

Board of Education Regular Meeting  
Monday, March 8, 2021 7:30 PM  
Saline County School District 76-0068  
501 Main Street  
Friend, NE 68359-0067

### **Board of Education Goals**

- **Allocate resources to effectively and efficiently meet the educational needs of the district.**
- **Ensure vertically and horizontally aligned curriculum.**
- **Implement a district instructional program based on current research and best practice.**
- **Provide facilities that maximize student learning opportunities.**

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Approval of the agenda
6. Consent Agenda
  - 6.1. Hold for discussion and for possible action approval of the following items:
    - 6.1.1. Minutes of prior meeting(s)
    - 6.1.2. Treasurer's report
    - 6.1.3. Receipts
    - 6.1.4. Expenditures
    - 6.1.5. Claims for payment
7. Public Forum: Recognition of visitors, delegations, and reading of communications.
8. Reports

8.1. Committee:

8.1.1. Transportation, Building and Grounds, Facilities

8.1.2. Negotiations

8.2. Administration

8.2.1. Principal's Report

8.2.2. Superintendent

9. Action Items

9.1. Approve Superintendent Contract- Derek Anderson

9.2. Approve K-12 Principal contract- Liz Stutzman

9.3. Accept Teacher Resignations- Devin Rethman

9.4. Approval to offer an initial employment contracts to Khrystyne Elsberry, Middle School Language Arts and Hayley Heath, K-12 Music for the 2021-2022 school year.

9.5. Approve Friend COVID leave plan

9.6. Consideration and possible action to Review and Update policies: 6260, 6270, 6280, 6281, 6282, 6283

10. Discussion Items

10.1. Greenhouse Bid- Updated

11. Adjournment

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

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**(Agenda items only)** Public comment time is the time to request to speak to items listed on this agenda. The public forum is available for interested parties that are not part of any formal presentation regarding a specific agenda item. Patrons wishing to address the board need to request to be recognized by the Board President or Chair of the meeting prior to the beginning of the meeting.

**(Non agenda item)** this is the time to request to speak to any nonagenda topic concerning the school district. Since it is not an agenda item, the board cannot discuss or take action at this time. The BOE may choose to place the item on a future agenda for consideration &/or action.

Time Limit: The Board President of chair for the meeting shall have the authority to establish reasonable time limits for individual speakers (generally five minutes) and for the duration of public forum sessions.

Personnel or Student Topic: Patrons wishing to address the board regarding a personnel or student issue need to understand that Board policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions or comments directed toward or about individual staff members and/or students. Patrons are cautioned that slanderous comments are not protected just because they are made at Board meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

This agenda contains a list of subjects known at the time of its distribution. A copy of the agenda reflecting any changes will be available for public inspection during normal business hours in the office of the Superintendent. Except for the items of an emergency nature, the agenda will not be enlarged later than 24 hours before the scheduled start of the meeting.

## Board of Education Working Meeting

Saline County School District 76-0068

501 Main Street

Friend, NE 68359-0067

Monday, February 8, 2021 7:00 PM

Tyler Bartels: Present

Tiffany Shonerd: Present

Scott Spohn: Present

Jamie Tuttle: Present

Nancy Vossler: Present

Megan Weber: Present

1. Call to Order and Roll Call

2. Notice of Open Meeting Act- Posted

3. Approval of Agenda

Move to approve agenda, Passed with a motion by Scott Spohn and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

4. Superintendent search planning with NRCSA

Fred Helmink and Mark Norvell of NRCSA reviewed the process our BOE will use to hire a new superintendent. Applications are due by February 17, and pre-interview meetings with staff and community will be on February 24. Interviews with selected candidates will be Saturday, February 27.

5. Adjourn

Move to adjourn at 7:43 pm Passed with a motion by Nancy Vossler and a second by Tiffany Shonerd.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

Posted Locations:

- Friend Sentinel (published)
- Post Office - Friend
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: 02/03/2021

**Board of Education Regular Meeting**

Saline County School District 76-0068

501 Main Street

Friend, NE 68359-0067

Monday, February 8, 2021 7:30 PM

Tyler Bartels: Present  
Tiffany Shonerd: Present  
Scott Spohn: Present  
Jamie Tuttle: Present  
Nancy Vossler: Present  
Megan Weber: Present

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Approval of the agenda

Move to approve agenda as presented Passed with a motion by Scott Spohn and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

6. Consent Agenda

Approve consent agenda as presented, Passed with a motion by Nancy Vossler and a second by Jamie Tuttle.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

6.1. Hold for discussion and for possible action approval of the following items:

6.1.1. Minutes of prior meeting(s)

6.1.2. Treasurer's report

6.1.3. Receipts

6.1.4. Expenditures

#### 6.1.5. Claims for payment

7. Public Forum: Recognition of visitors, delegations, and reading of communications.

### 8. Reports

#### 8.1. Committee:

##### 8.1.1. Activities

Activities Committee met on February 3, 2021, with Exeter-Milligan representatives. Annual overview of co-ops was discussed. Sharing of Ag and Science teachers were discussed, with several options reviewed. Football programs, both junior high and high school, were reviewed. An option for additional business and Spanish classes is wanted, but there are difficulties in scheduling. A feasibility study between E-M and Fillmore Central needs to be completed before any further discussions take place.

#### 8.2. Administration

##### 8.2.1. Principal's Report

Mrs. Stutzman reviewed all the events and happenings at our school during the past month.

##### 8.2.2. Superintendent

Mr. Kraus discussed recent snow day cancellations. NRCSA conference will be in person this spring. Mr. Kraus, Paul Segner, Scott Vyhnaek and Amy Kohtz visited several greenhouses in surrounding communities. New e-rate bids are final, and new access points are planned. He thanked Tuttle Inc for providing an opportunity for selected students to tour their business.

### 9. Action Items

9.1. Consideration and possible action to Review and Update policies: 6210, 6212, 6220, 6230, 6240, 6241

Move to review and update BOE policies: 6210, 6212, 6220, 6230, 6240 and 6241, as presented. Passed with a motion by Scott Spohn and a second by Jamie Tuttle.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

### 10. Discussion Items

10.1. Disposal or possible selling of outdated sports uniforms

Mrs. Stutzman would like to sell old uniforms and jerseys to organize and clean our athletic storerooms. She would like to sell them at next week's basketball game, and on the school's Facebook page.

## 10.2. Friend/Exeter/Milligan coop update

Mrs. Tuttle asked all board members to further discuss the results of the February 3rd Activity Committee with E-M. Sharing of Ag and Science teachers will be reviewed.

## 10.3. Discuss with the possible approval of extending Families First Coronavirus Response Act (FFCRA)

Mr. Kraus asked if the BOE is interested in extending FFCRA leave past the end of the calendar year 2020. No decision made at this time, will be revisited next month. Mr. Kraus will draft a policy.

## 10.4. Superintendent search update

We will plan to have a 6:30pm Work Session on February 24, 2021, to discuss superintendent contract, prior to meeting with NRCSA search committee.

## 11. Adjournment

Motion to adjourn at 8:47pm Passed with a motion by Scott Spohn and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

## Posted Locations:

- Friend Sentinel (published)
- Post Office - Friend
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: 01/27/2021

**Board of Education Working Meeting**  
Saline County School District 76-0068  
501 Main Street  
Friend, NE 68359-0067  
Wednesday, February 24, 2021 6:30 PM

Tyler Bartels: Present  
Tiffany Shonerd: Present  
Scott Spohn: Present  
Jamie Tuttle: Present  
Nancy Vossler: Present  
Megan Weber: Present

1. Call to Order and Roll Call
2. Notice of Open Meeting Act- Posted
3. Approval of Agenda

Approve the agenda as presented Passed with a motion by Tiffany Shonerd and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

4. Selection of Superintendent Finalists and Interview questions

Move to select the following candidates for interviews: Drew Billeter, Daniel Kluver, Dr. Ryan O'Grady, Derek Anderson, and Candidate B as an alternate Passed with a motion by Jamie Tuttle and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

Fred Helmick and Mark Norvell of NRCSA led the Board in discussion of the Superintendent candidates.

5. Adjourn-

A. Next meeting: 8:15 a.m., Saturday, February 27, 2021

Move to adjourn at 8:55 pm Passed with a motion by Scott Spohn and a second by Tyler Bartels.  
Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

Posted Locations:

- Friend Sentinel
- Post Office - Friend
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: 02/17/2021

**Board of Education Special Meeting**  
Saline County School District 76-0068  
501 Main Street  
Friend, NE 68359-0067  
Saturday, February 27, 2021 8:15 AM

Tyler Bartels: Present  
Tiffany Shonerd: Present  
Scott Spohn: Present  
Jamie Tuttle: Present  
Nancy Vossler: Present  
Megan Weber: Present

1. Call to Order and Roll Call
2. Notice of Open Meeting Act- Posted
3. Board review of candidate background checks
4. Pre-interview items

Fred Helmick and Mark Norvell of NRCSA reviewed the procedures for today's interviews.

5. Conduct Interviews

Interviews were conducted with Derek Anderson, Daniel Kluver, Ryan O'Grady and Ken Booth.

6. Receive feedback from: Community and Faculty/Staff Representatives, the Administrative Team. Board deliberation.

Adam Gordon and Shelly Bresson gave feedback from the community committee. Amy Hottovy and Brian Arp gave feedback from the staff committee. Liz Stutzman and Michele Johnson-Clouse gave their thoughts on their meetings. Board members summarized their opinions on the four candidates.

