

Board of Education Regular Meeting  
Monday, February 13, 2023 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 Comment
8. Reports

8.1. Committee:

- 8.1.1. Negotiations
- 8.1.2. Building and Grounds
- 8.1.3. Activities
- 8.1.4. Curriculum and American Civics

8.2. Administration

- 8.2.1. Principal's Report
- 8.2.2. Superintendent

9. Discussion Items

- 9.1. Discussion of gym floor refurbishing and other coop/consolidation projects.
- 9.2. Discussion on Track and Jump area maintenance.
- 9.3. Discussion of additional parking to the west of the school.
- 9.4. Discussion of bid by KCAV for audio equipment and installation in New Gym,.

10. Action Items

- 10.1. Approval of the 2023-24 School Calendar
- 10.2. Approve the initial employment contract to Kary Archer for the 2023-24 school year.
- 10.3. Approve the initial employment contract to Kaydi Daudt for the 2023-24 school year.
- 10.4. Approve the recognition of the Friend Education Association as exclusive bargaining agent for the 2024-25 negotiated agreement.
- 10.5. Approve the one-year negotiated agreement with the Friend Education Association.
- 10.6. Approve the addition of 7-12 Cross Country to the coop with Exeter-Milligan.

11. Adjournment

## INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

**(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 or 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 Regular Meeting**

Saline County School District 76-0068

501 Main Street

Friend, NE 68359-0067

Monday, January 9, 2023 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. Election of Officers
  - 5.1. Election of Board President

Move to nominate Jamie Tuttle as board President Passed with a motion by Scott Spohn and a second by Tyler Bartels.

Jamie Tuttle: Abstain (With Conflict), Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 5, Nay: 0, Abstain (With Conflict): 1

- 5.2. Election of Board Vice President

Move to nominate Scott Spohn as board Vice President, Passed with a motion by Megan Weber and a second by Tiffany Shonerd.

Scott Spohn: Abstain (With Conflict), Tyler Bartels: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 5, Nay: 0, Abstain (With Conflict): 1

- 5.3. Election of Board Treasurer

Move to nominate Nancy Vossler as board Treasurer Passed with a motion by Jamie Tuttle and a second by Scott Spohn.

Nancy Vossler: Abstain (With Conflict), Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Megan Weber: Yea  
Yea: 5, Nay: 0, Abstain (With Conflict): 1

## 6. Approval of the agenda

Motion to approve agenda Passed with a motion by Tiffany Shonerd 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

## 7. Consent Agenda

Motion to approve consent agenda Passed with a motion by Scott Spohn 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

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

#### 7.1.1. Minutes of prior meeting(s)

#### 7.1.2. Treasurer's report

#### 7.1.3. Receipts

#### 7.1.4. Expenditures

#### 7.1.5. Claims for payment

## 8. Public Comment

### 8.1. Adam Erdkamp

Adam Erdkamp spoke about an article in the Nebraska Signal. Mr. Erdkamp refuted some of what was reported in the Signal.

## 9. Reports

### 9.1. Committee:

#### 9.1.1. Negotiations Committee

Negotiations Committee met to discuss the initial offer from teachers and will meet with teachers again to see if an agreement can be reached soon.

### 9.2. Administration

#### 9.2.1. Principal's Report

#### 9.2.2. Superintendent

## 10. Discussion Items

Negotiations Committee met to discuss offer from teachers and will counter.

## 11. Action Items

### 11.1. Approval to elect Michele Johnson-Clouse as Secretary

Motion to elect Michele Johnson-Clouse as Board Secretary 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

### 11.2. Approval to appoint Perry Law Firm as legal counsel to Board of Education

Motion to appoint Perry Law Firm as legal counsel to the Board of Education, Passed with a motion by Tyler Bartels 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

### 11.3. Approval to appoint Citizens State Bank and/or the Bank of Utica as the official depository of record of the school district.

Motion to appoint Citizens State Bank and/or First Bank Utica as the official depository of record for the school district. Passed with a motion by Jamie Tuttle 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

### 11.4. Approve to recognize the Friend Sentinel and/or Lincoln Journal Star as the newspaper of record for the school district.

Move to recognize the Friend Sentinel and/or Lincoln Journal Star as the newspaper of record for the school district Passed with a motion by Tiffany Shonerd 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

### 11.5. Adopt Updated Safety and Security Handbook.

Approve updated Safety and Security Handbook, as presented, Passed with a motion by Scott Spohn 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

11.6. Approve resignation of Haley McKain effective at the end of the 2022-23 school year.

Move to accept resignation of Hayley McKain effective at the end of the 2022-23 school year,  
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

11.7. Consideration and Possible Action and Review of Policies 2330, 2331, 2400, 2410, 2420,  
2430 and 2440

Move to accept review of BOE Policies: 2330, 2331, 2400, 2410, 2420, 2430, and 2440, as  
presented 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

Megan Weber discussed that at the last policy meeting, no changes needed to be made.

11.8. Approve Superintendent Evaluation from December board meeting

Move to approve superintendent evaluation of Derek Anderson, as presented at December BOE  
meeting, Passed with a motion by Tyler Bartels 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

12. Adjournment

Motion to adjourn at 8:05 pm. Next meeting will be Monday, February 13, 2023, at 7:30 pm  
Passed with a motion by Scott Spohn 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

Posted Locations:

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

Posted Date: 12/28/2022



<b>ACTIVITY FUND</b>					
05-1-01790-000-000	ACT - LOCAL - MISC LOCAL REVENUE	\$0.00	(\$160,000.00)	\$0.00	0.00
05-1-05200-000-000	ACT - OTHER FINANCING SOURCES - Support from Gen Fund	\$0.00	(\$48,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 05 - Activity Fund</b>		<b>\$0.00</b>	<b>(\$208,000.00)</b>	<b>\$0.00</b>	<b>0%</b>
<b>SCHOOL NUTRITION FUND</b>					
06-1-01510-000-000	SN - Interest	(\$23.71)	(\$5.00)	(\$56.74)	1,134.80
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$6,618.60)	(\$62,125.00)	(\$48,236.10)	77.64
06-1-01613-000-000	SN - DAILY SALES - SPECIAL MILK PROGRAM	\$0.00	(\$375.00)	\$0.00	0.00
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$91.25)	(\$2,500.00)	(\$1,233.55)	49.34
06-1-01920-000-000	SN - Donations from Private Sources	\$0.00	\$0.00	(\$3,920.00)	0.00
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	\$0.00	\$0.00	(\$28,129.75)	0.00
06-1-04210-000-000	SN - Federal Reimbursement	(\$5,294.68)	(\$60,000.00)	(\$15,272.61)	25.45
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	\$0.00	(\$50,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 06 - Lunch Fund</b>		<b>(\$12,028.24)</b>	<b>(\$175,005.00)</b>	<b>(\$96,848.75)</b>	<b>55%</b>
<b>BOND FUND</b>					
07-1-01100-000-000	BF - LOCAL - RE & PP TAXES LEVIED	(\$109,424.96)	(\$500,000.00)	(\$232,896.31)	46.57
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	\$0.00	(\$320.00)	(\$43.11)	13.47
07-1-01140-000-000	BF - LOCAL - Penalties & Interest on Taxes	(\$99.26)	\$0.00	(\$218.32)	0.00
07-1-01510-000-000	BF - LOCAL - INTEREST ON INVESTMENTS	(\$33.11)	(\$1,500.00)	(\$1,293.09)	86.20
07-1-03133-000-000	BF - STATE - NAMEPLATE CAPACITY	\$0.00	(\$5,000.00)	\$0.00	0.00
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	(\$156.24)	(\$1,380.00)	(\$335.03)	24.27
07-1-09001-000-000	BF - NON-PROGRAM RECEIPTS - Interfund Loan from General Fund	\$76,500.00	\$0.00	\$0.00	0.00
<b>Subtotal of Element: [Fund] 07 - Bond Fund</b>		<b>(\$33,213.57)</b>	<b>(\$508,200.00)</b>	<b>(\$234,785.86)</b>	<b>46%</b>
<b>SPECIAL BUILDING FUND</b>					
08-1-01100-000-000	SB - LOCAL - RE & PP TAXES LEVIED	(\$20,191.47)	(\$92,300.00)	(\$42,473.85)	46.01
08-1-01115-000-000	SB - LOCAL - CARLINE TAXES	\$0.00	(\$50.00)	(\$7.78)	15.56
08-1-01140-000-000	SB - LOCAL - Penalties & Interest on Taxes	(\$17.91)	(\$100.00)	(\$39.43)	39.43
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$1,517.70)	(\$3,700.00)	(\$5,134.19)	138.76
08-1-03180-000-000	SB - STATE - PRO-RATE MOTOR VEHICLE	(\$28.20)	(\$150.00)	(\$60.47)	40.31
08-1-04997-000-000	SB - FEDERAL - ESSER II	\$0.00	\$0.00	(\$72,356.00)	0.00
08-1-04998-000-000	SB - ESSER III - GRANT	\$0.00	(\$200,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 08 - Special Building Fund</b>		<b>(\$21,755.28)</b>	<b>(\$296,300.00)</b>	<b>(\$120,071.72)</b>	<b>41%</b>
<b>STUDENT FEE FUND</b>					
12-1-01741-000-000	FEE - Extracurricular Activity Fees	\$0.00	(\$3,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 12 - Student Fee Fund</b>		<b>\$0.00</b>	<b>(\$3,000.00)</b>	<b>\$0.00</b>	<b>0%</b>

# Friend Public School

## Account Summary Report

## EXPENDITURES

Cycle: FY22-23; Begin Date: 01/01/2023; End Date: 01/31/2023; Account Type: Expenditure; Created On: 2/1/2023 3:34:44 PM

Account Code	Description	Actual -JAN	Budget (YTD)	Actual (YTD)	% of Budget
<b>General Fund</b>					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$50,450.39	\$605,400.00	\$252,251.95	41.66
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$38,386.86	\$460,900.00	\$188,332.20	40.86
01-2-01100-112-001-00	REG INST - Salaries - Paras and Assistants - Sec	\$581.92	\$12,000.00	\$3,758.38	31.31
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$4,639.13	\$57,000.00	\$27,210.60	47.73
01-2-01100-122-001-00	REG INST - Salaries - Substitute Paras - Sec	\$56.16	\$500.00	\$143.91	28.78
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$221.13	\$5,000.00	\$5,164.95	103.29
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$979.16	\$20,000.00	\$8,748.57	43.74
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$1,128.19	\$25,000.00	\$15,907.61	63.63
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$9,029.76	\$101,960.00	\$45,968.80	45.08
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$20.00	\$1,500.00	\$160.00	10.66
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$3,228.67	\$13,040.00	\$6,457.34	49.51
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$14,410.76	\$172,929.00	\$86,464.56	50.00
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$248.77	\$2,985.00	\$1,243.85	41.67
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$11,073.79	\$132,885.00	\$66,442.74	50.00
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$201.16	\$2,414.00	\$1,005.80	41.66
01-2-01100-212-001-01	REG INST - Group Insurance - LTD - Paras - Sec	\$7.56	\$91.00	\$37.80	41.53
01-2-01100-212-002-01	REG INST - Group Insurance - LTD - Paras - Elem	\$14.22	\$171.00	\$35.18	20.57
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,470.07	\$46,313.00	\$22,467.99	48.51
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,858.98	\$35,259.00	\$13,992.04	39.68
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$290.81	\$918.00	\$767.59	83.61
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$361.46	\$4,361.00	\$2,424.97	55.60
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$74.92	\$1,530.00	\$669.26	43.74
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$86.31	\$1,913.00	\$1,216.96	63.61
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$4,415.50	\$59,800.00	\$22,193.68	37.11
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$2,851.12	\$45,527.00	\$13,992.64	30.73
01-2-01100-232-001-00	REG INST - Retirement - Paras and Assistants - Sec	\$43.20	\$1,185.00	\$279.00	23.54
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$344.38	\$5,630.00	\$2,019.99	35.87
01-2-01100-233-002-00	REG INST - Retirement - Substitute Teachers - Elem	\$11.06	\$0.00	\$75.85	0.00
01-2-01100-237-001-00	REG INST - Retirement Increase - Sec	\$1,474.09	\$0.00	\$7,429.70	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - Elem	\$1,060.16	\$0.00	\$5,319.15	0.00
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - Sec	\$0.00	\$1,992.00	\$1,992.00	100.00
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - Elem	\$0.00	\$1,437.00	\$1,437.00	100.00
01-2-01100-272-002-00	REG INST - Workers Comp - Paras and Assistants - Elem	\$0.00	\$208.00	\$208.00	100.00
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers - Sec	\$6,711.99	\$9,009.00	\$9,715.14	107.83

01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$9,398.09	\$14,480.00	\$14,224.82	98.23
01-2-01100-291-001-00	REG INST - Other Employee Benefits - Teachers - Sec	\$52.50	\$696.00	\$331.50	47.62
01-2-01100-291-002-00	REG INST - Other Employee Benefits - Teachers - Elem	\$80.00	\$960.00	\$480.00	50.00
01-2-01100-320-001-00	REG INST - Prof Educ Services - Sec	\$170.00	\$0.00	\$170.00	0.00
01-2-01100-320-002-00	REG INST - Prof Educ Services - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-330-001-00	REG INST - Employee Training - Sec	\$0.00	\$2,000.00	\$1,379.37	68.96
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$50.00	\$2,000.00	\$877.15	43.85
01-2-01100-382-001-SP	REG INST - Distance Ed - Spanish	\$0.00	\$10,800.00	\$5,400.00	50.00
01-2-01100-430-001-MU	DNU REG INST - Repairs to Instruments - Sec	\$0.00	\$1,000.00	\$292.50	29.25
01-2-01100-431-001-MU	REG INST - Repairs to Musical Instruments	\$0.00	\$0.00	\$173.00	0.00
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - Sec	\$481.71	\$5,500.00	\$2,199.79	39.99
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$1,185.20	\$8,500.00	\$4,183.57	49.21
01-2-01100-580-001-00	REG INST - Travel - Sec	\$0.00	\$1,500.00	\$28.75	1.91
01-2-01100-580-002-00	REG INST - Travel - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - Sec	\$125.00	\$150,726.00	\$376.79	0.24
01-2-01100-610-001-AG	REG INST - Supplies - Agri	\$106.05	\$1,200.00	\$2,360.17	196.68
01-2-01100-610-001-AR	REG INST - Supplies - Art - Sec	\$0.00	\$1,500.00	\$385.85	25.72
01-2-01100-610-001-FC	REG INST - Supplies - FACS	\$215.89	\$2,000.00	\$1,113.76	55.68
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - Sec	\$0.00	\$800.00	\$0.00	0.00
01-2-01100-610-001-MA	REG INST - Supplies - Math - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-MU	REG INST - Supplies - Music - Sec	(\$549.95)	\$2,775.00	\$554.73	19.99
01-2-01100-610-001-PE	REG INST - Supplies - PE/Health - Sec	\$0.00	\$500.00	\$29.98	5.99
01-2-01100-610-001-SC	REG INST - Supplies - Science - Sec	\$0.00	\$2,000.00	\$245.58	12.27
01-2-01100-610-001-SH	REG INST - Supplies - Shop	\$53.45	\$5,000.00	\$3,623.28	72.46
01-2-01100-610-001-SP	REG INST - Supplies - Spanish	\$0.00	\$500.00	\$463.24	92.64
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - Sec	(\$45.88)	\$500.00	\$59.34	11.86
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - Sec	\$69.00	\$500.00	\$200.46	40.09
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$162.61	\$157,000.00	\$1,016.67	0.64
01-2-01100-610-002-AR	REG INST - Supplies - Art - Elem	\$0.00	\$500.00	\$299.59	59.91
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - Elem	\$0.00	\$3,000.00	\$1,049.53	34.98
01-2-01100-610-002-MA	REG INST - Supplies - Math - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-MU	REG INST - Supplies - Music - Elem	\$0.00	\$500.00	\$29.99	5.99
01-2-01100-610-002-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$500.00	\$119.98	23.99
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	\$500.00	\$0.00	0.00
01-2-01100-640-001-AG	REG INST - Books and Periodicals - Agri	\$0.00	\$400.00	\$0.00	0.00
01-2-01100-640-001-FC	REG INST - Books and Periodicals - FACS	\$0.00	\$400.00	\$0.00	0.00
01-2-01100-640-001-LA	REG INST - Books and Periodicals - Lang Arts - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-001-MA	REG INST - Books and Periodicals - Math - Sec	\$0.00	\$100.00	\$0.00	0.00
01-2-01100-640-001-SC	REG INST - Books and Periodicals - Science - Sec	\$0.00	\$1,000.00	\$979.04	97.90
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$4,000.00	\$639.36	15.98
01-2-01100-640-002-MA	REG INST - Books and Periodicals - Math - Elem	\$0.00	\$1,500.00	\$686.75	45.78
01-2-01100-640-002-MU	REG INST - Books and Periodicals - Music - Elem	\$0.00	\$200.00	\$0.00	0.00

