

Board of Education Regular Meeting
Monday, November 14, 2022 6:00 PM
Boardroom at 1700 14th Avenue
1700 14th Ave
Nebraska City, NE 68410

1. Call to Order
 - 1.1. Roll Call
 - 1.2. Pledge of Allegiance
 - 1.3. Requests from Board Members to be Absent from this meeting
 - 1.4. Welcome to Visitors and Public
 - 1.5. Approval of Agenda
 - 1.6. Public Comment Time
 - 1.7. Approval of Minutes
 - 1.8. Claims and Accounts
 - 1.9. Financial Report
 - 1.10. Principal's Comments – “What’s Happening With The PIONEERS!”
2. Old Business
3. New Business
 - 3.1. Committee Reports
 - 3.1.1. Education, Americanism and Civics
 - 3.1.2. Buildings and Grounds
 - 3.1.3. Finance
 - 3.1.4. Policy
 - 3.2. Policy Review
 - 3.3. Annual Review of Policy 4070 and 4070.R1, Early Voluntary Separation Agreement
 - 3.4. Building Fund CD
 - 3.5. General Obligation Bond Fund
 - 3.6. Other Funds and Accounts
 - 3.7. Financial Planning
 - 3.8. Bus Purchase
 - 3.9. High School Cooling Tower
 - 3.10. Personnel
 - 3.11. Superintendent Evaluation
 - 3.12. Superintendent's Report
4. Executive Session
5. Adjournment

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

Public Participation at Board Meetings Form
Nebraska City Public Schools Board of Education

PUBLIC COMMENTS

The purpose of “Public Participation” is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during “Public Comments.”

The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around five (5) minutes. In the event more than six individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

UNAPPROVED MINUTES
Board of Education Regular Meeting
Monday, October 10, 2022
Boardroom at Central Office, 1700 14th Avenue, Nebraska City, NE 68410

The Nebraska City News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Friday, September 30, 2022 and on the Nebraska City Public Schools website on Thursday, September 29, 2022 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. Copies of the postings from Friday, September 30, 2022 and Thursday, September 29, 2022 are attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the agenda is available.

1. Call to Order

Board President Jim Nemecek called the meeting to order at 6:00 PM.

1.1. Roll Call

Kent Blum: Present
Lisa Chaney: Present
Don Loseke: Present
Jeff Fields: Present
Stacie Higgins: Present
Jim Nemecek: Present
Nick Schmitz: Present
Teri Stukenholtz: Present
Stephen Luther: Present
Present: 9, Absent: 0

DRAFT

1.2. Pledge of Allegiance

1.3. Requests from Board Members to be Absent from this meeting

1.4. Welcome to Visitors and Public

1.5. Approval of Agenda

Order #16802-Motion Passed: Motion to approve the agenda for October 10, 2022 passed with a motion by Kent Blum and a second by Stephen Luther. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

1.6. Public Comment Time

No one addressed the board during Public Comment Time.

1.7. Approval of Minutes

Order #16803-Motion Passed: Motion to approve the minutes from the Tax Request Hearing and Special Meeting on September 27, 2022 passed with a motion by Stacie Higgins and a second by Don Loseke. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

1.8. Claims and Accounts

Order #16804-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Jeff Fields and a second by Kent Blum. Jeff Fields reviewed the bills this month and it was noted that there were more bills due to the beginning of the new fiscal year. Board members asked questions about certain bills where they needed more information or clarification.

General Fund: \$1,233,222.20; **Payroll Fund:** \$1,206,075.34; **Payroll Benefits Fund:** \$204,065.64;
School Nutrition Fund: \$52,602.56; **Building Fund:** \$4,444.37; **Cooperative Fund:** \$993.96

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

1.9. Financial Report

Order #16805-Motion Passed: Motion to approve the financial report as presented passed with the current balance in the treasury being \$849,587.39 (Balance does include \$1,750,000.00 borrowed from TANS) with a motion by Jim Nemecek and a second by Kent Blum. President Jim Nemecek gave a summary of the financial reports and reviewed revenue and expenditures with the board.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea

Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

1.10. Principal's Comments—"What's Happening With THE PIONEERS!"

Teri Stukenholtz thanked the principals for all their work and organization with the homecoming parade. Don Loseke stated the whole week of homecoming was well planned and included all the buildings and students. Jeff Fields shared how well the students participated and took part in making it a great event for the district.

2.0. Old Business

2.1. Policy Revision-Policy 5002.1-Admission of Students Who Reside Out of the State of Nebraska

Order #16806-Motion Passed: Motion to approve on second and final reading the revisions to policy 5002.1-Admission of Students Who Reside Out of the State of Nebraska passed with a motion by Jim Nemeč and seconded by Don Loseke. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

3.0. New Business

3.1. Committee Reports

3.1.1. Education, Americanism and Civics Committee

Stacie Higgins gave a report summarizing the Education, Americanism and Civics Committee Meeting highlighting the work of Kate Sherwin and a presentation by Lacey Glasford on the curriculum mapping progress being made during Pioneer Time and also shared positive feedback about the Science of Reading.

3.1.2. Building and Grounds Committee

Nick Schmitz gave a report summarizing the Building and Grounds Committee Meeting highlighting the work list provided by Jenny Gawart and an update on school vehicles.

3.1.3. Finance Committee

Jim Nemeč gave a report summarizing the Finance Committee Meeting highlighting their ability to focus on more long-range planning.

3.1.4. Policy Committee

Kent Blum gave a report summarizing the Policy Committee Meeting highlighting the work being done to complete a full policy review cycle by the end of the year.

3.2. Policy Reviews

Administration and the Policy Committee recommended the review of the following policies and found no need for revision at this time: 4010-Inclement Weather, 4011-Employee Leave Under the Family and Medical Leave

Act FMLA, 4011.1-Nebraska Family Military Leave Act, 4012-Staff Internet and Computer Use, 4013-Grievance Procedure, 4030-Evaluation of Certificated Employees, 4031-Evaluation of Probationary Certified Employees, 4048-Assessment Administration and Security, 4052-Job References to Prospective Employers for Current and Former Employees, 4060-School Vehicle Use, 4061-Workplace or Non-Workplace Injuries or Illness and Return to Work and 4053-Conflict of Interest. Jim Nemeč reminded the board that policy is what drives the district and all decision making.

3.3. Policy Revision-Revoke Policy 4014-Employment Related Sexual Harassment

Order #16807-Motion Passed: Motion to remove Policy 4014-Employment Related Sexual Harassment on first and final reading per legal counsel because Policy 3057-Title IX now covers these topics passed with a motion by Kent Blum and seconded by Lisa Chaney. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

3.4. NCEA Negotiating Request

Order #16808-Motion Passed: Motion to approve the Nebraska City Education Association as the exclusive and sole collective bargaining unit for the 2023-2024 and 2024-2025 school years passed with a motion by Jim Nemeč and a second by Jeff Frields. Jim Nemeč shared they are looking at a possible date for the first meeting. Board members on the negotiating committee for this year are Jim Nemeč, Kent Blum, Jeff Frields and Don Loseke.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

3.5. Special Education FTE and possible position

Order #16809-Motion Passed: Motion to approve the addition a special education FTE position beginning January 1, 2023 passed with a motion by Stacie Higgins and a second by Teri Stukenholtz. Kent Blum shared how this will help fill the need of the special education department created by the inability to fill seven open special education para positions.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea

Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

3.6. Snow Removal Bid

Order #16810-Motion Passed: Motion to approve the snow removal bid from Jerry L'Heureux for the 2022-2023 school year passed with a motion by Teri Stukenholtz and a second by Nick Schmitz. Several members stated how much they appreciate the partnership and service to the district from Mr. L'Heureux. Superintendent Fritch stated he is very responsive to requests and had minimal increases to his bid this year.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

3.7. Middle School Cooling Tower Pumps

Order #16811-Motion Passed: Motion to approve the bid of \$67,500 for the replacement of the middle school cooling tower pumps passed with a motion by Stephen Luther and a second by Lisa Chaney. Superintendent Fritch shared that a few board members visited the Middle School and viewed the needed repairs and water leaks. These pumps are custom special ordered items and will be paid for from the Depreciation Fund.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Fields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

3.8. Appoint NASB Delegate

President Jim Nemecek appointed Stacie Higgins to be the delegate for NASB and Kent Blum to be the alternate if Stacie is unable to serve.