7. Offer a contract to one of the finalists with exact contract details to be determined at a later date.

Motion to offer a contract to Derek Anderson as Superintendent of Friend Public School beginning of the 2021-2022 school year and to allow contract negotiations to take place between the president and Derek Anderson. Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

Move to go into Executive Session at 4:37 pm Passed with a motion by Scott Spohn and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

Move to come out of Executive Session at 4:49pm Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

## 8. Adjourn

Move to adjourn meeting at 4:50 pm Passed with a motion by Nancy Vossler and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

## Posted Locations:

- Friend Sentinel
- Post Office - Friend
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: 2/17/2021



02-1-01510-000-000	DEPR - INVESTMENT INCOME - Interest on Investments	(\$64.92)	(\$900.00)	(\$587.53)	65.28
02-1-05200-000-000	DEPR - OTHER FINANCING SOURCES - Trsf from General Fund	\$0.00	(\$200,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 02 - Depreciation Fund</b>		<b>(\$64.92)</b>	<b>(\$200,900.00)</b>	<b>(\$587.53)</b>	<b>0%</b>
<b>SCHOOL NUTRITION FUND</b>					
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$84.70)	(\$63,300.00)	(\$6,422.95)	10.14
06-1-01612-000-000	SN - DAILY SALES - SCHOOL BREAKFAST PROGRAM	\$0.00	(\$3,900.00)	\$0.00	0.00
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$23.10)	(\$2,800.00)	(\$1,733.50)	61.91
06-1-01650-000-000	SN - DAILY SALES - SUMMER FOOD PGM	(\$13,249.49)	\$0.00	(\$44,861.39)	0.00
06-1-01990-000-000	SN - VENDING SALES	\$0.00	\$0.00	(\$139.67)	0.00
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	\$0.00	(\$550.00)	(\$23,453.99)	4,264.36
06-1-04210-000-000	SN - Federal Reimbursement	\$0.00	(\$57,527.00)	\$0.00	0.00
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	\$0.00	(\$26,000.00)	(\$5,000.00)	19.23
06-1-09001-000-000	SN - Non Pgm Rcpts - Interfund Loan from GF	(\$12,000.00)	\$0.00	(\$12,000.00)	0.00
<b>Subtotal of Element: [Fund] 06 - Lunch Fund</b>		<b>(\$25,357.29)</b>	<b>(\$154,077.00)</b>	<b>(\$93,611.50)</b>	<b>61%</b>
<b>BOND FUND</b>					
07-1-01100-000-000	BF - LOCAL - RE & PP TAXES LEVIED	(\$13,206.27)	(\$459,000.00)	(\$251,613.88)	54.81
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	\$0.00	\$0.00	(\$77.14)	0.00
07-1-01140-000-000	BF - LOCAL - Penalties & Interest on Taxes	(\$234.15)	\$0.00	(\$744.48)	0.00
07-1-01510-000-000	BF - LOCAL - INTEREST ON INVESTMENTS	(\$8.44)	(\$8,500.00)	(\$461.00)	5.42
07-1-03130-000-000	BF - STATE - HOMESTEAD EXEMPTION	\$0.00	(\$4,000.00)	\$0.00	0.00
07-1-03131-000-000	BF - STATE - PROPERTY TAX CREDIT	(\$2,978.57)	(\$34,000.00)	(\$2,978.57)	8.76
07-1-03132-000-000	BF - STATE - Personal Property Tax Credit	\$0.00	(\$2,000.00)	\$0.00	0.00
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$1,000.00)	(\$434.92)	43.49
					0.00
<b>Subtotal of Element: [Fund] 07 - Bond Fund</b>		<b>(\$16,427.43)</b>	<b>(\$508,500.00)</b>	<b>(\$256,309.99)</b>	<b>50%</b>
<b>SPECIAL BUILDING FUND</b>					
08-1-01100-000-000	SB - LOCAL - RE & PP TAXES LEVIED	(\$1,320.39)	(\$50,000.00)	(\$25,127.35)	50.25
08-1-01115-000-000	SB - LOCAL - CARLINE TAXES	\$0.00	\$0.00	(\$7.71)	0.00
08-1-01140-000-000	SB - LOCAL - Penalties & Interest on Taxes	(\$23.38)	\$0.00	(\$59.60)	0.00
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$305.71)	(\$7,000.00)	(\$2,472.44)	35.32
08-1-03131-000-000	SB - STATE - PROPERTY TAX CREDIT	(\$297.85)	\$0.00	(\$297.85)	0.00
08-1-03180-000-000	SB - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$250.00)	(\$45.73)	18.29
<b>Subtotal of Element: [Fund] 08 - Special Building Fund</b>		<b>(\$1,947.33)</b>	<b>(\$57,250.00)</b>	<b>(\$28,010.68)</b>	<b>49%</b>

# Friend Public School

## Account Summary Report

## EXPENDITURES

Cycle: FY20-21; Begin Date: 02/01/2021; End Date: 02/28/2021; Account Type: Expenditure; Created On: 3/2/2021 10:31:29 AM

Account Code	Description	Actual - FEB	Budget (YTD)	Actual (YTD)	% of Budget
<b>General Fund</b>					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$45,243.91	\$578,750.00	\$288,371.66	49.82
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$35,043.47	\$420,500.00	\$210,410.82	50.03
01-2-01100-112-001-00	REG INST - Salaries - Paras and Assistants - Sec	\$811.86	\$10,250.00	\$4,705.89	45.91
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$4,631.02	\$60,000.00	\$28,774.35	47.95
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$437.89	\$3,000.00	\$1,017.74	33.92
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$535.44	\$25,000.00	\$10,511.69	42.04
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$617.92	\$35,000.00	\$10,566.00	30.18
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$8,556.59	\$103,750.00	\$51,762.30	49.89
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$150.08	\$600.00	\$480.48	80.08
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$3,249.00	\$20,000.00	\$13,357.00	66.78
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$12,795.63	\$180,000.00	\$97,554.48	54.19
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$239.44	\$3,200.00	\$1,479.24	46.22
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$10,246.57	\$130,000.00	\$74,017.11	56.93
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$194.59	\$2,350.00	\$1,167.54	49.68
01-2-01100-212-002-01	REG INST - Group Insurance - LTD - Paras - Elem	\$14.21	\$170.00	\$85.26	50.15
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,034.92	\$51,500.00	\$25,599.01	49.70
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,574.87	\$30,900.00	\$15,483.55	50.10
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$296.89	\$1,750.00	\$1,323.74	75.64
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$381.21	\$4,550.00	\$2,239.71	49.22
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$40.95	\$1,950.00	\$802.76	41.16
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$47.28	\$2,700.00	\$808.30	29.93
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$3,993.89	\$67,000.00	\$25,240.50	37.67
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$2,612.58	\$43,000.00	\$15,644.37	36.38
01-2-01100-232-001-00	REG INST - Retirement - Paras and Assistants - Sec	\$140.67	\$1,800.00	\$858.54	47.69
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$343.78	\$4,400.00	\$2,120.77	48.19
01-2-01100-233-001-00	REG INST - Retirement - Substitute Teachers - Sec	\$0.00	\$0.00	\$74.83	0.00
01-2-01100-237-001-00	REG INST - Retirement Increase - Sec	\$1,366.94	\$0.00	\$8,653.51	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - Elem	\$977.40	\$0.00	\$5,873.34	0.00
01-2-01100-262-002-00	REG INST - Unemployment Comp - Paras - Elem	\$0.00	\$0.00	\$268.10	0.00
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - Sec	\$0.00	\$1,900.00	\$1,899.00	99.94
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - Elem	\$0.00	\$1,300.00	\$1,300.00	100.00
01-2-01100-272-002-00	REG INST - Workers Comp - Paras and Assistants - Elem	\$0.00	\$130.00	\$130.00	100.00
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers - Sec	\$0.00	\$6,700.00	\$9,617.61	143.54
01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$0.00	\$8,300.00	\$12,793.72	154.14
01-2-01100-291-001-00	REG INST - Other Employee Benefits - Teachers - Sec	\$41.61	\$0.00	\$282.44	0.00

01-2-01100-291-002-00	REG INST - Other Employee Benefits - Teachers - Elem	\$101.89	\$0.00	\$589.56	0.00
01-2-01100-292-001-00	REG INST - Other Employee Benefits - Paras - Sec	\$0.00	\$1,300.00	\$0.00	0.00
01-2-01100-292-002-00	REG INST - Other Employee Benefits - Paras - Elem	\$0.00	\$1,400.00	\$0.00	0.00
01-2-01100-320-002-00	REG INST - Prof Educ Services - Elem	\$0.00	\$0.00	\$530.00	0.00
01-2-01100-330-001-00	REG INST - Employee Training - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-333-001-00	REG INST - Mileage Paid to Staff - Sec	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-340-001-MU	REG INST - Contracted Piano Accompanist - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-382-001-SP	REG INST - Distance Ed - Spanish	\$0.00	\$11,000.00	\$11,000.00	100.00
01-2-01100-430-002-00	REG INST - Repairs and Maintenance Services - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - Sec	\$371.72	\$7,500.00	\$2,520.92	33.61
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$371.72	\$7,500.00	\$3,350.01	44.66
01-2-01100-580-001-00	REG INST - Travel - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-580-002-00	REG INST - Travel - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - Sec	\$0.00	\$100,000.00	\$389.63	0.38
01-2-01100-610-001-AG	REG INST - Supplies - Agri	\$0.00	\$2,500.00	\$731.71	29.26
01-2-01100-610-001-AR	REG INST - Supplies - Art - Sec	\$8.09	\$1,000.00	\$576.65	57.66
01-2-01100-610-001-FC	REG INST - Supplies - FACS	\$69.67	\$2,000.00	\$577.82	28.89
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - Sec	\$521.08	\$1,000.00	\$609.79	60.97
01-2-01100-610-001-MA	REG INST - Supplies - Math - Sec	\$0.00	\$1,000.00	\$18.92	1.89
01-2-01100-610-001-MU	REG INST - Supplies - Music - Sec	\$0.00	\$2,000.00	\$222.48	11.12
01-2-01100-610-001-PE	REG INST - Supplies - PE/Health - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-SC	REG INST - Supplies - Science - Sec	\$49.21	\$2,000.00	\$402.53	20.12
01-2-01100-610-001-SH	REG INST - Supplies - Shop	\$97.43	\$3,000.00	\$2,319.19	77.30
01-2-01100-610-001-SP	REG INST - Supplies - Spanish	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - Sec	\$0.00	\$500.00	\$309.00	61.80
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$0.00	\$99,860.00	\$883.79	0.88
01-2-01100-610-002-AR	REG INST - Supplies - Art - Elem	\$0.00	\$1,000.00	\$511.38	51.13
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - Elem	\$0.00	\$2,000.00	\$875.02	43.75
01-2-01100-610-002-MA	REG INST - Supplies - Math - Elem	\$0.00	\$3,000.00	\$146.70	4.89
01-2-01100-610-002-MU	REG INST - Supplies - Music - Elem	\$0.00	\$3,000.00	\$35.08	1.16
01-2-01100-610-002-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-002-SC	REG INST - Supplies - Science - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-SS	REG INST - Supplies - Social Studies - Elem	\$0.00	\$200.00	\$0.00	0.00
01-2-01100-640-001-AG	REG INST - Books and Periodicals - Agri	\$0.00	\$3,000.00	\$0.00	0.00
01-2-01100-640-001-FC	REG INST - Books and Periodicals - FACS	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-001-LA	REG INST - Books and Periodicals - Lang Arts - Sec	\$0.00	\$2,000.00	\$1,145.23	57.26
01-2-01100-640-001-MA	REG INST - Books and Periodicals - Math - Sec	\$0.00	\$1,000.00	\$3,716.68	371.66
01-2-01100-640-001-PE	REG INST - Books and Periodicals - PE/Health - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$5,000.00	\$1,070.97	21.41
01-2-01100-640-002-MA	REG INST - Books and Periodicals - Math - Elem	\$0.00	\$10,000.00	\$7,270.60	72.70
01-2-01100-640-002-MU	REG INST - Books and Periodicals - Music - Elem	\$0.00	\$2,000.00	\$1,819.45	90.97

