

## **AGENDA**

### **School District #145 - Waverly Public Schools**

#### 1. OPENING OF THE MEETING

1.1. Call to Order

1.2. Open Meetings Act

1.3. Publication of Meeting

1.4. Roll Call

1.5. Pledge of Allegiance

#### 2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

#### 3. REPORTS

3.1. Building / District Administrators

3.2. Superintendent

3.3. Board Reports

#### 4. RECOGNITION OF VISITORS / OPEN FORUM

#### 5. ACTION ITEMS

5.1. Consent Agenda

Approval of the consent agenda Passed with a motion by Board Member #1 and a second by Board Member #2.

5.1.1. Meeting Minutes

5.1.2. Staff Resignations / Terminations

5.1.3. Staff Hires / Reassignments

- 5.1.4. Extra-Duty Assignments
- 5.1.5. Fund Balances
- 5.1.6. Fund Claims
- 5.1.7. Acceptance of Donations

5.2. Second Reading of Board Policies

Approve second reading of Board Policies 3570, 4010, 4023, 4025, 4070, 4110, 5008, 5009, 5010, 5060, 5070, 5073, 6212, 6410, 6970, and 8231 Passed with a motion by Board Member #1 and a second by Board Member #2.

5.3. First reading of Board Policy

Approve first reading of board policy 1102 Passed with a motion by Board Member #1 and a second by Board Member #2.

5.4. Repeal Board Policies

Repeal of Board Policies 1235, 6860 and 6475 Passed with a motion by Board Member #1 and a second by Board Member #2.

6. Discussion Items

6.1. Approval of 2018-19 Superintendent Goals

Approve superintendent goals for the 2018-19 school year Passed with a motion by Board Member #1 and a second by Board Member #2.

6.2. Budget Preview Meeting

6.3. Administrator Handbook Changes

6.4. NASB Monthly Update

6.5. Middle School Track Coach

6.6. #Be Kind Information

7. Convene Closed Session

7.1. Convene Closed Session

7.1.1. Restate Closed Session Reason

8. Reconvene to Open Session

8.1. Reconvene Open Session

To reconvene in open session Passed with a motion by Board Member #1 and a second by Board Member #2.

9. Upcoming Board Activities

9.1. Committee Meetings

9.2. Board Meetings

9.3. Board Training/Development

10. Adjournment

11. For Your Information

# Meeting Notice

Notice of Regular Meeting  
School District 145 (aka Waverly Public Schools)

The School District 145-Waverly Board of Education will convene in regular session at 7:00 p.m. on Monday, August 6<sup>th</sup>, 2018 in the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

The agenda for this meeting, which shall be kept continually current, shall be readily available for public inspection at the School District 145-Waverly Central Office, located at 14511 Heywood Street, Waverly, Nebraska.

Posted this 3<sup>rd</sup> day of August, 2018.

A handwritten signature in cursive script that reads "Cory Worrell".

Cory Worrell  
Superintendent



July 16, 2018

Dear Superintendent,

**Congratulations!** Your district is being recognized as one of the 2017-2018 SAFETY HONOR ROLL school districts/ESUs in the ALICAP pool. We realize an outstanding safety program requires the combined efforts of all those who work for the school district, and they should be commended for their hard work. However, we especially want to commend the effective and proactive efforts of the safety committee in your district/ESU for their time and leadership in promoting safety.

Your school district/ESU is receiving the enclosed ALICAP certificate in honor of achieving ALICAP's SAFETY HONOR ROLL for 2017-2018. Only the top 33% of ALICAP's membership receives this award. You should be proud of your district/ESU.

On behalf of the ALICAP Trustees, ALICAP Loss Control Consultants, and the members of the Nebraska Association of School Boards staff, we applaud your commitment to school safety. Keep up the good work!

Respectfully,

Megan Boldt  
Director of ALICAP  
Nebraska Association of School Boards

**A LICAP**  
**SAFETY HONOR ROLL**

July 2018

Presented to

**Waverly Public Schools**

Acknowledging  
Cory Worrell

for his outstanding leadership in school safety.

PRESENTED BY:

A LICAP

NEBRASKA ASSOCIATION OF SCHOOL BOARDS

RON WALL - LOSS CONTROL CONSULTANT



*Ron Wall*  
Signature

7-13-18  
Date



## Pre-Service Agenda

### **Monday, August 13th, 2018**

- 8:00 a.m.** District All-Staff Breakfast Waverly High School Commons-(Served by School District 145 Foundation for Education)
- 9:00 a.m.** District All-Staff Meeting Waverly High School Auditorium  
Welcome Andy Grosshans, Board of Education  
Introductions Cory Worrell, Superintendent of Schools  
New Staff-Building Principals  
Ten Year Service Presentations-Administrators
- District Focus Cory Worrell
- Speaker
- 10:30 a.m.** Paraprofessional Meeting at Waverly High School in the Library (DMcMillan)  
District coaches meeting in the Auditorium (BMcMillan & Schere)
- Eagle teachers and staff - phone training at WMS 605 computer lab. (Bauman)
- Lunch (on your own)**
- 1:00 p.m.** WHS teachers & staff - phone training at WMS 605 computer lab. (Bauman)
- MAP Growth - General Session for Teachers New to MAP - Room 608/701  
\*2nd Grade, WHS, and New 3rd-8th Grade Teachers (Blum & Hammer)
- 2:00 p.m.** MAP Growth - Session 2 for All Teachers Proctoring MAP - Room 608/701  
\*2nd Grade - WHS Teachers (Blum & Megan Hammer)
- 2:30 p.m.** WHS teachers & staff - phone training at WMS 605 computer lab. (Bauman)
- 3:15 p.m.** ELA Updates for 2nd - 5th Grade Teachers - Room 608/701 (Blum)

### **Tuesday, August 14th, 2018**

- 8:00 a.m.** WMS teachers & staff - phone training at WMS 605 computer lab. (Bauman)
- 9:30 a.m.** WMS teachers & staff - phone training at WMS 605 computer lab. (Bauman)
- 11:00 a.m.** Anyone at WHS & WMS not trained yet - phone training at WMS 605 computer lab. (Bauman)
- Secondary Paras report to buildings (time TBD)

### **Wednesday, August 15th, 2018**

First Day of School for Students, Grades 6-12

**8:00 a.m.** WIS teachers - phone training at WIS computer lab. (Bauman)

**9:30 a.m.** HES teachers - phone training at WIS computer lab. (Bauman)

**11:00 a.m.** WIS and HES staff (WHS & WMS not trained yet) - phone training at WIS computer lab. (Bauman)

Elementary Paras report to building (time TBD)

**Thursday, August 16th, 2018**

First Day of School for Students, Grades PK-5

**Public Input to the Board**

It is the policy of the Board of Education to provide for and encourage input from its various constituents in an appropriate and orderly fashion at regularly scheduled Board of Education meetings. The board is open to and encourages input on school issues from the public. The board would prefer that individuals or groups with school related concerns first attempt to resolve those concerns through established administrative channels.

1. Matters concerning an individual school shall be discussed first with the respective building administrator of the school.
2. If the matter is not resolved satisfactorily at the school level, it may then be brought to the Superintendent.
3. If the matter is not resolved satisfactorily at the Superintendent's level, it may then be brought before the board of education by:
  - a. Addressing the matter during Open Forum at a regular, monthly board meeting; individual presentations should be no longer than three (3) minutes and the total allotted Open Forum agenda time will be a maximum of thirty (30) minutes.
  - b. Requesting a formal agenda item by contacting the superintendent or board president on or before the Thursday prior to the regular, monthly meeting which, unless otherwise announced, will be on the first Monday of every month.
  - c. Submitting the matter in writing, said documentation can either be presented at the regular meeting or appended to the agenda, if received in the superintendent's office on the designated Thursday.
4. A response will be provided once the board has the opportunity to inquire about the matter. Possible board responses when appropriate may include, but are not limited to: directing the superintendent to address the matter; tabling for further study; appointing a temporary board committee to study and/or resolve the matter; scheduling a special meeting to hear the matter; or not taking action. Public input to the board is heard during Open Forum. Matters brought to the board in this fashion will be taken under advisement and not acted upon at that time.

**Note: The chair will not allow complaints about individuals. There are appropriate channels to address such matters. Because of the potential of introducing bias into board hearings on termination cases, complaints on individual employees will be received by the board only through the Superintendent of schools.**

Policy Adopted: 04/10/78  
 Policy Revised: 03/07/88  
 Policy Revised: 01/02/06  
 Policy Revised: 11/03/08

SCHOOL DISTRICT 145  
 WAVERLY, NEBRASKA

Board of Education Regular Meeting  
Monday, July 2, 2018 7:00 PM Central

Central Office Building  
14511 Heywood  
Waverly, NE 68462

Scott Claycomb: Present  
Andy Grosshans: Present  
Tiffany Johnson: Present  
Cheryl Landon: Present  
Bruce Sedivy: Present  
Jessica Zuniga: Present

Present: 6

## 1. OPENING OF THE MEETING

### 1.1. Public Hearing-Student Fees Policy

**At 7:00 P.M., July 2, 2018, in the Central Office Board Room, President Andy Grosshans convened a public hearing to discuss, consider, and receive input on Policy 5033 Student Fees. Members present for roll call were Scott Claycomb, Andy Grosshans, Cheryl Landon, Tiffany Johnson, Bruce Sedivy, and Jessica Zuniga. Following the opportunity for audience comment, President Grosshans adjourned the hearing at 7:01 P.M.**

### 1.2. Public Hearing-Parent Involvement Policy

**At 7:01 P.M., July 2, 2018, in the Central Office Board Room, President Andy Grosshans convened a public hearing to discuss, consider, and receive input on Policy 1235 Parental Involvement. Members present for roll call were Scott Claycomb, Andy Grosshans, Cheryl Landon, Tiffany Johnson, Bruce Sedivy, and Jessica Zuniga. Following the opportunity for audience comment, President Grosshans adjourned the hearing at 7:02 P.M.**

### 1.3. Public Hearing-Anti-Bullying Policy

**At 7:02 P.M., July 2, 2018, in the Central Office Board Room, President Andy Grosshans convened a public hearing to discuss, consider, and receive input on Policy 5011 Anti - Bullying. Members present for roll call were Scott Claycomb, Andy Grosshans, Cheryl Landon, Tiffany Johnson, Bruce Sedivy, and Jessica Zuniga. Following the opportunity for audience comment, President Grosshans adjourned the hearing at 7:03 P.M.**

### 1.4. Call to Order

The regular meeting of the School District 145 Board of Education was called to order on Monday, July 2, 2018 at 7:03 P.M., at the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

#### 1.5. Open Meetings Act

**COPY OF OPEN MEETINGS ACT:** The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the meeting room.

#### 1.6. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

#### 1.7. Roll Call

Board Members present for Roll Call were Scott Claycomb, Andy Grosshans, Tiffany Johnson, Cheryl Landon, Bruce Sedivy, and Jessica Zuniga.

#### 1.8. Pledge of Allegiance

### 2. APPROVAL OF AGENDA

#### 2.1. Approve Agenda

Approval of the agenda for the meeting passed with a motion by Scott Claycomb and a second by Tiffany Johnson. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

### 3. REPORTS

#### 3.1. Building / District Administrators

Transportation Report (attached) for 2017 - 2018 School Year by Carleen Dowding, Transportation Director.

#### 3.2. Superintendent

ESSA Monitoring Visit Feedback - Attachment

NDE Accreditation letter for July 1, 2018 through June 30, 2019 - Attachment

Personnel - Hamlow Elementary teacher hire, still trying to hire for many para professional needs across the district.

ACLU Letter-Attachment

### 3.3. Board Reports

Planning and Development

Performance and Assessment

Buildings/Grounds and Transportation Committee

Policy Committee

Americanism Committee

## 4. RECOGNITION OF VISITORS / OPEN FORUM

Waverly High School Teacher Shawn Semler addressed the Board of Education regarding release from his teaching contract.

## 5. ACTION ITEMS

### 5.1. Consent Agenda

Approval of the consent agenda passed with a motion by Jessica Zuniga and a second by Cheryl Landon. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

#### 5.1.1. Meeting Minutes

Approved the June 4, 2018 Regular Meeting Minutes and the June 25, 2018 Special Meeting Minutes.

#### 5.1.2. Staff Resignations / Terminations

Nicole Spier, Para Professional, Hamlow Elementary, resignation effective May 18, 2018.

Katie McAtte, Para Professional, Eagle Elementary, resignation effective May 18, 2018.

#### 5.1.3. Staff Hires / Reassignments

**Classified Staff Members:**

Roger Juranek, Custodian, reassignment from Waverly High School to Waverly Intermediate School, replacing Tashe Kennec, 8 hrs / day, effective 6/11/18.

Bob Norris, Waverly Intermediate School, Custodian, change in hourly rate, 8 hrs / day at \$14.00 hour, effective 6/6/18.

Carmen Hyde, Paraprofessional, Waverly Middle School, replacing Joe Dalton, 6.5 hrs /day at \$11.25 hour., effective 8/15/18

Lyle Wilsey, Custodian, Waverly High School, new assignment, replacing Roger Juranek, 8 hrs / day at \$11.50 / hr, effective 6/19/18

Toby Casper, Eagle Elementary, Night Custodian, replacing Dennis Mickey, 8 hrs. / day at \$12;00 / hr., effective 6/21/18

Anissa Sutter, Eagle Elementary, Para Professional, replacing Brandy Kitrell, 6.5 hrs / day, at \$10.75 / hour, effective 8/10/18

Kathryn Jones, Waverly High School, Para Professional, replacing Nicole Frantzen, 6.5 hrs / day at \$11.50 hour, effective 8/10/18

Kristi Meier, Waverly Intermediate School, new Assignment, 6.5 hrs / day at \$10.75 hour, effective 8/10/18

Jayne Olsen, Waverly High School, FoodService, replacing Teresa Bower, 6.5 hrs. day at \$12.05 hour, effective 8/13/2018

**Certified Staff Members**

Shawn Ekwall, Waverly High School Business teacher, replacing Trent Goldsmith, Step 11, MA

Brittany Hying, Waverly Middle School Language Arts teacher, replacing Adrienne Reide, Step 8, MA

**5.1.4. Extra-Duty Assignments**

Shawn Ekwall, 9th Grade Boys Basketball, Waverly High School, Category VI, Level IV, replacement for Joe Dalton

Bill Norris, Head Boys Tennis Coach, Waverly High School, Category V, Level 4, replacement for Elliott Crouch

Brian Jackson, Assistant Football Coach, Waverly High School, Category VI, Level 1, replacement for Mark Robles

Mike Cobelens, Head Girls Golf Coach, Waverly High School, Category V, Level 4,

replacement for Dan Vanbibber

Elliott Crouch, Assistant Boys Tennis Coach, Waverly High School, Category III, Level 2,  
replacement for Abbigail Porath

Spencer Jakub, Head Speech Coach, Waverly High School, Category VI, Level 1, replacement  
for Jodie Morgenson

Spencer Jakub, Assistant Play Director, Waverly High School, Category III, Level 1,  
replacement for Jodie Morgenson

Jodie Morgenson, Assistant Speech, Waverly High School, Category IV, Level 2-4 years,  
replacement for Spencer Jakub

Abbigail Porath, Head Girls Tennis Coach, Waverly High School, Category V, Level 1, 2 years,  
reassignment from Assistant Boys Tennis Coach

#### 5.1.5. Fund Balances

Fund Balances as of June 27, 2018:

General Fund = \$7,861,228.76

Special Building Fund = \$1,284,077.37

Bond 2016 (Debt) = \$229,770.17

Bond 2015 (Debt) = \$324,022.18

Bond 2010 (Debt) = \$561,219.15

Bond 2008 (Debt) = \$209,503.70

Bond 2015 / 2016 Construction Proceeds: \$1,667,377.84

Bond 2011 A / B K - 8 (Debt) = \$761,281.77

Bond 2011 C 9 - 12 (Debt) = \$334,467.08

Hot Lunch Fund = \$272,383.99

2003 QCPUF = \$9,280.49

2010 QCPUF = \$52,759.38

2012 QCPUF = \$121,706.14

2013 QCPUF = \$265,104.92

Depreciation Fund = \$303,822.36

#### 5.1.6. Fund Claims

General Fund, Imprest, and Payroll Claims = \$1,696,090.49

Special Building Fund Claims = \$127,366.68

Bond 2015 - 2016 Construction Proceeds Claims = \$499,439.52

#### 5.1.7. Acceptance of Donations

#### 5.2. Approve Teacher / Coach Resignation

Approve resignation of Shawn Semler from his Special Education Teaching position at Waverly High School and from his position as Head Softball Coach failed with a motion by Scott Claycomb and a second by Jessica Zuniga. Andy Grosshans: Nay, Tiffany Johnson: Nay, Bruce Sedivy: Nay, Jessica Zuniga: Nay, Scott Claycomb: Yea, Cheryl Landon: Yea  
Yea: 2, Nay: 4

### 5.3. Tuition Rate for Non-Resident Students

Set the 2018 - 2019 tuition rate for non - resident students at \$ 10,167.89 passed with a motion by Bruce Sedivy and a second by Jessica Zuniga. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

### 5.4. District Facility Rental Rates

Approve keeping facility rental rates for 2018 - 2019 the same as the rates were for 2017 - 2018 passed with a motion by Cheryl Landon and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

### 5.5. Cross Town Transportation

Set the 2018 - 2019 Cross -Town Transportation Fee at \$85.00 per individual student and \$110.00 per family annually, payable at the School District Office passed with a motion by Scott Claycomb and a second by Bruce Sedivy. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

### 5.6. Milk Bid for 2018-19

Accept the dairy products bid from Hiland Dairy for the 2018 - 2019 school year passed with a motion by Bruce Sedivy and a second by Tiffany Johnson. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

### 5.7. Extra Duty Assignments

Approve extra duty assignments for the 2018 - 2019 school year passed with a motion by Cheryl Landon and a second by Jessica Zuniga. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

### 5.8. Curriculum Purchase

Approve Waverly High School Advanced Chemistry Curriculum purchase at a cost of \$5,479.00 passed with a motion by Jessica Zuniga and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

#### 5.9. Set Food Prices for 2018 - 2019

2018 - 2019 Prices

Breakfast = K - 5 of \$1.80; 6 - 12 of \$1.90; Adult of \$2.50

Lunch = K - 5 of \$2.80; 6 - 12 of \$3.00; Adult ofr \$3.70

Set the 2018 - 2019 breakfast / hot lunch prices passed with a motion by Bruce Sedivy and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

#### 5.10. Repeal Board Policy

Repeal Board Policy 3135 - Employee Cell Phone Reimbursements passed with a motion by Bruce Sedivy and a second by Tiffany Johnson. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

#### 5.11. Reaffirm Board Policies 1235, 5011, 5033

Reaffirm Board Policies 1235 Parental Involvement, 5011 Anti - Bullying and 5033 Student Fees passed with a motion by Bruce Sedivy and a second by Tiffany Johnson. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

#### 5.12. First Reading of Board Policies

Approve first reading of Board Policies 3570, 4003, 5101, 5401, 5402, 5403, 5418, 6212, 6213, 6410, 8231, 4025, 4023, 4001 and 4210 passed with a motion by Bruce Sedivy and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea

Yea: 6, Nay: 0

#### 6. Discussion Items

## 6.1. NASB Monthly Update

Attached is the July NASB Newsletter

## 7. Convene Closed Session

### 7.1. Convene Closed Session

The Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of the needless injury to the reputation of the individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding the allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent the needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice.

At 8:21 P.M., Jessica Zuniga moved and Bruce Sedivy seconded to enter closed session to conduct a second evaluation for the year for Superintendent Cory Worrell. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

#### 7.1.1. Restate Closed Session Reason

The closed session is to conduct a second evaluation for the year for Superintendent Cory Worrell.

## 8. Reconvene to Open Session

### 8.1. Reconvene Open Session

To reconvene in open session passed with a motion by Jessica Zuniga and a second by Scott Claycomb. Scott Claycomb: Yea, Andy Grosshans: Yea, Tiffany Johnson: Yea, Cheryl Landon: Yea, Bruce Sedivy: Yea, Jessica Zuniga: Yea  
Yea: 6, Nay: 0

## 9. Upcoming Board Activities

### 9.1. Committee Meetings

Planning and Development

Performance and Assessment

Buildings/Grounds and Transportation Committee

Policy Committee

Americanism Committee

9.2. Board Meetings

The next scheduled board meeting is set for Monday, August 6th at 7:00 p.m. at Central Office in Waverly.

9.3. Board Training/Development

July 18-NASB Orientation meeting in Lincoln  
September 19th-Area Membership Meeting in York  
September 2018-Labor Relations Conference in Lincoln  
November 14-16-State Education Conference

10. Adjournment

President Grosshans adjourned the meeting at 10:11 P.M.

11. For Your Information

The School District #145 – Board of Education reserves the right to convene a Closed Session for purposes in accordance with §84-1410(1).



Recording Secretary

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Attest: Board Secretary

Dear Dr. Worrell,

I would like to resign from a position as paraprofessional at District 145. I am grateful for the opportunity, but some personal and professional reasons have made it more advantageous to stay in my current position. Thank you.

Mrs. Carmen Hyde

Dear Craig,

I'm writing you to inform you of my resignation as a full time para professional.

And will be cutting my hours back to being a substitute para professional for the Waverly Intermediate school.

Thanks.

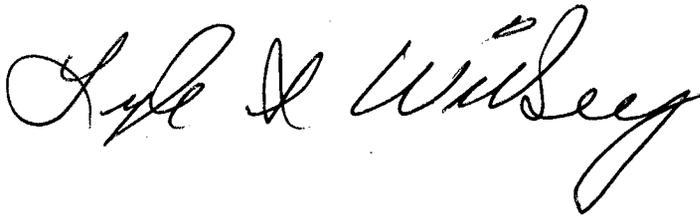
Sincerely,

Jessie Kehler.

Waverly School District #145  
Mr Ricenbaw

July 5, 2018

I would like to take this opportunity to thank you for the chance to work at the schools. I find at this time however, that unfortunately the work is causing problems with my ankle and knee to flare up again. I thought that I would be able to handle this but find that I am not as it continues to be difficult for me to be on my feet for long periods of time. I feel that it is only fair for me to give notice that I am resigning as of July 5, 2018 to provide you with the opportunity to get someone new hired as soon as possible. I would like to thank you very much for the opportunity that you provided me.

A handwritten signature in black ink, reading "Kyle A. Wilsey". The signature is written in a cursive style with a large, looping initial "K".

July 11<sup>th</sup>, 2018

Resignation

From: Mark Gentleman

To: Robin Hoffman

This letter confirms my resignation as a Maintenance employee at District 145.

I have accepted an offer as a plumber for another company.

My last day of employment will be next Tuesday July 17<sup>th</sup>.

I have appreciated the opportunity to work for the district. Please feel free to contact me if you have any questions regarding my past work.

Regards,

Mark Gentleman

## Robin Hoffman

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**From:** Philip Steffen <philip.steffen@district145.org>  
**Sent:** Wednesday, June 27, 2018 11:56 AM  
**To:** Robin Hoffman  
**Subject:** heads up

Mary Havlovic resigned from Hamlow last week 6/21.

