

Board of Education Regular Meeting
Monday, June 10, 2024 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
- 6.1.6. Approve employee credit cards

7. Public Comment:

8. Reports
 - 8.1. Committee:
 - 8.1.1. Policy
 - 8.2. Administration
 - 8.2.1. Principal's Report
 - 8.2.2. Superintendent
9. Discussion Items
 - 9.1. Possible Early Separation Policy
10. Action Items
 - 10.1. Approve and Update Policies
11. Schedule Next Meeting
12. 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, May 13, 2024 7:30 PM

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

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

Motion to approve agenda as presented, 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

6. Consent Agenda

Approve the Consent Agenda as presented, Passed with a motion by Scott Spohn 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

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:

None

8. Reports

8.1. Committee:

8.1.1. Policy Committee

Committee met 5-1-24, reviewed BOE Student Policies 5301-5409, and no updates were needed.

8.2. Administration

8.2.1. Principal's Report

Mr. Anderson presented Mrs. Stutzman's report, which included all the end of school activities.

8.2.2. Superintendent

Mr. Anderson reported on strategic plan updates, hiring for 24-25, and summer building improvements.

9. Discussion Items

10. Action Items

10.1. Nomination and appointment of board members for the initial EMF school board.

Move to nominate Tiffany Shonerd, Tyler Bartels, and Jamie Tuttle to be appointed to the consolidated EMF school board. 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

10.2. Approve the initial employment contract to Jerratt Bradley for the 2024-25 school year.

Approve initial employment contract for Jerratt Bradley, fifth grade teacher, for the 24-25 school year. Passed with a motion by Tiffany Shonerd 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

10.3. Approve bid for replacement of red on home side of bleachers.

Approve bid from Heartland Seating to replace red bleachers on south side of gym, spending up to \$20,000 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

10.4. Consideration and Possible Action and Review of Policies 5301-5409

Approve review of BOE Policies 5301 - 5409 Passed with a motion by Jamie Tuttle 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

10.5. Approval of updated Petition to NDE for Consolidation.

Approve updated Reorganization Petition to NDE for Consolidation. 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. Schedule Next Meeting

Next meeting will be Monday, June 10, 2024 at 7:30 pm.

12. Adjournment

Motion to adjourn at 8:15 pm 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

Posted Locations:

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

Posted Date: 5/1/2024

Nancy J Vossler
 Friend, Nebraska

May-24

Date	From		
<u>General Fund Checking</u>		<u>Account #1925</u>	
5/3/2024	Seward County	Disbursement	\$98,213.10
5/13/2024	ESU 6	Perkins	\$300.00
5/20/2024	Sale of used Ipads		\$280.00
5/20/2024	City of Friend	Tobacco License	\$880.00
5/20/2024	Southeast Community Pay.	SENCAP	\$1,832.20
5/22/2024	Sale of used Ipads		\$40.00
5/28/2024	Activity Fund	Reimburse VISA purchases	\$2,411.80
5/28/2024	VISA Purchase	Lunch Fund-reimburse supplies	\$92.36
5/31/2024	Interest Paid		\$33.97
		Total	\$104,083.43

<u>Special Building Fund Checking</u>		<u>Account #2065</u>	
5/14/2024	Trsf Savings to Checking		\$70,050.00
5/31/2024	Interest Paid		\$13.24
		Total	\$70,063.24

<u>General Fund Savings</u>		<u>Account #9889 CSB</u>	
5/1/2024	Trsf Checking to Savings	Medicaid	\$40.13
5/13/2024	Trsf Excess to Savings		\$20,000.00
5/15/2024	Fillmore County	Transfers	\$2,674.20
5/14/2024	Saline County	Disbursement	\$780,336.01
5/29/2024	State of NE	SpEd Reimbursement	\$39,714.00
5/31/2024	State of NE	State Aid	\$38,668.00
5/31/2024	Interest Paid		\$1,871.20
		Total	\$883,303.54

<u>Depreciation Fund Savings</u>		<u>Account #9915</u>	
5/14/2024	Interst Paid		870.48
		Total	\$870.48

<u>Special Building Fund Savings</u>		<u>Account #9902 CSB</u>	
5/1/2024	Trsf Checking to Savings		\$11.64
9/1/2024	Seward County	Disbursement	\$2,778.92
5/15/2024	Fillmore County	Transfers	\$77.25
5/15/2024	Saline County	Disbursement	\$22,137.36
5/31/2024	Interest Paid		\$1,720.82
		TOTAL	\$26,725.99

<u>Bond Fund Savings</u>		<u>Account #5055 CSB</u>	
5/9/2024	Seward Co Disbursement	\$	14,448.71
5/15/2024	Fillmore County Transfers	\$	401.66
5/15/2024	Saline County Disbursement	\$	115,125.19
5/31/2024	Interest Paid	\$	324.52
		TOTAL	\$ 130,300.08

Friend Public School

Account Summary Report

REVENUES

Cycle: FY23-24; Begin Date: 05/01/2024; End Date: 05/31/2024; Account Type: Revenue; Created On: 6/3/2024 1:18:33 PM

Account Code	Description	Actual -MAY	Budget (YTD)	Actual (YTD)	% of Budget
GENERAL FUND					
01-1-01100-000-000	LOCAL - RE & PP TAXES LEVIED	(\$686,425.29)	(\$3,254,056.00)	(\$2,610,695.94)	80.22
01-1-01115-000-000	LOCAL - CARLINE TAXES	(\$1,443.26)	(\$1,800.00)	(\$1,793.92)	99.66
01-1-01125-000-000	LOCAL - MOTOR VEHICLE TAXES	(\$14,394.77)	(\$190,000.00)	(\$165,378.59)	87.04
01-1-01140-000-000	LOCAL - PENALTIES & INTEREST ON TAXES LEVIED BY DISTRICT	(\$39.62)	(\$4,000.00)	(\$5,712.83)	142.82
01-1-01510-000-000	LOCAL - INTEREST ON INVESTMENTS	(\$1,953.19)	(\$20,000.00)	(\$16,172.99)	80.86
01-1-01911-000-000	LOCAL - LOCAL LICENSE FEES	(\$880.00)	(\$1,400.00)	(\$880.00)	62.85
01-1-01990-000-000	LOCAL - MISCELLANEOUS LOCAL REVENUE	(\$1,835.20)	\$0.00	(\$3,672.00)	0.00
01-1-02110-000-000	INTERMEDIATE - COUNTY FINES AND LICENSE FEES	(\$1,262.01)	(\$12,000.00)	(\$10,584.71)	88.20
01-1-02210-000-000	INTERMEDIATE - ESU RECEIPTS	(\$300.00)	(\$2,000.00)	(\$3,981.53)	199.07
01-1-03110-000-000	STATE - STATE AID	(\$38,668.00)	(\$386,680.00)	(\$348,012.00)	90.00
01-1-03120-000-000	STATE - SPED (SCHOOL AGE)	(\$39,714.00)	(\$200,000.00)	(\$237,053.00)	118.52
01-1-03130-000-000	STATE - HOMESTEAD EXEMPTION	(\$6,142.67)	\$0.00	(\$18,250.53)	0.00
01-1-03131-000-000	STATE - PROPERTY TAX CREDIT	(\$139,782.25)	\$0.00	(\$279,673.67)	0.00
01-1-03133-000-000	STATE - NAMEPLATE CAPACITY	(\$31,733.44)	(\$30,000.00)	(\$32,025.44)	106.75
01-1-03180-000-000	STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$9,000.00)	(\$6,599.62)	73.32
01-1-03400-000-000	STATE - STATE APPORTIONMENT	\$0.00	(\$35,000.00)	(\$44,870.55)	128.20
01-1-03535-000-000	STATE - PAYMENTS FOR HIGH ABILITY LEARNERS	\$0.00	(\$3,500.00)	(\$2,938.00)	83.94
01-1-03551-000-000	STATE - Career Ed CTE Grant	\$0.00	\$0.00	(\$7,500.00)	0.00
01-1-03599-000-000	STATE - Categorical Grants	\$0.00	(\$3,000.00)	\$0.00	0.00
01-1-04105-000-000	FEDERAL - UNIVERSAL SERVICES FUND (E-RATE)	\$0.00	\$0.00	(\$2,415.00)	0.00
01-1-04310-000-000	FEDERAL - REAP	\$0.00	(\$30,788.00)	(\$26,797.00)	87.03
01-1-04505-000-000	FEDERAL - TITLE I, PART A ESSA	\$0.00	(\$35,000.00)	\$0.00	0.00
01-1-04516-000-000	FEDERAL - IDEA PRESCHOOL (619)	\$0.00	(\$3,519.00)	(\$3,519.00)	100.00
01-1-04518-000-000	FEDERAL - IDEA BASE - EP	\$0.00	(\$46,481.00)	(\$43,518.00)	93.62
01-1-04708-000-000	FEDERAL - MEDICAID IN PUBLIC SCHOOLS (MIPS)	\$0.00	(\$7,000.00)	(\$10,439.83)	149.14
01-1-04709-000-000	FEDERAL - MEDICAID ADMIN ACTIVITIES (MAAPS)	\$0.00	(\$3,000.00)	(\$1,289.57)	42.98
01-1-04997-000-000	FEDERAL - ESSER II	\$0.00	\$0.00	(\$1,694.00)	0.00
01-1-04998-000-000	FEDERAL - ESSER III	\$0.00	(\$5,000.00)	\$0.00	0.00
01-1-05300-000-000	OTHER FINANCING - PROCEEDS- DISPOSAL OF REAL OR PP	(\$320.00)	(\$25,000.00)	(\$820.00)	3.28
01-1-05690-000-000	OTHER FINANCING - OTHER NON-REVENUE RECEIPTS	\$0.00	(\$1,000.00)	(\$511.31)	51.13
01-1-09005-903-000	NON-PROGRAM RECEIPTS - Interfund Loan from Nutrition Fund	(\$9,633.66)	\$0.00	(\$37,598.00)	0.00
01-1-09006-902-000	NON-PROGRAM RECEIPTS - Interfund Loan from Activity Fund	(\$2,411.80)	\$0.00	(\$8,545.55)	0.00
Subtotal of Element: [Fund] 01 - GENERAL FUND		(\$976,939.16)	(\$4,309,224.00)	(\$3,932,942.58)	91%
DEPRECIATION FUND					
02-1-01510-000-000	DEPR - INVESTMENT INCOME - Interest on Investments	(\$870.48)	\$0.00	(\$8,048.53)	0.00
02-1-05200-000-000	DEPR - OTHER FINANCING SOURCES - Trsf from General Fund	\$0.00	(\$100,000.00)	\$0.00	0.00
Subtotal of Element: [Fund] 02 - Depreciation Fund		(\$870.48)	(\$100,000.00)	(\$8,048.53)	8%
EMPLOYEE BENEFIT FUND					
03-1-05200-000-000	EBF - Alloc from Gen Fund	(\$4,295.51)	\$0.00	(\$22,660.15)	0.00
03-1-05690-000-000	EBF - Employee Reimbursement	\$0.00	\$0.00	(\$299.60)	0.00

Subtotal of Element: [Fund] 03 - Employee Benefit Fund		(\$4,295.51)	\$0.00	(\$22,959.75)	#DIV/0!
ACTIVITY FUND					
05-1-01510-000-000	ACT - Interest Income	(\$38.74)	\$0.00	(\$368.98)	0.00
05-1-01710-000-000	ACT - DISTRICT ACTIVITIES - ADMISSIONS	\$0.00	(\$24,000.00)	(\$23,681.00)	98.67
05-1-01730-000-000	ACT - Student Dues	\$0.00	\$0.00	(\$1,150.00)	0.00
05-1-01790-000-000	ACT - LOCAL - MISC LOCAL REVENUE	(\$15,635.37)	(\$105,365.00)	(\$99,123.91)	94.07
05-1-01920-000-000	ACT - Donations & Grants	(\$630.00)	(\$5,000.00)	(\$17,872.90)	357.45
05-1-05200-000-000	ACT - OTHER FINANCING SOURCES - Support from Gen Fund	(\$4,000.00)	(\$48,000.00)	(\$36,000.00)	75.00
Subtotal of Element: [Fund] 05 - Activity Fund		(\$20,304.11)	(\$182,365.00)	(\$178,196.79)	98%
SCHOOL NUTRITION FUND					
06-1-01510-000-000	SN - Interest	(\$3.50)	(\$200.00)	(\$112.60)	56.30
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$2,750.39)	(\$77,000.00)	(\$75,761.93)	98.39
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$139.75)	\$0.00	(\$3,079.60)	0.00
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	\$0.00	(\$1,300.00)	\$0.00	0.00
06-1-04210-000-000	SN - Federal Reimbursement	(\$9,621.34)	(\$93,000.00)	(\$56,331.70)	60.57
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	\$0.00	(\$24,000.00)	(\$17,000.00)	70.83
06-1-05690-000-000	SN - OTHER NON-REVENUE RECEIPTS	\$0.00	\$0.00	(\$56.70)	0.00
Subtotal of Element: [Fund] 06 - Lunch Fund		(\$12,514.98)	(\$195,500.00)	(\$152,342.53)	78%
BOND FUND					
07-1-01100-000-000	BF - LOCAL - RE & PP TAXES LEVIED	(\$103,087.03)	(\$488,743.00)	(\$387,871.66)	79.36
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	(\$216.77)	\$0.00	(\$267.79)	0.00
07-1-01140-000-000	BF - LOCAL - Penalties & Interest on Taxes	(\$5.80)	\$0.00	(\$831.27)	0.00
07-1-01510-000-000	BF - LOCAL - INTEREST ON INVESTMENTS	(\$324.52)	(\$3,500.00)	(\$3,250.36)	92.86
07-1-03130-000-000	BF - STATE - HOMESTEAD EXEMPTION	(\$922.61)	\$0.00	(\$2,742.10)	0.00
07-1-03131-000-000	BF - STATE - PROPERTY TAX CREDIT	(\$20,994.72)	\$0.00	(\$42,005.73)	0.00
07-1-03133-000-000	BF - STATE - NAMEPLATE CAPACITY	(\$4,748.63)	(\$4,000.00)	(\$4,791.12)	119.77
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$1,300.00)	(\$976.36)	75.10
Subtotal of Element: [Fund] 07 - Bond Fund		(\$130,300.08)	(\$497,543.00)	(\$442,736.39)	89%
SPECIAL BUILDING FUND					
08-1-01100-000-000	SB - LOCAL - RE & PP TAXES LEVIED	(\$19,826.35)	(\$94,000.00)	(\$73,579.87)	78.27
08-1-01115-000-000	SB - LOCAL - CARLINE TAXES	(\$41.69)	\$0.00	(\$51.11)	0.00
08-1-01140-000-000	SB - LOCAL - Penalties & Interest on Taxes	(\$1.07)	\$0.00	(\$151.33)	0.00
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$1,734.06)	(\$11,000.00)	(\$15,568.95)	141.53
08-1-01920-000-000	SB - LOCAL - Donations from Private Sources	\$0.00	\$0.00	(\$125,477.00)	0.00
08-1-03130-000-000	SB - STATE - HOMESTEAD EXEMPTION	(\$177.45)	\$0.00	(\$529.77)	0.00
08-1-03131-000-000	SB - STATE - PROPERTY TAX CREDIT	(\$4,037.88)	\$0.00	(\$8,078.70)	0.00
08-1-03133-000-000	SB - STATE - NAMEPLATE CAPACITY	(\$909.09)	\$0.00	(\$916.94)	0.00
08-1-03180-000-000	SB - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	\$0.00	(\$184.23)	0.00
08-1-04998-000-000	SB - ESSER III - GRANT	\$0.00	\$0.00	(\$130,287.00)	0.00
Subtotal of Element: [Fund] 08 - Special Building Fund		(\$26,727.59)	(\$105,000.00)	(\$354,824.90)	338%
STUDENT FEE FUND					
12-1-01741-000-000	FEE - Extracurricular Activity Fees	\$0.00	(\$2,500.00)	\$0.00	0.00
Subtotal of Element: [Fund] 12 - Student Fee Fund		\$0.00	(\$2,500.00)	\$0.00	0%

Friend Public School

Account Summary Report

EXPENDITURES

Cycle: FY23-24; Begin Date: 05/01/2024; End Date: 05/31/2024; Account Type: Expenditure; Created On: 6/3/2024 1:28:08 PM

Account Code	Description	Actual MAY	Budget (YTD)	Actual (YTD)	% of Budget
General Fund					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$49,042.53	\$610,890.00	\$442,916.29	72.50
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$39,330.87	\$472,545.00	\$353,356.87	74.77
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$7,063.56	\$71,800.00	\$63,887.77	88.98
01-2-01100-122-001-00	REG INST - Salaries - Substitute Paras - Sec	\$0.00	\$0.00	\$97.50	0.00
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$601.90	\$1,000.00	\$3,516.50	351.65
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$2,301.80	\$25,000.00	\$29,153.68	116.61
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$2,497.32	\$25,000.00	\$18,784.24	75.13
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$8,090.51	\$100,000.00	\$71,324.59	71.32
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$100.00	\$0.00	\$1,400.00	0.00
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$1,137.00	\$15,600.00	\$15,160.00	97.17
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$14,152.85	\$160,390.00	\$141,953.22	88.50
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$203.14	\$2,440.00	\$1,828.26	74.92
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$12,328.29	\$137,830.00	\$124,900.56	90.61
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$208.58	\$2,310.00	\$1,877.22	81.26
01-2-01100-212-002-01	REG INST - Group Insurance - LTD - Paras - Elem	\$20.85	\$200.00	\$187.65	93.82
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,259.45	\$52,333.00	\$38,441.66	73.45
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,901.91	\$34,725.00	\$26,109.70	75.18
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$86.98	\$1,835.00	\$1,168.67	63.68
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$571.02	\$7,466.00	\$5,015.60	67.17
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$176.06	\$1,915.00	\$2,230.18	116.45
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$191.02	\$1,915.00	\$1,436.88	75.03
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$4,241.28	\$121,440.00	\$38,174.75	31.43
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$2,927.16	\$49,000.00	\$26,335.30	53.74
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$524.36	\$7,000.00	\$4,720.99	67.44
01-2-01100-233-002-00	REG INST - Retirement - Substitute Teachers - Elem	\$66.10	\$0.00	\$226.82	0.00
01-2-01100-237-001-00	REG INST - Retirement Increase - Sec	\$1,402.23	\$0.00	\$12,621.12	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - Elem	\$1,162.97	\$0.00	\$10,347.49	0.00
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - Sec	\$0.00	\$2,264.00	\$2,559.00	113.03
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - Elem	\$0.00	\$1,383.00	\$1,678.00	121.33
01-2-01100-272-002-00	REG INST - Workers Comp - Paras and Assistants - Elem	\$0.00	\$230.00	\$230.00	100.00
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers - Sec	\$0.00	\$10,710.00	\$11,506.24	107.43
01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$0.00	\$16,580.00	\$16,581.94	100.01
01-2-01100-291-001-00	REG INST - Other Employee Benefits - Teachers - Sec	\$1,000.00	\$795.00	\$1,383.75	174.05
01-2-01100-291-002-00	REG INST - Other Employee Benefits - Teachers - Elem	\$1,000.00	\$795.00	\$1,372.75	172.67