01-2-01100-640-002-SC	REG INST - Books and Periodicals - Science - Elem	\$0.00	\$13,000.00	\$926.11	7.12
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - Sec	\$33.00	\$10,000.00	\$2,137.00	21.37
01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$0.00	\$10,000.00	\$2,439.00	24.39
01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$0.00	\$1,000.00	\$260.91	26.09
01-2-01100-650-001-MU	REG INST - Tech Supplies - Music - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-650-001-SH	REG INST - Tech Supplies - Shop	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-650-001-SS	REG INST - Software/Tech - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-650-001-TE	REG INST - Tech Supplies - Tech Class - Sec	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - Elem	\$0.00	\$1,000.00	\$318.95	31.89
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - Sec	\$0.00	\$10,000.00	\$0.00	0.00
01-2-01100-734-002-00	REG INST - Tech-Related Hardware - Elem	\$0.00	\$10,000.00	\$0.00	0.00
01-2-01100-735-001-00	REG INST - Technology Software - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-810-001-00	REG INST - Dues and Fees - Sec Staff	\$0.00	\$3,000.00	\$80.00	2.66
01-2-01100-810-001-01	REG INST - Field Trips Students - Secondary	\$0.00	\$200.00	\$38.00	19.00
01-2-01100-810-001-AG	REG INST - Dues & Fees - Agri	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-810-001-MU	REG INST - Dues & Contest Fees - Music - Sec	\$0.00	\$1,100.00	\$0.00	0.00
01-2-01100-810-001-SS	REG INST - Dues & Fees - Social Studies - Sec	\$0.00	\$250.00	\$135.00	54.00
01-2-01100-810-002-00	REG INST - Dues & Fees - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-810-002-01	REG INST - Field Trips Students - Elementary	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01115-565-001-00	SENCAP - Tuition to Postsecondary Schools	\$0.00	\$8,000.00	\$4,053.00	50.66
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$4,602.75	\$61,400.00	\$27,617.34	44.97
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$2,553.57	\$19,250.00	\$11,741.97	60.99
01-2-01190-121-002-00	EARLY - Salaries - Subs - Teachers	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01190-211-002-00	EARLY - Group Insurance - BCBS Teachers	\$1,418.18	\$18,950.00	\$9,925.97	52.37
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$27.91	\$335.00	\$167.46	49.98
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$11.29	\$85.00	\$63.53	74.74
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$343.14	\$4,600.00	\$2,058.43	44.74
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$196.21	\$1,500.00	\$903.11	60.20
01-2-01190-223-002-00	EARLY - Social Security - Subs - Teachers	\$0.00	\$75.00	\$0.00	0.00
01-2-01190-231-002-00	EARLY - Retirement - Teachers	\$341.68	\$5,800.00	\$2,050.02	35.34
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$189.56	\$1,850.00	\$769.09	41.57
01-2-01190-237-002-00	EARLY - Retirement Increase	\$175.64	\$0.00	\$931.18	0.00
01-2-01190-271-002-00	EARLY - Workers Comp - Teachers	\$0.00	\$185.00	\$186.00	100.54
01-2-01190-272-002-00	EARLY - Workers Comp - Paras	\$0.00	\$60.00	\$56.00	93.33
01-2-01190-281-002-00	EARLY - Health Benefits - HSA Teachers	\$0.00	\$3,450.00	\$3,208.81	93.00
01-2-01190-330-002-00	EARLY - Employee Training	\$0.00	\$500.00	\$0.00	0.00
01-2-01190-610-002-00	EARLY - General Supplies	\$0.00	\$2,000.00	\$572.13	28.60
01-2-01190-643-002-00	EARLY - Web/Cloud Based Software	\$0.00	\$0.00	\$299.99	0.00
01-2-01300-111-002-00	SUMMER - Salaries - Teachers - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01300-221-002-00	SUMMER - Social Security - Teachers - Elem	\$0.00	\$200.00	\$0.00	0.00
					0.00
	<b>Regular Education</b>	<b>\$151,104.35</b>	<b>\$2,300,000.00</b>	<b>\$1,037,837.47</b>	<b>0.45</b>

01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$5,946.65	\$71,480.00	\$36,009.90	50.37
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$7,636.13	\$91,750.00	\$46,046.78	50.18
01-2-01200-112-001-00	SPED SA - Salaries - Paras - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-112-002-00	SPED SA - Salaries - Paras -Elem	\$1,353.09	\$20,000.00	\$7,843.17	39.21
01-2-01200-122-001-00	SPED SA - Salaries - Subs - Paras - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-122-002-00	SPED SA - Salaries - Subs - Paras -Elem	\$0.00	\$750.00	\$285.01	38.00
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers	\$144.00	\$5,000.00	\$144.00	2.88
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$144.00	\$5,000.00	\$576.00	11.52
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$1,675.60	\$23,750.00	\$12,940.48	54.48
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$26.34	\$320.00	\$158.04	49.38
01-2-01200-211-002-00	SPED SA - Group Insurance - BCBS - Teachers -Elem	\$288.94	\$4,075.00	\$2,225.70	54.61
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$42.68	\$525.00	\$256.08	48.77
01-2-01200-212-002-00	SPED SA - Group Insurance LTD Paras -Elem	\$7.22	\$100.00	\$43.32	43.32
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$446.89	\$5,500.00	\$2,726.51	49.57
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$563.75	\$6,800.00	\$3,399.01	49.98
01-2-01200-222-001-00	SPED SA - Social Security - Aides - Sec	\$0.00	\$100.00	\$0.00	0.00
01-2-01200-222-002-00	SPED SA - Social Security - Aides -Elem	\$96.08	\$1,200.00	\$577.58	48.13
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$11.02	\$400.00	\$11.02	2.75
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$11.02	\$400.00	\$44.07	11.01
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$441.44	\$7,100.00	\$2,665.76	37.54
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$566.87	\$6,850.00	\$3,418.29	49.90
01-2-01200-232-001-00	SPED SA - Retirement - Aides - Sec	\$0.00	\$2,675.00	\$0.00	0.00
01-2-01200-232-002-00	SPED SA - Retirement - Aides -Elem	\$100.45	\$1,300.00	\$582.25	44.78
01-2-01200-237-001-00	SPED SA - Retirement Increase - Sec	\$145.94	\$0.00	\$881.34	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - Elem	\$220.63	\$0.00	\$1,322.62	0.00
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - Sec	\$0.00	\$250.00	\$248.00	99.20
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers -Elem	\$0.00	\$280.00	\$281.00	100.35
01-2-01200-272-001-00	SPED SA - Workers Comp - Aides - Sec	\$0.00	\$75.00	\$0.00	0.00
01-2-01200-272-002-00	SPED SA - Workers Comp - Aides -Elem	\$0.00	\$135.00	\$260.00	192.59
01-2-01200-281-001-00	SPED SA - Health Benefits -HSA Teachers Sec	\$0.00	\$0.00	\$2,233.32	0.00
01-2-01200-281-002-00	SPED SA - Health Benefits -HSA Teachers Elem	\$0.00	\$0.00	\$389.27	0.00
01-2-01200-317-002-00	SPED SA - Contracted Legal Services -Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-330-001-00	SPED SA - Employee Training - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01200-580-001-00	SPED SA - Travel - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-591-002-00	SPED SA - SRS fees Purch thru ESU6	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01200-610-001-00	SPED SA - General Supplies - Sec	\$0.00	\$108,000.00	\$316.59	0.29
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$25.88	\$109,185.00	\$96.68	0.08
01-2-01200-643-001-00	SPED SA - Web/Cloud Based Software - Sec	\$0.00	\$1,000.00	\$18.81	1.88
01-2-01200-643-002-00	SPED SA - Web/Cloud Based Software -Elem	\$0.00	\$500.00	\$99.00	19.80
01-2-01200-650-001-00	SPED SA - Supplies - Technology Related - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-650-002-00	SPED SA - Supplies - Technology Related -Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-734-001-00	SPED SA - Technology-Related Hardware - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-810-001-00	SPED SA - Dues and Fees - Sec	\$0.00	\$1,000.00	\$0.00	0.00