01-2-01100-640-002-SC	REG INST - Books and Periodicals - Science - Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - Sec	\$0.00	\$5,000.00	\$1,637.52	32.75
01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$0.00	\$7,500.00	\$1,540.00	20.53
01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$0.00	\$1,000.00	\$903.63	90.36
01-2-01100-650-001-SC	REG INST - Tech Supplies - Science - Sec	\$0.00	\$500.00	\$82.99	16.59
01-2-01100-650-001-TE	REG INST - Tech Supplies - Tech Class - Sec	\$0.00	\$0.00	\$995.00	0.00
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - Elem	\$0.00	\$1,000.00	\$874.76	87.47
01-2-01100-733-001-00	REG INST - Furniture and Fixtures - Sec	\$0.00	\$20,000.00	\$0.00	0.00
01-2-01100-733-002-00	REG INST - Furniture and Fixtures - Elem	\$0.00	\$20,000.00	\$0.00	0.00
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - Sec	\$0.00	\$10,000.00	\$0.00	0.00
01-2-01100-735-001-00	REG INST - Technology Software - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-810-001-00	REG INST - Dues and Fees - Sec Staff	\$0.00	\$500.00	\$388.00	77.60
01-2-01100-810-001-01	REG INST - Field Trips Students - Secondary	\$0.00	\$0.00	\$75.00	0.00
01-2-01100-810-001-AG	REG INST - Dues & Fees - Agri	(\$325.00)	\$500.00	\$105.00	21.00
01-2-01100-810-001-MU	REG INST - Dues & Contest Fees - Music - Sec	\$88.00	\$1,000.00	\$188.00	18.80
01-2-01100-810-001-SS	REG INST - Dues & Fees - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-810-002-00	REG INST - Dues & Fees - Elem	\$0.00	\$1,000.00	\$240.00	24.00
01-2-01100-810-002-01	REG INST - Field Trips Students - Elementary	\$0.00	\$1,500.00	\$144.00	9.60
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - Elem	\$0.00	\$500.00	\$50.00	10.00
01-2-01115-565-001-00	SENCAP - Tuition to Postsecondary Schools	\$0.00	\$10,000.00	\$702.00	7.02
01-2-01150-122-001-00	ELL - Para professional - temp	\$387.73	\$20,000.00	\$7,770.99	38.85
01-2-01150-222-001-00	ELL - Social Security	\$29.66	\$1,530.00	\$594.47	38.85
01-2-01150-610-001-00	ELL - Supplies - Sec	\$0.00	\$0.00	\$7.50	0.00
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$4,875.07	\$58,501.00	\$24,395.35	41.70
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$1,819.23	\$23,164.00	\$11,540.34	49.82
01-2-01190-121-002-00	EARLY - Salaries - Subs - Teachers	\$0.00	\$745.00	\$0.00	0.00
01-2-01190-122-002-00	EARLY - Salaries - Subs - Paras	\$0.00	\$0.00	\$69.24	0.00
01-2-01190-211-002-00	EARLY - Group Insurance - BCBS Teachers	\$1,548.81	\$18,586.00	\$9,292.86	49.99
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$28.77	\$345.00	\$143.85	41.69
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$7.34	\$88.00	\$36.70	41.70
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$349.99	\$4,475.00	\$1,751.54	39.14
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$139.74	\$1,772.00	\$890.96	50.27
01-2-01190-223-002-00	EARLY - Social Security - Subs - Teachers	\$0.00	\$57.00	\$0.00	0.00
01-2-01190-231-002-00	EARLY - Retirement - Teachers	\$361.90	\$5,779.00	\$1,810.99	31.33
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$135.05	\$2,288.00	\$856.70	37.44
01-2-01190-237-002-00	EARLY - Retirement Increase	\$164.30	\$0.00	\$881.97	0.00
01-2-01190-271-002-00	EARLY - Workers Comp - Teachers	\$0.00	\$206.00	\$206.00	100.00
01-2-01190-272-002-00	EARLY - Workers Comp - Paras	\$0.00	\$71.00	\$71.00	100.00
01-2-01190-281-002-00	EARLY - Health Benefits - HSA Teachers	\$1,958.19	\$3,026.00	\$2,967.01	98.05
01-2-01190-330-002-00	EARLY - Employee Training	\$0.00	\$150.00	\$0.00	0.00
01-2-01190-610-002-00	EARLY - General Supplies	\$87.87	\$4,648.00	\$390.90	8.41
01-2-01190-643-002-00	EARLY - Web/Cloud Based Software	\$0.00	\$400.00	\$344.40	86.10
01-2-01300-111-002-00	SUMMER - Salaries - Teachers - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01300-112-002-00	SUMMER - Salaries - Paras - Elem	\$0.00	\$1,000.00	\$0.00	0.00

01-2-01300-221-002-00	SUMMER - Social Security - Teachers - Elem	\$0.00	\$150.00	\$0.00	0.00
01-2-01300-222-002-00	SUMMER - Social Security - Paras - Elem	\$0.00	\$75.00	\$0.00	0.00
01-2-01300-231-002-00	SUMMER - Retirement - Teachers - Elem	\$0.00	\$200.00	\$0.00	0.00
01-2-01300-232-002-00	SUMMER - Retirement - Paras - Elem	\$0.00	\$100.00	\$0.00	0.00
	<b>Regular Education</b>	<b>\$182,942.00</b>	<b>\$2,454,000.00</b>	<b>\$931,458.41</b>	<b>0.38</b>
01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$6,024.87	\$77,366.00	\$27,398.13	35.41
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$7,552.71	\$92,100.00	\$34,737.36	37.71
01-2-01200-112-002-00	SPED SA - Salaries - Paras -Elem	\$0.00	\$0.00	\$87.75	0.00
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers	\$0.00	\$20,000.00	\$5,653.96	28.26
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$0.00	\$5,000.00	\$5,100.56	102.01
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$1,514.40	\$18,173.00	\$9,086.40	49.99
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$34.70	\$416.00	\$173.50	41.70
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$29.64	\$356.00	\$148.20	41.62
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$445.51	\$5,919.00	\$2,018.91	34.10
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$556.09	\$7,046.00	\$2,548.92	36.17
01-2-01200-222-002-00	SPED SA - Social Security - Aides -Elem	\$0.00	\$0.00	\$6.71	0.00
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$0.00	\$1,530.00	\$404.46	26.43
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$0.00	\$400.00	\$362.12	90.53
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$447.25	\$7,642.00	\$2,033.87	26.61
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$560.68	\$9,598.00	\$2,578.74	26.86
01-2-01200-233-001-00	SPED SA - Retirement - Subs - Sec	\$0.00	\$0.00	\$342.30	0.00
01-2-01200-233-002-00	SPED SA - Retirement - Subs - Elem	\$0.00	\$0.00	\$342.29	0.00
01-2-01200-237-001-00	SPED SA - Retirement Increase - Sec	\$147.87	\$0.00	\$785.62	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - Elem	\$185.37	\$0.00	\$965.76	0.00
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - Sec	\$0.00	\$262.00	\$262.00	100.00
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers -Elem	\$0.00	\$288.00	\$288.00	100.00
01-2-01200-272-001-00	SPED SA - Workers Comp - Aides - Sec	\$0.00	\$73.00	\$73.00	100.00
01-2-01200-281-001-00	SPED SA - Health Benefits -HSA Teachers Sec	\$1,853.18	\$3,351.00	\$2,970.02	88.63
01-2-01200-317-001-00	SPED SA - Contracted Legal Services - Sec	\$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	\$123.67	6.18
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$0.00	\$2,000.00	\$248.68	12.43
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	\$116,240.00	\$624.24	0.53
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$0.00	\$116,240.00	\$0.00	0.00
01-2-01200-643-001-00	SPED SA - Web/Cloud Based Software - Sec	\$0.00	\$10,000.00	\$7.45	0.07
01-2-01200-643-002-00	SPED SA - Web/Cloud Based Software -Elem	\$0.00	\$10,000.00	\$50.99	0.50
01-2-01200-650-001-00	SPED SA - Supplies - Technology Related - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-650-002-00	SPED SA - Supplies - Technology Related -Elem	\$0.00	\$5,000.00	\$16.99	0.33
01-2-01200-810-001-00	SPED SA - Dues and Fees - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-810-002-00	SPED SA - Dues and Fees -Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02141-340-001-00	PSYCH - Prof Services - Psychologist - SA - Sec	\$0.00	\$25,000.00	\$0.00	0.00

01-2-02141-340-002-00	PSYCH - Prof Services - Psychologist - SA - Elem	\$0.00	\$35,000.00	\$0.00	0.00
01-2-02141-591-001-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Sec	\$5,644.26	\$0.00	\$5,644.26	0.00
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	\$5,644.26	\$0.00	\$5,644.26	0.00
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	\$5,000.00	\$0.00	0.00
01-2-02151-340-001-00	SPEECH - Prof Services - Speech Therapy - SA - Sec	\$2,092.19	\$0.00	\$10,654.98	0.00
01-2-02151-340-002-00	SPEECH - Prof Services - Speech Therapy- SA - Elem	\$2,789.57	\$0.00	\$14,206.64	0.00
01-2-02151-591-001-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Sec	\$0.00	\$35,000.00	\$0.00	0.00
01-2-02151-591-001-01	SPEECH - Deaf/HOH Therapy Purch from ESU6 - Sec	\$3,197.39	\$3,000.00	\$3,197.39	106.57
01-2-02151-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Elem	\$0.00	\$68,500.00	\$0.00	0.00
01-2-02151-591-002-01	SPEECH - Deaf/HOH Therapy Purch From ESU6 - SA - Elem	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02151-591-002-02	SPEECH - Extended SY Purch From ESU6 - SA - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02151-591-002-03	SPEECH - Homebased Purch from ESU6 SA	\$2,630.87	\$15,000.00	\$2,630.87	17.53
01-2-02151-610-002-00	SPEECH - General Supplies - SA - Elem	\$0.00	\$29,500.00	\$57.50	0.19
01-2-02152-340-002-00	SPEECH - Prof Services - Speech Therapy- Age 3-5	\$2,092.19	\$0.00	\$10,654.98	0.00
01-2-02152-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 3-5	\$0.00	\$18,000.00	\$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	\$0.00	0.00
01-2-02152-610-002-00	SPEECH - Supplies - Age 3-5	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02153-340-002-00	SPEECH - Prof Services - Speech Therapy- Age 0-2	\$0.00	\$8,000.00	\$0.00	0.00
01-2-02153-591-002-01	SPEECH - Extended SY Purch From ESU6 - Age 0-2	\$0.00	\$500.00	\$0.00	0.00
01-2-02153-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 0-2	\$3,051.81	\$5,000.00	\$3,051.81	61.03
01-2-02161-591-001-00	OT - Occupational Therapy Purch from ESU6 - SA - Sec	\$2,730.02	\$15,000.00	\$2,730.02	18.20
01-2-02161-591-002-00	OT - Occupational Therapy Purch from ESU6 - SA - Elem	\$8,190.06	\$35,000.00	\$8,190.06	23.40
01-2-02162-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 3-5	\$0.00	\$7,000.00	\$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	\$0.00	\$5,000.00	\$758.74	15.17
01-2-02171-340-002-00	PT - Prof Services - Physical Therapy - SA - Elem	\$0.00	\$10,000.00	\$1,232.50	12.32
01-2-02172-340-002-00	PT - Prof Services - Physical Therapy - Age 3-5	\$0.00	\$5,000.00	\$365.25	7.30
01-2-02173-340-002-00	PT - Prof Services - Physical Therapy Age 0-2	\$0.00	\$2,000.00	\$176.25	8.81
01-2-02181-340-001-00	VISION - Prof Services - Vision Therapy - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$0.00	\$8,000.00	\$1,492.63	18.65
01-2-02182-340-002-00	VISION - Prof Services - Vision Therapy - 3-5	\$0.00	\$1,000.00	\$166.51	16.65
01-2-02183-340-002-00	VISION - Prof Services - Vision Therapy - 0-2	\$0.00	\$500.00	\$0.00	0.00
	<b>Special Education</b>	<b>\$57,414.89</b>	<b>\$925,000.00</b>	<b>\$170,295.25</b>	<b>0.18</b>
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$3,070.93	\$36,850.00	\$15,334.65	41.61
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$3,050.93	\$36,615.00	\$15,254.65	41.66
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$364.20	\$7,935.00	\$3,373.20	42.51
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$28.21	\$340.00	\$141.05	41.48

01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$364.20	\$7,950.00	\$3,373.20	42.43
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$234.49	\$2,825.00	\$1,167.94	41.34
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$230.84	\$2,800.00	\$1,151.27	41.11
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$227.97	\$3,650.00	\$1,138.37	31.18
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$226.49	\$3,625.00	\$1,132.44	31.23
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - Sec	\$75.37	\$0.00	\$376.36	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - Elem	\$74.88	\$0.00	\$374.40	0.00
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor- Secondary	\$0.00	\$113.00	\$112.50	99.55
01-2-02120-271-002-00	GUIDANCE - Workers Comp - Counselor- Elem	\$0.00	\$113.00	\$112.50	99.55
01-2-02120-320-001-00	GUIDANCE - Student Workshops- Secondary	\$0.00	\$3,000.00	\$278.01	9.26
01-2-02120-320-002-00	GUIDANCE - Student Workshops- Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02120-330-001-00	GUIDANCE - Employee Training - Secondary	\$0.00	\$500.00	\$82.45	16.49
01-2-02120-330-002-00	GUIDANCE - Employee Training - Elem	\$0.00	\$500.00	\$145.00	29.00
01-2-02120-580-001-00	GUIDANCE - Travel- Secondary	\$0.00	\$500.00	\$62.50	12.50
01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary	\$0.00	\$42,190.00	\$89.94	0.21
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$0.00	\$43,134.00	\$598.86	1.38
01-2-02120-643-002-00	GUIDANCE - Web/Cloud Based Software- Elem	\$0.00	\$0.00	\$31.08	0.00
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$0.00	\$2,000.00	\$100.00	5.00
01-2-02120-810-002-00	GUIDANCE - Dues and Fees- Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02130-116-001-00	NURSE - Salaries - Nurse - Secondary	\$736.55	\$9,425.00	\$4,249.95	45.09
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,209.63	\$28,225.00	\$12,749.77	45.17
01-2-02130-126-002-00	NURSE - Salaries - Nurse Subs- Elem	\$0.00	\$750.00	\$0.00	0.00
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$0.00	\$375.00	\$374.27	99.80
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$2.56	\$0.00	\$12.82	0.00
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$0.00	\$1,125.00	\$1,122.83	99.80
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$7.70	\$340.00	\$38.48	11.31
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$56.54	\$720.00	\$326.11	45.29
01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$169.63	\$2,220.00	\$978.30	44.06
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$54.68	\$930.00	\$315.50	33.92
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$164.03	\$2,785.00	\$946.48	33.98
01-2-02130-237-001-00	NURSE - Retirement Increase - Sec	\$18.08	\$0.00	\$104.32	0.00
01-2-02130-237-002-00	NURSE - Retirement Increase - Elem	\$54.23	\$0.00	\$312.91	0.00
01-2-02130-276-002-00	NURSE - Workers Comp - Nurse- Elem	\$0.00	\$115.00	\$115.00	100.00
01-2-02130-330-002-00	NURSE - Employee Training - Elem	\$0.00	\$500.00	\$0.00	0.00
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	\$1,000.00	\$0.00	0.00
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02130-810-001-00	NURSE - Dues and Fees- Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02130-810-002-00	NURSE - Dues and Fees- Elem	\$0.00	\$500.00	\$0.00	0.00
	<b>Support - Pupils</b>	<b>\$11,422.14</b>	<b>\$250,000.00</b>	<b>\$66,077.11</b>	<b>0.26</b>
01-2-02211-320-000-00	SCHOOL IMPROV - Professional Educational Services	\$0.00	\$500.00	\$0.00	0.00

01-2-02211-610-000-00	SCHOOL IMPROV - General Supplies	\$0.00	\$500.00	\$0.00	0.00
01-2-02211-810-000-00	SCHOOL IMPROV - Dues and Fees	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-111-001-00	LIB MEDIA - Salaries - Teachers - Secondary	\$1,048.04	\$12,577.00	\$5,240.20	41.66
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$1,048.04	\$12,577.00	\$5,240.20	41.66
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$1,743.32	\$23,874.00	\$11,724.43	49.10
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$362.09	\$4,345.00	\$2,172.54	50.00
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$32.52	\$390.00	\$162.60	41.69
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$362.09	\$4,345.00	\$2,172.54	50.00
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.56	\$91.00	\$37.80	41.53
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$78.59	\$962.00	\$393.18	40.87
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$76.21	\$962.00	\$381.30	39.63
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$133.94	\$1,826.00	\$899.81	49.27
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$77.80	\$1,242.00	\$389.00	31.32
01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$77.80	\$1,242.00	\$389.00	31.32
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$129.42	\$2,358.00	\$870.36	36.91
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - Sec	\$68.51	\$0.00	\$416.36	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - Elem	\$25.72	\$0.00	\$128.60	0.00
01-2-02220-271-001-00	LIB MEDIA - Workers Comp - Teachers - Secondary	\$0.00	\$117.00	\$117.00	100.00
01-2-02220-271-002-00	LIB MEDIA - Workers Comp - Teachers - Elem	\$0.00	\$117.00	\$117.00	100.00
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - Secondary	\$0.00	\$73.00	\$73.00	100.00
01-2-02220-330-001-00	LIB MEDIA - Employee Training - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-443-001-00	LIB MEDIA - Lease - Copier - Secondary	\$0.00	\$1,000.00	\$425.97	42.59
01-2-02220-443-002-00	LIB MEDIA - Lease - Copier - Elem	\$0.00	\$1,000.00	\$425.98	42.59
01-2-02220-610-001-00	LIB MEDIA - General Supplies - Secondary	\$0.00	\$2,000.00	\$23.67	1.18
01-2-02220-610-002-00	LIB MEDIA - General Supplies - Elem	\$0.00	\$2,820.00	\$20.28	0.71
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - Secondary	\$0.00	\$5,000.00	\$2,146.14	42.92
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$204.44	\$6,000.00	\$2,456.53	40.94
01-2-02220-641-001-00	LIB MEDIA - E-Books - Secondary	\$0.00	\$250.00	\$250.00	100.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - Elem	\$0.00	\$250.00	\$250.00	100.00
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	\$2,000.00	\$660.00	33.00
01-2-02220-650-001-00	LIB MEDIA - Supplies - Technology Related - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-810-001-00	LIB MEDIA - Dues and Fees - Secondary	\$0.00	\$180.00	\$260.00	144.44
01-2-02230-432-000-00	TECH - Technology-Related Repairs and Maintenance	\$149.00	\$3,000.00	\$224.00	7.46
01-2-02230-530-000-00	TECH - Communications	\$426.77	\$20,000.00	\$2,044.18	10.22
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$4,320.00	\$38,000.00	\$20,280.00	53.36
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$413.86	\$27,000.00	\$3,724.54	13.79
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$0.00	\$6,000.00	\$12,054.39	200.90
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$561.08	\$20,000.00	\$829.18	4.14
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$39,902.00	\$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>\$11,346.80</b>	<b>\$250,000.00</b>	<b>\$76,999.78</b>	<b>0.31</b>
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$0.00	\$1,500.00	\$100.00	6.66
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$3,000.00	\$1,500.00	50.00
01-2-02310-520-000-00	BOE - Insurance	\$0.00	\$11,000.00	\$11,030.00	100.27
01-2-02310-540-000-00	BOE - Advertising	\$98.42	\$4,000.00	\$910.88	22.77
01-2-02310-580-000-00	BOE - Travel	\$0.00	\$4,000.00	\$1,691.90	42.29
01-2-02310-610-000-00	BOE - General Supplies	\$0.00	\$22,000.00	\$81.18	0.36
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$500.00	\$16.03	3.20
01-2-02310-735-000-00	BOE - Technology Software	\$0.00	\$2,500.00	\$0.00	0.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$0.00	\$1,500.00	\$3,623.00	241.53
	<b>Board of Education</b>	<b>\$98.42</b>	<b>\$50,000.00</b>	<b>\$18,952.99</b>	<b>0.38</b>
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$10,708.33	\$128,500.00	\$53,541.65	41.66
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,288.95	\$36,150.00	\$13,257.47	36.67
01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,497.10	\$17,965.00	\$8,982.60	50.00
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$17.14	\$206.00	\$85.70	41.60
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$1,774.65	\$21,296.00	\$10,647.90	49.99
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$48.50	\$582.00	\$242.50	41.66
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$172.56	\$2,765.00	\$1,001.46	36.21
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$821.52	\$9,830.00	\$4,107.62	41.78
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$169.92	\$3,571.00	\$984.17	27.56
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$794.93	\$12,693.00	\$3,974.65	31.31
01-2-02320-237-000-00	SUPER - Retirement Increase	\$318.99	\$0.00	\$1,639.45	0.00
01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$0.00	\$110.00	\$110.00	100.00
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$0.00	\$395.00	\$395.00	100.00
01-2-02320-281-000-00	Executive Administration-Health Benefits Paid for	\$2,233.68	\$0.00	\$2,233.68	0.00
01-2-02320-285-000-00	SUPER - Health Benefits - Superintendents	\$0.00	\$3,351.00	\$1,116.84	33.32
01-2-02320-310-000-00	SUPER - Contracted Services	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02320-330-000-00	SUPER - Employee Training	\$0.00	\$500.00	\$82.45	16.49
01-2-02320-333-000-00	SUPER - Mileage Paid to Staff	\$0.00	\$200.00	\$0.00	0.00
01-2-02320-530-000-00	SUPER - Cell Phone Reimb	\$50.00	\$600.00	\$250.00	41.66
01-2-02320-580-000-00	SUPER - Travel	\$0.00	\$3,000.00	\$479.00	15.96
01-2-02320-610-000-00	SUPER - General Supplies	\$15.98	\$19,286.00	\$274.03	1.42
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$0.00	\$6,000.00	\$2,572.07	42.86
01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02320-810-000-00	SUPER - Dues and Fees	\$0.00	\$2,000.00	\$1,195.00	59.75
	<b>Superintendent</b>	<b>\$20,912.25</b>	<b>\$275,000.00</b>	<b>\$107,173.24</b>	<b>0.39</b>
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$288.00	\$8,500.00	\$1,556.00	18.30
	<b>District Legal</b>	<b>\$288.00</b>	<b>\$8,500.00</b>	<b>\$1,556.00</b>	<b>0.18</b>