3.9. NCR Board Update

Kent Blum gave an update on the Nebraska City Recreation Association. This board will dissolve in early 2023 and the role of NCPS will also be completed at that time. After the bond is paid off the additional tax income generated, estimated at \$480,000, will go into a restricted capital improvement fund with the city.

3.10. Superintendent's Report

Superintendent Fritch shared a recap about the October 7 homecoming football game and donor recognition. He has received many thanks and positive feedback. He also gave the board a reminder and information about the upcoming State Education Conference in November. The first negotiations meeting is scheduled for October 20, 2022 at 5:00. Next month there will be an open meeting for the Education Committee on American Civics prior to the regular meeting. A few board members visited the middle school to tour the boiler room and see the pump project that is now in progress. Stacie Higgins shared her feedback from the NASB Labor Relations conference that she attended on behalf of the board. The board discussed the possibility of restricting access to the turf athletic field, similar to other athletic spaces in the district. Options are being considered and a plan will be developed soon. Kent Blum shared that it is time for the evaluation of Superintendent Fritch. Board members are to watch for that information coming soon from NASB.

4.0. Adjournment

Order #16812-Motion Passed: Motion to adjourn at 7:01 PM passed with a motion by Jim Nemecek and a second by Kent Blum. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Teri Stukenholtz: Yea
Stephen Luther: Yea
Yea: 9, Nay: 0, Absent: 0

Submitted by
Mark Fritch, Secretary

DRAFT



NOTICE OF REGULAR MEETING - OCTOBER 10TH, 2022

Damien Bertwell

SEP 29, 2022

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M., October 10, 2022 at Central Office, 1700 14th Avenue,** Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent.

Mark Fritch

Superintendent of Schools

NEWS-PRESS
109 SOUTH 9TH STREET
NEBRASKA CITY, NEBRASKA


PROOF OF PUBLICATION

The State of Nebraska, } SS.
County of Otoe,

Kirt Manion...being first duly sworn, says that he is Editor for the NEWS-PRESS, a legal newspaper which is published and is in general circulation in Otoe County, Nebraska, and is printed Bi-weekly at its office in Nebraska City, Nebraska; that said newspaper has been so published for more than fifty-two consecutive weeks prior to the publication of the annexed notice, and has a bona fide circulation of more than three hundred copies each issue.

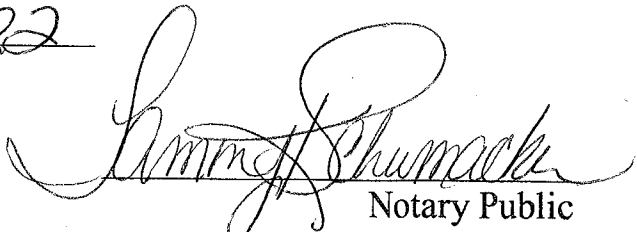
That to affiant's personal knowledge the annexed notice was published in said newspaper 1 consecutive weeks, beginning with the issue of Sept. 30, 2022, and in every subsequent issue of said newspaper up to and including the issue of Sept. 30, 2022

Publisher's fee at legal rate is \$. 14.76



Subscribed and sworn to before me this 3rd Day of

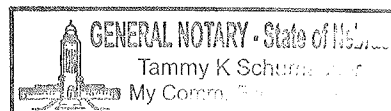
October, 2022


Notary Public

**NOTICE OF MEETING
OTOE COUNTY SCHOOL
DISTRICT 111
IN THE STATE OF
NEBRASKA**

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M., October 10, 2022 at Central Office, 1700 14th Avenue, Nebraska City, Nebraska**, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent.

Mark Fritch
Superintendent of Schools
Published in the News-Press
September 30, 2022.
#453220 ZNEZ



Nebraska City Public Schools

Board Report - Bill Listing

October 2022

Vendor Name	Description	Check Total
Checking Account ID	08 Fund Number	08 Building Fund
ARBOR BANK	LOAN PAYMENT	4,444.37
Fund Number	08	<u>4,444.37</u>
Checking Account ID	08	<u>4,444.37</u>
Checking Account ID	09 Fund Number	09 QCPUF Fund
BOK FINANCIAL	BOND PAYMENT	253,119.25
COMPUTERSHARE	BOND PAYMENT	11,483.19
Fund Number	09	<u>264,602.44</u>
Checking Account ID	09	<u>264,602.44</u>
Checking Account ID	1 Fund Number	01 General Fund
AGTAC SERVICES, LLC	CUSTODIAL SERVICES	27,460.42
ALBIREO ENERGY LLC	SERVICE CONTRACT	1,945.00
ALL ABOUT FAMILY LLC	CONTRACTED SERVICES	440.00
AMAZON.COM	VARIOUS SUPPLIES	636.08
AMERICAN RECYCLING & SANITATION	TRASH REMOVAL	2,095.75
ARBOR PSYCHIATRIC AND WELLNESS	CONTRACTED SERVICES	1,280.00
AVAYA	SERVICE CONTRACT PHONES	360.84
BAND SHOPPE	BAND SUPPLIES	272.40
BENEFIEL TRUCK REPAIR	TOWING SERVICE	405.00
BIO CORPORATION	MS SCIENCE SUPPLIES	126.51
CAPITAL BUSINESS SYSTEMS	COPIES	108.80
CAPITAL BUSINESS SYSTEMS	COPIER LEASE	2,908.02
CAPITAL ONE	LAB SUPPLIES	634.47
CARD SERVICES	VARIOUS SUPPLIES	3,184.09
CARLA ZAROBAN	HUNGER GAMES BOOKS	55.95
CHERRY ROAD MEDIA	ADVERTISING	540.10
DANA F. COLE & COMPANY, LLP	21-22 AUDIT	6,750.00
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	238.13
DOUGLAS TIRE	SPED TIRE	41.00
DR KENT MANN	PROFESSIONAL SERVICES	400.00

EDUPARTS	TECH SUPPLIES	78.97
EGAN SUPPLY CO.	CUSTODIAL SUPPLIES	1,705.90
ESU #4	CONTRACTED SERVICES	37,228.50
EWELL EDUCATIONAL SERVICES	AET RECORD BOOKS	335.00
FIRST STUDENT INC	CONTRACT TRANSPORT	31,408.97
FLINN SCIENTIFIC, INC.	CHEMICALS	75.95
GARRATT-CALLAHAN CO.	HVAC CHEMICALS	2,833.60
GROWING WORDS THERAPY	CONTRACTED SERVICES	446.66
HOME DEPOT CREDIT SERVICES	HS SUPPLIES	103.78
Home Depot Pro	CUSTODIAL SUPPLIES	5,125.85
J.F. AHERN CO.	KITCHEN INSPECTIONS	955.00
JENNA HENRICHS	CONTRACTED SERVICES	5,268.69
JW PEPPER & SON, INC	MUSIC SUPPLIES	766.79
KSB SCHOOL LAW, PC, LLO	LEGAL FEES	527.50
KUHLENENGEL, AMANDA	MILEAGE	92.88
LETTI CONNELLY	MILEAGE	71.63
LIED LODGE, ARBOR DAY FARM	PRE K MEMBERSHIP	261.00
LIND LAWN SERVICE INC	LAWN CARE	225.00
MADISON NATIONAL LIFE	OCT CLASSIFIED LTD	471.89
MADSEN ELECTRIC	NS LIGHTS	702.93
MARSHA BIAGGI	CLUB SUPPLIES	60.95
MENARDS SOUTH	HS REMODEL SUPPLIES	1,121.79
MERCER'S DO IT BEST	MISC SUPPLIES	464.12
NCECBVI	CONTRACTED SERVICES	4,600.00
NCSA	MTSS SUMMITT	3,385.00
NEBR. CITY ROTARY	DUES	125.00
NEBRASKA AIR FILTERS, INC	HVAC FILTERS	966.46
NEBRASKA CITY FIRE RESCUE	CPR CLASSES	1,015.00
NEBRASKA CITY UTILITIES	UTILITIES	47,574.92
NO LIMIT POWER, INC	MOWER BLADES	81.25
NORTHWEST EVALUATION ASSOCIATION	MAP FLUENCY	518.00
O'REILLY AUTO PARTS	BATTERIES	121.42
OMAHA DOOR & WINDOW CO	GARAGE DOOR REPAIR	34.88
OMAHA WORLD HERALD	NEWSPAPER RENEWAL	644.90