01-2-01200-810-002-00	SPED SA - Dues and Fees -Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02141-591-001-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Sec	\$0.00	\$20,000.00	\$6,350.70	31.75
01-2-02141-591-001-01	PSYCH - LMHP Services Purch from ESU6 - SA - Sec	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02141-591-002-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Elem	\$0.00	\$25,000.00	\$6,350.69	25.40
01-2-02141-591-002-02	PSYCH - Consultant Svs Purch from ESU6 - SA - Elem	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02142-591-002-00	PSYCH - Psych Eval Svcs Purch from ESU6 - Ages 3-4	\$0.00	\$15,000.00	\$0.00	0.00
01-2-02151-591-001-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Sec	\$0.00	\$35,000.00	\$7,167.71	20.47
01-2-02151-591-001-01	SPEECH - Deaf/HOH Therapy Purch from ESU6 - Sec	\$0.00	\$0.00	\$241.34	0.00
01-2-02151-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Elem	\$0.00	\$100,000.00	\$2,810.42	2.81
01-2-02151-591-002-01	SPEECH - Deaf/HOH Therapy Purch From ESU6 - SA - Elem	\$0.00	\$25,000.00	\$2,172.04	8.68
01-2-02151-591-002-02	SPEECH - Extended SY Purch From ESU6 - SA - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02151-610-002-00	SPEECH - General Supplies - SA - Elem	\$0.00	\$49,000.00	\$0.00	0.00
01-2-02152-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 3-5	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02152-591-002-01	SPEECH - Extended SY Purch From ESU6 - Age 3-5	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02152-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 3-5	\$0.00	\$10,000.00	\$2,367.96	23.67
01-2-02152-610-002-00	SPEECH - Supplies - Age 3-5	\$0.00	\$0.00	\$444.38	0.00
01-2-02153-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 0-2	\$0.00	\$5,000.00	\$1,433.54	28.67
01-2-02153-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 0-2	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02161-591-001-00	OT - Occupational Therapy Purch from ESU6 - SA - Sec	\$0.00	\$20,000.00	\$985.70	4.92
01-2-02161-591-002-00	OT - Occupational Therapy Purch from ESU6 - SA - Elem	\$0.00	\$25,000.00	\$6,899.88	27.59
01-2-02162-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 3-5	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02163-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 0-2	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02171-340-001-00	PT - Prof Services - Physical Therapy - SA - Sec	\$150.75	\$5,000.00	\$686.75	13.73
01-2-02171-340-002-00	PT - Prof Services - Physical Therapy - SA - Elem	\$342.89	\$10,000.00	\$2,801.03	28.01
01-2-02172-340-002-00	PT - Prof Services - Physical Therapy - Age 3-5	\$336.09	\$10,000.00	\$1,315.94	13.15
01-2-02173-340-002-00	PT - Prof Services - Physical Therapy Age 0-2	\$67.00	\$0.00	\$536.00	0.00
01-2-02181-340-001-00	VISION - Prof Services - Vision Therapy - Sec	\$0.00	\$5,000.00	\$521.02	10.42
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$343.94	\$5,000.00	\$1,698.43	33.96
	<b>Special Education</b>	<b>\$21,135.29</b>	<b>\$900,000.00</b>	<b>\$170,883.13</b>	<b>0.19</b>
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$2,976.93	\$35,480.00	\$17,801.58	50.17
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$2,956.93	\$35,480.00	\$17,741.58	50.00
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$615.94	\$7,390.00	\$4,311.58	58.34
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$28.71	\$350.00	\$172.26	49.21
01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$615.95	\$7,390.00	\$4,311.65	58.34
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$225.69	\$2,680.00	\$1,348.25	50.30
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$222.03	\$2,680.00	\$1,330.85	49.65
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$221.00	\$3,500.00	\$1,321.52	37.75
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$219.51	\$3,500.00	\$1,317.06	37.63
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - Sec	\$73.06	\$0.00	\$436.89	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - Elem	\$72.57	\$0.00	\$435.42	0.00
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor- Secondary	\$0.00	\$110.00	\$108.00	98.18

01-2-02120-271-002-00	GUIDANCE - Workers Comp - Counselor- Elem	\$0.00	\$110.00	\$108.00	98.18
01-2-02120-320-001-00	GUIDANCE - Student Workshops- Secondary	\$0.00	\$4,000.00	\$1,937.00	48.42
01-2-02120-320-002-00	GUIDANCE - Student Workshops- Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02120-330-001-00	GUIDANCE - Employee Training - Secondary	\$0.00	\$750.00	\$0.00	0.00
01-2-02120-330-002-00	GUIDANCE - Employee Training - Elem	\$0.00	\$750.00	\$0.00	0.00
01-2-02120-580-001-00	GUIDANCE - Travel- Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary	\$0.00	\$4,138.00	\$50.50	1.22
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$0.00	\$4,137.00	\$0.00	0.00
01-2-02120-640-002-00	GUIDANCE - Books and Periodicals- Elem	\$21.07	\$0.00	\$21.07	0.00
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$0.00	\$1,000.00	\$349.00	34.90
01-2-02120-810-002-00	GUIDANCE - Dues and Fees- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-116-001-00	NURSE - Salaries - Nurse - Secondary	\$752.08	\$9,025.00	\$4,512.48	49.99
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,256.25	\$27,075.00	\$13,681.50	50.53
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$465.53	\$5,590.00	\$3,258.71	58.29
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$4.87	\$60.00	\$29.22	48.70
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$1,396.61	\$16,760.00	\$9,776.27	58.33
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$14.61	\$170.00	\$87.66	51.56
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$56.88	\$680.00	\$341.28	50.18
01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$170.63	\$2,050.00	\$1,034.80	50.47
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$55.83	\$670.00	\$334.98	49.99
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$167.49	\$2,010.00	\$1,004.94	49.99
01-2-02130-237-001-00	NURSE - Retirement Increase - Sec	\$18.46	\$0.00	\$110.76	0.00
01-2-02130-237-002-00	NURSE - Retirement Increase - Elem	\$55.37	\$0.00	\$332.22	0.00
01-2-02130-276-001-00	NURSE - Workers Comp - Nurse- Secondary	\$0.00	\$30.00	\$0.00	0.00
01-2-02130-276-002-00	NURSE - Workers Comp - Nurse- Elem	\$0.00	\$85.00	\$113.00	132.94
01-2-02130-580-002-00	NURSE - Travel- Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02130-610-001-00	NURSE - General Supplies- Secondary	\$0.00	\$2,000.00	\$74.60	3.73
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$221.20	\$3,000.00	\$275.94	9.19
01-2-02130-810-001-00	NURSE - Dues and Fees- Secondary	\$0.00	\$100.00	\$50.00	50.00
01-2-02130-810-002-00	NURSE - Dues and Fees- Elem	\$0.00	\$0.00	\$346.95	0.00
	<b>Support - Pupils</b>	<b>\$13,885.20</b>	<b>\$185,000.00</b>	<b>\$88,467.52</b>	<b>0.48</b>
01-2-02211-580-000-00	SCHOOL IMPROV - Travel	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02211-610-000-00	SCHOOL IMPROV - General Supplies	\$0.00	\$0.00	\$97.92	0.00
01-2-02211-810-000-00	SCHOOL IMPROV - Dues and Fees	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02220-111-001-00	LIB MEDIA - Salaries - Teachers - Secondary	\$1,312.40	\$15,750.00	\$7,874.40	49.99
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$1,312.39	\$15,750.00	\$7,874.34	49.99
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$2,003.44	\$22,400.00	\$12,956.00	57.83
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$457.15	\$5,585.00	\$3,233.61	57.89
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$29.05	\$350.00	\$174.30	49.80
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$457.16	\$5,585.00	\$3,233.60	57.89

01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.45	\$90.00	\$44.70	49.66
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$99.33	\$1,160.00	\$594.33	51.23
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$97.18	\$1,160.00	\$581.51	50.13
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$153.84	\$1,720.00	\$994.55	57.82
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$97.43	\$2,000.00	\$584.57	29.22
01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$97.43	\$2,000.00	\$584.56	29.22
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$148.73	\$2,210.00	\$961.80	43.52
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - Sec	\$81.38	\$0.00	\$511.23	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - Elem	\$32.21	\$0.00	\$193.26	0.00
01-2-02220-271-001-00	LIB MEDIA - Workers Comp - Teachers - Secondary	\$0.00	\$100.00	\$98.00	98.00
01-2-02220-271-002-00	LIB MEDIA - Workers Comp - Teachers - Elem	\$0.00	\$70.00	\$99.00	141.42
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - Secondary	\$0.00	\$0.00	\$68.00	0.00
01-2-02220-330-001-00	LIB MEDIA - Employee Training - Secondary	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-330-002-00	LIB MEDIA - Employee Training - Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-443-001-00	LIB MEDIA - Lease - Copier - Secondary	\$0.00	\$500.00	\$208.32	41.66
01-2-02220-443-002-00	LIB MEDIA - Lease - Copier - Elem	\$0.00	\$500.00	\$208.30	41.66
01-2-02220-610-001-00	LIB MEDIA - General Supplies - Secondary	\$0.00	\$8,285.00	\$125.87	1.51
01-2-02220-610-002-00	LIB MEDIA - General Supplies - Elem	\$0.00	\$8,285.00	\$145.76	1.75
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - Secondary	\$0.00	\$5,000.00	\$2,899.45	57.98
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$195.54	\$5,000.00	\$3,321.61	66.43
01-2-02220-641-001-00	LIB MEDIA - E-Books - Secondary	\$250.00	\$500.00	\$250.00	50.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - Elem	\$250.00	\$500.00	\$250.00	50.00
01-2-02220-643-001-00	LIB MEDIA - Web/Cloud Based Software - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02220-643-002-00	LIB MEDIA - Web/Cloud Based Software - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02220-650-002-00	LIB MEDIA - Supplies - Technology Related - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02230-432-000-00	TECH - Technology-Related Repairs and Maintenance	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02230-530-000-00	TECH - Communications	\$559.33	\$20,000.00	\$11,527.36	57.63
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$1,837.50	\$25,000.00	\$14,283.50	57.13
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$417.73	\$7,500.00	\$2,632.22	35.09
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$205.00	\$12,000.00	\$13,872.71	115.60
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$0.00	\$7,000.00	\$1,034.62	14.78
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$50,000.00	\$0.00	0.00
01-2-02230-735-000-00	TECH - Technology Software	\$0.00	\$5,000.00	\$0.00	0.00
	<b>Support - Staff</b>	<b>\$10,101.67</b>	<b>\$245,000.00</b>	<b>\$91,519.40</b>	<b>0.37</b>
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$1,248.95	\$0.00	\$1,348.95	0.00
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$5,000.00	\$113.92	2.27
01-2-02310-520-000-00	BOE - Insurance	\$0.00	\$6,000.00	\$4,799.00	79.98
01-2-02310-540-000-00	BOE - Advertising	\$123.94	\$3,000.00	\$1,333.05	44.43
01-2-02310-580-000-00	BOE - Travel	\$0.00	\$4,000.00	\$0.00	0.00
01-2-02310-610-000-00	BOE - General Supplies	\$0.00	\$6,000.00	\$122.22	2.03
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$2,625.00	\$11,000.00	\$3,100.00	28.18