01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,086.92	\$25,296.00	\$12,236.93	48.37
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$4,070.83	\$48,850.00	\$20,354.15	41.66
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$4,070.84	\$48,850.00	\$20,354.20	41.66
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst- Secondary	\$8.01	\$100.00	\$40.05	40.05
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$887.32	\$10,650.00	\$5,323.92	49.98
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$38.86	\$470.00	\$194.30	41.34
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$887.33	\$10,650.00	\$5,323.98	49.99
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$158.33	\$1,935.00	\$929.57	48.03
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$309.88	\$3,740.00	\$1,549.43	41.42
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$306.95	\$3,740.00	\$1,534.78	41.03
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$154.92	\$2,500.00	\$908.41	36.33
01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$302.20	\$4,825.00	\$1,511.00	31.31
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$302.19	\$4,825.00	\$1,510.97	31.31
01-2-02410-237-001-00	PRIN - Retirement Increase - Sec	\$151.13	\$0.00	\$799.88	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - Elem	\$99.91	\$0.00	\$499.55	0.00
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - Secondary	\$0.00	\$77.00	\$77.00	100.00
01-2-02410-271-001-00	PRIN - Workers Comp - Principal - Secondary	\$0.00	\$150.00	\$150.00	100.00
01-2-02410-271-002-00	PRIN - Workers Comp - Principal - Elementary	\$0.00	\$151.00	\$151.00	100.00
01-2-02410-281-001-00	PRIN - Health Benefits - Principal - Secondary	\$1,117.90	\$1,672.00	\$1,675.15	100.18
01-2-02410-281-002-00	PRIN - Health Benefits - Principal - Elementary	\$1,107.33	\$1,679.00	\$1,666.92	99.28
01-2-02410-330-002-00	PRIN - Employee Training - Principal - Elementary	\$0.00	\$500.00	\$82.45	16.49
01-2-02410-580-001-00	PRIN - Travel - Secondary	\$12.50	\$500.00	\$100.81	20.16
01-2-02410-580-002-00	PRIN - Travel - Elementary	\$0.00	\$500.00	\$0.00	0.00
01-2-02410-610-001-00	PRIN - General Supplies - Secondary	\$513.60	\$15,170.00	\$1,431.62	9.43
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$305.23	\$15,170.00	\$1,586.74	10.45
01-2-02410-640-002-00	PRIN - Books and Periodicals - Elementary	\$0.00	\$0.00	\$50.00	0.00
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - Secondary	\$0.00	\$1,000.00	\$1,274.12	127.41
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - Elementary	\$0.00	\$1,000.00	\$1,274.12	127.41
01-2-02410-650-001-00	PRIN - Supplies - Technology Related - Secondary	\$0.00	\$2,500.00	\$17.98	0.71
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - Elem	\$0.00	\$1,500.00	\$78.88	5.25
01-2-02410-810-001-00	PRIN - Dues and Fees - Secondary	\$0.00	\$1,000.00	\$690.00	69.00
01-2-02410-810-002-00	PRIN - Dues and Fees - Elementary	\$0.00	\$1,000.00	\$865.00	86.50
	<b>Principal</b>	<b>\$16,892.18</b>	<b>\$210,000.00</b>	<b>\$84,242.91</b>	<b>0.40</b>
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$5,044.08	\$60,530.00	\$25,220.40	41.66
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,497.10	\$17,965.00	\$8,982.60	50.00
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$24.86	\$300.00	\$124.30	41.43
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$367.78	\$4,630.00	\$1,838.90	39.71
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$374.45	\$5,979.00	\$1,872.25	31.31
01-2-02510-237-000-00	FISCAL SVCS - Retirement Increase	\$123.80	\$0.00	\$619.00	0.00
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$0.00	\$185.00	\$185.00	100.00
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$100.00	\$9,000.00	\$7,595.00	84.38
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$55.00	\$250.00	\$173.94	69.57

01-2-02510-530-000-00	FISCAL SVCS - Communications	\$383.48	\$6,000.00	\$1,913.29	31.88
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$0.00	\$6,000.00	\$1,933.12	32.21
01-2-02510-580-000-00	FISCAL SVCS - Travel	\$0.00	\$300.00	\$0.00	0.00
01-2-02510-610-000-00	FISCAL SVCS - General Supplies	\$25.72	\$14,061.00	\$181.66	1.29
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$61.20	\$12,000.00	\$9,717.93	80.98
01-2-02510-650-000-00	FISCAL SVCS - Supplies - Technology Related	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$800.00	\$363.50	45.43
	<b>Fiscal Services</b>	<b>\$8,057.47</b>	<b>\$140,000.00</b>	<b>\$60,720.89</b>	<b>0.43</b>
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$14,177.09	\$172,500.00	\$71,224.65	41.28
01-2-02610-210-000-00	OPERATIONS - Group Insurance - BCBS	\$2,127.79	\$25,450.00	\$12,666.39	49.76
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$56.85	\$685.00	\$284.25	41.49
01-2-02610-220-000-00	OPERATIONS - Social Security	\$1,058.95	\$13,200.00	\$5,321.48	40.31
01-2-02610-230-000-00	OPERATIONS - Retirement	\$964.14	\$15,050.00	\$4,848.42	32.21
01-2-02610-237-000-00	OPERATIONS - Retirement Increase	\$318.76	\$0.00	\$1,602.95	0.00
01-2-02610-270-000-00	OPERATIONS - Workers Comp	\$0.00	\$4,532.00	\$4,532.00	100.00
01-2-02610-333-000-00	OPERATIONS - Mileage Paid to Staff	\$47.50	\$0.00	\$47.50	0.00
01-2-02610-410-000-00	OPERATIONS - Utility Services - Water & Sewage	\$806.35	\$14,000.00	\$7,902.20	56.44
01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$266.50	\$2,500.00	\$747.50	29.90
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$487.68	\$5,000.00	\$2,559.36	51.18
01-2-02610-441-000-00	OPERATIONS - Rental of Bus Barn	\$400.00	\$4,800.00	\$2,000.00	41.66
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$0.00	\$12,000.00	\$1,418.58	11.82
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$0.00	\$40,230.00	\$40,227.00	99.99
01-2-02610-580-000-00	OPERATIONS - Travel	\$0.00	\$100.00	\$0.00	0.00
01-2-02610-610-000-00	OPERATIONS - General Supplies	\$142.32	\$10,000.00	\$4,180.52	41.80
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$870.87	\$15,000.00	\$6,334.52	42.23
01-2-02610-621-000-00	OPERATIONS - Utility Energy Services	\$9,830.09	\$58,000.00	\$27,966.62	48.21
01-2-02610-731-000-00	OPERATIONS - Machinery & Equip	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02620-431-000-00	MAINT BLDG - Repairs & Maint	\$9,081.00	\$84,053.00	\$80,835.92	96.17
01-2-02620-442-000-00	MAINT BLDG - Rentals of Equipment	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02620-490-000-00	MAINT BLDG - Other Purchased Property Services	\$235.43	\$30,000.00	\$4,397.15	14.65
01-2-02620-610-000-00	MAINT BLDG - General Supplies	\$499.79	\$25,000.00	\$2,375.35	9.50
01-2-02630-420-000-00	GROUPS - Mowing - Contracted	\$0.00	\$4,800.00	\$2,499.98	52.08
01-2-02630-420-000-01	GROUPS - Snow Removal - Contracted	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02630-420-000-02	GROUPS - Lawn Care - Contracted	\$0.00	\$6,000.00	\$2,120.00	35.33
01-2-02630-431-000-00	GROUPS - Repairs and Maintenance Services	\$0.00	\$4,000.00	\$1,109.90	27.74
01-2-02630-490-000-00	GROUPS - Other Purchased Property Services	\$4.00	\$17,000.00	\$4,476.90	26.33
01-2-02630-610-000-00	GROUPS - General Supplies	\$0.00	\$7,000.00	\$1,008.48	14.40
01-2-02630-626-000-00	GROUPS - Gasoline	\$91.00	\$1,500.00	\$513.79	34.25
01-2-02650-430-001-00	STAFF VEH - Repairs and Maintenance Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02650-431-000-00	STAFF VEH - Repairs & Maint	\$0.00	\$0.00	\$169.91	0.00
01-2-02650-520-000-00	STAFF VEH- Insurance	\$0.00	\$600.00	\$0.00	0.00
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$75.36	\$1,400.00	\$856.13	61.15

01-2-02650-732-001-00	STAFF VEH - Vehicles	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02660-340-000-00	SAFETY - Safety Audits	\$0.00	\$500.00	\$500.00	100.00
01-2-02660-610-000-00	SAFETY - Supplies	\$0.00	\$100.00	\$0.00	0.00
	<b>Operations, Maint &amp; Grounds</b>	<b>\$41,541.47</b>	<b>\$615,000.00</b>	<b>\$294,727.45</b>	<b>0.48</b>
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$407.76	\$7,425.00	\$4,878.28	65.70
01-2-02710-110-002-00	BUSING - Salaries - Elem	\$2,669.31	\$40,180.00	\$21,749.12	54.12
01-2-02710-120-001-00	BUSING - Salaries - Subs - Secondary	\$0.00	\$0.00	\$292.88	0.00
01-2-02710-120-002-00	BUSING - Salaries - Subs - Elem	\$46.83	\$400.00	\$187.32	46.83
01-2-02710-130-002-00	BUSING - Salaries - Overtime - Elem	\$25.17	\$450.00	\$255.76	56.83
01-2-02710-210-002-00	Vehicle Operation and Purchasing - Regular Education-Group	\$127.25	\$1,620.00	\$863.85	53.32
01-2-02710-220-001-00	BUSING - Social Security - Secondary	\$31.05	\$570.00	\$362.82	63.65
01-2-02710-220-002-00	BUSING - Social Security - Elem	\$208.75	\$3,075.00	\$1,692.13	55.02
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$1.48	\$0.00	\$60.85	0.00
01-2-02710-230-002-00	BUSING - Retirement - Elem	\$74.87	\$1,650.00	\$468.92	28.41
01-2-02710-237-001-00	BUSING - Retirement Increase - Sec	\$0.49	\$0.00	\$20.10	0.00
01-2-02710-237-002-00	BUSING - Retirement Increase - Elem	\$24.75	\$0.00	\$155.03	0.00
01-2-02710-270-002-00	BUSING - Workers Comp - Elem	\$0.00	\$2,030.00	\$2,031.00	100.04
01-2-02710-290-002-00	BUSING - Reimb drivers licensing costs - Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02710-330-002-00	BUSING - Employee Training Fees	\$0.00	\$750.00	\$0.00	0.00
01-2-02710-340-001-00	BUSING - Physicals - Secondary	\$0.00	\$700.00	\$175.00	25.00
01-2-02710-340-001-01	BUSING - Drug Testing - Secondary	\$0.00	\$600.00	\$278.00	46.33
01-2-02710-340-002-00	BUSING - Physicals - Elem	\$0.00	\$350.00	\$0.00	0.00
01-2-02710-340-002-01	BUSING - Drug Testing - Elem	\$0.00	\$300.00	\$185.00	61.66
01-2-02710-520-001-00	BUSING - Insurance - Buses and Vans - Secondary	\$0.00	\$6,815.00	\$6,812.50	99.96
01-2-02710-520-002-00	BUSING - Insurance - Buses and Vans - Elem	\$0.00	\$6,815.00	\$6,812.50	99.96
01-2-02710-610-001-00	BUSING - General Supplies - Secondary	\$139.99	\$100.00	\$139.99	139.99
01-2-02710-610-002-00	BUSING - General Supplies - Elem	\$71.94	\$200.00	\$246.91	123.45
01-2-02710-626-001-00	BUSING - Gasoline - Secondary	\$348.88	\$7,000.00	\$2,229.88	31.85
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$1,593.64	\$17,000.00	\$9,305.67	54.73
01-2-02710-810-001-00	BUSING - Dues & Fees	\$0.00	\$500.00	\$0.00	0.00
01-2-02730-431-000-00	BUSING - Repairs & Maint Service	\$4,122.45	\$30,000.00	\$10,321.71	34.40
01-2-02730-610-000-00	BUSING - General Supplies	\$32.50	\$21,220.00	\$697.14	3.28
	<b>Pupil Transportation</b>	<b>\$9,927.11</b>	<b>\$150,000.00</b>	<b>\$70,222.36</b>	<b>0.47</b>
01-2-03400-810-001-00	CATEG GRANT - Dues & Fees - Sec	\$0.00	\$13,140.00	\$0.00	0.00
01-2-03535-610-002-00	HAL - General Supplies- Elem	\$0.00	\$3,500.00	\$0.00	0.00
01-2-03535-810-001-00	HAL - Dues and Fees- Secondary	\$0.00	\$0.00	\$100.00	0.00