Checking Account ID	20	Fund Number	02	Depreciation Fund	
SPRINT TURF LLC		HS FIELD TURF			38,788.00
Fund Number	02				<u>38,788.00</u>
Checking Account ID	20				<u>38,788.00</u>
Checking Account ID	6	Fund Number	06	School Nutrition	
HOBART SERVICE		HS DW REPAIRS			756.31
LUNCHTIME SOLUTIONS, INC.		SEPT FOOD SERVICE			79,020.64
Fund Number	06				<u>79,776.95</u>
Checking Account ID	6				<u>79,776.95</u>

Nebraska City Public Schools
October 2022
Summary Financial Report

General Fund

The General Fund finances all facets of services rendered by the school district including payroll, benefits, equipment, supplies, insurance, building occupancy, contracted services, and other daily functions and operations of the district. The tax levy for this fund is restricted to \$1.05 plus qualified exclusions. The proposed General Fund levy for 2022-23 1.040666

Balance Forward	1,774,860.43
Revenue	875,285.61
Expenses	<u>1,247,205.58</u>
Balance	1,402,940.46

Building Fund

The Building Fund is used to acquire or improve sites and/or to erect, alter or improve buildings. The sale of bonds, the sale of property, or tax receipts will be the primary sources of revenue for the Special Building Fund. Regardless of the source of money to be used for building construction and related costs, all income for the purposes of this fund shall be accountable through this fund. The tax levy for this fund falls under the \$1.05 levy limit and is further restricted to \$0.14 with local board approval or \$0.175 following a vote of the people for a term not to exceed ten years. The proposed Building Fund levy for 2022-23 .013523

Balance Forward	128,789.10
Revenue	6,124.72
Expenses	<u>4,444.37</u>
Balance	130,469.45

QCPUF Fund

A Qualified Capital Purpose Undertaking Fund (QCPUF) may be established for the removal of environmental hazards, the reduction or elimination of accessibility barriers in school district buildings, modifications for life safety code violations, life safety hazards, and mold abatement and prevention projects for existing facilities only. General Fund expenditures for the purpose of this fund are not allowable. Effective April 19, 2016, the tax levy for this fund is restricted to \$0.03. The tax levy for QCPUF projects in place prior to April 19, 2016, remains at \$0.052. The levy may exceed the \$0.03 levy limit if valuation has decreased from the last year bonds were issued and the bond principal and interest obligation cannot be met. Tax levies cannot exceed ten years for each project. The proposed QCPUF levy for 2022-23 .030000

Balance Forward	338,989.51
Revenue	15,121.41
Expenses	<u>264,602.44</u>
Balance	89,508.48

Cooperative Fund

The Cooperative Fund may be used by the school district acting as the fiscal agent for any cooperative activity between one or more public agencies. All school districts, including the school district acting as the fiscal agent, shall show the payment for services to the cooperative in their General Fund. Nebraska City Public Schools utilized the Cooperative Fund to receipt and disburse funds received Technology Bonds. Those funds are no longer available to be accessed or used.

Balance Forward	96,390.88
Revenue	8.27
Expenses	<u>3,667.89</u>
Balance	92,731.26

Depreciation Fund

The purpose of the Depreciation Fund is to facilitate the eventual purchase of costly items by spreading replacement costs over a period of years in order to avoid a disproportionate tax effort in a single year to make the purchase. To allocate monies from the General Fund, a school district will transfer funds as an expense from the General Fund, and the Depreciation Fund will show the transfer as revenue from the General Fund. The school district must divide this fund into more than one account to allocate a portion of this fund for different valid purposes. The Depreciation Fund is a component of the General Fund.

Balance Forward	1,839,524.42
Revenue	0.00
Expenses	<u>38,788.00</u>
Balance	1,800,736.42

School Nutrition Fund

The School Nutrition Fund (formerly School Lunch Fund) is required to accommodate the financial activities of all Nutrition Programs operated by the school district. The School Nutrition Fund shall reflect a record of all revenues and expenditures incident to the operation of all Nutrition Programs. If a deficit is incurred in the operation, the deficiency shall be covered by funds transferred from the General Fund.

Balance Forward	389,978.28
Revenue	91,979.84
Expenses	<u>80,036.95</u>
Balance	401,921.17

Payroll Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from the General Fund on a monthly basis to cover monthly payroll, benefits, and associated expenses.

Balance Forward	34,267.62
Revenue	1,219,311.10
Expenses	<u>1,219,359.15</u>
Balance	34,219.57

Section 125 Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from individual employees' monthly salary/wages to cover monthly employee-elected deductions for childcare and healthcare expenses.

Balance Forward	31,809.44
Revenue	5,652.48
Expenses	<u>5,650.53</u>
Balance	31,811.39

Meyer Memorial Fund

An internal account created for exclusive use by Nebraska City Public Schools. This fund, established by donations from the Meyer family, is used to fund scholarships.

