the Decisionmaker. The parties shall then have ten (10) calendar days to submit a written response, which the Investigator will consider. The Investigator will consider the information provided by the parties and will incorporate relevant information into the Final Investigative Report. The Final Investigative Report will fairly summarize the relevant evidence. The Investigator shall then submit the Final Investigation Report to the Decisionmaker. The parties shall each receive a copy of the Final Investigative Report at the same time as the Decisionmaker.

   i. Additional Rights of the Parties During Formal Investigations:

      i. During any meetings or interviews, any party may bring up to two people to this meeting: (1) Support Person and/or (2) Advisor of Choice. The Advisor of Choice may or may not be an attorney. Neither the Support Person nor the Advisor of Choice can direct questions or comments to the Investigator, nor may the Support Person or Advisor of Choice advise a student or employee how to answer the Investigator's questions.

      ii. The District shall provide written notice of the date, time, location, participants, and purpose of any investigative interviews or other meetings throughout the course of the formal investigation to the party whose participation is invited or expected.

g. Determination of Responsibility Under Formal Complaint: Upon receipt of the Final Investigative Report, the Decisionmaker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness. Questions

shall be submitted to the Title IX Coordinator who shall determine whether questions are relevant. The Title IX Coordinator shall contact parties or witnesses to request answers to the parties' relevant questions. The Title IX Coordinator will provide each party, and the Decisionmaker with the answers provided by the opposing party or witness and allow for additional, limited follow-up questions from each party. Once the Decisionmaker has received the answers to relevant questions submitted by the parties, the Decisionmaker shall consider the answers and the Decisionmaker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame, as determined by the Title IX Coordinator. The Decisionmaker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as the Complainant, Respondent, or witness. The Decisionmaker shall provide the written determination to both parties simultaneously. The written determination shall include:

i. Identification of the allegations potentially constituting sexual harassment;
ii. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
iii. Findings of fact supporting the determination;
iv. Conclusions regarding the application of each recipient's code of conduct to the facts;
v. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the Complainant; and
vi. The recipient's procedures and permissible bases for the Complainant and Respondent to appeal.

h. Appeal of Formal Complaint: If either party is not satisfied with the outcome of the investigation and the decision of the Decisionmaker, they may appeal only on the following bases:1) Procedural irregularity that affected the outcome of the matter; 2) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and/or 3) The Title IX Coordinator, Investigator, or Decisionmaker had a conflict of interest or bias for or against the Complainant or Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter. The request for an appeal shall be in writing and submitted to the Superintendent within ten days of the receipt of the Final Report. Upon notice of an appeal by either party, the Superintendent shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties. The Superintendent shall give both parties a reasonable and equal opportunity to submit a written statement in support of or challenging the outcome. The Superintendent shall review the investigative report, Decisionmaker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent shall provide the written

decision simultaneously to both parties.

D. Removal from Education Environment During Investigation

During an investigation under a general complaint or a formal complaint, the District may place an employee on administrative leave during the pendency of the investigation. The District may also act to remove a student respondent entirely or partially from its education programs or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual arising from the allegations justifies removal.

E. Supportive Measures

Throughout the investigation, either party may be entitled to supportive measures. The Title IX Coordinator is responsible for coordinating the implementation of supportive measures. Complainants and Respondents are both entitled to supportive measures. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

F. Record Keeping

The District will maintain relevant documentation obtained during the investigation and findings, supportive measures, and disciplinary sanctions for a period of seven years.

DRIVER CERTIFICATION
FOR USE OF DISTRICT VEHICLES OR TRANSPORTATION OF STUDENTS

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

Name _____Operator's License No: _____License Class: _____

I certify that the following information is true and accurate:

_____ I have a current and valid Nebraska motor vehicle license, current proof of insurance, and the physical and mental ability to properly operate a motor vehicle (including the successful completion of a physical assessment and a Medical Examiner's Certificate for route drivers).

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

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

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

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

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

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

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

Dated this _____ day of _____, 20___.

_____
Driver

Notice of Nondiscrimination

The Pender Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Secondary Students: Secondary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Elementary Students: Elementary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Employees and Others: Superintendent, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Complaint Form
Discrimination, Harassment or Retaliation

The Pender Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Secondary Students: Secondary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)
Elementary Students: Elementary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)
Employees and Others: Superintendent, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Name: _____ Date: _____

(1) Description of the complaint: _____
_____
_____.
_____

(2) Names of any witnesses to the matter being complained about: _____
_____
_____.

(3) Identify and attach any document supporting the complaint: _____
_____.

(4) Confidentiality: I ___ do__ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

_____
_____.

(5) Relief requested (what I want done in response to this complaint):

_____
_____.

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature:_____
Received by: _____ Date: _____

General Consent for Limited Queries of the Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse

I, (Driver Name), hereby provide consent to [Name] Public Schools ("District") to conduct a limited query of the FMCSA Commercial Driver's License Drug and Alcohol Clearinghouse (Clearinghouse) to determine whether drug or alcohol violation information about me exists in the Clearinghouse. This consent is valid for so long as I remain an applicant for, or an employee of, the District for a position that requires a CDL.

I understand that if the limited query conducted by the District indicates that drug or alcohol violation information about me exists in the Clearinghouse, FMCSA will not disclose that information to the District without first obtaining additional specific consent from me.

I further understand that if I refuse to provide consent for the District to conduct a limited query of the Clearinghouse, the District must prohibit me from performing safety-sensitive functions, including driving a commercial motor vehicle, as required by FMCSA's drug and alcohol program regulations.