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
Checking	1			
<b>Checking</b>	<b>1 Fund: 01 GENERAL FUND</b>			
62726 AIRGAS			36.00	
01 1450 327 2 003	9954106515	CYLINDER RENTAL		36.00
				<b>Vendor Total: 36.00</b>
62727 AMAZON			(15.11)	
01 1111 410 2 004	435983437389	Paper Mate Click Pen .5 Gel Fine Blk 5		(15.11)
62727 AMAZON			27.78	
01 2320 410 0 000	439397598868	BADGE HOLDERS 100 PACK		27.78
62727 AMAZON			14.25	
01 1111 410 2 004	448835845845	Paper Mate Click Pen .5 Gel Fine Blk 5		14.25
62727 AMAZON			27.55	
01 2750 338 0 000	456395649474	TRANSMISSION SEAL		27.55
62727 AMAZON			520.56	
01 2750 338 0 000	465399568744	CAR SEATS		520.56
62727 AMAZON			139.65	
01 1111 410 2 004	673684558936	Sharp Calculator		92.70
01 1111 410 2 004	673684558936	Birthday Cards 40 pk asst		22.99
01 1111 410 2 004	673684558936	Birthday Cards 12 pk asst		23.96
62727 AMAZON			36.84	
01 2213 560 0 000	765737668535	OSOYOO Pro Micro ATmega32U4 5V/16MHz Mod		26.97
01 2213 560 0 000	765737668535	StarTech.com 6 Inch Micro USB Cable - A		9.87
62727 AMAZON			5.99	
01 1111 410 2 004	796776849397	3pk Sharp Ink Roller		5.99
				<b>Vendor Total: 757.51</b>
62728 AMERICAN EXPRESS			2,052.00	
01 2310 690 0 000	ACCESS 7/11/18	LAPTOPS		2,052.00
62728 AMERICAN EXPRESS			460.47	
01 2130 310 2 003	EMS SAFETY 6/18/18	CPR TRAINING		74.70
01 2212 310 2 004	EMS SAFETY 6/18/18	CPR TRAINING		99.60
01 2212 310 1 001	EMS SAFETY 6/18/18	CPR TRAINING		99.60
01 2212 310 1 002	EMS SAFETY 6/18/18	CPR TRAINING		99.60
01 2212 310 1 005	EMS SAFETY 6/18/18	CPR TRAINING		62.25
01 2213 310 0 000	EMS SAFETY 6/18/18	CPR TRAINING		12.36
01 1213 310 0 000	EMS SAFETY 6/18/18	CPR TRAINING		12.36
62728 AMERICAN EXPRESS			434.85	
01 2320 560 0 000	FACTORYOUTLE T 7/10/1	PHONE HEADSETS		434.85
62728 AMERICAN EXPRESS			539.85	
01 2320 560 0 000	FACTORYOUTLE T 7/13/1	PHONE HEADSETS		539.85
				<b>Vendor Total: 3,487.17</b>
62729 AMERICAN MESSAGING			42.80	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2510 342 0 000	D3201922SG	SVS 7/1/18-7/31/18		42.80
	62729 AMERICAN MESSAGING		42.80	
01 2510 342 0 000	D3201922SH	SVS 8/1/18-8/31/18		42.80
	62730 AMERICAN SCHOOL BD JOURNAL		78.00	
				<b>Vendor Total:</b> 85.60
01 2310 690 0 000	18-19	18-19 SUBSCRIPTION RENEWAL		39.00
	RENEWAL			
01 2320 440 0 000	18-19	18-19 SUBSCRIPTION RENEWAL		39.00
	RENEWAL			
				<b>Vendor Total:</b> 78.00
	62731 AUTO GLASS NATION, INC		208.00	
01 2760 337 0 000	1-25519	WINDSHIELD CAR 34		208.00
	62731 AUTO GLASS NATION, INC		193.00	
01 2760 337 0 000	1-25647	WINDSHIELD CAR 35		193.00
	62731 AUTO GLASS NATION, INC		203.00	
01 2750 338 0 000	1-25648	WINDSHIELD VAN 14		203.00
	62731 AUTO GLASS NATION, INC		375.00	
01 2750 338 0 000	1-25651	WINDSHIELD BUS 12		375.00
	62731 AUTO GLASS NATION, INC		375.00	
01 2750 338 0 000	1-25652	WINDSHIELD BUS 9		375.00
				<b>Vendor Total:</b> 1,354.00
	62732 AWARDS UNLIMITED		302.00	
01 2320 410 0 000	457906	10 YEAR AWARDS		302.00
				<b>Vendor Total:</b> 302.00
	62733 BETH LUDWIG		195.60	
01 4410 364 0 000	7/3/18	SVS 7/3/18		173.25
01 1215 670 1 000	7/3/18	SVS 7/3/18		22.35
				<b>Vendor Total:</b> 195.60
	62721 BLUE CROSS BLUE SHIELD		222,822.72	
01 1100 230 1 001	AUG 18-0001	HEALTH INSURANCE		1,212.40
01 1100 230 1 002	AUG 18-0001	HEALTH INSURANCE		6,635.66
01 1101 230 1 001	AUG 18-0001	HEALTH INSURANCE		4,301.35
01 1101 230 1 002	AUG 18-0001	HEALTH INSURANCE		7,216.84
01 1102 230 1 001	AUG 18-0001	HEALTH INSURANCE		3,314.36
01 1102 230 1 002	AUG 18-0001	HEALTH INSURANCE		5,023.72
01 1160 230 1 002	AUG 18-0001	HEALTH INSURANCE		548.56
01 1160 230 1 001	AUG 18-0001	HEALTH INSURANCE		2,884.12
01 4310 230 0 000	AUG 18-0001	HEALTH INSURANCE		1,587.98
01 4211 230 1 005	AUG 18-0001	HEALTH INSURANCE		424.34
01 4404 230 0 000	AUG 18-0001	HEALTH INSURANCE		2,919.59
01 4410 230 0 000	AUG 18-0001	HEALTH INSURANCE		606.20
01 1150 230 1 002	AUG 18-0001	HEALTH INSURANCE		548.56
01 1150 230 1 005	AUG 18-0001	HEALTH INSURANCE		181.86
01 1150 230 2 004	AUG 18-0001	HEALTH INSURANCE		281.72
01 2620 230 2 003	AUG 18-0001	HEALTH INSURANCE		318.30
01 2620 230 2 004	AUG 18-0001	HEALTH INSURANCE		318.30
01 2750 230 0 000	AUG 18-0001	HEALTH INSURANCE		939.70
01 2760 230 0 000	AUG 18-0001	HEALTH INSURANCE		303.10
01 3540 230 1 001	AUG 18-0001	HEALTH INSURANCE		1,402.68
01 4211 230 1 001	AUG 18-0001	HEALTH INSURANCE		1,434.79
01 2610 230 2 003	AUG 18-0001	HEALTH INSURANCE		3,437.52
01 2610 230 2 004	AUG 18-0001	HEALTH INSURANCE		1,909.80
01 2620 230 0 000	AUG 18-0001	HEALTH INSURANCE		1,273.20

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2620 230 1 001	AUG 18-0001	HEALTH INSURANCE	636.60	
01 2620 230 1 002	AUG 18-0001	HEALTH INSURANCE	636.60	
01 2620 230 1 005	AUG 18-0001	HEALTH INSURANCE	636.60	
01 2410 230 1 005	AUG 18-0001	HEALTH INSURANCE	2,345.96	
01 2410 230 2 003	AUG 18-0001	HEALTH INSURANCE	4,437.42	
01 2410 230 2 004	AUG 18-0001	HEALTH INSURANCE	2,982.56	
01 2610 230 1 001	AUG 18-0001	HEALTH INSURANCE	(636.60)	
01 2610 230 1 002	AUG 18-0001	HEALTH INSURANCE	1,273.20	
01 2610 230 1 005	AUG 18-0001	HEALTH INSURANCE	0.00	
01 2222 230 1 005	AUG 18-0001	HEALTH INSURANCE	662.87	
01 2222 230 2 003	AUG 18-0001	HEALTH INSURANCE	1,402.68	
01 2222 230 2 004	AUG 18-0001	HEALTH INSURANCE	1,164.22	
01 2320 230 0 000	AUG 18-0001	HEALTH INSURANCE	5,010.22	
01 2410 230 1 001	AUG 18-0001	HEALTH INSURANCE	2,345.96	
01 2410 230 1 002	AUG 18-0001	HEALTH INSURANCE	2,345.96	
01 2130 230 1 005	AUG 18-0001	HEALTH INSURANCE	636.60	
01 2190 230 2 003	AUG 18-0001	HEALTH INSURANCE	636.60	
01 2211 230 0 000	AUG 18-0001	HEALTH INSURANCE	1,709.36	
01 2213 230 0 000	AUG 18-0001	HEALTH INSURANCE	3,011.23	
01 2222 230 1 001	AUG 18-0001	HEALTH INSURANCE	994.31	
01 2222 230 1 002	AUG 18-0001	HEALTH INSURANCE	994.30	
01 2120 230 1 002	AUG 18-0001	HEALTH INSURANCE	1,657.18	
01 2120 230 1 005	AUG 18-0001	HEALTH INSURANCE	515.94	
01 2120 230 2 003	AUG 18-0001	HEALTH INSURANCE	3,148.46	
01 2120 230 2 004	AUG 18-0001	HEALTH INSURANCE	1,241.49	
01 2130 230 1 001	AUG 18-0001	HEALTH INSURANCE	28.67	
01 2130 230 1 002	AUG 18-0001	HEALTH INSURANCE	636.60	
01 1450 230 2 003	AUG 18-0001	HEALTH INSURANCE	1,657.18	
01 1460 230 2 003	AUG 18-0001	HEALTH INSURANCE	893.87	
01 1460 230 2 004	AUG 18-0001	HEALTH INSURANCE	776.85	
01 1480 230 2 003	AUG 18-0001	HEALTH INSURANCE	3,082.36	
01 1480 230 2 004	AUG 18-0001	HEALTH INSURANCE	1,290.42	
01 2120 230 1 001	AUG 18-0001	HEALTH INSURANCE	620.75	
01 1223 230 1 001	AUG 18-0001	HEALTH INSURANCE	930.15	
01 1225 230 2 003	AUG 18-0001	HEALTH INSURANCE	1,657.18	
01 1310 230 0 000	AUG 18-0001	HEALTH INSURANCE	198.87	
01 1315 230 0 000	AUG 18-0001	HEALTH INSURANCE	215.44	
01 1430 230 2 003	AUG 18-0001	HEALTH INSURANCE	1,657.18	
01 1430 230 2 004	AUG 18-0001	HEALTH INSURANCE	1,241.49	
01 1221 230 1 005	AUG 18-0001	HEALTH INSURANCE	1,982.11	
01 1221 230 2 003	AUG 18-0001	HEALTH INSURANCE	3,666.06	
01 1221 230 2 004	AUG 18-0001	HEALTH INSURANCE	4,526.76	
01 1222 230 1 002	AUG 18-0001	HEALTH INSURANCE	828.59	
01 1222 230 2 003	AUG 18-0001	HEALTH INSURANCE	515.94	
01 1222 230 2 004	AUG 18-0001	HEALTH INSURANCE	1,241.49	
01 1216 230 1 002	AUG 18-0001	HEALTH INSURANCE	828.59	
01 1216 230 1 005	AUG 18-0001	HEALTH INSURANCE	828.59	
01 1216 230 2 004	AUG 18-0001	HEALTH INSURANCE	331.43	
01 1217 230 0 000	AUG 18-0001	HEALTH INSURANCE	1,709.36	
01 1221 230 1 001	AUG 18-0001	HEALTH INSURANCE	4,142.95	
01 1221 230 1 002	AUG 18-0001	HEALTH INSURANCE	3,888.45	
01 1194 230 1 005	AUG 18-0001	HEALTH INSURANCE	480.59	
01 1194 230 2 003	AUG 18-0001	HEALTH INSURANCE	1,093.73	
01 1194 230 2 004	AUG 18-0001	HEALTH INSURANCE	1,657.18	

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>	
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>		<u>Amount</u>
01 1212 230 2 003	AUG 18-0001	HEALTH INSURANCE		854.68
01 1214 230 0 000	AUG 18-0001	HEALTH INSURANCE		1,773.16
01 1216 230 1 001	AUG 18-0001	HEALTH INSURANCE		1,325.75
01 1193 230 1 001	AUG 18-0001	HEALTH INSURANCE		606.20
01 1193 230 1 002	AUG 18-0001	HEALTH INSURANCE		1,051.96
01 1193 230 1 005	AUG 18-0001	HEALTH INSURANCE		828.59
01 1193 230 2 003	AUG 18-0001	HEALTH INSURANCE		546.87
01 1193 230 2 004	AUG 18-0001	HEALTH INSURANCE		1,321.37
01 1194 230 1 001	AUG 18-0001	HEALTH INSURANCE		82.86
01 1169 230 2 004	AUG 18-0001	HEALTH INSURANCE		892.55
01 1190 230 1 001	AUG 18-0001	HEALTH INSURANCE		201.22
01 1190 230 1 002	AUG 18-0001	HEALTH INSURANCE		185.74
01 1190 230 1 005	AUG 18-0001	HEALTH INSURANCE		128.98
01 1190 230 2 003	AUG 18-0001	HEALTH INSURANCE		1,241.49
01 1190 230 2 004	AUG 18-0001	HEALTH INSURANCE		1,657.18
01 1168 230 1 001	AUG 18-0001	HEALTH INSURANCE		1,402.68
01 1168 230 1 002	AUG 18-0001	HEALTH INSURANCE		1,402.68
01 1168 230 1 005	AUG 18-0001	HEALTH INSURANCE		828.59
01 1168 230 2 003	AUG 18-0001	HEALTH INSURANCE		2,784.07
01 1168 230 2 004	AUG 18-0001	HEALTH INSURANCE		1,368.28
01 1169 230 2 003	AUG 18-0001	HEALTH INSURANCE		615.15
01 1124 230 2 004	AUG 18-0001	HEALTH INSURANCE		186.51
01 1127 230 2 003	AUG 18-0001	HEALTH INSURANCE		84.86
01 1130 230 2 003	AUG 18-0001	HEALTH INSURANCE		3,789.05
01 1140 230 2 003	AUG 18-0001	HEALTH INSURANCE		5,757.59
01 1153 230 2 003	AUG 18-0001	HEALTH INSURANCE		5,869.25
01 1155 230 2 003	AUG 18-0001	HEALTH INSURANCE		606.20
01 1106 230 2 004	AUG 18-0001	HEALTH INSURANCE		5,362.39
01 1107 230 2 004	AUG 18-0001	HEALTH INSURANCE		7,253.66
01 1108 230 2 004	AUG 18-0001	HEALTH INSURANCE		7,915.99
01 1110 230 2 003	AUG 18-0001	HEALTH INSURANCE		6,518.94
01 1114 230 2 003	AUG 18-0001	HEALTH INSURANCE		701.34
01 1124 230 2 003	AUG 18-0001	HEALTH INSURANCE		2,888.66
01 1103 230 1 001	AUG 18-0001	HEALTH INSURANCE		4,717.04
01 1103 230 1 005	AUG 18-0001	HEALTH INSURANCE		5,162.05
01 1104 230 1 001	AUG 18-0001	HEALTH INSURANCE		1,241.49
01 1104 230 1 005	AUG 18-0001	HEALTH INSURANCE		5,677.99
01 1105 230 1 001	AUG 18-0001	HEALTH INSURANCE		1,051.96
01 1105 230 1 005	AUG 18-0001	HEALTH INSURANCE		5,514.50
		<b>Vendor Total:</b>		<b>222,822.72</b>
	<b>62734 BORDER STATES INDUSTRIES</b>		91.30	
01 2620 520 2 003	915775031	SUPPLIES		91.30
		<b>Vendor Total:</b>		<b>91.30</b>
	<b>62735 BUS PARTS WAREHOUSE</b>		(146.50)	
01 2750 338 0 000	CR3720-	CREDIT		(146.50)
	<b>62735 BUS PARTS WAREHOUSE</b>		760.89	
01 2750 338 0 000	IN95179	SEATCOVER		760.89
		<b>Vendor Total:</b>		<b>614.39</b>
	<b>62736 CARLEEN DOWDING</b>		109.92	
01 2750 410 0 000	REIMB 7/18/18	SUPPLIES		109.92
		<b>Vendor Total:</b>		<b>109.92</b>
	<b>62737 CASS COUNTY REFUSE</b>		225.00	
01 2620 318 1 001	833-0718	TRASH SVS 7/1/18-7/31/18		225.00

Check #	Vendor Name	Amount			
Account Number	Invoice	Description	Amount	Vendor Total:	225.00
62738	CENTERPOINT ENERGY SERVICES		4,533.51		
01 2610 321 1 002	3246863	SVS 5/1/18-5/31/18	96.93		
01 2610 321 0 000	3246863	SVS 5/1/18-5/31/18	51.52		
01 2610 321 1 005	3246863	SVS 5/1/18-5/31/18	1,453.22		
01 2610 321 1 001	3246863	SVS 5/1/18-5/31/18	942.00		
01 2610 321 2 003	3246863	SVS 5/1/18-5/31/18	1,989.84		
62738	CENTERPOINT ENERGY SERVICES		2,785.48		
01 2610 321 1 002	3290143	SVS 6/1/18-6/30/18	42.88		
01 2610 321 0 000	3290143	SVS 6/1/18-6/30/18	34.18		
01 2610 321 1 005	3290143	SVS 6/1/18-6/30/18	855.57		
01 2610 321 1 001	3290143	SVS 6/1/18-6/30/18	739.21		
01 2610 321 2 003	3290143	SVS 6/1/18-6/30/18	1,113.64		
				Vendor Total:	7,318.99
62739	CHARTER COMMUNICATIONS		94.98		
01 2213 319 0 000	010769007271	SVS 8/7/18-9/6/18 8	94.98		
62739	CHARTER COMMUNICATIONS		96.40		
01 2213 319 0 000	010790062718	SVS 7/7/18-8/6/18	96.40		
62739	CHARTER COMMUNICATIONS		52.13		
01 2320 318 0 000	010815107011	SVS 7/10/18-8/9/18 8	52.13		
				Vendor Total:	243.51
62740	CITY OF WAVERLY		373.68		
01 2610 323 1 005	1252001-0718	SVS 4/24/18-6/25/18	373.68		
62740	CITY OF WAVERLY		186.84		
01 2610 323 1 005	1252001-0818	SVS 6/25/18-7/27/18	186.84		
62740	CITY OF WAVERLY		225.59		
01 2610 323 1 005	1254001-0718	SVS 4/24/18-6/25/18	225.59		
62740	CITY OF WAVERLY		111.89		
01 2610 323 1 005	1254001-0818	SVS 6/25/18-7/27/18	111.89		
62740	CITY OF WAVERLY		197.98		
01 2610 323 0 000	1254501-0718	SVS 4/24/18-6/25/18	197.98		
62740	CITY OF WAVERLY		81.50		
01 2610 323 0 000	1254501-0818	SVS 6/25/18-7/27/18	81.50		
62740	CITY OF WAVERLY		603.25		
01 2610 323 1 002	1521001-0718	SVS 4/24/18-6/25/18	603.25		
62740	CITY OF WAVERLY		229.54		
01 2610 323 1 002	1521001-0818	SVS 6/25/18-7/27/18	229.54		
62740	CITY OF WAVERLY		399.57		
01 2610 323 2 003	1581001-0718	SVS 4/24/18-6/25/18	399.57		
62740	CITY OF WAVERLY		186.84		
01 2610 323 2 003	1581001-0818	SVS 6/25/18-7/27/18	186.84		
62740	CITY OF WAVERLY		373.68		
01 2610 323 2 003	1582001-0718	SVS 4/24/18-6/25/18	373.68		
62740	CITY OF WAVERLY		186.84		
01 2610 323 2 003	1582001-0818	SVS 6/25/18-7/27/18	186.84		
62740	CITY OF WAVERLY		1,336.94		
01 2610 323 2 003	1584001-0718	SVS 4/24/18-6/25/18	1,336.94		
62740	CITY OF WAVERLY		556.47		
01 2610 323 2 003	1584001-0818	SVS 6/25/18-7/27/18	556.47		

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
	62740 CITY OF WAVERLY		934.63	
01 2610 323 2 004	1584101-0718	SVS 4/24/18-6/25/18		934.63
	62740 CITY OF WAVERLY		395.36	
01 2610 323 2 004	1584101-0818	SVS 6/25/18-7/27/18		395.36
	62740 CITY OF WAVERLY		164.14	
01 2610 323 0 000	1590501-0718	SVS 4/24/18-6/25/18		164.14
	62740 CITY OF WAVERLY		82.07	
01 2610 323 0 000	1590501-0818	SVS 6/25/18-7/27/18		82.07
				<b>Vendor Total: 6,626.81</b>
	62741 CLINT COLTON		1,525.00	
01 2620 521 1 002	S0618	MOWING 6/1/18-6/30/18		375.00
01 2620 521 2 003	S0618	MOWING 6/1/18-6/30/18		700.00
01 2620 521 2 004	S0618	MOWING 6/1/18-6/30/18		450.00
				<b>Vendor Total: 1,525.00</b>
	62742 CORNHUSKER INTNL TRUCKS INC		479.94	
01 2750 338 0 000	3325492	BATTERIES		479.94
	62742 CORNHUSKER INTNL TRUCKS INC		483.36	
01 2750 338 0 000	3325806	CRANKCASE, FILTERS		483.36
				<b>Vendor Total: 963.30</b>
	62743 CORNHUSKER STATE INDUSTRIES		2,003.00	
01 2213 530 0 000	1123388	WS, BASIC, 30X72 WIWIREWAY LAMINATE:ELEM		309.00
01 2213 530 0 000	1123388	WS, BASIC, 24X54 WIWIREWAY LAMINATE:ELEM		249.00
01 2213 530 0 000	1123388	CABINET, OVRHD, 2DR, 54 LAMINATE: ELEMEN		371.00
01 2213 530 0 000	1123388	CENTER DRAWER, BLACK COLOR: BLACK		45.00
01 2213 530 0 000	1123388	FILE, VINI, PED, MOBILE, FF 24 PAINT: BL		183.00
01 2213 530 0 000	1123388	WS, STAND-UP, 30X36 WIWIREWAY LAMINATE:E		246.00
01 2213 530 0 000	1123388	CHR, BREATHE, ADJ ARMS, W/HR		342.00
01 2213 530 0 000	1123388	TASK LIGHT, T-5, 48, BLACK		52.00
01 2213 530 0 000	1123388	CHR, NAVIGATOR, W/ARMS FABRIC: CORE MACR		206.00
				<b>Vendor Total: 2,003.00</b>
	62744 CROSS DILLON TIRE		32.51	
01 2750 337 0 000	1	SVS CHG		32.51
	62744 CROSS DILLON TIRE		1,375.68	
01 2750 337 0 000	10075969	TIRES BUS 6		1,375.68
	62744 CROSS DILLON TIRE		75.04	
01 2750 338 0 000	10076569	ALIGNMENT VAN 14		75.04
	62744 CROSS DILLON TIRE		75.04	
01 2750 338 0 000	10076621	ALIGNMENT VAN 18		75.04
	62744 CROSS DILLON TIRE		238.56	
01 2750 338 0 000	10076767	TIE ROD & ALIGNMENT SUB 2		238.56
				<b>Vendor Total: 1,796.83</b>
	62745 CULLIGAN		34.50	
01 2320 410 0 000	94367-0718	WATER		34.50
				<b>Vendor Total: 34.50</b>
	62746 CUSTOM COOLING & HEATING, INC.		176.88	
01 2620 318 0 000	35083	AC REPAIR MAINT SHOP		176.88

Check #	Vendor Name	Amount	Account Number	Invoice	Description	Amount	
	62746 CUSTOM COOLING & HEATING, INC.	89.50					
01 2620 318 0 000	35244	AC REPAIRS - MAINT BLDG				89.50	
							<b>Vendor Total: 266.38</b>
	62747 D&D BODY & PAINT	90.00					
01 2750 338 0 000	605	DOOR LATCH				90.00	
	62747 D&D BODY & PAINT	400.00					
01 2750 338 0 000	67	BUS BODY REPAIR				400.00	
							<b>Vendor Total: 490.00</b>
	62748 DAS STATE ACCOUNTING - CENTRAL FINANCE	234.93					
01 2213 319 0 000	1121753	SVS JUN 18				234.93	
							<b>Vendor Total: 234.93</b>
	62749 DELL MARKETING	(2,690.76)					
01 2213 560 0 000	10221503133-	CREDIT				(2,690.76)	
	62749 DELL MARKETING	458.88					
01 2213 561 0 000	10252213479	Latitude 3180				458.88	
	62749 DELL MARKETING	18,364.64					
01 2213 560 0 000	10252720878*	Dell PowerEdge R740 server, 128GB memory				18,364.64	
							<b>Vendor Total: 16,132.76</b>
	62750 DJ BERRYMAN	484.46					
01 2610 530 2 003	311669-00	WATER FOUNTAIN W/ BOTTLE FILLER				484.46	
							<b>Vendor Total: 484.46</b>
	62751 DOANE COLLEGE	525.00					
01 1221 310 1 005	JARECKE-KASUSKE 18	COMP MULTISENSORY READING INSTR - JOETTA				350.00	
01 2410 310 1 002	JARECKE-KASUSKE 18	COMP MULTISENSORY READING INSTR - MELIS				175.00	
							<b>Vendor Total: 525.00</b>
	62752 DULTMEIER SALES LLC	155.13					
01 2620 521 2 003	3488706	SPRAYER PARTS				77.57	
01 2620 521 2 004	3488706	SPRAYER PARTS				77.56	
							<b>Vendor Total: 155.13</b>
	62753 EAKES OFFICE SOLUTIONS	80.00					
01 1111 410 2 004	7548013-0	SUPPLIES				80.00	
							<b>Vendor Total: 80.00</b>
	62754 EBSCO INFORMATION SERVICES	(3.46)					
01 2222 430 2 004	1429517	MAGAZINE CREDIT				(3.46)	
	62754 EBSCO INFORMATION SERVICES	(3.34)					
01 2222 430 2 004	1464959	MAGAZINE CREDIT				(3.34)	
	62754 EBSCO INFORMATION SERVICES	14.97					
01 2222 430 2 004	1560530	J-14				14.97	
							<b>Vendor Total: 8.17</b>
	62755 ECHO GROUP INC	125.60					
01 2620 520 2 004	S7676118.001	SUPPLIES				125.60	
							<b>Vendor Total: 125.60</b>
	62756 ESU #10	120.00					
01 2213 630 0 000	WS88082	Mid-Nebraska PowerSchool Conference ~ 6/				120.00	
							<b>Vendor Total: 120.00</b>
	62757 ESU #6	10,637.36					
01 1111 410 2 003	JUNE 2018	LAMINATING				69.75	

Check #	Vendor Name	Amount		Amount	
Account Number	Invoice	Description		Amount	
01 1111 410 2 004	JUNE 2018	LAMINATING		180.50	
01 2410 410 1 001	JUNE 2018	LAMINATING		226.25	
01 2410 410 1 005	JUNE 2018	LAMINATING		15.25	
01 1111 410 1 002	JUNE 2018	LAMINATING		79.75	
01 2213 310 0 000	JUNE 2018	TECH HOSTED SERVICES		105.37	
01 4410 364 0 000	JUNE 2018	HEARING RESOURCE SVS JUNE 18		646.14	
01 1215 364 1 000	JUNE 2018	HEARING RESOURCE SVS JUNE 18		9,304.35	
01 4410 310 0 000	JUNE 2018	ASD STEPS WKSHOP - SCHROEDER		10.00	
				<b>Vendor Total:</b>	<b>10,637.36</b>
62758 ESU #9			219.00		
01 2211 420 0 000	18-1120	2018 GREAT PLAINS SUMMIT		219.00	
				<b>Vendor Total:</b>	<b>219.00</b>
62759 ESU COORDINATING COUNCIL			312.00		
01 2410 410 1 005	AEPA000770	MOVIE LICENSE 18-19		312.00	
62759 ESU COORDINATING COUNCIL			312.00		
01 1111 460 2 004	AEPA000770*	Movie Site License		312.00	
62759 ESU COORDINATING COUNCIL			292.00		
01 2410 410 1 001	AEPA000770-	Movie Licensing for 18-19		292.00	
62759 ESU COORDINATING COUNCIL			292.00		
01 1111 410 1 002	AEPA000770/	2018-2019 Movie License		292.00	
				<b>Vendor Total:</b>	<b>1,208.00</b>
62760 ESU16			250.00		
01 2212 310 2 003	4905	EFFECTIVE MATH INSTRUCTION SCOTT BURNS		250.00	
				<b>Vendor Total:</b>	<b>250.00</b>
62761 FACTORY MOTOR PARTS			3.79		
01 2750 338 0 000	133-026433	FILTERS		3.79	
62761 FACTORY MOTOR PARTS			(102.97)		
01 2750 338 0 000	23-610313	RETURN PARTS		(102.97)	
62761 FACTORY MOTOR PARTS			130.30		
01 2750 338 0 000	23-611470	FORNT IMPACT SENSOR SUB 2, FILTERS		130.30	
				<b>Vendor Total:</b>	<b>31.12</b>
62762 FIREFLY COMPUTERS			3,570.00		
01 2213 560 0 000	141462	Google Chrome Management licenses.		3,570.00	
62762 FIREFLY COMPUTERS			408.00		
01 2213 560 0 000	142320	Chrome Management Licenses		408.00	
62762 FIREFLY COMPUTERS			3,196.00		
01 1111 560 2 003	142614	Lenovo 100e Chromebook		3,196.00	
62762 FIREFLY COMPUTERS			1,440.00		
01 2213 560 0 000	142735	Chrome Management Console		1,440.00	
62762 FIREFLY COMPUTERS			2,190.00		
01 1111 560 2 004	142775	Anywhere Cart AC-Plus 36 Bay Cycle Charg		2,190.00	
62762 FIREFLY COMPUTERS			3,045.00		
01 1111 560 2 004	142795	Lenovo 100e Chromebook - 11.6" LCD Chrom		3,045.00	
62762 FIREFLY COMPUTERS			1,295.00		
01 2213 560 0 000	142796	Lenovo N23 Touchscreen Chromebook Durabl		1,175.00	