Balance Forward	230,227.56
Revenue	.18
Expenses	<u>0.00</u>
Balance	230,227.74

							22-23	21-22
			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	OCTOBER	10/31/2022	10/31/2021	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	5,952,815.00	435,699.07	879,763.94	1,107,738.47	(227,974.53)	85.22%	
1115	CAREER ACADEMY	119,600.00	9,126.12	18,692.77	29,928.57	(11,235.80)	84.37%	
1150	ELL	353,675.00	29,920.47	59,362.15	61,897.30	(2,535.15)	83.22%	
1160	POVERTY	2,119,005.00	173,825.54	373,433.16	457,924.71	(84,491.55)	82.38%	
1190	PRESCHOOL LOCAL FUNDS	170,100.00	12,065.27	23,242.84	31,044.58	(7,801.74)	86.34%	
1200	SPECIAL EDUCATION	2,712,000.00	215,108.70	441,973.62	470,773.58	(28,799.96)	83.70%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00	0.00	0.00		-	100.00%	
2120	GUIDANCE	189,975.00	15,389.19	31,729.45	39,898.34	(8,168.89)	83.30%	
2130	HEALTH/NURSE	97,725.00	9,449.20	17,435.46	20,128.26	(2,692.80)	82.16%	
2140	PSYCHOLOGY	278,900.00	31,277.45	41,527.45	44,647.79	(3,120.34)	85.11%	
2150	SPEECH/AUDIOLOGY	221,400.00	20,572.52	28,971.09	35,500.37	(6,529.28)	86.91%	
2160	OCCUPATIONAL THERAPY	400.00	0.00	0.00	7,617.39	(7,617.39)	100.00%	
2170	PHYSICAL THERAPY	10,200.00	4,405.41	4,752.21	962.92	3,789.29	53.41%	
2180	VISION	600.00	0.00	0.00	-	-	100.00%	
2190	OTHER SUPPORT SERVICES	90,000.00	975.61	3,076.12	958.13	2,117.99	96.58%	
2212	CURRICULUM DIRECTOR	35,100.00	3,807.09	7,563.07	12,653.12	(5,090.05)	78.45%	
2214	STANDARDS DIRECTOR	1,500.00	0.00	200.00	12,843.07	(12,643.07)	86.67%	
2220	LIBRARY	201,500.00	15,742.19	32,452.51	39,641.68	(7,189.17)	83.89%	
2290	EARLY RETIREMENT	43,125.00	0.00	43,109.20	143,814.00	(100,704.80)	0.04%	
2310	SCHOOL BOARD	112,000.00	7,919.60	14,181.21	28,799.43	(14,618.22)	87.34%	
2320	SUPERINTENDENT	302,475.00	25,027.44	51,439.11	46,469.47	4,969.64	82.99%	
2410	PRINCIPALS	949,150.00	81,281.23	166,156.89	204,089.93	(37,933.04)	82.49%	
2510	BUSINESS OFFICE	214,525.00	16,953.15	38,954.65	37,658.59	1,296.06	81.84%	
2520	VEHICLE ACQUISITION	0.00				-	0.00%	
2580	TECHNOLOGY	213,400.00	9,100.60	66,390.20	19,005.57	47,384.63	68.89%	
2610	PLANT OPERATION	1,094,500.00	86,792.84	299,312.94	251,367.61	47,945.33	72.65%	
2620	MAINTENANCE	1,312,585.00	46,545.70	117,176.49	98,083.16	19,093.33	91.07%	
2700	PUPIL TRANSPORTATION	394,400.00	41,651.10	71,385.92	36,010.75	35,375.17	81.90%	
3535	HIGH ABILITY LEARNERS	5,550.00	401.68	881.74	1,262.88	(381.14)	84.11%	
3540	STATE EARLY CHILDHOOD	86,985.00	7,100.56	14,563.02	16,951.27	(2,388.25)	83.26%	
3590	PROJECT AWARE	246,644.00	9,829.49	42,026.38	-	42,026.38	82.96%	
3599	TEXTBOOK LOAN	20,000.00	0.00	0.00	-	-	100.00%	
5000	DEBT SERVICES	2,158,000.00	0.00	350,000.00	-	350,000.00	83.78%	
6200	TITLE I	326,975.00	27,521.34	56,473.09	70,222.51	(13,749.42)	82.73%	
6310	TITLE II PART A	79,580.00	828.00	1,819.51	1,443.80	375.71	97.71%	
6406	IDEA PART B PRESCHOOL	8,218.00	3,331.95	4,272.99	3,137.40	1,135.59	48.00%	
6408	IDEA BASE/ENROLLMENT/POVERTY	338,869.00	50,160.56	89,525.23	95,397.84	(5,872.61)	73.58%	
6412	NON-PUBLIC SPED	25,561.00	677.68	677.68	-	677.68	97.35%	
6422	IDEA PRESCHOOL-ARP	0.00				-		
6421	IDEA BASE-ARP	0.00			5,394.60	(5,394.60)		
6423	IDEA NON PUBLIC -ARP	0.00			394.80	(394.80)		
6700	PERKINS	0.00	738.33	738.33		738.33		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	185,755.00	17,556.42	25,906.75	24,475.65	1,431.10	86.05%	
6988	SUMMER EXTENDED PROGRAMS	25,000.00	1,537.97	3,075.94		3,075.94	87.70%	
6989	EXTENDED CLUBS	40,000.00		599.90		599.90	98.50%	
6996	ESSERS/CARES GRANT	0.00			7,531.44	(7,531.44)		
6997	ESSERS II	368,012.00	8,839.87	47,844.70	114,602.83	(66,758.13)	87.00%	
6998	ESSERS III	1,000,512.00	39,557.51	426,920.85	99,973.68	326,947.17	57.33%	
	SUBTOTAL	22,126,771.00	1,460,716.85	3,897,608.56	3,680,245.49	217,363.07	82.39%	83.23%
	TRANSFER TO FUND					Does NOT include TANS		
	TOTAL DISBURSEMENTS:	22,126,771.00	1,460,716.85	3,897,608.56	3,680,245.49			

Activity Fund Balance Report - Summary - Exclude Encumbrances

10/2022 - 10/2022

Regular; Beginning Month 10/2022; Processing Month 10/2022; Accounts to Include Accounts with Activity; Fund Balance Account 129 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0001	VARSITY FOOTBALL BALANCE	920.91	7,569.24	3,098.00	0.00	(3,550.33)
05 704 0003	7-8 FOOTBALL BALANCE	(1,588.17)	983.22	608.00	0.00	(1,963.39)
05 704 0004	VARSITY BBB BALANCE	288.78	0.00	0.00	0.00	288.78
05 704 0008	VARSITY B TRACK BALANCE	(95.86)	0.00	0.00	0.00	(95.86)
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,098.31	0.00	0.00	0.00	4,098.31
05 704 0010	TRAVELING GIRLS BB BALANCE	4,566.80	0.00	0.00	0.00	4,566.80
05 704 0012	VARSITY WRESTLING BALANCE	(347.16)	0.00	0.00	0.00	(347.16)
05 704 0014	CROSS COUNTRY BALANCE	(3,614.01)	1,550.00	675.00	0.00	(4,489.01)
05 704 0015	VARSITY GIRLS TRACK BALANCE	(16.36)	0.00	0.00	0.00	(16.36)
05 704 0016	VARSITY GBB BALANCE	620.95	0.00	0.00	0.00	620.95
05 704 0018	VARSITY VOLLEYBALL BALANCE	(1,072.05)	1,015.00	973.00	0.00	(1,114.05)
05 704 0020	7-8 VOLLEYBALL BALANCE	(324.00)	1,040.00	856.75	0.00	(507.25)
05 704 0021	BOYS TENNIS BALANCE	(85.95)	0.00	230.00	0.00	144.05
05 704 0022	GIRLS TENNIS BALANCE	(100.00)	0.00	0.00	0.00	(100.00)
05 704 0024	GOLF BALANCE	0.00	45.12	0.00	0.00	(45.12)
05 704 0025	FFA BALANCE	11,057.52	138.91	901.48	0.00	11,820.09
05 704 0026	FCCLA BALANCE	(1,475.51)	504.85	944.70	0.00	(1,035.66)
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	4,206.53	0.00	0.00	0.00	4,206.53
05 704 0028	NS BOOK FUND BALANCE	1,581.22	142.38	16.45	0.00	1,455.29
05 704 0029	SINGERS BALANCE	(226.25)	0.00	0.00	0.00	(226.25)
05 704 0030	MUSICAL BALANCE	8,078.53	0.00	0.00	0.00	8,078.53
05 704 0031	DECA BALANCE	(197.84)	0.00	30.00	0.00	(167.84)
05 704 0032	MS CONCESSIONS BALANCE	(391.83)	625.03	820.00	0.00	(196.86)
05 704 0033	FBLA BALANCE	755.00	0.00	65.00	0.00	820.00
05 704 0034	HS POP MONEY BALANCE	14.16	0.00	0.00	0.00	14.16
05 704 0035	MS POP BALANCE	674.07	25.00	220.00	0.00	869.07
05 704 0036	HS BAND RESALE BALANCE	94.76	0.00	0.00	0.00	94.76
05 704 0037	MS BAND RESALE BALANCE	1,676.65	162.55	304.20	0.00	1,818.30
05 704 0038	MS WRESTLING CLUB BALANCE	3,096.41	0.00	0.00	0.00	3,096.41
05 704 0039	PIONEER FOOTBALL BALANCE	10,593.95	566.48	231.00	0.00	10,258.47
05 704 0040	WEIGHTLIFTING BALANCE	538.69	0.00	0.00	0.00	538.69
05 704 0041	MS TRACK CLUB BALANCE	458.77	0.00	0.00	0.00	458.77
05 704 0042	CHILDRENS CHOIR BALANCE	275.71	0.00	0.00	0.00	275.71
05 704 0043	HW BOOK FUND BALANCE	1,473.94	0.00	0.00	0.00	1,473.94
05 704 0044	WRESTLING MATMAIDS BALANCE	322.14	0.00	0.00	0.00	322.14
05 704 0045	CHEERLEADERS BALANCE	367.37	1,403.84	150.00	0.00	(886.47)