_____ _____

Employee Signature Date

APPLICANT'S CONSENT
TO OBTAIN PAST DRUG AND ALCOHOL TEST RESULTS

I, _____ *[insert applicant's name]*, understand that as a condition of hire with [NAME] Public Schools ("*School District")* I must give the School District written Consent to obtain the results of all DOT-required drug and/or alcohol tests (including any refusals to be tested) from all of the companies for which I worked as a driver, or for which I took a pre-employment drug and/or alcohol test during the past two (2) years. I also understand that the School District requires me to consent to access to the same information concerning any non-DOT driver drug and/or alcohol tests which I took during this same period of time. I have also been advised and understand that my signing of this consent does not guarantee me a job or guarantee that I will be offered a position with the School District.

Below I have listed all of the companies for which I worked as a driver, or for which I took a pre-employment driver position drug and/or alcohol test during the past two (2) years. I hereby consent to the School District obtaining from those companies, and I hereby consent to those companies furnishing to the School District, all requested information concerning my drug and alcohol tests, including:

(i) all DOT and non-DOT alcohol test results of 0.04 or greater during the past two (2) years;
(ii) all verified positive DOT and non-DOT drug test results during the past two (2) years;
(iii) all instances in which I refused to submit to a DOT-required drug and/or alcohol test during the past two (2) years;
(iv) any other violations of DOT agency drug and alcohol testing regulations during the past two (2) years; and
(v) documentation of successful completion of DOT return-to-duty requirements (including follow-up tests) in the event of a violation of a DOT drug and alcohol testing regulations during the past two (2) years.

I specifically authorize the companies to fully complete the School District's Report of Past Drug and/or Alcohol Test Results form.

The following is a list of all of the companies for which I worked as a driver, or for which I took a pre-employment driver position drug and/or alcohol test, during the past two (2) years:

Company name	Dates worked for/took pre-employment test
_____	_____
_____	_____
_____	_____
_____	_____

APPLICANT CERTIFICATION

I have carefully read and fully understand this Consent to release my past drug and alcohol test results. In authorizing the release of my test results, I consent and agree to waive any physician-patient privilege that may otherwise exist with respect to the confidentiality of my drug and alcohol test results. I further release the Company and its medical review officer, and any officer, employee or agent of the Company or medical review officer whose disclosure of the results is in accordance with this release from any and all claims or causes of actions which may result from the disclosure of such test results to the person or persons identified on this release form.

In signing below, I certify that all of the information which I have furnished on this form is true and complete, and that I have identified all of the companies for which I have either worked, or for which I took a pre-employment drug and/or alcohol test, as a driver during the past two years. I understand that this information is material to my hiring and that my failure to provide true and complete information will automatically disqualify me for a position with the School District or, in the event that I am hired, subject me to immediate termination. Further, I understand that in the event of receipt of a report of past drug and/or alcohol violation, any conditional offer of employment will be revoked and in the event I have been hired, any employment will be automatically ended.

_____	_____	_____
Signature of Applicant	Print Name	Date

REQUEST FOR PAST TEST RESULTS

To: _____*[Insert name of previous employer]*

From: _____*[Insert name and title of school representative]*

Subject: Request to obtain past drug and alcohol test results

Date: _____*[Insert date]*

_____ *[Insert applicant's name]* has advised us that he/she □ worked for your company as a driver or that he/she □ applied to your company for work as a driver, during the previous two (2) years.

Regulations of the Department of Transportation (DOT) (49 C.F.R. § 40.25) require us to obtain from your company, and **require your company to provide** to us, information concerning the above-named driver's past drug and alcohol test results (including refusals to be tested).

In accordance with DOT's regulations, therefore, we are providing you with the driver's written consent directing your company to provide us with the past drug and alcohol testing results, as set forth in the consent. A Report form to provide the requested information is also enclosed for your convenience.

Please send this information to

Pender Public Schools
609 Whitney Street
PO Box 629
Pender, NE 68047-0629

as soon as possible, either by facsimile (FAX # (402) 385-3342) or by mail. As required by the DOT, the information which you furnish will be treated as strictly confidential.

Enclosures:

Document No. 1. Applicant's Consent to Obtain Past Drug and Alcohol Test Results.
Document No. 4. Report of Past Drug and Alcohol Test Results.

REPORT OF PAST DRUG AND/OR ALCOHOL TEST RESULTS

To: Pender Public Schools ("School District")
From: _____ *[Insert name of Company submitting results]*
Re: _____ *[Insert Driver/Applicant's name]*
_____ *[Insert Driver/Applicant's Social Security Number]*
_____ *to* _____ *[Insert "Relevant 2 Year Period" dates]*

In accordance with the DOT regulations, School District's request, and the Driver/Applicant's Consent, the Company reports the following results of drug and alcohol tests conducted on the above named Driver/Applicant by this Company during the above designated "Relevant 2 Year Period."