Check #	Vendor Name	Amount		Amount	
Account Number	Invoice	Description		Amount	
01 2213 560 0 000	142796	Chrome Management Console		120.00	
			<b>Vendor Total:</b>		<b>15,144.00</b>
	62763 FRESHWORKS INC			2,928.00	
01 2213 460 0 000	FS40186	Subscription fee per Agent on Garden Pla		2,520.00	
01 2213 460 0 000	FS40186	Subscription fee for 250 Assets billed a		408.00	
			<b>Vendor Total:</b>		<b>2,928.00</b>
	62764 GOVCONNECTION, INC.			385.54	
01 2213 560 0 000	55958442	HoverCam Ultra 8 Document		385.54	
			<b>Vendor Total:</b>		<b>385.54</b>
	62765 HAMILTON EQUIPMENT CO			120.38	
01 2620 521 2 003	70080	TIRE		60.19	
01 2620 521 2 004	70080	TIRE		60.19	
	62765 HAMILTON EQUIPMENT CO			108.96	
01 2620 521 1 001	70081	PARTS FOR TRACTOR		21.79	
01 2620 521 1 002	70081	PARTS FOR TRACTOR		21.79	
01 2620 521 1 005	70081	PARTS FOR TRACTOR		21.79	
01 2620 521 2 003	70081	PARTS FOR TRACTOR		21.79	
01 2620 521 2 004	70081	PARTS FOR TRACTOR		21.80	
	62765 HAMILTON EQUIPMENT CO			252.58	
01 2620 521 1 001	70347	TIRE		50.52	
01 2620 521 1 002	70347	TIRE		50.52	
01 2620 521 1 005	70347	TIRE		50.52	
01 2620 521 2 003	70347	TIRE		50.51	
01 2620 521 2 004	70347	TIRE		50.51	
	62765 HAMILTON EQUIPMENT CO			100.00	
01 2620 521 1 005	8404R	SOIL FINISHER RENTAL		100.00	
	62765 HAMILTON EQUIPMENT CO			96.90	
01 2620 521 1 005	8497R	DUMP TRAILER RENTAL		96.90	
	62765 HAMILTON EQUIPMENT CO			96.90	
01 2620 521 1 001	8694R	TRAILER RENTAL		96.90	
			<b>Vendor Total:</b>		<b>775.72</b>
	62766 HEINEMANN			525.80	
01 2211 421 0 000	6925904	CALKINS UNITS OF STUDY IN WRITING BUNDLE		525.80	
	62766 HEINEMANN			2,191.20	
01 2211 421 0 000	6926052	F&P LLI ORANGE BOX AND BLUE BOX		2,191.20	
	62766 HEINEMANN			2,191.20	
01 2211 421 0 000	6926053	F&P LLI ORANGE BOX AND BLUE BOX		2,191.20	
			<b>Vendor Total:</b>		<b>4,908.20</b>
	62767 HELENA AGRI-ENTERPRISES, LLC			720.00	
01 2620 521 2 003	241417870	PROMATE		360.00	
01 2620 521 2 004	241417870	PROMATE		360.00	
	62767 HELENA AGRI-ENTERPRISES, LLC			198.00	
01 2620 521 1 001	241417948	PROMATE		18.00	
01 2620 521 1 002	241417948	PROMATE		18.00	
01 2620 521 1 005	241417948	PROMATE		18.00	
01 2620 521 2 003	241417948	PROMATE		18.00	
01 2620 521 2 004	241417948	PROMATE, RANGER PRO		126.00	
			<b>Vendor Total:</b>		<b>918.00</b>

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
62722	<b>HOMETOWN LEASING</b>		1,775.19	
01 2510 530 0 000	AUG 18-0001	COPIER LEASE PMT AUG 18		1,775.19
			<b>Vendor Total:</b>	<b>1,775.19</b>
62768	<b>HORIZON BANK</b>		132.75	
01 2750 336 0 000	PETTYCASH071	FUEL		82.97
	8			
01 2320 410 0 000	PETTYCASH071	COFFEE, PAPER CUTTER		38.96
	8			
01 2320 670 0 000	PETTYCASH071	MTG LUNCH		10.82
	8			
			<b>Vendor Total:</b>	<b>132.75</b>
62769	<b>IDEAL PURE WATER</b>		22.05	
01 2750 410 0 000	155354	WATER		22.05
62769	<b>IDEAL PURE WATER</b>		22.05	
01 2750 410 0 000	156104	WATER		22.05
62769	<b>IDEAL PURE WATER</b>		15.70	
01 2750 410 0 000	156107	WATER		15.70
62769	<b>IDEAL PURE WATER</b>		11.00	
01 2750 410 0 000	157041	WATER		11.00
62769	<b>IDEAL PURE WATER</b>		11.00	
01 2750 410 0 000	157042	WATER		11.00
			<b>Vendor Total:</b>	<b>81.80</b>
62770	<b>INDUSTRIAL SERVICES INC</b>		2,308.80	
01 2620 318 1 005	807-3250	TRASH SVS 7/1/18-7/31/18		730.05
01 2620 318 1 002	807-3250	TRASH SVS 7/1/18-7/31/18		239.65
01 2620 318 2 003	807-3250	TRASH SVS 7/1/18-7/31/18		760.55
01 2620 318 2 004	807-3250	TRASH SVS 7/1/18-7/31/18		547.85
01 2620 318 2 003	807-3250	TRASH SVS 7/1/18-7/31/18		30.70
62770	<b>INDUSTRIAL SERVICES INC</b>		41.55	
01 2620 318 1 005	807-3251	TRASH SVS 7/1/18-7/31/18		41.55
			<b>Vendor Total:</b>	<b>2,350.35</b>
62771	<b>INLAND TRUCK PARTS CO</b>		51.99	
01 2760 337 0 000	IN-077489	TAIL PIPE REDUCER BUS 28		51.99
			<b>Vendor Total:</b>	<b>51.99</b>
62772	<b>INSTRU MED</b>		165.00	
01 1215 410 1 000	693	NSNA CONVENTION		82.50
01 1215 410 2 000	693	NSNA CONVENTION		82.50
			<b>Vendor Total:</b>	<b>165.00</b>
62773	<b>INTERNATIONAL LITERACY ASSOCIATION</b>		78.00	
01 2410 630 1 002	2084630	Membership Renewal to International Lite		78.00
			<b>Vendor Total:</b>	<b>78.00</b>
62774	<b>INTERSTATE BATTERY SYSTEMS</b>		115.95	
01 2750 338 0 000	11178639	BATTERY VAN 14		115.95
			<b>Vendor Total:</b>	<b>115.95</b>
62775	<b>ISTE</b>		125.00	
01 2213 630 0 000	655984	ISTE Basic Membership		125.00
			<b>Vendor Total:</b>	<b>125.00</b>
62776	<b>JOURNEYED.COM INC</b>		3,652.79	
01 2213 460 0 000	10261053	Academic VMware vSphere 6 Essentials Plu		2,528.79
01 2213 460 0 000	10261053	Academic Production Support/Subscription		1,124.00

Check #	Vendor Name	Amount		Amount	
Account Number	Invoice	Description		Amount	
				<b>Vendor Total:</b>	<b>3,652.79</b>
62777	<b>KAPCO</b>		45.93		
01 1111 420 2 004	1353603	Kaplam Lainate 10x400		27.42	
01 1111 420 2 004	1353603	Easy Bind Clear Gloss		14.33	
01 1111 420 2 004	1353603	SHIPPING & HANDLING		4.18	
				<b>Vendor Total:</b>	<b>45.93</b>
62778	<b>KATIE STEFFEN</b>		27.25		
01 1215 670 1 000	SVS 6/5/18-6/27/18	SVS 6/5/18-6/27/18		27.25	
				<b>Vendor Total:</b>	<b>27.25</b>
62779	<b>KIDWELL INC</b>		1,490.00		
01 2213 560 0 000	131201	ACC 6 Enterprise license for up to 5 cam		1,490.00	
				<b>Vendor Total:</b>	<b>1,490.00</b>
62780	<b>KNOWBE4</b>		2,527.20		
01 2213 460 0 000	INV37618	KnowBe4 Security Awareness Training Subs		2,527.20	
				<b>Vendor Total:</b>	<b>2,527.20</b>
62781	<b>KRIS SPATH</b>		123.17		
01 1111 310 2 003	NCE CONF 2018	NCE CONF 2018		123.17	
62781	<b>KRIS SPATH</b>		498.21		
01 1111 310 2 003	NCE CONF 6/3-6/7/18	NCE CONF - SPATH		498.21	
				<b>Vendor Total:</b>	<b>621.38</b>
62723	<b>KUBOTA LEASING</b>		575.57		
01 2620 540 0 000	AUG 18-0001	UTV LEASE PMT AUG 18		575.57	
				<b>Vendor Total:</b>	<b>575.57</b>
62782	<b>LA QUINTA INN &amp; SUITES KEARNEY</b>		93.00		
01 2410 310 2 004	68542955	HOTEL - RICENBAW		93.00	
				<b>Vendor Total:</b>	<b>93.00</b>
62783	<b>LANDSCAPE ALTERNATIVES</b>		1,581.50		
01 2620 521 1 002	SPRING 2018	LANDSCAPING SPRING 2018		414.00	
01 2620 521 1 005	SPRING 2018	LANDSCAPING SPRING 2018		702.50	
01 2620 521 2 003	SPRING 2018	LANDSCAPING SPRING 2018		232.50	
01 2620 521 2 004	SPRING 2018	LANDSCAPING SPRING 2018		232.50	
				<b>Vendor Total:</b>	<b>1,581.50</b>
62784	<b>LEARNING WITHOUT TEARS</b>		1,843.05		
01 2211 420 0 000	1212196-1	WORKBOOKS, CRAYONS, CARDS, PENCILS		1,843.05	
				<b>Vendor Total:</b>	<b>1,843.05</b>
62785	<b>LINCOLN ELECTRIC SYSTEM</b>		1,539.54		
01 2610 322 2 003	023814703-0718	SVS 6/1/18-6/30/18		1,539.54	
62785	<b>LINCOLN ELECTRIC SYSTEM</b>		5,488.99		
01 2610 322 2 004	023832404-0718	SVS 6/1/18-6/30/18		5,488.99	
62785	<b>LINCOLN ELECTRIC SYSTEM</b>		2,389.62		
01 2610 322 2 004	023832504-0718	SVS 6/1/18-6/30/18		2,389.62	
62785	<b>LINCOLN ELECTRIC SYSTEM</b>		16,619.76		
01 2610 322 2 003	942809903-0718	SVS 6/1/18-6/30/18		16,619.76	
62785	<b>LINCOLN ELECTRIC SYSTEM</b>		26.10		

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2610 322 1 005	944800203-0718	SVS 6/21/18-7/20/18		26.10
62785 LINCOLN	ELECTRIC SYSTEM		2,431.83	
01 2610 322 1 005	944800303-0718	SVS 6/1/18-6/30/18		2,431.83
62785 LINCOLN	ELECTRIC SYSTEM		314.38	
01 2610 322 1 005	944800403-0718	SVS 6/21/18-7/20/18		314.38
62785 LINCOLN	ELECTRIC SYSTEM		110.91	
01 2610 322 1 005	944800503-0718	SVS 6/21/18-7/20/18		110.91
62785 LINCOLN	ELECTRIC SYSTEM		27.83	
01 2610 322 1 005	944800603-0718	SVS 6/21/18-7/20/18		27.83
62785 LINCOLN	ELECTRIC SYSTEM		2,805.52	
01 2610 322 1 005	944800703-0718	SVS 6/1/18-6/30/18		2,805.52
62785 LINCOLN	ELECTRIC SYSTEM		92.23	
01 2610 322 1 005	944800803-0718	SVS 6/21/18-7/20/18		92.23
62785 LINCOLN	ELECTRIC SYSTEM		167.11	
01 2610 322 0 000	944800903-0718	SVS 6/21/18-7/20/18		167.11
62785 LINCOLN	ELECTRIC SYSTEM		165.21	
01 2610 322 0 000	944801003-0718	SVS 6/21/18-7/20/18		165.21
62785 LINCOLN	ELECTRIC SYSTEM		2,381.76	
01 2610 322 1 005	944801103-0718	SVS 6/1/18-6/30/18		2,381.76
		<b>Vendor Total:</b>		<b>34,560.79</b>
62786 LINCOLN	TRUCK CENTER		471.49	
01 2760 337 0 000	532356B	POWER STEERING PUMP BUS 28		471.49
62786 LINCOLN	TRUCK CENTER		32.08	
01 2750 338 0 000	532997B	CHARGE AIR COOLER HOSES BUS 3, 6		32.08
62786 LINCOLN	TRUCK CENTER		160.47	
01 2750 338 0 000	534213B	STERRING LINK		160.47
62786 LINCOLN	TRUCK CENTER		192.39	
01 2760 337 0 000	534232B	DRAG LINK BUS 28		192.39
62786 LINCOLN	TRUCK CENTER		17,381.71	
01 2750 338 0 000	930388	ENGINE BUS 3		17,381.71
62786 LINCOLN	TRUCK CENTER		(160.47)	
01 2750 338 0 000	CM534213B	CREDIT		(160.47)
		<b>Vendor Total:</b>		<b>18,077.67</b>
62787 LINCOLN	WINNELSON CO		63.47	
01 2620 520 2 003	650715 00	DRINKING FOUNTAIN PROJECT		63.47
62787 LINCOLN	WINNELSON CO		71.68	
01 2620 520 2 003	650868 00	DRINKING FOUNTAIN PROJECT		71.68
62787 LINCOLN	WINNELSON CO		160.00	
01 2620 520 2 003	651021 00	LABS		160.00
62787 LINCOLN	WINNELSON CO		31.72	
01 2620 520 2 003	651046 00	DRINKING FOUNTAIN PROJECT		31.72
62787 LINCOLN	WINNELSON CO		7.76	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2620 520 2 003	651335 00	DRINKING FOUNTAIN PROJECT		7.76
	62787 LINCOLN WINNELSON CO		14.18	
01 2620 520 2 003	651476 00	TRAINING ROOM ICE MACHINE		14.18
	62787 LINCOLN WINNELSON CO		117.92	
01 2620 520 2 003	652144 00	COMMONS AREA BOYS RR		117.92
	62787 LINCOLN WINNELSON CO		37.02	
01 2620 520 1 001	652268 00	ICE MAKER PARTS		37.02
				<b>Vendor Total:</b>
				<b>503.75</b>
	62724 MADISON NATIONAL LIFE INSURANCE CO INC		398.20	
01 2213 260 0 000	LIFE- AUG - LIFE INSURANCE 0001			3.00
01 1100 260 1 001	LIFE- AUG - LIFE INSURANCE 0001			4.80
01 1100 260 1 002	LIFE- AUG - LIFE INSURANCE 0001			12.00
01 1101 260 1 001	LIFE- AUG - LIFE INSURANCE 0001			7.20
01 1101 260 1 002	LIFE- AUG - LIFE INSURANCE 0001			12.00
01 1102 260 1 001	LIFE- AUG - LIFE INSURANCE 0001			4.80
01 1102 260 1 002	LIFE- AUG - LIFE INSURANCE 0001			9.60
01 1150 260 1 002	LIFE- AUG - LIFE INSURANCE 0001			1.20
01 1150 260 1 005	LIFE- AUG - LIFE INSURANCE 0001			0.72
01 1150 260 2 004	LIFE- AUG - LIFE INSURANCE 0001			0.40
01 1160 260 1 002	LIFE- AUG - LIFE INSURANCE 0001			1.20
01 1160 260 1 001	LIFE- AUG - LIFE INSURANCE 0001			6.00
01 4310 260 0 000	LIFE- AUG - LIFE INSURANCE 0001			2.40
01 2760 260 0 000	LIFE- AUG - LIFE INSURANCE 0001			0.98
01 3540 260 1 001	LIFE- AUG - LIFE INSURANCE 0001			2.40
01 4211 260 1 001	LIFE- AUG - LIFE INSURANCE 0001			2.40
01 4211 260 1 005	LIFE- AUG - LIFE INSURANCE 0001			1.68
01 4404 260 0 000	LIFE- AUG - LIFE INSURANCE 0001			4.56
01 4410 260 0 000	LIFE- AUG - LIFE INSURANCE 0001			2.40
01 2410 260 1 001	LIFE- AUG - LIFE INSURANCE 0001			3.00
01 2410 260 1 002	LIFE- AUG - LIFE INSURANCE 0001			3.00
01 2410 260 1 005	LIFE- AUG - LIFE INSURANCE 0001			3.00
01 2410 260 2 003	LIFE- AUG - LIFE INSURANCE 0001			7.50
01 2410 260 2 004	LIFE- AUG - LIFE INSURANCE 0001			6.00
01 2750 260 0 000	LIFE- AUG - LIFE INSURANCE 0001			0.98

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2222 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	1.44
01 2222 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	1.44
01 2222 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	0.96
01 2222 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 2222 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	1.99
01 2320 260 0 000	LIFE- AUG -	LIFE INSURANCE	0001	9.00
01 2120 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 2120 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 2120 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	3.60
01 2120 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 2190 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	1.50
01 2211 260 0 000	LIFE- AUG -	LIFE INSURANCE	0001	3.00
01 1450 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1460 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	2.50
01 1460 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	1.90
01 1480 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	4.46
01 1480 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.81
01 2120 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	1.20
01 1223 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1225 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1310 260 0 000	LIFE- AUG -	LIFE INSURANCE	0001	0.29
01 1315 260 0 000	LIFE- AUG -	LIFE INSURANCE	0001	1.75
01 1430 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1430 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1221 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	4.80
01 1221 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	11.23
01 1221 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	9.60
01 1222 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	1.20
01 1222 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1222 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1216 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	1.20

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 1216 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	1.20
01 1216 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	0.48
01 1217 260 0 000	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1221 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	6.00
01 1221 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	6.00
01 1194 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	0.70
01 1194 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	1.58
01 1194 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1212 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	1.20
01 1214 260 0 000	LIFE- AUG -	LIFE INSURANCE	0001	3.00
01 1216 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	1.92
01 1193 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1193 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1193 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	1.20
01 1193 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	0.79
01 1193 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.02
01 1194 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	0.12
01 1169 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1190 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	0.94
01 1190 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	0.86
01 1190 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	0.60
01 1190 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1190 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1168 260 1 001	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1168 260 1 002	LIFE- AUG -	LIFE INSURANCE	0001	2.40
01 1168 260 1 005	LIFE- AUG -	LIFE INSURANCE	0001	1.20
01 1168 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	4.03
01 1168 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	2.81
01 1169 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	1.10
01 1124 260 2 004	LIFE- AUG -	LIFE INSURANCE	0001	0.41
01 1127 260 2 003	LIFE- AUG -	LIFE INSURANCE	0001	0.34

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>
		<u>Amount</u>
01 1130 260 2 003	LIFE- AUG - 0001	LIFE INSURANCE 7.54
01 1140 260 2 003	LIFE- AUG - 0001	LIFE INSURANCE 11.40
01 1153 260 2 003	LIFE- AUG - 0001	LIFE INSURANCE 12.00
01 1155 260 2 003	LIFE- AUG - 0001	LIFE INSURANCE 2.40
01 1106 260 2 004	LIFE- AUG - 0001	LIFE INSURANCE 13.58
01 1107 260 2 004	LIFE- AUG - 0001	LIFE INSURANCE 15.58
01 1108 260 2 004	LIFE- AUG - 0001	LIFE INSURANCE 13.58
01 1110 260 2 003	LIFE- AUG - 0001	LIFE INSURANCE 12.00
01 1114 260 2 003	LIFE- AUG - 0001	LIFE INSURANCE 1.20
01 1124 260 2 003	LIFE- AUG - 0001	LIFE INSURANCE 7.73
01 1103 260 1 001	LIFE- AUG - 0001	LIFE INSURANCE 7.20
01 1103 260 1 005	LIFE- AUG - 0001	LIFE INSURANCE 12.00
01 1104 260 1 001	LIFE- AUG - 0001	LIFE INSURANCE 2.40
01 1104 260 1 005	LIFE- AUG - 0001	LIFE INSURANCE 12.00
01 1105 260 1 001	LIFE- AUG - 0001	LIFE INSURANCE 2.40
01 1105 260 1 005	LIFE- AUG - 0001	LIFE INSURANCE 9.60
62724	<b>MADISON NATIONAL LIFE INSURANCE CO INC</b>	2,412.19
01 4410 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY 13.02
01 1150 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY 7.45
01 1150 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY 4.88
01 1150 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY 2.46
01 1160 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY 7.45
01 1160 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY 37.29
01 2750 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY 6.69
01 2760 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY 6.69
01 3540 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY 10.01
01 4211 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY 12.46
01 4211 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY 11.40
01 4404 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY 29.17
01 2320 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY 58.81
01 2410 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY 20.00

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
01 2410 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	21.43	
01 2410 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	22.48	
01 2410 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	59.32	
01 2410 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	42.90	
01 2211 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY	26.49	
01 2222 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	6.76	
01 2222 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	8.67	
01 2222 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	4.51	
01 2222 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	16.01	
01 2222 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	13.78	
01 2120 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.97	
01 2120 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	13.93	
01 2120 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	16.72	
01 2120 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	27.78	
01 2120 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	16.74	
01 2190 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	10.58	
01 1430 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	12.80	
01 1450 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	17.22	
01 1460 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	11.99	
01 1460 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	9.81	
01 1480 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	27.55	
01 1480 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	13.01	
01 1222 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	15.65	
01 1223 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	14.71	
01 1225 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	14.52	
01 1310 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY	1.85	
01 1315 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY	11.83	
01 1430 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	15.01	
01 1221 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	36.47	
01 1221 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	28.98	
01 1221 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	70.43	

<u>Check #</u>	<u>Vendor Name</u>		<u>Amount</u>
<u>Account</u>	<u>Number</u>	<u>Invoice</u>	<u>Description</u>
			<u>Amount</u>
01 1221 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	63.75
01 1222 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.57
01 1222 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	16.72
01 1216 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	13.37
01 1216 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.23
01 1216 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.23
01 1216 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	3.34
01 1217 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY	17.26
01 1221 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	37.39
01 1194 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	0.86
01 1194 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	5.49
01 1194 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	13.37
01 1194 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	17.80
01 1212 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	9.57
01 1214 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY	22.13
01 1190 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	14.62
01 1193 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	9.70
01 1193 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	11.23
01 1193 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.47
01 1193 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	5.30
01 1193 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	12.41
01 1169 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.34
01 1169 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	11.89
01 1190 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	4.72
01 1190 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	4.36
01 1190 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	3.03
01 1190 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	16.55
01 1155 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	16.75
01 1168 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	10.01
01 1168 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	14.17
01 1168 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.47