01-2-03599-610-002-00	CATEG GRANT - Supplies	\$0.00	\$3,500.00	\$0.00	0.00
01-2-04700-720-001-00	FACILITIES - Building Improve - Sec	\$0.00	\$100,000.00	\$0.00	0.00
01-2-04700-720-002-00	FACILITIES - Bldg Improve - Elem	\$0.00	\$100,000.00	\$0.00	0.00
01-2-06200-111-002-00	TITLE - Salaries - Teachers	\$9,463.75	\$53,640.00	\$27,403.75	51.08
01-2-06200-123-002-00	TITLE - Salaries - Subs	\$2,412.00	\$0.00	\$3,580.32	0.00
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$0.00	\$12,862.00	\$0.00	0.00
01-2-06200-211-002-01	TITLE - Group Insur - LTD - Teacher	\$0.00	\$204.00	\$67.96	33.31
01-2-06200-221-002-00	TITLE - Social Security - Teachers	\$723.97	\$4,100.00	\$1,958.32	47.76
01-2-06200-223-002-00	TITLE - Social Security - Subs	\$184.51	\$0.00	\$273.89	0.00
01-2-06200-231-002-00	TITLE - Retirement - Teachers	\$663.66	\$5,300.00	\$1,995.43	37.64
01-2-06200-237-002-00	TITLE - Retirement Increase	\$219.41	\$0.00	\$659.72	0.00
01-2-06200-271-002-00	TITLE - Workers Comp - Teachers	\$0.00	\$165.00	\$165.00	100.00
01-2-06200-330-002-00	TITLE - Employee Training	\$0.00	\$500.00	\$152.45	30.49
01-2-06200-610-002-00	TITLE - General Supplies	\$0.00	\$3,000.00	\$89.00	2.96
01-2-06406-591-002-00	IDEA PS - Speech Cont Svc Purch - ESU6	\$0.00	\$3,500.00	\$0.00	0.00
01-2-06406-591-002-01	IDEA PS - Psych Cont Svc - ESU6	\$2,822.13	\$0.00	\$2,822.13	0.00
01-2-06408-111-002-00	IDEA BASE-EP - Salaries - Teachers	\$541.68	\$6,500.00	\$2,708.40	41.66
01-2-06408-112-002-00	IDEA BASE-EP - Salaries - Paras	\$775.56	\$23,875.00	\$8,326.33	34.87
01-2-06408-211-002-00	IDEA BASE-EP - Group Insurance - BCBS - Teachers	\$172.09	\$2,065.00	\$1,032.54	50.00
01-2-06408-212-002-00	IDEA BASE-EP - Group Insurance - LTD - Paras	\$7.56	\$91.00	\$37.80	41.53
01-2-06408-221-002-00	IDEA BASE-EP - Social Security - Teachers	\$38.66	\$500.00	\$193.31	38.66
01-2-06408-222-002-00	IDEA BASE-EP - Social Security - Paras	\$34.57	\$1,825.00	\$568.33	31.14
01-2-06408-231-002-00	IDEA BASE-EP - Retirement - Teachers	\$40.21	\$640.00	\$201.05	31.41
01-2-06408-232-002-00	IDEA BASE-EP - Retirement - Paras	\$57.57	\$2,350.00	\$394.87	16.80
01-2-06408-237-002-00	IDEA BASE-EP - NPERS Ret Incr	\$32.33	\$0.00	\$197.00	0.00
01-2-06408-281-002-00	IDEA BASE-EP - Health Benefits - Elem Teachers	\$214.12	\$324.00	\$322.14	99.42
01-2-06408-591-002-00	IDEA BASE-EP - Speech Svcs Purch from ESU6	\$0.00	\$20,419.00	\$0.00	0.00
01-2-06408-591-002-01	IDEA BASE-EP - OT Svcs Contracted thru ESU6	\$0.00	\$5,000.00	\$0.00	0.00
01-2-06408-591-002-03	IDEA BASE EP - Psych Services - Purch from ESU6	\$0.00	\$5,000.00	\$0.00	0.00
01-2-06990-650-001-00	GEER - Other Federal - Technology	\$0.00	\$2,500.00	\$2,499.52	99.98
01-2-06992-650-001-00	REAP - Supplies - Technology Related- Secondary	\$0.00	\$13,500.00	\$1,945.25	14.40
01-2-06992-650-002-00	REAP - Supplies - Technology Related- Elem	\$0.00	\$13,500.00	\$1,945.25	14.40
01-2-06992-735-001-00	REAP - Technology Software- Secondary	\$0.00	\$1,000.00	\$1,062.25	106.22
01-2-06992-735-002-00	REAP - Technology Software- Elem	\$0.00	\$1,000.00	\$1,062.25	106.22
	<b>Federal &amp; State Programs</b>	<b>\$18,403.78</b>	<b>\$403,500.00</b>	<b>\$61,764.26</b>	<b>0.15</b>
01-2-08000-912-000-00	Fund Transfers to School Nutrition Fund	\$0.00	\$50,000.00	\$0.00	0.00
01-2-08000-913-000-00	Fund Transfers to Activities Fund	\$4,000.00	\$48,000.00	\$20,000.00	41.66
	<b>IntraFund Support</b>	<b>\$4,000.00</b>	<b>\$98,000.00</b>	<b>\$20,000.00</b>	<b>0.20</b>

<b>JANUARY TOTALS</b>		<b>\$383,246.51</b>	<b>\$5,829,000.00</b>	<b>\$1,964,190.65</b>	<b>4.23</b>
<b>Intrafund Transfers</b>					
01-2-09002-001-000-00	NON-PGM EXPENDITURES - Interfund Loan to Bond Fund	(\$76,500.00)	\$0.00	\$0.00	0.00
01-2-09005-000-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund	(\$6,823.10)	\$0.00	\$0.00	0.00
01-2-09005-220-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA	(\$520.60)	\$0.00	\$0.00	0.00
01-2-09005-230-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET	(\$433.75)	\$0.00	\$0.00	0.00
01-2-09005-237-000-00	-Increased Retirement Contributions	(\$143.39)	\$0.00	\$0.00	0.00
01-2-09006-000-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund	\$2,331.73	\$0.00	\$4,871.50	0.00
01-2-09006-220-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA	\$55.67	\$0.00	\$142.43	0.00
01-2-09006-230-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET	\$55.70	\$0.00	\$142.94	0.00
01-2-09006-237-000-00	-Increased Retirement Contributions	\$18.40	\$0.00	\$47.22	0.00
<b>TOTAL GENERAL FUND EXPENDITURES</b>		<b>\$301,287.17</b>	<b>\$5,829,000.00</b>	<b>\$1,969,394.74</b>	<b>0.34</b>

<b>Depreciation Fund</b>					
02-2-02900-610-001-00	DEPR - General Supplies	\$0.00	\$7,500.00	\$0.00	0.00
02-2-02900-610-002-00	DEPR - General Supplies	\$0.00	\$7,500.00	\$0.00	0.00
02-2-02900-732-001-00	DEPR - Vehicles	\$0.00	\$0.00	\$7,167.58	0.00
02-2-02900-732-002-00	DEPR - Vehicles	\$0.00	\$120,000.00	\$0.00	0.00
02-2-02900-733-001-00	DEPR - Furniture & Fixtures	\$28,568.00	\$215,000.00	\$28,568.00	13.28
02-2-02900-733-002-00	DEPR - Furniture and Fixtures	\$0.00	\$215,675.00	\$0.00	0.00
02-2-02900-739-001-00	DEPR - Equipment	\$0.00	\$75,000.00	\$2,850.00	3.80
02-2-02900-739-002-00	DEPR - Equipment	\$0.00	\$75,000.00	\$5,785.00	7.71
<b>TOTAL DEPRECIATION FUND</b>		<b>\$28,568.00</b>	<b>\$715,675.00</b>	<b>\$44,370.58</b>	<b>0.06</b>

<b>Activity Fund</b>					
05-2-02900-610-001-00	ACT - General Supplies - Secondary	\$0.00	\$210,000.00	\$0.00	0.00
<b>TOTAL ACTIVITY FUND</b>		<b>\$0.00</b>	<b>\$210,000.00</b>	<b>\$0.00</b>	<b>0.00</b>

<b>School Nutrition Fund</b>					
06-2-03100-110-001-00	SN - Salaries - Regular - Kitchen	\$5,299.85	\$77,000.00	\$35,014.29	45.47
06-2-03100-120-001-00	SN - Salaries - Subs - Kitchen	\$0.00	\$0.00	\$1,103.31	0.00
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen	\$20.86	\$300.00	\$104.30	34.76
06-2-03100-220-001-00	SN - Soc Sec - Kitchen	\$405.66	\$6,745.00	\$2,761.35	40.93
06-2-03100-230-001-00	SN - Retirement - Kitchen	\$345.58	\$7,920.00	\$2,261.59	28.55
06-2-03100-237-001-00	SN - Retirement Increase - Sec	\$114.26	\$0.00	\$747.69	0.00
06-2-03100-270-001-00	SN - Workers Comp - Kitchen	\$0.00	\$2,035.00	\$2,035.00	100.00
06-2-03100-610-001-00	SN - General Supplies	\$213.61	\$14,745.00	\$1,496.38	10.14
06-2-03100-630-001-00	SN - Food	\$8,468.02	\$90,000.00	\$47,474.40	52.74
06-2-03100-733-001-00	SN - Equip - Appliances	\$0.00	\$2,500.00	\$0.00	0.00

06-2-03100-733-002-00	SN - Equip - Appliances	\$0.00	\$2,500.00	\$0.00	0.00
<b>TOTAL NUTRITION FUND</b>		<b>\$14,867.84</b>	<b>\$203,745.00</b>	<b>\$92,998.31</b>	<b>0.46</b>
<b>Bond Fund</b>					
07-2-05000-830-000-00	BF - Fees	\$0.00	\$262,838.00	\$0.00	0.00
07-2-05000-831-000-00	BF - Redemption of Principal	\$0.00	\$455,000.00	\$455,000.00	100.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$0.00	\$61,272.00	\$31,318.75	51.11
					0.00
<b>TOTAL BOND FUND</b>		<b>\$0.00</b>	<b>\$779,110.00</b>	<b>\$486,318.75</b>	<b>0.62</b>

<b>Special Building Fund</b>					
08-2-04300-340-001-00	SB - Prof Services	\$0.00	\$50,000.00	\$0.00	0.00
08-2-04700-450-001-00	SB - Bldg Improvements - Construc - Sec	\$0.00	\$250,000.00	\$11,103.84	4.44
08-2-04700-450-002-00	SB - Bldg Improvements - Construc - Elem	\$0.00	\$250,000.00	\$0.00	0.00
08-2-04700-731-001-00	SB - Equipment	\$0.00	\$40,000.00	\$0.00	0.00
08-2-04700-731-002-00	SB - Equipment	\$0.00	\$39,214.00	\$0.00	0.00
<b>TOTAL SPECIAL BUILDING FUND</b>		<b>\$0.00</b>	<b>\$629,214.00</b>	<b>\$11,103.84</b>	<b>0.02</b>

<b>Student Fee Fund</b>					
12-2-02190-890-001-00	FEE - Student Fees	\$0.00	\$3,000.00	\$0.00	0.00
					0.00
<b>TOTAL BOND FUND</b>		<b>\$0.00</b>	<b>\$3,000.00</b>	<b>\$0.00</b>	<b>0.00</b>

**FRIEND PUBLIC SCHOOLS**

Board of Education - Payments to be Approved  
2/13/2023

**Manual Checks/Funds Transfers done in January:**

**GENERAL FUND**

Safelite	bus windshield	\$	520.86
Southern H.S.	meals for conf band	\$	88.00
Payroll	January payroll	\$	299,223.74
			\$ 299,832.60

**BOND FUND**

General Fund Savings	pay back Dec loan	\$	76,500.00
			\$ 76,500.00

**February Presentations**

**GENERAL FUND**

12 Points Technologies	Verkada security cameras	\$	5,786.90	REAP grant
Activity Fund	February support	\$	4,000.00	
American Fence Co of Lincoln	repairs to damaged fence	\$	1,406.81	
Anderson, Derek	reimburse cell phone	\$	50.00	
Beaver Hardware	supplies	\$	20.62	
Bio Corporation	science supplies	\$	668.72	
Cash-Wa Dist	sped supplies	\$	32.85	
Central Nebr Rehab Services	PT & Vision services	\$	1,296.63	
City of Friend	final electric bill, water & sewage	\$	2,078.23	
Constellation	natural gas	\$	11,525.28	
Crete Ace Hardware	supplies	\$	77.33	
Culligan	water softener	\$	64.00	
DAS State Acctg - State of NE	internet service - Dec	\$	238.13	
Dietze Music	repairs to school instrument	\$	52.00	
Diversified Drug Testing	bus driver - random drug testing	\$	108.00	
ESU Coordinating Council	PowerSchool fees	\$	225.00	
ESU6	technology services	\$	4,765.60	
ESU7	workshop fee - Hottovy	\$	25.00	
Facility Advocates	service contract - year 2	\$	8,800.00	
Facility Advocates	Repairs to RTU3, Phase 2 of FCU upgrade	\$	8,950.25	
Farmers Union - Carquest	supplies	\$	69.94	
Fillmore County Clerk	election expenses	\$	153.50	
Fillmore County Hospital	step challenge registration	\$	50.00	
Flinn Scientific	science supplies	\$	179.85	
Harris School Solutions	tax forms	\$	194.60	
HealthEquity - Wage /Works	monthly admin fee	\$	132.50	
Heritage Water Services	test steam boiler	\$	150.00	
Hometown Leasing	copier/printer lease	\$	957.08	
Hottovy, Amy	reimburse mileage	\$	65.50	
Lincoln Winlectric	bulbs	\$	831.47	
NASB ALICAP	workers comp adjustment	\$	193.00	
Nebr Assoc of School Boards	superintendent eval tool, workshop	\$	397.00	
Norris Public Power	electricity - Jan	\$	1,737.00	
Oswald Electric	wiring	\$	494.30	
Planbook.Edu	subscription	\$	22.00	
Presto-X	exterminator	\$	174.02	
PSAT/NMSQT	test fees	\$	108.00	
Quadient Finance	refill postage meter	\$	100.00	
Quadient Leasing	quarterly postage meter lease	\$	631.92	
Qwik6	fuel	\$	2,523.35	

Randy or Esther Kirchhoff	rental of bus barn	\$	400.00
Rider Classroom Spanish	Spanish instruction S2	\$	5,400.00
Saline County Clerk	election expenses	\$	377.15
SCIP - Lancaster Co	workshop fee - Hottovy	\$	65.00
Seward County Independent	publish legals	\$	81.16
SheetMusic Plus	music	\$	14.22
Shred-It	paper shredding	\$	133.06
SparqData	Sparq Meeting & Negotiations subscriptions	\$	3,920.00
Summit Fire Protection	semiannual kitchen hood inspection	\$	262.00
Therapy Works	SPED Speech services	\$	6,068.50
Time Mgmt Systems	timeclock maint contract	\$	61.20
TK Elevator	monthly maint fee	\$	235.43
Truck Center Companies	bus part	\$	18.13
Unite Private Network	WAN lease	\$	426.77
USBank VISA	activity purchases	\$	1,283.24
USBank VISA	Qwik6 - supplies	\$	79.38
USBank VISA	Salvage Warehouse - Maytag washer	\$	170.00
USBank VISA	Amazon - supplies	\$	922.65
USBank VISA	Walmart -supplies	\$	98.44
USBank VISA	USPS - stamped envelopes	\$	369.20
USBank VISA	ebay - rectifier	\$	32.00
USBank VISA	Vistaprint - banners	\$	276.34
USBank VISA	The Instrumentalist - awards	\$	84.00
USBank VISA	Winsco - science supplies	\$	162.80
VVS	supplies	\$	84.62
Waste Connections	garbage service	\$	351.62
West Music	elem music curriculum	\$	415.80
Windstream	telephone service	\$	384.29
Young's Welding	shop supplies	\$	345.43

<b>Total</b>		\$	<b>81,858.81</b>
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**Late Presentations:**

Central Nebr Rehab	SPED services	\$	847.54
DAS State Acctg - State of NE	internet service - Jan	\$	238.13
Friend Community Club	2023 dues	\$	50.00
Sutton Public School	facility fee - district music contest	\$	100.00
Egan Supply	janitorial supplies	\$	1,236.52
		\$	<b>84,331.00</b>



# Mrs. Stutzman's Principal Report



"Teamwork Makes The Dream Work"

## February

### *What has happened...*

- Hired Kaydi Daudt for our new music/band teacher
- Hired Kary Archer for our new 4<sup>th</sup> Grade teacher
- Moved Stephanie Svehla from 4<sup>th</sup> Grade to our Title teacher
- Para evals are done (meeting with them individually this week)
- All formal evals (non-tenured second eval) are completed
- Region 1 and ESU #6 Principals meetings
- Fun Valentine's Day staff meeting
- Steps Challenge is underway!
- SEL (Social Emotional Learning) meetings check-in
- Sped Meeting
- Installation of more security cameras (Cameras, job system, intercom system are crucial and continue to be an outstanding purchase for FPS)
- Banners up at school of our beliefs and mission statement

### *What is coming up....*

- Parent teacher Conferences (hoping to keep same great attendance numbers)
- Finalizing dates for the 23-24 school year to research Language Arts curriculums
- Preparing for the 23-24 school year
- FFA Week
- York University Play production

- NHS inductions
- Spring Break
- Strategic Plan breakdown

**Our Mission at Friend Public School:**

*Committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning.*

**What We Believe at Friend Public School....**

- We believe each individual has value and dignity and is capable of life-long learning.
- We believe in sustaining a progressive learning environment that is physically and emotionally safe for learning.
  - We believe education is a collaborative community responsibility.
- We believe every student needs to be invested in all areas of their educational experience.

**Friend Public School**  
**February 3, 2023**  
**Financial Recap**

At the end of January, 2023, 42% of the fiscal year is complete (5 of 12 months).

***FUND INFORMATION***

Following is a short summary of each major fund:

**GENERAL:** Expenditures are at 34% of budget, with 42% of the year completed. Receipts are at 43% of budget, with 42% of the year completed. Both expenditures and revenues are as expected.

**DEPRECIATION:** Balance is \$525,000. Purchases this fiscal year are \$44,370, which include a covered trailer, stage curtains, scoreboard completion, and HVAC upgrades. A new bus is expected to be delivered this spring.

**BOND:** The 2017 bond was refinanced in 2022. After December's principal+interest payment, we currently owe \$4,660,640, with a final payment date of 12-2031. Funds were loaned to the Bond account to make the December payment, but have already been paid back.

**SPECIAL BUILDING:** There is \$632,000 in this account. The only payment made this year is \$11,103 for the window update project. Once the HVAC project is complete in the east gym, I will submit Reimbursement Requests for the ESSER III project.

**NUTRITION:** This fund continues to run at a surplus, with no general fund support. We have been awarded a total of \$18,870 over the past 10 months for the Supply Chain Assistance grant. This supports our purchase of fresh fruit, vegetables, and other unprocessed foods. I am expecting that our new Vulcan convection oven will be delivered later this month. This will be paid for by a NSLP Equipment Assistance Grant awarded this fall. We have also received over \$4,500 in donations to student accounts.

**ACTIVITY:** Expenditures in the Activity Fund are within budget. We have spent \$98,000 thus far this year, and budgeted \$210,000 for the entire fiscal year. New uniform expenditures for the EMF coop will be billed next school year.