Activity Fund Balance Report - Summary - Exclude Encumbrances

10/2022 - 10/2022

Regular; Beginning Month 10/2022; Processing Month 10/2022; Accounts to Include Accounts with Activity; Fund Balance Account 129 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0046	CLASS OF 2023 BALANCE	1,257.95	0.00	0.00	0.00	1,257.95
05 704 0048	SPEECH CONTEST BALANCE	2,558.08	0.00	0.00	0.00	2,558.08
05 704 0049	DRAMA ACTIVITY BALANCE	536.15	0.00	0.00	0.00	536.15
05 704 0050	MS STUDENT COUNCIL BALANCE	16,069.86	11.99	0.00	0.00	16,057.87
05 704 0051	HS STUDENT COUNCIL BALANCE	2,582.40	0.00	456.00	0.00	3,038.40
05 704 0052	JOURNALISM BALANCE	6,642.10	0.00	1,740.00	225.00	8,607.10
05 704 0053	BIG MAC MATH BALANCE	4,027.08	0.00	0.00	0.00	4,027.08
05 704 0054	ART CLUB BALANCE	1,545.81	0.00	0.00	0.00	1,545.81
05 704 0055	CONSTRUCTION CLASS BALANCE	2.91	0.00	0.00	0.00	2.91
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	462.14	148.47	0.00	0.00	313.67
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	5,139.50	35.00	120.00	0.00	5,224.50
05 704 0058	HS BAND ACTIVITY BALANCE	521.18	0.00	20.00	0.00	541.18
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,301.27	0.00	0.00	0.00	4,301.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0063	MS QUIZ BOWL BALANCE	38.00	0.00	0.00	0.00	38.00
05 704 0064	HS SCIENCE CLUB BALANCE	1,768.05	0.00	120.00	0.00	1,888.05
05 704 0065	HS COLOR GUARD BALANCE	1,129.09	1,429.55	0.00	0.00	(300.46)
05 704 0066	HS METALS BALANCE	4.82	0.00	0.00	0.00	4.82
05 704 0067	MS HOME EC. LAB BALANCE	50.03	0.00	0.00	0.00	50.03
05 704 0068	HS CONCESSIONS BALANCE	5,801.67	3,278.00	3,868.32	0.00	6,391.99
05 704 0069	PRECORDERS BALANCE	361.20	0.00	0.00	0.00	361.20
05 704 0070	VARSITY CLUB BALANCE	24,263.09	4,994.00	16,280.00	(725.00)	34,824.09
05 704 0071	WELLNESS BALANCE	1,842.40	0.00	6,590.00	0.00	8,432.40
05 704 0072	DRIVER EDUCATION BALANCE	10,532.99	0.00	0.00	0.00	10,532.99
05 704 0073	MS SHOP ACTIVITY BALANCE	1,843.03	0.00	0.00	0.00	1,843.03
05 704 0076	GOLF INVITE BALANCE	0.00	975.00	140.00	0.00	(835.00)
05 704 0079	HORTICULTURE BALANCE	603.27	0.00	0.00	0.00	603.27
05 704 0082	MS PRIDE BALANCE	804.72	0.00	0.00	0.00	804.72
05 704 0085	HW PURPLE JAM BALANCE	500.32	0.00	0.00	0.00	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	142.25	0.00	0.00	0.00	142.25
05 704 0087	HAYWARD FUNDRAISER BALANCE	3,589.08	77.45	0.00	0.00	3,511.63
05 704 0088	MS BOOK SALES BALANCE	506.47	0.00	0.00	0.00	506.47
05 704 0090	VOLLEYBALL CLUB BALANCE	247.30	0.00	152.00	0.00	399.30
05 704 0091	GIRLS SOCCER CLUB BALANCE	4,017.95	0.00	0.00	0.00	4,017.95
05 704 0092	CLASS OF 2024 BALANCE	1,598.70	0.00	0.00	0.00	1,598.70

Activity Fund Balance Report - Summary - Exclude Encumbrances

10/2022 - 10/2022

Regular; Beginning Month 10/2022; Processing Month 10/2022; Accounts to Include Accounts with Activity; Fund Balance Account 129 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0094	HS SHOP RESALE BALANCE	62.77	0.00	0.00	0.00	62.77
05 704 0095	HS ENGLISH BALANCE	291.86	0.00	0.00	0.00	291.86
05 704 0096	PIONEER PERKS BALANCE	79.53	0.00	0.00	0.00	79.53
05 704 0097	NS FUNDRAISER BALANCE	2,009.30	0.00	339.38	0.00	2,348.68
05 704 0098	BBB SUMMER LEAGUE BALANCE	1,942.00	0.00	379.25	0.00	2,321.25
05 704 0100	HW DARE BALANCE	79.52	0.00	0.00	0.00	79.52
05 704 0101	PIONEER CROSS COUNTRY BALANCE	686.48	0.00	0.00	0.00	686.48
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	281.25	0.00	0.00	0.00	281.25
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	67.51	0.00	0.00	0.00	67.51
05 704 0105	B&G SOCCER BALANCE	337.90	0.00	0.00	0.00	337.90
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	GIRLS GOLF BALANCE	(765.91)	43.96	360.00	0.00	(449.87)
05 704 0108	EXPRESSIONS BALANCE	4,648.77	0.00	0.00	0.00	4,648.77
05 704 0109	FB JERSEYS BALANCE	60.83	0.00	0.00	0.00	60.83
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	323.91	0.00	0.00	0.00	323.91
05 704 0112	SUMMER GBB BALANCE	1,745.88	0.00	0.00	0.00	1,745.88
05 704 0115	GIRLS TENNIS CLUB BALANCE	(287.64)	0.00	0.00	0.00	(287.64)
05 704 0116	STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	0.00	707.00
05 704 0117	BOYS SOCCER CLUB BALANCE	2,282.88	0.00	12.00	0.00	2,294.88
05 704 0119	WASHINGTON TRIP BALANCE	729.49	0.00	60.00	0.00	789.49
05 704 0120	COOP BASEBALL BALANCE	(27.50)	0.00	0.00	0.00	(27.50)
05 704 0121	CLASS OF 2022 BALANCE	150.30	0.00	0.00	0.00	150.30
05 704 0123	SOFTBALL BALANCE	(1,926.11)	0.00	1,864.00	0.00	(62.11)
05 704 0124	CD/INTEREST BALANCE	(20,967.82)	0.00	12.80	0.00	(20,955.02)
05 704 0126	MUSIC TRIP BALANCE	2,354.43	0.00	0.00	0.00	2,354.43
05 704 0127	HAL BALANCE	370.46	0.00	0.00	0.00	370.46
05 704 0128	BASEBALL CLUB BALANCE	335.04	0.00	0.00	0.00	335.04
05 704 0129	CAREER & HUMAN DEVELOPMENT BALANCE	2.00	0.00	0.00	0.00	2.00
05 704 0130	HS SOUND SYSTEM BALANCE	995.21	0.00	0.00	0.00	995.21
05 704 0131	SUMMER SCHOOL BALANCE	4,796.56	0.00	0.00	0.00	4,796.56
05 704 0132	HS ART FEES BALANCE	4,017.43	0.00	500.00	0.00	4,517.43
05 704 0133	HS SPANISH FEES BALANCE	208.73	0.00	0.00	0.00	208.73
05 704 0134	MS FCS BALANCE	796.47	0.00	0.00	0.00	796.47
05 704 0135	MS ART FEES BALANCE	3,260.86	0.00	0.00	0.00	3,260.86
05 704 0136	MS IT FEES BALANCE	5,218.82	0.00	0.00	0.00	5,218.82