Check #	Vendor Name	Amount		
Account Number	Invoice	Description	Amount	
01 1168 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	31.14	
01 1168 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	15.50	
01 1124 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	43.20	
01 1124 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	2.59	
01 1127 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	2.36	
01 1130 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	48.83	
01 1140 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	76.90	
01 1153 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	70.72	
01 1105 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	61.99	
01 1106 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	74.83	
01 1107 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	85.77	
01 1108 290 2 004	LTD- JUL 1- 0002	LONG TERM DISABILITY	88.71	
01 1110 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	69.90	
01 1114 290 2 003	LTD- JUL 1- 0002	LONG TERM DISABILITY	7.01	
01 1102 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	53.20	
01 1103 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	34.56	
01 1103 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	55.11	
01 1104 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	16.88	
01 1104 290 1 005	LTD- JUL 1- 0002	LONG TERM DISABILITY	64.99	
01 1105 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	11.29	
01 4310 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY	9.16	
01 2213 290 0 000	LTD- JUL 1- 0002	LONG TERM DISABILITY	20.00	
01 1100 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	19.94	
01 1100 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	66.10	
01 1101 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	44.82	
01 1101 290 1 002	LTD- JUL 1- 0002	LONG TERM DISABILITY	66.78	
01 1102 290 1 001	LTD- JUL 1- 0002	LONG TERM DISABILITY	24.13	
			<b>Vendor Total:</b>	<b>2,810.39</b>
62788 MAILFINANCE		1,140.00		
01 2510 341 0 000	N7223687	LEASE PMT MAY 18 - NOV 18	1,140.00	
			<b>Vendor Total:</b>	<b>1,140.00</b>
62789 MATHESON-LINWELD		46.00		
01 2620 520 0 000	51327397	CYLINDER RENTAL 6/1/18-6/30/18	46.00	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
62789	MATHESON-LINWELD		91.44	
01 2750 410 0 000	51327398	CYLINDER RENTAL 6/1/18-6/30/18		91.44
			<b>Vendor Total:</b>	<b>137.44</b>
62790	MATTICE LOCK AND SAFE		40.00	
01 2620 520 1 002	110644	KEYS		40.00
62790	MATTICE LOCK AND SAFE		201.12	
01 2620 520 2 003	110645	LOCKSETS, DOOR CLOSERS		201.12
62790	MATTICE LOCK AND SAFE		26.85	
01 2620 520 1 001	110649	KEYS		26.85
62790	MATTICE LOCK AND SAFE		13.00	
01 2620 520 2 003	110690	KEYS		13.00
			<b>Vendor Total:</b>	<b>280.97</b>
62791	MCGRAW HILL		5,316.95	
01 2211 421 0 000	103643080001	AP CHEM BOOKS		5,316.95
			<b>Vendor Total:</b>	<b>5,316.95</b>
62792	MENARDS LINCOLN-NORTH		16.30	
01 2620 520 2 003	15364	PARTS		16.30
62792	MENARDS LINCOLN-NORTH		14.95	
01 2620 520 2 003	16291	SUPPLIES		14.95
62792	MENARDS LINCOLN-NORTH		89.29	
01 2620 520 2 004	16307	SUPPLIES		89.29
62792	MENARDS LINCOLN-NORTH		34.64	
01 2620 530 0 000	16308	TOOLS		34.64
62792	MENARDS LINCOLN-NORTH		24.99	
01 2620 530 0 000	16837	WRENCH		24.99
62792	MENARDS LINCOLN-NORTH		14.95	
01 2620 520 2 004	16839	PARTS		14.95
			<b>Vendor Total:</b>	<b>195.12</b>
62793	NASB		155.00	
01 2310 310 0 000	44618	SCHOOL LAW SEMINAR - LANDON		155.00
			<b>Vendor Total:</b>	<b>155.00</b>
62794	NAVIANCE INC		6,422.00	
01 2211 460 0 000	INV00051553	3 YR CONTRACT		3,422.00
01 2120 412 2 004	INV00051553	MS NAVIANCE		1,500.00
01 1111 460 2 003	INV00051553	HS NAVIANCE		1,500.00
			<b>Vendor Total:</b>	<b>6,422.00</b>
62795	NEBRASKA CENTRAL EQUIPMENT INC		919.48	
01 2750 338 0 000	0158888-IN	STEERING COLUMN BUS 3		919.48
			<b>Vendor Total:</b>	<b>919.48</b>
62796	NMC EXCHANGE LLC		2,863.59	
01 2750 338 0 000	INV255399	INJECTORS BUS 4		2,863.59
			<b>Vendor Total:</b>	<b>2,863.59</b>
62797	NWEA		2,000.00	
01 2211 421 0 000	5713	MAP GROWTH		2,000.00
			<b>Vendor Total:</b>	<b>2,000.00</b>
62802	O'REILLY AUTOMOTIVE STORES INC		63.86	
01 2760 337 0 000	0360-425756	ING COIL CAR 35		63.86
62802	O'REILLY AUTOMOTIVE STORES INC		263.74	
01 2750 338 0 000	0360-426846	FILTERS, PARTS		263.74
62802	O'REILLY AUTOMOTIVE STORES INC		61.29	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2750 338 0 000	0360-428063	BLOWER RESTR, U-JOINT SUB 2		61.29
	62802 O'REILLY AUTOMOTIVE STORES INC		52.77	
01 2750 338 0 000	0360-429114	PARTS		52.77
	62802 O'REILLY AUTOMOTIVE STORES INC		32.63	
01 2750 338 0 000	0360-429300	BLOWER RESTR SUB 1		32.63
	62798 OFFICE DEPOT		43.09	
				<b>Vendor Total: 474.29</b>
01 2320 410 0 000	161907105001	BROTHER M-231 BLACK-ON-WHITE LABEL MACHI		6.72
01 2320 410 0 000	161907105001	SHARPIE ACCENT HIGHLIGHTERS		6.03
01 2320 410 0 000	161907105001	EXACT VELLUM BRISTOL COVER STOCK		18.89
01 2320 410 0 000	161907105001	PAPER MATE WHITE OUT		4.46
01 2320 410 0 000	161907105001	FORAY BLUE PENS		6.99
	62798 OFFICE DEPOT		6.99	
01 2320 410 0 000	161907379001	FORAY BLACK PENS		6.99
	62798 OFFICE DEPOT		408.02	
01 2320 410 0 000	166681759001	SHARPIE LIQUID ACCENT HIGHLIGHTERS		8.85
01 2320 410 0 000	166681759001	WRITING PADS		11.60
01 2320 410 0 000	166681759001	PLASTIC CHAIR MATS		387.57
				<b>Vendor Total: 458.10</b>
	62799 OMAHA PUBLIC POWER DISTRICT		5,740.36	
01 2610 322 1 001	8764000061-0718	SVS 6/21/18-7/24/18		5,740.36
				<b>Vendor Total: 5,740.36</b>
	62800 ONE CALL CONCEPTS INC		14.01	
01 2213 319 0 000	8060525	LOCATES JUNE 18		14.01
				<b>Vendor Total: 14.01</b>
	62801 ONE SOURCE		625.50	
01 2310 319 0 000	3524-20180630	SVS JUNE 18		625.50
				<b>Vendor Total: 625.50</b>
	62803 ORKIN PEST CONTROL		208.11	
01 2620 318 2 003	173164402	QTRLY PEST CONTROL SVS		208.11
				<b>Vendor Total: 208.11</b>
	62804 PAVERS INC		620.54	
01 2750 338 0 000	105189	ROCK FOR BUS BARN		620.54
				<b>Vendor Total: 620.54</b>
	62805 PAYFLEX		442.25	
01 2310 319 0 000	21014-1157434	SVS 6/1/18-6/30/18		442.25
				<b>Vendor Total: 442.25</b>
	62806 PEARSON EDUCATION		5,133.59	
01 2211 421 0 000	7026283959	THE PROSE READER		3,628.86
01 1111 420 2 003	7026283959	THE PROSE READER		1,504.73
				<b>Vendor Total: 5,133.59</b>
	62807 PERMA-BOUND		559.00	
01 1111 420 2 004	1783538-00	Westing Game #ISBN 978-0-14-240120-0		559.00
				<b>Vendor Total: 559.00</b>
	62808 PERRY GUTHERY HAASE & GESSFORD		4,460.00	
01 2310 317 0 000	354	SVS 5/24/18-6/24/18		4,460.00

Check #	Vendor Name	Amount		Amount	
Account Number	Invoice	Description		Vendor Total:	
	<b>62809 PLAINS EQUIPMENT GROUP</b>		149.48		<b>4,460.00</b>
01 2620 521 1 001	2026126	BLADES, FILTER JD 1550		29.90	
01 2620 521 1 002	2026126	BLADES, FILTER JD 1550		29.90	
01 2620 521 1 005	2026126	BLADES, FILTER JD 1550		29.90	
01 2620 521 2 003	2026126	BLADES, FILTER JD 1550		29.89	
01 2620 521 2 004	2026126	BLADES, FILTER JD 1550		29.89	
				<b>Vendor Total:</b>	<b>149.48</b>
	<b>62810 PRESTO X COMPANY</b>		45.50		
01 2620 318 1 002	8298705	PEST CONTROL SVS 6/22/18		45.50	
	<b>62810 PRESTO X COMPANY</b>		48.00		
01 2620 318 1 005	8298706	PEST CONTROL SVS 6/22/18		48.00	
	<b>62810 PRESTO X COMPANY</b>		48.00		
01 2620 318 2 003	8298707	PEST CONTROL SVS 6/22/18		48.00	
	<b>62810 PRESTO X COMPANY</b>		45.50		
01 2620 318 1 001	8389316	PEST CONTROL SVS 7/12/18		45.50	
	<b>62810 PRESTO X COMPANY</b>		48.00		
01 2620 318 2 003	8425476	PEST CONTROL SVS 7/13/18		48.00	
	<b>62810 PRESTO X COMPANY</b>		48.00		
01 2620 318 2 004	8426477	PEST CONTROL SVS 7/13/18		48.00	
	<b>62810 PRESTO X COMPANY</b>		48.00		
01 2620 318 1 005	8426478	PEST CONTROL SVS 7/13/18		48.00	
	<b>62810 PRESTO X COMPANY</b>		45.50		
01 2620 318 1 002	8426479	PEST CONTROL SVS 7/13/18		45.50	
				<b>Vendor Total:</b>	<b>376.50</b>
	<b>62811 REAMS</b>		334.61		
01 2620 521 2 003	S1413443.001	SPRINKLER PARTS		334.61	
				<b>Vendor Total:</b>	<b>334.61</b>
	<b>62812 RECYCLING ENTERPRISES OF NE, INC.</b>		365.00		
01 2620 318 1 002	18A2961	RECYCLING SVS 8/1/18-8/30/18		65.00	
01 2620 318 1 005	18A2961	RECYCLING SVS 8/1/18-8/30/18		65.00	
01 2620 318 2 004	18A2961	RECYCLING SVS 8/1/18-8/30/18		65.00	
01 2620 318 2 003	18A2961	RECYCLING SVS 8/1/18-8/30/18		85.00	
01 2620 318 1 001	18A2961	RECYCLING SVS 8/1/18-8/30/18		85.00	
				<b>Vendor Total:</b>	<b>365.00</b>
	<b>62813 RUSS'S MARKET EXPRESS</b>		5.97		
01 2320 410 0 000	1052	SUPPLIES		5.97	
	<b>62813 RUSS'S MARKET EXPRESS</b>		13.27		
01 2620 520 2 003	1486	SUPPLIES		13.27	
				<b>Vendor Total:</b>	<b>19.24</b>
	<b>62814 SAFETY-KLEEN SYSTEMS INC</b>		302.10		
01 2750 336 0 000	7738135	HAZARDOUS FLUIDS PICK UP		241.68	
01 2760 336 0 000	7738135	HAZARDOUS FLUIDS PICK UP		60.42	
				<b>Vendor Total:</b>	<b>302.10</b>
	<b>62815 SCHAEFER'S-REPAIR CENTER</b>		16.28		
01 2620 520 2 003	31697	DRYER BELT		16.28	
				<b>Vendor Total:</b>	<b>16.28</b>
	<b>62816 SCHOLASTIC INC</b>		3,248.09		

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2211 421 0 000	17380640	COMP CLUBS COMPLETE GRADE 4 SET		3,248.09
			<b>Vendor Total:</b>	<b>3,248.09</b>
62817 SCHOOL DISTRICT #145-IMPREST				475.00
01 2320 410 0 000	ASI SIGNAGE 7/31/18	DEPOSIT FOR NEW CO ADDRESS SIGNAGE		475.00
62817 SCHOOL DISTRICT #145-IMPREST				390.00
01 2213 560 0 000	GPS PRINTERS	HP LaserJet M402n printer		330.00
01 2213 560 0 000	GPS PRINTERS	HP 26A CF226A Black for HP-M402		20.00
01 2213 560 0 000	GPS PRINTERS	HP 26A CF226X Black for HP-M402		40.00
62817 SCHOOL DISTRICT #145-IMPREST				130.43
01 2410 410 1 005	SAMS 7/6/18	Frito-Lay Classic Mix Chips Variety Pack		76.32
01 2410 410 1 005	SAMS 7/6/18	Goldfish Snack Packs - 30 ct		54.11
62817 SCHOOL DISTRICT #145-IMPREST				180.00
01 1221 310 1 001	STARK/DOANE 2018	CMR INSTRUCTION COURSE MATERIALS		180.00
62817 SCHOOL DISTRICT #145-IMPREST				80.00
01 2620 318 0 000	WASTE PERMIT 2018	WASTE DISPOSAL PERMIT		80.00
			<b>Vendor Total:</b>	<b>1,255.43</b>
62819 SCHOOL DISTRICT 145 DEPRECIATION FUND				165,000.00
01 2750 550 0 000	VEHICLES/UNI FORMS 18	FUTURE PURCH OF VEHICLES		145,000.00
01 1194 410 2 003	VEHICLES/UNI FORMS 18	FUTURE PURCH OF BAND UNIFORMS		20,000.00
			<b>Vendor Total:</b>	<b>165,000.00</b>
62818 SCHOOL DISTRICT 145				176.75
01 2320 410 0 000	CHECKS 6/13/18	IMPREST ACCOUNT CHECKS		176.75
			<b>Vendor Total:</b>	<b>176.75</b>
62820 SHREDDING SOLUTIONS				222.56
01 2620 318 0 000	734-243	PAPER SHREDDING		222.56
			<b>Vendor Total:</b>	<b>222.56</b>
62821 SIEMENS INDUSTRY, INC.				1,355.00
01 2620 318 2 003	5445108835	REPAIRS		1,355.00
			<b>Vendor Total:</b>	<b>1,355.00</b>
62822 SIRIUS COMPUTER SOLUTIONS INC				16,078.84
01 2213 460 0 000	IN426195	MERAKI		1,523.75
01 2213 460 0 000	IN426195	MERAKI		14,555.09
			<b>Vendor Total:</b>	<b>16,078.84</b>
62823 SMART APPLE MEDIA				423.68
01 2222 430 2 003	ARU0250421	Non Fiction Books, various (14)		408.68
01 2222 430 2 003	ARU0250421	Handling Fee		15.00
			<b>Vendor Total:</b>	<b>423.68</b>
62824 SOFTWARE UNLIMITED INC				4,750.00
01 2320 460 0 000	2018-2019	SVS 9/1/18-8/31/19		4,750.00
			<b>Vendor Total:</b>	<b>4,750.00</b>
62825 SOUTHERN CARLSON				(1.27)
01 2620 530 0 000	OM16043713	CREDIT		(1.27)

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
62825	SOUTHERN CARLSON			318.88
01 2620 530 0 000	OM16113071	TOOLS		318.88
62825	SOUTHERN CARLSON			14.86
01 2620 520 2 003	OM16116615	SUPPLIES		14.86
62825	SOUTHERN CARLSON			399.00
01 2620 530 0 000	OM16116623	TOOLS		399.00
62825	SOUTHERN CARLSON			(7.25)
01 2620 530 0 000	OM16140649	CREDIT		(7.25)
			<b>Vendor Total:</b>	<b>724.22</b>
62826	SPECTRUM PAINT			21.90
01 2620 520 2 004	804832976	PAINT		21.90
			<b>Vendor Total:</b>	<b>21.90</b>
62827	STEPHENSON TRUCK REPAIR			1,852.00
01 2750 338 0 000	19875	BODY REPAIRS BUS 1		1,852.00
			<b>Vendor Total:</b>	<b>1,852.00</b>
62828	SUNBELT RENTALS			650.00
01 2620 530 0 000	80344916-0001	HAMMER DRILL		650.00
62828	SUNBELT RENTALS			227.85
01 2620 318 1 001	80470457-0001	MANLIFT RENTAL		227.85
			<b>Vendor Total:</b>	<b>877.85</b>
62829	SUPPLYWORKS			22.18
01 2620 520 0 000	443464656	SUPPLIES		22.18
62829	SUPPLYWORKS			54.72
01 2610 410 1 005	444308928	SUPPLIES		54.72
62829	SUPPLYWORKS			405.37
01 2610 410 1 005	444487383	SUPPLIES		405.37
62829	SUPPLYWORKS			21.80
01 2610 410 2 004	444818975	SUPPLIES		21.80
62829	SUPPLYWORKS			28.14
01 2610 410 1 005	444818983	SUPPLIES		28.14
62829	SUPPLYWORKS			50.81
01 2610 410 2 004	444818991	SUPPLIES		50.81
62829	SUPPLYWORKS			209.12
01 2610 410 1 005	444819007	SUPPLIES		209.12
62829	SUPPLYWORKS			(15.39)
01 2610 410 2 003	444989537	SUPPLIES CREDIT		(15.39)
62829	SUPPLYWORKS			3,072.30
01 1111 530 1 002	444989545	ARMADA BRC As per attached quote		3,072.30
62829	SUPPLYWORKS			10.20
01 2610 410 1 005	444989552	SUPPLIES		10.20
62829	SUPPLYWORKS			158.22
01 2610 410 1 005	445326044	SUPPLIES		158.22
62829	SUPPLYWORKS			322.11
01 2610 410 1 002	445326051	SUPPLIES		322.11
62829	SUPPLYWORKS			15.39
01 2610 410 2 003	44599569	SUPPLIES		15.39
62829	SUPPLYWORKS			78.83
01 2610 410 1 002	446034373	SUPPLIES		78.83

Check #	Vendor Name	Account Number	Invoice	Description	Amount	Amount
	62829 SUPPLYWORKS				6.60	
01 2610 410 2 004		446217002		SUPPLIES		6.60
	62829 SUPPLYWORKS				347.48	
01 2610 410 1 005		446398885		SUPPLIES		347.48
	62829 SUPPLYWORKS				1,215.81	
01 2610 410 2 004		446398893		SUPPLIES		1,215.81
	62829 SUPPLYWORKS				8.40	
01 2610 410 2 004		446584534		SUPPLIES		8.40
	62829 SUPPLYWORKS				48.72	
01 2610 410 2 004		446968885		SUPPLIES		48.72
	62829 SUPPLYWORKS				169.43	
01 2610 410 1 005		446968893		SUPPLIES		169.43
	62829 SUPPLYWORKS				191.52	
01 2610 410 1 005		446968901		SUPPLIES		191.52
	62829 SUPPLYWORKS				420.98	
01 2610 410 1 002		446968919		SUPPLIES		420.98
	62829 SUPPLYWORKS				151.41	
01 2610 410 1 001		446968927		SUPPLIES		151.41
	62829 SUPPLYWORKS				19.93	
01 2610 410 1 001		447334988		SUPPLIES		19.93
	62829 SUPPLYWORKS				244.13	
01 2610 410 1 005		447334996		SUPPLIES		244.13
	62829 SUPPLYWORKS				(19.93)	
01 2610 410 1 001		447533456		SUPPLIES		(19.93)
	62829 SUPPLYWORKS				20.48	
01 2610 410 1 005		447533464		SUPPLIES		20.48
	62829 SUPPLYWORKS				14.25	
01 2610 410 2 003		447895459		SUPPLIES		14.25
	62829 SUPPLYWORKS				117.00	
01 2610 410 2 003		447895467		SUPPLIES		117.00
	62829 SUPPLYWORKS				302.23	
01 2610 410 1 005		447895475		SUPPLIES		302.23
	62829 SUPPLYWORKS				13.56	
01 2610 410 2 003		448079012		SUPPLIES		13.56
	62829 SUPPLYWORKS				149.05	
01 2610 410 1 005		448454561		SUPPLIES		149.05
	62829 SUPPLYWORKS				210.40	
01 2610 410 1 005		448454579		SUPPLIES		210.40
						<b>Vendor Total: 8,065.25</b>
	62830 SUSAN RIDDLE				40.98	
01 2213 670 0 000		5/14/18-6/5/18		MILEAGE 5/14/18-6/5/18		40.98
	62830 SUSAN RIDDLE				41.14	
01 2213 670 0 000		6/6/18-6/29/18		MILEAGE 6/6/18-6/29/18		41.14
						<b>Vendor Total: 82.12</b>
	62831 TCI				3,294.00	
01 2211 421 0 000		INV41572		US THROUGH INDUSTRIALISM		3,294.00
						<b>Vendor Total: 3,294.00</b>
	62832 TJ CABLE & UNDERGROUND SVS, LLC				700.00	

Check #	Vendor Name	Amount		Amount
Account Number	Invoice	Description		Amount
01 2213 319 0 000	TJ2018-1205	JUNE 2018 LOCATES		700.00
			<b>Vendor Total:</b>	<b>700.00</b>
	62833 TRACY MCCOY			35.43
01 1215 670 1 000	3/12/18-5/22/18	MILEAGE 3/12/18-5/22/18		35.43
	62833 TRACY MCCOY			35.97
01 1215 670 1 000	6/5/18-6/19/18	MILEAGE 6/5/18-6/19/18		35.97
	62833 TRACY MCCOY			35.97
01 1215 670 1 000	7/10/18-7/24/18	SVS 7/10/18-7/24/18		35.97
			<b>Vendor Total:</b>	<b>107.37</b>
	62834 TRANE COMPANY			1,011.63
01 2620 318 1 001	39132640	REPLACE SQUIRREL CAGE ON UNIT		1,011.63
	62834 TRANE COMPANY			7,733.83
01 2620 318 1 001	39156910	SVS 7/1/18-7/31/18		1,546.77
01 2620 318 1 002	39156910	SVS 7/1/18-7/31/18		1,546.77
01 2620 318 1 005	39156910	SVS 7/1/18-7/31/18		1,546.76
01 2620 318 2 003	39156910	SVS 7/1/18-7/31/18		1,546.76
01 2620 318 2 004	39156910	SVS 7/1/18-7/31/18		1,546.77
	62834 TRANE COMPANY			456.00
01 2620 318 1 002	39170281	AC REPAIR		456.00
	62834 TRANE COMPANY			483.50
01 2620 318 1 002	39170292	AC REPAIR		483.50
	62834 TRANE COMPANY			255.50
01 2620 318 1 005	39205869	REPAIRS		255.50
			<b>Vendor Total:</b>	<b>9,940.46</b>
	62835 UNITE PRIVATE NETWORKS LLC			1,574.84
01 1111 460 1 001	SI-18-006046	ETHERNET SVS 7/1/18-7/31/18		882.34
01 1111 460 2 003	SI-18-006046	ETHERNET SVS 7/1/18-7/31/18		692.50
			<b>Vendor Total:</b>	<b>1,574.84</b>
	62725 USPS TMS #246043			1,500.00
01 2510 341 0 000	TMS#246043-0064	POSTAGE AUG 18		1,500.00
			<b>Vendor Total:</b>	<b>1,500.00</b>
	62836 VALENTINO'S			88.77
01 2211 690 0 000	IN000174825	MEETING LUNCH		88.77
			<b>Vendor Total:</b>	<b>88.77</b>
	62837 VILLAGE OF EAGLE			146.53
01 2610 323 1 001	099001-1-385-0718	SVS 6/12/18-7/11/18		146.53
			<b>Vendor Total:</b>	<b>146.53</b>
	62838 VIRCO INC.			1,481.00
01 1111 530 1 005	91815866	Chair, Zuma Series		1,481.00
	62838 VIRCO INC.			3,929.75
01 1111 530 1 005	91818815	Desk, Suma Series, Boomerang-Shaped Stud		3,929.75
			<b>Vendor Total:</b>	<b>5,410.75</b>
	62839 WAHOO-WAVERLY-ASHLAND NEWSPAPERS			148.18
01 2310 350 0 000	7202-0614	ADV		148.18
			<b>Vendor Total:</b>	<b>148.18</b>
	62840 WATERLINK INC			324.83

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>		<u>Amount</u>
<u>Account Number</u>	<u>Invoice</u>	<u>Description</u>		<u>Amount</u>
01 2620 318 1 001	23816	MONTHLY WATER TREATMENT SVS JULY 2018		64.96
01 2620 318 1 002	23816	MONTHLY WATER TREATMENT SVS JULY 2018		64.96
01 2620 318 1 005	23816	MONTHLY WATER TREATMENT SVS JULY 2018		64.97
01 2620 318 2 003	23816	MONTHLY WATER TREATMENT SVS JULY 2018		64.97
01 2620 318 2 004	23816	MONTHLY WATER TREATMENT SVS JULY 2018		64.97
			<b>Vendor Total:</b>	<b>324.83</b>
62841 WAVERLY TRUE VALUE HARDWARE			145.61	
01 2620 520 0 000	JUNE 2018	SUPPLIES		20.06
01 2620 520 2 004	JUNE 2018	SUPPLIES		27.46
01 2620 520 2 003	JUNE 2018	SUPPLIES		25.83
01 2620 520 1 005	JUNE 2018	SUPPLIES		8.99
01 2610 410 2 003	JUNE 2018	SUPPLIES		26.67
01 2620 521 1 001	JUNE 2018	SUPPLIES		7.32
01 2620 521 1 002	JUNE 2018	SUPPLIES		7.32
01 2620 521 1 005	JUNE 2018	SUPPLIES		7.32
01 2620 521 2 003	JUNE 2018	SUPPLIES		7.32
01 2620 521 2 004	JUNE 2018	SUPPLIES		7.32
			<b>Vendor Total:</b>	<b>145.61</b>
62842 WHIRLWIND HEARTLAND			625.00	
01 2620 318 1 005	752048	PARKING LOT CLEANING		625.00
			<b>Vendor Total:</b>	<b>625.00</b>
62843 WINDSTREAM			212.57	
01 2510 342 0 000	090479682-0718	SVS 7/16/18-8/15/18		212.57
62843 WINDSTREAM			1,495.84	
01 2510 342 0 000	090484048-0718	SVS 7/16/18-8/15/18		1,495.84
			<b>Vendor Total:</b>	<b>1,708.41</b>
62844 XL CONTRACTING INC			1,685.10	
01 2620 318 1 001	3348	STORM SEWER REPAIR		1,685.10
62844 XL CONTRACTING INC			10,097.15	
01 2620 318 1 001	3352	REPLACE SW 12" STORM SEWER		10,097.15
			<b>Vendor Total:</b>	<b>11,782.25</b>
			<b>Fund Total:</b>	<b>661,345.02</b>
			<b>Checking Account Total:</b>	<b>661,345.02</b>
			<b>Payroll:</b>	<b>1,150,640.45</b>
			<b>Total:</b>	<b>\$1,811,985.47</b>