	<b>Board of Education</b>	<b>\$3,997.89</b>	<b>\$40,000.00</b>	<b>\$10,817.14</b>	<b>0.27</b>
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$11,062.50	\$132,750.00	\$66,375.00	50.00
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,568.93	\$33,900.00	\$15,672.60	46.23
01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,862.14	\$22,345.00	\$13,034.98	58.33
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$18.75	\$225.00	\$112.50	50.00
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$1,629.50	\$22,990.00	\$12,552.06	54.59
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$51.66	\$465.00	\$309.96	66.65
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$191.92	\$2,600.00	\$1,171.31	45.05
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$850.23	\$10,400.00	\$5,101.38	49.05
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$190.70	\$3,350.00	\$1,163.44	34.72
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$821.22	\$9,175.00	\$4,927.32	53.70
01-2-02320-237-000-00	SUPER - Retirement Increase	\$334.56	\$0.00	\$2,013.71	0.00
01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$0.00	\$100.00	\$103.00	103.00
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$0.00	\$415.00	\$412.00	99.27
01-2-02320-281-000-00	Executive Administration-Health Benefits Paid for	\$0.00	\$0.00	\$2,236.64	0.00
01-2-02320-310-000-00	SUPER - Contracted Services	\$0.00	\$500.00	\$0.00	0.00
01-2-02320-330-000-00	SUPER - Employee Training	\$0.00	\$500.00	\$0.00	0.00
01-2-02320-333-000-00	SUPER - Mileage Paid to Staff	\$0.00	\$0.00	\$49.45	0.00
01-2-02320-530-000-00	SUPER - Cell Phone Reimb	\$50.00	\$600.00	\$300.00	50.00
01-2-02320-580-000-00	SUPER - Travel	\$40.27	\$3,000.00	\$99.59	3.31
01-2-02320-610-000-00	SUPER - General Supplies	\$285.56	\$6,685.00	\$659.52	9.86
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$143.64	\$2,500.00	\$1,191.90	47.67
01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$0.00	\$500.00	\$98.75	19.75
01-2-02320-810-000-00	SUPER - Dues and Fees	\$0.00	\$2,000.00	\$384.00	19.20
	<b>Superintendent</b>	<b>\$20,101.58</b>	<b>\$255,000.00</b>	<b>\$127,969.11</b>	<b>0.50</b>
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$474.00	\$15,000.00	\$3,486.00	23.24
	<b>District Legal</b>	<b>\$474.00</b>	<b>\$15,000.00</b>	<b>\$3,486.00</b>	<b>0.23</b>
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,343.78	\$23,600.00	\$13,438.74	56.94
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$3,854.17	\$46,600.00	\$23,125.02	49.62
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$3,854.17	\$46,250.00	\$23,125.02	50.00
01-2-02410-120-001-00	PRIN - Salaries - Subs - Admin Asst- Secondary	\$0.00	\$0.00	\$328.15	0.00
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst- Secondary	\$7.86	\$100.00	\$47.16	47.16
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$814.76	\$9,775.00	\$5,703.32	58.34
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$38.62	\$460.00	\$231.72	50.37
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$814.74	\$9,775.00	\$5,703.18	58.34
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$177.97	\$1,800.00	\$1,050.98	58.38
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$293.28	\$3,550.00	\$1,759.68	49.56
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$290.37	\$3,550.00	\$1,742.22	49.07
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$173.99	\$2,400.00	\$997.62	41.56

01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$286.11	\$4,600.00	\$1,716.66	37.31
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$286.12	\$4,600.00	\$1,716.72	37.32
01-2-02410-237-001-00	PRIN - Retirement Increase - Sec	\$152.11	\$0.00	\$897.36	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - Elem	\$94.59	\$0.00	\$567.54	0.00
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - Secondary	\$0.00	\$75.00	\$72.00	96.00
01-2-02410-271-001-00	PRIN - Workers Comp - Principal - Secondary	\$0.00	\$140.00	\$140.00	100.00
01-2-02410-271-002-00	PRIN - Workers Comp - Principal - Elementary	\$0.00	\$140.00	\$141.00	100.71
01-2-02410-281-001-00	PRIN - Health Benefits - Principal - Secondary	\$0.00	\$1,720.00	\$1,733.52	100.78
01-2-02410-281-002-00	PRIN - Health Benefits - Principal - Elementary	\$0.00	\$1,720.00	\$1,703.16	99.02
01-2-02410-580-001-00	PRIN - Travel - Secondary	\$0.00	\$1,000.00	\$13.67	1.36
01-2-02410-580-002-00	PRIN - Travel - Elementary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-610-001-00	PRIN - General Supplies - Secondary	\$47.52	\$12,500.00	\$1,101.57	8.81
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$68.54	\$12,645.00	\$1,492.72	11.80
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - Secondary	\$0.00	\$5,000.00	\$524.10	10.48
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - Elementary	\$0.00	\$5,000.00	\$524.10	10.48
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02410-810-001-00	PRIN - Dues and Fees - Secondary	\$0.00	\$1,000.00	\$335.00	33.50
01-2-02410-810-002-00	PRIN - Dues and Fees - Elementary	\$0.00	\$1,000.00	\$375.00	37.50
	<b>Principal</b>	<b>\$13,598.70</b>	<b>\$205,000.00</b>	<b>\$90,306.93</b>	<b>0.44</b>
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$4,708.83	\$56,500.00	\$28,252.98	50.00
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,862.14	\$22,400.00	\$13,034.98	58.19
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$26.28	\$315.00	\$157.68	50.05
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$340.61	\$4,330.00	\$2,043.66	47.19
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$349.56	\$5,590.00	\$2,097.36	37.51
01-2-02510-237-000-00	FISCAL SVCS - Retirement Increase	\$115.57	\$0.00	\$693.42	0.00
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$0.00	\$175.00	\$171.00	97.71
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$0.00	\$7,000.00	\$6,500.00	92.85
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$0.00	\$100.00	\$55.10	55.10
01-2-02510-530-000-00	FISCAL SVCS - Communications	\$396.66	\$5,000.00	\$2,407.42	48.14
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$474.00	\$5,500.00	\$2,207.00	40.12
01-2-02510-580-000-00	FISCAL SVCS - Travel	\$0.00	\$200.00	\$0.00	0.00
01-2-02510-610-000-00	FISCAL SVCS - General Supplies	\$166.00	\$2,190.00	\$905.29	41.33
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$61.20	\$10,000.00	\$9,747.89	97.47
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$700.00	\$0.00	0.00
	<b>Fiscal Services</b>	<b>\$8,500.85</b>	<b>\$120,000.00</b>	<b>\$68,273.78</b>	<b>0.57</b>
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$12,931.04	\$135,270.00	\$66,924.39	49.47
01-2-02610-130-000-00	OPERATIONS - Salaries - Overtime	\$0.00	\$500.00	\$0.00	0.00

01-2-02610-210-000-00	OPERATIONS - Group Insurance - BCBS	\$2,103.35	\$47,230.00	\$22,606.29	47.86
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$30.33	\$730.00	\$302.46	41.43
01-2-02610-220-000-00	OPERATIONS - Social Security	\$981.00	\$10,400.00	\$5,057.12	48.62
01-2-02610-230-000-00	OPERATIONS - Retirement	\$923.09	\$13,300.00	\$4,526.98	34.03
01-2-02610-237-000-00	OPERATIONS - Retirement Increase	\$305.18	\$0.00	\$1,496.66	0.00
01-2-02610-270-000-00	OPERATIONS - Workers Comp	\$0.00	\$3,850.00	\$3,822.00	99.27
01-2-02610-410-000-00	OPERATIONS - Utility Services - Water & Sewage	\$743.00	\$15,000.00	\$7,408.90	49.39
01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$54.00	\$1,200.00	\$549.75	45.81
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$106.43	\$15,000.00	\$4,768.23	31.78
01-2-02610-441-000-00	OPERATIONS - Rental of Bus Barn	\$600.00	\$7,200.00	\$3,600.00	50.00
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$467.25	\$10,000.00	\$3,264.65	32.64
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$0.00	\$34,600.00	\$34,555.00	99.86
01-2-02610-610-000-00	OPERATIONS - General Supplies	\$362.80	\$1,000.00	\$5,479.95	547.99
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$686.99	\$16,800.00	\$7,035.97	41.88
01-2-02610-621-000-00	OPERATIONS - Utility Energy Services	\$3,188.10	\$50,000.00	\$20,910.62	41.82
01-2-02620-431-000-00	MAINT BLDG - Repairs & Maint	\$9,670.75	\$35,000.00	\$24,828.35	70.93
01-2-02620-442-000-00	MAINT BLDG - Rentals of Equipment	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02620-490-000-00	MAINT BLDG - Other Purchased Property Services	\$2,777.00	\$5,920.00	\$2,777.00	46.90
01-2-02620-610-000-00	MAINT BLDG - General Supplies	\$0.00	\$20,000.00	\$4,609.28	23.04
01-2-02630-420-000-00	GROUND - Mowing - Contracted	\$0.00	\$5,000.00	\$2,400.00	48.00
01-2-02630-420-000-01	GROUND - Snow Removal - Contracted	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02630-420-000-02	GROUND - Lawn Care - Contracted	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02630-431-000-00	GROUND - Repairs and Maintenance Services	\$4,622.73	\$2,000.00	\$4,622.73	231.13
01-2-02630-490-000-00	GROUND - Other Purchased Property Services	\$0.00	\$0.00	\$100.00	0.00
01-2-02630-610-000-00	GROUND - General Supplies	\$139.07	\$2,000.00	\$782.88	39.14
01-2-02650-431-000-00	STAFF VEH - Repairs & Maint	\$63.53	\$3,000.00	\$184.11	6.13
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$37.45	\$3,000.00	\$255.12	8.50
01-2-02650-732-001-00	STAFF VEH - Vehicles	\$0.00	\$110,000.00	\$0.00	0.00
01-2-02660-340-000-00	SAFETY - Safety Audits	\$0.00	\$500.00	\$450.00	90.00
01-2-02660-610-000-00	SAFETY - Supplies	\$0.00	\$500.00	\$0.00	0.00
	<b>Operations, Maint &amp; Grounds</b>	<b>\$40,793.09</b>	<b>\$566,000.00</b>	<b>\$233,318.44</b>	<b>0.41</b>
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$800.70	\$7,000.00	\$2,657.75	37.96
01-2-02710-110-002-00	BUSING - Salaries - Elem	\$4,371.00	\$37,000.00	\$24,084.21	65.09
01-2-02710-120-001-00	BUSING - Salaries - Subs - Secondary	\$0.00	\$1,000.00	\$777.70	77.77
01-2-02710-120-002-00	BUSING - Salaries - Subs - Elem	\$43.71	\$0.00	\$480.81	0.00
01-2-02710-220-001-00	BUSING - Social Security - Secondary	\$61.05	\$550.00	\$261.04	47.46
01-2-02710-220-002-00	BUSING - Social Security - Elem	\$337.71	\$2,800.00	\$1,878.81	67.10
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$7.41	\$700.00	\$118.09	16.87
01-2-02710-230-002-00	BUSING - Retirement - Elem	\$3.24	\$0.00	\$35.68	0.00
01-2-02710-237-001-00	BUSING - Retirement Increase - Sec	\$2.45	\$0.00	\$39.03	0.00
01-2-02710-237-002-00	BUSING - Retirement Increase - Elem	\$1.07	\$0.00	\$11.80	0.00