01-2-01100-320-001-00	REG INST - Prof Educ Services - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-320-002-00	REG INST - Prof Educ Services - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-330-001-00	REG INST - Employee Training - Sec	\$0.00	\$2,000.00	\$2,392.88	119.64
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$0.00	\$2,000.00	\$1,881.00	94.05
01-2-01100-431-001-MU	REG INST - Repairs to Musical Instruments	\$0.00	\$1,000.00	\$173.00	17.30
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - Sec	\$478.54	\$5,750.00	\$5,624.63	97.81
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$478.54	\$5,750.00	\$5,885.42	102.35
01-2-01100-565-001-00	REG INST - Tuition to PostSecondary Schools	\$0.00	\$2,000.00	\$5,082.00	254.10
01-2-01100-580-001-00	REG INST - Travel - Sec	\$0.00	\$2,000.00	\$1,417.17	70.85
01-2-01100-580-002-00	REG INST - Travel - Elem	\$0.00	\$500.00	\$20.00	4.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - Sec	\$108.54	\$81,870.00	\$1,104.66	1.34
01-2-01100-610-001-AG	REG INST - Supplies - Agri	\$19.84	\$2,000.00	\$920.25	46.01
01-2-01100-610-001-AR	REG INST - Supplies - Art - Sec	\$0.00	\$1,600.00	\$142.60	8.91
01-2-01100-610-001-FC	REG INST - Supplies - FACS	\$410.55	\$750.00	\$910.40	121.38
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - Sec	\$0.00	\$500.00	\$730.08	146.01
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	\$0.00	\$2,000.00	\$1,170.19	58.50
01-2-01100-610-001-PE	REG INST - Supplies - PE/Health - Sec	\$0.00	\$500.00	\$647.98	129.59
01-2-01100-610-001-SC	REG INST - Supplies - Science - Sec	\$0.00	\$2,500.00	\$1,079.19	43.16
01-2-01100-610-001-SH	REG INST - Supplies - Shop	\$270.19	\$6,000.00	\$4,696.59	78.27
01-2-01100-610-001-SP	REG INST - Supplies - Spanish	\$0.00	\$2,000.00	\$222.28	11.11
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - Sec	\$0.00	\$600.00	\$39.59	6.59
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - Sec	\$106.80	\$1,500.00	\$791.81	52.78
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$324.45	\$81,870.00	\$1,919.41	2.34
01-2-01100-610-002-AR	REG INST - Supplies - Art - Elem	\$22.77	\$500.00	\$22.77	4.55
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - Elem	\$0.00	\$2,000.00	\$258.43	12.92
01-2-01100-610-002-MA	REG INST - Supplies - Math - Elem	\$0.00	\$500.00	\$500.00	100.00
01-2-01100-610-002-MU	REG INST - Supplies - Music - Elem	\$0.00	\$500.00	\$324.13	64.82
01-2-01100-610-002-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-SC	REG INST - Supplies - Science - Elem	\$0.00	\$500.00	\$39.95	7.99
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	\$268.80	67.20
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	\$17,000.00	\$22,137.71	130.22
01-2-01100-640-001-MA	REG INST - Books and Periodicals - Math - Sec	\$0.00	\$500.00	\$1,378.00	275.60
01-2-01100-640-001-SC	REG INST - Books and Periodicals - Science - Sec	\$0.00	\$300.00	\$758.46	252.82
01-2-01100-640-001-SP	REG INST - Books and Periodicals - Spanish	\$0.00	\$1,000.00	\$995.35	99.53
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - Sec	\$0.00	\$300.00	\$0.00	0.00
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$3,000.00	\$7,057.19	235.23
01-2-01100-640-002-MA	REG INST - Books and Periodicals - Math - Elem	\$0.00	\$300.00	\$101.70	33.90
01-2-01100-640-002-MU	REG INST - Books and Periodicals - Music - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-002-SC	REG INST - Books and Periodicals - Science - Elem	\$0.00	\$200.00	\$0.00	0.00
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - Sec	\$1,700.25	\$4,000.00	\$3,289.25	82.23
01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$2,062.75	\$6,000.00	\$4,503.25	75.05

01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$0.00	\$3,000.00	\$3,156.99	105.23
01-2-01100-650-001-SC	REG INST - Tech Supplies - Science - Sec	\$82.99	\$100.00	\$82.99	82.99
01-2-01100-650-001-SH	REG INST - Tech Supplies - Shop	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-650-001-TE	REG INST - Tech Supplies - Tech Class - Sec	\$0.00	\$3,000.00	\$2,160.69	72.02
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - Elem	\$0.00	\$3,000.00	\$676.98	22.56
01-2-01100-650-002-LA	REG INST - Supplies - Tech Related - Elem	\$0.00	\$0.00	\$25.53	0.00
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - Sec	\$0.00	\$5,000.00	\$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	\$2,000.00	\$545.00	27.25
01-2-01100-810-001-01	REG INST - Field Trips Students - Secondary	\$0.00	\$150.00	\$0.00	0.00
01-2-01100-810-001-AG	REG INST - Dues & Fees - Agri	\$392.00	\$500.00	\$667.00	133.40
01-2-01100-810-001-MU	REG INST - Dues & Contest Fees - Music - Sec	\$0.00	\$500.00	\$137.00	27.40
01-2-01100-810-001-SS	REG INST - Dues & Fees - Social Studies - Sec	\$50.00	\$100.00	\$50.00	50.00
01-2-01100-810-002-00	REG INST - Dues & Fees - Elem	\$0.00	\$1,000.00	\$489.00	48.90
01-2-01100-810-002-01	REG INST - Field Trips Students - Elementary	\$787.00	\$1,000.00	\$1,292.50	129.25
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01150-112-001-00	ELL - Para Wages - Sec	\$1,413.99	\$0.00	\$3,408.84	0.00
01-2-01150-112-002-00	ELL - Para Wages - Elem	\$1,413.98	\$0.00	\$10,137.22	0.00
01-2-01150-122-001-00	ELL - Para professional - temp	\$0.00	\$9,500.00	\$0.00	0.00
01-2-01150-212-002-01	ELL - Group Ins - LTD - Paras Elem	\$3.60	\$0.00	\$79.32	0.00
01-2-01150-222-001-00	ELL - Social Security	\$107.21	\$725.00	\$255.98	35.30
01-2-01150-222-002-00	ELL - Social Security - Paras - Elem	\$107.48	\$0.00	\$766.76	0.00
01-2-01150-232-001-00	ELL - NPERS Contrib - Paras - Sec	\$104.97	\$940.00	\$253.06	26.92
01-2-01150-232-002-00	ELL - NPERS Contrib - Paras - Elem	\$104.96	\$0.00	\$752.53	0.00
01-2-01150-237-001-00	ELL - NPERS Incr - Paras - Sec	\$34.71	\$0.00	\$83.68	0.00
01-2-01150-237-002-00	ELL - NPERS Incr - Paras - Elem	\$34.70	\$0.00	\$248.77	0.00
01-2-01150-272-002-00	ELL - Workers Comp - Paras - Elem	\$0.00	\$0.00	\$40.00	0.00
01-2-01150-610-001-00	ELL - Supplies - Sec	\$0.00	\$0.00	\$236.96	0.00
01-2-01150-610-002-00	ELL - Supplies - elem	\$0.00	\$150.00	\$290.27	193.51
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$5,000.20	\$69,760.00	\$44,701.80	64.07
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$2,380.09	\$24,300.00	\$19,505.76	80.27
01-2-01190-121-002-00	EARLY - Salaries - Subs - Teachers	\$0.00	\$1,450.00	\$0.00	0.00
01-2-01190-122-002-00	EARLY - Salaries - Subs - Paras	\$0.00	\$300.00	\$0.00	0.00
01-2-01190-211-002-00	EARLY - Group Insurance - BCBS Teachers	\$1,658.42	\$19,900.00	\$16,584.20	83.33
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$28.33	\$340.00	\$254.97	74.99
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$7.09	\$92.00	\$63.81	69.35
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$360.47	\$4,310.00	\$3,221.66	74.74
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$182.62	\$1,860.00	\$1,497.07	80.48
01-2-01190-223-002-00	EARLY - Social Security - Subs - Teachers	\$0.00	\$110.00	\$0.00	0.00
01-2-01190-231-002-00	EARLY - Retirement - Teachers	\$371.19	\$6,660.00	\$3,318.43	49.82
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$176.69	\$2,400.00	\$1,448.01	60.33
01-2-01190-237-002-00	EARLY - Retirement Increase	\$181.13	\$0.00	\$1,575.86	0.00
01-2-01190-271-002-00	EARLY - Workers Comp - Teachers	\$0.00	\$219.00	\$219.00	100.00
01-2-01190-272-002-00	EARLY - Workers Comp - Paras	\$0.00	\$78.00	\$78.00	100.00

01-2-01190-281-002-00	EARLY - Health Benefits - HSA Teachers	\$0.00	\$3,000.00	\$2,995.97	99.86
01-2-01190-330-002-00	EARLY - Employee Training	\$0.00	\$150.00	\$141.52	94.34
01-2-01190-610-002-00	EARLY - General Supplies	\$31.30	\$3,000.00	\$472.90	15.76
01-2-01190-643-002-00	EARLY - Web/Cloud Based Software	\$0.00	\$400.00	\$0.00	0.00
01-2-01300-111-002-00	SUMMER - Salaries - Teachers - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01300-112-002-00	SUMMER - Salaries - Paras - Elem	\$79.11	\$2,000.00	\$79.11	3.95
01-2-01300-221-002-00	SUMMER - Social Security - Teachers - Elem	\$0.00	\$75.00	\$0.00	0.00
01-2-01300-222-002-00	SUMMER - Social Security - Paras - Elem	\$6.03	\$150.00	\$6.03	4.02
01-2-01300-231-002-00	SUMMER - Retirement - Teachers - Elem	\$0.00	\$100.00	\$0.00	0.00
01-2-01300-232-002-00	SUMMER - Retirement - Paras - Elem	\$5.88	\$200.00	\$5.88	2.94
01-2-01300-237-002-00	SUMMER - Retirement Increase - Elem	\$1.93	\$0.00	\$1.93	0.00
	Regular Education	\$178,681.03	\$2,360,000.00	\$1,672,980.29	0.71
01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$5,461.72	\$79,050.00	\$58,011.32	73.38
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$6,815.18	\$96,200.00	\$70,670.22	73.46
01-2-01200-112-001-00	SPED SA - Salaries - Paras - Sec	\$0.00	\$11,600.00	\$0.00	0.00
01-2-01200-112-002-00	SPED SA - Salaries - Paras -Elem	\$0.00	\$6,000.00	\$2,813.58	46.89
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers	\$1,707.72	\$2,000.00	\$2,902.08	145.10
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$1,230.00	\$2,000.00	\$2,380.88	119.04
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$1,621.56	\$19,500.00	\$16,215.60	83.15
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$33.09	\$400.00	\$297.81	74.45
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$28.02	\$336.00	\$252.18	75.05
01-2-01200-212-001-00	SPED SA - Group Insurance LTD Paras - Sec	\$0.00	\$85.00	\$0.00	0.00
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$390.86	\$5,860.00	\$4,275.92	72.96
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$496.30	\$7,060.00	\$5,182.19	73.40
01-2-01200-222-001-00	SPED SA - Social Security - Aides - Sec	\$0.00	\$885.00	\$0.00	0.00
01-2-01200-222-002-00	SPED SA - Social Security - Aides -Elem	\$0.00	\$460.00	\$212.86	46.27
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$130.64	\$150.00	\$221.99	147.99
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$94.09	\$150.00	\$182.10	121.40
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$405.45	\$7,800.00	\$4,306.46	55.21
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$505.93	\$9,500.00	\$5,246.23	55.22
01-2-01200-232-001-00	SPED SA - Retirement - Aides - Sec	\$0.00	\$1,200.00	\$0.00	0.00
01-2-01200-232-002-00	SPED SA - Retirement - Aides -Elem	\$0.00	\$0.00	\$208.86	0.00
01-2-01200-237-001-00	SPED SA - Retirement Increase - Sec	\$134.04	\$0.00	\$1,423.73	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - Elem	\$167.27	\$0.00	\$1,803.56	0.00
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - Sec	\$0.00	\$283.00	\$283.00	100.00
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers -Elem	\$0.00	\$305.00	\$305.00	100.00
01-2-01200-272-001-00	SPED SA - Workers Comp - Aides - Sec	\$0.00	\$78.00	\$78.00	100.00
01-2-01200-281-001-00	SPED SA - Health Benefits -HSA Teachers Sec	\$0.00	\$0.00	\$3,047.92	0.00
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	(\$712.50)	\$1,000.00	\$165.53	16.55
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$0.00	\$1,000.00	\$106.14	10.61
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	\$1,000.00	\$0.00	0.00
01-2-01200-610-001-00	SPED SA - General Supplies - Sec	\$5,209.23	\$66,050.00	\$6,638.77	10.05
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$0.00	\$66,048.00	\$241.24	0.36
01-2-01200-643-001-00	SPED SA - Web/Cloud Based Software - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-643-002-00	SPED SA - Web/Cloud Based Software -Elem	\$0.00	\$5,000.00	\$0.00	0.00
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	\$36.00	0.72
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
01-2-02141-591-001-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Sec	\$0.00	\$25,000.00	\$5,982.35	23.92
01-2-02141-591-001-01	PSYCH - LMHP Services Purch from ESU6 - SA - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02141-591-002-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Elem	\$0.00	\$25,000.00	\$15,554.11	62.21
01-2-02141-591-002-02	PSYCH - Consultant Svs Purch from ESU6 - SA - Elem	\$0.00	\$3,000.00	\$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	\$1,259.55	25.19
01-2-02151-340-001-00	SPEECH - Prof Services - Speech Therapy - SA - Sec	\$2,030.60	\$16,800.00	\$14,672.06	87.33
01-2-02151-340-002-00	SPEECH - Prof Services - Speech Therapy- SA - Elem	\$7,832.42	\$64,800.00	\$56,594.30	87.33
01-2-02151-591-001-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Sec	\$0.00	\$18,200.00	\$927.48	5.09
01-2-02151-591-001-01	SPEECH - Deaf/HOH Therapy Purch from ESU6 - Sec	\$0.00	\$15,000.00	\$6,221.51	41.47
01-2-02151-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Elem	\$0.00	\$70,200.00	\$20,713.65	29.50
01-2-02151-591-002-03	SPEECH - Homebased Purch from ESU6 SA	\$0.00	\$8,000.00	\$0.00	0.00
01-2-02151-610-002-00	SPEECH - General Supplies - SA - Elem	\$0.00	\$500.00	\$64.00	12.80
01-2-02152-340-002-00	SPEECH - Prof Services - Speech Therapy- Age 3-5	\$4,641.44	\$38,400.00	\$33,537.21	87.33
01-2-02152-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 3-5	\$0.00	\$41,600.00	\$0.00	0.00
01-2-02152-591-002-01	SPEECH - Extended SY Purch From ESU6 - Age 3-5	\$0.00	\$500.00	\$0.00	0.00
01-2-02152-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 3-5	\$0.00	\$8,000.00	\$2,944.09	36.80
01-2-02152-610-002-00	SPEECH - Supplies - Age 3-5	\$0.00	\$500.00	\$0.00	0.00
01-2-02153-340-002-00	SPEECH - Prof Services - Speech Therapy- Age 0-2	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02153-591-002-01	SPEECH - Extended SY Purch From ESU6 - Age 0-2	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02153-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 0-2	\$0.00	\$10,000.00	\$2,715.62	27.15
01-2-02161-591-001-00	OT - Occupational Therapy Purch from ESU6 - SA - Sec	\$0.00	\$10,000.00	\$2,482.38	24.82
01-2-02161-591-002-00	OT - Occupational Therapy Purch from ESU6 - SA - Elem	\$0.00	\$20,000.00	\$12,030.87	60.15
01-2-02162-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 3-5	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02171-340-001-00	PT - Prof Services - Physical Therapy - SA - Sec	\$317.86	\$500.00	\$3,833.47	766.69
01-2-02171-340-002-00	PT - Prof Services - Physical Therapy - SA - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02172-340-002-00	PT - Prof Services - Physical Therapy - Age 3-5	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02173-340-002-00	PT - Prof Services - Physical Therapy Age 0-2	\$118.50	\$0.00	\$434.50	0.00
01-2-02181-340-001-00	VISION - Prof Services - Vision Therapy - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$289.68	\$5,000.00	\$2,171.96	43.43
01-2-02181-610-002-00	VISION - Supplies - Elem	\$0.00	\$0.00	\$24.35	0.00
01-2-02182-340-002-00	VISION - Prof Services - Vision Therapy - 3-5	\$69.55	\$1,500.00	\$313.90	20.92
	Special Education	\$39,018.65	\$825,000.00	\$369,986.53	0.45

01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$3,144.21	\$37,250.00	\$28,447.89	76.37
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$3,104.21	\$37,251.00	\$27,937.89	74.99
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$389.36	\$4,672.00	\$3,893.60	83.33
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$26.68	\$320.00	\$240.12	75.03
01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$389.36	\$4,672.00	\$3,893.60	83.33
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$239.47	\$2,837.00	\$2,166.56	76.36
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$234.42	\$2,813.00	\$2,109.93	75.00
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$233.41	\$3,680.00	\$2,111.83	57.38
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$230.44	\$3,680.00	\$2,073.96	56.35
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - Sec	\$77.17	\$0.00	\$698.21	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - Elem	\$76.19	\$0.00	\$685.65	0.00
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor- Secondary	\$0.00	\$120.00	\$120.00	100.00
01-2-02120-271-002-00	GUIDANCE - Workers Comp - Counselor- Elem	\$0.00	\$120.00	\$120.00	100.00
01-2-02120-320-001-00	GUIDANCE - Student Workshops- Secondary	\$0.00	\$4,000.00	\$3,879.00	96.97
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	\$58.08	11.61
01-2-02120-330-002-00	GUIDANCE - Employee Training - Elem	\$0.00	\$500.00	\$12.69	2.53
01-2-02120-333-001-00	GUIDANCE - Mileage Paid to Staff- Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02120-580-001-00	GUIDANCE - Travel- Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary	\$0.00	\$9,089.00	\$280.32	3.08
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$0.00	\$9,089.00	\$176.92	1.94
01-2-02120-643-001-00	GUIDANCE - Web/Cloud Based Software- Secondary	\$6,597.20	\$500.00	\$6,597.20	1,319.44
01-2-02120-643-002-00	GUIDANCE - Web/Cloud Based Software- Elem	\$6,697.00	\$200.00	\$6,697.00	3,348.50
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$150.00	\$500.00	\$649.00	129.80
01-2-02120-810-002-00	GUIDANCE - Dues and Fees- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-116-001-00	NURSE - Salaries - Nurse - Secondary	\$789.58	\$9,475.00	\$7,106.22	74.99
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,368.75	\$28,425.00	\$21,318.75	75.00
01-2-02130-126-002-00	NURSE - Salaries - Nurse Subs- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$460.66	\$5,528.00	\$4,606.60	83.33
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$2.76	\$33.00	\$24.84	75.27
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$1,382.02	\$16,584.00	\$13,820.20	83.33
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$8.29	\$99.00	\$74.61	75.36
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$60.61	\$727.00	\$545.49	75.03
01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$181.85	\$2,182.00	\$1,636.65	75.00
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$58.61	\$703.00	\$527.49	75.03
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$175.84	\$2,110.00	\$1,582.64	75.00
01-2-02130-237-001-00	NURSE - Retirement Increase - Sec	\$19.38	\$233.00	\$174.42	74.85
01-2-02130-237-002-00	NURSE - Retirement Increase - Elem	\$58.14	\$698.00	\$523.18	74.95
01-2-02130-276-002-00	NURSE - Workers Comp - Nurse- Elem	\$0.00	\$122.00	\$122.00	100.00
01-2-02130-281-001-00	NURSE - Other Health Benefits - Sec	\$0.00	\$897.00	\$897.93	100.10
01-2-02130-281-002-00	NURSE - Other Health Benefits - Elem	\$0.00	\$2,691.00	\$2,693.79	100.10
01-2-02130-330-002-00	NURSE - Employee Training - Elem	\$0.00	\$300.00	\$0.00	0.00
01-2-02130-580-002-00	NURSE - Travel- Elem	\$0.00	\$200.00	\$0.00	0.00