Account Number		Current Budget	Expended During Month	Expenditures to Date	% of Budget
01	GENERAL FUND				
1100	KINDERGARTEN UNIT	\$547,429.00	\$41,480.56	\$471,506.68	86.13
1101	FIRST GRADE	\$683,016.00	\$60,136.11	\$669,093.35	97.96
1102	SECOND GRADE	\$489,760.00	\$33,603.73	\$373,585.54	76.28
1103	THIRD GRADE	\$584,674.00	\$43,905.13	\$493,013.41	84.32
1104	FOURTH GRADE	\$496,116.00	\$38,748.03	\$429,864.80	86.65
1105	FIFTH GRADE	\$443,024.00	\$34,924.52	\$398,367.18	89.92
1106	SIXTH GRADE	\$549,916.00	\$34,193.28	\$380,727.87	69.23
1107	SEVENTH GRADE	\$527,955.00	\$41,859.23	\$454,339.36	86.06
1108	EIGHTH GRADE	\$527,360.00	\$42,147.96	\$467,463.12	88.64
1110	ENGLISH/DRAMA	\$424,952.00	\$34,306.71	\$375,405.57	88.34
1111	DISTRICT WIDE INSTRUCTION	\$526,588.00	\$58,511.06	\$492,014.54	93.43
1112	SPEECH	\$0.00	\$0.00	\$0.00	0.00
1114	JOURNALISM	\$44,490.00	\$4,147.38	\$39,921.14	89.73
1116	LITERACY	\$0.00	\$0.00	\$0.00	0.00
1124	SPANISH	\$281,927.00	\$20,857.02	\$234,857.84	83.30
1127	GERMAN	\$13,818.00	\$1,003.05	\$11,031.79	79.84
1130	SOCIAL STUDIES	\$363,207.00	\$21,281.30	\$234,421.46	64.54
1140	MATHEMATICS	\$441,385.00	\$34,680.24	\$388,448.18	88.01
1150	LEP PROGRAM	\$89,054.00	\$5,851.34	\$64,472.25	72.40
1153	SCIENCE	\$426,798.00	\$32,577.33	\$370,726.90	86.86
1155	ALTERNATIVE EDUCATION	\$128,478.00	\$9,288.35	\$88,122.87	68.59
1160	POVERTY	\$270,635.00	\$20,942.01	\$232,479.65	85.90
1168	PHYSICAL EDUCATION	\$467,832.00	\$36,236.97	\$404,465.20	86.46
1169	HEALTH EDUCATION	\$112,689.00	\$8,655.28	\$93,687.73	83.14
1190	ART	\$260,122.00	\$19,690.70	\$222,228.26	85.43
1193	VOCAL MUSIC	\$303,015.00	\$21,824.27	\$241,303.74	79.63
1194	INSTRUMENTAL MUSIC	\$228,392.00	\$16,330.50	\$194,629.54	85.22
1201	TUITION SCHOOL AGE	\$76,000.00	\$0.00	\$0.00	0.00
1212	SPECIAL EDUCATION-COUNSELOR	\$56,261.00	\$4,608.03	\$51,582.34	91.68
1213	OCCUPATIONAL THERAPY	\$7,900.00	\$0.00	\$4,045.53	51.21
1214	SPED SUPERVISORY SERVICES	\$154,672.00	\$12,521.99	\$141,079.52	91.21
1215	SPED CONTRACTED SERVICES	\$154,000.00	\$7,948.68	\$150,115.66	97.48
1216	SPEECH THERAPY	\$188,007.00	\$15,662.98	\$173,074.45	92.06
1217	PSYCHOLOGIST	\$104,574.00	\$8,326.36	\$96,494.30	92.27
1218	VISUAL IMPAIRMENT	\$2,000.00	\$0.00	\$1,269.20	63.46
1221	LEVEL I & II	\$2,046,197.00	\$142,806.60	\$1,682,089.01	82.21
1222	DEVELOPMENTALLY DELAYED	\$305,368.00	\$22,878.49	\$248,522.23	81.38
1223	BEHAVIORIALLY DISORDERED	\$88,130.00	\$6,700.10	\$76,019.31	86.26
1225	TRANSITION	\$105,814.00	\$7,856.42	\$82,504.83	77.97
1227	HOMEBOUND INSTRUCTION	\$0.00	\$0.00	\$0.00	0.00
1310	ENRICHMENT PROGRAM	\$17,105.00	\$917.95	\$11,813.62	69.07
1315	HIGH ABILITY LEARNER	\$76,664.00	\$4,730.22	\$52,031.81	67.87
1320	DISTRICT READING	\$1,430.00	\$0.00	\$887.81	62.08
1321	DISTRICT MATH	\$0.00	\$0.00	\$0.00	0.00
1430	TRADES AND INDUSTRY	\$168,413.00	\$13,226.14	\$149,418.30	88.72
1440	DIVERSIFIED OCCUPATIONS	\$0.00	\$0.00	\$0.00	0.00
1450	AGRICULTURE	\$100,675.00	\$8,336.47	\$94,491.70	93.86
1460	VOCATIONAL HOME ECONOMICS	\$133,813.00	\$11,196.05	\$109,398.91	81.76
1480	BUS ED AND OFFICE OCCUPATIONS	\$251,449.00	\$19,987.69	\$226,011.86	89.88

Account Number	Current Budget	Expended During Month	Expenditures to Date	% of Budget	
2120	GUIDANCE SERVICES	\$538,623.00	\$42,243.76	\$469,326.16	87.13
2130	HEALTH SERVICES	\$176,549.00	\$14,673.53	\$144,329.08	81.75
2190	SCHOOL ACTIVITIES/ATHLETICS	\$467,956.00	\$70,640.21	\$441,953.02	94.44
2211	CURRICULUM	\$434,683.00	\$47,008.67	\$381,786.77	87.83
2212	PROFESSIONAL GROWTH	\$46,300.00	\$13,702.29	\$24,371.16	52.64
2213	COMPUTER COORDINATOR	\$549,524.00	\$59,393.73	\$594,296.49	108.15
2222	SCHOOL LIBRARY SERVICES	\$367,253.00	\$25,666.32	\$306,851.71	83.55
2310	BOARD OF EDUCATION	\$134,104.00	\$4,980.59	\$106,385.30	79.33
2320	OFFICE OF SUPERINTENDENT	\$514,797.00	\$26,696.38	\$308,549.34	59.94
2330	DISTRICT LEGAL SERVICES	\$40,000.00	\$0.00	\$0.00	0.00
2410	OFFICE OF THE PRINCIPAL	\$1,206,509.00	\$99,682.65	\$1,079,192.82	89.45
2510	SUPPORT SERVICES/BUSINESS	\$257,476.00	\$5,730.04	\$171,924.92	66.77
2610	OPERATION OF PLANT	\$1,493,201.00	\$96,034.23	\$1,102,113.79	73.81
2620	MAINTENANCE OF PLANT	\$1,901,409.00	\$61,892.00	\$845,687.30	44.48
2750	TRANSPORTATION-REG	\$978,054.00	\$51,134.22	\$544,278.47	55.65
2760	TRANSPORTATION-SPED	\$183,204.00	\$17,349.04	\$122,392.18	66.81
3400	GRANTS FROM CORPORATIONS/ OTHER INTEREST	\$0.00	\$0.00	\$0.00	0.00
3540	STATE EARLY CHILDHOOD	\$82,677.00	\$5,535.11	\$72,442.75	87.62
4210	TITLE I ACCOUNTABILITY	\$0.00	\$0.00	\$6,400.00	0.00
4211	CHAPTER I READING/CURRENT YEAR	\$208,188.00	\$13,276.53	\$143,202.90	68.79
4310	TITLE II-PART A	\$63,001.00	\$4,108.77	\$46,671.47	74.08
4400	SPED CONTRACTED SRVS PRESCHOOL	\$0.00	\$0.00	\$0.00	0.00
4401	PRESCHOOL SPED	\$0.00	\$0.00	\$0.00	0.00
4404	IDEA PART B BASE ALLOCATION	\$198,765.00	\$18,281.55	\$183,189.08	92.16
4406	IDEA PRESCHOOL 619 BASE	\$5,500.00	\$0.00	\$5,550.00	100.91
4410	IDEA/POVERTY PART B	\$236,712.00	\$12,485.24	\$226,051.13	95.50
4412	IDEA PART B PROPORTIONATE SHARE	\$25,500.00	\$0.00	\$12,208.13	47.88
4416	CENTER BASED SPEECH-SPED	\$0.00	\$0.00	\$0.00	0.00
4581	EDUCATION JOBS-NON-SPED EDUCATION	\$0.00	\$0.00	\$0.00	0.00
4590	ARRA NON-SPECIAL ED. INSTRUCTIONAL PRGM	\$0.00	\$0.00	\$0.00	0.00
4592	ARRA LEP INSTRUCTIONAL PROGRAM	\$0.00	\$0.00	\$0.00	0.00
4593	ARRA POVERTY PROGRAM	\$0.00	\$0.00	\$0.00	0.00
4610	ARRA IDEA PART B ENROLLMENT/POVERTY	\$0.00	\$0.00	\$0.00	0.00
4630	ARRA IDEA PRESCHOOL ENROLLMENT/POVERTY	\$0.00	\$0.00	\$0.00	0.00
4730	PERKINS INNOVATION GRANT	\$43,830.00	\$0.00	\$0.00	0.00
4810	ARRA ESEA TITLE I PART A	\$0.00	\$0.00	\$0.00	0.00
4900	ESEA CHAPTER II SECONDARY	\$0.00	\$0.00	\$0.00	0.00
4950	REFUGEE CHILDREN	\$0.00	\$0.00	\$0.00	0.00
4991	ESEA TITLE II-PART A	\$0.00	\$0.00	\$0.00	0.00
4992	ESEA TITLE IV PART A-DRUG FREE	\$0.00	\$0.00	\$0.00	0.00
4993	ESEA TITLE II PART D	\$0.00	\$0.00	\$0.00	0.00
4995	GRANTS FROM OTHER PRIVATE INTERESTS	\$5,500.00	\$135.25	\$2,222.02	40.40
5000	DEBT SERVICES	\$0.00	\$0.00	\$600.00	0.00
8000	TRANSFERS	\$0.00	\$0.00	\$0.00	0.00
01	GENERAL FUND	\$23,430,419.00	\$1,695,536.34	\$18,519,004.35	79.04

82%

***Special Building Fund, Bond Fund, Qualified Capital Purpose Undertaking  
Fund, Bond Debt Service, and Depreciation Fund Claims for  
August 6, 2018***

***Special Building Fund***

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Alfred Benesch & Company (\$2,021.75) – Payment is for professional services, soil testing and construction observation, related to the Waverly High School Tennis Courts Project.

Bestco Services (\$9,865.00) – Payment is for labor and materials to restripe the school parking lots excluding the Waverly Intermediate School under warranty through Kingery Construction.

DLR Group (\$5,375.24) – Payment is for professional services (\$5,375.24) related to the Waverly High School Tennis Courts Project.

Hart Floors, Incorporated (\$17,759.00) – Payment is for labor and materials to refinish the five district gymnasium maple floors.

Kidwell Communications (\$8,000.00) – Payment Application Number 2 is for labor and materials to upgrade intercom systems in district schools for safety and security.

Nemaha Landscape Construction (\$384,750.00) – Payment Application Number 3 is for labor and materials related to the Waverly High School Tennis Courts Project.

***Bond Series 2015 / 2016 Construction Proceeds***

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DLR Group (\$625.66) – Payment is for professional services (\$575.40) and reimbursable expenses (\$50.26) related to the Waverly High School Auditorium Sound System Upgrade.

DLR Group (\$5,110.00) – Payment is for professional services (\$5,110.00) related to the Eagle Elementary and Hamlow Elementary Roof Replacement Projects.

DLR Group (\$42.51) – Payment is for reimbursable expenses (\$42.51) related to the School District 145 – Waverly renovation projects.

DLR Group (\$2,430.00) – Payment is for professional services (\$2,430.00) related to the Eagle Elementary Gymnasium HVAC Project.

DLR Group (\$13,486.95) – Payment is for professional services (\$13,486.95) related to the Waverly Intermediate School Renovation and Site Improvement Project.

Drey Roofing (\$63,375.00) – Payment Application Number 2 is for labor and materials related to the Hamlow Elementary School Roof Replacement Project.

Sandquist Construction (\$16,227.05) – Payment Application Number 2 is for labor and materials to move the sound booth from its current location to the back of the Waverly High School Auditorium.

***Qualified Capital Purpose Undertaking***

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No claims this month.

***Bond Debt Service***

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No claims this month.

***Depreciation Fund***

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No draws on the line of credit this month.

August, 2018 Fiscal Year to Date Expenses Compared to Budget = \$2,252,395 under budget or 9.97%.

# SchoolMessenger Renewal Authorization

## ACCOUNT INFORMATION

District Name: Waverly School Dist 145 - 00844055

Annual Rate: \$5208.32 Authorization Date: 5/29/18

Reference Quote #: 114672 Renewal Date: 6/30/18

Total Due: \$5208.32 (1 year commitment)

## ACKNOWLEDGEMENTS

West Interactive Services Corporation d/b/a SchoolMessenger ("Provider") will continue to provide District with the online communications applications further described in the Reference Quote (the "Service") subject to the following terms and conditions:

### Order Authorization Terms.

The terms and conditions available at [www.schoolmessenger.com/webterms](http://www.schoolmessenger.com/webterms) will apply to this order authorization, unless the parties have entered into a separate mutually executed agreement. The terms of this order will govern any conflict with the above-mentioned terms. No additional terms in Customer's purchase order will apply.

### Term and Termination.

This Agreement will commence on the Service Start Date and continue for 12 months (the "Initial Term"), and then will automatically renew for successive one year periods unless either party provides written notice of its desire not to renew at least 30 days prior to the end of the then-current term.

Agreed and Acknowledged by the following who is authorized to sign on behalf of the District:

Signature: Cory Worrell Date: 6/28/18  
 (or initials if signing electronically)  
 Name: Cory Worrell Title: Superintendent

IN PAYMENT OF		<b>EXPENSE CHECK</b>		DATE	<u>7/24/18</u>	039082	
SCHOOL MESSENGER SERVICE 18/19 SCHOOL YEAR		Ref Quote # <u>114672</u>					
<small>YOUR ENDORSEMENT ON THIS CHECK ACKNOWLEDGES PAYMENT IN FULL OF THE ABOVE ITEMS. THIS DOCUMENT HAS A MICRO-PRINT SIGNATURE LINE, WATERMARK AND A THERMOCHROMIC ICON; ABSENCE OF THESE FEATURES WILL INDICATE A COPY.</small>							
PAY		<b>HORIZON BANK</b>		<b>5208 DOLS 32 CTS</b>		Dollars \$ <u>5,208.32</u>	
WEST INTERACTIVE SERVICES CORPORATION				<b>HORIZON BANK</b> Waverly, NE • (402) 786-2555 Superior, NE • (402) 879-4788 McCook, NE • (308) 344-1744			
				TWO AUTHORIZED SIGNATURES REQUIRED BELOW <u>[Signature]</u> <u>[Signature]</u>			
⑈039082⑈		⑆104905784⑆		10 001 6⑈		166	

James B. Gessford  
Rex R. Schultze\*\*\*  
Daniel F. Kaplan  
Gregory H. Perry  
Joseph F. Bachmann\*  
R.J. Shortridge\*  
Joshua J. Schauer\*  
Derek A. Aldridge\*\*  
Justin J. Knight\*\*\*\*  
Charles Kaplan  
Haleigh B. Carlson



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

Of Counsel  
John M. Guthery  
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\*Also admitted in Iowa  
\*\*Also admitted in Kansas  
\*\*\*Also admitted in Wyoming  
\*\*\*\*Also admitted in Colorado

Ernest B. Perry (1876-1962)  
Arthur E. Perry (1910-1982)  
R.R. Perry (1917-1999)  
Edwin C. Perry (1931-2012)

## Perry Law Firm Annual Policy Update Service

To: Dr. Dan Shoemake, Administrator, ESU 6  
From: Gregory H. Perry and Justin J. Knight  
Date: May 23, 2018  
Re: Annual Policy Update – Second and Final Installment

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The enclosed policy updates are in addition to the “Pregnant and Parenting Student” policy that we distributed on March 2, 2018.

### **REQUIRED POLICY UPDATES**

**Policy 3570:** The Nebraska Department of Education has informed us that it now requires schools to include IDEA in the Title I Policy. We have updated the Title I policy to reflect this change.

**Policies 4003 & 5401:** Within this past year, the federal Departments of Justice and Education issued new guidance on harassment, including complaints under Title IX. In light of this, we have revised Policy 4003 and 5401 to align with current law and practice.

**Policy 5101:** There are three updates to Policy 5101. The first relates to emergency exclusions. Neb. Rev. Stat. § 79-264 requires that a school board “adopt a procedure for a hearing to be held” on a student’s appeal of an emergency exclusion. Many districts have a procedure set forth in their student handbook but not board policy. To ensure that districts have emergency expulsion procedures in policy, we have included this language.

Next, as part of NDE’s “Cleanup Bill” (LB 1081) this year, the Nebraska Legislature amended the law that requires principals to report certain acts to law enforcement. Under the “old” law, a principal was required to notify law enforcement when the principal knew or suspected that a student committed an act specified in the long-term suspension/expulsion statute that constitutes a violation of Nebraska’s Criminal Code. Under the “new” law, each “school board” shall annually review in collaboration with the County Attorney “to define conduct which the principal or designee is required to report to law enforcement.”

Finally, although not legally required, we have added language to the “prohibited uses” provision of the electronic device policy. Previously, the policy prohibited students from “recording” others at school without the permission of the person being recorded. Modern and common technologies transmit “live” images and sounds but do not “record” any images or sounds. These technologies may include AngelSense and other live-streaming apps. To protect student privacy against these devices and apps, we have updated this policy to prohibit the transmission of sounds and/or images.

**Policy 5402:** On February 14, 2018, the “Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017” was enacted into federal law. This new law applies to schools that participate in interstate competition (such as crossing state lines to compete, practice or for camps). Employees, including coaches, of a school that participates in interstate competition must report suspected child abuse, including sexual abuse, as soon as possible. “As soon as possible” is defined as “within a 24-hour period.” The penalties for failing to comply with this law are very severe.

This new law also imposes training requirements that schools should pursue, if they engage in interstate competition.

**Policy 5403:** After the Legislature passed the law requiring that all districts have a policy on parenting and pregnant students, Policy 5403 can be updated to include non-discrimination language regarding married students.

**Policy 5418:** There is a minor change that needs to be made to this policy; namely, the Commissioner of the Nebraska Department of Education is now the contact person.

**Policy 6212:** Pursuant to Neb. Rev. Stat. § 79-760.02, each school district is required to adopt academic content standards in the subject areas of reading, writing, mathematics, science, and social studies in accordance with timelines established by the State Board of Education, but in no event later than one year following the adoption or modification of state standards. In September, 2017, the Nebraska State Board of Education adopted new science standards. We have amended Policy 6212 to update the new science standard.

**Policy 6213:** This is a new policy. As part of NDE’s “Cleanup Bill,” each school district must “develop policies to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to dyslexia.” To meet this requirement, Policy 6213 largely mirrors the language of the law.

**Policy 6410:** Recently, NDE issued a “Model Policy” on Parental and Family Engagement that it may review during an audit. Among the changes that it set forth, the term “involvement” has been changed to “engagement.” There are other aspects of the “Model Policy” that have been incorporated in Policy 6410.

**Policy 8231:** This past session, the Nebraska Unicameral amended Neb. Rev. Stat. § 13-2203 (commonly referred to as the “Coffee Act”) to increase the maximum cost per person at a recognition dinner each year from \$25 to \$50. Policy 8231 reflects this increased amount.

### **RECOMMENDED POLICY UPDATES**

**Policy 1102:** We have noticed an increase in the use of “secret recordings.” For example, a staff member secretly recording a conversation with their supervisor. Or a member of the community secretly recording a conversation with the Administration. To be clear, Nebraska is a “one-party” consent state—meaning, as long as one person to the conversation consents to be recorded (oftentimes, the recorder), there is no violation of criminal law. However, schools can impose a policy that prohibits the secret recording of others by requiring all parties to a conversation to consent. In actuality, Boards should dissuade the use of secret recordings for many reasons, including the possibility that confidential student information will be captured on a recording.

**Policy 3580:** We are hearing that districts are having problems with checks and/or credit card payments that either bounce or are rejected for insufficient funds. To address this problem, we have created Policy 3580, which provides a uniform approach to these issues for all school employees. This policy is optional and may be modified as your district feels appropriate.

**Policy 5406:** We have fielded a number of questions on the rules of drug testing, especially for extracurricular athletes. To provide the Administration with clear directives, we have updated Policy 5406 to establish the legal thresholds for the random drug testing of students.

Business OperationsESSA

It is the policy of the District to comply with the Every Student Succeeds Act (“ESSA”) and federal grant programs in which the District participates.

1. Authority to Sign Applications. The Superintendent is authorized to sign applications for any of the ESSA formula grants on behalf of the District and may delegate such authority to other administrators in the Superintendent’s discretion. The Superintendent shall submit such applications as determined appropriate so long as acceptance of the funds does not include conditions contrary to the policies of the Board of Education.
2. Supplement not Supplant. Federal funds shall be used to supplement, not supplant the amount of funds or services available from non-federal sources, in compliance with the requirements of federal law. ESSA funds shall not be used to provide services otherwise required by law to be made available.
3. Equitable Allocation. Federal funds shall be used in a manner to ensure equitable allocation of resources. Staff are to be assigned and curriculum materials and instructional supplies are to be distributed to the schools in such a way that equivalence of personnel and materials is ensured among the schools in compliance with the requirements of federal law.
4. Maintenance of Effort. The District shall maintain fiscal effort related to ESSA programs in compliance with the requirements of federal law.
5. Resources. The procurement of resources related to the ESSA programs, including contracts and purchase or service agreements for such program, shall be in accordance with the District’s written procedures for purchasing and contracting. Purchase orders and invoices shall indicate an appropriate record of expenditures. All equipment purchased with federal funds, including those used in nonpublic and other facilities, shall be appropriately identified, inventoried, and when no longer useful to the program, properly disposed. Resources such as staff, materials and equipment funded by Title I and IDEA shall be used only for children participating in the program.
6. Maintenance of Records. Records of all federal financial and program information shall be kept for a minimum of 5 years after the start date of the project.
7. Identification of Eligible Children. The Superintendent and the designees shall implement an appropriate process to identify children eligible for services provided under federal programs.

8. Coordination of Services. Title I and IDEA services shall be coordinated and integrated with the regular classroom, with other agencies providing services and with other federal, state and local programs.
9. Standards and Expectations. Students receiving services in Title I are held to the same standards and expectations as all other students.
10. Assessments. Students receiving services in Title I are assessed with the regular population without accommodations.
11. Parents Right to Know. At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
  - (A) Whether the student's teacher—
    - (i) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
    - (ii) is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and
    - (iii) is teaching in the field of discipline of the certification of the teacher.
  - (B) Whether the child is provided services by paraprofessionals and, if so, their qualifications.
12. Testing Opt-Out. At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding any State or District policy regarding student participation in any State or District assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District assessment, including:
  - (A) the subject matter assessed;
  - (B) the purpose for which the assessment is designed and used;
  - (C) the source of the requirement for the assessment;
  - (D) the amount of time students will spend taking the assessment, and the schedule for the assessment; and
  - (E) the time and format for disseminating results.
13. Language Instruction Programs. At the beginning of each school year, if the District receives Title I funding, the District will implement an effective means of outreach to parents of English learners to inform the parents regarding how the parents can—
  - (A) be involved in the education of their children; and
  - (B) be active participants in assisting their children to—
    - (i) attain English proficiency;

- (ii) achieve at high levels within a well-rounded education; and
- (iii) meet the challenging State academic standards expected of all students.

The District will also inform parents of an English learner identified student of opportunities to participate in various school programs, as set forth in ESSA.

14. Other Requirements. The Superintendent shall take or cause other staff to take such action as required by law for the District to maintain compliance with ESSA and specific ESSA grant programs in which the District participates.
15. Certification Regarding Debarment, Suspension and Ineligibility. The District will endeavor to ensure that all contracts and purchase orders reimbursed using federal funds will include the following “suspension and disbarment” language:

To the best of its knowledge and belief, the contractor or any of its principals are not presently debarred, suspended, proposed for debarment or otherwise declared ineligible for the award of contracts by any Federal agency by the inclusion of the contractor or its principals in the current “LIST OF PARTIES EXCLUDED FROM FEDERAL PROCUREMENT OR NONPROCUREMENT PROGRAMS” published by the U.S. General Services Administration Office of Acquisition Policy.

The prospective lower tier participant shall provide immediate written notice to the District if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances. Should the prospective lower tier participant enter into a covered transaction with another person at the next lower tier, the prospective lower tier participant agrees by accepting this agreement that it will verify that the person with whom it intends to do business is not excluded or disqualified.

Notwithstanding anything to the contrary, all persons or entities contracting with the District with any reimbursement using federal funds shall be bound by this certification and shall fully abide by and comply with the same.

Legal Reference: ESSA

Date of Adoption: [Insert Date]

Personnel - All Employees (& Students)Anti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

The [Name] Public Schools hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The [Name] Public Schools does not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: [Name of Director], Director of Student Services [or other title], [Street Address], [City], NE [Zip Code] (\_\_\_\_) \_\_\_\_-\_\_\_\_ ([Email Address]).

Employees and Others: [Name of Director], Human Resources Director [or other title], [Street Address], [City], NE [Zip Code] (\_\_\_\_) \_\_\_\_-\_\_\_\_ ([Email Address]).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3<sup>rd</sup> Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or [ocr.kansascity@ed.gov](mailto:ocr.kansascity@ed.gov).

**B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.****1. Purpose:**

The [Name] Public Schools is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, that is sufficiently serious to deny, interfere

with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

**2. Anti-retaliation:**

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

**3. Grievance (or Complaint) Procedures:**

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in

the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

*i. Level 1 (Investigation and Findings):*

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and

relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

*ii. Level 2 (Appeal to the Superintendent):*

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

*iii. Level 3 (Appeal to the Board):*

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

**4. Confidentiality:**

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

**5. Training:**

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

**6. Designated Compliance Coordinators:**

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

**7. Preventive Measures:**

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim

resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference: Title VI, 42 U.S.C. § 2000d, Title VII, 42 U.S.C. § 2000e, Title IX; 20 U.S.C. § 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §48-1101 et seq.  
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. §48-1001 et seq.;  
Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.  
Section 504 of the Rehabilitation Act of 1973 (Section 504)  
Pregnancy Discrimination Act, 42 U.S.C. § 2000e(k)  
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. § 4301 et seq.  
Neb. Rev. Stat. § 79-2,115, et seq

Date of Adoption: [Insert Date]

Personnel - All EmployeesNotification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent by the next working day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
  - a. The maximum penalty for the crime equals or exceeds six months incarceration;
  - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
  - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
    - i. Would impact the responsibility to be a role model for students;
    - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
    - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
  - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
  - e. Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy. As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall

be subject to being immediately revoked in the event the required disclosure was not given.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Date of Adoption: [Insert Date]

Personnel - All EmployeesProfessional Boundaries Between Employees and Students

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school--related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.

- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

Date of Adoption: [Insert Date]

Personnel -AllRecruitment and Selection

The Board of Education authorizes the Superintendent to recruit and recommend for employment the best qualified personnel to implement and fulfill the goals and policies of [Name] Public Schools. When a vacancy exists, the administration may consider reassignment of existing staff to fill the vacancy. When the administration determines that a vacancy can not be appropriately filled by reassignment of existing staff, the administration is to solicit applicants by advertising or otherwise. All applicants so selected and recommended must satisfy the standards as set by the Board and/or the laws of the State of Nebraska.

Where required by law or deemed essential by the school district, employees must be duly licensed and/or certified.

The rehiring of a former employee is contingent on the former employee having a positive performance record with the District. A former employee who was terminated, or who resigned in lieu of termination, for reason of violating a workplace conduct rule or unsatisfactory job performance is not eligible for rehire.