(i) Past Alcohol Test Results: ☐ No alcohol tests conducted during relevant period
Date of Test: _____ ☐ 0.04 or greater ☐ Negative ☐ Refused to be tested
Date of Test: _____ ☐ 0.04 or greater ☐ Negative ☐ Refused to be tested

(ii) Past Drug Test Results: ☐ No drug test conducted during relevant period
Date of Test: _____ ☐ Verified Positive ☐ Negative ☐ Refused to be tested
Date of Test: _____ ☐ Verified Positive ☐ Negative ☐ Refused to be tested

(iii) Refusals to Submit: (Note: Refusals to submit include verified adulterated or substituted drug tests)
☐ No refusal to submit to drug and/or alcohol test during relevant period
☐ Refusal to submit to drug and/or alcohol test during relevant period, on the following dates:
Date of Refusal: _____ Nature of Refusal: _____
Date of Refusal: _____ Nature of Refusal: _____

(iv) Any Other Violations of DOT Agency Drug and/or Alcohol Testing Regulations:
☐ No such violations during period specified
☐ Violations occurred during relevant period, on the following dates:
Date of Violation: _____ Nature of Violation: _____
Date of Violation: _____ Nature of Violation: _____

(v) Completion of DOT Return-to-Duty Requirements, including follow-up tests:
☐ Not Applicable, no violations occurred during period specified
☐ Not Applicable, violation(s) occurred during period specified, but Company has no record of successful completion of return-to-duty requirements
☐ Documents are attached; violation(s) occurred during period specified, and Employee successfully completed return-to-duty requirements

_____ _____ _____
Date Name of person completing form *(type/print)* Title *(type/print)*

FORMS FOR HEALTH RELATED ADMISSION REQUIREMENTS

1. **Notice of Requirements for Student Admission—Birth Certificate, Immunization, Physical Examination and Visual Evaluation**

2. **Immunization—Affidavit of Refusal—For Reason of Religious Conflict**

3. **Immunization—Affidavit of Refusal—For Reason of Religious Conflict (Alternative: HHS Form)**

4. **Immunization—Affidavit of Refusal—For Medical Reason (HHS Form)**

5. **Immunization—Medical Documentation of Varicella (Chickenpox) Disease (HHS Form)**

6. **Physical Examination or Visual Evaluation---Parent Objection Form**

7. **Waiver of Physical Examination/Visual Evaluation Requirement (HHS Form)**

8. **HHS Summary of the School Immunization Rules and Regulations 2015-2016**

9. **Affidavit (For Child to Enroll Early in Kindergarten)**

10. **Request for Non Disclosure of High School Personal Information to Institutions of Higher Education and Military Recruiters**

11. **Section 9528. Armed Forces Recruiter Access to Students and Student Recruiting Information**

NOTICE OF REQUIREMENTS FOR STUDENT ADMISSION— BIRTH CERTIFICATE, IMMUNIZATION, PHYSICAL EXAMINATION AND VISUAL EVALUTION

Nebraska law requires that the parents or legal guardian furnish the following documents as a condition of admission to school:

1. A certified copy of the student's birth certificate issued by the state in which the child was born, prior to admission of a child for the first time. Other reliable proof of the child's identity and age, accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).
2. Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
3. Evidence of a visual evaluation (for school year 2015-2016 and each school year thereafter) by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity.
4. Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox) and Haemophilus Influenzae type b (Hib) and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement refusing immunization or meets other exceptions established by law (refer to Health and Human Services regulations, 173 NAC 3).
5. On and after July 1, 2010, every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

Forms to submit objections are available from the school.

The following information is provided to assist a parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify: Information about free or reduced-cost visual evaluations may be obtained from the Nebraska Foundation for Children's Vision (NFCV), nechildrensvision.org, 1633 Normandy Court, Suite A, Lincoln, NE 68512—Fax 402-476-6547—Phone 402-474-7716. To identify a participating SEE TO LEARN doctor nearest you, call 1-800-960-3937. For assistance from VISION USA call 1-800-766-4466. In addition, Lions Clubs throughout Nebraska are committed to assisting disadvantaged families by sponsoring eye exams and eyewear. NOA member doctors will provide eye exams at no cost if no other resources are available.

AFFIDAVIT OF REFUSAL OF IMMUNIZATION--
FOR REASON OF RELIGIOUS CONFLICT
(For School Admission)

The undersigned, being first duly sworn, states upon oath as follows

This affidavit is submitted for the following child: _____.

I state that I am submitting this affidavit in the position of (*initial* as appropriate):

____ Self, as I am the child and I am of the age of majority
____ As a legally authorized representative of the child based on (insert description of legal authority; e.g., parent or legal guardian):
_____

I understand that state law requires that the child be protected by immunization against certain contagious diseases prior to enrollment in school. I hereby swear and affirm that such immunization requirements (*initial* as applicable):

____ Conflict with the tenets and practice of a recognized religious denomination of which the child is an adherent or member; or
____ Conflict with the personal and sincerely followed religious beliefs of the child.

I will not hold [Name] Public Schools responsible for any injury or harm caused by or relating to such refusal to obtain immunization for the child.

IN WITNESS WHEREOF, this affidavit is signed and acknowledged this ____ day of _____, 20__.

_____
Affiant

STATE OF NEBRASKA)
) **ss.**
COUNTY OF _____)

The foregoing instrument was acknowledged before me this ____ day of _____, 20__ by_____.

_____
Notary Public

[Legal Reference: Neb. Rev. Stat. sections 79-217 and 79-221; HHS Regulation 173 NAC 3]

AFFIDAVIT
Refusal of Immunization of Student for Religious Reasons

State of Nebraska

ss.

County of

This Affidavit is being submitted on behalf of

_____

(Name of Student) (Birthdate of Student)

If the student is of the age of majority:

I, , of lawful age and being first duly sworn,
(Name of Affiant/Student)
depose and state as follows:

Immunization conflicts with the tenets and practice of a recognized religious denomination of which I am an adherent or member or immunization conflicts with my personal and sincerely followed religious beliefs.

If the student is a minor:

I, , as legally authorized representative of
(Name of Affiant)

, of lawful age and being first duly sworn,
(Name of Student)
depose, and state as follows:

Immunization conflicts with the religious tenets and practice of a recognized religious denomination of which the student is an adherent or member or immunization conflicts with the student's personal and sincerely followed religious beliefs.