01-2-02130-610-001-00	NURSE - General Supplies- Secondary	\$0.00	\$1,000.00	\$193.34	19.33
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$0.00	\$2,000.00	\$133.83	6.69
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
	Support - Pupils	\$27,155.61	\$200,000.00	\$148,831.43	0.74
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	\$1,066.34	\$12,796.00	\$9,597.06	75.00
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$1,066.34	\$12,796.00	\$9,597.06	75.00
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$2,744.36	\$25,000.00	\$21,914.28	87.65
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$387.77	\$9,307.00	\$3,877.70	41.66
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$30.62	\$367.00	\$275.58	75.08
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$387.77	\$9,307.00	\$3,877.70	41.66
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.29	\$95.00	\$65.61	69.06
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$79.47	\$953.00	\$715.10	75.03
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$77.25	\$927.00	\$695.13	74.98
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$210.50	\$1,915.00	\$1,681.46	87.80
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$79.16	\$1,265.00	\$712.44	56.31
01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$79.16	\$1,265.00	\$712.44	56.31
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$203.73	\$2,470.00	\$1,626.80	65.86
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - Sec	\$93.52	\$0.00	\$773.36	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - Elem	\$26.17	\$0.00	\$235.53	0.00
01-2-02220-271-001-00	LIB MEDIA - Workers Comp - Teachers - Secondary	\$0.00	\$125.00	\$125.00	100.00
01-2-02220-271-002-00	LIB MEDIA - Workers Comp - Teachers - Elem	\$0.00	\$126.00	\$126.00	100.00
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - Secondary	\$0.00	\$81.00	\$81.00	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	\$82.91	8.29
01-2-02220-443-002-00	LIB MEDIA - Lease - Copier - Elem	\$0.00	\$1,000.00	\$82.92	8.29
01-2-02220-610-001-00	LIB MEDIA - General Supplies - Secondary	\$0.00	\$2,000.00	\$4.43	0.22
01-2-02220-610-002-00	LIB MEDIA - General Supplies - Elem	\$0.00	\$2,205.00	\$158.90	7.20
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - Secondary	\$0.00	\$5,000.00	\$1,903.52	38.07
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$204.44	\$6,000.00	\$1,216.91	20.28
01-2-02220-641-001-00	LIB MEDIA - E-Books - Secondary	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-643-001-00	LIB MEDIA - Web/Cloud Based Software - Secondary	\$635.09	\$1,000.00	\$635.09	63.50
01-2-02220-643-002-00	LIB MEDIA - Web/Cloud Based Software - Elem	\$635.09	\$2,000.00	\$1,253.84	62.69
01-2-02220-650-001-00	LIB MEDIA - Supplies - Technology Related - Secondary	\$0.00	\$200.00	\$0.00	0.00
01-2-02220-810-001-00	LIB MEDIA - Dues and Fees - Secondary	\$0.00	\$300.00	\$0.00	0.00
01-2-02230-432-000-00	TECH - Tech-Related Repairs and Maint	\$0.00	\$3,000.00	\$129.00	4.30
01-2-02230-530-000-00	TECH - Communications	\$828.41	\$20,000.00	\$25,183.30	125.91

01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$4,457.33	\$60,000.00	\$39,978.64	66.63
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$456.12	\$15,000.00	\$5,840.56	38.93
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$11.76	\$25,000.00	\$16,902.05	67.60
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$159.97	\$10,000.00	\$4,702.25	47.02
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02230-735-000-00	TECH - Technology Software	\$0.00	\$5,000.00	\$0.00	0.00
	Support - Staff	\$13,927.66	\$250,000.00	\$154,763.57	0.62
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$0.00	\$1,500.00	\$0.00	0.00
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$8,000.00	\$5,008.33	62.60
01-2-02310-520-000-00	BOE - Insurance	\$0.00	\$11,365.00	\$11,364.00	99.99
01-2-02310-540-000-00	BOE - Advertising	\$52.28	\$4,000.00	\$1,178.64	29.46
01-2-02310-580-000-00	BOE - Travel	\$0.00	\$5,000.00	\$5,813.35	116.26
01-2-02310-610-000-00	BOE - General Supplies	\$0.00	\$3,135.00	\$0.00	0.00
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$4,500.00	\$0.00	0.00
01-2-02310-735-000-00	BOE - Technology Software	\$0.00	\$500.00	\$0.00	0.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$0.00	\$12,000.00	\$4,567.00	38.05
	Board of Education	\$52.28	\$50,000.00	\$27,931.32	0.56
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$11,041.67	\$132,500.00	\$99,375.03	75.00
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,891.98	\$37,900.00	\$25,301.64	66.75
01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,602.77	\$19,235.00	\$16,027.70	83.32
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$16.65	\$217.00	\$149.85	69.05
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$1,896.43	\$22,760.00	\$18,964.30	83.32
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$45.21	\$605.00	\$406.89	67.25
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$218.65	\$2,900.00	\$1,912.34	65.94
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$846.21	\$10,135.00	\$7,615.89	75.14
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$214.69	\$3,740.00	\$1,878.26	50.22
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$819.68	\$13,090.00	\$7,377.12	56.35
01-2-02320-237-000-00	SUPER - Retirement Increase	\$341.98	\$0.00	\$3,059.98	0.00
01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$0.00	\$119.00	\$119.00	100.00
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$0.00	\$427.00	\$427.00	100.00
01-2-02320-285-000-00	SUPER - Health Benefits - Superintendents	\$0.00	\$3,600.00	\$3,591.72	99.77
01-2-02320-310-000-00	SUPER - Contracted Services	\$0.00	\$1,990.00	\$0.00	0.00
01-2-02320-330-000-00	SUPER - Employee Training	\$0.00	\$500.00	\$245.76	49.15
01-2-02320-333-000-00	SUPER - Mileage Paid to Staff	\$0.00	\$200.00	\$52.26	26.13
01-2-02320-530-000-00	SUPER - Cell Phone Reimb	\$50.00	\$600.00	\$450.00	75.00
01-2-02320-580-000-00	SUPER - Travel	\$0.00	\$3,000.00	\$1,342.23	44.74
01-2-02320-610-000-00	SUPER - General Supplies	\$0.00	\$10,482.00	\$944.66	9.01
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$0.00	\$6,000.00	\$1,287.27	21.45

01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02320-810-000-00	SUPER - Dues and Fees	\$920.00	\$3,000.00	\$1,699.00	56.63
	Superintendent	\$20,905.92	\$275,000.00	\$192,227.90	0.70
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$0.00	\$8,500.00	\$2,814.70	33.11
	District Legal	\$0.00	\$8,500.00	\$2,814.70	0.33
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,636.08	\$26,560.00	\$22,980.21	86.52
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$4,154.17	\$49,850.00	\$37,387.53	75.00
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$4,154.17	\$49,850.00	\$37,387.53	75.00
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst- Secondary	\$7.75	\$100.00	\$69.75	69.75
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$948.22	\$11,380.00	\$9,482.20	83.32
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$36.87	\$480.00	\$331.83	69.13
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$948.21	\$11,380.00	\$9,482.10	83.32
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$200.32	\$2,031.00	\$1,745.94	85.96
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$316.78	\$3,828.00	\$2,827.12	73.85
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$314.00	\$3,828.00	\$2,802.20	73.20
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$195.69	\$2,625.00	\$1,705.94	64.98
01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$308.38	\$4,945.00	\$2,775.42	56.12
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$308.39	\$4,945.00	\$2,775.51	56.12
01-2-02410-237-001-00	PRIN - Retirement Increase - Sec	\$166.66	\$0.00	\$1,481.65	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - Elem	\$101.95	\$0.00	\$917.55	0.00
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - Secondary	\$0.00	\$83.00	\$83.00	100.00
01-2-02410-271-001-00	PRIN - Workers Comp - Principal - Secondary	\$0.00	\$161.00	\$161.00	100.00
01-2-02410-271-002-00	PRIN - Workers Comp - Principal - Elementary	\$0.00	\$160.00	\$160.00	100.00
01-2-02410-281-001-00	PRIN - Health Benefits - Principal - Secondary	\$0.00	\$1,797.00	\$1,797.00	100.00
01-2-02410-281-002-00	PRIN - Health Benefits - Principal - Elementary	\$0.00	\$1,797.00	\$1,781.18	99.11
01-2-02410-330-001-00	PRIN - Employee Training - Principal - Secondary	\$0.00	\$0.00	\$187.69	0.00
01-2-02410-330-002-00	PRIN - Employee Training - Principal - Elementary	\$0.00	\$200.00	\$58.07	29.03
01-2-02410-580-001-00	PRIN - Travel - Secondary	\$0.00	\$500.00	\$1,247.07	249.41
01-2-02410-580-002-00	PRIN - Travel - Elementary	\$0.00	\$500.00	\$1,154.68	230.93
01-2-02410-610-001-00	PRIN - General Supplies - Secondary	\$109.00	\$11,800.00	\$1,992.14	16.88
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$266.91	\$11,800.00	\$3,052.75	25.87
01-2-02410-640-002-00	PRIN - Books and Periodicals - Elementary	\$0.00	\$0.00	\$437.96	0.00
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - Secondary	\$0.00	\$2,500.00	\$514.68	20.58
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - Elementary	\$0.00	\$2,500.00	\$741.61	29.66
01-2-02410-650-001-00	PRIN - Supplies - Technology Related - Secondary	\$0.00	\$1,000.00	\$182.56	18.25
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - Elem	\$0.00	\$1,000.00	\$201.19	20.11
01-2-02410-810-001-00	PRIN - Dues and Fees - Secondary	\$0.00	\$1,200.00	\$1,010.00	84.16
01-2-02410-810-002-00	PRIN - Dues and Fees - Elementary	\$0.00	\$1,200.00	\$1,335.00	111.25
	Principal	\$15,173.55	\$210,000.00	\$150,250.06	0.72

01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$5,296.25	\$63,555.00	\$47,666.25	75.00
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,602.77	\$19,235.00	\$16,027.70	83.32
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$24.15	\$315.00	\$217.35	69.00
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$388.55	\$4,865.00	\$3,496.95	71.87
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$393.17	\$6,280.00	\$3,538.53	56.34
01-2-02510-237-000-00	FISCAL SVCS - Retirement Increase	\$129.99	\$0.00	\$1,169.91	0.00
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$0.00	\$205.00	\$205.00	100.00
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$0.00	\$12,000.00	\$8,095.00	67.45
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$0.00	\$250.00	\$71.83	28.73
01-2-02510-530-000-00	FISCAL SVCS - Communications	\$460.88	\$6,000.00	\$4,165.77	69.42
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$631.92	\$6,500.00	\$4,161.39	64.02
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	\$0.00	\$15,495.00	\$797.00	5.14
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$1,086.07	\$13,000.00	\$11,735.69	90.27
01-2-02510-650-000-00	FISCAL SVCS - Supplies - Technology Related	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$1,000.00	\$280.00	28.00
01-2-02510-890-000-00	FISCAL SVCS - Misc Expense	\$0.00	\$0.00	\$227.75	0.00
	Fiscal Services	\$10,013.75	\$150,000.00	\$101,856.12	0.68
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$13,503.69	\$165,500.00	\$122,923.33	74.27
01-2-02610-110-000-01	OPERATIONS - Salaries - Summer Custodial	\$0.00	\$4,500.00	\$0.00	0.00
01-2-02610-210-000-00	OPERATIONS - Group Insurance - BCBS	\$3,054.03	\$36,651.00	\$31,169.65	85.04
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$54.62	\$750.00	\$509.80	67.97
01-2-02610-220-000-00	OPERATIONS - Social Security	\$1,023.72	\$13,025.00	\$9,320.58	71.55
01-2-02610-230-000-00	OPERATIONS - Retirement	\$912.42	\$15,200.00	\$8,292.26	54.55
01-2-02610-237-000-00	OPERATIONS - Retirement Increase	\$301.65	\$0.00	\$2,741.49	0.00
01-2-02610-270-000-00	OPERATIONS - Workers Comp	\$0.00	\$4,650.00	\$4,713.00	101.35
01-2-02610-280-000-00	OPERATIONS - Health Benefits HSAs	\$0.00	\$0.00	\$1,274.16	0.00
01-2-02610-281-000-00	DNU - Health Benefits HSAs -use 280	\$0.00	\$1,274.00	\$0.00	0.00
01-2-02610-410-000-00	OPERATIONS - Utility Services - Water & Sewage	\$697.65	\$18,000.00	\$9,677.05	53.76
01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$64.00	\$2,000.00	\$1,956.75	97.83
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$495.61	\$6,500.00	\$4,611.67	70.94
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$431.61	\$5,000.00	\$3,137.85	62.75
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$0.00	\$60,300.00	\$60,314.00	100.02
01-2-02610-610-000-00	OPERATIONS - General Supplies	\$770.00	\$20,000.00	\$1,040.43	5.20
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$909.75	\$15,000.00	\$8,479.86	56.53
01-2-02610-621-000-00	OPERATIONS - Utility Energy Services	\$6,163.40	\$90,000.00	\$66,168.55	73.52
01-2-02620-431-000-00	MAINT BLDG - Repairs & Maint	\$0.00	\$130,000.00	\$48,814.50	37.54
01-2-02620-490-000-00	MAINT BLDG - Other Purchased Property Services	\$0.00	\$40,000.00	\$10,101.98	25.25
01-2-02620-610-000-00	MAINT BLDG - General Supplies	\$97.00	\$27,350.00	\$5,725.06	20.93
01-2-02630-420-000-00	GROUNDS - Mowing - Contracted	\$0.00	\$4,800.00	\$3,533.32	73.61
01-2-02630-420-000-01	GROUNDS - Snow Removal - Contracted	\$0.00	\$5,000.00	\$1,950.00	39.00
01-2-02630-420-000-02	GROUNDS - Lawn Care - Contracted	\$0.00	\$9,000.00	\$6,510.00	72.33
01-2-02630-431-000-00	GROUNDS - Repairs and Maintenance Services	\$76.14	\$4,000.00	\$76.14	1.90
01-2-02630-490-000-00	GROUNDS - Other Purchased Property Services	\$0.00	\$15,000.00	\$1,876.00	12.50

01-2-02630-610-000-00	GROUNDS - General Supplies	\$0.00	\$5,000.00	\$1,436.15	28.72
01-2-02630-626-000-00	GROUNDS - Gasoline	\$149.00	\$1,500.00	\$733.75	48.91
01-2-02650-431-000-00	STAFF VEH - Repairs & Maint	\$643.93	\$1,000.00	\$967.68	96.76
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$94.75	\$2,000.00	\$1,138.94	56.94
01-2-02650-732-001-00	STAFF VEH - Vehicles	\$0.00	\$28,500.00	\$0.00	0.00
01-2-02660-340-000-00	SAFETY - Safety Audits	\$0.00	\$500.00	\$550.00	110.00
01-2-02660-490-000-00	SAFETY - Other Purch Property Svcs	\$0.00	\$0.00	\$554.00	0.00
01-2-02660-610-000-00	SAFETY - Supplies	\$0.00	\$3,000.00	\$172.92	5.76
01-2-02660-650-000-00	SAFETY - Technology	\$0.00	\$0.00	\$5,040.00	0.00
	Operations, Maint & Grounds	\$29,442.97	\$735,000.00	\$425,510.87	0.58
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$100.00	\$1,000.00	\$1,500.00	150.00
01-2-02710-220-001-00	BUSING - Social Security - Secondary	\$7.49	\$75.00	\$113.01	150.68
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$7.43	\$100.00	\$99.46	99.46
01-2-02710-237-001-00	BUSING - Retirement Increase - Sec	\$2.45	\$0.00	\$32.85	0.00
01-2-02710-270-002-00	BUSING - Workers Comp - Elem	\$0.00	\$1,850.00	\$1,864.00	100.75
01-2-02710-510-001-00	BUSING - Contracted Transp - Sec	\$2,140.08	\$50,000.00	\$18,372.36	36.74
01-2-02710-510-002-00	BUSING - Contracted Transp - Elem	\$9,467.46	\$100,000.00	\$79,446.92	79.44
01-2-02710-520-001-00	BUSING - Insurance - Buses and Vans - Secondary	\$0.00	\$7,870.00	\$7,867.00	99.96
01-2-02710-520-002-00	BUSING - Insurance - Buses and Vans - Elem	\$0.00	\$7,870.00	\$7,867.00	99.96
01-2-02710-610-001-00	BUSING - General Supplies - Secondary	\$0.00	\$0.00	\$494.00	0.00
01-2-02710-610-002-00	BUSING - General Supplies - Elem	\$0.00	\$0.00	\$2,392.18	0.00
01-2-02710-626-001-00	BUSING - Gasoline - Secondary	\$431.92	\$6,000.00	\$3,789.46	63.15
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$2,068.05	\$20,000.00	\$13,038.47	65.19
01-2-02730-431-000-00	BUSING - Repairs & Maint Service	\$86.25	\$4,000.00	\$1,668.19	41.70
01-2-02730-610-000-00	BUSING - General Supplies	\$0.00	\$1,235.00	\$328.37	26.58
	Pupil Transportation	\$14,311.13	\$200,000.00	\$138,873.27	0.69
01-2-03535-151-002-00	HAL - Extra Duty - Teachers- Elem	\$126.33	\$1,516.00	\$1,136.97	74.99
01-2-03535-221-002-00	HAL - FICA - Teacher Elem	\$9.16	\$116.00	\$82.98	71.53
01-2-03535-231-002-00	HAL - Retirement - Teachers - Elem	\$9.38	\$150.00	\$84.41	56.27
01-2-03535-237-002-00	HAL - Incr Retirement -Teacher - Elem	\$3.10	\$0.00	\$27.90	0.00
01-2-03535-610-002-00	HAL - General Supplies- Elem	\$0.00	\$1,068.00	\$18.75	1.75
01-2-03535-810-001-00	HAL - Dues and Fees- Secondary	\$0.00	\$400.00	\$0.00	0.00
01-2-03551-610-001-00	CATEG GRANT - Career Ed Supplies	\$0.00	\$0.00	\$7,500.00	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	\$5,511.33	\$66,135.00	\$49,003.09	74.09
01-2-06200-123-002-00	TITLE - Salaries - Subs	\$0.00	\$760.00	\$0.00	0.00
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$1,219.13	\$16,986.00	\$12,191.30	71.77