Legal Reference: Neb. Rev. Stat. ' 79-501

Date of Adoption: [Insert Date]

Personnel - Non-Certificated EmployeesHiring/Dismissal

The Board of Education hereby delegates to the Superintendent the authority to hire, suspend and dismiss non-certificated employees (employees in positions that do not legally require a teacher or administrative certificate) on behalf of [Name] Public Schools. Such authority shall be exercised in compliance with the policies of the Board of Education. The Board of Education reserves the authority to modify or reverse any such action taken by the Superintendent.

Dismissal of non-certificated employees shall be on an at-will basis, as such employees are subject to termination at any time without cause, without prior disciplinary action or progressive discipline, and irrespective of the lack of any evaluation or the irregularity in any evaluation process.

Date of Adoption: [Insert Date]

### Option Enrollment Program

#### A. Application Process and Time Lines

For a student to attend Waverly School District #145 as an option student, the student's parent or legal guardian shall submit an application to the Board of Education between September 1 and March 15 for enrollment during the following school year. A new application must be submitted each year.

The application deadline may be waived by the Board of Education between March 16 and August 1, provided that the application contains a release approval from the resident district and satisfies any other requirements of law.

The Waverly School District #145 Superintendent or designee shall inform applicants of their status, and 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 14 days after submission.

The Superintendent or designee is hereby authorized to execute such waivers as established and process option enrollment applications per policy on behalf of the School District #145 Board of Education.

#### B. Reasons for rejection of applications:

1. Capacity – An option enrollment application shall be rejected in the event that it would cause to exceed the maximum capacity set annually by the board of education at an official meeting. The capacity of all programs, classes, grade levels, and special education programs is based on available staff, facilities, projected enrollment, contractual arrangements and availability of appropriate special education programs.

2. Timeliness – An option enrollment application shall be rejected in the event the application is not filed on a timely basis in accordance to establish filing deadlines and the filing deadline has not been waived. All option students must be officially enrolled in classes/grades by August 1 of the school year for which they have applied. Failure to do so, will result in rejection of application.

3. Previous Option Enrollment – An option enrollment application shall be rejected in the event the student has previously filed an option enrollment application for enrollment in any school district and has had such application accepted, unless a statutory exception to the "one-time" rule is applicable to the student's circumstance.

4. Other Reasons – An option enrollment application may be rejected in the event the Superintendent or designee determines that the application:

was not submitted on a form prescribed by the State Department of Education,

was not complete, or accurately filled in,

does not contain additional information which was requested,

is not required by law to be accepted.

However, any acceptance or rejection of applications may NOT be legally made on the basis of previous academic achievement, athletic or extracurricular ability, disabilities, proficiency in the English language, previous disciplinary proceedings, and (without limitation) race, national origin, and gender.

### C. Priority of Acceptance

Priority shall be accorded in the following order:

1. Applicants required by law to be accepted regardless of capacity.
2. Applicants who were residing in District 145 when their residence was annexed into another district. These students must complete option enrollment applications for subsequent years, but are not subject to capacity limits\*.
3. Applicants who have moved out of the district, but who were attending District 145 at the time of the move. Students may conclude the current school year as residents. These students must complete option enrollment applications for subsequent years, but are not subject to capacity limits\*.
4. Applicants who plan to move into District 145, and who provide evidence in the form of a rental agreement, purchase agreement, or building contract. Applicants must occupy a residence in the district within one year of the initial application, or lose priority status.
5. Earliest filing date. Filing dates are determined 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. 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 the application is for attendance during the immediately following and subsequent school years.

### E. 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., evidence of birth date, physical examination, and immunization), shall be required to enroll on a full-time basis, and shall be required to adhere to conduct, rules and regulations. The building assignment for an option student, as well as classroom and grade level assignments, shall be determined by the administration.

The parent or legal guardian of the option student shall be responsible for required transportation. An option student may be transported, free of charge, provided the student meets the assigned bus at a pick-up location at a regular pick-up stop within the assigned route and the bus is not at capacity as

determined by the administration. Option students who qualify for free lunches are eligible for either free transportation or reimbursement of transportation costs from the school district as provided by state statute. 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.

Policy Adopted: 8/6/2018

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

Students (& Employees)Anti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

The [Name] Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The [Name] Public School District does not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: [Name of Director], Director of Student Services [or other title], [Street Address], [City], NE [Zip Code] (\_\_\_\_) \_\_\_\_-\_\_\_\_ ([Email Address]).

Employees and Others: [Name of Director], Human Resources Director [or other title], [Street Address], [City], NE [Zip Code] (\_\_\_\_) \_\_\_\_-\_\_\_\_ ([Email Address]).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or [ocr.kansascity@ed.gov](mailto:ocr.kansascity@ed.gov).

**B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.****1. Purpose:**

The [Name] Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or

- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt

and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

**2. Anti-retaliation:**

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

**3. Grievance (or Complaint) Procedures:**

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation ("discrimination") to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

*i. Level 1 (Investigation and Findings):*

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

*ii. Level 2 (Appeal to the Superintendent):*

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

*iii. Level 3 (Appeal to the Board):*

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent’s determination. The Board of Education will review the appeal, the Superintendent’s determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board’s next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board,

designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

**4. Confidentiality:**

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted,

**5. Training:**

The District will ensure that relevant District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

**6. Designated Compliance Coordinators:**

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.

- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

**7. Preventive Measures:**

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Date of Adoption: [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 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.

- e. A student who 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 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 no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, 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.

- 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 provided an alternative education program that will enable the student to continue academic work for credit toward graduation. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.
  - e. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended (i.e., “stayed”) for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.
  - f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal’s designee shall meet with the student’s probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal’s designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.
4. **Emergency Exclusion**: A student may be excluded from school in the following circumstances:

- a. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
- b. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

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

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

5. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures. A failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school.
- B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well being or rights of other students, staff or visitors.
  - C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the

consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.

1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.
3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.
5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), 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.
  17. 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.

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

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

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

- 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. Shorts, skirts, or skorts that do not reach mid-thigh or longer.
- c. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
- d. 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).
- e. Head wear including hats, caps, bandannas, and scarves.
- f. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.
- g. Clothing or jewelry that is gang related.
- h. Visible body piercing (other than ears).

Consideration will be made for students who wear special clothing as required by religious beliefs, disability, or to convey a particularized message protected by law. The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school’s guidelines, the student should contact the Principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the Principal’s office.

Coaches, sponsors or teachers may have additional requirements for students who are in special lab classes, students who are participants in performing groups or students who are representing the school as part of an extracurricular activity program.

On a first offense of the dress code, the student may call home for proper apparel. If clothes cannot be brought to school, the student will be assigned to in-school suspension for the remainder of the day. Students will not be allowed to leave campus to change clothes. Continual violations of the dress code will result in more stringent disciplinary actions, up to expulsion. Further, in the event the dress code violation is determined to also violate other student conduct rules (e.g., public indecency, insubordination, expression of profanity, and the like), a first offense of the dress code may result in more stringent discipline, up to expulsion.

## 2. Academic Integrity.

- a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to

learn as much as possible from instruction, for students to be given grades which accurately reflect the student's level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

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

b. Definitions: The following definitions provide a guide to the standards of academic integrity:

(1) "Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

(a) Tests (includes tests, quizzes and other examinations or academic performances):

(i) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.

(ii) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for "open book" tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.

(iii) Use of Other Student Answers: Copying or looking at another student's answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student's paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student's answers on the test paper.

(iv) Use of Other Student to Take Test. Having another person take one's place for a test, or taking a test for

- another student, without the specific knowledge and permission of the instructor.
- (v) Misrepresenting Need to Delay Test. Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student's real reason for missing class was because the student was not prepared for the test.
- (b) Papers (includes papers, essays, lab projects, and other similar academic work):
- i) Use of Another's Paper: Copying another student's paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
- (ii) Re-use of One's Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.
- (iii) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.
- (iv) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.
- (v) Misrepresenting Need to Delay Paper. Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student's real reason for missing class was because the student had not finished the paper.
- (c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.

- (2) “Plagiarism” means to take and present as one's own a material portion of the ideas or words of another or to present as one's own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:
    - (a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.
    - (b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.
  - (3) “Contributing” to academic integrity violations means to participate in or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.
- c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:
- (1) Academic Sanction. The instructor will refuse to accept the student's work in which the academic integrity offense took place, assign a grade of "F" or zero for the work, 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.

3. Electronic Devices

- a. Philosophy and Purpose. The District strongly discourages students from bringing and/or using electronic devices at school. The use of electronic devices can be disruptive to the educational process and are items that are frequently lost or stolen. In order to maintain a secure and orderly learning environment, and to promote respect and courtesy regarding the use of electronic devices, the District hereby establishes the following rules and regulations governing student use of electronic devices, and procedures to address student misuse of electronic devices.
- b. Definitions.
- (1) “Electronic devices” include, but are not limited to, cell phones, Mp3 players, iPods, personal digital assistants (PDAs), compact disc players, portable game consoles, cameras, digital scanners, lap top computers, and other electronic or battery powered instruments which transmit voice, text, or data from one person to another.
  - (2) “Sexting” means generating, sending or receiving, encouraging others to send or receive, or showing others, through an electronic device, a text message, photograph, video or other medium that:
    - (i) Displays sexual content, including erotic nudity, any display of genitalia, unclothed female breasts, or unclothed buttocks, or any sexually explicit conduct as defined at Neb. Rev. Stat. § 28-1463.02; or
    - (ii) Sexually exploits a person, whether or not such person has given consent to creation or distribution of the message, photograph or video by permitting, allowing, encouraging, disseminating, distributing, or forcing such student or other person to engage in sexually explicit, obscene or pornographic photography, films, or depictions; or,
    - (iii) Displays a sexually explicit message for sexual gratification, flirtation or provocation, or to request or arrange a sexual encounter.
- c. Possession and Use of Electronic Devices.
- (1) Students are not permitted to possess or use any electronic devices during class time or during passing time except as otherwise provided by this policy. Cell phone usage is strictly prohibited during any class period; including voice usage, digital imaging, or text messaging.
  - (2) Students are permitted to possess and use electronic devices before school hours, at lunch time, and after school hours, provided that

the student not commit any abusive use of the device (see paragraph (d)(1). Administrators have the discretion to prohibit student possession or use of electronic devices on school grounds during these times in the event the administration determines such further restrictions are appropriate; an announcement will be given in the event of such a change in permitted use.

- (3) Electronic devices may be used during class time when specifically approved by the teacher or a school administrator in conjunction with appropriate and authorized class or school activities or events (i.e., student use of a camera during a photography class; student use of a lap top computer for a class presentation).
- (4) Students may use electronic devices during class time when authorized pursuant to an Individual Education Plan (IEP), a Section 504 Accommodation Plan, or a Health Care Plan, or pursuant to a plan developed with the student's parent when the student has a compelling need to have the device (e.g., a student whose parent is in the hospital could be allowed limited use of the cell phone for family contacts, so the family can give the student updates on the parent's condition).

d. Violations

- (1) Prohibited Use of Electronic Devices: Students shall not use electronic devices for: (a) activities which disrupt the educational environment; (b) illegal activities in violation of state or federal laws or regulations; (c) unethical activities, such as cheating on assignments or tests; (d) immoral or pornographic activities; (e) activities in violation of Board or school policies and procedures relating to student conduct and harassment; (f) recording others (photographs, videotaping, sound recording, etc.) or otherwise transmitting images and/or sounds of another person or persons without direct administrative approval and consent of the person(s) being recorded, other than recording of persons participating in school activities that are open to the public; (g) "sexting;" or (h) activities which invade the privacy of others. Such student misuses will be dealt with as serious school violations, and immediate and appropriate disciplinary action will be imposed, including, but not limited to, suspension and expulsion from school.
- (2) Disposition of Confiscated Electronic Devices: Electronic devices possessed or used in violation of this policy may be confiscated by school personnel and returned to the student or parent/guardian at an appropriate time. If an electronic device is confiscated, the electronic device shall be taken to the school's main office to be identified, placed in a secure area, and returned to the student and/or the student's parent/guardian in a consistent and orderly way.

- (i) First Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student personally comes to the school's main office and retrieves the electronic device.
  - (ii) Second Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration and a conference between the student and his/her parent/guardian and the school principal or assistant principal. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.
  - (iii) Third Violation: Depending upon the nature of the violation and the imposition of other appropriate disciplinary action, consequences at a minimum may include a relinquishment of the electronic device to the school administration, a conference between the student and his/her parent/guardian and the school principal or assistant principal, and suspension of the student from school. The electronic device shall remain in the possession of the school administration until such time as the student's parent/guardian personally comes to the school's main office and retrieves the electronic device.
- (3) Penalties for Prohibited Use of Electronic Devices: Students who receive a "sexting" message are to report the matter to a school administrator and then delete such message from their electronic device. Students shall not participate in sexting or have any "sexting" message on their electronic devices regardless of when the message was received while on school grounds or at a school activity. Students who violate the prohibitions of this policy shall be subject to the imposition of appropriate disciplinary action, up to and including expulsion, provided that at a minimum the following penalties shall be imposed:
- (i) Students found in possession of a "sexting" message shall be subject to a one (1) day suspension from school.
  - (ii) Students who send or encourage another to send a "sexting" message shall be subject to a five (5) day suspension from school.

- (4) Reporting to Law Enforcement: Violations of this policy regarding the prohibited use of electronic devices that may constitute a violation of federal or state laws and regulations, including, but not limited to, the Nebraska Child Protection Act or the Nebraska Child Pornography Prevention Act shall be reported to appropriate legal authorities and law enforcement.
- e. Responsibility for Electronic Devices. Students or their parents/guardians are expected to claim a confiscated electronic device within ten (10) days of the date it was relinquished. The school shall not be responsible, financially or otherwise, for any unclaimed electronic devices. By bringing such devices to school, students and parents authorize the school to dispose of unclaimed devices at the end of each semester. The District is not responsible for the security and safekeeping of students' electronic devices and is not financially responsible for any damage, destruction, or loss of electronic devices.
- E. Inappropriate Public Displays of Affection (IPDA): Students are not to engage in inappropriate public displays of affection on school property or at school activities. Such conduct includes kissing, touching, fondling or other displays of affection that would be reasonably considered to be embarrassing or a distraction to others. Students will face the following consequences for IPDA:
1. 1st Offense: Student will be confronted and directed to cease.
  2. 2nd Offense: Student will be confronted, directed to cease, and parents will be notified.
  3. 3rd Offense: Student will be suspended from school for a minimum of 1 day, and parents and student will need to meet with Administrator(s) and/or counselor.
- If this type of behavior continues, or if the IPDA is lewd or constitutes sexual conduct, the student could face long-term suspension or expulsion.
- F. Specific Rule Items: The following conduct may result in disciplinary action which, in the repeated violations, may result in discipline up to expulsion:
1. Students are not given locker passes, restroom passes or telephone passes to leave a classroom or study hall unless special circumstances arise.
  2. Students in the hallway during class time must have a pass with them.
  3. Gum, candy, seeds, etc. are not allowed in the school building or classrooms. The pop machine is closed until after school and pop is to be drunk outside.
  4. Students are expected to bring all books and necessary materials to class. This includes study halls.
  5. Assignments for all classes are due as assigned by the teacher.
  6. Students are not to operate the mini-blinds or the windows.
  7. Classes are ended by the teacher. Students are not to begin to pack up or leave the class until the dismissal bell has rung or the teacher has dismissed the class.
  8. Students are to be in their seats and ready for class on the tardy bell.

9. Special classes such as Industrial Technology, Art, P.E., and computer courses will have other safety or clean-up rules that will be explained to students by that teacher which must be followed.
10. Students are not to bring “nuisance items” to school. A nuisance item is something that is not required for educational purposes and which would cause a distraction to the student or others.
11. Students are to stand back from the entry steps and doors in the mornings before school and at noon before the bell so that others may pass in and out of the entry doors.
12. Snow handling is prohibited.

G. Law Violations

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

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

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

Legal Reference: Neb. Rev. Stat. sections 79-254 to 79-296

Date of Adoption: [Insert Date]

Homeless Education Program

HOMELESS STUDENT ENROLLMENT INFORMATION & PLACEMENT REQUEST

Child's Name: (Last Name) (First Name) (M.I.) Birth Date: Grade

Parent/Guardian Name (Last Name) (First Name) (M.I.) Unaccompanied Youth ("Yes" or "No")

Current Address

Telephone Number: (If phone # not available, phone number of someone who can be contacted and their relationship, if any).

Information provided on this form is confidential.

1. Homeless Status

a. Do you live in any of these following situations?

- sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason (example: evicted from home, cannot afford housing, etc.)
in a motel, hotel, campground or similar setting due to lack of alternative adequate accommodations
in emergency or transitional shelters such as domestic violence or homeless shelters or transitional housing shelter or agency
have a primary nighttime residence that is a place not designed for or ordinarily used as a regular sleeping accommodation for humans
in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings
None of the above.

b. How long do you anticipate living in current location?

2. School Most Recently Attended

School: (School Name) (City) (State)

Dates of Attendance: to

Grade level when last attended:

3. Eligible for any of these educational and school related activities and services?

Special Education (IDEA) If yes, please identify disability and special education services previously provided :

- English Language Learners (ELL)  Gifted  Vocational Education
- Other \_\_\_\_\_

4. Possible Barriers to Education

- No Birth Certificate  No immunizations or other medical records
- No School Records  Transportation  School Selection
- Other issues/barriers \_\_\_\_\_

5. Requested Services and Activities to be Provided by Homeless Student Program

- Obtaining or transferring records necessary for enrollment
- Emergency assistance related to school attendance
- Expedited evaluations
- Transportation  Clothing to meet a school requirement  School supplies
- Early childhood program  Tutoring or other instructional support
- Before/after-school, mentoring, summer programs
- Referrals for medical, dental, or other health services
- Referral to other programs/services
- Assistance with participation in school programs
- Parent education related to rights/resources
- Coordination between schools and agencies
- Counseling  Addressing needs related to domestic violence
- Staff professional development/awareness
- Other \_\_\_\_\_

6. Placement

a. School placement requested by parent/guardian or unaccompanied youth: \_\_\_\_\_

b. Reason(s) for Request: \_\_\_\_\_

c. Name of "School of Origin" \_\_\_\_\_

(School of Origin means the school that the child attended when permanently housed or the school in which the child was last enrolled).

Enrollment Date \_\_\_\_\_

Has student been withdrawn? \_\_\_\_\_

If so, what was the withdraw date? \_\_\_\_\_

d. Distance from:

i. Residence to the school of origin (miles): \_\_\_\_\_

ii. Residence to the school requested (if not school of origin): \_\_\_\_\_

\_\_\_\_\_  
Parent or Guardian or Unaccompanied Youth's signature

\_\_\_\_\_  
Date

Children living in homeless situations have certain rights under the McKinney-Vento Homeless Assistance Act. Please contact the Homeless Coordinator with any questions.

**WRITTEN NOTIFICATION OF ENROLLMENT/PLACEMENT DECISION FOR HOMELESS STUDENT**

Child's Name: \_\_\_\_\_

In compliance with the McKinney-Vento Homeless Assistance Act, the following written notification is provided to:

Parent/Guardian \_\_\_\_\_ Unaccompanied Youth \_\_\_\_\_  
( Name) (Name)

After reviewing your request to enroll the child, the determinations are as follows:

**Homeless student program eligibility:**

- \_\_\_\_\_ Child does not qualify under the homeless student program.
- \_\_\_\_\_ Child qualifies under the homeless student program. This determination was based upon: \_\_\_\_\_

**Placement** (if enrolled under the homeless student program) was made based on best interest of the student. The placement will be at: \_\_\_\_\_  
( Name)

Explanation for this determination (if not school of origin or the choice of parent/guardian or unaccompanied youth, give detail): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

If you are not satisfied with the determinations, you have the right to use the dispute resolution process. Contact the Homeless Coordinator and complete a Dispute Resolution Form.

Notices:

- The student has the right to be immediately admitted in the school in which enrollment is sought pending resolution of the dispute.
- You may contact the Nebraska Commissioner of Education  
Nebraska Department of Education  
[matt.blomstedt@nebraska.gov](mailto:matt.blomstedt@nebraska.gov)  
Telephone: (402) 471-5020
- You may seek the assistance of advocates or attorneys.

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

Written Notification Form was given to parent/guardian or unaccompanied youth on \_\_\_\_\_ (Date).

Homeless Education Program

DISPUTE RESOLUTION FORM

This form should be completed when a dispute arises over school enrollment/placement.

Child's Name: \_\_\_\_\_

Person completing form: \_\_\_\_\_ (Name) (Relation to Student)

I may be contacted at (address/phone/e-mail): \_\_\_\_\_

I wish to dispute the following decision: \_\_\_\_\_

The decision I am disputing was wrong because (give detailed information in support of your position and use an attachment if necessary): \_\_\_\_\_

\_\_\_\_\_

Persons who have information to support my position (include contact information): \_\_\_\_\_

I request that the following action be taken on this dispute: \_\_\_\_\_

\_\_\_\_\_

Parent or Guardian or Unaccompanied Youth's signature

Date

-----For School Use-----

Date received by Homeless Coordinator \_\_\_\_\_

-----Determination of Homeless Coordinator-----

In compliance with the McKinney-Vento Homeless Assistance Act, the following written notification is provided to:

Parent/Guardian \_\_\_\_\_ Unaccompanied Youth \_\_\_\_\_ (Name) (Name)

After reviewing the information relevant to your dispute my determination is as follows:

\_\_\_\_\_

Explanation for this determination: \_\_\_\_\_

\_\_\_\_\_

Notice of Right to Appeal: If you are not satisfied with the determination on this dispute, you have the right to appeal as provided for in the Nebraska Department of Education Rule 19. The appeal is to be filed with the Commissioner of Education within 30 calendar days of receipt of this decision. For information about an appeal you may contact:

Nebraska Commissioner of Education  
Nebraska Department of Education  
[matt.blomstedt@nebraska.gov](mailto:matt.blomstedt@nebraska.gov)  
Telephone: (402) 471-5020

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date

The Determination of the Homeless Coordinator on this dispute was given to parent/guardian or unaccompanied youth on \_\_\_\_\_ (Date).

## Students

### Pregnant and Parenting Students

District 145-Waverly Schools recognizes that pregnant and parenting students have the right and responsibility to attend school. This attendance right and responsibility applies to students regardless of their marital or parental status. Further, the district will educate pregnant and parenting students and will provide reasonable accommodations to support and encourage all pregnant and parenting students to obtain their high school diploma. No student will be excluded from, denied the benefit of, or discriminated against under any educational program or activity because of pregnancy or parenting responsibilities. There shall be no discrimination on the basis of sex, marital status of any person, or the condition of being a parent.

### Attendance and Leave of Absences

Pregnant and parenting students will be permitted to attend to their own health care, their child's medical care, or other pregnancy- or parenting- related appointments with the benefit of having any such absences or tardiness excused. A student will be permitted to take a leave of absence for pregnancy, childbirth, and any other pre- and post-natal related medical needs, along with recovery therefrom for the duration that is deemed medically necessary by the student's licensed health care provider. At the conclusion of the leave of absence, a student will be immediately enrolled in the district at the same grade and status as when the leave began. Pregnant and parenting students shall be allowed to participate in all activities including extracurricular activities throughout the student's pregnancy and thereafter unless the district deems such participation poses a substantial risk of injury to the student or to others. A pregnant and parenting student may be asked to obtain certification from the student's licensed healthcare provider regarding the student's safe participation in an extracurricular activity when such certification is required of students for other conditions which require the attention of a licensed healthcare provider.

Any absences accumulated due to pregnancy or pregnancy-related conditions, or care for an ill child, should not count towards any district policies in effect under compulsory attendance requirements. Pregnant and parenting students with excused absences or tardiness shall be treated like all other students with excused absences or tardiness for any other medical reasons.

Pregnant and parenting students will be provided with assignments, classwork and any additional support needed to ensure that the student can keep up with class requirements when absent for pregnancy or parenting-related absences.

### Alternative Means to Complete Course Work

The district will provide at least one alternate method, in addition to traditional classroom instruction, to keep pregnant and parenting students in school. Such accommodation(s) may include accessing coursework online, home-based independent study, or at-home tutoring. Alternative methods of instruction or other alternative program for pregnant and parenting students are voluntary for the student who may elect whether to engage in an alternative method of instruction or the traditional methods of instruction available to their peers. Pregnant and parenting students shall be allowed to attend their regular classrooms and complete regular coursework.

### Lactation

The district will provide reasonable time and space to accommodate lactating students to express

breast milk or breastfeed during the school day. Such accommodations will be in a location, other than a bathroom or closet, that is private, clean, has an electrical outlet, a chair and is reasonably accessible. Students shall also be provided a food safe refrigerator to store breast milk safely.

#### Child Care

If in-school child care is not provided, a list of qualified licensed child care providers will be provided upon request to pregnant or parenting students. Such list will be updated annually and include providers that participate in the quality rating and improvement system and meet all of the quality rating criteria for at least a step-three rating pursuant to the Step Up to Quality Child Care Act. Nothing in this policy is intended to prohibit or limit any referral for a student or a student's child to an early head start program or any other available community resources.

#### Privacy and Confidentiality

Pregnant and parenting students have the right to have their health and personal information kept confidential in accordance with law. School staff will make every effort to keep personal information and health records confidential and in compliance with Nebraska and federal law.

Information about students' pregnancies and related conditions will not appear in their cumulative records and will not be used when they are being considered for educational or job opportunities, awards or scholarships.

#### Other Accommodations

Pregnant and parenting students may request additional reasonable accommodations to ensure continued participation and enrollment in school. Accommodation requests will be evaluated on a case-by-case basis. Such accommodations may include but are not limited to: additional frequency allowed for bathroom breaks, additional time allowed in between class periods, a larger desk or additional work space, and adjustments to requirements for physical education as needed. Students seeking additional reasonable accommodation should make such requests to the building principal.

#### Bullying and Harassment

Pregnant and parenting students have the same rights as other students to be free from discrimination, bullying, and harassment. Such school policies are incorporated herein and apply to all students.

#### Policy Dissemination

This policy will be available at the beginning of each school year on the district's website and will be incorporated into the student handbook.

Cross-Reference: Non-discrimination policies

Date of Adoption: 5/07/18

StudentsChild Abuse and Neglect

School employees shall promptly report to the appropriate law enforcement agency and the principal when they have reasonable cause to believe that a child has been subjected to abuse or neglect, including sexual abuse, or circumstances which reasonably would result in abuse or neglect. The principal will ensure that the report has been made to the proper law enforcement agency or other agency as required by law.