Activity Fund Balance Report - Summary - Exclude Encumbrances

10/2022 - 10/2022

Regular; Beginning Month 10/2022; Processing Month 10/2022; Accounts to Include Accounts with Activity; Fund Balance Account 129 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0137	HS FOOD FEES BALANCE	917.65	0.00	20.00	0.00	937.65
05 704 0138	COLLEGE TUITION FEES BALANCE	735.17	0.00	0.00	0.00	735.17
05 704 0139	CONSUMER MATH SCHOLARSHIP BALANCE	3,020.00	0.00	0.00	0.00	3,020.00
05 704 0140	READING SUPPLEMENT BALANCE	1,000.00	0.00	4,000.00	0.00	5,000.00
05 704 0141	CO BALANCE	8,660.14	100.00	290.65	0.00	8,850.79
05 704 0144	PIONEER PETE BALANCE	2,173.82	0.00	0.00	0.00	2,173.82
05 704 0145	HS TRACK CLUB BALANCE	561.28	0.00	0.00	0.00	561.28
05 704 0148	NAT'L JR. HONOR SOCIETY BALANCE	1,552.72	0.00	0.00	0.00	1,552.72
05 704 0150	MS VOLLEYBALL CLUB BALANCE	889.85	0.00	590.25	0.00	1,480.10
05 704 0152	ACTIVITY ADMIN. BALANCE	5,132.82	0.00	0.00	0.00	5,132.82
05 704 0153	ROBOTICS BALANCE	(3.64)	0.00	0.00	0.00	(3.64)
05 704 0155	MS ROBOTICS BALANCE	2,341.80	0.00	0.00	0.00	2,341.80
05 704 0157	TECHNOLOGY BALANCE	39,118.75	0.00	2,595.00	0.00	41,713.75
05 704 0158	MS LIFE SKILLS BALANCE	2,787.79	66.11	200.00	0.00	2,921.68
05 704 0159	CA CONSTRUCTION BALANCE	9,033.39	3,000.00	0.00	0.00	6,033.39
05 704 0160	CLASS OF 2025 BALANCE	283.98	0.00	0.00	0.00	283.98
05 704 0162	CA-INFORMATION TECHNOLOGY BALANCE	(1,299.68)	0.00	0.00	0.00	(1,299.68)
05 704 0163	YOUTH TENNIS CLUB BALANCE	389.44	0.00	0.00	0.00	389.44
05 704 0164	JAG BALANCE	431.61	0.00	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	3,034.00	2,259.56	0.00	500.00	1,274.44
05 704 0166	TURF AND DIRT BALANCE	650.00	0.00	0.00	0.00	650.00
Fund Total: 05		246,783.14	32,190.71	50,833.23	0.00	265,425.66

		11/1/2022	Board Meeting Mileage Sheet								
DATE											
PURCHASED	YEAR	TRADE NAME	STYLE	NUMBER	BODY TYPE	CAPACITY	VEHICLE ID#	CYLINDERS	COST	LICENSE #	MILEAGE
11/18/2002	2001	OLDSMOBILE	VAN	TAN	SILJOUETTE	7	1GHDX23E41D221511	6	15700	53026	212644
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	19549	53028	191633
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	GNDV23107D159355	6	15570	51495	174887
8/12/2008	2004	CHEVY	PICKUP	SILVER	HEAVY DUTY	6	1GCHK23G64F153924	8	14880	44965	203524
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	21000	58436	127208
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER LS	7	GNDV23118D104608	6	15926	55997	163602
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	GNDV23128D130117	6	15926	51678	186142
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	9014	51494	106449
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	22249	53021	71314
7/29/2011	2000	FORD	VAN	WHITE	ECONOLINE	2	1FTRE1422YHB91542	6	5480	55989	166810
11/16/2011	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG5BR626494	6	17500	56539	120647
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	17500	56540	171933
12/17/2021	2016	CHEVY-LOANER	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886			57655	74203
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6		60384	72845
6/2022	2019	DODGE VAN	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6		60884	37984
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10		6			23119

Northside Board Report

November 14, 2022

Guiding Principle 1	High Quality Instruction and Learning Expectations
	<p>Teachers are up to lesson 7 in our Science of Reading program and are starting to implement what they are learning in their classrooms. While it is still at the early stages the conversations around reading are getting more focused and will help us improve in time. There is lots for the staff to process and think through yet.</p>
Guiding Principle 2	Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence
	<p>On October 28th the students practiced a Shelter Drill and what we would do in the case of a Tornado warning or other hazard. In their classrooms they also discussed and practiced what would happen if a Lockdown was called in the building. At the lower level we choose to do this as classrooms rather than doing a full school wide drill to help lower anxiety. The students will practice both of these drills again in the spring.</p>
Guiding Principle 3	Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches
	<p>The Edge program, which is a great partner, was in to read to the students on Nov. 9 and while we appreciate all the volunteers who give their time to come read to the students we had a celebrity guest reader this week that the opportunity to share can't be missed.</p>



Guiding Principle 4



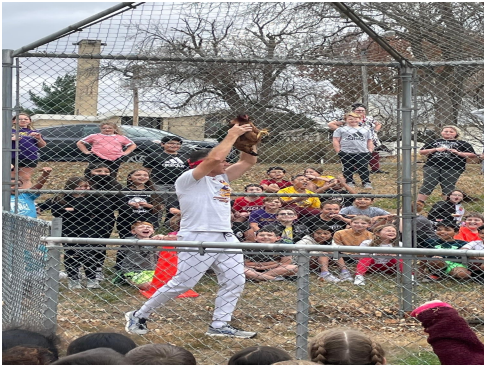
Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

Guiding Principle 4

District Resources; Budget, Facilities, and Staffing

Hayward Board Report

November 14, 2022

<p>Guiding Principle 1</p>	<p>High Quality Instruction and Learning Expectations</p>
<p>Guiding Principle 2</p>	<p>Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence</p>
	<ul style="list-style-type: none"> ● PJ 10-26-22 ● HW Heroes- Emsly Shannon & Daniel Martinez-Adame ● Respect is our Col. Character focus for November ● Lunchroom Expectations is our behavior focus
<p>Guiding Principle 3</p>	<p>Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches</p>
	<ul style="list-style-type: none"> ● EDGE Super Citizens <ul style="list-style-type: none"> ○ 3rd- Food Drive ○ 4th- Library card renewal ○ 5th- Money Manners ● Halloween Parties and Parade ● Chase a Chicken <div style="display: flex; justify-content: space-around; align-items: flex-start;">   </div> <div style="display: flex; justify-content: space-around; align-items: flex-start; margin-top: 20px;">  </div>
<p>Guiding Principle 4</p>	<p>Communication and Stakeholder Engagement; Communication, Engagement, and Transparency</p>

Guiding Principle 5	District Resources; Budget, Facilities, and Staffing
	<ul style="list-style-type: none">● September Student enrollment<ul style="list-style-type: none">○ 3rd= 102○ 4th= 91○ 5th= 91<p style="text-align: center;">Total= 284</p>November<ul style="list-style-type: none">3rd= 1044th= 885th= 89<p style="text-align: center;">Total= 281</p>

**NCPS Board of Education Report
Nebraska City Middle School
November 14th, 2022**

Strategies for 1 - High-Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- NCMS staff have each created a classroom vision. Mr. Pellatz has been meeting with staff on how they have been enacting their vision in their classroom and how they can continue to grow.
- Mr. Hoover and Mr. Pellatz met with staff from the University of Nebraska-Lincoln's College of Education to discuss opportunities for each of our students and to advocate for the future of teachers and education. They also received a tour of the new Carolyn Pope Edwards Hall building at UNL.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- NCMS students continue to be celebrated every other Friday for Honors Homeroom. Students with 1s and 2s, no missing assignments, and no office referrals get to spend Homeroom being rewarded with snacks, games, and other fun activities. Nearly 65 students participated on November 4th.