01-2-02710-270-001-00	BUSING - Workers Comp - Secondary	\$0.00	\$0.00	\$442.00	0.00
01-2-02710-270-002-00	BUSING - Workers Comp - Elem	\$0.00	\$1,770.00	\$1,328.00	75.02
01-2-02710-340-001-00	BUSING - Physicals - Secondary	\$0.00	\$500.00	\$175.00	35.00
01-2-02710-340-001-01	BUSING - Drug Testing - Secondary	\$0.00	\$500.00	\$176.00	35.20
01-2-02710-340-002-00	BUSING - Physicals - Elem	\$0.00	\$500.00	\$100.00	20.00
01-2-02710-340-002-01	BUSING - Drug Testing - Elem	\$0.00	\$500.00	\$50.00	10.00
01-2-02710-520-001-00	BUSING - Insurance - Buses and Vans - Secondary	\$0.00	\$4,320.00	\$4,319.00	99.97
01-2-02710-520-002-00	BUSING - Insurance - Buses and Vans - Elem	\$0.00	\$4,320.00	\$4,319.00	99.97
01-2-02710-610-002-00	BUSING - General Supplies - Elem	\$2,669.56	\$27,040.00	\$2,682.04	9.91
01-2-02710-626-001-00	BUSING - Gasoline - Secondary	\$181.95	\$4,000.00	\$1,246.56	31.16
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$0.00	\$15,000.00	\$4,441.36	29.60
01-2-02710-810-001-00	BUSING - Dues & Fees	\$0.00	\$500.00	\$200.00	40.00
01-2-02730-430-000-00	DNU BUSING - Repairs and Maintenance Services	(\$2,873.64)	\$0.00	\$0.00	0.00
01-2-02730-431-000-00	BUSING - Repairs & Maint Service	\$4,082.63	\$40,000.00	\$7,447.60	18.61
01-2-02730-610-000-00	BUSING - General Supplies	\$21.00	\$2,000.00	\$125.60	6.28
	<b>Pupil Transportation</b>	<b>\$9,709.84</b>	<b>\$150,000.00</b>	<b>\$57,397.08</b>	<b>0.38</b>
01-2760-140-1-88	SPED TRANSP - SALARY	\$0.00	\$0.00	\$0.00	0.00
01-2760-210-1-88	SPED TRANSP - FICA	\$0.00	\$0.00	\$0.00	0.00
01-2760-220-1-88	SPED TRANSP - RETIREMENT	\$0.00	\$0.00	\$0.00	0.00
01-2760-334-1-88	SPED TRANSP - Reimb Mileage to Parent	\$0.00	\$0.00	\$0.00	0.00
	<b>SPED Transportation</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>#DIV/0!</b>
01-2-03400-734-001-00	CATEG GRANT - Computer Hdwe - Sec	\$0.00	\$0.00	\$14,145.00	0.00
01-2-03400-810-001-00	CATEG GRANT - Dues & Fees - Sec	\$0.00	\$160,507.00	\$0.00	0.00
01-2-03535-610-002-00	HAL - General Supplies- Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-03535-810-001-00	HAL - Dues and Fees- Secondary	\$0.00	\$0.00	\$100.00	0.00
01-2-06200-111-002-00	TITLE - Salaries - Teachers	\$3,940.92	\$47,291.00	\$23,725.52	50.16
01-2-06200-123-002-00	TITLE - Salaries - Subs	\$658.48	\$0.00	\$1,070.20	0.00
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$0.00	\$11,000.00	\$11,773.74	107.03
01-2-06200-211-002-01	TITLE - Group Insur - LTD - Teacher	\$18.41	\$220.00	\$110.46	50.20
01-2-06200-221-002-00	TITLE - Social Security - Teachers	\$262.96	\$3,100.00	\$1,584.86	51.12
01-2-06200-223-002-00	TITLE - Social Security - Subs	\$50.38	\$0.00	\$81.88	0.00
01-2-06200-231-002-00	TITLE - Retirement - Teachers	\$292.55	\$4,700.00	\$1,761.25	37.47
01-2-06200-237-002-00	TITLE - Retirement Increase	\$96.72	\$0.00	\$582.29	0.00
01-2-06200-271-002-00	TITLE - Workers Comp - Teachers	\$0.00	\$135.00	\$134.00	99.25
01-2-06200-330-002-00	TITLE - Employee Training	\$0.00	\$0.00	\$45.00	0.00
01-2-06200-610-002-00	TITLE - General Supplies	\$0.00	\$17,054.00	\$146.13	0.85
01-2-06406-591-002-00	IDEA PS - Speech Cont Svc Purch - ESU6	\$0.00	\$3,500.00	\$3,421.00	97.74
01-2-06408-111-002-00	IDEA BASE-EP - Salaries - Teachers	\$511.42	\$12,000.00	\$3,067.68	25.56
01-2-06408-112-002-00	IDEA BASE-EP - Salaries - Paras	\$3,248.19	\$32,000.00	\$19,343.04	60.44



## Depreciation Fund

02-2-02900-610-001-00	DEPR - General Supplies	\$0.00	\$30,000.00	\$0.00	0.00
02-2-02900-610-002-00	DEPR - General Supplies	\$0.00	\$30,000.00	\$0.00	0.00
02-2-02900-732-001-00	DEPR - Vehicles	\$0.00	\$40,000.00	\$0.00	0.00
02-2-02900-732-002-00	DEPR - Vehicles	\$0.00	\$40,000.00	\$0.00	0.00
02-2-02900-734-001-00	DEPR - Technology-Related Hardware	\$0.00	\$88,700.00	\$0.00	0.00
02-2-02900-734-002-00	DEPR - Technology-Related Hardware	\$0.00	\$88,886.00	\$0.00	0.00
02-2-02900-739-001-00	DEPR - Equipment	\$8,829.00	\$100,000.00	\$8,829.00	8.82
02-2-02900-739-002-00	DEPR - Equipment	\$8,830.00	\$100,000.00	\$8,830.00	8.83
<b>TOTAL DEPRECIATION FUND</b>		<b>\$17,659.00</b>	<b>\$517,586.00</b>	<b>\$17,659.00</b>	<b>0.03</b>

## School Nutrition Fund

06-2-03100-110-001-00	SN - Salaries - Regular - Kitchen	\$11,855.31	\$72,000.00	\$43,314.05	60.15
06-2-03100-120-001-00	SN - Salaries - Subs - Kitchen	\$182.36	\$0.00	\$1,213.47	0.00
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen	\$41.04	\$250.00	\$123.12	49.24
06-2-03100-220-001-00	SN - Soc Sec - Kitchen	\$924.03	\$5,655.00	\$3,415.79	60.40
06-2-03100-230-001-00	SN - Retirement - Kitchen	\$771.74	\$7,195.00	\$2,878.32	40.00
06-2-03100-237-001-00	SN - Retirement Increase - Sec	\$255.15	\$0.00	\$951.61	0.00
06-2-03100-270-001-00	SN - Workers Comp - Kitchen	\$0.00	\$1,900.00	\$1,896.00	99.78
06-2-03100-610-001-00	SN - General Supplies	\$351.27	\$5,000.00	\$2,198.80	43.97
06-2-03100-629-001-00	SN - Vending	\$0.00	\$0.00	\$106.00	0.00
06-2-03100-630-001-00	SN - Food	\$7,916.29	\$70,000.00	\$44,255.43	63.22
06-2-03100-890-002-00	SN - Misc Expenditures (Refunds)	\$0.00	\$0.00	\$20.00	0.00
<b>TOTAL HOT LUNCH FUND</b>		<b>\$22,297.19</b>	<b>\$162,000.00</b>	<b>\$100,372.59</b>	<b>0.62</b>

## Bond Fund

07-2-05000-830-000-00	BF - Fees	\$0.00	\$201,374.00	\$0.00	0.00
07-2-05000-831-000-00	BF - Redemption of Principal	\$0.00	\$410,000.00	\$410,000.00	100.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$0.00	\$126,653.00	\$64,812.50	51.17
<b>TOTAL BOND FUND</b>		<b>\$0.00</b>	<b>\$738,027.00</b>	<b>\$474,812.50</b>	<b>0.64</b>

## Special Building Fund

08-2-02515-720-002-00	SB - Buildings	\$0.00	\$0.00	\$11,973.65	0.00
08-2-04700-731-001-00	SB - Equipment	\$0.00	\$476,247.00	\$0.00	0.00
08-2-04700-731-002-00	SB - Equipment	\$0.00	\$476,246.00	\$0.00	0.00
<b>TOTAL SPECIAL BUILDING FUND</b>		<b>\$0.00</b>	<b>\$952,493.00</b>	<b>\$11,973.65</b>	<b>0.01</b>