# Friend Public School

## Cash Balances: Comparative as of 01-31

Cycle: FY22-23; End Date: 01/31/2023; Created On: 2/2/2023 4:27:57 PM

Fund	Fund Description	Balance as of 1-31 2023	Balance as of 1-31 2022	Balance as of 1-31 2021	Balance as of 1-31 2020
01	General Fund				
	<b>Account Description</b>				
01-901-000	CASH Account	\$7,621.51	\$5,145.98	\$4,581.54	\$5,445.44
01-902-000	CASH Account - Payroll	\$30.98	\$1.37	\$0.00	\$0.00
01-903-000	Gen Fund Savings	\$639,217.07	\$1,274,896.82	\$411,763.28	\$925,561.91
01-905-000	CASH Payroll FSA/DC Funding	\$1,374.80	\$0.00	\$0.00	\$0.00
01-907-000	Gen Fund - Cert of Deposit	\$0.00	\$0.00	\$268,354.43	\$261,522.73
01-908-000	Gen Fund - ICS Savings	\$0.00	\$0.00	\$623,930.87	\$0.00
	<b>Sub Total</b>	<b>\$848,244.36</b>	<b>\$1,280,044.17</b>	<b>\$1,308,630.12</b>	<b>\$1,192,530.08</b>
	<b>Fund Description</b>				
02	Depreciation Fund				
	<b>Account Description</b>				
02-905-000	Cash	\$524,789.04	\$436,144.69	\$294,686.67	\$260,365.84
	<b>Sub Total</b>	<b>\$524,789.04</b>	<b>\$436,144.69</b>	<b>\$294,686.67</b>	<b>\$260,365.84</b>
	<b>Fund Description</b>				
05	Activity Fund				
	<b>Account Description</b>				
05-901-000	Activities - Cash	\$14,329.15	\$5,909.75	\$4,149.09	\$13,340.00
	<b>Sub Total</b>	<b>\$14,329.15</b>	<b>\$5,909.75</b>	<b>\$4,149.09</b>	<b>\$13,340.00</b>
	<b>Fund Description</b>				
06	School Nutrition Fund				
	<b>Account Description</b>				
06-901-000	Lunch Fund Checking	\$33,405.00	\$20,718.71	\$1,749.37	\$9,114.35
	<b>Sub Total</b>	<b>\$33,405.00</b>	<b>\$20,718.71</b>	<b>\$1,749.37</b>	<b>\$9,114.35</b>
	<b>Fund Description</b>				
07	Bond Fund				
	<b>Account Description</b>				
07-901-000	Bond - Cash Account	\$33,701.44	\$31,646.64	\$45,071.23	\$69,810.24
	<b>Sub Total</b>	<b>\$33,701.44</b>	<b>\$31,646.64</b>	<b>\$45,071.23</b>	<b>\$69,810.24</b>
	<b>Fund Description</b>				
08	Special Building Fund				
	<b>Account Description</b>				
08-901-000	Spec Bldg Checking	\$0.00	\$0.00	\$0.00	\$0.00
08-903-000	Spec Bldg Savings	\$632,418.09	\$786,833.57	\$9,725.16	\$863,675.41
08-908-000	Spec Bldg ICS Savings	\$0.00	\$0.00	\$876,523.43	\$0.00
	<b>Sub Total</b>	<b>\$632,418.09</b>	<b>\$786,833.55</b>	<b>\$886,248.59</b>	<b>\$863,675.41</b>
	<b>Sub Total</b>	<b>\$2,086,887.08</b>	<b>\$2,561,297.61</b>	<b>\$2,540,535.07</b>	<b>\$2,408,835.92</b>



# Friend Public School

501 S. Main Street/ P.O. Box 67, Friend, NE 68359  
Phone: 402-947-2781 Fax: 402-947-2026  
[www.friendbulldogs.org](http://www.friendbulldogs.org)

## Administration

Superintendent: Derek Anderson  
Principal: Elizabeth Stutzman  
Counselor: Amy Hottovy  
Activities Director: Jim Pfeiffer

To: Board of Education

CC: Principal

From: Derek Anderson, Superintendent

Date: February 13, 2023

RE: Monthly Report

## **Board Items**

- 1) Dates to keep in mind...
  - a) NRCSA Spring Conference - March 23-24
  - b) All board members are at least attending a day!
- 2) Attended NASB Legislative Seminar
  - a) LB 583
    - i) Changes TEEOSA and SPED funding
      - (1) 80% reimbursement on SPED expenses
      - (2) Pillen and unicameral working for property tax relief
      - (3) Appropriates \$1500 a student in state aid
      - (4) Tentatively allows us to drop our levy by roughly 8 cents
  - b) LB 681
    - i) Creates Educational Trust fund for Career and Technical Education, mentorship.
- 3) Strategic Planning...
  - a) Prioritization Summary
  - b) Focus for the remainder of this year
    - i) Strategy 1.3 - HAL Program
    - ii) Strategy 1.2 - Continued Implementation of MTSS with more supports at the 7-12 level
  - c) Focus for 2023-24 (More can be added)
    - i) Strategy 4.2 - Research, study and consider the current grading system used in FPS
    - ii) Strategy 4.3 - Commit and maintain the utilization of data to inform decisions at the classroom, building and district levels
    - iii) Strategy 5.2 - Strengthen family and community participation in student learning and the social-emotional, mental health well-being and development of students to overcome barriers
    - iv) Increase communication and improve perceptions of FPS by engaging students, families, employees, partners and the Friend community
- 4) Finished 2023-24 Calendar (attachment)
- 5) Will have a Foundation meeting at the end of the month
  - a) Will have an update



## **Staff Items**

- 1) Hired Stephanie Svehla for Title
- 2) Hired Kary Archer for 4th Grade
- 3) Hired Kaydi Daudt for Music

## **Facility & Finance Items**

- 1) We are 42% of the way through the fiscal year and we have spent 34% of the budget
  - a) Maintenance and Transportation continue to be the areas we always watch on spending.
  - b) Finance at a glance is attached as well
- 2) I have been approached by Elliott Gautreaux about having the alumni banquet in the old gym now that it is air conditioned.
- 3) The HVAC unit for the old gym was placed on the music room on February 10.
  - a) Final hookups should happen in March.
- 4) Looking at projects over the Spring and Summer
  - a) Sound system in the new gym
  - b) Sound panels to help with acoustics in the old gym
  - c) Increase parking for events to the west of the school
  - d) Resurface jump areas and possible track overcoating
  - e) Sanding and redoing gym floors



7409 N. 160<sup>th</sup> Street  
Bennington, NE 68007  
PH 402.238.2900  
PH 800.498.4395  
FX 402.238.2987  
[www.protrackandtennis.com](http://www.protrackandtennis.com)

# PRO TRACK AND TENNIS, INC.

Track Proposal



**INNOVATIVE  
EXPERIENCED  
PROFESSIONAL**

**We Proudly Present This Proposal To**

Mr. Derek Anderso  
Superintendent  
Friend Public Schools  
11<sup>th</sup> & Maple  
Friend, NE 68359  
402-947-2781

[Derek.anderson@friendschool.org](mailto:Derek.anderson@friendschool.org)

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## PROPOSED SYSTEM: PRO TRACK 2000

### POLYURETHANE BASE MAT WITH A SINGLE COMPONENT STRUCTURAL SPRAY SYSTEM

Pro Track and Tennis, Inc. proposes to install the following per the following specifications:

- 1. Remove existing system and haul off site from high jump and runways. Install a new ½ in Polyurethane Base Mat. Includes striping.**
- 2. Remove existing system and haul off site from high jump and runways. Install a new ½ in Polyurethane Base Mat with a BLACK Poly Structural Spray over the base mat. Includes Striping.**
- 3. Remove existing system and haul off site from high jump and runways. Install a new ½ in Polyurethane Base Mat with a BLACK Poly Structural Spray over the base mat. Install Polyurethane Structural Spray to track oval. Includes Striping.**
- 4. Install Armor Crack Repair System: 125'. Cracks will be remeasured after current system is removed.**



## **PART 1: GENERAL**

### **1.01 RELATED DOCUMENTS:**

- A. If Architectural or Engineering specifications and or drawings are involved those specifications will take precedence over the following where noted and determined suitable for the project.

### **1.02 SUMMARY:**

- A. Pro Track and Tennis, Inc. shall furnish all materials, labor, tools, and equipment necessary for the installation of the polyurethane rubber 1/2" synthetic track surface.
- B. The track will be laid out for line striping and event markings.

### **1.03 GOVERNING BODIES:**

- A. Codes and standards will follow the current guidelines set forth by the National Federation of State High School Associations (NFHS), the National Collegiate Athletic Association (NCAA) and the International Association of Athletics Association (IAAF). The NFHS rules shall be enforced where differences between the three associations are noted.
- B. The American Sports Builders Association (ASBA) track construction manual will be the reference source for all guidelines for construction.

### **1.04 SUBMITTALS:**

- A. One copy of the polyurethane binder manufacturer's product specification sheet.
- B. One synthetic surface sample.
- C. One copy of the Material Safety Data Sheets (MSDS) for each product to be used.
- D. One copy of the certificate that Pro Track and Tennis, Inc. is a member of the American Sports Builders Association in good standing.



## PART 2: OWNER'S PRECONSTRUCTION RESPONSIBILITIES

### 2.01 APPARATUS REMOVAL:

- A. All athletic equipment should be removed and or moved out of the way of the areas to be worked on. Items such as hurdles, high jump standards, landing pits etc.
- B. Portable objects such as benches, starting/observation decks etc should be removed.
- C. Rolled out crossing mats, carpets, plywood should be picked up and stored.
- D. Rolled out runway mats should be rolled up and stored if the respective runway surface is going to be worked on.

### 2.02 GROUNDSKEEPING:

- A. All edges of surface areas to be worked on should be treated as needed to kill all weeds. This should include weeds in cracks in the surface also. Applications should be repeated as needed to assure that the vegetation is killed off.
- B. Drainage issues should be addressed. If there are visible drainage problems where dirt and debris are deposited onto the track surface during a rain this should be addressed prior to the work starting.
- C. Severe leaching of weeds and sod/soil encroachment should be cut back and removed prior to Pro Track and Tennis beginning work. It sometimes takes days for the surface to dry out prior to being able to work on the surface.
- D. Any deposits of caked on dirt must be removed and cleaned. Built up dirt can trap moisture and may take days to completely dry out after cleaning and washing of the surface area.
- E. Sprinklers should be shut off four days prior to Pro Track and Tennis's arrival. The sprinklers can be run as long as the heads are adjusted not to spray water onto the track. Wind blowing water onto the track should be taken into consideration.



- F. We recommend that the football field interior area be mowed prior to our arrival. We will accommodate, if possible, mowing during construction if there is a critical need.
- G. Fertilizing turf adjacent to the track surface is strictly prohibited. Fertilizer will damage and discolor the track surface.

### **2.03 SECURITY:**

- A. We recommend that the staff at the school be notified of the dates the track will be closed. Especially gym classes that may use the track and field during the renovation period.
- B. The community should be notified if feasible to deter community walkers and joggers from attempting to enter the work area during installation.

*The successful and timely completion of your track renovation project relies on your cooperation. We thank you in advance for your commitment to the important items listed above.*

- C. The work area should be secured as best as possible by locking all gates that will not be used and placing signage warning of the track being closed while during renovation.



## PART 3: PRODUCTS

### 3.01 SYNTHETIC SURFACING:

- A. The synthetic surface shall be Track Binder black base mat, permeable, paved in place. The rubber shall be recycled SBR granulates 1-3mm in gradation.
- B. The synthetic surface shall be an Aromatic One Component Polyurethane Structural Spray synthetic track surface, permeable, spray applied. The coatings will be applied in two coats to achieve the total lbs specified. The rubber shall be EPDM virgin granulates .5-1.5mm in gradation.

### 3.02 SYSTEM COMPONENTS:

- A. VEGETATION STERILANT: (Roundup or equal) shall be used to control vegetation along edges and in cracks as needed.
- B. ASPHALT EMULSION CRACK SEALANT: Asphalt Emulsion crack sealer shall be used for cracks in the substrate and existing rubber system as determined by the lead technician.
- C. LATEX BASED CRACK SEALANT: 100% latex Crack Flex shall be used on the existing rubber surface only as determined by the lead technician.
- D. POLYURETHANE CRACK SEALANT: single component pure polyurethane shall be used on cracks as determined by the lead technician.
- E. Note: The above crack sealers will be used as determined by the lead technician. All or just one may be used per job surface conditions, weather and temperatures.
- F. PATCHING MATERIAL: Track binder shall be mixed with 1-3 mm rubber granulates. The mixture shall be used to full depth patch areas where the existing synthetic surface is missing or is to be cut out and replaced.
- G. PRIMER: Primer shall be used to prime all substrates to receive the synthetic surface system. This will include cured asphalt, cured concrete.
- H. POLYURETHANE BINDER: Polyurethane binder shall be used in conjunction



with SBR rubber granulates to build the synthetic surface system to the desired depth. This material is batched, mixed and paved into place.

- I. POLYURETHANE STRUCTURAL SPRAY- An aromatic, one component Polyurethane Structural Spray shall be used in conjunction with EPDM rubber granulates. This material is batched, mixed and sprayed into place to achieve the total specified pounds.
- J. LINE PAINT: Wilko Paint No. 721-22 Track, Urethane Gloss White plus desired event colors marking paint or equal shall be used to stripe all lines and events or equal.

### **3.03 Rubber Surface Removal:**

- A. The existing rubber surface will be removed and hauled off site for proper disposal.
- B. A specially designed scarper head attachment will be used to remove the surface. The head is designed for rubber track surface removal and does so with little to no damage to the asphalt sub-base.
- C. Some hand work may be needed.
- D. We do not express that all the existing surfaces will come up 100% due to irregularities in the substrate base and planarity.
- E. It is understood that once the rubber surface is removed that an inspection of the asphalt and or concrete substrate will be done to determine if any remedial work may need to be done
- F. This work will be done, if elected by the owner, by a negotiated change order.
- G. If the condition of the substrate is such that Pro Track and Tennis can't provide a warranty for the new rubber surface, this will be brought to the attention of the owner.
- H. Armor Crack Repair may be needed to cover any exposed cracks and this product comes with a 5-year warranty that the crack will not reappear or



telegraph through the new rubber surface. Armor Crack Repair will be installed, if elected by the owner, by a negotiated change order.

- I. The surface will be cleaned using mechanical power brooms and high pressure forced air machines.



## PART 4: SYSTEM INSTALLATION PROCESS

### 4.01 QUALITY ASSURANCE:

- A. The owner should have one designated person who all communication will go through during the course of the project.
- B. Pre-construction meeting. A meeting will be held on the track prior to any work beginning. The lead technician will go over the scope of work with the owner and answer any questions. The owner will be required to sign off on a production sheet attesting to the fact that this meeting took place.
- C. Material check off. The material will be inventoried with the owner to determine that the right amount of material has been shipped or brought to the job site.
- D. The owner's representative will be contacted daily by the lead technician to give a progress report.
- E. Post-construction meeting. A meeting will be held after the synthetic surface has been installed to ok the surface prior to painting the lines and events. A production sign off sheet will be reviewed with the owner at which time the owner will approve the project by signing off on the production sheet and evaluating our performance.
- F. Striping the track. The track may be striped at a later date from the completion of the surface. The striper will review the striping details with the owner, Athletic Director or Track Coach prior to painting of the lines and eve.

### 4.02 VEGETATION:

- A. Vegetation will be trimmed if needed on all edges to receive the synthetic surfacing.
- B. Please refer to PART 2 item 2.2

### 4.03 CLEANING:



- A. The entire surface areas to be coated will be blown off using high-pressure wind machines.
- B. Any areas that need additional attention will be wire brushed as needed.
- C. Heavily soiled areas may be power washed if deemed necessary.

#### **4.04 CRACK SEALING:**

- A. Cracks will be cleaned as needed using high-pressure air.
- B. Major cracks will be filled with a combination of products as determined by the field technician.
- C. Please see PART 3, 3.2, B, C and D for clarification of the different crack sealers. Poly based sealants will be used on this project.

#### **4.05 SYNTHETIC SURFACE INSTALLATION:**

##### **A. EXECUTION:**

- 1) SURFACE INSPECTION: Prior to the application of the synthetic track surface, the asphaltic or concrete base shall be inspected for conformity to planarity requirements. The surface shall not deviate more than 1/8-inch in 10 feet from the specified grade when checked with a 10-foot straightedge. The surface may also be flooded with water to determine if any "bird baths" or low areas exist. Any areas found not to be in conformance with the above requirements shall be repaired by others and allowed to cure prior to the application of the synthetic surface with compatible materials.
- 2) CURING: An asphaltic concrete base shall be allowed to cure a minimum of 14-21 days and a Portland Cement Concrete base shall be allowed to cure a minimum of 28 days and moisture content must be less than 3.0% prior to the commencement of this work.
- 3) CLEANING: The area to be surfaced is to be clean and free of any loose or foreign particles (dirt, oil, etc.) prior to the commencement of the work.

##### **B. BASE MAT:**



- 1) The base mat shall consist of a mixture of hundred percent (100%) polyurethane and SBR or optional EPDM rubber granules. No mineral or clay type fillers allowed.
- 2) The mixing ratio shall be a minimum 20% polyurethane binder as determined by the overall weight of rubber granules per mix.
- 3) Rubber granules shall consist of ambient ground SBR rubber crumb not less than 1mm and not more than 3mm. EPDM rubber may be used.
- 4) Rubber granules should consist of at least 15 pounds of recycled SBR rubber per square yard from an approved source.
- 5) Rubber granule dust and No 200 sieve not to exceed four percent (4%) of the total volume of rubber.
- 6) The binder shall be Polyurethane moisture cure. Please see attached specification sheet for details.
- 7) The base mat material shall be thoroughly mixed in a clean dry mechanical mixer until a homogenous mixture is obtained. No evidence of water may exist during the mixing of the material.
- 8) All containers shall be completely empty to ensure the proper ratio of mixture.
- 9) The mixture shall be at the ratio of not less than twenty percent (20%) binder to eighty percent (80%) granules. These proportions shall be based on total mixture.
- 10) No solvents or emulsified agents shall be used in the building to extend the curing of the mixture.
- 11) The substrate to receive the base mat system shall receive a prime coat of polyurethane Track Binder at the rate of five hundredths (.05) to seven-hundredths (.07) gallons per square yard.
- 12) The base mat shall be applied by mechanical means. The blended materials shall be applied to the substrate using a mechanically operated screed finisher. The screed bar must be electronically heated. No fuel



heaters shall be allowed. All hand rollers shall be electrically heated if used.

13) All joint work shall be troweled flush with the adjacent base mat. Cured joints shall have their edges primed with the base mat-binding agent prior to the application of the adjacent base mat.

14) The pot life of the base mat material mixture shall not be less than sixty (60) minutes from the time of the completed mix. All trowel work shall be done within this time. Any areas that are rough, high, and uneven or open in texture shall be sanded and filed prior to any finish work.

**C. PHYSICAL PROPERTIES OF FINISHED SURFACE:**

Thickness: 12mm average or as specified by the architect, engineer or owner.

Color: Black, Red, Beige, Green, Blue or as specified by owner.

NOTE: This proposal is for black or red.