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Presenters for the Child Advocacy Center and the Nebraska City Police department presented to all MS students in grade level groups about healthy relationships and digital citizenship. The groups worked together to provide the students a great educational experience.
- Officer Casey Fertig of the Nebraska City Police Department finished up her DARE class on Friday, November 4th. 8th Grade students went through a 2 week course on peer pressure, substance abuse, and violence. The students appreciated interacting with NCPD and learned a ton.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

- NJHS presented a breakfast to celebrate and honor Veterans at the Memorial Building. An estimated 100 people attended to have breakfast, coffee, and fellowship. The board of

the Memorial Building passed on their appreciation and the event continues to grow each year.

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- Initial work to the cooling towers was done to start the process of replacing them.
- Current Enrollment (October 6th, 2022):
 - 6th Grade: 98 Students
 - 7th Grade: 118 Students
 - 8th Grade: 114 Students
 - Total Enrollment: 330 Students (+4 from August 2022 Enrollment)

NCPS Board of Education Report

High School

November 14th, 2022

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approach

- Pioneer Passports - Senior students have been provided with passports with which to document the activities of senior year. The passport includes required activities such as completing a college application as well as optional activities such as composing a personal statement. Upon providing proof of completion, each completed activity is stamped by the school counselor.
- Teacher Classroom Vision Highlight (*The classroom vision is what each teacher/staff member wants to accomplish each day in his/her classroom*)
 - Jason McNeely: I want my students to feel challenged by ideas and by work. We need to bring energy, focus, and passion to each and every class. We need to be prepared and flexible as we learn Business/Leadership/Education. They should grow and become wiser and more disciplined. We will be more concerned with the learning and less concerned about the grade. If we put our best work forward we will build the habits that lead to success and at the end of the process students will have a better idea what they want to do for a career and how they want to live their lives.
 - Jackie Moyer: I will always be here for students. Whether it be for technology assistance, homework help, guidance or an ear to listen... Giving a kid confidence to know that they can be anything they want to be or can do anything if they work hard enough. There is nothing they can't do! I believe in them! I will strive to keep the Media Room equipped with all tools needed in helping students complete their tasks.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Student Council & Band - Friday, November 11th provided a Veterans Day program at the Memorial Building.
- The Nebraska State Supreme Court presented to NCHS students as well as six other schools on November 2nd. Thank you to Mrs. Glasford, Mr. Aaberg, and Mr. Myers for all their hard work.
- Student Council hosted the Safe Trick or Treat on Wednesday, October 31st from 4:00pm to 6:00pm. We had 10 groups, 50+ high school students, and over 300 trick or treaters attend.
- National Honor Society Blood Drive is on December 1st at the high school.

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Thank you to CHI for hosting our Health Academy Students who learned about different health career fields.
- Thank you to Nebraska Wesleyan for hosting two groups of students who learned about the college going process as well as Nebraska Wesleyan.
- Thank you to Mission Fields for coming to NCHS and sharing experiences and information with students regarding “Substance Use Disorder”.
- Thank you to Bohl Plumbing for hosting JAG students to learn about the trade.
- Thank you to all branches of the military for coming and informing our kids of opportunities during lunch.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

- Mr. Hoover had the opportunity to present to all fall Peru State Student Teachers.
- Thank you to the NCHS Band and Mrs. Roth for playing at the WALMART reopening!
- Thank you to the NCHS Wrestlers and Mr. Meredith for helping the Nebraska City Park & Recreation Department set up for the Halloween Egg Hunt.

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

NCPS Board of Education Report

Middle School Activities

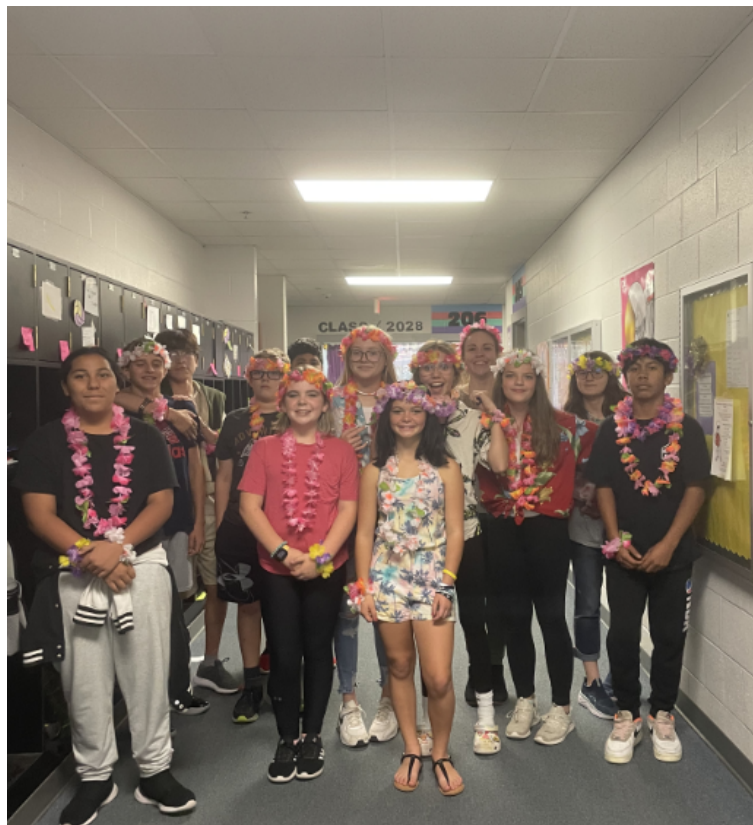
November 14th, 2022

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- Veterans Day
 - On Friday November 11th, the Nebraska City National Junior Honor Society will be serving a hot breakfast to all veterans at the Nebraska City Memorial building from 7:30am-9:30am. This program has been a rewarding experience where students learn to serve our community and gain friendships.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Red Ribbon Week 2022:
 - Monday: Lei Off Drugs (Hawaiian Theme)



- Tuesday: Be Bright, Don't Do Drugs (Neon Theme)



- Wednesday: Team Up Against Drugs (Favorite Team Theme)



- Thursday: Leave Drugs in the Past (Dress in a Past Decade Theme)(forgot to get a picture...)
- Friday: Red Out (Wear as much Red as Possible)



Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Winter Activities
 - The NCMS Pioneer Boys Basketball team is off and running and has already competed in two games against Ralston and Beatrice. There are 30 boys participating in boys basketball and they look forward to their first home game against Louisville on Thursday November 9th.
- Nebraska City Middle School Student Council
 - Congratulations to the following students for recently being elected to the Nebraska City Middle School Student Council!
 - 6th grade -5 new members
 - Charlotte Powell
 - Reid Thorton
 - Ellasyn Phillips
 - Kailynn Beetem
 - Emilia Lant
 - 7th grade -3 new members
 - Olivia L'heureux
 - Elizabeth McNeely
 - Layla Dovel
 - And our Officers!
 - PRESIDENT: Mackenzie Brilley
 - VICE-PRESIDENT: Lexi Brown
 - Treasurer: Avari Thorton
 - Public Relations Director: Payton H
 - Historian: Makenzie Stoll
- Fall Activities Wrap-up
 - Volleyball

- The volleyball team completed their season on October 16th at the Trailblazer Conference Tournament where they lost a close match against Platteview. They closed their conference play with a record of 2-4 and all players improved and had a great season!
- Football
 - The NCMS Football team completed their season on Tuesday October 11th against Beatrice in Beatrice. It was a fantastic season and all players learned a lot and enjoyed the experience!



Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

-

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

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NCPS Board of Education Report

High School Activities

November 14th, 2022

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- FFA has been very active lately participating in livestock judging, attending the National FFA convention and qualifying for State Land Judging for the first time ever, by finishing 2nd in districts. Mason Houghton won district land judging while Lextyn Harker finished 8th. Lextyn finished 17th place at the State Land Judging competition in Lexington. On Wednesday, November 9th the FFA participants traveled to Beatrice to participate in livestock judging.