(Signature of Affiant)

SUBSCRIBED AND SWORN to before me this day of

Notary Public

REFUSAL OF IMMUNIZATION
For Medical Reasons

As the physician of:

_____

Child's Last Name First Name Age

_____

Birth Date School Grade

I have elected to not immunize this student against the following disease(s): (check box*)

☐ Diphtheria

☐ Tetanus

☐ Pertussis

☐ Polio

☐ Measles (Rubeola)

☐ Mumps

☐ Rubella (German Measles)

☐ Hepatitis B

☐ Varicella (chickenpox)

In my opinion, this/these immunization(s) would be injurious to the health and well-being of

☐ The student

☐ A member of the student's household or family

Comments _____

_____

_____

Signature of Physician Date

* Each disease for which a vaccine has not been administered must be checked. Parent / guardian must submit dates of immunization for all other diseases.

Printed from the Nebraska Health and Human Services System Web site. www.hhs.state.ne.us

Documentation of Varicella (Chickenpox) Disease

(To be filled out by the parent, guardian, or medical provider of the child/student)

This document is being submitted on behalf of:

_____

(Name of child/student) (Birth date of child/student)

I _____ verify that the above listed child/student
Parent/Guardian/Medical Provider

had the varicella disease in _____ (year).

_____

(Signature of parent/guardian/medical provider)

PARENT OBJECTION TO
PHYSICAL EXAMINATION OR VISUAL EVALUATION
(For School Admission)

I am the parent or guardian of the following children who are enrolling in the beginner grade or seventh grade in [Name] Public Schools, or who are transferring from out of state into any grade in [Name] Public Schools:

Child No. 1: _____
Child No. 2: _____

I understand that state law requires that the school be provided with: (1) evidence of a physical examination by a physician, physician's assistant, or nurse practitioner and (2) a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist. The physical examination and visual evaluation is required to be completed within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity. No such physical examination or visual evaluation shall be required of any child whose parent or guardian objects in writing.

I hereby object in writing to the:

_____ physical examination
____ visual evaluation
(check one or both)

for the above named child(ren). I will not hold [Name] Public Schools responsible for any injury or harm caused by or relating to such refusal to obtain a physical examination of visual evaluation for the above named child(ren).

Dated this ____ day of _____, 20__.

_____
Parent or Guardian

[Legal Reference: Neb. Rev. Stat. sections 79-214(3) and 79-220]

Nebraska Department of Health and Human Services

Department of Health and Human Services

Waiver of Physical Examination/Visual Evaluation Requirement

School Name (if desired)

Note to Parent/Guardian: please complete and return to the school health office if you wish to have your child waived from these requirements as allowed by Nebraska law. If you have questions, please contact the school nurse or the school office. Thank you.

As a Parent/Guardian of - Student Name	Student ID#
School Name	Grade

I object to the following requirements for school entry as legislated in Nebraska Revised Statutes 79-214 and 79-220.

Check which apply:

☐ Physical examination by a licensed physician, physician assistant or advance nurse practitioner within six months prior to school entry. *(Applies to: Kindergarten or beginner grade, out of state transfers to any grade, and seventh grade).*

☐ Visual evaluation by a licensed physician, physician assistant, advanced nurse practitioner, or vision professional (optometrist or ophthalmologist) within six months prior to school entry. *(Applies to: Kindergarten or entry grade and out of state transfer to any grade).*

I understand that I may request information to assist me in receiving information about reduced-cost vision examination as required by NRS 79-220.

I understand provisions in the law allow me to waive the requirement for this examination by my signed statement.

SIGN HERE_____

Signature of Parent/Guardian Date

Comments: _____

_____

_____

_____

_____

_____

FH-40 (44040) 6/07
(New Form)

Summary of the School Immunization Rules and Regulations

Student Age Group	Required Vaccines
Ages 2 through 5 years enrolled in a school based program not licensed as a child care provider	4 doses of DTaP, DTP, or DT vaccine, 3 doses of Polio vaccine, 3 doses of Hib vaccine or 1 dose of Hib given at or after 15 months of age, *Hib not required after child reaches 5 yrs. of age 3 doses of pediatric Hepatitis B vaccine, 1 dose of MMR or MMRV given on or after 12 months of age, 1 dose of varicella (chickenpox) or MMRV given on or after 12 months of age. Written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted. 4 doses of pneumococcal or 1 dose of pneumococcal given on or after 15 months of age. *Pneumococcal not required after child reaches 5 yrs. of age.
Students from Kindergarten through 12th Grade, including all transfer students from outside the State of Nebraska and any foreign students	3 doses of DTaP, DTP, DT, or Td vaccine, one given on or after the 4th birthday, 3 doses of Polio vaccine, 3 doses of pediatric Hepatitis B vaccine or 2 doses of adolescent vaccine if student is 11-15 years of age. 2 doses of MMR or MMRV vaccine, given on or after 12 months of age and separated by at least one month, 2 doses of varicella (chickenpox) or MMRV given on or after 12 months of age. Written documentation (including year) of varicella disease from parent, guardian, or health care provider will be accepted. If the child has had varicella disease, they do not need any varicella shots.
Additionally, **for 7th Grade** Only	1 dose of Tdap (must contain Pertussis booster)

Source: Nebraska Immunization Program, Nebraska Department of Health and Human Services, 2011. For additional information, call 402-471-6423.