01-2-08000-912-000-00	Fund Transfers to School Nutrition Fund	\$0.00	\$24,000.00	\$17,000.00	70.83
01-2-08000-913-000-00	Fund Transfers to Activities Fund	\$4,000.00	\$48,000.00	\$36,000.00	75.00
	IntraFund Support	\$4,000.00	\$72,000.00	\$53,000.00	0.74
	MAY TOTALS	\$364,411.49	\$5,688,750.00	\$3,662,185.13	0.64
Intrafund Transfers					
01-2-09005-000-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund	\$8,220.27	\$0.00	\$32,353.20	0.00
01-2-09005-220-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA	\$627.46	\$0.00	\$2,469.51	0.00
01-2-09005-230-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET	\$521.24	\$0.00	\$2,016.30	0.00
01-2-09005-237-000-00	-Increased Retirement Contributions	\$172.33	\$0.00	\$666.63	0.00
01-2-09006-000-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund	\$1,256.11	\$0.00	\$6,025.39	0.00
01-2-09006-220-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA	\$0.00	\$0.00	\$46.62	0.00
01-2-09006-230-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET	\$0.00	\$0.00	\$46.39	0.00
01-2-09006-237-000-00	-Increased Retirement Contributions	\$0.00	\$0.00	\$15.35	0.00
TOTAL GENERAL FUND EXPENDITURES		\$375,208.90	\$5,688,750.00	\$3,705,824.52	0.65

Depreciation Fund					
02-2-02900-450-001-00	DEPR - Construction Svcs	\$0.00	\$0.00	\$6,100.00	0.00
02-2-02900-610-001-00	DEPR - General Supplies	\$0.00	\$0.00	\$1,090.88	0.00
02-2-02900-610-002-00	DEPR - General Supplies	\$0.00	\$0.00	\$3,440.15	0.00
02-2-02900-732-001-00	DEPR - Vehicles	\$0.00	\$50,000.00	\$0.00	0.00
02-2-02900-732-002-00	DEPR - Vehicles	\$0.00	\$50,000.00	\$0.00	0.00
02-2-02900-733-001-00	DEPR - Furniture & Fixtures	\$13,023.00	\$0.00	\$40,921.08	0.00
02-2-02900-734-001-00	DEPR - Technology-Related Hardware	\$0.00	\$0.00	\$16,348.85	0.00
02-2-02900-739-001-00	DEPR - Equipment	\$0.00	\$211,116.00	\$0.00	0.00
02-2-02900-739-002-00	DEPR - Equipment	\$0.00	\$211,116.00	\$0.00	0.00
TOTAL DEPRECIATION FUND		\$13,023.00	\$522,232.00	\$67,900.96	0.13

EMPLOYEE BENEFIT FUND					
03-2-02900-290-000-00	EBF - Employee FSA Benefits	\$468.01	\$0.00	\$18,304.76	0.00
03-2-02900-890-000-00	EBF - Other Misc Expense	\$121.50	\$0.00	\$364.50	0.00
Subtotal of Element: [Fund] 03 - Employee Benefit Fund		\$589.51	\$0.00	\$18,669.26	#DIV/0!

Activity Fund					
05-2-02900-340-001-00	ACT - Purchased Services	\$0.00	\$30,000.00	\$28,622.11	95.40
05-2-02900-580-001-00	ACT - Travel	\$1,471.03	\$0.00	\$7,430.85	0.00
05-2-02900-610-001-00	ACT - General Supplies - Secondary	\$7,435.31	\$157,000.00	\$108,582.64	69.16

05-2-02900-810-001-00	ACT - Dues & Entry Fees - Secondary	\$1,073.49	\$28,000.00	\$18,860.94	67.36
TOTAL ACTIVITY FUND		\$9,979.83	\$215,000.00	\$163,496.54	0.76

School Nutrition Fund

06-2-03100-110-001-00	SN - Salaries - Regular - Kitchen	\$8,110.76	\$72,000.00	\$67,330.71	93.51
06-2-03100-120-001-00	SN - Salaries - Subs - Kitchen	\$89.70	\$4,000.00	\$4,245.80	106.14
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen	\$19.81	\$270.00	\$178.29	66.03
06-2-03100-220-001-00	SN - Soc Sec - Kitchen	\$627.46	\$6,530.00	\$5,476.85	83.87
06-2-03100-230-001-00	SN - Retirement - Kitchen	\$521.24	\$5,300.00	\$4,333.58	81.76
06-2-03100-237-001-00	SN - Retirement Increase - Sec	\$172.33	\$1,800.00	\$1,432.74	79.59
06-2-03100-270-001-00	SN - Workers Comp - Kitchen	\$0.00	\$1,100.00	\$1,988.00	180.72
06-2-03100-610-001-00	SN - General Supplies	\$635.26	\$10,000.00	\$4,186.98	41.86
06-2-03100-630-001-00	SN - Food	\$11,898.73	\$100,000.00	\$83,712.30	83.71
06-2-03100-733-000-00	SN - Equip - Appliances	\$0.00	\$14,691.00	\$0.00	0.00
TOTAL NUTRITION FUND		\$22,219.64	\$215,691.00	\$173,124.30	0.80

Bond Fund

07-2-05000-830-000-00	BF - Fees	\$0.00	\$347,500.00	\$1,374.00	0.39
07-2-05000-831-000-00	BF - Redemption of Principal	\$0.00	\$465,000.00	\$465,000.00	100.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$0.00	\$58,050.00	\$29,909.47	51.52
TOTAL BOND FUND		\$0.00	\$870,550.00	\$496,283.47	0.57

Special Building Fund

08-2-04200-490-001-00	SB - Land Improvements	\$0.00	\$0.00	\$28,427.54	0.00
08-2-04700-450-001-00	SB - Bldg Improvements - Construc - Sec	\$0.00	\$316,353.00	\$0.00	0.00
08-2-04700-450-002-00	SB - Bldg Improvements - Construc - Elem	\$0.00	\$316,353.00	\$162,450.00	51.35
08-2-04700-610-001-00	SB - Bldg Improv - Supplies - Sec	\$0.00	\$11,000.00	\$0.00	0.00
08-2-04700-731-001-00	SB - Equipment	\$0.00	\$0.00	\$62,738.50	0.00
08-2-04700-731-002-00	SB - Equipment	\$70,050.00	\$0.00	\$70,050.00	0.00
TOTAL SPECIAL BUILDING FUND		\$70,050.00	\$643,706.00	\$323,666.04	0.50

Student Fee Fund

12-2-02190-890-001-00	FEE - Student Fees	\$0.00	\$2,500.00	\$0.00	0.00
TOTAL STUDENT FEE FUND		\$0.00	\$2,500.00	\$0.00	0.00

Friend Public School

Board of Education - Payments to be Approved

6/10/2024

Manual Checks/Funds Transfers done in May

GENERAL FUND

KBK	kindergarten tshirts	\$	154.75
Payroll	April payroll	\$	286,412.42
		\$	<u>286,567.17</u>

June Presentations

SPECIAL BUILDING FUND

Facility Advocates	Elem Gas Furnace - Progress Billing 4 of 6	\$	116,250.00
		\$	<u>116,250.00</u>

DEPRECIATION FUND

ScoreVision	balance due on shot clocks	\$	3,875.00
Precision Sign & Graphics	Gym pads - balance due - north	\$	4,195.00
Precision Sign & Graphics	Gym pads - balance due - west	\$	2,845.00
		\$	<u>10,915.00</u>

GENERAL FUND

A&M	pupil transportation	\$	11,272.45
Acco	teaching supplies	\$	123.00 <i>coop</i>
Activity Fund	June support	\$	4,000.00
AGIREPAIR	ipad repair	\$	149.00
Anderson, Derek	reimburse cell phone	\$	50.00
Automated Energy Solutions	remote repairs - HVAC	\$	302.00
Beaver Hardware	supplies	\$	358.71
Black Hills Energy	natural gas	\$	310.07
Blick	art supplies	\$	292.46 <i>coop</i>
Blue Blossom	kindergarten	\$	57.50
DAS State Accounting	internet service - April	\$	267.63
Eakes	janitorial	\$	109.12
Egan	janitorial	\$	674.20 <i>coop</i>
Electronic Contracting	alarm monitoring, repairs	\$	448.50
Elsberry, Khrystyne	reimburse travel expenses - workshop	\$	121.81
ESU6	tech support	\$	4,913.45
ESUCC	cybersecurity software	\$	135.30
Farmers Coop - Parts City	supplies	\$	46.95
Farmers Union Coop	chemical	\$	226.48
Hillyard	janitorial	\$	654.08
Hometown Leasing	copier lease	\$	957.08
Lexia	Core4 reading software	\$	2,200.00
Midwest Alarm	annual fire alarm inspection	\$	602.28
NDE	Workshop- Wiese	\$	125.00
NDE Early Childhood Training Ctr	workshop -E Arp	\$	20.00
Nick's Farm Store	mower parts, weed eater	\$	677.07
Norris Public Power	electricity	\$	1,806.00
Postmaster	rental of post office box	\$	188.00

Presto-X	exterminator	\$	206.74
Quadient	refill postage meter	\$	100.00
Quill	supplies	\$	93.15
Qwik6	fuel	\$	1,541.88
Seward County Independent	publish legals, advertising	\$	124.28
Shredit	paper shredding	\$	143.99
Therapy Works	contracted Speech	\$	4,939.47
Time Management	monthly contract	\$	59.85
TK Elevator	monthly contract	\$	243.66
Unite Private Networks	WAN lease	\$	560.78
USBank VISA	activity purchases	\$	2,411.80
USBank VISA	nutrition purchases	\$	92.36
USBank VISA	USPS postage	\$	25.78
USBank VISA	Treering - yearbooks	\$	100.59
USBank VISA	Amazon - tech supplies	\$	48.06
USBank VISA	Amazon - maint items	\$	22.10
USBank VISA	Dollar General - HAL supplies	\$	13.00
USBank VISA	Ventris - SPED teaching supplies	\$	90.00
USBank VISA	Amazon - teaching supplies	\$	124.54
USBank VISA	Airlines - Elsberry - travel to FCCLA conf	\$	708.00
USBank VISA	Dollar General - janitorial	\$	13.00
USBank VISA	Caseys - gas for van	\$	86.41
USBank VISA	Bomgaars - mulch	\$	439.20
USBank VISA	Duke Rentals - lift for gym work	\$	226.19
USBank VISA	Meals - Pfeiffer - 2 AD meetings	\$	35.64
USBank VISA	Sams Club - prizes for academic pep rally	\$	460.78
Waste Connections	garbage service	\$	351.62
Windstream	telephone service	\$	454.31
		\$	<u>44,805.32</u>
Late Presentations:			
City of Friend	water & sewer	\$	601.30
Culligan	water softener	\$	241.00
Egan Supply	vacuum	\$	923.76
Filament Essential Services	school website hosting 24-25	\$	2,600.00
Pyramid School Products	teaching supplies	\$	1,223.09 <i>coop</i>
Dietze Music	supplies, rental of instrument	\$	97.20
Central Nebr Rehab	SPED contracted services	\$	1,334.22
Drake Refrigeration	parts	\$	63.92
Seward County Independent	publish legals	\$	13.18
		\$	<u><u>51,902.99</u></u>
	REVISED TOTAL	\$	<u><u>51,902.99</u></u>

June 1, 2024

Friend Public School employees who **currently hold VISA cards** thru our school account at USBank:

Account Name	Account Status	Product Type
DEREK ANDERSON	Open	One Card
BRIAN ARP	Open	One Card
NATHAN BABER	Open	One Card
KIM HULSE	Open	One Card
AMELIA KOHTZ	Open	One Card
JAY LAWVER	Open	One Card
JIM PFEIFFER	Open	One Card
ELIZABETH STUTZMAN	Open	One Card

New Employee to be approved:

KHRYSTYNE ELSBERRY

Account terminated:

PAIGE ANDERSON

SHELBY WALLICK



Mrs. Stutzman's Principal Report

"Go For The Gold Every Day "

June

What has happened...

- Jump Up Day and Field Day
- Academic Pep Rally
- No WIT/No Detention Party (211 detentions in 22-23 and 49 in 23-24) 61/84 7th-12th grade kids attended ALL no wit/no detention parties!
- Last day of school!! Staff celebrations!!!
- FHS Alumni Banquet SOLD OUT!
- Summer Reading and Math Club began on June 3, we have 18 students participating.
- Staff trainings for new Language Arts curriculum
- Elementary Math Curriculum (Math Expressions K-6th) is staying! We are looking into adopting a new 7th-12th grade math curriculum or going with IntoMath that EM currently uses.
- 2024-2025 theme- "Every new beginning, comes from some other beginnings end"
- EMF admin meeting and planning for the 24-25 school year and the 25-26 school year
- Adopting a new Social Emotional Learning Curriculum (SEL) for this upcoming year called "Character Strong", PreK-12th- this will replace our SEL curriculum-Second Step.

What is coming up....

- Our Frameworks visit will be on January 14-15th, 2025
- National Convention for Elementary and Secondary Principals in Nashville.
- Admin Days in Kearney July 24-26

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 Schools
Strategic Planning
2024 Progress Analysis Summary.



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Strategic Plan Progress Analysis
Guiding Principle Averages
(listed highest to lowest)

Guiding Principle III: Culture and Connectedness - 3.50 *(Progressing)*

Guiding Principle IV: Curriculum and Instruction - 3.38 *(Progressing)*

Guiding Principle VI: Board Governance - 3.38 *(Progressing)*

Guiding Principle I: Student Learning Opportunities - 3.17 *(Progressing)*

Guiding Principle II: District Resources - 3.13 *(Progressing)*

Guiding Principle V: Family and Community Partnerships - 2.67 *(Developing)*

Accomplished (4) - *This strategy has been realized and is sustainable.*

Progressing (3) - *Some measurable progress has been made, but this strategy has not been fully realized.*

Developing (2) - *This strategy has been initiated.*

Not Met (1) - *This strategy has not been addressed.*

Guiding Principle Priority Ranking

Note: The following table reflects the prioritization rankings for the guiding principles from February 2023.

Ranked Priority	Guiding Principle ID	Guiding Principle
1	I	Student Learning Opportunities
2	IV	Curriculum and Instruction
3	V	Family and Community Partnerships
4	III	Culture and Connectedness
5	II	District Resources
6	VI	Board Governance

Priorities and Barriers

Overall, what did we do well as a result of the priorities of the strategic plan?

yes the plan is set and prioritized

We reinstated a HAL program with a HAL teacher for grades 4-6. We changed our teacher evaluation and strengthened it with Marzano wording and aspects of SEED from NDE.

Identify the issues that created barriers to success.

none, but the consolidation is taking up a lot of time

Staffing prevents us from doing more. Consolidation should help with this.

Guiding Principle I: Student Learning Opportunities

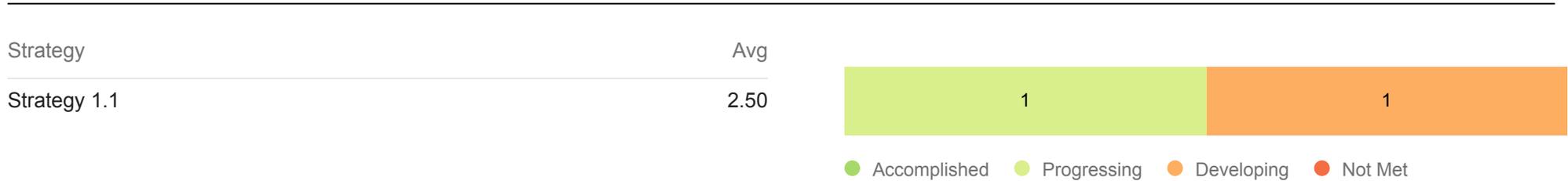
Objective: To ensure diversified learning experiences for all students through expanded learning opportunities, college, career, and technical training curriculum, high-quality instruction, and learning to accelerate the growth of each student.

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing the following strategies:

Strategy 1.1: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

- 1.1(a) Increase elective course offerings and life and career readiness programs, as well as class choice opportunities to enhance the learning opportunities for FPS students.
- 1.1(b) Consider and assess the value of expanding course offerings to include, but not limited to: STEM/CTE, Before/After School Program, Agricultural Program, Finance Class, (communication skills, work ethic, and life skills).
- 1.1(c) Increase/Expand mentorships, internships, and job shadowing opportunities to support career-college readiness.
- 1.1(d) Collaborate with community partners and post-secondary institutions to explore opportunities for partnering to increase curricular offerings for students and to maximize the use of community resources in the educational process.
- 1.1(e) Increase/Expand Advanced Placement courses and dual credit opportunities.
- 1.1(f) Evaluate the effectiveness of expansion of learning opportunities and the overall impact to learning and students' post-graduate opportunities.



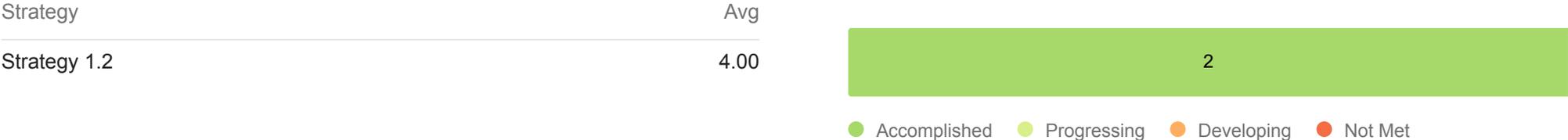
Please describe some of the steps you are taking to progress/develop this strategy:

We are limited by staffing. When we consolidate, this becomes easier as we will have more staff to help us expand course offerings and create opportunities for CTE job shadowing and internships.

community collaboration, more course offerings, when we become EMF we can offer more to our kids

Strategy 1.2: Expand and integrate High-Ability Learning (HAL) opportunities to challenge identified students to reach goals and potential by advancing their individual academic knowledge, skills, and abilities.

- 1.2(a) Create and implement a preassessment of HAL students to lead to targeted curriculum design.
- 1.2(b) Use modified curriculum designed to integrate basic skills and higher-level thinking.
- 1.2(c) Provide appropriate professional learning and resources to support teachers to meet the needs of the High Ability Learners (HAL) for students.
- 1.2(d) Evaluate HAL student outcomes using multi-method criteria of self-evaluation and standardized tools with flexible pacing and supportive differentiated learning environments.