Track Binder	Specs	Results
Thickness	ASTM D-2240	12-13mm minimum
Hardness	ASTM D-412	50+-5
Elongation	ASTM D-412	90%
Tensile Strength	ASTM D-412	0.75N/mm2
Compression Set	ASTM D-501	90% - 95% over 24 hour period
Abrasion Resistance	ASTM D-1984	0.25 Grams loss after 1,000 cycles
Coefficient of Friction	ASTM D-2632	Dry 0.7-0.75/Wet 0.6-0.65
Resilience	ASTM D-624	37% to 39%
Tear Resistance	ASTM D-501	50 to 65 psi

**4.06 SYNTHETIC SURFACE INSTALLATION:**



**D. STRUCTURAL SPRAY:**

- 15) The polyurethane shall be single component structural spray. Aromatic color to be black or red. Other colors are available.
- 16) Rubber granules shall be EPDM not less than 0.5 mm and no more than 1.5 mm.
- 17) All containers shall be completely empty to ensure the proper ratio of mixture.
- 18) No solvents or emulsified agents shall be used in the building to extend the curing of the mixture.
- 19) The spray will be applied in two coats, in opposite directions to achieve the desired pounds per square yard coverage.

**E. PHYSICAL PROPERTIES OF FINISHED SURFACE:**

Thickness: 1-3 mm average or as specified by the architect, engineer or owner.

Color: Black, Red, Beige, Green, Blue or as specified by owner.

NOTE: This proposal is for black or red.

Test	Specs	Results
Weight (lbs/gal)	ASTM D 1475	9 + or - 0.5
VOC	ASTM D 3960	0 lbs/gal
Solids by Volume	Calculated	100%
Flash Point	Pansky Martens Closed cup	150° F
Storage Stability	59°F-77°F	6 months
Viscosity	Brookfield	2400 CPS
Tensile Strength (psi)	ASTM 412	1000
Elongation	ASTM 412	100%



#### **4.07 LINES AND EVENT MARKINGS:**

- A. The track will be laid out as a 400 meter track
- B. The National Federation of State High Schools Association (NFHS) rules will apply.
- C. All painting will be reviewed with the proper school representative prior to painting.
- D. See attached diagram for events to be marked.
- E. Hurdles will be one direction.
- F. Three sets of numbers.
- G. Extra painting could be subject to a negotiated change order.

#### **4.08 JOB SITE CLEAN-UP:**

- A. The job site and all adjacent areas occupied during construction will be left clean.
- B. All job related debris will be cleaned up and disposed of properly off site.
- C. All unused material will be removed from the job site and recycled.



## PART 5: WARRANTY

Pro Track and Tennis, Inc. warrants its labor and materials for a period of five (5) years from the date of completion of work on any track. There is a five (5) year warranty on Armor Crack Repair. All work performed by Pro Track and Tennis, Inc. is warranted against peeling, chipping and flaking under normal use. Pro Track and Tennis, Inc. further warrants that any paint applied during the striping or resurfacing of any track or tennis court will not flake or peel for a period of two (2) years from the date application is completed.

Customer acknowledges that they are aware that Pro Track and Tennis, Inc. is not responsible for defects, cracks, patches or uneven surfaces in the substrate which is being resurfaced by Pro Track and Tennis, Inc. Pro Track and Tennis, Inc. does not warrant that existing cracks or patches in existing substrate surfaces will not open or continue to increase in size. Pro Track and Tennis, Inc. shall not warrant nor be in anyway be responsible for peeling of paint or damage to any surface caused by failure of customer to keep the surface free of debris, vegetation or dirt and shall further not be responsible for damage to painted surfaces or any other actions caused by the customer. Pro Track and Tennis, Inc. does not warrant separation of the coatings from the concrete base where the base lacks a vapor barrier. Lack of a vapor barrier can cause moisture to be retained under the coating, which will eventually result in lack of adhesion to the surface. Pro Track and Tennis, Inc. does not warrant separation of the coating or bubbling of the coating when moisture is present due to passing from below an asphalt or concrete base. In the event of any claims arising under this Warranty, damages incurred by the customer shall be limited to such repairs to be performed by Pro Track and Tennis, Inc. as are necessary to remedy any defects. Pro Track and Tennis, Inc. hereby agrees to perform any such repairs (weather permitting) promptly, after written notification of such claim from customer. Pro Track and Tennis, Inc. shall not be liable for any breach of any express or implied warranty except where expressly prohibited by applicable law.



# ACCEPTANCE OF PROPOSAL

This proposal is valid for 60 days from October 24, 2022.

Pro Track and Tennis, Inc. proposes to furnish labor and material and equipment complete in accordance with the specifications in this proposal for the sum of:

*Please initial the appropriate boxes below to designate acceptance of the following options.*

<input type="checkbox"/>	<b>Base Bid #1: Remove Existing System &amp; Haul Off Site From Events</b> <b>½ in. Poly Base Mat</b> Fifty-four thousand dollars	<b>\$54,000.00</b>
<input type="checkbox"/>	<b>Base Bid #2: Remove Existing System &amp; Haul Off Site From Events</b> <b>½ in. Poly Base Mat with a Polyurethane Structural Spray System - BLACK</b> Sixty-three thousand dollars	<b>\$63,000.00</b>
<input type="checkbox"/>	<b>Base Bid #3: Remove Existing System &amp; Haul Off Site From Events</b> <b>½ in. Poly Base Mat with a Polyurethane Structural Spray System – BLACK</b> <b>Includes Structural Spray To Track Oval</b> One hundred twenty-eight thousand dollars	<b>\$128,000.00</b>
<input type="checkbox"/>	<b>Option #1: Add to Base Bid 1-3</b> <b>Armor Crack Repair System: 125 LF</b> Four thousand dollars	<b>\$4,000.00</b>

**Due to current market conditions, all prices are subject to a surcharge before date of install**



Payment to be made as follows:

*A 33% down payment is due upon acceptance of proposal. Another 33% is due when project is 50% complete. The remainder is due the day the job is complete and accepted by the owner. \$4,000.00 may be withheld if striping is done at a later date. Any applicable taxes will be added to the total cost.*

**Acceptance**

The above price, specifications and conditions found in this proposal are satisfactory and are hereby accepted. Pro Track and Tennis, Inc. is authorized to do the work as specified. Payment will be made as outlined.

_____ Signature	_____ Signature		
_____ Print Friend Public Schools-Friend, NE	_____ Date	_____ Print Pro Track and Tennis, Inc.	_____ Date

After signing, please return to Pro Track and Tennis, Inc.  
**Thank you very much for your business!**





create engaging spaces

## Friend Public - Gymnasium Revamp - 9-23-22 REV 1

**Proposal No. 33314**

**01-26-2023**

**Prepared for:**

Friend Public Schools  
501 S Main St  
PO Box 67  
Friend, NE 68359 USA

**Contact:**

Michele Clouse  
*Accounts Payable*  
michele.clouse@friendschool.org  
(402)947-2781

**Prepared By:**

Kansas City Audio-Visual, Inc.  
7535 Troost Ave, REMIT TO: PO Box 24570  
Kansas City, MO 64131  
(800) 798 5228

**Sales Rep:**

Dustin Frank  
AV Sales Consultant - KS/NE  
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(800) 798-5228 x151

At KCAV, we help our clients succeed by providing audio-visual solutions that deliver results. We look forward to partnering with you to create engaging spaces to learn, work and share!

## COMPANY HISTORY

Kansas City Audio-Visual (KCAV) was founded in 1953 by Mickey Adler, who offered his clients innovative solutions of the time - dictating machines, opaque projectors, and overhead projectors. Today, KCAV remains family-owned and run by Jerry & Lisa Bernard, Mickey's son-in-law and daughter. And while technology has definitely changed since 1953, KCAV's commitment to the customer has not.

At KCAV, we are committed to:

- Integrity at the core of everything we do.
- Innovative, reliable solutions that help our customers succeed.
- Long-term relationships based on trust, proactive communication, and high-quality service.

In 2018, KCAV acquired Engaging Technologies, a family-owned audio-visual technology company based in Omaha, further expanding KCAV's footprint into Nebraska and Iowa. Now, over sixty-five years later, KCAV is one of the largest suppliers of audio-visual technologies in the Midwest.

## THE KCAV TEAM

We believe that people choose to do business with people. Our business model is based on offering our clients personal service from AV professionals at every stage of your experience. The KCAV Sales Team is distributed throughout Kansas, Nebraska and Missouri, allowing us to offer local, personalized service. Our Sales Team will partner with you, investing the time and resources to understand your needs, goals and realities. With that understanding, the KCAV Team will design, install, and support solutions that will transform your learning, working and sharing spaces - including meeting and collaboration spaces, classrooms and training rooms, and larger venues such as auditoriums, gymnasiums, and more.

Our full-time, industry-certified Design and Engineering Team takes pride in providing cost-effective systems that provide quality, worry-free operation. Big or small, each project receives individual attention from experienced professionals. In addition, our strong relationships with hundreds of manufacturers allow us to offer the latest technology at a cost you will appreciate.

Our KCAV Operations Team includes full-time engineers, project managers, and technical staff that hold industry-recognized certifications and strive to provide you with an exceptional client experience. In addition to providing thorough, quality, on-site installation, we place great value on providing you with proactive communication so that there are no surprises throughout the process.

After installation is complete, you'll receive on-site training in the operation of your installed systems. In addition, we offer optional high-quality professional development delivered by our Implementation Specialist, a trained educator experienced in helping users of all levels better utilize your technology investment.

Finally, the KCAV Service Team will provide you with "peace-of-mind" support, offering both telephone-based support with after-hours paging service, as well as on-site service to maximize the utilization of your new audio-visual system.

We look forward to welcoming you to the KCAV family of clients.

**I. SUMMARY:** Friend Public Schools would like an update to the current audio and video system in the gymnasium. Audio seems to be related to microphone pickup/poor mixer function. Video system issues are trouble with transmitter/controller and brightness.

**II. SYSTEM DESCRIPTION:** KCAV will remove the existing wireless microphone system and replace with a newer system. KCAV will combine and remotely locate the wireless microphone receiver antennas in the gymnasium area, so they achieve an improved line of sight from transmitter to antenna. KCAV will remove and replace the existing Biamp Audia sound mixer and controller and replace it with a newer DSP and wall mount controller. A new audio configuration will be created, and the system will be tuned for optimal audio performance. KCAV will reuse the existing owner furnished amplifiers and speakers. It has been reported that audio from video sources play fine through the speakers and that the speakers and amplifiers are in good order. If these components are found to be faulty KCAV will notify the customer; however, replacement of any item other than those in the line items of this quote are not included in the proposal. A new HDMI/HDBT transmitter/receiver kit will be installed replacing the failing Atlona unit in current use. A new wall mounted push button controller will be installed to power on and off the projector and to raise and lower the projection screen if the projection screen is equipped with a low voltage controller. Audio from video sources will be extracted from the projector and will be connected to the new audio DSP. Audio for video will be controlled on the DSP wall mounted controller. The speakers will not be moved or physically adjusted in this quote. The above changes to the existing system will be installed, tested, and commissioned before a training is scheduled with the client. The existing rack will be maintained and reused; however, a new sequential power conditioner will be installed to protect the new equipment in the rack. Please note: Client indicated they would obtain a lift for this project. An optional lift rental line has been included in this quote in the event that KCAV will need to provide the lift to complete the project.

## A. Gymnasium

- Source Devices:
  - Laptop HDMI (x1) on wall
- Displays:
  - Existing owner furnished projector
  - Existing OFE projection screen
- Audio:
  - New audio DSP
  - New audio DSP wall mount input selector and volume controller
  - Two new dual receivers wireless microphone combination units with two handheld microphones and two bodypack/lapel microphones
  - Existing OFE amplifiers
  - Existing OFE speakers
  - Connection of existing microphone inputs to new DSP
  - Audio from projector
- Controls:
  - Audio: Wall mount input selector and volume controller
  - Video: Push button wall panel for projector power on/off, screen raise/lower if existing OFE screen is equipped with a low voltage controller.
- Equipment Location:

- Existing OFE equipment rack
  
- All conduit, high voltage, wiring panels, breakers, relays, boxes, receptacles, etc.
- Concrete saw cutting and/or core drilling.
- Fire wall, ceiling, roof and floor penetration.
- Necessary gypsum board replacement and/or repair.
- Necessary ceiling tile or T-bar modifications, replacements and/or repair.
- All millwork (moldings, trim, cut outs, etc.).
- Patching and Painting.
- Permits (unless specifically provided for and identified within the contract).

# MATERIALS & SERVICES

## PURCHASED EQUIPMENT

PART NUMBER	MANUFACTURER	DESCRIPTION	QTY	UNIT PRICE	TOTAL PRICE
<b>GYMNASIUM</b>					
<b>AUDIO SYSTEM</b>					
0400.900	Biamp Tesira	Fixed I/O DSP with 12 analog inputs, 8 analog outputs, and 8 channels configurable USB audio	1.00	\$2,013.89	\$2,013.89
0316.900	Biamp Tesira	Tesira PoE Ethernet Control surface mount	1.00	\$486.11	\$486.11
GS305EP	Netgear	5 Port PoE Gigabit Ethernet Plus Switch (GS305EP) - with 4 x PoE+ @ 63W, Desktop or Wall Mount	1.00	\$69.43	\$69.43
AP42C210A	Audix	Wireless, R42, COMBO, w/ OM2 & ADX10	2.00	\$1,155.97	\$2,311.94
UA221	Shure	Passive Antenna Splitter/Combiner Kit. Includes Two Splitter/Combiners, Four Coaxial Cables, and Att	1.00	\$164.93	\$164.93
UA850	Shure	50' UHF Remote Antenna Extension Cable, BNC-BNC, RG8X/U Type	2.00	\$104.24	\$208.48
UA505	Shure	Mounting Bracket and BNC Adapter for Remote Antenna Mounting (Contains one)	2.00	\$38.26	\$76.52
KCAV Custom Wall Plate	KCAV	KCAV custom made plate for floor box in basketball court.	1.00	\$225.00	\$225.00
60-804-01	Extron	ASA 141 - Passive Audio Summing Adapter with RCA Inputs and Balanced/Unbalanced Output	1.00	\$82.00	\$82.00
YRA-154	Hosa	Stereo Breakout, 3.5 mm TRS to Dual RCA	1.00	\$5.00	\$5.00
<b>AUDIO SYSTEM TOTAL:</b>					<b>\$5,643.30</b>
<b>CONTROL SYSTEM</b>					
PXE-DCM+	SP Controls	PixiePlus 8-button Display Control Module	1.00	\$290.28	\$290.28
PXE-CONFIG	SP Controls	PixiePlus Preconfiguration for Serial, Relay and Scheduling	1.00	\$40.28	\$40.28
PXE-CONNECT	SP Controls	9Pin D-Sub Serial Connector Soldered to PixiePlus Emitter	1.00	\$40.28	\$40.28
PXE-EMIT-REL2	SP Controls	PixiePlus 2-Relay Output Emitter	1.00	\$43.06	\$43.06
<b>CONTROL SYSTEM TOTAL:</b>					<b>\$413.90</b>
<b>PROFESSIONAL SERVICES</b>					
LIFT-RENTAL	KCAV	Lift Rental / Scaffolding	1.00 OPTIONAL	\$1,850.00	\$1,850.00 NOT INCLUDED
CAB-HARDWARE	KCAV	Cables & Hardware	1.00	\$800.00	\$800.00
SHIP-HANDLING	KCAV	Shipping & Handling of all above items	1.00	\$325.00	\$325.00
	KCAV	Workmanship Warranty	1.00	\$0.00	\$0.00
<b>PROFESSIONAL SERVICES TOTAL:</b>					<b>\$1,125.00</b>
<b>PROFESSIONAL SERVICES OPTIONAL TOTAL:</b>					<b>\$1,850.00</b>
<b>RACK SYSTEM</b>					
M-8S	Furman	FURMAN M-8S 15A Standard Power Conditioner W/Power Sequencing, 9 Outlets, 1RU, 10Ft Cord	1.00	\$399.95	\$399.95
TD2	Middle Atlantic	2SP TEXTURED DRAWER	1.00	\$243.00	\$243.00
1LR-KCAV-001	Covid	KCAV Vanity Plate Covid 1-Ru, Ba Flat 2 Color 1Sp Rack Plate	1.00	\$0.00	\$0.00
<b>RACK SYSTEM TOTAL:</b>					<b>\$642.95</b>
<b>VIDEO SYSTEM</b>					
EHB-220-W	Covid	HDBaseT Set, HDMI 4K, 18G, THBD-210 + RBH-220	1.00	\$331.57	\$331.57
HDPR-18IN	Covid	HDMI 2.0 Cable, Premium Certified, 18Inch	1.00	\$9.83	\$9.83
HDPR-15	Covid	HDMI 2.0 Cable, Premium Certified, 15ft	1.00	\$30.34	\$30.34
<b>VIDEO SYSTEM TOTAL:</b>					<b>\$371.74</b>
<b>GYMNASIUM TOTAL:</b>					<b>\$8,196.89</b>
<b>GYMNASIUM OPTIONAL TOTAL:</b>					<b>\$1,850.00</b>
<b>TOTAL PURCHASED EQUIPMENT</b>					<b>\$8,196.89</b>
<b>TOTAL OPTIONAL EQUIPMENT</b>					<b>\$1,850.00</b>

INSTALLATION SERVICES	
DESCRIPTION	TOTAL PRICE
Commissioning	
Design	
Installation - Onsite	
Programming	
Project Management	
<b>TOTAL INSTALLATION SERVICES</b>	<b>\$12,566.80</b>

SERVICE COVERAGE					
PART NUMBER	MANUFACTURER	PART DESCRIPTION	QTY	UNIT PRICE	TOTAL PRICE
	KCAV	Workmanship Warranty	1.00	\$0.00	\$0.00
<b>TOTAL SERVICE COVERAGE</b>					<b>\$0.00</b>

**Subtotal:** \$20,763.69

**Tax:** \$0.00

**TOTAL:** **\$20,763.69**

**Optional Items (tax not included):** \$1,850.00

# GENERAL TERMS AND CONDITIONS

These Terms & Conditions are by and between Kansas City Audio-Visual, Inc. (the "Company") and the undersigned Customer (the "Customer").