The School Rules & Regulations are available on the internet: http://www.hhs.state.ne.us/reg/t173.htm (Title 173: Control of Communicable Diseases - Chapter 3; revised and implemented 2011)
Updated 2/2014

AFFIDAVIT
(For Child to Enroll Early in Kindergarten)

The undersigned, being first duly sworn, states upon oath as follows:

I am the parent or guardian of _____ (Child's name). The Child's date of birth is _____. The Child will reach the age of five years on or after August 1 and on or before October 15 of the current school year.

I elect to enroll the Child this school year and hereby affirm (check or initial appropriate provision for early enrollment):

____ the Child attended kindergarten in another jurisdiction in the current school year; or

____ the family anticipates relocation to another jurisdiction that would allow admission within the current year; or

____ the Child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the board.

IN WITNESS WHEREOF, this affidavit is signed and acknowledged this ____ day of _____, 20_____.

_____
Parent or Guardian

STATE OF NEBRASKA)
) ss.
COUNTY OF _____)

The foregoing instrument was acknowledged before me this ____ day of _____, 20____ by_____.

_____
Notary Public

Request For Non Disclosure of
High School Student Personal Information
To Institutions of Higher Education or Military Recruiters

I hereby request that the name, address, and telephone listing of _____ (name of student), a high school student at [Name] Public Schools, not be released without prior parental consent to:

____ institutions of higher education
____ military recruiters
(check one, both, or none)

Signed by: ___ Student ___ Parent (Check One)

_____ Signature/Date

_____ Print Name

_____ Address

_____ City/State/Zip Code

Note to students/parents: This certificate can be signed by either student or a parent. The provision of this form does not reflect the position of [Name] Public Schools that the request for non-disclosure should or should not be made.

‘‘SEC. 9528. ARMED FORCES RECRUITER ACCESS TO STUDENTS AND STUDENT RECRUITING INFORMATION.

‘‘(a) POLICY.—

‘‘(1) ACCESS TO STUDENT RECRUITING INFORMATION.—Notwithstanding section 444(a)(5)(B) of the General Education Provisions Act and except as provided in paragraph (2), each local educational agency receiving assistance under this Act shall provide, on a request made by military recruiters or an institution of higher education, access to secondary school students names, addresses, and telephone listings.

‘‘(2) CONSENT.—A secondary school student or the parent of the student may request that the student’s name, address, and telephone listing described in paragraph (1) not be released without prior written parental consent, and the local educational agency or private school shall notify parents of the option to make a request and shall comply with any request.

‘‘(3) SAME ACCESS TO STUDENTS.—Each local educational agency receiving assistance under this Act shall provide military recruiters the same access to secondary school students as is provided generally to post secondary educational institutions or to prospective employers of those students.

20 USC 7908.

DR. BRIAN L. MAHER, COMMISSIONER
TEL 402.471.2295
FAX 402.471.0117
P.O. Box 94987
Lincoln, NE 68509-4987
education.ne.gov

Request to Repeat a Grade

August 2024

Nebraska Revised Statute 79-2,161 establishes a procedure whereby a parent or guardian can request their child to repeat a grade for the following reasons:

a) Academic needs *(Student in grades Kindergarten thru fourth)* – Academic needs means that a child is at least one year below grade level and behind the child's typically developing peers in reading, English, and language arts such that the child does not possess the necessary academic skills required to succeed in reading, English, and language arts at grade level for the next grade the student would otherwise advance to

b) Excessive Absenteeism *(Student in grades K-12)* – Excessive absenteeism means that the child was absent fifty percent or more of the school year and includes excused absences, unexcused absences, and absences due to suspension or expulsion. Absences due to approved school-related activities, such as field trips, competitions, athletic events, and testing, are not included; and

c) Illness (*Student in grades Kindergarten thru fourth)* - Illness means that the child experienced a severe mental or physical illness resulting in hospitalization of two or more weeks during the school year.

A parent or guardian intending to have their child repeat a grade shall request a meeting with school district superintendent or their designee to discuss the decision. The meeting should identify any alternative educational opportunities. If after meeting with the superintendent or their designee, the parent still wishes to retain their child, they must complete this form.

Parent/Guardian Name: _____

Name of Child:_____

Grade Level to be Repeated: _____

Current School District:_____

Date of Meeting with District: _____

Reason and Description for Requesting Repeating of Grade:

☐ Academic Needs (K-4)

_____

_____

_____

_____

☐ Excessive Absenteeism (K-12)

_____

_____

_____

_____

☐ Illness (K-4)

_____

_____

_____

_____

Summary of Meeting with Superintendent or their Designee:

_____

_____

_____

_____

Please submit this form to the superintendent or their designee with whom you met initially about the request for retention. Upon completion of the form, and if all requirements are met, the school district shall honor the request to repeat a grade for the next school year.

_____

Signature of Parent/Guardian Date

To be completed by district:

School of Attendance Name: _____

School of Attendance Code: _____

Student State ID (To be Provided by District): _____

_____

Signature of Superintendent/Designee Date

Districts, please retain a copy of this form, and email nde.form@nebraska.gov for instructions on how to securely submit this form.

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.

   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.

2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.

   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.

3) 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 or otherwise allowed by law. 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.

4) 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:

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 primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

- A playbill, showing your student's role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone number, and the name, address, telephone number, e-mail address and 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 extra-curricular participation;
6. Student's achievement awards or honors;
7. Student's weight and height if a member of an athletic team; and
8. Student's photograph.
9.

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, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.

Notice Concerning Designation of Law Enforcement Unit:
The District designates the Thurston County Sheriff's 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.