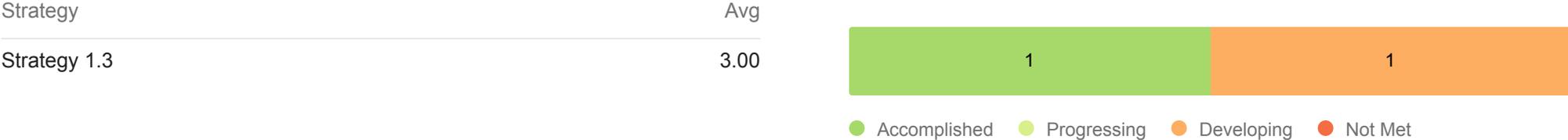
Please describe how this strategy has been accomplished:

We have a staff member in charge, she uses curriculum, we have a system of how you "get into HAL" which may need to be adjusted when we become EMF

The HAL program has been created and we are in the inaugural year of its existence. With consolidation, we may look to change it and expand it.

Strategy 1.3: Continue progress made in Grades K-6 in the Multi-Tiered System of Supports (MTSS) model and increase in Grades 7-12 with fidelity to accelerate academic, career, and social-emotional/behavioral instruction and intervention to prepare and empower students.

- 1.3(a) Continue to work with a district-wide team with defined roles that will research strategies, monitor, and evaluate the effectiveness of the MTSS model at all levels.
- 1.3(b) Continue to develop a common understanding across the district of MTSS through targeted professional development.
- 1.3(c) Continue to develop a consistent process across all buildings for implementation in the various tiers.
- 1.3(d) Provide consistent and on-going professional development to all staff to prepare and effectively implement the social-emotional supports district-wide.
- 1.3(e) Intentionally communicate our MTSS model and additional academic, social-emotional, and behavioral supports with FPS families and our community.
- 1.3(f) Evaluate the effectiveness of the instructional supports and benefits of MTSS, social-emotional curriculum, and instruction.



Please describe how this strategy has been accomplished:

MTSS is always a work in progress in all districts, but we've done very well creating a flow chart for academics and behaviors with the ESUs help and in our MTSS process, and we have put A LOT of time into mental health for our staff and students (known survey, hope sessions, Check in check out, SEL meetings, Closegap, getting a new SEL curriculum "Character Strong", interventions, intervention staff member, and created an SEL time for staff members in the elementary classrooms with their kids- and given ideas.

Please describe some of the steps you are taking to progress/develop this strategy:

MTSS is more difficult at the 7-12 level. We are working with staff to collaborate and look for ways to build consistency and improve. We are definitely focused on social-emotional development.

Guiding Principle II: District Resources

Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students.

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing the following strategies:

Strategy 2.1: Provide a safe, and well-maintained learning environment conducive to academic needs and priorities that addresses both short-term and long-term goals including but not limited to expanding/updating/maintaining facilities and grounds.

2.1(a) Evaluate current facility needs, building utilization, and current/projected enrollment to ensure facilities will accommodate the visionary needs of FPS educational programs and priorities.

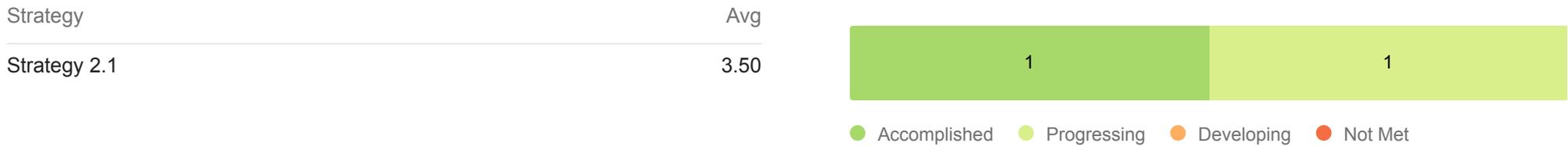
2.1(b) Ensure current facilities are properly maintained.

2.1(c) Consider existing priorities identified in the strategic plan needs analysis, including but not limited to:

- Building Access and Parking
 - Lighting in Parking Lot
- Building Improvement Plan
- Functionality of Learning Spaces
- Building Maintenance
- Safety and Security
- Extracurricular Activities
 - More Grass on Playground
 - Areas without Rocks to Play
 - Weight Room

2.1(d) Continue to engage stakeholders to educate and inform patrons of the identified needs and plans for addressing facilities and grounds, maintenance and upkeep, and renovations.

2.1(e) Evaluate the overall effectiveness and security of the district facilities.



Please describe some of the steps you are taking to accomplish this strategy:

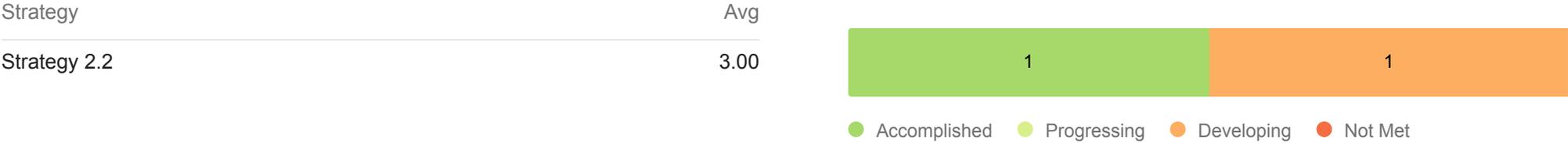
We have worked on lighting in our new parking lot as well as work towards better HVAC in the elementary. We tried to get more grass on the playground, but it gets trampled and torn up. Once we are consolidated, we will draw our attention to HS HVAC as well as the weightroom. A new weightroom separate from the building may be in our best interest.

Please describe some of the steps you are taking to progress/develop this strategy:

We have worked on lighting in our new parking lot as well as work towards better HVAC in the elementary. We tried to get more grass on the playground, but it gets trampled and torn up. Once we are consolidated, we will draw our attention to HS HVAC as well as the weightroom. A new weightroom separate from the building may be in our best interest.

Strategy 2.2: Build district resource capabilities of internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, resource expenditures, etc.

- 2.2(a) Designate internal leaders to study the need and scope of programs and services to address the diverse student needs.
- 2.2(b) Continue to evaluate current operations, programs, facilities, and the investment of resources to ensure the district meets the diverse needs of our enrollment.
- 2.2(c) Commit the resources needed to sustain integrated technology to support instructional needs and access to learning for the students at Friend Public Schools.
- 2.2(d) Ensure the capacity, infrastructure, staffing, and equipment to meet the academic and administrative needs for effective and efficient operations across the district.



Please describe how this strategy has been accomplished:

The teachers are leaders and have a lot of input for our district, our technology is updated consistently.

Please describe some of the steps you are taking to progress/develop this strategy:

This strategy becomes much easier with consolidation.

Strategy 2.3: Provide the structure and staffing in each building to ensure that every student is personally connected to the school community and supports the development of the students’ academic, social-emotional, and mental health well-being.

2.3(a) Complete a staff analysis of endorsements of all staffing assignments to benefit learning opportunities.

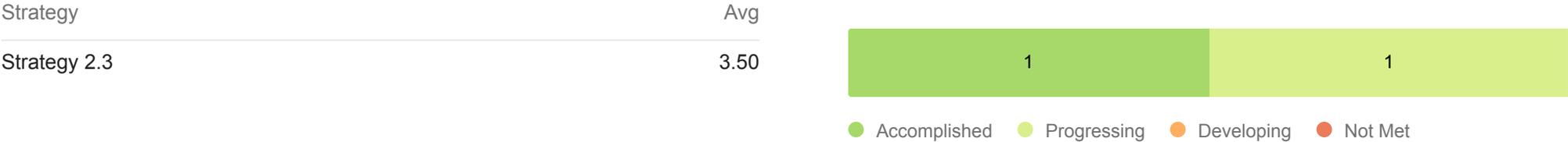
2.3(b) Budget and allocate resources to support staffing needs. Consider existing priorities identified in the strategic plan needs analysis, including but not limited to:

- Paraprofessionals
- Social-Emotional, Mental Health Well-Being Staff/Support
- SPED Support
- Teachers
- Behavioral Specialist
- SPED Coordinator/AD/Curriculum Director
- Building Level Counselors
- Technology Intervention Specialist
- Coaches
- Learning Intervention

2.3(c) Maintain accountability of staff to ensure systematic growth that supports and rewards continuous improvement for every student, building or learning level, and educator.

2.3(d) Promote an atmosphere of mutual trust through regular collaboration and feedback from peers and administrators.

2.3(e) Evaluate the effectiveness of the alignment of resources to support learning environments, quality of educators, and student success.



Please describe how this strategy has been accomplished:

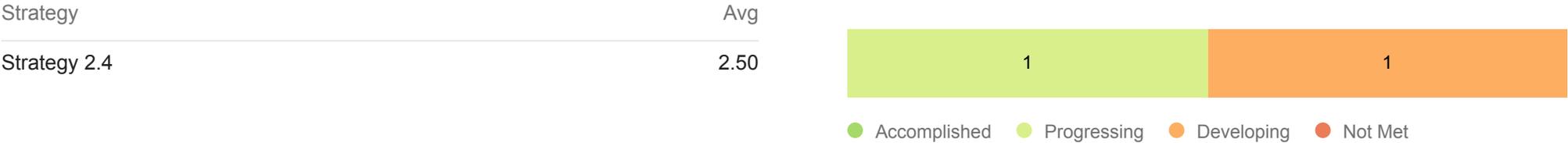
The teachers are leaders and have a lot of input for our district, our technology is updated consistently.

Please describe some of the steps you are taking to progress/develop this strategy:

With consolidation, we are working to create a position for SPED director and School Psychologist. This will free up my time and allow me to focus on other areas. One of them being the athletic director position and how it will need to change with consolidation. Consolidation will also create two buildings, each with their own counselor.

Strategy 2.4: Continue to grow and sustain the Food Service Programs to support student nutrition and academic success.

- 2.4(a) Continue to assess the community need and program qualities the district must consider growing and sustaining the Food Service Program for students.
- 2.4(b) Communicate the Federal Regulations for the Food Service Program to the students, families, and community.
- 2.4(c) Continue to grow and sustain a Grab and Go Breakfast to support the nutrition and academic success of students.
- 2.4(d) Continue to evaluate the Food Service Program provided by the district.



Please describe some of the steps you are taking to progress/develop this strategy:

There have been some improvements, but things can be made better for our staff and students.

We are currently looking into changes to our lunch program. Ideas that EM uses like second chance breakfast are also possibilities.

Guiding Principle III: Culture and Connectedness

Objective: To create and sustain a district culture that exemplifies and models high expectations for all staff and students and district connectedness while supporting the social, emotional, and mental health well-being of students and staff.

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing the following strategies:

Strategy 3.1: Implement a plan that enables administration, staff, and students to connect through a culture that embraces accountability, fairness, diversity, and respect, inspires pride, and promotes learning.

3.1(a) Create and commit to consistent expectations for staff and students to hold everyone equally accountable.

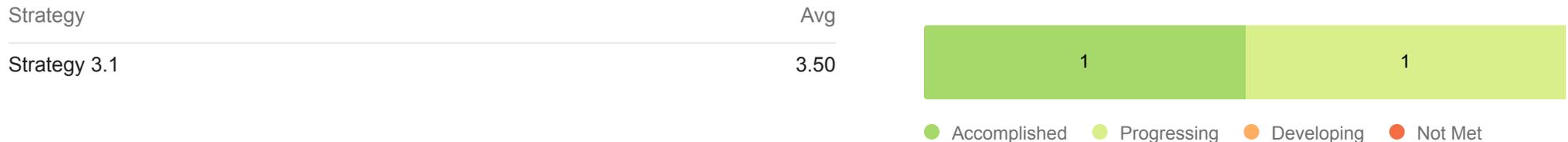
3.1(b) Incorporate Positive Behavior Interventions and Supports districtwide.

3.1(c) Build relationships and engagement between staff and administrators through ongoing conversations to determine how the district can best support long-term improvements of academic achievement.

3.1(d) Work collaboratively to identify areas of growth in the professional development topics and presentations that administration can provide for staff to improve student achievement.

3.1(e) Allow and encourage staff regular and safe opportunities to work collaboratively and to provide feedback for growing and improving student achievement.

3.1(f) Evaluate the effectiveness of cooperative efforts to improve and grow staff relations district-wide to increase positive working relationships, the climate, and student learning.



Please describe how this strategy has been accomplished:

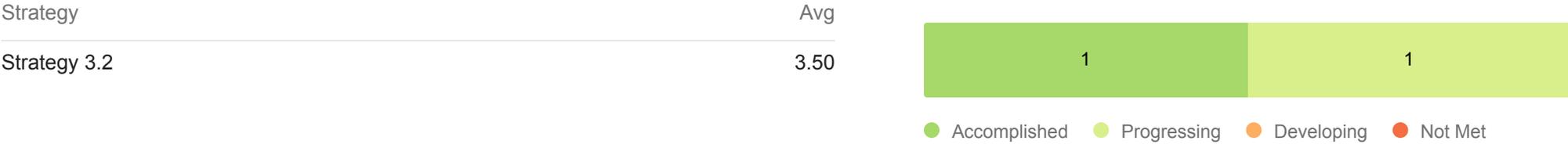
Consistency, input, and communication across the board ensure our success.

Please describe some of the steps you are taking to progress/develop this strategy:

Accountability has been a focus since I arrived here. I believe we do a good job of communicating our high, but achievable expectations with our students and staff.

Strategy 3.2: Provide social-emotional and behavioral supports for all students integrated through the Multi-Tiered System of Supports (MTSS) model throughout the entire district to realize the potential and resources accessible to benefit a unified student-centered learning initiative.

- 3.2(a) Assess current staffing to ensure that the district provides adequate and essential staff and training to support the integration and implementation of social-emotional supports.
- 3.2(b) Integrate social-emotional learning into the academic and extra-curricular activities through consistent curriculum, skills development, service learning, and community service.
- 3.2(c) Create a system to support and equip staff with tools and techniques to address social-emotional skills and behavior.
- 3.2(d) Provide district guidance and resources for staff involved in the district initiatives for social-emotional learning.
- 3.2(e) Encourage and sustain open dialogue and feedback opportunities with staff to address the unforeseen obstacles that evolve through the implementation and as a result of the social-emotional education initiative.
- 3.2(f) Evaluate the effectiveness of MTSS and the impact on FPS culture.



Please describe how this strategy has been accomplished:

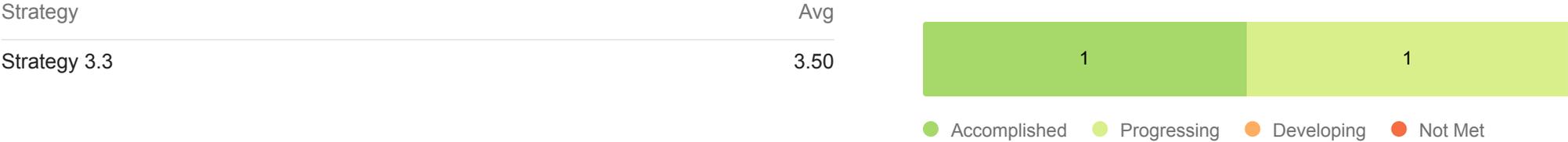
We have created this plan for academic and behavior MTSS.

Please describe some of the steps you are taking to progress/develop this strategy:

As a part of improvement in this area, we work to provide professional development to our staff to get the necessary training in MTSS. We have worked to integrate as much social emotional learning as we can. We have worked to have Amy Hottovy use the HOPE Champions program to have her train and education teachers.

Strategy 3.3: Encourage and improve open communication between district/school administration and staff.

- 3.3(a) Develop a communication plan that supports and keeps teachers and staff informed of the district’s efforts to meet its strategic goals.
- 3.3(b) Provide time for collaboration, inquiry-based, job-embedded discussions of best practices in teaching and learning.
- 3.3(c) Provide administration and staff opportunities to voice their concerns in a way that is just, civil, fair, and builds trust between administration and staff.
- 3.3(d) Consider teacher input when providing professional development to ensure needs are being met in the district.
- 3.3(e) Evaluate the effectiveness of the PLC process to encourage the use of best practice instruction, enhance staff connectedness and professional growth.
- 3.3(f) Evaluate the effectiveness of the communication opportunities provided and the impact on student instruction and learning.



Please describe how this strategy has been accomplished:

That's been a key to our success and the ease of the EMF consolidation, communication and openness. Teachers have input and are made aware of what's happening.

Please describe some of the steps you are taking to progress/develop this strategy:

With the process of consolidation, administration has worked to share knowledge with both faculty and community members. When we can share information, we have tried to do so to be transparent and available for conversations.

Strategy 3.4: Cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support relationships, skills, knowledge, and application of instruction for long-term improvements.

3.4(a) Grow teacher engagement as a number one criterion to provide consistent and on-going professional development that empowers staff to grow instruction to support student achievement.

3.4(b) Provide a structured and relevant FPS Professional Development Plan and Training to encourage the use of best practice, support programs and initiatives and enhance staff knowledge and skills. Consider existing priorities identified in the strategic plan needs analysis, including but not limited to:

- Behavior/Intervention
- SPED/504 Training
- Vision/Goals
- Equity and Diversity
- Social-Emotional, and Mental Health Well-Being Training

3.4(c) Budget and allocate resources to support the FPS Professional Development Plan and Training.

3.4(d) Engage staff and administration to assess personal development progress, impact, and benefits to FPS initiatives, instruction, and personal development.

3.4(e) Evaluate the effectiveness of the professional development opportunities given to the staff at FPS.



Please describe how this strategy has been accomplished:

We have worked hard on SEL as a staff for ourselves and for our students.

Please describe some of the steps you are taking to progress/develop this strategy:

As mentioned before, we have worked to implement as much PD as possible on social emotional learning. We have also worked to improve mental health in our school. Plans are being made to look into what we can do to provide mental health opportunities for our staff as well as our students.

Guiding Principle IV: Curriculum and Instruction

Objective: Ensure curriculum, instruction, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous improvement of academic achievement.

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing the following strategies:

Strategy 4.1: Set high expectations to ensure a diverse learning opportunity vital to the success of students by adopting challenging, creative, and rigorous data-based curriculum and instruction aligned both horizontally and vertically to support the success of students' transitions grade to grade and level to level.

4.1(a) Sustain effective, relative, and adopted curriculum in all subject areas provided by the district.

4.1(b) Ensure that all curriculum at FPS has a scope and sequence to support student learning and growth.

4.1(c) Utilize the curriculum review cycle policy to provide a systematic process to examine content and to ensure the curriculum is aligned to the standards and meeting the learning needs of students.

4.1(d) Increase the alignment of district adopted curriculum guides to appropriate formative and summative assessments in all subject areas and support teachers in using the curriculum guides through professional development.

4.1(e) Ensure that all curriculum at FPS is vertically and horizontally aligned with grade-level goals and established short and long-term plans for action.

4.1(f) Evaluate the effectiveness of the adoption, modifications, and updates to district curriculum.

Strategy	Avg	
Strategy 4.1	3.50	

● Accomplished ● Progressing ● Developing ● Not Met

Please describe how this strategy has been accomplished:

Curriculum is updated when necessary and we choose what's the most effective for our kids.

Please describe some of the steps you are taking to progress/develop this strategy:

We continue to evaluate our curriculum and make changes as we approach consolidation. I am very proud of the work our teachers have done in selecting ELA curriculum for K-12.

Strategy 4.2: Research, study, and consider the current grading system used in Friend Public Schools.