- 1. GRANT OF SECURITY INTEREST:** By signing below, Customer acknowledges that this contract serves as a security agreement within the meaning of the Uniform Commercial Code (UCC), and Customer agrees that Company may file such UCC financing statements as are appropriate to perfect Company's security interest in the equipment.
- 2. INSTALLATION:** Customer hereby grants to Company or its agent the right to install the equipment, to the extent such installation is specified above. Customer represents and warrants that all necessary governmental and third-party approvals for installation of the equipment have been obtained, unless otherwise specified. Delays in installation caused by public agencies, manufacturers, suppliers, acts of God, pandemics, strikes or other union bargaining, and all acts not directly attributable to Company, shall not in any way affect the obligations of Customer, and Company's obligations with respect to such installation shall be suspended during the event causing the delay. Company shall not be responsible for damages from any such delay.
- 3. TAXES, FEES, AND PERMITS:** Customer agrees to pay Company all applicable Federal, State, and local taxes, excises, permits, and fees. All dollars in this Agreement are pre-tax, unless otherwise stipulated.
- 4. SHIPPING:** All shipments of equipment are FOB Company's distribution facilities.
- 5. RESPONSIBILITY:** Until balance is paid, Customer agrees to take proper care of the equipment on premises and to be responsible for any damage or loss by fire, theft, casualty, or any other cause whatsoever, and will not permit or suffer same to be removed from the place of its location at address of Customer, without written consent of Company or assigns.
- 6. GENERAL:** This Agreement constitutes the sole and entire understanding between the parties with respect to the subject matter hereof and supersedes all prior conversations, agreements, representations and promises, whether verbal or written. No modification of this Agreement shall be valid, unless made in writing and properly signed by each party. The provisions of this Agreement are severable; if any clause or provision shall be held invalid or unenforceable, in whole or in part, then such invalidity shall attach only to such clause or provision. Customer shall pay all attorneys' fees and other costs and charges incurred by Company in the collection of debt.
- 7. INFRASTRUCTURE:** In the event that Company is installing equipment or systems that require connectivity to the Customer's network including, but not limited to, VOIP connectivity, internet access, wireless network access, firewall traversal, and/or port forwarding, Company may advise Customer as to the network requirements, but any responsibility for infrastructure on the part of Company stops at the installed equipment's network jack or wireless connection and configuration of the network settings on the device sold by Company. Company is not responsible for updating network settings in the event the Customer's network changes. If the Customer's network is not "Plug and Play," then any custom network settings must be supplied by Customer to Company before the start of installation.
- 8. INSTALLATION AND SITE PREPARATION:** Installation (field assembly, interconnection, equipment calibration and checkout) is to be performed by the Company's trained technical employees. The Company shall be entitled to employ subcontractors and/or agents to assist in or carry out, in whole or in part, the installation. In the event installation by Company employees is prevented by trade unions, Customer shall arrange with the trade unions at its own expense to complete installation. The Company is thereafter liable only for supervision of installation.

Company agrees to coordinate with other trades to facilitate satisfactory work progress. If Company's work in progress is impeded by other trades and/or contractors (excluding Company's own subcontractors) or by scheduling delays due to Customer, time delays in the final installation as well as additional charges including labor, travel and reasonable expenses may result.

Customer shall be responsible for preparing, at its own expense, the installation site in accordance with the Company's instructions, including the requirements specified in the proposal. Company shall not be responsible for any high-voltage electrical work, ceiling modifications, structural modifications, or mechanical systems modifications.

Unless otherwise specified, Customer shall provide the Company with source code for any non-Company programmed remote control system required to be modified under the terms of this Agreement.

Customer shall provide the Company with reasonable access to the installation site before delivery, based upon a mutually agreed upon project schedule, for purposes of determining site readiness for installation. Customer will designate an individual on Customer's staff to serve as a contact person for all site preparation and installation issues. Customer shall indemnify the

Company against any loss, damage or claim arising out of the condition of the storage and installation premises.

Customer shall obtain at its expense and keep effective all permissions, licenses, and permits whenever required for the installation and/or use of the equipment and the premises where the equipment shall be situated.

9. LIMITATIONS OF WARRANTY - PRODUCTS OF OTHERS: Unless otherwise specified, no warranty is provided for "consumables," including batteries, lamps, glassware and evacuated devices.

Company's sole obligation with respect to any material or part identified in the quotation, literature, or specifications furnished to the Customer as manufactured or supplied by others, shall be to pass on to Customer the applicable manufacturer's warranties, if any.

10. CHOICE OF LAW AND SEVERABILITY: This agreement shall be interpreted in accordance with and governed in all respects by the law of Missouri. Venue shall be Kansas City, Missouri. Should any provision of this Agreement be found invalid or unenforceable by a court of competent jurisdiction or by operation of any applicable law, it shall not affect the validity of any other provision contained herein.

11. RESTOCKING FEES: In the event Customer wishes to return any equipment, Customer agrees to pay restocking fees of 25% of the sale price in addition to any applicable shipping charges.

12. CHANGE ORDERS: Any changes of scope made to the design of the system or the contractual agreements in implementation or functionality will require a mutually agreed upon "Change Order" form signed by an authorized representative for the Customer.

13. TARIFFS: If any products included in the proposal are impacted by international tariff changes, the Company reserves the right to adjust or cancel the proposal.

14. PROFESSIONAL DEVELOPMENT SERVICES: Unless specified otherwise, any purchased training or professional development services must be conducted within 12 months of placement of the sales order, unless mutually agreed upon otherwise in writing. Company will consider any contract to deliver professional development services fulfilled on the date 12 months after placement of sales order.

15. DESIGN SERVICES: All designs are the property of the Company. If Customer contracts with the Company to implement the design, the design shall become the property of Customer. If Customer wants to use the Company's design for an RFP, bid or any other purposes without implementation by the Company, the Company will advise Customer of the fee to purchase the design. Upon payment of the fee, the design becomes the property of Customer.

16. CONFIDENTIALITY: This Agreement and all drawings, specifications, and designs are the property of the Company. Proprietary information provided to Customer (or its agents) is for the sole purpose of demonstrating the Company's capabilities and shall be held in confidence. These materials may not be copied, distributed or disclosed in any way without the sole written permission of an authorized representative of the Company. Any effort to do so will be considered a violation of copyright law.

17. PARAGRAPH HEADINGS: The paragraph headings contained herein are for the convenience of reference only and shall not be construed to affect the interpretation or construction of any substantive provision of this Agreement.

## KCAV PROJECT WARRANTY

KCAV offers a 90-day warranty on labor and workmanship, beginning on the date of substantial completion of your project. In the event there is a service issue, and it is determined that the issue is due to project workmanship, KCAV will rectify the issue at no cost to the client. KCAV offers a 90-day warranty on any manufacturer's components included in the project and purchased directly from KCAV. KCAV will work with the manufacturer and client to remove, replace, and reinstall the defective equipment at no charge to the client. KCAV supports the manufacturer's warranty on all hardware. Manufacturer warranties range in time and may be as long as five years. Most manufacturer warranties are based upon depot service. As such, the manufacturer warranty does not cover such items as travel and labor to remove defective equipment, or to reinstall replacement equipment. In the event of a service call which turns out to be related to issues outside of warranty (act of God, user-error, etc.), KCAV will submit an invoice for travel, time, and materials related to the service call. KCAV can provide more information regarding handling of hardware-based warranty situations upon request. KCAV is not responsible for warranty or support of existing Owner Furnished Equipment (OFE).

Maintenance and service agreements are available for extended periods of time. If you have interest in learning more, please contact KCAV at ([service@k cav.com](mailto:service@k cav.com)) for more information.

## KCAV SERVICE OPTIONS

KCAV offers three levels of hourly service, in order to address a full range of situations that require timely, high-quality service of our clients' AV system.

### Standard-Level Service

Standard-level service takes place between the hours of 8:00am - 5:00pm, Monday-Friday. Standard-level services requires a minimum of two business days' advance notice for scheduling purposes. While KCAV will make every effort to perform standard service sooner than two days from the client's request, this will not always be possible.

### Priority-Level Service

Priority-level service takes place between the hours of 8:00am - 5:00pm, Monday-Friday. Priority-level service will be performed with less than two business days' advance notice. Priority-level service is designed for time-sensitive service needs which do not allow for two or more business days' advance notice.

### After-Hours Service

After-hours service takes place outside of 8:00am - 5:00pm, Monday-Friday, and also takes place on federal holidays. After-hours service is designed for service needs which cannot be addressed during standard business hours.

Please note the following which apply to all levels of service provided by KCAV:

- Service time is portal-portal. The time is calculated from the time the service technician departs the KCAV office until the time the service technician returns to the KCAV office.
- A two-hour minimum will be charged for all service calls.
- A dispatch fee is added to each service call to account for the costs of operating the service vehicle.

1. **DELAYS:** All orders are subject to the Company's ability to make delivery at the time specified, and the Company shall not be liable for damages for failure to make partial or complete delivery. The Company shall not be liable for delays in delivery caused by forces not reasonably within Company's control (including but not limited to delays or defaults by carriers, extreme cold weather, floods, fires, storms, or other acts of God, war or act of public enemy or civil disturbance, strikes, lock-outs, shortages of labor or raw materials and supplies, action of any governmental authority, or any other force majeure event). Customer shall be liable for any added expenses incurred by the Company because of, including but not limited to, Customer's delay furnishing requested information to the Company; delays resulting from order changes by Customer; delays related to Customer's network configuration or other systems issues; or conditions affecting installation duration, off-hours or continuous workdays of 8 am to 5 pm.

2. **EQUIPMENT AND MATERIALS PRICE INCREASE:** Company shall be entitled to additional compensation from Customer in the event there is a significant increase in price of any specific item of equipment or materials of seven percent (7%) or more between the date the Agreement is signed and the date that equipment and materials are purchased for the work to be performed on the project.

3. **DELIVERY COSTS & CLAIMS:** Customer agrees to pay for all shipping or transportation costs of the equipment as and if stated on Company's proposal and/or the invoice. Company shall not be liable to Customer for any damage to or loss of equipment in transit. Company's only recourse as to such damage or loss shall be with or against carrier, and all claims must be filed with the carrier. Upon delivery, Customer must inspect and verify that contents match the packing list and are without damage. If there are any discrepancies or damages, Customer must notify Company in writing within three (3) business days, or such claims shall be waived.

4. **HARDWARE-ONLY ORDERS:** Orders over \$50,000 consisting of hardware only require a 50% deposit.

5. **INSTALLATION PROJECTS:** In keeping with industry standards, payment terms for projects over \$50,000 that involve installation are as follows:

- 50% deposit in advance of start of project
- 40% invoiced following delivery of hardware
- 10% remaining invoiced following completion of project

6. **PAYMENT & PAST DUE ACCOUNTS:** All payments are due within thirty (30) days of the invoice date unless an advance deposit is required on Company's quote. A finance charge of the lesser of 1.5% per month (18% - APR) or the highest rate permitted by law will be assessed on all past due accounts. Interest charged on a past due invoice will be assessed from the date of the invoice. Customer agrees to reimburse Company for all attorneys' fees and court costs in connection with default of these payment terms by Customer.

7. **CREDIT & CREDIT CARD PURCHASES:** Credit payment terms must have the prior approval of Company. Company reserves the right to stop delivery of equipment or provision of services if Customer's financial condition becomes impaired or unsatisfactory to the Company. Additionally, Company may require payment in advance or other security, and, in the absence thereof, may cancel, without liability, the unfilled portion of an order. Credit card purchases shall be subject to a four percent (4%) convenience fee where allowed.

# PROPOSAL SUMMARY

BILL TO:	SHIP TO:
Friend Public Schools 501 S Main St PO Box 67 Friend, NE 68359	Friend Public Schools 501 S Main St PO Box 67 Friend, NE 68359

**Subtotal:** \$20,763.69

**Tax:** \$0.00

**TOTAL:** **\$20,763.69**

**Optional Items (tax not included):** \$1,850.00

This Quote shall become binding on the parties hereto when signed by Subscriber and accepted and approved by Kansas City Audio-Visual, Inc.. By Customer's signature, Customer acknowledges that they have read, understood and agreed to Kansas City Audio-Visual, Inc. Terms and Conditions.

CUSTOMER: **Friend Public Schools**

**Kansas City Audio-Visual, Inc.**

SIGNATURE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

NAME: \_\_\_\_\_

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

TITLE: \_\_\_\_\_

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

# Friend Public School 2023-24 Calendar

## AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
28	28	29	30	31		

## August

- 2 Flex day – 1-11
- PD/Teacher Workday 14
- 15 First Day of School – 2:00 out

## September

- 4 NO SCHOOL – Labor Day
- 5 Teacher Cohort Day

## JANUARY

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

## SEPTEMBER

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

## October

- 4 PT Conferences – 12:30 out
- 6 NO SCHOOL – Fall Break
- 13 End of Quarter 1

## November

No School Nov. 22-24

## FEBRUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## OCTOBER

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

## December

- 21 End of Quarter 2
- Holiday Break Dec 22-Jan2
- [NSAA Moratorium Dec 23-27](#)

## January

- 2 Teacher Work Day
- 3 Teacher Cohort Day

## MARCH

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

## NOVEMBER

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

## February

- 21 PT Conferences – 12:30 out
- 23 NO SCHOOL

## March

- 6 End of Quarter 3
- Spring Break 7-8
- 29 No School

## APRIL

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

## DECEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/ 31	25	26	27	28	29	30

## April

- 1 No School

## May

- 11 Graduation
- 16 Last Day of School – 12:30 out
- 17 Teacher Work Day

## MAY

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

Qtr.	Ends	Teacher Days Scheduled
1	10/13	45
2	12/21	46
3	3/6	46
4	5/17	48
	Total	185

Teacher Workday/No Students
No School Break Days
Flex Day
Dismiss 12:30
Dismiss 2:00

**TEACHER'S CONTRACT**

**THIS CONTRACT** is made by and between the Board of Education of Saline County School District 0068, a/k/a Friend Public Schools ("District") and **Kary Archer** ("Teacher") and supercedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

School Year: School Year begins on or about **August 1, 2023**, and ends on or about **May 17, 2024**, subject to Board modification.

Days of Service: Teacher shall be employed for 185 days of service, subject to terms of the negotiated agreement.

Full Time Equivalency: Teacher shall be employed for a full-time equivalency (FTE) of **1.00**

Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the 2023-24 contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

**FIRST: Salary.** The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 25<sup>th</sup> day of September, 2023, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

**SECOND: Duties.** The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

**THIRD: Extra Duty Assignments.** In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments. 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 this Teacher's Contract.

**FOURTH: Contract Termination.** To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) 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. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. To the extent this Contract is not subject to the continuing contract statutes, it shall be terminable at will, without cause or hearing.

**FIFTH: Legal Requirements.** The Teacher affirms that: (1) Teacher 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 Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher 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 and (4) there shall be no penalty for release or resignation by Teacher 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. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

**SIXTH: Renewal.** Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Executed this <u>15<sup>th</sup></u> day of <u>February</u> , 2023	Executed this ___ day of _____, 2023
 Teacher	Board of Education of Saline County School District 0068, a/k/a Friend Public Schools By: _____ Attest: _____ President Secretary

**TEACHER'S CONTRACT**

**THIS CONTRACT** is made by and between the Board of Education of Saline County School District 0068, a/k/a Friend Public Schools ("District") and **Kaydi Daudt** ("Teacher") and supercedes any prior contract between the parties. The Board of Education agrees to employ the Teacher and the Teacher accepts such employment as follows:

School Year: School Year begins on or about **August 1, 2023**, and ends on or about **May 17, 2024**, subject to Board modification.

Days of Service: Teacher shall be employed for 185 days of service, subject to terms of the negotiated agreement.

Full Time Equivalency: Teacher shall be employed for a full-time equivalency (FTE) of **1.00**

Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the 2023-24 contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract.

**FIRST: Salary.** The salary of the Teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 25<sup>th</sup> day of September, 2023, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

**SECOND: Duties.** The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.

**THIRD: Extra Duty Assignments.** In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided, that the Teacher shall not unreasonably refuse to accept such assignments. 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 this Teacher's Contract.

**FOURTH: Contract Termination.** To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) 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. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. To the extent this Contract is not subject to the continuing contract statutes, it shall be terminable at will, without cause or hearing.

**FIFTH: Legal Requirements.** The Teacher affirms that: (1) Teacher 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 Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher 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 and (4) there shall be no penalty for release or resignation by Teacher 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. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.

**SIXTH: Renewal.** Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 15. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

Executed this <u>2<sup>nd</sup></u> day of <u>February</u> , 2023	Executed this ___ day of _____, 2023
 _____ Teacher	Board of Education of Saline County School District 0068, a/k/a Friend Public Schools  By: _____ Attest: _____ President Secretary

SALINE COUNTY SCHOOL DISTRICT 76-0068

**FRIEND PUBLIC SCHOOLS**

**MASTER AGREEMENT**

*2023-2024*

MASTER AGREEMENT  
Contract Year 2023-2024

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Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
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Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

**PREAMBLE**

This agreement is made and entered into on February 13<sup>th</sup>, 2023 by and between the Board of Education of Saline County School District 0068, (hereinafter referred to as the “Board” or “District” as the context may require) and Friend Education Association (hereinafter referred to as the “Association”).

**ARTICLE I**

**Recognition**

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District, except substitute teachers.

Teacher shall mean all certificated employees as defined by Section 79-101, R.R.S., except substitute teachers, and administrators such as principals or superintendents.

**ARTICLE II**

**Grievance Procedure**

The purpose of the grievance procedure is to secure, at the lowest possible level, equitable solutions to problems, which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this District. An underlying principle of the grievance procedure is to ensure fair and equitable treatment for the District’s employees.

A. Definition of Terms

1. Grievance – Claim based upon the interpretation, meaning, or application of any of the policies, rules, regulations, or professional negotiations of School District #68.
2. Aggrieved Person – Person or persons making the claim.
3. Party in Interest – Person or persons making the claim, any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

B. Purpose

The broad purposes of grievance adjustment in a public school system are:

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

1. Unobstructed communication with respect to alleged grievance without fear of reprisal.
2. Reduction of the potential areas of conflict among staff members and administrators and the Board of Education
3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and the Board.
4. Development of improved morale and effectiveness of staff members.
5. Encouragement of teacher expression regarding conditions that affect the employee.