Date of Adoption: July 16, 2025

Complaint Form
Discrimination, Harassment or Retaliation

The Pender Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Secondary Students: Secondary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Elementary Students: Elementary Principal, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Employees and Others: Superintendent, 609 Whitney Street, Pender, NE 68047, 402-385-3244. (See AR 1025.2)

Name: _____ Date: _____

(1) Description of the complaint: _____
_____
_____
_____.

(2) Names of any witnesses to the matter being complained about: _____
_____
_____.

(3) Identify and attach any document supporting the complaint: _____
_____.

(4) Confidentiality: I ___ do__ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

_____
_____.

(5) Relief requested (what I want done in response to this complaint):

_____
_____.

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature:_____

Received by: _____ Date: _____

Instruction

AR for Electronic Communication Devices and Cell Phones

Outlined below is what has been determined to be appropriate use of electronic communication devices and cell phones by the Superintendent.

1. Philosophy and Purpose. The District strongly discourages students from bringing and/or using electronic devices not owned by the school to school. The use of electronic devices can be disruptive to the educational process and are items that are frequently lost or stolen. In order to maintain a secure and orderly learning environment, and to promote respect and courtesy regarding the use of electronic devices, the District hereby establishes the following rules and regulations governing student use of electronic devices, and procedures to address student misuse of electronic devices.

2. Definitions.

    a. "Electronic devices" include, but are not limited to, cell phones, Mp3 players, iPods, personal digital assistants (PDAs), compact disc players, portable game consoles, cameras, digital scanners, lap top computers, and other electronic or battery powered instruments which transmit voice, text, or data from one person to another.
    b. "Sexting" means generating, sending or receiving, encouraging others to send or receive, or showing others, through an electronic device, a text message, photograph, video or other medium that:
        i. Displays sexual content, including erotic nudity, any display of genitalia, unclothed female breasts, or unclothed buttocks, or any sexually explicit conduct as defined at Neb. Rev. Stat. § 28-1463.02; or
        ii. Sexually exploits a person, whether or not such person has given consent to creation or distribution of the message, photograph or video by permitting, allowing, encouraging, disseminating, distributing, or forcing such student or other person to engage in sexually explicit, obscene or pornographic photography, films, or depictions; or,
        iii. Displays a sexually explicit message for sexual gratification, flirtation or provocation, or to request or arrange a sexual encounter.
3. Possession and Use of Electronic Devices.
    a. Students are not permitted to possess or use any electronic devices during class time except as otherwise provided by this policy. Cell phone usage is strictly prohibited during any class period; including voice usage, digital imaging, or text messaging. No electronic devices should be used during any drill or emergency procedure.
    b. Teachers will designate a place in the classroom for all phones to be stored. No electronic devices are to be used in restrooms or locker rooms for the use of sending, sharing, viewing, or possessing of pictures, text messages, e-mails, or other material of a sexual nature in electronic form or other form on a computer, cell phone, or other electronic device. By bringing cell phones or other electronic devices to school, the student an parent consent to the search of the device when school

officials have reasonable suspicion that such a search will reveal a violation of school rules.

c. Students are permitted to possess and use electronic devices before school hours, during passing time, at lunch time, and after school hours, provided that the student not commit any abusive use of the device (see paragraph (d)(1). Administrators have the discretion to prohibit student possession or use of electronic devices on school grounds during these times in the event the administration determines such further restrictions are appropriate; an announcement will be given in the event of such a change in permitted use.

d. Electronic devices may be used during class time when specifically approved by the teacher or a school administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a camera during a photography class; student use of a lap top computer for a class presentation).

e. Students may use electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care Plan, or pursuant to a plan developed with the student's parent when the student has a compelling need to have the device (e.g., a student whose parent is in the hospital could be allowed limited use of the cell phone for family contacts, so the family can give the student updates on the parent's condition).

4. Violations

a. Prohibited Use of Electronic Devices: Students shall not use electronic devices for: (a) activities which disrupt the educational environment; (b) illegal activities in violation of state or federal laws or regulations; (c) unethical activities, such as cheating on assignments or tests; (d) immoral or pornographic activities; (e) activities in violation of Board or school policies and procedures relating to student conduct and harassment; (f) recording others (photographs, videotaping, sound recording, etc.) or otherwise transmitting images and/or sounds of another person or persons without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public; (g) "sexting;" or (h) activities which invade the privacy of others. Such student misuses will be dealt with as serious school violations, and immediate and appropriate disciplinary action will be imposed, including, but not limited to, suspension and expulsion from school.

b. Disposition of Confiscated Electronic Devices: Electronic devices possessed or used in violation of this policy may be confiscated by school personnel and returned to the student or parent/guardian at an appropriate time. If an electronic device is confiscated, the electronic device shall be taken to the school's main office to be identified, placed in a secure area, and returned to the student and/or the student's parent/guardian in a consistent and orderly way.

i. First Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student

personally comes to the school's main office and retrieves the electronic device.

ii. Second Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and his/her parent/guardian and the school principal or assistant principal. The electronic device shall remain in the possession of the school administration until the student personally comes to the school's main office and retrieves the electronic device and a conference between the student and the school principal occurs. The student will be required to put the electronic device in the school's main office in a designated area when they arrive at school the following morning and then pick it up at the end of the day. The number of days that the electronic device is in the school's main office for the day will be determined by the principal.

iii. Third Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration, a conference between the student and his/her parent/guardian and the school principal or assistant principal, and suspension of the student from school. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.

c. Penalties for Prohibited Use of Electronic Devices: Students who receive a "sexting" message are to report the matter to a school administrator and then delete such message from their electronic device. Students shall not participate in sexting or have any "sexting" message on their electronic devices regardless of when the message was received while on school grounds or at a school activity. Students who violate the prohibitions of this policy shall be subject to the imposition of appropriate disciplinary action, up to and including expulsion, provided that at a minimum the following penalties shall be imposed:

i. Students found in possession of a "sexting" message shall be subject to a one (1) day suspension from school.

ii. Students who send or encourage another to send a "sexting" message shall be subject to a five (5) day suspension from school.