- 4.2(a) Create a grading system ad hoc committee consisting of superintendent, administrators, and teachers from all building levels to conduct a study and research of best practice grading for FPS.
- 4.2(b) Define the criteria to measure an effective and measurable grading system to support student success.
- 4.2(c) Evaluate the current grading system(s) to ensure successful student learning needs of FPS.
- 4.2(d) Align the proposed grading system to ensure successful student learning. Consider existing priorities identified in the strategic plan needs analysis.
- 4.2(e) Evaluate the effectiveness of the changes implemented to the FPS grading system and the impact on student success.

Strategy	Avg		
Strategy 4.2	2.50	1	1

Accomplished
 Progressing
 Developing
 Not Met

Please describe some of the steps you are taking to progress/develop this strategy:

This has been a priority this year and will be at the top of the 24-25 year to create an EMF grading policy.

To get staff buy in, this takes time. However, changes will be made in terms of homework for the upcoming year. Changes for grading will take a little longer. However, change will be made.

Strategy 4.3: Commit and maintain the utilization of data to inform decisions at the classroom, building, and district level.

4.3(a) Develop the capacity of staff to effectively use purposeful data to guide instruction, revise school strategies and interventions, assess program effectiveness, and prioritize learning needs.

4.3(b) Align continuous improvement efforts across the district by providing data support for building-level improvement teams.

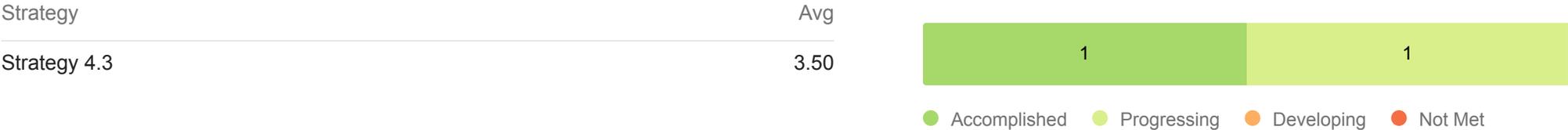
4.3(c) Collect, track, analyze, benchmark, and report disaggregated data by under-represented groups (race, ethnicity, socio-economic status, verified needs, etc.) to ensure:

- Equitable student success across all areas (course level enrollment/participation in honors, grade point average, achievement scores and tests, student discipline/suspension/absenteeism, bullying/harassment, extracurriculars/activities participation, etc.)
- Equitable staff success across all areas (professional development participation, regular staff feedback/evaluation, participation in committees/collaboration groups, access to mentorship, extracurricular/activity involvement, etc.)
- Equitable family engagement (accessibility/participation of parent-teacher conferences, effective communication inclusive of language and method of distribution, etc.)

4.3(d) Utilize the integration of formative and summative assessments throughout the district to support next steps for learning and student success.

4.3(e) Implement a systemic approach to student assessment and data analysis, including the use of electronic systems for data analysis and storage.

4.3(f) Evaluate the impact of data informed decision making on student performance.



Please describe how this strategy has been accomplished:

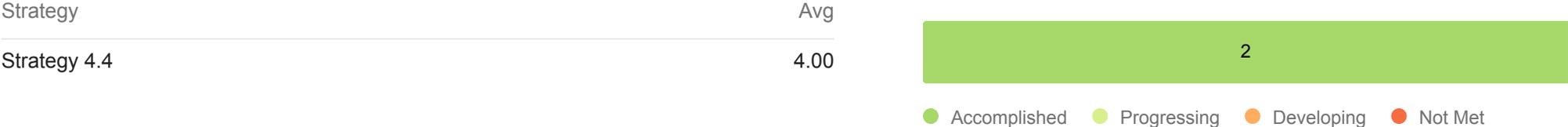
K-12 data system, title based off of data, hal based off of data, sped, interventions, etc.

Please describe some of the steps you are taking to progress/develop this strategy:

I do not believe that this will ever be fully achieved. There will always be opportunities to grow and improve. However, I am very proud of the work that has been done so fare with regards to data. Data is beginning to drive our decision making!

Strategy 4.4: Utilize a teacher evaluation system that is aligned to Marzano’s Instructional Framework to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.

- 4.4(a) Review and update the teacher evaluation instrument to ensure it is aligned to Marzano’s Instructional Framework, includes a rubric and criteria to support the systematic process in which the evaluation is conducted.
- 4.4(b) Require all certified staff to develop and affirm personalized goals to guide their personal/professional growth as part of the evaluation process with their assigned supervisor.
- 4.4(c) Train staff in the evaluation rubric and process to support success.
- 4.4(d) Evaluate the effectiveness of the district Marzano’s Framework and teacher evaluation.



Please describe how this strategy has been accomplished:

Our updated teacher evaluation we've been using since August 2022, it's been effective for our staff and pushed all of us to better. The superintendent and principal eval is also updated and more rigorous. We also have a para eval we use.

This was on my radar before I even got the strategic plan. This has been accomplished and has been used for two years. My plan is to continue this through consolidation.

Guiding Principle V: Family and Community Partnerships

Objective: Grow and sustain a mutually supportive and trusting partnership with stakeholder groups for the benefit of the mission and vision of Friend Public Schools and to sustain a positive connection with and among the community at large.

Overall Progress: Developing

Please rate and explain the district's progress for planning and implementing the following strategies:

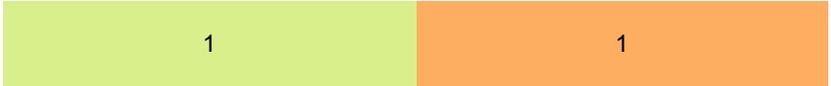
Strategy 5.1: Foster a positive working partnership with parents/guardians, employees, and community members to improve and sustain effective and purposeful communications.

5.1(a) Identify the most effective methods by which to engage parents/guardians in the education of their child.

5.1(b) Consider methods of improving the parent-teacher conference format, teacher communication with parents/guardians, and expectations of the conference. Seek equitable feedback from parents/guardians/students to maximize effectiveness in supporting parent/guardian-teacher relationships and student success.

5.1(c) Provide equitable communication, resources, and opportunities for parents/guardians to access strategies and resources available to engage their child in learning outside of the classroom.

5.1(d) Evaluate the effectiveness of enhanced communications with parents/guardians.

Strategy	Avg				
Strategy 5.1	2.50				
		● Accomplished	● Progressing	● Developing	● Not Met

Please describe some of the steps you are taking to progress/develop this strategy:

Lots of communication and involvement for the consolidation, daycare work from Mr. Anderson has been tremendous and time consuming but good in end, literacy night was a success, we try to get the community/parents/families in here as much as possible, communication has been good for the first year of the EMF coop as well.

I have plans for this, but they will begin more fervently when we consolidate.

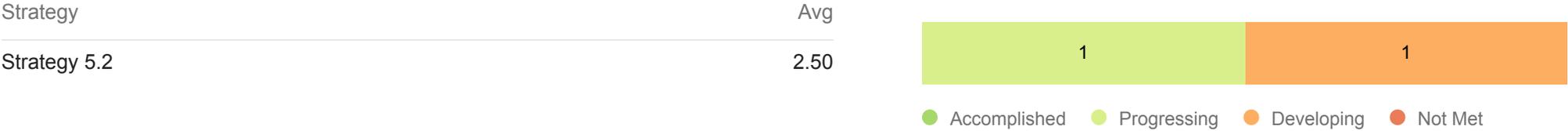
Strategy 5.2: Strengthen family and community participation in student learning and the social-emotional, mental health well-being, and development of students to overcome barriers.

5.2(a) Engage parents as partners to create a shared ownership of established and emerging cultures to enhance learning of students.

5.2(b) Consider methods of improving teacher communication with parents/guardians.

5.2(c) Expand learning opportunities for parents at home, school and/or in the community.

5.2(d) Evaluate the efforts and implementation of engagement of all stakeholders on a regular/annual basis.



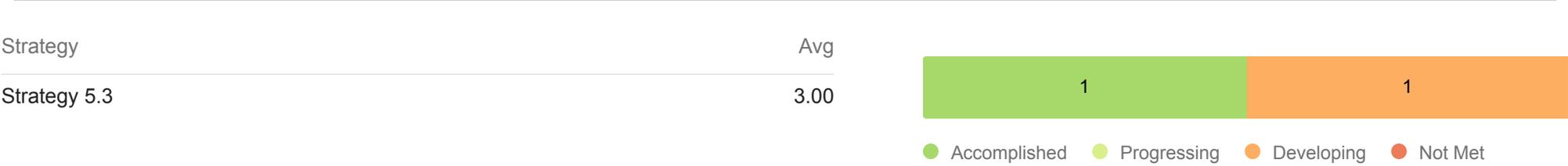
Please describe some of the steps you are taking to progress/develop this strategy:

The parents/community are always communicated to when it comes to SEL, check in check outs, positive things, remind, sports app, activities, newsletter, sentinel articles, facebook, twitter, email, detentions, etc.

This has started with the literacy night. It has been difficult to do with so many activities. Our goal is to continue these types of activities in the future. Unfortunately, one activity is not enough.

Strategy 5.3: Increase communication and improve perceptions of FPS by engaging students, families, employees, partners, and the Friend community.

- 5.3(a) Develop a communication plan that supports the district’s efforts to meet its strategic goals and increases opportunities to connect with the Friend community.
- 5.3(b) Evaluate the effectiveness of current communication platforms and align efforts to maximize timely, relevant, and effective engagement.
- 5.3(c) Continue to commit resources to provide current and potential programs and services to meet the students’ needs.
- 5.3(d) Continue to engage all stakeholders in the consideration of cooping and/or consolidation.
- 5.3(e) Evaluate the growth of improved communications and measures needed to ensure changes are systemic.



Please describe how this strategy has been accomplished:

MANY forms of communication and social media platforms are used to promote our school, students, staff, and culture.

Please describe some of the steps you are taking to progress/develop this strategy:

I have ideas, I just have not implemented them yet. I hope to do this in year two.

Guiding Principle VI: Board Governance

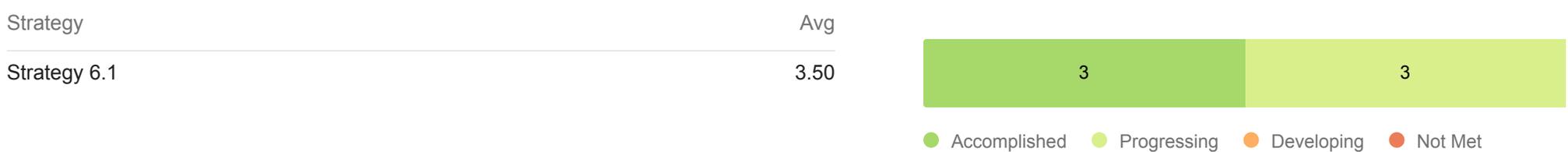
Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students.

Overall Progress: Progressing

Please rate and explain the district's progress for planning and implementing the following strategies:

Strategy 6.1: Annually review the district’s vision and mission statements, and progress/updates of the strategic plan to support the mission.

- 6.1(a) Include stakeholders and the community in the development and revisions of the district’s mission, vision, and goals.
- 6.1(b) Align the mission and vision to drive planning, decision-making, and evaluation of district operations and progress.
- 6.1(c) Adopt a strategic plan or district goals to support the progress and growth of student learning.
- 6.1(d) Align board agenda discussion and action items to the strategic plan.
- 6.1(e) Continually monitor the progress and success of the strategic plan and hold the superintendent accountable to providing timely and purposeful updates.
- 6.1(f) Consistently complete a board self-assessment to measure progress and success of the board standards and governance.



Please describe how this strategy has been accomplished:

Mr. Anderson does a great job of providing updates at every board meeting in regards to how they align to the strategic plan. This will be an ongoing goal.

Continual reports from the Superintendent on progress made or updates on Strategic Plan.

Mr. Anderson gives updates regularly in his Friday emails, but more importantly, in his Board Report each month. He does this by naming the strategic plan strategy number and how he and the team have been working on it. We are still a work in progress with the board self-assessment.

Please describe some of the steps you are taking to progress/develop this strategy:

n/a

Progressing

We have been meeting with stakeholders and community members to review mission, vision and goals. We also aligned our mission and vision with our decision that we have made as a district. We also receive updates on progress of our students and if changes in programs and curriculum have been successful.

Strategy 6.2: Participate in continuous and appropriate training and professional development to build shared knowledge and values.

- 6.2(a) Regularly participate in NASB board development opportunities.
- 6.2(b) Participate in professional development regarding board-superintendent relations that will lead to mutual trust, teamwork, and clear communications between the board and superintendent.
- 6.2(c) Evaluate the effectiveness of the board professional development opportunities.



Please describe how this strategy has been accomplished:

Our board has done a great job of this the past year or so.

All participate in NASB functions and look to develop in areas of weakness.

I feel our board has attended many training sessions as well as NASB learning opportunities. We also work well as a board, and I feel we are effective in our decision making.

Please describe some of the steps you are taking to progress/develop this strategy:

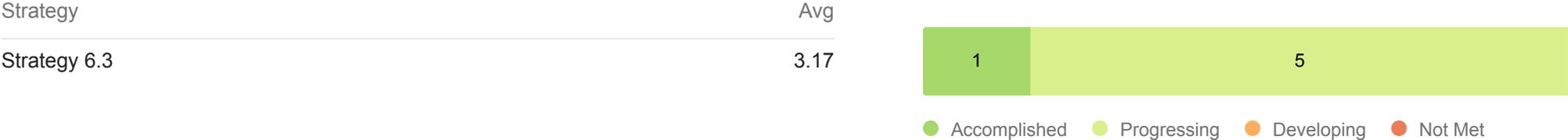
As a board, we do a good job of attending both the fall and spring conferences. There is always work to be done on attending more professional development.

Board members attend NASB conferences and trainings for their professional development and updates on timely topics.

As we move into our consolidation, many factors have been laid out for how to continue to grow the board's development. Several areas of NASB development and PD have been completed but possibly not fully acted upon.

Strategy 6.3: Establish effective communication with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district’s image, build positive working relationships and sustain long-term partnerships that will best serve education.

- 6.3(a) Engage the community to build understanding and support for public education and the school district.
- 6.3(b) Seek input from internal and external stakeholders (i.e., administrators, certified and classified staff, parents, students, community members, and business leaders) when setting goals.
- 6.3(c) Maintain a cohesive communications plan to inform and educate the community on district issues.
- 6.3(d) Ensure that a district report is provided to patrons annually.



Please describe how this strategy has been accomplished:

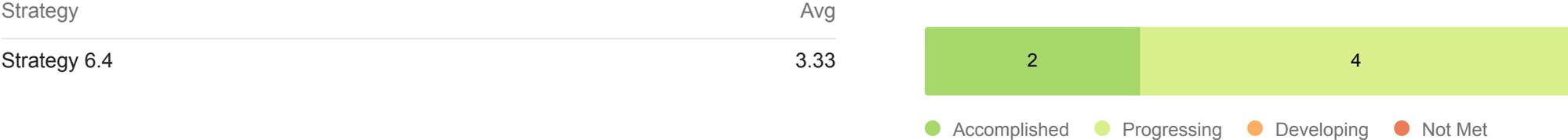
Although this is a continued work in progress no matter how well ranked a school is on engagement, I believe FPS and the board do an amazing job at this. Currently, with the consolidation, more opportunities have risen for engagement, we now need to focus on the sustainability of our actions and continued conversations.

Please describe some of the steps you are taking to progress/develop this strategy:

The consolidation meetings that included community to hear facts and then have the opportunity for public comments was a great example of this strategy. This continues to grow and has shown great improvement over the last year. As we have worked towards the goal of consolidation, I feel we have done a great job of communicating with our stakeholders and maintaining transparency. I feel there is always room for continued improvement, but our district does well in this category. This one may always be in progress as we go through changes in our District. Communication has increased with public meetings, outreach to community members for input, staff input/surveys, and community members participating in setting goals

Strategy 6.4: Continuously monitor the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement.

- 6.4(a) Engage in discussion related to the state standards and district assessments.
- 6.4(b) Sustain an adopted curriculum review policy to require scheduled review and updates of district curriculum in all curricular areas.
- 6.4(c) Review student achievement data to support the identification of priorities and allocation of resources.
- 6.4(d) Review data to monitor and assess the progress of student learning.
- 6.4(e) Promote continuous staff development and mentoring to support a highly effective staff.
- 6.4(f) Seek input from staff to develop and grow instruction and learning.
- 6.4(g) Evaluate the monitoring processes implemented.



Please describe how this strategy has been accomplished:

Data is reviewed frequently and provided by administrators.

We have made large strides in this area! The administration does a great job at continuously giving updates on the monitoring of goals and assessments. We are able to review student data after major testing such as MAPS and NSCAS.

Please describe some of the steps you are taking to progress/develop this strategy:

Student data and curriculum updates are being shared.

We are currently piloting a new language arts curriculum with full implementation next year. Will review testing data (MAP and NSCAS) when it is released.

I feel this is one of the most important topics because it directly relates to student success. We have been reviewing MAPS testing and continue talks about how to create an environment where students can all be successful. We also promote staff development and have even created positions where our administration and staff have seen shortfalls.

This is also an ongoing process of review and adjustment as we move into changes within our District. Review on student achievement scores, curriculum review and updating, and feedback from staff are reported to the Boad from the Superintendent.



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

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: June 10, 2024

RE: Monthly Report

Board Items

- 1) Strategic Plan
 - a) Attached is the NASB Strategic Plan survey results
 - b) I am happy with the progress we are making
 - i) This is a 5 year process
 - ii) Will probably not get through it all, but my goal is to get 80% accomplished over time
 - c) Plan to meet with SOC Committee in August

Staff/Student Items

- 1) Handbook work is underway

Facility & Finance Items

- 1) We are 75% of the way through the fiscal year and we have spent 65% of the budget
- 2) Shot clocks are up and wiring was finished last week.
- 3) Wall pads have been installed.
- 4) Gym floor work should be finished.
 - a) Camps/training can resume on it Wednesday
- 5) HVAC in the elementary continues to progress
 - a) Demo work is mostly done.
 - b) Ductwork and interior unit installation has begun
 - c) Exterior units will be installed this week
 - d) Could have AC as early as July 10.
- 6) Oak trees have been treated
- 7) Rot has been found on the large maple tree out front.
 - a) Unfortunately it will need to come down
 - b) We will need to plant something there



Community RelationsPublic Access to School Records - Examination, Making Memoranda, and Copying

1. The School District, through the Superintendent, shall provide interested persons access to the records of the School District as required by law. Such access shall include the opportunity to examine School District records, when permitted by law. The School District shall not make records of individual students, personnel, or other confidential material available, except as allowed by law or compelled by court order.

2. Records may be examined at the School District offices during the hours such offices are open for the ordinary transaction of business. School district offices will be open for the ordinary transaction of business (a) during the school year on such days as school is in session, and (b) during the summer months when school is not in session, Monday through Friday, except legal holidays or other days the District is closed.

3. Records may be obtained in the form in which the record is maintained including, but not limited to, printouts, electronic data, and photocopies. The School District will not be required to produce or generate any record in a new or different form or format modified from that of the original School District record. Copies of records may be made as follows:

(a) Copies may be made by persons using their own copying or photocopying equipment, provided that such copies shall be made on the premises of the School District offices or at a location mutually agreed to by the requester and the School District.