This requirement shall apply to all school employees, including coaches and volunteers, participating in interstate amateur athletic competition. The term “promptly” means “within a 24-hour period.”

Legal Reference:     Neb. Rev. Stat. § 28-711  
                           34 U.S.C. § 20341

Date of Adoption:    [Insert Date]

InstructionAssessments—Academic Content Standards

The Board of Education adopts the academic content standards of the State Board of Education (“State Board”). The adoption of the academic content standards includes the:

Language Arts standards that were adopted by the State Board in September, 2014;  
Mathematics standards that were approved by the State Board in September, 2015;  
Science standards that were adopted by the State Board in September, 2017; and  
Social Studies standards that were adopted by the State Board in December, 2012.

Unless other action is taken, the Board of Education adopts the standards of the State Board as such standards are subsequently adopted or amended by the State Board.

The administration shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and sub-scores.

This policy does not supersede the existing standards adopted by the Board of Education except as set forth herein.

Legal Reference: Neb. Rev. Stat. §§ 79-760 to 79-760.05

Date of Adoption: [Insert Date]

InstructionTitle I Parental and Family Engagement Policy

The written District Parent and Family Engagement Policy has been developed jointly with, updated periodically and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents describes the means for carrying out the requirements as listed below.

- Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial or ethnic minority background or are migratory children. Information related to school and parent programs, meetings, school reports and other activities are sent to the parents of participating children in a format, and to the extent practicable, in a language the parents can understand.
- Parents are involved in the planning, review, evaluation and improvement of the Title I program, Parent and Family Engagement Policy and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities.
- Conduct, with meaningful parent and family involvement, an annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy. Use the evaluation findings to design evidence-based strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy.
- Opportunities are provided for parents and family members to participate in decisions related to the education of their child/children. The school and local educational agency shall provide other reasonable support for parental involvement activities.
- Parents of participating children will be provided timely information about programs under this part, a description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards. The school will provide assistance, opportunities, and/or materials and training to help parents work with their children to improve their children's academic achievement in a format, and when feasible, in a language the parents and family members can understand.
- Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.
- Coordinate and integrate parental involvement programs and activities with other Federal, State and local programs, including preschool programs that encourage and support parents in more fully participating in the education of their children.

Legal Authorities: 20 U.S.C. §§6318 and 7801(32)

Date of Adoption: [Insert Date]

InstructionReading Instruction and Improvement

The District shall develop its curriculum to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia. In doing so, the District will ensure that all teachers for kindergarten through grade three should be effective reading teachers as evidenced by (a) evaluations based on classroom observations and student improvement on reading assessments or (b) specialized training in reading improvement. Each student and his or her parents or guardians will be informed of the student's reading progress. It is the District's intent that each student in the District be able to read at or above grade level by third grade.

For school year 2019-20 and each school year thereafter, the District shall administer an approved reading assessment three times during the school year to all students in kindergarten through grade three, except for any student receiving specialized instruction for limited English proficiency who has been receiving such instruction for less than two years, any student receiving special education services for whom such assessment would conflict with the individualized education plan, and any student receiving services under a plan pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973 or Title II of the Americans with Disabilities Act, for whom such assessment would conflict with such section 504 or Title II plan. The first administration of such assessment for each such school year shall occur within the first thirty days of the school year.

Any student in kindergarten, grade one, grade two, or grade three shall be identified as having a reading deficiency if such student performs below the threshold level determined pursuant to the Reading Intervention Act. A student who is identified as having a reading deficiency pursuant to the Reading Intervention Act shall remain identified as having a reading deficiency until the student performs at or above the threshold level on an approved reading assessment. Nothing in the Nebraska Reading Improvement Act shall prohibit the District from identifying any other student as having a reading deficiency.

The District will provide a supplemental reading intervention program for the purpose of ensuring that students can read at or above grade level at the end of third grade. The District may work collaboratively with a reading specialist at the State Department of Education, with educational service units, with learning communities, or through interlocal agreements to develop and provide such supplemental reading intervention programs. Each supplemental reading intervention program shall:

- (a) Be provided to any student identified as having a reading deficiency;
- (b) Be implemented during regular school hours in addition to regularly scheduled reading instruction unless otherwise agreed to by a parent or guardian; and
- (c) Make available a summer reading program each summer for any student who has been enrolled in grade one or higher and is identified as continuing to have a reading deficiency at the conclusion of the school year preceding such summer reading program. Such summer reading

program may be held in conjunction with existing summer programs in the school district or in a community reading program not affiliated with the school district or may be offered online.

(2) The supplemental reading intervention program may also include:

- (a) Reading intervention techniques that are based on scientific research and best practices;
- (b) Diagnostic assessments to frequently monitor student progress throughout the school year and adjust instruction accordingly;
- (c) Intensive intervention using strategies to match the weaknesses identified in the diagnostic assessment:
  - (i) Development in phonemic awareness, phonics, fluency, vocabulary, and reading comprehension;
  - (ii) Explicit and systematic instruction with detailed explanations, extensive opportunities for guided practice, and opportunities for error corrections and feedback; or
  - (iii) Daily targeted individual or small-group reading intervention based on student needs as determined by diagnostic assessment data subject to planned extracurricular school activities;
- (d) Strategies and resources to assist with reading skills at home, including parent-training workshops and suggestions for parent-guided home reading; or
- (e) Access to before-school or after-school supplemental reading intervention with a teacher or tutor who has specialized training in reading intervention.

The school of any student who is identified as having a reading deficiency shall notify such student's parents or guardians either in writing or by electronic communication no later than fifteen working days after the identification of the reading deficiency that the student has been identified as having a reading deficiency and that an individual reading improvement plan will be established and shared with the parents or guardians.

Any student who is identified as having a reading deficiency shall receive an individual reading improvement plan no later than thirty days after the identification of such reading deficiency. The reading improvement plan may be created by the teacher, the principal, other pertinent school personnel, and the parents or guardians of the student and shall describe the reading intervention services the student will receive through the supplemental reading intervention program pursuant to this Policy. Each such student shall receive reading intervention services through the supplemental reading intervention program pursuant to this Policy until the student is no longer identified as having a reading deficiency.

Legal Reference: Nebraska Reading Intervention Act

Date of Adoption: [Insert Date]

Internal Board Policies - Board MembersCoffee Act Policy (Reimbursable Expenses)

- A. Board members, employees or volunteers of the school district are expected to maintain effectiveness by being well informed on educational and related issues and are encouraged to diligently perform their required duties, attend educational workshops, conferences, training programs, official functions, hearings or meetings which are necessary to perform required duties, sponsored by the school district or State and national educational organizations or which are otherwise in the best interests of this school district as follows:
1. Board members as a result of this policy are hereby given prior approval by this school Board and upon approval by the Superintendent or the Superintendent's designee are specifically authorized to attend such functions without additional or further approval by the school Board unless otherwise so determined and the school district shall pay the registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable Federal Rates.
  2. Employees and volunteers are authorized to attend such functions upon prior approval by the Superintendent or the Superintendent's designee and the school district shall pay registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable to Federal rates.
- B. Payment or reimbursement for expenses incurred by Board members, employees or volunteers as otherwise specifically permitted by law shall also be allowed as provided by such law.
- C. Since it is hereby determined to be important and in the best interest of this school district to recognize service by Board members, employees and volunteers, the school Board hereby authorizes the President, Superintendent or the Superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted provided that no such plaque, certificate, flowers or other item of value to be awarded shall cost more than **\$25.00**.

- D. School Board members are not paid members and when appropriate because of the timing, length or other factors, sandwiches or meals may be provided to School Board members, employees and volunteers attending public meetings or in other appropriate or necessary situations such as joint meetings with other governing bodies.
- E. That non-alcoholic beverages, cookies or other similar items may be provided to individuals attending public meetings, private meetings, discussions or public or private conferences as determined necessary or appropriate by the Superintendent or the Superintendent's designee to be in the best interest of this school district.
- F. Non-alcoholic beverages and meals may be provided for individuals while performing or immediately after performing relief, assistance or support activities in emergency situations or during or immediately following their participation in any activity approved by the School Board.
- G. In addition to the other matters covered and allowed by this policy, one recognition dinner each fiscal year may be held for Board members, employees or volunteers provided the maximum cost per person, which is hereby established for such dinner shall not exceed \$25.00 and further provided that such annual dinner may be held separately for employees of each department or separately for volunteers or any of them in combination.
- H. The authority necessary to carry out the provisions of this policy should be and is hereby delegated from the School Board to the designated officials so indicated herein.
- I. Nothing in this policy shall authorize the expenditure of public funds to pay for any expenses incurred by a spouse of a Board member, employee or volunteer unless the spouse is also a Board member, employee or volunteer.

Legal Reference: Neb. Rev. Stat. §§ 13-2201 to 13-2204  
Neb. Rev. Stat. §79-546

Date of Adoption: [Insert Date]

Community RelationsRecording of Others

To ensure the privacy and confidentiality of student information, no person is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent or authorization of either (1) the person or persons being recorded or whose image or sound is being transmitted or (2) the Superintendent or Superintendent's designee. This prohibition applies to all persons, including staff, students and community members, regardless of the content or context of the image or sound; however, this provision shall not apply to District-sponsored athletic or activity events where the focus of the recording or transmission is on the student performances or activity. Nothing in this provision shall prohibit the recording of an Individualized Education Program meeting if the recording is necessary to ensure that the parent understands the IEP or the IEP process or to implement other parental rights guaranteed by the Individuals with Disabilities Education Act.

Legal Reference: Neb. Rev. Stat. § 86-290  
Letter to Anonymous, 40 IDELR 70 (OSEP 2003)

Date of Adoption: [Insert Date]

**Parental Involvement**

The Board of Education states that it shall be the policy of the District to provide access to parents to all textbooks, tests, curriculum materials, and any other instructional materials used by the school.

In the event any parent has a complaint or objection to any such materials, provision will be made for personal conferences with the parent and appropriate school personnel to discuss such concerns as the superintendent or his/her designee may deem appropriate. The superintendent or his/her designee shall prepare a complaint form which may be used by a parent to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent.

Upon reasonable advance request by a parent, the parent will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, unless such attendance would substantially interfere with a legitimate school interest.

The District encourages communication from parents when a parent believes it to be appropriate for his/her student to be excused from testing, classroom instruction, and other school experiences that the parent may find objectionable. The superintendent or his/her designee shall make a provision on the complaint form, referred to above for receiving information from a parent concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection and a proposed solution for dealing with the objection which would be satisfactory to the parent.

The District will provide full access to the records of the students to a parent or guardian as set forth in SS 79-4,157, the Federal Education Right To Privacy Act, and other applicable law during regular business hours of the school at the school headquarters or wherever the student's records may regularly be maintained by the District.

The District will notify a parent of any student who may be subjected to a standard norm referenced test or criterion referenced test or standard test such as but not limited to the California Achievement Test, when reasonable to do so. A sample of such test might be observed and the date upon which such test will be administered will be announced. Experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent or guardian of such student shall be prohibited unless a parent requests in writing that such tests be administered to his/her student.

**Parental Involvement** (Continued)

Prior to any school sponsored survey being administered to the students of the District, the superintendent or his/her designee will notify the parent of each student involved of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which and the uses of the survey from the school's perspective. Substantive decisions will be left to the professional staff, administration and board of education. However, efforts shall be encouraged to receive information from parents with concerns, objections, or other information concerning a parent's access, involvement, and participation in activities of the school as it relates to their student.

Policy Adopted: 06/05/95  
Policy Revised: 02/08/06  
Policy Revised: 07/07/08  
Policy Revised: 12/01/08  
Policy Revised: 07/06/09

SCHOOL DISTRICT 145  
WAVERLY NEBRASKA

**Curriculum**

The board has responsibility for maintaining a minimum program of instruction as required and guaranteed by the state statutes and Nebraska Department of Education rules and regulations.

School district officials are responsible for maintaining the program of instruction in accordance with the provisions of the Constitution of the state, the acts of the legislature, the rules and regulations of the state board of education and the policies and regulations of the board.

The Board of Education accepts and adopts the academic content standards as approved by the State Board of Education for Language Arts (reading and writing), Mathematics, Science, and Social Studies and such standards as are subsequently adopted or amended by the State Board.

The administration shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education.

The district shall provide principals and staff with curriculum materials to support the instruction of board-approved curriculum. Board approved curriculum is kept current and shall be available for inspection at the Central Office and in each school. Written curriculum shall include subject fields as required by state statutes and Nebraska Department of Education Rules and Regulations.

**Federal Programs**

To the extent that district schools and students qualify, and federal funding is available, the Board of Education hereby promotes participation in Federal programs. The superintendent of schools or his designee is hereby authorized as the board's representative in administering all necessary requirements in order to participate in Federal Programs. Participation in Federal Programs is desired in order to enhance educational opportunities for students. Plans shall encourage the participation and involvement of parents in the development and implementation of federal programs. The school district shall comply with the requirements as established for participation in Federal Programs.

1. Federal funds shall be used to supplement, not supplant the amount of funds or services available from non-federal sources, in compliance with the requirements of federal law. No Child Left Behind funds shall not be used to provide services otherwise required by law.
2. Federal funds shall be used in a manner to ensure equitable allocation of resources. Staff are to be assigned and curriculum materials and instructional supplies are to be distributed to the schools in such a way that equivalence of personnel and materials is ensured among the schools in compliance with the requirements of federal law.
3. The District shall maintain fiscal effort related to NCLB programs in compliance with the requirements of federal law.
4. The procurement of resources related to federal programs, including contracts and purchase or service agreements for such program, shall be in accordance with the District's written procedures for purchasing and contracting. Purchase orders and invoices shall indicate an appropriate record of expenditures. All equipment purchased with federal funds, including those used in nonpublic and other facilities, shall be appropriately identified, inventoried, and when no longer useful to the program, properly disposed. Resources such as staff, materials and equipment funded by Title I shall be used for children participating in the program.
5. Records of all federal financial and program information shall be kept for a minimum of five years after the start date of the project.
6. The Superintendent and the designees shall implement an appropriate process to identify children eligible for services provided under federal programs.
7. Services, such as Title I, shall be coordinated with other agencies providing services and with other federal, state and local programs and integrated with the regular classroom.

8. Students receiving services through federal programs shall be held to the same standards and expectations as all other students unless otherwise provided by federal guidelines.
9. Students receiving services in Title I or other federal programs are assessed with the regular population to the extent provided by federal guidelines. The plan will include how evaluations and assessments are used, as well as a method for reporting student performance and success of the program to parents.
10. The Superintendent shall take, or cause other staff to take such action as required by law for the District to maintain compliance with federal programs and specific NCLB grant programs in which the District participates.

Policy Adopted: 10/03/11

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA

**Dr. Cory Worrell**  
**District 145**

**PERFORMANCE OBJECTIVES for 2017-18**

- **Develop and maintain relationships with stakeholders and staff across District 145**
  - Make connections with people in all five communities and be visible in all five schools on a regular basis
  - Become familiar with the culture and history of District 145
  - In July 2018, be able to evaluate District 145 from your “newbie lens” ....staffing plans, budgetary needs, teaching and learning, efficiency within departments, etc.
    - Be able to shape strategic plan to help us get better

**\*\* Ideas for Cory....**

- Join a service club, host a community coffee in each community, establish a superintendent’s advisory council that includes faculty and support staff from all schools

**Evidence goal was met:**

-Identify key stakeholders in all five communities and hold quarterly meetings to discuss district, goals and other items. Rotate these meetings amongst the communities.

-Share in monthly board meetings, during superintendent’s report, information on the history of the district. This could take less than five minutes of the board meeting.

-During board retreat in July 2018, share my “evaluation” of the district over the past year. Share how this fits with the strategic plan or how it might change parts of the strategic plan.

What Cory has accomplished so far on this goal: One of the biggest things I wanted to accomplish this year was to be visible in buildings and at activities. This has allowed me to get to know staff and students. My goal was to visit each building at least once a week throughout the year. There were a few weeks when I was not able to get into each building. However, I was pretty close. My goal was to visit each classroom in our district and I was not able to accomplish this totally. I kept a log of the classrooms that I was able to visit throughout the year and I was able to get into quite a few. By being visible at events, I have been able to meet a great number of parents/patrons throughout the district.

My wife and I have joined a church in Waverly and this has allowed us to meet patrons of the community as well. Our children have also been involved in church and in activities which has allowed us to meet people and make friends.

I am a member of the Greater Waverly Area Foundation where we are working on a plan to improve the swimming pool situation in Waverly. I am a member of the Chamber of Commerce where I have recently volunteered to help with the 4<sup>th</sup> of July Parade. I have been active in our Foundation for Education here in our district. This has included attendance at executive meetings and full board meetings with the foundation members.

I am also a member of the Vikings Discovery Program board in our district. This has allowed me to have a handle on what is happening with this program.

I have had a number of conversations with Dr. Dan Ernst on the school district. This includes some with the history of the district. I have also discussed with Robin Hoffman the history of the district and how we have gotten to where we are now. Again, with the time I have spent talking with our administrators and staff members, I have learned a bit of the history of the district as well from them.

***BOARD'S Grade for Cory in this area:            A        B        C        D        F***

***Board Feedback for Cory in this area:***

- **Setting high expectations**

- Challenging the status-quo
- Helping to lead and challenge the admin team
  - Uniformity with communication, public relations, problem-solving, etc.
- Helping establish a culture of improvement and achievement

**\*\* Ideas for Cory...**

- Book studies with admin team, requiring professional portfolios/goals of admin team, and leading district-wide celebrations that emphasize improvements and achievements

**Evidence goal was met:**

- Work through a book study with administrators focused on effective leadership. Have our administrators teach each other through the book study.
- Have building principals, besides their regular evaluation process, set a building goal of improving student achievement in an area for the school year.
- Begin discussion of what is happening within the district with curriculum and instruction and how we can improve these areas. Also, how do we communicate this with patrons in the community. Put together a communication plan of what the district is trying to do with curriculum and instruction. Communicate our

successes through a variety of ways. Determine what this plan is throughout the year.

What Cory has accomplished so far on this goal: This has been the biggest challenge of a goal this year. I have spent a great deal of time with our administrators in discussion and staff on where we are as a district in regards to curriculum/instruction and assessment. I believe we have work to get done in this area.

I have brought in ESU 6 to discuss our ability as a district to get a handle on data. That is, how do we use data to track student growth and how we use data to improve instruction? We have also brought in UNL to help in this endeavor. We met with NDE to discuss where we are as a district and what steps we need to take to move forward. This meeting was not helpful and did not bring about any positive movement. I have had discussions with others on what an instructional model would bring to our district.

Throughout the second semester, the administrators have been working on developing what are the essential areas that our district deems as most important. We need to be able to focus on a few areas and not many.

In November I sent out to patrons a report on our NeSa scores and what they mean to our district. We need to do more communication throughout the school year in regards to other areas of our district.

***BOARD'S Grade for Cory in this area:            A        B        C        D        F***

***Board Feedback for Cory in this area:***

• **Instructional leadership**

- Personal learning plans and project-based learning
- Meaningful professional development
- Data-driven

\*\* Ideas for Cory...

- Establishing professional development plan, reworking the use of student achievement data throughout the district, leading the board of education through a data retreat

**Evidence goal was met:**

- Discuss adding an effective instructional model to the district. Provide training for staff to implement effectively. Have in place by 2018-19 school year.
- Find way to get data into the hands of instructional staff easier. State developed "Advisor" is not ready to be used yet. What other program(s) could we use to get data into the hands of staff?
- Provide training for staff to understand how to read data and use to improve student achievement in their classrooms. Use ESU 6 to help in this process.
- Share with board the purpose behind professional development days throughout the year.
- Communicate to patron and board members goal of professional learning plans and project based learning. How do we assess that these are being successful?

What Cory has accomplished so far on this goal: Some of this evidence was mentioned in the last goal. The data program, eDoctrina, will be available for our staff for next school year. Many staff members will be getting trained at the end of May. Dr. Blum and Mr. Bauman have been responsible for getting this program going.

Again, many discussions with our administrators on what types of needs we have in curriculum/instruction have been had. We have had discussions with ESU 6 on our staff development needs for next school year.

We need to lay out our staff development for the 2018-19 during the administrator retreat in June of 2018. This schedule of staff development will then be given to staff at the beginning of the next school year. This will allow us to have more meaningful and better planned staff development days for the 2018-19 school year.

***BOARD'S Grade for Cory in this area:***      ***A      B      C      D      F***

***Board Feedback for Cory in this area:***

- **Strong communication skills**

- Personal touches by Cory....email, blog, social media, guest columns in newspapers, etc.
- Have the freedom to do things your way....pave your own path....use your own style and personality

\*\* Ideas for Cory...

- Host "lunch and learn" meetings across the district, use twitter, re-energize public relations efforts through website, social media, etc.

**Evidence goal was met:**

- Establish a schedule of weekly building visits and share with staff.
- Have community coffees in buildings once a quarter for patrons to attend to discuss district related information and to answer questions. Rotate these amongst the buildings.
- Write a quarterly article in the local newspaper detailing an area the district is working on.
- Establish relationships with Chamber of Commerce, Greater Waverly Area Foundation, etc... local community groups. Attend these meetings as a representative of the district.
- Continue ways to effectively communicate with patrons on a regular basis. This would include social media, website (blogging) and the message system.

Evidence of all of these items could be shared at monthly board meetings and also through my weekly e mail updates to the board.

What has Cory accomplished on this goal: I have worked with the newspaper on articles that appear in the local paper. This includes articles on safety and security and personal articles on my first year at the semester and end of the school year.

I have tried to effectively use social media to share information of what is happening in our district. This also includes highlighting the great work that students and staff have done. I used mainly Twitter and a little of Facebook to do this.

We have also used our district wide communication system when needed. This includes using School Messenger to communicate with parents as well as the phone calling system.

I send out a monthly building visit schedule to our staff. This schedule shows them when I will be in their buildings and I have been invited to visit classrooms and view great opportunities of items taking place our buildings.

I have tried to write personal notes of appreciation to staff when I visit their classrooms or when they have done something well. I believe writing a note means a lot and is more personal to staff members.

Areas to improve:

- Find a system to communicate with patrons on what is going on in our district. This could mean a blog or quarterly community coffee. I did not do very well in this area this school year.
- Continuing to grow our administrative team/s knowledge of the use of data, improving instruction and setting achievement goals.
- Look at the use of technology in our district and how we want this to look in the future.



## Elementary Handbook Changes

-I've updated the elementary handbook (dates, names, etc.), but no other changes.

## Middle School Handbook Changes

-We included 6 policies that were provided from AC policy Number 4023,4025,5073,6410,6970,1102.

We updated the harassment and FMLA policies.

We changed the look of the handbook to be a cleaner look.

We added the 2018-19 school calendar.

We are still formating the updates but they will be done on Monday.

We updated when students needed to be out of the building and cleared up language about attending at least a half day to be able to do extra curricular language

## High School Handbook Changes

-Article .	Policy .	Topic .
1	1102	Recording others
4/5	4010/5009	Anti-discrimination, -harassment, -retaliation
5	5100	Student discipline
5	5060	Link to homeless education program form
5	5010	Pregnant students
5	5073	Child abuse and neglect
6	1110	Posting community materials
6	5005	Full and part time enrollment
6	5026	Student record access
6	5067	Statement about AEDs and access points
6	1303	Statement about soliciting funds from and by students
6	6375	Inclement Weather
6	6600	Internet Safety and acceptable use policy
6	6935	Home school credits granted

We will also be making adjustments to our Red Card system explanation and adding a section on Standard Response Protocol and school intruder information

## NASB Monthly Update for Board Meetings

Agenda Item: AUGUST 2018

### “NASB Update”

July kicked off a busy, interactive next few months for the NASB staff with Candidate Forums, NAEP Workshops, Membership Engagement visits, and Board Leadership meetings in over 25 different towns and districts. Thanks to all of those who took the time to attend an event or meet with us to see how NASB can better serve your specific district.

NASB’s Legislation Committee met in July to go over proposals, look back on last year’s legislative activities, and formulate the plan for the upcoming session. The actions of that meeting now go in front of the NASB Board of Directors for review and approval, before being sent to the Delegate Assembly in November where you all, as member districts get the final review and approval. Please mark your calendar to have a representative from your district attend and engage at Delegate Assembly.

Later this month, the NASB staff will be touring the state for another round of our fall Area Membership Meetings. Nine locations, east to west, north to south, for an evening of training, recognition, networking, and vision. We will be in Valentine, Gering and Kearney the last week of August, Nebraska City, York and North Platte in September, and Norfolk, Omaha and Fremont in October. We look forward to seeing you and your board there!

Keeping an eye into September as well, mark your calendars for the Labor Relations Conference in Lincoln, September 5<sup>th</sup> & 6<sup>th</sup>, a School Foundations Fall Forum in Kearney on September 13<sup>th</sup>, a Buffet Early Childhood Conference in Kearney on September 17<sup>th</sup>, and the annual Sparq Data Tailgate Party on Saturday, September 29<sup>th</sup> as Nebraska takes on Purdue ... Food, prizes, games & more!

To learn more and register for any of the above, visit [www.NASBonline.org](http://www.NASBonline.org)

Finally, good luck as you officially welcome your students back and kick off another school year! This is an exciting time for everyone.

We have had a number of districts ask permission to re-air the videos we have done over the last few years to welcome back students, and/or use for staff orientations, etc. Please know that no permission is needed! The links to those videos are always on NASB’s homepage, and are also linked below.

<https://vimeo.com/194260783> (I am Public Education In Nebraska - 8:24)

<https://vimeo.com/243667570> (For Me - 1:10)

Stay engaged online at [www.NASBonline.org](http://www.NASBonline.org) and follow NASB on twitter at [www.twitter.com/NASBonline](https://www.twitter.com/NASBonline) using the hashtag #liveNASB - Thanks for all you do for your board, your community and the entire state by serving public education in Nebraska.

**Submitted by.** Cindy Schmidt, Daryl Poppe, Vicki Fehringer, Emily Finnley, Kirk Vance and George Schere

**Proposal:**

Add one(1) paid coaches to the middle school track program.  
For the 2018-2019 school year this would be an increase of \$1695.

**Objectives:**

- A. Decrease the player to coach ratio.
- B. Decrease the liability of the district and current coaching staff.
- C. Increase the efficiency of practices and instruction time.