5. Reporting to Law Enforcement: Violations of this policy regarding the prohibited use of electronic devices that may constitute a violation of federal or state laws and regulations, including, but not limited to, the Nebraska Child Protection Act or the Nebraska Child Pornography Prevention Act shall be reported to appropriate legal authorities and law enforcement.
6. Responsibility for Electronic Devices. Students or their parents/guardians are expected to claim a confiscated electronic device within ten (10) days of the date it was relinquished. The school shall not be responsible, financially or otherwise, for any unclaimed electronic devices. By bringing such devices to school, students and parents authorize the school to dispose of unclaimed devices at the end of each semester. The District is not responsible

for the security and safekeeping of students' electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.

Legal Reference: LB 140 (2025)

Date of Adoption: [Insert Date]

Policy and AR Name Changes

Old		New
AR 5001.2.1	--	AR 5001.1.1
AR 5001.2.2	--	AR 5001.1.2
AR 5001.3	--	AR 5001.1.3
AR 5001.4	--	AR 5001.2
6113	--	6119

Surplus List
July 16, 2025

Number	Item / Description	Other Info
1	grey cabinet with small safe	
1	heavy wood desk with stickers	
1	rolling cart with plastic drawers	
4	black cabinets with 6 drawers and 1 side door	
3	damaged regulators for gas tanks	thrown away
1	box of oxidized welding electrodes	thrown away
several pair	welding gloves with holes burned in	thrown away
several	damaged welding lenses no longer safe for use	thrown away
several	soil surveys from 1972 that were water damaged	thrown away











Side by Side Pricing

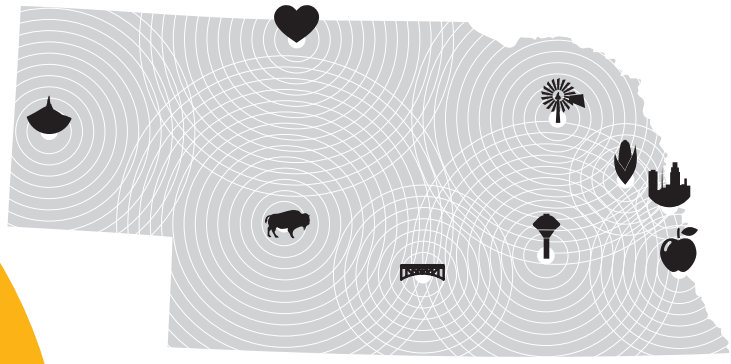
Year	Make	Model	Passengers	Engine Size	Horsepower	Price	Dealer	Price Type	Contact
2023	John Deere	Gator XUV 590M (New)	2	586cc	32	$15,210.00	Agrivision of Pender	Quote	Matt Heineman
2023	John Deere	Gator XUV 835M (New)	2	812cc	54	$21,675.00	Agrivision of Pender	Quote	Matt Heineman
2024	Kawasaki	Mule Pro TXR 1000 (New)	2	999cc	53	$14,479.00	B & B Cycle of Norfolk	Online Price	
2024	Can-Am	Defender Max DPS HD7 (New)	4	650cc	52	$16,899.00	Big Sioux Powersports of Sioux Falls	Online Price	
2025	Can-Am	Defender DPS HD9	2	976cc	65	$17,299.00	Big Sioux Powersports of Sioux Falls	Online Price	
2025	Polaris	Ranger SP 570 Premium	2	567cc	44	$12,499.00	Motoplex of Norfolk	Online Price	
2025	Can-Am	Defender DPS HD-7	2	650cc	52	$14,399.00	Motoplex of Norfolk	Online Price	
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2024	Kubota	Sidekick, RTVXG850WLH24 (New)	2	851cc	54	$17,855.46	Rush Kubota of West Point	Quote	Maci Johnson
2025	Polaris	Ranger 570	2	567cc	44	$10,995.00	Taggarts Power Sports of Hinton IA	Online Price	
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2025	Polaris	Ranger 1000 Premium	2	999cc	61	$14,995.00	Taggarts Power Sports of Hinton IA	Online Price	
2025	Polaris	Ranger SP 570	2	567cc	44	$10,295.00	Verne Eide Motoplex of Sioux Falls	Online Price	
2025	Kawasaki	Mule Pro-MX LE	2	695cc	40	$11,995.00	Verne Eide Motoplex of Sioux Falls	Online Price	
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2025	Kawasaki	Mule Pro-FXT 1000 LE Ranch Edition	3 or 6 Adjustable	999cc	53	$15,995.00	Verne Eide Motoplex of Sioux Falls	Online Price	
2025	Kawasaki	Mule Pro-MX EPS	2	695cc	40	$11,999.00	Yankton Motorsports	Online Price	
2025	Can-Am	Defender DPS HD7	2	650cc	52	$14,399.00	Yankton Motorsports	Online Price	

Side by Side Pricing

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NASB
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2025 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

Valentine - Gering - Kearney - York - Norfolk - North Platte - Omaha - Nebraska City - Fremont

www.NASBonline.org

2025 REGISTRATION

REGISTER NOW FOR THE MEETING NEAREST YOU

Tuesday, August 19	Valentine	Register by Aug 13
Wednesday, August 20	Gering	Register by Aug 13
Thursday, August 21	Kearney	Register by Aug 13
Tuesday, August 26	York	Register by Aug 21
Wednesday, August 27	Norfolk	Register by Aug 21
Wednesday, September 3	North Platte	Register by Aug 28
Tuesday, September 9	Omaha	Register by Sept 4
Wednesday, September 10	Nebraska City	Register by Sept 4
Wednesday, September 24	Fremont	Register by Sept 18

TO REGISTER

Go to www.NASBonline.org, and log in using your email and password. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

Registration fees for each meeting and dinner are as follows:

NASB Member Registration	$89
Cancellation Fee	$25

No refunds after the registration deadlines.