(b) Copies may be obtained from the School District if the School District has copying equipment reasonably available, and upon payment of a fee for providing copies. The Superintendent shall determine a reasonable fee for the copying of school district records, provided that such fee is not to exceed the actual cost of making the copies available. If the copies requested are estimated by the School District to be more than fifty dollars (\$50.00), the School District may require the requester to furnish a deposit prior to fulfilling such request.

4. For residents of Nebraska and news media desiring to submit a public records request to the School District, a requester must submit a written request to the School District. Upon written request for access to records, the School District will provide to the requester as soon as is practicable and without delay, but not more than four (4) business days after actual receipt of the request:

(a) Access to or, if copying equipment is reasonably available, copies of the school district records requested;

(b) A written denial of the request, or portion thereof, if there is a legal basis for such denial of access to school district records on a written form from the school district; or

(c) If the entire request cannot with reasonable good faith efforts be fulfilled within four (4) business days after actual receipt of the request due to the significant difficulty or extensiveness of the request, the school district shall provide a written explanation, including the earliest practicable date for fulfilling the request, and estimate of the expected cost of any copies, and an opportunity to modify or prioritize the items within the request. If the response to the request is expected to require more than eight cumulative hours of staff time spent searching, identifying, physically redacting, or copying, the District may require the requester to furnish a deposit, as permitted under the Public Records Request Laws.

5. For nonresidents of Nebraska, a requester must submit a written request to the School District. The School District may then require the requester to submit a deposit, as permitted under the Public Records Request Laws.

Legal Reference: Neb. Rev. Stat. Sec. 84-712 et seq.

Date of Adoption: [Insert Date]

Business OperationsPurchasing Policies

The Superintendent shall ensure that all purchases are made in the interest of economy and efficiency. Where necessary, standards and procedures shall be established to accomplish the following policies of the Board of Education:

1. Purchases up to \$5,000. For the greatest efficiency in expediting purchases, the administration shall be authorized to purchase any item specifically budgeted which has a sale price within the established limit.
2. Purchases from \$5,000 up to \$90,000. The Superintendent shall request the submission of proposals for purchases which have a sale price within the established limit. The Superintendent shall receive and evaluate all proposals in making a recommendation to the Board of Education for acceptance. The Board of Education may review all proposals submitted relating to the recommended purchase. Since this is a proposal system, not a bidding process, the school district in no way shall be obligated to arbitrarily award the contract to the lowest proposal, but shall reserve the right to reject any and all proposals or to waive any informality in any proposal it deems advisable, and to award to the proposer which, in its opinion, is most desirable.
3. Purchases of \$90,000 and above. The Superintendent shall advertise for sealed bids which shall be opened in conformity with any applicable laws and in compliance with any procedures established by the Superintendent. The Board retains the right to determine the responsibility of the bidders, and shall award the contract to the lowest responsible bidder meeting specifications, be the bidder a member or apart from the local community.
4. These purchasing limits or requirements will not apply in the event of a time-sensitive purchase, or a purchase where these requirements would not reasonably or practically apply, as long as the Superintendent obtains prior approval from the Board President, and the Board of Education subsequently ratifies said purchase at a subsequent Board meeting.
5. Any school employee who orders any supplies or equipment outside of that which has been included in the annual budget and without written authorization of the principal or Superintendent shall be personally liable for payment for the supplies or equipment purchased.
6. School employees or students purchasing supplies and equipment out of an activity account must first secure a purchase order from the principal authorizing the purchase. Failure to do so will cause the person to be personally liable for payment for the supplies or equipment purchased.
7. The District need not comply with the bidding requirements if the District purchases property from the Nebraska State Purchasing Bureau, so long as the Nebraska State

Purchasing Bureau competitively bid the purchase of property.

8. Notwithstanding anything to the contrary, no employee may enter into any agreement or understanding on behalf of the District that may financially benefit the employee, member of the employee's immediate family, or a business with which the employee is associated, unless the Board of Education approves such contract or arrangement in advance.

Credit Card Purchasing Program

1. The Board of Education authorizes the Superintendent or designee to contract with one or more financial institutions, card-issuing banks, credit card companies, charge card companies, debit card companies, or third-party merchant banks capable of operating a purchasing card program on behalf of the District.
2. The Board of Education delegates to the Superintendent or designee: (a) the determination of the type of purchasing card or cards to be utilized in the District's purchasing card program; and (b) the determination of which employees shall be approved or disapproved to be assigned a purchasing card in the District's purchasing card program. The Superintendent shall submit the approved names to the Board, from time to time.
3. The District's purchasing card program may only be utilized for the purchase of goods and services for and on behalf of the District. No officer or employee of the District shall use a purchasing card for any unauthorized use.
4. An itemized receipt for purposes of tracking expenditures shall accompany all purchasing card purchases. In the event that a receipt does not accompany an authorized cardholder's purchase, the Superintendent or designee shall temporarily or permanently suspend said cardholder's purchasing card privileges.
5. Upon the termination or suspension of employment of an individual using a purchasing card, the Superintendent or designee shall immediately close such individual's purchasing card account and said employee shall immediately return the purchasing card.

Legal Reference: Neb. Rev. Stat. Sec. 13-610
 Neb. Rev. Stat. Sec. 49-1401, et seq

Date of Adoption: [Insert Date]

Business OperationsContracting for Services

Contractual services which by their nature are not adapted to award by competitive bidding, such as contracts for the services of individuals possessing a high degree of professional skill, where the ability or fitness of the individual plays an important part, are not subject to bid but are subject to approval by the Board of Education in conformity with established policy.

Every contract for services to be provided to [Name] Public Schools shall require that the contractor use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. Such requirement shall be deemed to be included and a part of the terms of every contract for services with the School District, including but not limited to oral contracts.

For any company that submits a bid or proposal for any technology-related product or service, and before entering into any contract with any company for any technology-related product or service, the company must certify that: (1) the company is not a scrutinized company (as defined by law); (2) the company will not subcontract with any scrutinized company for any aspect of the performance of the contemplated contract; and (3) that any products or services to be provided do not originate with a scrutinized company. The District will not knowingly enter into any contract with any scrutinized company.

Legal Reference: Neb. Rev. Stat. Sec. 4-114
LB 1300 (2024)

Date of Adoption: [Insert Date]

Business OperationsMeal Charge Policy

It is the policy of the District to comply with the National School Lunch Program and School Breakfast Program and all other federal grant programs that provide free or reduced meals to qualifying students.

Student Eligibility

Families of students who may be eligible for free or reduced price school meals should submit an application to determine their eligibility. Applications are available through the Superintendent or Superintendent's designee. As long as an application is submitted on or after July 1, the application will be considered current for the new school year. A student may become eligible for free or reduced meals at any time during the school year if the household experiences a change in financial circumstances.

Meal Account Balances

The District will ensure that families can check their meal account balances in a manner other than exclusively online. The District will ensure that at least one form of meal account payment is free of charge.

The District encourages families to pre-pay without charge for free or reduced price meals. Notwithstanding the option to pre-pay, students and families will have a method to add funds during the school day. Any balance remaining in a pre-paid account shall carry over into the next month. Households approved for free or reduced price meals with funds remaining in their meal account at the end of the school year shall receive a refund. When a student leaves the District or graduates, the District shall attempt to contact the student's household to return any funds remaining in the student's meal account.

Unpaid meal charges may be carried over at the end of the school year as a delinquent debt and the District shall undertake reasonable collection efforts to collect unpaid meal charges classified as delinquent debt, pursuant to and in compliance with state and federal law. The District shall maintain records of its collection efforts and, once delinquent meal charges are converted to bad debt, its documentation establishing and handling of the bad debt.

The District will not use a debt collection agency to collect or attempt to collect, directly or indirectly, debts due or assessed to be owed for outstanding debts on a school lunch or breakfast account of any student. Nor will the District assess or collect any interest, fees, or other monetary penalties for outstanding debts on a school lunch or breakfast account of any student.

Student Confidentiality

The District will disclose individual student eligibility information only to those persons (and organizations) who require the information in order to carry out an activity specifically authorized by the National School Lunch Act, subject to applicable legal exceptions.

The District shall not use or implement any colored or coded meal cards, tickets, tokens, or other methods of payment that would overtly identify a student as being eligible for free or reduced price meals.

Distribution Annually

This policy shall be provided or made available to all students' households at the start of each school year and to households transferring to the District during the school year.

This policy shall also be provided annually to District staff members responsible for the enforcement of this policy, including food service professionals.

The Superintendent or the Superintendent's designee shall maintain documentation of the annual distribution of this policy to students' households and District staff.

Legal Reference: Richard B. Russell National School Lunch Act (42 U.S.C. Sec. 1751);
U.S.D.A. Memorandum SP 57-2016.
LB 1329 (2024)

Date of Adoption: [Insert Date]

Personnel - Certificated EmployeesTeacher Training

The district shall provide and promote development programs for all professional staff - Superintendent, principals, teachers and the Board of education. Features of the staff development program:

1. Staff development resources and time shall be allocated in keeping with the key values and priorities of the district.
2. The staff development program shall concentrate on the programs and practices of effective schools and teaching, goal setting, assessment procedures, evaluation of staff, and the change process.
3. Content shall be selected that has been verified by research to improve student outcomes.
4. Teachers shall be actively involved in initiating, planning, and conducting the development programs for teachers.

At least annually, the administration will present to the Board the planned staff training as required by law. The Board will then approve those training requirements if the Board determines that the length of each training is reasonable.

Legal Reference: LB 1329 (2024)

Date of Adoption: [Insert Date]

StudentsOption EnrollmentA. Process and Time Lines to Option In

For a student to attend [Name] Public Schools as an option enrollment student, the student's parent or legal guardian must submit an application to the Board of Education of the [Name] Public School District between September 1 and March 15 for enrollment during the following and subsequent school years (the "application period").

Upon receipt of an application, the Superintendent or the Superintendent's designee shall provide the resident school district with the name of the applicant on or before April 1 or, in the case of an application submitted after March 15, within sixty days after submission.

Provisions for Waiver of Application Deadline

The application deadline will be waived by the School District for applications to option into the Friend Public School District, provided that the application contains a release approval from the resident district or, if the student is an option student attending a different district, the option district attended by the student and satisfies any other requirements of law. Further, the application deadline shall not be waived if the application is for enrollment in any program, class, grade level or school building or in any special education programs operated by this School District which have been determined by the School District to be at capacity in accordance with the capacity standards (Appendix "1"), and no waiver of the deadline shall be made for such an application regardless of whether such capacity determinations are declared invalid for any reason.

B. Rejection of Applications; Reasons

1. Capacity: An option enrollment application shall be rejected in the event the capacity of a program, class, grade level, or school building operated by the School District would be exceeded by acceptance of the application, and an option enrollment application shall be rejected in the event the application is for enrollment in a program, class, grade level, or school building which has been declared unavailable to option students due to lack of capacity.

The Director of Special Education shall review on a case-by-case basis all option applications for students that would receive or could be eligible to receive special education or related services. If the Director or designee determines that the District does not have the capacity to provide the student with the appropriate services and accommodations, then the Director or designee shall send a denial notice to the parent(s) or guardian(s) and include a description of services and accommodations that the District does not have the capacity to provide.

2. Timeliness: An option enrollment application shall be rejected in the event the application is not filed on or before the April 1st immediately preceding the school year in which enrollment is sought, and the filing deadline has not been waived.
3. Previous Option Enrollment: An option enrollment application shall be rejected in

the event the student has exhausted their option enrollments in other school districts, as determined by state law.

4. Other Reasons: An option enrollment application may be rejected in the event the Superintendent, the Superintendent's designee, or the School District determines: The application is not submitted on a form prescribed by the State Department of Education, is not completely and accurately filled in, is not received within the time required by law, or any additional information requested to be supplied is not supplied to the School District within the time lines indicated; or in the event acceptance of the application is not required by law. Matters which are legally prohibited from being considered as standards for acceptance or rejection of applications (including "previous academic achievement, athletic or extracurricular ability, disabilities, proficiency in the English language, or previous disciplinary proceedings" and further including, without limitation, race, national origin, and gender) shall not be considered as reasons for acceptance or rejection.

C. Priority of Acceptance

Priority shall be accorded in the following order: (1) first, to those applications required to be given priority by law, (2) second, to those with a sibling in attendance at [Name] Public Schools, with priority within this group being given to those who had earliest filed applications, and (3) third to those without an option student sibling in attendance at [Name] Public Schools, with priority within this group to those who had earliest filed applications.

Filing date determinations are made by the Superintendent, or the Superintendent's designee. In the event applications within a group are received at the same or substantially the same time, priority as between such same-date applications shall be determined on the basis of random drawing.

D. Determination of Capacity

The School District will determine and set, on an annual basis, the maximum number of option enrollment applications the School District will accept in any program, class, grade level or school building operated by this School District, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this School District will contract based on existing contractual arrangements, and may declare a program, class or school unavailable to option students due to lack of capacity. Such determinations may be made in the form of an Appendix "1" to this Policy. The determination and declaration made for any school year shall continue in effect for the next and subsequent school years unless otherwise determined and/or declared. The capacity for special education services shall be determined on a case-by-case basis as determined by the Director of Special Education or designee.

E. Releases for Options Out

Provisions for Release

A request for release of a resident student or option student currently attending Friend Public School District who submits an enrollment option application after March 15 or any other statutory deadline will be granted unless the release shall not be granted if the administration is

considering or has recommended expulsion of the student at the time the application is filed, and the administration determines it is appropriate to complete the expulsion process.

The Superintendent or the Superintendent's designee is hereby authorized to execute such releases on behalf of the School District and the School District, subject to subsequent ratification by the School District.

F. Notification of Acceptance or Rejection

In the case of an application to option enroll into the Friend Public School District, the Superintendent or the Superintendent's designee shall notify, in writing, the parent or legal guardian of the student and the resident school district or, if the student is an option student attending a different district, that option district whether the application is accepted or rejected on or before April 1 or, in the case of an application submitted after March 15, within sixty days after submission.

If an option enrollment application or a request for release is rejected by the [Name] Public School District, the Superintendent or the Superintendent's designee shall provide written notification to the parent or guardian stating the reasons for the rejection and the process for appealing such rejection to the State Board of Education. Such notification shall be sent by certified mail.

G. Applications Subsequent to Relocations or Mergers

An option enrollment application does not require a release and shall be accepted or rejected within forty-five days after filing in the following circumstances:

1. the student relocated to a different resident school district after February 1, or
2. the student's option school district merged with another district effective after February 1, and
3. the application is for attendance during the immediately following and subsequent school years.

H. Status of Option Student

A student who is admitted under the enrollment option program shall be treated as a resident student, and in such regard shall be required to provide such enrollment information and documentation as is required for enrollment of other students (e.g., certified birth certificate and evidence of physical examination, visual evaluation and immunization), shall be required to be enrolled on a full-time basis, and shall be required to adhere to student conduct rules. The building assignment for an option student, as well as classroom and grade level assignments, shall be determined by the administration.

An option student shall not be entitled to transportation except as required by law. Transportation or transportation reimbursement will be provided in the following circumstances:

1. The Friend Public School District may, upon mutual agreement with the parent or legal guardian of an option student, provide transportation to the option student on

the same basis as provided for resident students. The school district may charge the parents of each option student transported a fee sufficient to recover the additional costs of such transportation.

2. Option students who qualify for free lunches are eligible for either free transportation or transportation reimbursement from the option school district. The District's policy is that the District selects which service (transportation or reimbursement) is to be provided to students.
3. For option students receiving special education services, the transportation services required in the student's Individualized Education Plan shall be provided by the resident school district.

I. Information Regarding Schools, Programs, Policies and Procedures.

As part of the option enrollment program, the administration shall make information about the Friend Public Schools and its school, programs, policies and procedures available to all interested persons and shall have a copy of the option enrollment policy and regulations available at each school building.

Legal Reference: Neb. Rev. Stat. Sections 79-232 to 79-246

Date of Adoption:

StudentsStudent AttendanceAttendance Policy and Excessive Absenteeism

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

A. **Attendance and Absences.**

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

2. Absence Procedure. In its Student Information System, the District may identify many different codes that provide greater definition to the circumstances of a child's absence, but all of the codes need to be identified to parents and students as fitting into one of the above defined absence circumstances.
3. Mandatory Ages of Attendance. A child is of mandatory age if the child will reach age 6 prior to January 1 of the then-current school year and has not reached 18 years of age.

Exceptions for Younger Students. Attendance is not mandatory for a child who has reached 6 years of age prior to January 1 of the then-current school year, but will not reach age 7 prior to January 1 of such school year, if the child's parent or guardian has signed and filed with the school district in which the child resides an affidavit stating either: (1) that the child is participating in an education program that the parent or guardian believes will prepare the child to enter grade one for the following school year; or (2) that the parent or guardian intends for the child to participate in a school which has elected or will elect pursuant to law not to meet accreditation or approval requirements and the parent or guardian intends to provide the Commissioner of Education with a statement pursuant to section 79-1601(3) on or before the child's seventh birthday.

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

Early Withdrawal for Students Enrolled in Accredited or Approved Schools. A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if an exit interview is conducted and a withdrawal form is signed.

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

The exit interview shall be personally attended by:

- The child, unless the withdrawal is being requested due to an illness of the child making attendance at the exit interview impossible or impracticable;
- the person who has legal or actual charge or control of the child who requested the exit interview;
- the Superintendent or Superintendent's designee;
- the child's principal or the principal's designee if the child at the time of the exit interview is enrolled in a school operated by the school district; and
- any other person requested by any of the required parties who agrees to attend the exit interview and is available at the time designated for the exit interview which may include, for example, other school personnel or the child's principal if the child is enrolled in a private school.

At the exit interview, the person making the written request must present evidence that (a) the person has legal or actual charge or control of the child and (b) the child would be withdrawing due to either:

- financial hardships requiring the child to be employed to support the child's family or one or more dependents of the child, or
- an illness of the child making attendance impossible or impracticable.

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

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

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

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

Early Withdrawal for Students Enrolled in an Exempt School (Home Schools). A person who has legal or actual charge or control of a child who is at least 16 but less than 18 years of age may withdraw such child from school before graduation and be exempt from the mandatory attendance requirements if such child has been enrolled in a school that elects not to meet the accreditation or approval requirements by filing with the State Department of Education a signed notarized release on a form prescribed by the Commissioner of Education.

4. Reporting and Responding to Excessive Absenteeism. Any District staff member or board member who knows of any failure on the part of any child of mandatory school attendance age to attend school regularly without lawful reason, shall within three days report such violation to the Superintendent or Superintendent's designee to be the attendance officer. The attendance officer shall immediately cause an investigation into any such report to be made. The attendance officer shall also investigate any case when of his or her personal knowledge, or by report or complaint from any resident of the district, the attendance officer believes there is a violation of the compulsory attendance laws. The school shall render all services in its power to compel such child to attend school

5. Excessive Absenteeism. Students who accumulate five (5) unexcused absences in a quarter which are Not School Excused shall be deemed to have "excessive absences." Such absences shall be determined on a per day (or hourly equivalent) basis for elementary students and on a per class basis for secondary students. When a student has excessive absences, school officials will have verbal or written communication with the person or persons who have legal or actual charge or control of any child.