Procedures for the Grievance process are found in board policies 4003, 5401, and 2400 or in the Superintendent’s office.

**ARTICLE III**

**Salaries**

A. Salary Schedule

The salary of each teacher covered by this Agreement shall be determined by the salary schedule attached as Appendix A. The Board reserves the right to pay a teacher more than indicated by the salary schedule.

B. Initial Placement

Credit for previous teaching experience and initial placement on salary schedule shall be determined by the Board on an individual basis.

C. Base Salary

The base salary shall be \$37,900 for the 2023-2024 school on a 4.5 X 4 schedule.

D. Extended Employment

Teachers contracted for extended employment will receive compensation of 1/185 of placement on the salary schedule times the number of days extended beyond 185.

E. Extra Duty Pay – as per attached schedule Appendix B.

G. Steering Committee

Teachers on the steering committee will be compensated at an hourly rate of twenty Dollars (\$20.00) per hour for any work done outside the annual employment period. Total hours are not to exceed 180 hours.

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

**ARTICLE IV**

**Health / Accident, Dental, and LTD Insurance**

A. Insurance

- 1. The District will provide the following health insurance options from the Educators Health Alliance (E.H.A.) at a level of coverage that is appropriate for each individual certificated employee. The current EHA coverage options are as follows:

\$1200 deductible or \$3800 High Deductible HSA Plan

Employee (single) Employee/Child(ren) Employee/Spouse Employee/Family Coverage  
includes Dental PPO 100% A, 75% B and 50% C (employee-only)

In-district married, teaching couples will receive one full family health insurance policy, with no additional insurance or cash-in-lieu of insurance. They will receive full family dental coverage paid by the district.

Those eligible for full family insurance that would like family dental insurance may purchase it at their own expense.

- 2. Long Term Disability (LTD) for certified teaching staff will be available that will insure 66 2/3 percent of a teacher’s gross income and the Health insurance premium with a 45 day elimination period. The District will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee’s check to pay the LTD premium. By doing this, any benefits received will be non-taxable to the employee. There will be coordination of benefits between the insurance provider and the district so that a staff member will not be able to collect LTD and receive benefits under the provisions of sick leave at the same time. Staff will be required to go on to LTD when the certificated staff member’s accumulated sick days and days granted from sick leave bank have been exhausted. The Superintendent’s office will assist the affected individual and/or family members with the initial filing with the insurance carrier.

**ARTICLE V**

**Terms of Employment**

A. Teacher’s Contract

Upon initial employment, the teaching contract issued to employee’s subject to the Agreement shall be on the contract form provided by the Board.

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

B. Release from Contract

Prior to April 15th teachers who wish to be released from their contract shall be released upon written request filed with the Board. After April 15<sup>th</sup> and prior to June 1, a teacher will be granted a release from contract only after a satisfactory replacement has been employed. There shall be no penalty for release from a contract.

After June 1, the Board reserves the right to refuse such request by authority granted by Nebraska School Law.

C. Part-Time / Job-Sharing

Part-time and job-sharing employees will receive salary and fringe benefits based on FTE.

D. Annual Employment Period

The certificated employee contract will be 185 days. The certificated staff workday shall generally be eight (8.0) hours per day, subject to special circumstances such as parent teacher conferences, school programs and student/parent meetings. Thirty (30) minutes of duty free time will be allowed. Any work beyond 8 hours per day will only be compensated as described in Article III, Salaries and Appendix C. Workday hours and lunchtime will be established by the administration.

E. Athletic Pass

All staff members shall have the opportunity to secure a yearly activity pass for home school activities. To be eligible to receive a personal activity pass, a teacher must work a minimum of one (1) activity event in the capacity of ticket seller, ticket taker, supervisor or assigned by the administration. A teacher who wishes to secure a spouse pass must work a minimum of two (2) activity events and a teacher who wishes to secure a family activity pass must work a minimum of three (3) activity events. A complete schedule will be worked out during the first two (2) weeks of the school year whereby assignments will be made according to the needs and desires of the staff and administration.

F. Calendar/Budget Committee

The FEA may appoint a committee to make recommendations to the administration in the formulation of the calendar and the planning of in-service activities to be submitted to the Board for final approval. Another committee will be appointed by FEA to work with the Board on the budget.

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

**ARTICLE VI**

**Leaves**

A. Sick Leave

Each teacher is entitled to ten days sick leave each year cumulative to 45 days. Teachers shall be entitled to absence without loss of pay for personal illness or illness in the immediate family for the period designated above. 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, stepfather, stepmother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. The Board reserves the right to ask the teacher for a doctor’s certificate in the case of extended illness or frequent absence due to illness. The Board also reserves the right to extend these provisions in cases of extreme hardship upon recommendation of the Administration and the vote by majority of the Board. At separation in good standing and after seven years of service to the district, the employee may turn in all unused sick days at a rate of \$35.00 per day. After seven years of service to the district, the employee may also turn in unused sick days over the number of 35 days at a rate of \$35.00 a day at the end of the fiscal year.

Converting Sick Days to Personal Day

Teachers who conclude the school year, with 38 or more accrued sick leave days, may carry forward an additional personal leave day under the terms described herein. Teachers may exchange three (3) days of unused sick days for a maximum of one (1) personal day which may be carried forward into the next school year. In any one contract year, the teacher could have a total/maximum of four (4) personal days--two (2) provided by the district annually, one (1) carried over from the prior year, and one (1) by converting three (3) sick days to a personal day.

B. Sick Leave Bank

A sick leave bank will be available to teachers with catastrophic or extended illness or injury to themselves or their immediate family defined as spouse, parents or children, who have exhausted their sick and personal leave. Prior to the start of the school year, teachers will be notified that they may voluntarily contribute one day of their accumulated sick leave to the sick leave bank. By September 1 of each year, teachers desiring to contribute to the sick bank shall authorize in writing that one day of their sick leave will be placed in the sick leave bank.

Any teacher having used all accumulated sick and personal leave shall be eligible to draw days from the bank if the teacher contributed a day voluntarily in that school year and is not drawing income protection. Any days left in the sick leave bank at the end of the school year shall be carried over into the next school year, cumulative to 100 days.

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

Sick leave bank shall be administered as follows:

Requests for sick bank leave must be made in writing to the President of the FEA. Use of the sick leave bank may occur only after the individual teacher has used all of his or her accumulated sick and personal leave. Individuals may use up to 5 days from the sick bank for catastrophic or extended illness or injury of the teacher or the teacher’s immediate family. The FEA President and FEA Member at Large in conjunction with the Superintendent and Building Principal will make approval of the sick bank leave. Up to 5 more days for a maximum of 10 days may be given dependent on availability and approval of the FEA President, FEA Member at Large, Superintendent and Building Principal. Upon request by a participating staff member, additional days may be granted with the approval of the sick bank committee.

C. Personal Leave

Two days of personal leave may be granted each year. All personal leave must be approved by the Administration at least 5 days prior to taking such days except in emergency cases. A third personal day may be granted with the teacher reimbursing the District in the amount of one day’s substitute pay whether that day is a student or an in-service day. These personal leave days are non-cumulative. Teachers will be paid, on a yearly basis, \$100.00 for each unused personal day (up to two), subject to all mandatory withholding. One of the two personal days granted may be carried over to the next school year.

D. Professional Leave

Three days of professional leave may be granted each year for professional activities subject to approval by administration. Additional days of professional leave may be granted at the discretion of the administration in cases that are beneficial to the District. These professional leave days are noncumulative. There shall be no pay in lieu of unused professional leave upon separation of employment for any reason.

E. Bereavement Leave

Each teacher will be allowed two days annually for bereavement leave for the death of a family member. Family, as defined for the purpose of this policy, will include spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, stepfather, stepmother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters.

Each teacher is allowed one day annually for bereavement leave for the death of a close friend.

If in rare cases, additional family bereavement time is needed, Superintendent approval is required.

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

**ARTICLE VII**

**Miscellaneous Provisions**

A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination in the application or administration of the Agreement on the basis of race, creed, color, religion, national origin, gender, or marital status.

B. Board of Education Policy Availability

This agreement constitutes Board policy for the term of said Agreement and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy. The Board of Education, Administration, and staff agree to place the Board of Education Policies on the school file server for electronic retrieval by staff.

C. Separability

If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid, but all other provisions or application shall continue in full force and effect.

D. Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

E. Printing Agreement

Copies of the Agreement shall be printed at the expense of the Board within thirty (30) days after the agreement is signed. The Agreement shall be provided to all teachers now employed or hereafter employed by the Board.

F. Class Coverage By Staff

Teaching staff will be paid when they cover the class of another in lieu of a substitute.

Procedure for payment of teachers for covering classes:

Board Initials \_\_\_\_\_ FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

1. The initial rate of pay for covering any class of 15-50 minutes length shall be \$20.00.
2. While it is impossible to anticipate all of the possibilities involved, a few guidelines follow:
  - a. Every effort will be made to implement class coverage in a fair and equitable manner. Teachers wishing to take part should let their principal know of their interest. Similarly, teachers should be under no pressure to take part.
  - b. This procedure is designed to help the school operate efficiently by having the staff help each other when it is difficult or inefficient to hire a substitute. The intent of this policy is to cause a teacher to be paid for covering classes. Typically, this means when a teacher has to give up preparation time to cover a class or study hall; they shall be paid. Some staff members, because of more flexible schedules (for example, counselor, media specialist, vocational director, and athletic director) may well be asked to cover (supervise students in any way) in times not actually considered preparation time. These staff members shall be paid according to this policy if they are unable to perform their normal duties. However, small classes (five or less) may be placed in the library for various reasons, and the media specialist will not be paid.
  - c. Certain situations shall not cause this procedure to be used. Should a teacher have time free that would not normally be free, they would not be paid. An example would be when a teacher has an entire class on a field trip, and another teacher has a period free because of that. There will be no pay for a staff member filling in for noon (or lunch) time supervision.

G. Ticket Assignments

Any staff member wishing to secure yearly activity pass(es) will first meet the requirements in Appendix C: Tasks Qualifying for Extra Pay. A person who is assigned duties such as tasks at schools sponsored events after school hours shall be paid twenty-five dollars (\$25.00) for each activity event. An activity event is defined as each two and one-half (2 1/2) hours or fraction thereof that an employee performs such services for events as shown in appendix C. The athletic director has the flexibility to pay more at sub-district, district, or state contests. Assignments will be made, if needed by the athletic director.

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

**ARTICLE VIII**

**Personnel File**

A. File

Any teacher shall have the right, upon request, to review the contents of their personnel file(s) and to receive copies at Board expense of any documents contained therein.

B. Derogatory Material

No material derogatory to a teacher’s conduct, service, character, performance or personality shall be placed in the teacher’s personnel file unless the teacher has had the prior opportunity to review the material. The teacher shall acknowledge that they had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and their answer shall be reviewed by the Superintendent or the Superintendent’s designee and attached to the file copy.

C. No Separate File

Although the Board agrees to protect the confidentiality of personal reference, academic credentials and other similar personnel records, it shall not establish any separate personnel file(s) which is not available for the teacher’s inspection.

**ARTICLE IX**

**Safety**

The parties agree that it is the responsibility of the Board to provide and maintain a safe place of employment. Consistent with the teacher’s assignment, it is the responsibility of the teacher to report observed unsafe or hazardous practices or conditions. The principal or immediate supervisor will contact duly qualified personnel who will in turn make a timely inspection and take steps to remedy the condition.

**ARTICLE X**

**Duration of Agreement**

This master agreement shall consist of a one year agreement covering the school year of 2023-2024.

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

**ARTICLE XI**

**Document Authorization**

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on the day and year first above written.

Attachments

Appendix A: Salary Schedule steps and lanes

Appendix B: Extra Duty Schedule

Appendix C: Tasks Qualifying for Extra Pay

Appendix D: Complaint Form Discrimination, Harassment or Retaliation

FRIEND EDUCATION ASSOCIATION

FRIEND BOARD OF EDUCATION

\_\_\_\_\_  
By: KHRYSTYNE ELSBERRY, PRESIDENT

\_\_\_\_\_  
By: JAMIE TUTTLE, PRESIDENT

\_\_\_\_\_  
BY NATHAN BABER, CHIEF NEGOTIATOR

\_\_\_\_\_  
BY JAMIE TUTTLE, COMMITTEE CHAIR

\_\_\_\_\_  
BY MARY NIEMEIER, NEGOTIATOR

\_\_\_\_\_  
BY TYLER BARTELS, NEGOTIATOR

\_\_\_\_\_  
BY TIFFANY SHONERD, NEGOTIATOR

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

MASTER AGREEMENT  
Contract Year 2023-2024

Appendix A: 2023-2024									
2023-24 Salary Schedule									
BASE									
=	\$37,900								
Step	BA	BA+9	BA+18	BA+27	BA+36/M A	MA+9	MA+18	MA+27	
1	1.0 \$37,900	1.04 \$39,416	1.08 \$40,932	1.12 \$42,448	1.16 \$43,964	1.2 \$45,480	1.24 \$46,996	1.28 \$48,512	
2	1.045 \$37,725	1.085 \$41,122	1.125 \$42,638	1.165 \$44,154	1.205 \$45,670	1.245 \$47,186	1.285 \$48,702	1.325 \$50,218	
3	1.09 \$39,606	1.13 \$42,827	1.17 \$44,343	1.21 \$45,859	1.25 \$47,375	1.29 \$48,891	1.33 \$50,407	1.37 \$51,923	
4	1.135 \$41,311	1.175 \$44,533	1.215 \$46,049	1.255 \$47,565	1.295 \$49,081	1.335 \$50,597	1.375 \$52,113	1.415 \$53,629	
5	1.18 \$43,017	1.22 \$46,238	1.26 \$47,754	1.3 \$49,270	1.34 \$50,786	1.38 \$52,302	1.42 \$53,818	1.46 \$55,334	
6	1.225 \$46,428	1.265 \$47,944	1.305 \$49,460	1.345 \$50,976	1.385 \$52,492	1.425 \$54,008	1.465 \$55,524	1.505 \$57,040	
7	1.31 \$49,649	1.35 \$51,165	1.39 \$52,681	1.43 \$54,197	1.47 \$55,713	1.51 \$57,229	1.55 \$58,745		
8	1.355 \$51,355	1.395 \$52,871	1.435 \$54,387	1.475 \$55,903	1.515 \$57,419	1.555 \$58,935	1.595 \$60,451		
9		1.44 \$54,576	1.48 \$56,092	1.52 \$57,608	1.56 \$59,124	1.6 \$60,640	1.64 \$62,156		
10		1.485 \$56,282	1.525 \$57,798	1.565 \$59,314	1.605 \$60,830	1.645 \$62,346	1.685 \$63,862		
11		1.57 \$59,503	1.61 \$61,019	1.65 \$62,535	1.69 \$64,051	1.73 \$65,567	1.775 \$67,083		
12		1.615 \$61,209	1.655 \$62,725	1.695 \$64,241	1.735 \$65,757	1.775 \$67,273	1.82 \$68,789		
13		1.66 \$62,914	1.7 \$64,430	1.74 \$65,946	1.78 \$67,462	1.82 \$68,978	1.865 \$70,494		
14		1.745 \$66,136	1.785 \$67,652	1.825 \$69,168	1.865 \$70,684				

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

**MASTER AGREEMENT**  
**Contract Year 2023-2024**

<b>Appendix B: Extra Duty Schedule</b>			
<b>Athletic Director</b>	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year
Percent of Base	18%	21%	24%
<b>Head Coaching</b>	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> Year
Football	12%	14%	16%
Volleyball	12%	14%	16%
Basketball	12%	14%	16%
Wrestling	12%	14%	16%
Track	12%	14%	16%
Softball	10%	12%	14%
FFA	10%	12%	14%
Golf	7%	7%	7%
<b>Assistant Coaching</b>	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	
Football	8%	9%	
Volleyball	8%	9%	
Basketball	8%	9%	
Wrestling	8%	9%	
Track	8%	9%	
Softball	6%	7%	
<b>Jr. High Coaching</b>	1 <sup>st</sup> Year		
Football	5%		
Volleyball	5%		
Basketball	5%		
Wrestling	5%		
Track	5%		
<b>Class Sponsorship</b>			
Senior	1%		
Junior (2 Sponsors)	2% (each)		
Sophomore	1%		
Freshmen	1%		

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

**MASTER AGREEMENT**  
**Contract Year 2023-2024**

Band	12%	StrivTV	5%
Vocal	6%	Drill Team	7%
Yearbook	5%	FCCLA	5%
Drama	6%	Quiz Bowl	4%
Speech Director	6%	Electric Car	5%
National Honor Society	6%	One-Act Play	4%
Elementary SCIP (trained)	1%	Concessions	4%
Student Council	8%		

Appendix C: Tasks Qualifying for Extra Pay

Tasks occurring after school hours, which qualify for extra pay or credit for an activity pass:

Football games

Volleyball games

Basketball games

Wrestling events

Track meets (clerks, timers, pickers, and field event officials)

Dance Supervisors (not sponsors)

Softball games

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_

**MASTER AGREEMENT**  
**Contract Year 2023-2024**  
**Complaint Form**  
**Discrimination, Harassment or Retaliation**

The Friend Public School District does not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students: Derek Anderson, Superintendent, PO Box 67, Friend NE 68359 derek.anderson@friendschool.org

Employees and Others: Derek Anderson, Superintendent, PO Box 67, Friend NE 68359 derek.anderson@friendschool.org

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

(1) Description of the complaint: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(2) Names of any witnesses to the matter being complained about: \_\_\_\_\_  
\_\_\_\_\_

(3) Identify and attach any document supporting the complaint: \_\_\_\_\_  
\_\_\_\_\_

(4) Confidentiality: I \_\_\_ do\_\_\_ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.  
\_\_\_\_\_  
\_\_\_\_\_

(5) Relief requested (what I want done in response to this complaint):  
\_\_\_\_\_  
\_\_\_\_\_

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

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

Received by: \_\_\_\_\_ Date: \_\_\_\_\_

Board Initials \_\_\_\_\_

FEA Initials \_\_\_\_\_