2025 AGENDA

4:30 PM - REGISTRATION, NETWORKING & EXHIBITORS
5:00 PM - OPENING SESSION
5:10 PM - LEGISLATIVE UPDATE
5:35 PM - BREAK & EXHIBITORS
5:50 PM - TRAINING SESSIONS #1
6:30 PM - BREAK & EXHIBITORS
6:45 PM - TRAINING SESSIONS #2
7:25 PM - NETWORKING DINNER & AWARDS/RECOGNITION

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING





2025 SESSION BREAKDOWN

5:00 PM - WELCOME & OPENING SESSION
JOHN SPATZ, NASB EXECUTIVE DIRECTOR AND MEMBERS OF THE NASB BOARD OF DIRECTORS

5:10 PM - LEGISLATIVE UPDATE
WHAT THEY ATE, WHAT GOT COLD, AND WHAT'S STILL ON THE TABLE
COLBY COASH, NASB ASSOCIATE EXECUTIVE DIRECTOR AND DIRECTOR OF GOVERNMENT RELATIONS

5:50 PM - TRAINING SESSIONS 1

BRAIN SCIENCE – FEAR AND ANXIETY VS EXECUTIVE FUNCTION ... The mental health of students and staff has taken center stage in recent years, especially as social media and other external influences increasingly affect brain development. This session will explore the neuroscience behind fear and anxiety and how they interact with executive function – the brain's ability to manage emotions, focus attention, and make decisions. We will discuss how toxic stress impacts brain development and how we can develop more resilient school districts, school buildings, classrooms, and students. - *John Spatz, Executive Director*

WHAT'S NEW WITH SPARQ DATA SOLUTIONS? ... Learn about our newest product, Sparq Online Publishing. We will walk you through the functionality and how this new application will increase visibility, improve your ability to update your policies quickly and efficiently, and streamline how you receive updates from NASB. Additionally, we will walk through changes and updates to our Sparq Negotiations and Meetings platforms. - *Darion Miller & Nicole Kobus, Sparq Data Solutions*

IT'S NOT JUST WHAT YOU DO ... IT'S HOW YOU DO IT: STRATEGIES TO TAKE YOUR GOVERNANCE TEAM TO THE NEXT LEVEL ... Evaluation of the superintendent and board is the first step toward reciprocal accountability and contributes to a high functioning board-superintendent relationship. Explore board responsibilities, with a focus on cultivating a high-performing leadership team. Whether you are a new board member or an experienced leader, you will gain practical insights and resources to help the board lead with purpose and model accountability through evaluation and self-assessment. - *Marcia Herring, Caden Frank, Stacie Higgins, and Stephanie Summers, NASB Board Leadership*

6:45 PM - TRAINING SESSIONS 2

WHAT MAKES POOLING UNIQUE AND BENEFICIAL FOR SCHOOLS? ... If you're new to your district, new to serving on the school board, or your district is new to ALICAP, this session is perfect for you! We will cover how being a member owner of a pool is exceptional, but also fiscally savvy, for your public school. Public entities are allowed to self-insure, and ALICAP is a prime example of that permission. Come listen to how pooling works best for you and how your school can maximize membership. - *Megan Boldt, Associate Executive Director, Director of ALICAP/Insurance*

CELL PHONES, DRESS CODES, PARENTAL INVOLVEMENT, AND WHAT!? ... The big topics our Legislature dealt with this year, plus the ones they still aren't done with. We haven't seen the last of a few big ideas that were tabled this time around. - *Jim Luebbe, Director of Policy*

FROM VISION TO IMPACT: DRIVING STRATEGIC ALIGNMENT THROUGH COMMUNITY ENGAGEMENT ... Strategic planning is a visionary roadmap sustained through community trust. We will explore how the board leads and supports a process that is inclusive, transparent, and aligned with district priorities. Learn how to engage stakeholders to ensure goals, initiatives, and resources are connected, and get the tools and strategies to help align vision with action to drive lasting impact. - *Marcia Herring, Caden Frank, Stacie Higgins, and Stephanie Summers, NASB Board Leadership*

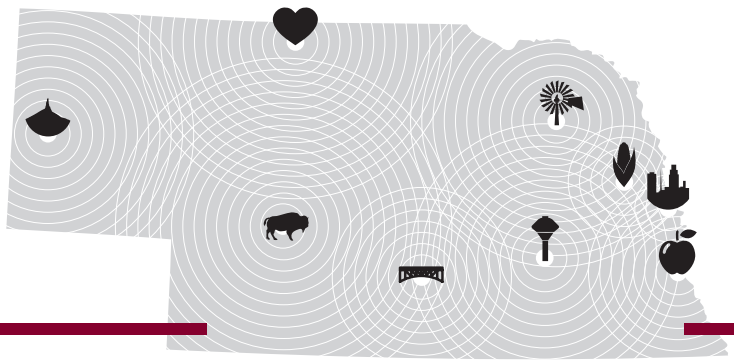
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