**Justifications:**

A. The last 2 years the middle school track program has averaged 135 athletes between the 7th and 8th grade teams for a player to coach ratio of nearly 27 to 1. Adding 1 coach would decrease that ratio to nearly 22.5 to 1. The middle school program includes every athlete that comes out to play with no cuts made to the roster.

A. Currently 5 coaches oversee the program. The track season consists of 4 quad meets and 5 invitational meets. The track meets including home meets, coaches are expected to work events like long jump, shot or discus. When we have quad meets there is usually 3 coaches staying at Waverly with one or two working events. The two coaches that go to the away meet at least 1 works an event. When working events it limits the ability to coach and supervise our athletes.

I. Other EMC Middle Schools coaches to number of athletes.  
Norris 6 coaches to 150, Plattsmouth 5 coaches to 62, Elkhorn Ridge 6 coaches 115, Bennington 6 coaches currently proposal to have 8 to 150, Elkhorn Middle 7 coaches to 150, Blair 6 coaches for 150, Elkhorn Ridge 6 coaches 115, Gretna Aspen Creek 6 coaches for 150 athletes, Gretna Middle 7 coaches for 190 athletes.

**Conclusion:**

Adding 1 coach to the middle school program will help us achieve the goals we have set forth for the program but most importantly it will increase supervision, safety, teaching, teachable moments, and most importantly student(player) learning, performance, and enjoyment. This will not only be good for the middle school program and the high school program but for the well-being of the students we serve in District #145.

## #BeKind

In the 2018-19 School year Millard will have a district wide theme focused on being kind. After discussion with Dr. Mark Adler, it was determined that we would use the hashtag that was established by the work of Dr. Adler and his wife Joni.

**Goal:** Bring awareness of all types of bullying and harassment while simultaneously initiating a campaign on being kind.

**Learning Community/MOEC:** Invite all school districts in the Learning Community to join us in promoting a #BeKind effort. What are things that we could do together?

- Mayor's office - #BeKind Day?
- Media Behind Project?

**Metro Conference:** If agreed upon by LC/MOEC schools have conversation amongst all AD's on promoting a #BeKind movement in our activity programs and athletic events.

### Millard 'District' Ideas:

- #BeKind t-shirts for all staff member (Using I Love PS Vendor)
- #BeKind water bottles
- #BeKind golf shirts
- District Kick off speaker focused on social emotional learning and being kind.
- #BeKind Election signs for all schools for display for open house.
- Take Staff Picture during kick off with #BeKind t-shirts.
- Social Media Focus on #BeKind to start school year and throughout.
- Small signs for group shots on #BeKind.
- Coordinate with Service Advisory and Interfaith advisory.
- Generate media behind the project
- PSA at Millard v Millard Football games.
- Invite Local Business to participate

### Millard 'Building' Ideas:

- Early Notification to Buildings to think about, plan and share.
- Empower buildings to do their own thing to support initiative.
- Homeroom Activities on #BeKind.
- Activity and Athletic Programs with focus on #BeKind (Emphasis on Millard v Millard games).
- Google Shared Location for Ideas

The bringing together of #BeKind is a loosely coupled theme where each district and school can participate to the level they choose.

# #BeKind

**Goal:** Bring awareness of all types of bullying and harassment while simultaneously initiating a campaign on being kind. The campaign is meant to be a year long verses one episode. The campaign is aimed at positive behavior and action. Being kind costs nothing.

**Activities:** #BeKind is open to any group, business, school, etc.. that would like to participate. Plans are developed at the employment location. A group can do as much or as little as they like and the goal is for this to evolve so that #BeKind is operational for years to come.

**City Wide #BeKind Date:** Friday, August 24, 2018

- Proclamation by Mayor and signed by other Mayors.
- Recognition at Football Games (Be Talking to your Principals and AD's)

**Mayor's Office (City of Omaha)**

- Initiate Proclamation (**Declare Friday, August 24, 2018. Proclamation ready by August 3.**)
- Has involved Police, Fire, and City Administrators
- We need Mayors from all other cities involved.
- Mark and Joni are presenting to the Mayor's Youth Leadership Council on March 8, 2018.

**Omaha Chamber of Commerce:**

- Want and need Chamber involvement

**Student Planning Rally at ESU #3:**

- Mark Adler, Joni Adler and Jim Sutfin will present at the April 16, 2018 Rally.
- Student Planning is essential (Principals also in attendance)

**Faith Based Organizations:**

- Millard has contacted all of its faith based organizations about the Campaign.

**T-shirts:** Each entity is responsible to order and design their own t-shirts. One potential vendor is **Mike Battershell** | Bergman Incentives | [mike@bergmanincentives.com](mailto:mike@bergmanincentives.com) Direct [402.661.7929](tel:402.661.7929) | text/mobile [402.871.5200](tel:402.871.5200) [9411 'F' Street Omaha, NE 68127](http://9411.F.Street.Omaha.NE.68127)

**Building Plans:**

- Have you given consideration for buildings to plan for the year?
- Each Millard School will submit a Building Plan involving students and staff to Central Office.

**Other Items to Consider (Branding):**

- Millard will use #BeKind Note cards and stationary.
- #BeKind Art contest (Displays created)
- Fall Kick Off for all staff (Rolling out the theme)
- Friday Folders will be branded with #BeKind
- Social Media Photos and 'Picture frame Campaign'
- Corrugated Cardboard #BeKind Poster Boards (8.5x11)

**Resolution in Support of #BeKind Day  
August 24, 2018**

**Whereas**, the Omaha metropolitan area values and recognizes that while it costs nothing to *#BeKind* to others, the dividends of that effort will last a lifetime.

**Whereas**, research shows that strong relationships are at least as important for our personal health as avoiding smoking or obesity and a simple focus to *#BeKind* immediately strengthens bonds among students, school and community stakeholders.

**Whereas**, Omaha metropolitan area students, leaders, City Councils, School Boards, and Superintendents have set the goal to encourage and expect daily acts to *#BeKind* in all of the following places: K-12 School Districts, Police Departments, Fire Departments, City Hall, and all City Support Services.

**Whereas**, students, school professionals, mayors, police officers, firefighters, city employees, community members, and families understand a stronger, healthier community free of bullying and harassment that embraces diversity at all levels is achievable, if we all commit to *#BeKind* all of the time.

**Recognizing**, the parents, teachers, students, elected officials, community leaders, and all stakeholders have a strong commitment to pay compassion, care, and acceptance forward with a simple decision to *#BeKind*.

**Be it resolved** that the \_\_\_\_\_ Public Schools Board of Education recognizes August 24, 2018 as *#BeKind* Day.

Adopted this \_\_\_\_\_ day of August, 2018

\_\_\_\_\_  
\_\_\_\_\_, President  
\_\_\_\_\_  
\_\_\_\_\_  
Public Schools Board of Education

# #BeKind Action Plans

Metro Area Schools#BeKind Action Plans

LAURIE KERR FEB 01, 2018 03:32PM

*jhtdlrdrfxlnjfhth ty dp jy flxgfldfJ*

## Abraham Lincoln

Problem- Need to be in a culture where it's normal to speak up without judgement and need . to believe in themselves.  
 Solution Ideas- #bekind and #beconfident, and starting with our realtimes. Spread awareness through student nominated respresentatives and keep the momentum going with students (not teacher driven)  
 Do- talk to Tim Hamilton (Director of Student Services) and TJ to start a district wide campaign and to know fund amounts  
 Study- surveys

## Arlington

Problem - add visibility/make BeKind actionable  
 Who - everyone (students, staff, faculty, parents, community)  
 Do - Lunches, TA time, visibility, posters, student leaders, clubs help out, awareness, let the positive outweigh the negative, celebrate and praise successes  
 Concerns - buy in, momentum might fade

## Bellevue East High

Problem: lack of education on bullying topics  
 Plan: Create an environment based on inclusiveness that allows students to feel comfortable  
 Do: Admin  
 Clubs ( GSA, Leadership Academy, Diversity Club)  
 Social Media  
 Study: change in school culture  
 number of kids effected reduced about what's been posted on social media  
 #of positives/negatives per week

postive messages around the school and in restrooms

Act: t-shirts  
 Begin school year with it  
 Campaigns  
 Advisory time to implement discussions  
 Speakers

## Bellevue West T-Birds

Problem: Lack of empathy among student body  
 Soutlion: Create a student advisory committee among clubs and leaders to create a community of kindness and empathy  
 -Begin the 2018-2019 school year.  
 -Nominate students for advisory committee from clubs/groups.  
 -Begin early in the year, with "Step to the line" activity.  
 -#bekind joint message at beginning of competitive events.

## Bennington High School

Problem: bullying is a major problem but it's not often reported and there isn't a clear definition of bullying vs conflict. Students often bring in problems from out of school or social media  
 Target users: students  
 Solutions: make changes to homeroom system to include bullying and student support in the curriculum. Place a value in each sports program/club of supporting teammates and have a standard of respect for everyone in the teams. Make sure that everyone in a team is treated equally and all team standards are implemented for each person. Promote this

movement through administration support and displaying be kind at sporting events.

In summation: Administration changes homeroom curriculum to include bullying, , and student support. Change the culture of sports programs and clubs to promote team support and equal treatment of all. We will be able to understand if we were successful around this time next

## **Blair High School**

Student involvement to get new kids involved so they won't be alone.

AEP Mentors can get to know freshmen and help find a good club for them.

Integrate sports and fine arts somehow.

Start Twitter page to show cool things that have happened in BHS.

No one sits alone day, get a color and go to that color of table and have lunch with people you don't usually sit with.

Science department shows how vape is bad for you so younger kids don't do it.

Have a leader or two from each club be in a leadership club so every club knows what's happening

## **c1stoga High School**

Problem: Lack of peer leadership.

Target User: All Students and Staff, starting with activities and their leaders

Solution Idea: Set up a system of leadership representatives from each extra curricular activity.

Steps:

1. Our student-led group focused on building better people will invite all coaches and leaders from each activity to explain the master plan.
2. Pick student representatives from activities to work on implementing leadership qualities within their groups.
3. Recognize who is not in any activities.
4. Personalized invitation from the leaders designated in each activity, to those not already involved in activities.

Study:

-Ask students and activity leaders how bullying takes place within their groups and how and where it can be addressed.

-Ask leaders and coaches of activities how the council has impacted their groups after 1st quarter of implementing the

plan.

Maybe a survey during our Cougar Connection Plan.

## **D.C. West High School**

Plan: Students need an escape from social media. Target user is all students. Solution is to power down.

Do: Teach self control and strategies to power down. Keystone teachers.

Study: Survey.

Act: Discuss in May.

Plan: Negative hallway talk. Target user is all students.

Solution is to empower student monitoring.

Do: Teach students empowerment strategies for themselves and others. Teach them common language. Use of keystones and student leaders.

Study: Survey.

Act: Meet with student leaders to develop common language. Implement through keystones.

Plan: Reporting of negative behaviors in and out of school.

Target users is all students. Solution is to create an anonymous electronic reporting system - Google Form or QR Code.

Do: Create form in Google. Create QR codes to post around school. Promotion through keystones.

Study: Survey. Number and types of responses.

Act: Get together in May.

## **Elkhorn High**

Plan: cross-club, once a month meeting, #be kind promote good deeds, take pics of good deeds and post on social media, tee shirt for person of month? Notes: weekly/daily kind challenges. sweet sticky notes, take pic with someone you don't know, calendars, highlight this year and escalate next year, bring in 8th graders early, coordinate with student mentors,

Action: Contact Christine, Introduce topic, Have Christine talk, have ford and whalen talk, Make plan for thursday

## **Elkhorn South High School**

Problem: Student apathy and inaction

Plan: Greater Council involvement in a digital mobilization movement. Additionally getting a speaker to talk about these issues and speak truth to existing issues and sparking an emotional response that will ignite real and lasting change.

Moreover, this message can be applied to the student council message by putting it on the student council shirts and honors convocation apparel to try to raise awareness and move this issue forward to reduce the issue of awareness and reduce the scope of student apathy, the aforementioned issue. Creating fundraisers to promote awareness of these issues is of tantamount importance in the addressing of these issues. Elkhorn v. Elkhorn South Football Game presented by #bekind.

## Gretna High School

Problem: Cyberbullying, unkind words

Target user: students & teachers

Solution/idea: Positive tweet each day; teachers incorporate brain breaks that include high fives and compliments; school leaders (Stuco, Class Officers, Friends of Rachel) advocate for people at lunch who don't have a comfortable place to sit; advertise TIPS (an anonymous online reporting system for bullying) so that student understand its function and purpose; Encourage teachers to intervene in hallway banter even when they aren't sure if it is bullying or a joke.

Timeline: We can start right away, but should reconvene in the Fall when school start back up.

## Louisville

PLAN: Targeting all student. Reduce bullying and remind people what kindness is.

DO: Re-educate what bullying is and the different types. Find a report system where students can go to report things they are seeing or things that are happening to them , anonymously, get the community involved with a t-shirt and football game theme/ dedicate a specific day to #BeKind, get the staff involved and more aware, put constant kindness reminders on lockers in the hallway, wall of kindness where people put sticky notes of what being kind means, empower the students, weekly announcements, kindness leader board (competition between classes).

STUDY: Google forms survey, staff evaluation of the classroom

ACT: Rebrand our student leadership council, start with weekly announcements, start reinforcing what kindness and bullying is, reinforce what good characteristics are

## Millard North Plan

Problem: How to effectively implement the BeKind initiative.

Solution: Utilize the weekly Mustang Time advisement to combat student apathy, communicate that words matter, and help students know that they can make a difference.

Next Steps: Connect with MN Admin Team, Mustang Time coordinator (Betzold), Mrs.Theerkelsen, Mr.Schettler, Mr.

Eledge, Mustang Mentors, and Mustang Time teachers. Write new lessons plans reflecting these ideas. Train underclassmen to be leaders as seniors.

Study: Conduct surveys to monitor student health (BrightBytes survey).

Timeline: By the end of year, connect with above stated people. In fall of next year, begin training and education of mentors and MT advisors. Begin discussions now on 2018-19 school year plans.

## Millard South High School

Problems: Social media bullying and kids not being fully aware of their actions. Kindness actions fading out within a long period of time.

TARGET: All students and staff

SOLUTION: Implement and initiate "Be Kind" for a long, strong period of time that is constantly tangible and visible.

Involve many other clubs and sports within.

Ideas

Kindness Agents

#bekind on freshmen day t-shirts

#bekind on student planners

#be kind on patriot pride drawing winners

Class t-shirts add #bekind

#bekind twitter

#bekind stickers for laptops

social media monitor

permanent be kind snapchat filter

be kind socks

instagram account with a daily kindness message

stickers to put on the walls

show #bekind video on our scorevision board

#bekind added daily announcements

weekly #bekind testimony by teachers

students stories of kindness

Staff plan

t-shirts for all

speaker in the fall

district video made

stationary with #bekind

#bekind signs for each school

Study: Student Monitors and student monitor social media accounts

## Millard West High School

Problem: Awareness/ lack of student involvement  
Plan

Step 1: crazy/ kindness tee shirts (orientation, freshman day)

Step 2: Guest Speaker

Step 3: Quad Qts

Step 4: Social media pledge, notes (keeping the ball rolling)

Step 5: Whatever comes next

Helpful Organizations-Student Council, NHS, Secret Kindness Agents, Assets in ACTION, Key Club, Honors Societies (all clubs and activities)

QTs-students pick get to know you games

Notes: BE KIND back to school bracelets, organization videos, monthly leader meetings, backpack ribbons

## Omaha Benson High School

problem: Never hurts to make people feel included

Do: Have Allies help make #BeKind posters/ student council have a kindness day or week

Study: Reflection

## Bryan High

Problem: People are "unaware" that there is a problem

Solution: School wide presentation of real stories

Steps

-Student Council and Bearclarity work together to find potential speakers

-speak to principal about inviting speakers

-set up speaker

Post Speaker:

-upstander training

## Burke High School

Plan:

-Problem - Students do not have enough of a voice in school decisions.

-Target User - All students

-Solution Ideas -

1. Suggestion or complaint box for student input

2. Principals open office

3. Gather all student leadership groups to get input and build a plan to promote kindness.

Do:

1. Create an anonymous box to be placed in the Counseling Center, Cafeteria, and Library. Let students know through announcements and homeroom teachers.

2. Talk to the Principal and schedule the event to happen once a month.

3. Talk to the advisors, get everyone on board, start a planning committee.

Study:

1. If students are bringing concerns.

2. If students are showing up.

3. Experiment and see how it turns out.

Act:

1.

## Omaha Central

problem: jokes about , lost its severity ("kms"), people don't know how to open up ("can't take a joke")

ideas: -making counseling more accessible in schools, make it well-known how to go in for help

-call people out on saying "kms" or joking about

-self love week (affirmations on walls and bathrooms, over announcements)

-making social media less toxic (promote blocking, unfollowing, or reporting), don't support negative activity

-making real life examples more well-known (when people hear real stories, they are more conscious of what they're saying)

-putting #bekind on merchandise, integrating campaign into school

## Omaha North High Magnet

Problem:

-lack of awareness and caring

Plan:

-take ideas from student council to administration and stress the need to their consistent support

Steps:

-get to know your teachers and administrators video

-utilize social media to spread word

-interview staff members

-have more stu co involvement

Study:

- hear less bullying
- bystanders standing up for people
- people are noticeably supporting anti-bullying campaigns

ACT:

- Breakfast with the principal
- cabinet meeting
- all advisory boards
- reach out to all clubs

## Omaha Northwest Magnet

PLAN: People don't feel like they can speak out

Target User- student

Solution- being a proactive ally more visible

DO: have resolution of respect

have buttons of respect

have student mentoring

## Omaha South High School

Plan: To encourage Forgiveness and empathy. To target Hateful words that are hard to take back. To stop...Drama/Pot Stirrers who like to continue the hate.

Do: Students/Staff/Admin/Parents/Business/Community members to get involved in spreading the message of #BeKind. By:

- creating lessons during advisements
- text blast and morning announcements, #BeKind section in school newspaper/yearbook/graduations/football games, plays, recitals
- tshirts
- recognize students who are modeling and spreading kindness in classrooms, bulletins
- students create videos
- promote at all school assemblies

Study: Create a student committee, decrease in discipline issues

Act: All year, and during

## Papillion LaVista

Home room talk and reminder everyday  
Wanting to speak out but not wanting to be in the spotlight.

## Papillion South

Developed by Leadership Academy and Student Council

Target User: All students/adults in the community

Do: Be Kind advocates group who will make posters, plan random acts of kindness, T-Shirts, school theme, videos etc.

## Platteview High School

Problem: lack of awareness, lack of student involvement and activities to promote kindness and overall interaction between students.

Plan: student leaders wear lanyard/bracelet to identify as students who are "trusted people" to talk to when they are in need of someone to open up to.

PHS #BeKind bumper stickers/back windshield stickers for all students to advertise that Platteview is involved in this movement

## Ralston

Problem: Students don't feel like they need to be nice

Solution: Find ways to celebrate and praise

Problem: Big assemblies make it easier for students to feel uninvolved

Solution: Make the campaign homeroom and small group driven to encourage participation

Problem: Having every student feel included and impacted

Solution: Have class officers write personal notes to each student in their class.

## Thomas Jefferson HS

Problem: Raising awareness and getting the community involved

Plan:

- Random Acts of Kindness
  - #BeeKind Twitter account
  - Posters
  - START lessons
  - Surveys
- Target users:

-Start with the high school students  
-Mayor, Police, Firefighters  
-Elementary/Middle School  
Act:

Act: We need to figure out the source of the problem

## **Westside High School**

Problem: Student Support (Relatability)

Plan: Monthly homeroom kindness activities with different student groups leading them(ex: cheerleaders, DECA, etc.).  
#BeKind bracelets, monthly kindness videos

## **Anonymous Help Box**

-Bully box

## **Weeping Water Public School**

Problem: Not enough awareness and not enough caring

Plan: Merchandise, posters, anonymous tip line and speakers

Do: All students and staff

1. Present ideas to Student Council and staff

Study: We would know if the ideas work and are worth spending time when we see a change.

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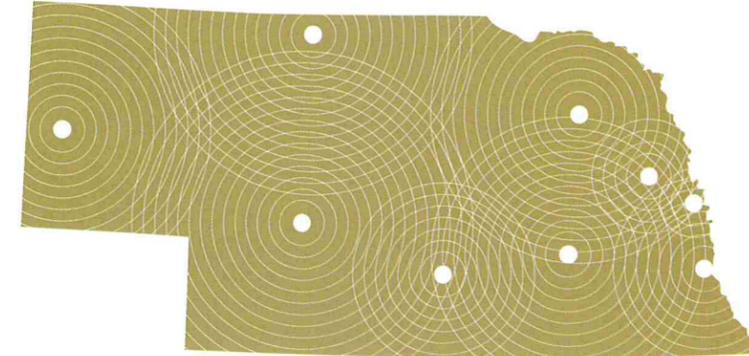
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# 2018 Area Membership Meetings

Training | Recognition | Networking | Vision

Valentine | Gering | Kearney | Nebraska City | York | North Platte | Norfolk | Omaha | Fremont



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## VISION: ENGAGED

### ONE VISION - ONE STATE



# VISION: ENGAGED



## ONE VISION - ONE STATE



[www.NASBonline.org](http://www.NASBonline.org)

# REGISTRATION

## REGISTER NOW FOR THE MEETING NEAREST YOU

MONDAY, AUGUST 27	VALENTINE	REGISTER BY AUGUST 21
TUESDAY, AUGUST 28	GERING	REGISTER BY AUGUST 21
WEDNESDAY, AUGUST 29	KEARNEY	REGISTER BY AUGUST 21
WEDNESDAY, SEPTEMBER 12	NEBRASKA CITY	REGISTER BY SEPTEMBER 6
WEDNESDAY, SEPTEMBER 19	YORK	REGISTER BY SEPTEMBER 13
WEDNESDAY, SEPTEMBER 26	NORTH PLATTE	REGISTER BY SEPTEMBER 20
WEDNESDAY, OCTOBER 3	NORFOLK	REGISTER BY SEPTEMBER 27
WEDNESDAY, OCTOBER 10	OMAHA	REGISTER BY OCTOBER 4
WEDNESDAY, OCTOBER 17	FREMONT	REGISTER BY OCTOBER 11

### TO REGISTER:

- Go to [www.NASBonline.org](http://www.NASBonline.org), and log in using your username and password
- If you do not have a username and password or have forgotten it, please contact NASB at 800-422-4572 for assistance.
- \$20 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for the meetings and dinner are as follows:

NASB MEMBER	\$72
CANCELLATION FEE	\$20

# AGENDA

REGISTRATION, NETWORKING & EXHIBITORS | 4:30 PM

VISION SESSION | 5:00 TO 5:45 PM

BREAK | 5:45 TO 6:00 PM

TRAINING SESSIONS #1 | 6:00 TO 6:35 PM

BREAK | 6:35 TO 6:45 PM

TRAINING SESSIONS #2 | 6:45 TO 7:20 PM

NETWORKING DINNER & AWARDS/RECOGNITION | 7:25 PM

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



# VISION & TRAINING SESSIONS

## 5:00 PM

### VISION: ENGAGED ..... ONE VISION – ONE STATE

From creating a vision, to continuing a vision, we've now reach the point of engaging our vision. With feedback from the past few years, see how we are now moving forward and putting items into action as we all work towards addressing Nebraska's reliance on property taxes for school funding.

## 6:00 PM

### GALLUP: TURNING TALENTS INTO STRENGTHS

Do you ever wonder why you make certain choices? Why you are better at some things than others? There's a reason. It's your talents. NASB Director of Search Service, Shari Becker, was recently licensed as a Gallup-Certified Strengths Coach. This session will provide an overview of Gallup's terminology and philosophies. We will discuss how understanding and maximizing your individual/team strengths can contribute to a quality environment and create the best opportunity for success as a board and leadership team. *Presented by Shari Becker, Director of Leadership Search Service*

### PROTECTING OUR PRECIOUS ASSETS FROM BELL TO BELL

It's no small feat, keeping students and staff safe at school. This session will share facts, tools, PR templates and data regarding active shooters, playgrounds, suicide, employee injuries, you name it. We can't cover them in bubble wrap but let's chat about what we can do and say, before, during, and after a school incident. *Presented by Megan Boldt, Director of ALICAP/Insurance*

### I DON'T KNOW, WHAT I DON'T KNOW!

What do you need to know about ESSA, AQuESST, and School Improvement? This session will provide you with a brief overview of how federal legislation and the Nebraska state accreditation system impact the work and planning at the board table. *Presented by Marcia Herring, Director of Board Leadership*

## 6:45 PM

### ROLLING DOWN THE ROAD TOWARDS DELEGATE ASSEMBLY

Delegate Assembly. NASB's official business meeting for the year. So much more than a few hours during State Conference. It is a commitment from each district to shape the gameplan for the next 364 days, specifically how you, locally elected school board members can lead and react to what will take place in the upcoming legislative session. Learn about your role the morning of, and from there on. See how you can assist and drive the conversation as we modify and create legislation, and advocate for your district, community, and all of Nebraska. Find ways to best utilize NASB's legislative team year-round to maximize efforts and learn about key timelines, processes, and ways you and your district can be heard, and make a true difference every day inside your buildings, and inside the Capitol as well. *Presented by Colby Coash, Associate Executive Director/Director of Government Relations, and Matt Belka, Director of Marketing, Communication & Advocacy*

### ORGANIZING THE CHAOS: SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT

The one critical action of the Board is to evaluate the superintendent. This process requires the board to utilize the board adopted evaluation tool, purposeful planning, and effective execution. This session will provide the board with tools, tips, and techniques for conducting an effective superintendent evaluation. The Association then advocates for a board self-assessment to appraise the governance team success, board-superintendent relations, and a method by which to identify areas of growth of the board's roles and responsibilities. *Presented by Marcia Herring, Director of Board Leadership*

### COOL TOOLS FOR SCHOOL BOARDS IN DEVELOPING RESILIENT STUDENTS

More results are coming in from schools working to increase student resilience. It is obvious now that effective classrooms and supportive relationships are the most important components in developing resilience to adversity. We'll discuss several ways your board can prepare the way toward developing more resilient students and the benefits your students will gain. *Presented by Megan Boldt, Director of ALICAP/Insurance, and Jim Luebbe, Director of Policy Service*