# FRIEND PUBLIC SCHOOLS

Board of Education - Payments to be Approved

3/8/2021

## Manual Checks/Funds Transfers done in February:

### GENERAL FUND

Payroll Fund	February payroll	\$	262,593.14
Nutrition Fund	loan - to cover unpaid claims	\$	12,000.00
		\$	<u>274,593.14</u>

## March Presentations

### SPECIAL BUILDING FUND

Jesse Gronemeyer	remove tree from garage lot	\$	1,900.00	<i>in preparation for greenhouse construc</i>
Allen Surveying Services	survey lot 43/44 for greenhouse	\$	450.00	
		\$	<u>2,350.00</u>	

### GENERAL FUND

Activity Fund	March support	\$	2,000.00	
Apple	iMacs for tech class	\$	9,116.00	<i>REAP grant</i>
Beaver Hardware	supplies	\$	189.35	
Black Hills	natural gas	\$	2,050.37	
Brandt, Abby	reimburse books	\$	32.00	
Cash	quarters for bus washes	\$	50.00	
Central Nebr Rehab Services	PT services	\$	1,404.49	
Chromebookparts.com	computer parts	\$	384.92	
City of Friend	utilities	\$	3,097.95	
Constellation	natural gas	\$	3,970.19	
Cornhusker Intl Trucks	parts	\$	22.90	
Crete Ace Hardware	parts	\$	22.47	
Culligan	water softener	\$	219.25	
Danielle Pendleton	food for superintendent interview	\$	67.50	
DAS State Acctg - State of Nebraska	internet service, Dec & Jan	\$	464.98	
Dietze	supplies	\$	18.84	
Egan Supply	repair part	\$	45.37	
Electronic Contracting	quarterly monitoring	\$	81.00	
ESU6	tech services, workshop	\$	2,671.44	
Farmers Coop	tires, battery	\$	804.00	
Farmers Coop - Carquest	supplies	\$	188.77	
Five Star Truck Center	bus wash	\$	20.49	
Friend Community Club	2021 membership dues	\$	50.00	
Friend Country Club	luncheon - superintendent interviews	\$	720.00	
Hillyard	ice melt	\$	519.00	
Hitchcock, Jay	reimburse shop supplies	\$	155.88	
Hometown Leasing	monthly printer/copier lease	\$	743.44	
Jamie Tuttle	reimburse supplies - super interviews	\$	93.27	
Jenn Nantkes	vision therapy	\$	448.90	
Kraus, David	reimburse cell phone	\$	50.00	
Merle's Garden Center	2021 lawn care contract	\$	5,189.30	
MMC Contractors	repairs to boiler/HVAC, kitchen	\$	1,936.10	
Nebr Assoc of School Boards	2021 membership dues	\$	3,302.00	
NRCSA	superintendent search - 2nd half	\$	3,180.08	
Perry Law	legal services	\$	249.00	
Potter Repair	bus, van servicing	\$	994.29	
Presto-X	exterminator	\$	147.00	
Quadient Finance USA	refill postage meter	\$	100.00	
Qwik6	fuel	\$	1,774.46	
Randy or Esther Kirchoff	rental of bus barn	\$	600.00	

Seward County Independent	publish legals	\$	89.89
Shred-It	paper shredding	\$	106.69
SparqData	subscription - meeting software	\$	2,600.00
Time Management Systems	maint contract	\$	61.20
Unite Private Networks	WAN lease	\$	559.33
Univ of Nebraska Kearney	transitional teacher placement contract	\$	2,000.00
USBank VISA	activity purchases	\$	1,134.00
USBank VISA	Target, DG, Qwik6 - FACS groceries	\$	101.00
USBank VISA	Amazon - supplies	\$	422.48
USBank VISA	FS.com - computer supplies	\$	487.92
USBank VISA	Natl School Forms - supplies	\$	102.11
USBank VISA	Dollar General - supplies	\$	199.35
USBank VISA	namecheap.com - SSL cert for HVAC	\$	29.40
USBank VISA	Jostens/Kinderkraft - kind grad gowns	\$	142.25
USBank VISA	timeinabottle.com - kind supplies	\$	49.90
USBank VISA	SCC - return dual credit college textbooks	\$	(113.45)
USBank VISA	Mosyle - ipad licenses	\$	8.24
USBank VISA	Meal - Stutzman - principals meeting	\$	16.65
WageWorks	monthly admin fee	\$	143.50
Waste Connections	garbage service	\$	184.79
Windstream	telephone	\$	393.19
			\$ 55,893.44

**Late Presentations:**

A Better Hood Cleaning llc	clean kitchen hood	\$	800.00
Eakes	quarterly copier/printer lease	\$	1,640.48
Quill	supplies	\$	27.71
Edgerton Explorit Center	6th grade field trip	\$	171.00
D B Nebraska Service	repairs to fire alarm system	\$	721.00
Apple	tech supplies	\$	79.00
			\$ 59,332.63

Tyler, Tiffany, Jamie along with Mr. Kraus met on February 18<sup>th</sup> to discuss the Principal's salary for the 2021-22 school year.  
The committee decided on a 3.18% total package increase.

**Superintendent Pay Transparency Notice—Proposed Contract (Derek Anderson)**

Notice is hereby given that Friend Public Schools has approval of a proposed superintendent employment contract on its agenda for the board meeting to be held on March 8, 2021 at 7:30pm at the Media Center in Friend, Nebraska.

After the 2021/22 school year, how many years remain on the contract: (Column F must be completed if additional years remain on contract.)

1

The estimated costs to the district for the 2021-22 year and future years are listed below:

	2021/22 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 125,000.00	\$ 125,000.00	\$ 250,000.00
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 25,382.68	25382.68	\$ 50,765.36
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 21,909.75	\$ 21,909.75	\$ 43,819.50
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,500.00	\$ 1,500.00	\$ 3,000.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 600.00	\$ 1,200.00
• <i>Relocation reimbursement</i>	\$ 2,500.00	\$ 2,500.00	\$ 5,000.00
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 176,892.43</b>	<b>\$ 176,892.43</b>	<b>\$ 353,784.86</b>

## CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Saline County School District 0068, a/k/a Friend Public Schools**, hereinafter referred to as “the Board,” and Derek Anderson, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 8th day of March, 2021, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of two (2) years beginning on the 1st day of July, 2021, and expiring on the 30th day of June, 2023. A “contract year” for purposes of this Contract shall be from July 1 to June 30. The parties agree that the deadline to give a notice of non-renewal is April 1.

**2. Salary.** Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

<i>Contract Year</i>	<i>Salary</i>
2021-2022	\$ <u>125,000</u>
2022-2023	TBD

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees’ Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

The Superintendent authorizes the Board to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of the Superintendent’s employment.

**3. Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

- A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
1. Vacation. The Superintendent shall be allowed 15 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
  2. Carry-over of Vacation Days. Vacation is to be used during each contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year will always be fifteen (15) days. The Board expects the Superintendent to take vacation leave to recharge and enjoy time away from work. As such, the parties hereby agree that, upon ending employment, any unused vacation days at the ending of the Superintendent's employment will be paid at the rate of \$1.00 per day; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.
  3. Sick Leave. The Superintendent shall be allowed 10 working days of sick leave each contract year.
  4. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 40 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days. There will be no payout for accrued but unused sick leave.
  5. Bereavement Leave. The Superintendent will be allowed up to 3 days of paid bereavement leave per year.
  6. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Christmas Eve, Christmas Day, New Year's Day, and Memorial Day, Thanksgiving and the day following Thanksgiving. The Board may determine what other days will be designated as holidays in the District.
  7. Log. The Superintendent shall maintain a current log of used leave days with the Superintendent's secretary.
- B. Health and Dental Insurance. The District shall pay for and provide the Superintendent with family health and dental insurance for which the Superintendent is qualified insurance under the District's group insurance plan.

- C. Disability Insurance. The District will pay the Superintendent the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Superintendent's check to pay the LTD premium.
- D. Retirement Plan. The Superintendent may elect to designate part of the Superintendent's annual salary to be invested in a tax exempt deferred income retirement plan of his choice.
- E. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels; provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District may pay the reasonable expenses for such professional development opportunities, such as the Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Avoidance of Fines or Penalties. The District may elect to not provide any benefit set forth in the Contract in the event the District determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).
- I. Cell Phone Expenses. The District shall reimburse a portion (not to exceed \$50.00/month) of the Superintendent's use of personal cell phone for business use. The Superintendent's personal cell phone will continue to be the Superintendent's separate property and will not be owned or maintained by the District. By accepting this stipend, the Superintendent is expected to regularly check their personal cell phone to stay apprised of all school business and to be reasonably reachable for school business purposes, including before and after school hours and when school is not normally in session.

**4. Duties.** The Superintendent is employed as the Superintendent and shall also perform the duties of Special Education Director. The Superintendent shall perform the duties of such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The

Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties. Notwithstanding anything herein to the contrary, the Superintendent acknowledges, agrees, and understands that the Superintendent will be expected to be “on call” and reasonably accessible in case of an emergency, even during vacation or leave days.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent’s professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent’s position.

**5. Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent’s professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

**6. Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent’s personnel file. Prior to any evaluation, the Superintendent shall ensure that the District’s Superintendent evaluation instrument is on file with and has already been approved by the Nebraska Department of Education.

During the Superintendent’s first year of employment in the District, the Superintendent must remind the Board President in writing by October 1st and March 1st of the need to evaluate the Superintendent during the first semester and second semester, respectively. After the Superintendent’s first year of employment in the District, the Superintendent must remind the Board President in writing by October 1st of the need to evaluate the Superintendent.

At all times during this contract, the Superintendent must ensure that the District is in full compliance with the Superintendent Transparency Act.

**7. Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent’s ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any

intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a renewal notice by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical incapacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**8. Residency.** The Superintendent shall reside within the School District during the term of this contract. During the first year of the Superintendent's employment with the District, the Board shall reimburse the Superintendent for the relocation/moving expenses incurred as a direct result of acceptance of this Contract in an amount not to exceed \$2,500.00. The Superintendent shall provide a written invoice and/or statement to the Board President from the moving company or other entity employed to accomplish the move, and the Board will only reimburse the Superintendent for the amounts actually incurred in the move. This amount shall be in addition to the Superintendent's salary during the first year of employment.