When a student continues thereafter to have absences of at least twenty days which are Not School Excused, one or more meetings will be held between the school, the child's parent or guardian, and the child, when appropriate, to address the barriers to attendance. The result of the meeting or meetings shall be to develop a collaborative plan to reduce barriers identified to improve regular attendance. The plan shall include, if agreed to by the person who is responsible for making educational decisions on behalf of the child, an educational evaluation to determine whether any intellectual, academic, physical, or social-emotional barriers are contributing factors to the lack of attendance. The plan shall also consider, but not be limited to:

- (a) The physical, mental, or behavioral health of the child.
- (b) Educational counseling;
- (c) Referral to community agencies for economic services;
- (d) Family or individual counseling; and
- (e) Assisting the family in working with other community services.

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

6. Reporting Excessive Absenteeism to the County Attorney.

The school may report to the county attorney of the county in which the person having control of the student resides when the school has documented the efforts to address excessive absences, the collaborative plan to reduce barriers identified to improve regular attendance has not been successful, and the student has accumulated more than twenty (20) absences per school year. The school shall notify the child's family in writing prior to making the referral to the county attorney. Illness (including physical or mental illness) that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney.

Legal Reference: Neb. Rev. Stat. Sections 79-201 and 79-209

Date of Adoption: [Insert Date]

StudentsStudent Discipline

- A. Development of Uniform Discipline System. It shall be the responsibility of the Superintendent to develop and maintain a system of uniform discipline. The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.
1. Short-Term Suspension: Students may be excluded by the Principal or the Principal's designee from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:
 - a. Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or
 - b. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

- a. The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
- b. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.
- c. Within 24 hours or such additional time as is reasonably necessary, not to exceed an additional 48 hours, following the suspension, the Principal or administrator will send a written statement to the student and the student's parent or guardian describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken.
- d. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering the short-term suspension before or at the time the student returns to school. The Principal or administrator shall determine who in addition to the parent or guardian is to attend the conference. The Principal shall document their

- attempt to make a reasonable effort to hold a conference with the parent or guardian.
- e. A student who is on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.
2. Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five school days but less than twenty school days. A student who is on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension. The notice will include a description of the procedures for long-term suspension; the procedures will be those set forth in the Student Discipline Act.
3. Expulsion:
- a. Meaning of Expulsion. Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.
- b. Suspensions Pending Hearing. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the Superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers. If the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension. During this period, the student will not be required to attend the alternative

programs for expelled students in order to complete classwork or homework.

- c. Summer Review. Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year in accordance with law.
- d. Alternative Education: Students who are expelled may be offered an alternative education program that will enable the student to continue academic work for credit toward graduation. A student will not be required to attend the alternative education program in order to complete classwork and homework. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.
- e. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.
- f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal's designee shall meet with the student's probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal's designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.
- g. Returning from Expulsion. At the conclusion of an expulsion, the District will reinstate the student and accept nonduplicative, grade-appropriate credits earned by the student during the term of expulsion from any

Nebraska accredited institution or institution accredited by one of the six regional accrediting bodies in the United States.

- h. Exception for Pre-Kindergarten through Second Grade Students. Notwithstanding the foregoing, no pre-kindergarten through second grade student may be suspended from school, unless the student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity. Instead, the Principal or Principal's designee may implement alternative disciplinary measures on a case-by-case basis if a pre-kindergarten through second grade student engages in misconduct that would otherwise result in a short-term suspension. If a pre-kindergarten through second grade student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity, then the student may be suspended or expelled in accordance with this Policy's disciplinary procedures.
 - i. Religious Freedom. The District will not substantially burden a student's right to religious exercise unless the student's religious exercise is disruptive to the school environment, not permitted by staff, may pose a safety risk, or would otherwise interfere with the school day.
4. Emergency Exclusion: A student may be excluded from school in the following circumstances:
- a. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
 - b. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers described above.

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

5. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not limited to, counseling of students, parent conferences, rearrangement of

schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures. A failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school.

- B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well being or rights of other students, staff or visitors.
- C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.
1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
 2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.
 3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
 4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.
 5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
 6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
 7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or

dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.

8. Public indecency or sexual conduct.
9. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events.
10. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
11. Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten.
12. A repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes.
13. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
14. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.
15. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
16. Willfully violating the behavioral expectations for riding school buses or vehicles.

A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the

expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:

- a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
- b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.

Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means (a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device." The Superintendent may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing. Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- a. Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
- b. The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.

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

- D. Additional Student Conduct Expectations and Grounds for Discipline. The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, the conduct is grounds for long-term suspension, expulsion or mandatory reassignment.

1. Student Appearance: Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is dangerous to the health and safety of anyone or interferes with the learning environment or teaching process in our school. Following is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other forms of attire deemed inappropriate by the administration may be deemed inappropriate for the school setting:
 - a. Clothing that shows an inappropriate amount of bare skin or underwear (midriffs, spaghetti straps, sagging pants) or clothing that is too tight, revealing or baggy, or tops and bottoms that do not overlap or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
 - b. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
 - c. Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage “horse-play” or that would damage property (e.g. cleats).
 - d. Head wear including hats, caps, bandannas, and scarves.
 - e. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.
 - f. Clothing or jewelry that is gang related.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the student is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration.

The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school’s guidelines, the student should contact the Principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the Principal’s office.

2. Academic Integrity.
 - a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to learn as much as possible from instruction, for students to be given grades which accurately reflect the student’s level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

- b. Definitions: The following definitions provide a guide to the standards of academic integrity:
- (1) “Cheating” means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:
 - (a) Tests (includes tests, quizzes and other examinations or academic performances):
 - (i) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.
 - (ii) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for “open book” tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.
 - (iii) Use of Other Student Answers: Copying or looking at another student’s answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student’s paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student’s answers on the test paper.
 - (iv) Use of Other Student to Take Test. Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.
 - (v) Misrepresenting Need to Delay Test. Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student’s real reason for missing class was because the student was not prepared for the test.
 - (b) Papers (includes papers, essays, lab projects, and other similar academic work):

- i) Use of Another's Paper: Copying another student's paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
 - (ii) Re-use of One's Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.
 - (iii) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.
 - (iv) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.
 - (v) Misrepresenting Need to Delay Paper. Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student's real reason for missing class was because the student had not finished the paper.
- (c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.
- (2) "Plagiarism" means to take and present as one's own a material portion of the ideas or words of another or to present as one's own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:
 - (a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.

- (b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.
- (3) "Contributing" to academic integrity violations means to participate in or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.
- c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:
- (1) Academic Sanction. The instructor will refuse to accept the student's work in which the academic integrity offense took place, assign a grade of "F" or zero for the work, and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event the student completes the replacement test or project at a level meeting minimum performance standards, the instructor will assign a grade which the instructor determines to be appropriate for the work.
 - (2) Report to Parents and Administration. The instructor will notify the Principal of the offense and the instructor or Principal will notify the student's parents or guardian.
 - (3) Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The Principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration where a student has engaged in serious or repeated academic integrity offense or other rule violations, and where the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

E. Law Violations

1. Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student's maturity, mental capacity, and behavioral disorders, where applicable. When

appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.

The foregoing reporting standards shall be reviewed annually by the school Board on or before August 1 of each year, be annually reviewed in collaboration with the County Attorney each year, be distributed to each student and his or her parent or guardian at the beginning of each school year, or at the time of enrollment if during the school year, and shall be posted in conspicuous places in each school during the school year.

2. When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Legal Reference: Neb. Rev. Stat. Sections 79-254 to 79-296
LB 43 (2024)

Date of Adoption: [Insert Date]

StudentsPromotion and Retention

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the Principal, in consultation with the student's teachers and counselor, to be appropriate for the educational interests of the student and the school's educational program.

If a parent or guardian would like their student to retake a grade level, the parent or guardian must meet with the Superintendent or designee to discuss the student repeating a grade. At that meeting, the parent or guardian must provide evidence of academic needs, illness, or excessive absenteeism that would warrant the student to repeat the grade. A student in kindergarten through fourth grade may be retained due to academic needs, illness, or excessive absenteeism. A student in grades fifth through twelfth grade may be retained due to excessive absenteeism. At such meeting, the Superintendent or designee shall identify any alternative educational opportunities, including remedial instruction, if applicable, and verify any special education supports available to such student. If the student's parent or guardian still intends for their student to repeat a grade, such parent or guardian shall then complete the required form and return such form to the District. Upon completion of the form and if all requirements pursuant to this policy and law are met, the District shall permit the student to repeat the student's grade for the next school year.

Legal Reference: Neb. Rev. Stat. Sec. 79-526

Date of Adoption: [Insert Date]

StudentsGraduation

To participate in commencement exercises or receive a Friend Public Schools diploma a student must fully complete all requirements for graduation prior to the official commencement exercises, and complete other administrative requirements or conditions. Students who graduate from [Name] Public Schools must accumulate 220 hours. The total graduation requirements must include the following core curriculum:

English	40	Semester Hours
Science	30	Semester Hours
Math	30	Semester Hours
Social Studies (American History and American Government and one other Social Studies course)	40	Semester Hours
Physical Education	20	Semester Hours
Speech I	5	Semester Hours
Required	165	Semester Hours
Electives	80	Semester Hours

In addition, every student must complete at least one five-credit high school course in personal finance or financial literacy prior to graduation. Each student shall also complete and submit a Free Application for Federal Student Aid prior to graduation, unless the required opt-out form is completed by either: (1) the student's parent or legal guardian; (2) the Principal, if the Principal determines that good cause exists not to require the student to complete the FAFSA; or (3) an emancipated student or student of at least 19 years of age.

Exceptions to these requirements may be made by the Board of Education upon the recommendation of the Superintendent, who will support the recommendation with justifiable reasons. A complete record of the recommendation and of the action taken upon it by the Board shall be included in the minutes. The candidates for graduation shall be presented to the Board of Education for approval.

Community Service Requirement for Graduation

In addition, in order to graduate, a student must complete at least 20 hours of community service or volunteer activities that have been approved by the Administration. The Administration will make a determination of whether an activity is approved or not approved by deciding whether the activity is designed to expose students to community service and to make students aware of the positive aspects of providing community service. A list of approved community service or volunteer activities will be kept current in the High School Principal's office.

Purpose: To develop an awareness of citizenship and community responsibility among FPS 9-12 grade students. Students will be required to meet the following community interaction hours. The

Friend Public School Board recognizes the learning experiences for students and serves to enhance school-community relations. The Board authorizes the administration to identify potential community service project and procedures, consideration shall be given to issue of safety and to the needs and opportunities of the students community service activities are intended to foster personal growth by:

- Helping Students gain an understanding of community needs
- Providing students with opportunities to become active members of the community
- Offering experiences that allow students to become successful in working together to help others
- Introducing students to potential career choices in human service agencies and nonprofit organizations

Community Service Requirements

Students must complete a minimum of twenty (20) hours of community service in the course of four (4) high school years. (Giving more than twenty (20) hours is allowed and encouraged).

- Of the minimum stated above, students are recommended to complete five (5) hours of community service in each of their four (4) years of high school.
- For a student moving into the district, the student will be required to complete five (5) hours of community service for each year the student attends school in the district.
- A student can achieve the twenty (20) hour requirement at any point during his/her high school career
- For a student who moves into the district after the first semester of their senior year, the requirement for community service will be waived by the Board of Education
- Community service hours required as part of a court ruling will not count toward the Friend Public School requirement

Community Service Procedures

Students must:

- Obtain advanced approval from a school administrator/counselor for all service experiences except those sponsored by organizations listed in the approved community service organization file located in the counselor's office
- Obtain a time card from the school counselor before completing the service
- Ask the site supervisor to sign the timecard after each session worked
- Return the timecard to the school counselor to be placed in the students' community service file so the file may be updated
- Arrange his/her own service experiences not involving activities sponsored by organizations listed in the approved community service organization file
- Students who are not part of the organizations listed in the community service organization file will be invited to participate in selected community service activities in which the organizations communicate.
- Complete all community service hours outside of school time
- To be considered community service, a student may receive no compensation

Community Service Organizational File

Approved organizations with possible community service activities are:

FCCLA

FFA

FBLA

National Honor Society

A student who has not met the requirements for graduation but who has attended school regularly may, with recommendation of the Superintendent, be granted Certificate of Attendance.

Written notification will be made to parents of students who are in danger of not earning an academic diploma. It shall be required that the candidate have eight (8) semesters experience in grades 9-12. A certified letter will be sent to the parents of the student-at-risk for not graduating as predicted, at the beginning of the second semester.

Legal Reference: Neb. Rev. Stat. Sec. 79-729
 Neb. Rev. Stat. Sec. 79-3003
 NDE Rule 10

Date of Adoption:

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InstructionFirearm Policy

It shall be the policy of the [Name] Public School District to undertake all reasonable efforts to prohibit the unlawful possession, the knowingly and intentionally selling, attempting to sell, providing, loaning, delivering, or in any other way transferring the possession of a firearm to a juvenile, and to prevent the unlawful possession of a firearm, including concealed firearms, in a school, on school grounds, in a school owned vehicle, or at a school sponsored activity or athletic event. This policy shall not apply to the issuance of firearms to or possession by members of the Armed Services of the United States, active or reserve, National Guard of the State, or Reserve Officers' Training Corps, peace officers, or qualified law enforcement officers or qualified retired law enforcement officers, as defined by and pursuant to state and federal law. Further, nothing in this policy shall be construed to require school action when a firearm is lawfully possessed by a person receiving instruction, or instruction under the immediate supervision of an adult instructor, or as to firearms contained within a private vehicle operated by someone other than a minor or prohibited person, as defined by law, and are enclosed in a case or inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, other than an autocycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area.

Any unlawful use or possession of a firearm, including concealed firearms, as described in this policy and as described by statute shall as soon as is reasonably possible be reported to an appropriate peace officer. Nothing in this policy shall be construed to prevent the district from carrying out regular disciplinary procedures as have been adopted by the Board of Education or as otherwise authorized by law.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04

Date of Adoption: [Insert Date]

InstructionClassroom Environment

At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

The District will only permit the Gall-Peters projection map (or a similar cylindrical equal-area projection map) or the AuthaGraph projection map for display or use in the classroom.

Legal Reference: LB 1329 (2024)

Date of Adoption: [Insert Date]

Internal Board Policies - Board Members

Membership in School Board Associations

The Board of Education shall hold memberships in such school board associations as it may from time to time determine appropriate.

The Board will list on the school's website the organizations and memberships that the Board belongs to and the annual membership dues (if any) for such organizations and memberships, as well as the fees paid by the Board to any individual lobbyist or lobbying firm (if any).

Legal Reference: Neb. Rev. Stat. Sec. 79-512
 LB 304 (2024)

Date of Adoption: [Insert Date]

Internal Board Policies - Methods of OperationDesignated Method of Giving Notice of Meetings

The Board of Education will give advance notice of meetings by publishing such notice in a newspaper of general circulation within the District's jurisdiction and, if available, on such newspaper's web site. If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the newspaper's website, if available, and (2) posting such notice in conspicuous public places within the District. The Board Secretary shall keep a written record of such postings.

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. Sections 79-554; 79-555 and 84-1411

Date of Adoption: [Insert Date]

Internal Board Policies - Methods of OperationPublic Participation at Board MeetingsA. Attend

Members of the public shall be permitted to attend and to speak at Board meetings. They will not be required to identify themselves as a condition for admission to the meeting.

The Board may allow advisors, consultants, and other persons who are not Board members to appear at the meeting via telephone or other similar means.

The President has the authority to assure that people conduct themselves in an orderly manner at the meeting. Undue interruption or other interference with the orderly conduct of business will not be allowed. The President may order persons who are disorderly to be removed from the meeting.

B. Hear

The Board will, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

C. Record

Members of the public may use recording devices (phone, video camera, etc.) to record any part of a board meeting, except for closed sessions. The President shall control the placement of the recording device so the device does not obstruct the view of Board members or other members of the public attending the meeting and does not otherwise interfere with the meeting.

D. Access to Written Materials

At least one copy of all reproducible written material to be discussed at an open meeting will be made available at the meeting for examination and copying by members of the public.

E. Speak

Members of the public will be permitted to speak at Board meetings. Members of the public may also speak when invited to make a presentation or when recognized by the President.

For regular meetings of the Board, individual speakers shall have up to 5 minutes to address the Board, and the Board shall hear up to 60 cumulative minutes of public comment. For all meetings other than regular meetings of the Board, individual speakers shall have up to 3 minutes to address the Board, and the Board shall hear up to 60 cumulative minutes of public comment. The Board may vote to modify these time limits when the Board deems appropriate. The President may implement other reasonable requirements for public comment, consistent with the Open Meetings Act.

Members of the public will not be required to have their name be placed on the agenda prior to the meeting in order to speak about items on the agenda.

Any member of the public desiring to address the body shall be required to identify himself or herself, including an address and the name of any organization represented by such person, unless the address requirement is waived to protect the security of the individual.

Speakers will be permitted to address the Board consistent with free speech rights. However, offensive language, defamatory remarks, and hostile conduct will not be tolerated. Further, charges or complaints against a school employee shall not be made for the first time at a public Board meeting without having followed the school's complaint procedure.

Legal Reference: Neb. Rev. Stat. 84-1412

Date of Adoption: [Insert Date]

Students

Preschool Enrollment

The District's preschool program shall be operated in accordance with this policy.

Eligibility

The Superintendent or designee will develop and maintain eligibility guidelines for children to enroll in the District's preschool program.

If the Superintendent or designee determines that the preschool program is at capacity, then children will be admitted to the preschool program in the following order of priority:

1. Those students that are required by law to participate or be given a preference in the preschool program;
2. Resident students who are or will turn four-years old during the school year;
3. Resident students who are not otherwise eligible to enroll in kindergarten;
4. Non-resident students who are not eligible to enroll in kindergarten;
5. Resident or non-resident students who are eligible to enroll in kindergarten.

The Superintendent or designee shall have the authority to implement and interpret capacity and enrollment decisions to ensure the best interests of the District and its preschool program, and there shall be no appeal process to the Board of Education related to the Superintendent or designee's decision.

Enrollment Process

Enrollment for the preschool program will be conducted on an annual basis. Parents or legal guardians must submit a copy of the birth certificate and current home address by the specified deadline. Students with a birthdate between May 25th-July 31st where the child turns 3 years old the summer prior to entering 3 year old preschool can choose to delay their child entering 3 year old preschool until the following school year. These students will still receive two years of preschool. Information will be reviewed, and enrollment decisions will be based on available space, eligibility criteria, and other factors deemed appropriate by District staff. Parents will be notified of their child's enrollment status within a reasonable timeframe.

Waitlist

In the event that the number of applicants exceeds the preschool program's capacity, a waitlist may be established. Priority on the waitlist may be given to eligible children based on the priorities listed in this policy. Parents will be notified if their child is placed on the waitlist and will receive updates regarding their status if openings become available.

Compliance

All aspects of this policy shall be implemented in accordance with applicable state and federal

laws, regulations, and guidelines related to preschool education and enrollment.

Date of Adoption: [Insert Date]