**9. Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board

of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

**9. Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

**10. Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Executed this <u>2</u> day of <u>March</u> , 2021.   _____, Superintendent	Executed this ___ day of _____, 2021.  Board of Education of Saline County School District 0068, a/k/a Friend Public Schools  By: _____ President  Attest: _____ Secretary or Other Authorized Officer
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## PRINCIPAL'S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the **Saline County School District 0068, a/k/a Friend Public Schools**, hereinafter referred to as "the Board" and **Elizabeth Stutzman**, hereinafter referred to as "the Principal."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on May 13<sup>th</sup>, 2019, the Board hereby agrees to employ the Principal and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**Section 1. Term of Contract** This Contract is for a term of one year beginning on the 1<sup>st</sup> day of July, 2021, and expiring on the 30<sup>th</sup> day of June, 2022. A "contract year" for purposes of this Contract shall be from July 1 to June 30. The Principal shall be expected to perform 210 days of service during the contract year, as assigned and determined by the Superintendent.

Written request for release from contractual obligations submitted on or before April 1 of the contract year will be granted for the ensuing school year. Request for release submitted after April 1 and on or before June 1 will be granted only in the event the Board determines it can find a satisfactory replacement and employs such replacement. After June 1, the Board of Education reserves the right to refuse such requests.

**Section 2. Salary** The annual salary shall be: **Ninety-five Thousand Five Hundred Dollars – (\$95,500)**. Said annual salary shall be paid in twelve equal installments commencing on August 25, 2021.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**Section 3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

A. **Leave Benefits:** Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. **Personal and Professional.** Personal and professional leave is available to the Principal on the same terms as other certificated employees of the District plus

one (1) additional personal day. Use of such leave must be approved by the Superintendent in advance. Personal and professional leave days are non-cumulative. There shall be no pay-in-lieu of unused personal or professional leave upon separation of employment.

2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days may be used for personal illness, or illness or death in the immediate family. Immediate family is defined as spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, step-father, step-mother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. The Board reserves the right to ask the Principal for a doctor's certificate in the case of extended illness or frequent absence due to illness. The Board may at its discretion select the licensed physician to perform the examination. The Board also reserves the right to extend these provisions in cases of extreme hardships upon recommendation of the Administration and the vote by majority of the Board.
  3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 40 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days.
  4. Holidays. The following days shall be holiday days and not working days: July 4<sup>th</sup>, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  5. Log. The Principal shall maintain current log of used vacation and sick leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with health and dental insurance for which the Principal is qualified under the District's group insurance plan on the same terms other certificated employees of the District receive such benefit.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a tax exempt deferred income retirement plan of his/her choice.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of the Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, membership dues to NCSA and NASSP shall be paid by the District. The Board may on request pay for the Principal's membership in other educational organizations that would serve in the school's best interest, as determined by the Board.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.

- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**Section 4. Duties.** The Principal is employed as the PreK-12 Principal. The Principal shall perform the duties of such positions as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and condition and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**Section 5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or

administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**Section 6 Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees Retirement Act.

**Section 7 Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

**Section 8 Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before \_\_\_\_\_, shall constitute a rejection by the Principal of the offer of employment.

<p>Executed this _____ day of _____, 2020.</p>  <hr/> <p>Principal</p>	<p>Executed this _____ day of _____, 2020.</p> <p>Board of Education of Saline County School District 0068, a/k/a/ Friend Public Schools</p> <p>By: _____ Paul Segner, President</p> <p>Attest: _____ Secretary or other Authorized Officer</p>
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**Staff Member Receives Isolation (positive test) or Quarantine (Close Contact Exposure) Order**

Is the employee able to fulfill job responsibilities from home and are they willing to work from home while isolated or quarantined?

No

Employee elects to use contract leave.

Yes

Employee works from home at the direction of supervisor. No contract/work agreement leave used.

**Qualifying Reason:**

**#1 - #3**  
Up to 8 days (64 hours, or a part-time employee equivalent) of paid sick leave based on the higher of their regular rate of pay, paid at 100%

**#4**  
Up to 8 days (64 hours, or a part-time employee equivalent) of paid sick leave based on the higher of their regular rate of pay, paid at 2/3

**What happens when the above leave is exhausted?**

Employee uses leave until depleted.

Once leave is depleted, the employee will be on unpaid administrative leave, but will retain insurance benefits.

- Retained FFCRA Qualifying Reasons:**
1. is subject to a quarantine or isolation order related to COVID-19;
  2. has been advised by a health care provider to self-quarantine related to COVID-19;
  3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
  4. Is caring for an individual subject to an order described in (1) or self-quarantine in (2).

- Notes:**
- FFCRA expired December 31, 2020. Relaxed leave provisions do not restart, but are instead intended to be a continuation of some FFCRA benefits adjusted accordingly to fit current isolation and quarantine guidelines. This means prior leave used rolls over as well.
  - The Friend plan is subject to change based on changing USDOL guidance, DHM's, legislative changes, district operational findings, or related other related factors.

InstructionGuidance

The classroom teacher is a key figure in the guidance of youth in both the elementary and secondary schools. The counselor and teachers, by pooling their knowledge and resources, accept the students where they are and help them go as far as their potentialities permit. The students are helped to know and develop their abilities and to recognize and accept their limitations, and in this way to better understand themselves.

The guidance program includes five (5) basic services:

1. Inventory Service. Emphasis is placed upon a system of accurate and complete student records that accentuate the uniqueness of the individual students.
2. Informational Service. Information in the areas of occupational, educational and vocational guidance is made available to teachers, students and parents.
3. Counseling Service. For an effective program, all students are encouraged to seek individual counseling. Students with needs beyond that of the counseling program are encouraged to seek the services of private counseling.
4. Placement Service. This service assists students in the selection of appropriate occupations, educational institutions and work experiences.
5. Follow-up Service. A continuing follow-up of former students through surveys should be pursued in order to evaluate and improve the effectiveness of the school program.

Date of Adoption: July 11, 2007  
Board Reviewed December 2011

Instruction

Field Trips

Field trips shall be considered as instruction and planned as such with definite objectives determined in advance.

Teachers or other certified personnel shall accompany pupils on all field trips and shall assume responsibility for their proper conduct.

When a field trip is made to a place of business or industry, the teacher shall insist that an employee of the host company serve as conductor.

Appropriate education experience and proper supervision shall be supplied for any pupils whose parents do not wish them to participate in a field trip.

Date of Adoption: July 11, 2007  
Board Reviewed December 2011

InstructionActivities

A vital component of a comprehensive education program is a properly supervised activities program. Such activities, properly supervised and kept in proper perspective, shall be maintained in the school program in order to give students opportunities for experiences not possible in classroom activities. Care and consideration should be given by educators, coaches, sponsors and parents to the amount of time these activities take students away from school during school hours or away from studies on "school nights."

Date of Adoption: July 11, 2007  
Board Reviewed December 2011

InstructionActivity Funds Management

School activity funds may be expended only for purposes which may benefit the student body of the school. All rules, regulations, and procedures for the conduct, operation and maintenance of extra-curricular accounts, and for the safe-guarding, accounting and auditing of all monies received and derived therefrom are to contribute to that objective.

The accounting system for managing student activity funds shall be designed to encourage the largest possible educational return to students without sacrificing the safety of funds or exposing students to undue responsibility or unnecessary routine.

Date of Adoption: July 11, 2007  
Board Reviewed December 2011

Instruction

Activities

School Colors

The official colors of Friend Public Schools shall be red and white. An additional color or colors may be used for trim, but the predominant colors shall remain red and white.

Date of Adoption: July 11, 2007  
Board Reviewed December 2011

InstructionActivitiesConcussions1. Training.

The Superintendent or designee shall make available training approved by the chief medical officer of the State on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury to all coaches of school athletic teams.

2. Education.

The Superintendent or designee shall require that concussion and brain injury information be provided on an annual basis to students and the students' parents or guardians prior to such students initiating practice or competition. The information provided to students and the students' parents or guardians shall include, but need not be limited to:

- a. the signs and symptoms of a concussion;
- b. the risks posed by sustaining a concussion; and
- c. the actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

3. Response to Concussions.

- a. Removal. A student who participates on a school athletic team shall be removed from a practice or game when he or she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school.
- b. Return-to-Play. A student who has been removed from a practice or game as a result of being reasonably suspected of having sustained a concussion or brain injury student shall not be permitted to participate in any school supervised team athletic activities involving physical exertion, including, but not limited to, practices or games, until the student: (i) has been evaluated by a licensed health care professional, (ii) has received written and signed clearance to resume participation in athletic activities from the licensed health care professional, and (iii) has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

The coach or administration may require that the student's return to full activities be on a stepwise progression back to full participation, or otherwise establish

conditions for return to participation that are more restrictive than those defined by the licensed health care professional if the coach or an administrator reasonably deems such to be appropriate.

The signature of an individual who represents that he or she is a licensed health care professional on a written clearance to resume participation that is provided to the school shall be deemed to be conclusive and reliable evidence that the individual who signed the clearance is a licensed health care professional. The school is not required to determine or verify the individual's qualifications.

- c. Parent Notification. If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity per the preceding paragraph, the parent or guardian of the student shall be notified by the Superintendent or designee of the date and approximate time of the injury suffered by the student, the signs and symptoms of a concussion or brain injury that were observed, and any actions taken to treat the student.

4. Responsibility of Coaches.

Coaches shall comply with this policy and apply their safety and injury prevention training. A coach who fails to do is subject to disciplinary action, including but not limited to termination of employment.

5. Students and Parents.

It is recognized that coaches cannot be aware of every incident in which a student has symptoms of a possible concussion or brain injury. As such, students and their parents have a responsibility to honestly report symptoms of a possible concussion or brain injury to the student's coaches on a timely basis.

6. Effective Date.

This policy becomes operative on July 1, 2012. The administration may, but shall not be required to, implement provisions of this policy prior to such date as it determines appropriate.

Legal Reference:       Laws 2011, LB 260

Date of Adoption:     August 8, 2011  
Board Reviewed December 2011