- Sixteen FCCLA students participated in the District 1 Leadership Conference on Friday, November 4th at Peru State College. During the conference, Jaden Leasure presented a breakout session along with an address from the state office. Lorelei Walters was sworn in as the District 1 President.



- The NCHS marching band received all superiors at both of their marching festivals Bennington and State NSBA. Marching bands are evaluated by six judges in visual and music categories; the Pioneers earned the highest scores in visual ensemble and visual individual for their class at State, out of eight schools. The percussion section (drumline and frontline) also earned a superior from the percussion judge.

Six attended the Doane Honor Bands: Gage Bailey, Saharra Hershey, Kiera Rakowski, Jaci Recker, Stella Young, and Timmy Stanek. Nebraska City Middle School had one student, Jayden Bailey, selected as the second chair trumpet for the 8th grade all state band (out of more than 60 trumpet auditions). This is the first time in ten years we have had a student make this ensemble. In addition, we had two students make the all state band, Kiera Rakowski on clarinet, and Timmy Stanek on tuba.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- The Pioneer Boys' Tennis team recently competed in the state tennis tournament in Lincoln. Connor Causgrove and Anthony Robinson highlighted the Pioneer efforts at the state tournament by finishing 6th as a doubles team. Both Causgrove and Robinson broke the previous records for combined wins in a career and combined wins in a season. Causgrove edged out Robinson in both categories finishing with 85 and 34 respectively.
- Expressions competed in the Peru State Contemporary Choral Festival on October 26th and received a superior rating. (picture below) All vocal groups performed well at their Fall Concert on November 1st. Vocal also had the opportunity to host the Trailblazer Conference Choir Clinic and Festival on Tuesday November 8th. All Trailblazer conference schools brought great choirs and sang together for one song. Clinicians were Dr. Matt Hill from Peru State College and Mark Harman from Fremont High School. In addition NCHS was fortunate to have several students selected for All-State Choir. Those students include Drew Hower, Dallas Mueller-Pry Alexa Turner



Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- The Esports team is wrapping up its fall season. Both of the Pioneer rocket league teams lost in the first round of playoffs. Our 5 individual competitors in Super Smash Bros were also in playoffs and we had two players win in the first round, but would fall in the second round to end their season. Our Valorant team plays in its 2nd round playoff game on Thursday, 11/10. If we win, we will travel to play in person at Hastings college as one of the top 4 teams in division 2.

In addition to wrapping up the fall, we are beginning our winter season. The Esports first official week of competition in the winter is the last week of November. The team is

currently preparing for competitions in an attempt to make it to the state finals once again.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

- The NCHS Science Club participated in the Student Council Trick or Treat event by sponsoring 5 stops on the second floor. Science Club members are also helping with the Hayward Science Club on Thursday afternoons. High school students attending the Hayward Science Club will assist in six different sessions focusing on STEM activities. This year's elected officials are as follows: Anthony Robinson-President, Sean Hower-Vice President, Secretary-Lorelei Walters, Treasurer-Ryan Walker

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- The head high school track position for the 2023 season has been offered to, and accepted by Mr. Ben Fedoris pending board approval.

2007
Reimbursement and Miscellaneous Expenditures

1. Board members, employees, and volunteers of the school district are expected to maintain and enhance their effectiveness by being well-informed on issues affecting education. They are encouraged to attend education workshops, conferences, training programs, official functions, hearings, and meetings sponsored by the school district or state and national educational organizations which are helpful to them in performing their duties or which are in the best interests of the school district.

2. This board hereby gives prior approval for board members to attend meetings described in the preceding paragraph. Upon approval by the board president, or the superintendent or designee when the board president is unavailable, such board members may attend authorized meetings without further action or approval by the board, and shall be paid or reimbursed for registration costs, tuition costs, fees or charges, travel expenses, and costs of meals and lodging as permitted by law.

a. The superintendent or the superintendent's designee may authorize employees and volunteers to attend meetings described in the first paragraph and may authorize the payment of such registration costs, tuition costs, fees, charges, travel expenses, costs of meals, and/or costs of lodging as he or she deems appropriate and as permitted by law.

b. Expenses for attendance at any of the above activities shall be paid by the school district as allowed by law. The Board shall pay or reimburse attendees for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that such reimbursement is permitted by law.

c. The board authorizes the expenditure of funds for non-alcoholic beverages for individuals attending public meetings of the board and non-alcoholic beverages and meals for individuals while performing or immediately after performing relief, assistance, or support activities in emergency situations, and for any volunteers during or immediately following their participation in any activity approved by the board.

d. It is in the best interest of this school district to recognize service by board members, employees, and volunteers. The board

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 shall cost more than \$100.00.

e. Funds may be spent for one recognition dinner each year for elected and appointed officials, employees or volunteers of the school district. The maximum cost per person for such a dinner shall not exceed \$50.00.

Adopted on: November 14, 2016

Revised on: June 11, 2018

Reviewed on:

3004
General Purchasing and Procurement

I. Applicability of this policy.

Purchases made with federal funds, whether those funds are derived directly from the federal government (e.g. award of a federal grant) or are derived by pass-through awards from the Nebraska Department of Education (e.g. special education funds, school lunch funds, Title I funds) are subject to the policy on Purchasing and Procurement with Federal Funds, which is found elsewhere in this section.

This policy applies to all other purchases made by the school district other than construction, remodeling, repair and site improvements.

II. General Purchasing Policy

- A. The school district's budget shall be the guide for all purchases. No employee of the district may make a purchase that is not provided for in the budget without board or administrative approval.
- B. The board intends to purchase competitively, whenever possible, without prejudice and to seek maximum educational value for every dollar expended.
- C. The acquisition of services, equipment and supplies shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the purchasing program of the school district.
- D. Purchases or commitments of district funds that are not authorized by this policy will be the responsibility of the person making the commitment.

III. **Building-Specific Purchasing**

A. School buildings are operationally under the control of building principals. Principals have control and responsibility for the building and grounds, for all supplies and equipment housed at the building, for all school-related activities in the building, and for all pupils, teachers, and other employees assigned to the building.

B. Principals, in consultation with their staff, are responsible for requisitioning, managing, distributing, and utilizing supplies within the building.

C. The superintendent of schools or his designee is responsible for the requisitioning, managing, distributing, and utilizing of supplies for maintenance and transportation.

D. The administration is responsible for purchasing of goods, services and supplies and for providing the necessary forms for establishing efficient procedures to facilitate the process.

IV. **Purchasing Procedures**

A. School personnel must secure the approval of an authorized administrator before making any purchases.

B. Employees seeking reimbursement for a purchase made with their personal funds must attach an itemized receipt or invoice to all requests for reimbursement; must sign all purchase receipts or charge slips; and must submit itemized receipts and any purchasing card or credit card receipts to the office of the superintendent no later than 10-day prior to the next regular board meeting. A non-itemized credit card receipt is not sufficient.

C. Employees making purchases with a school district credit card or purchasing program must comply with the steps set forth in the district's Purchasing (Credit) Card Program.

- D. All purchases of goods and services made with district funds must be made on a properly executed purchase order.
- E. All purchases shall be initiated with a purchase order. Purchase orders are signed by the person responsible for that particular budget and finally by the superintendent.
- F. For purchases of more than \$3,500, authorized staff members must secure written quotes and/or estimates from a reasonable number of vendors. Staff will purchase from a responsible vendor with the lowest price unless the board approves the purchase from the more expensive vendor.

V. **Relations with Vendors**

- A. The board wishes to maintain good working relations with vendors who supply materials, supplies and services to the school system. The school shall not extend favoritism to any vendors. Each order shall be placed on the basis of quality, price and delivery, with past services being a factor if all other considerations are equal. The administrative team may, in its discretion, use a Nebraska a state-wide cooperative purchasing program in lieu of obtaining quotes or bids under this policy to the extent such a bid or quote is not otherwise independently required by law.
- B. No purchase shall be made that violates any conflict of interest policy or law.
- C. No employee shall endorse any product of any type or kind in such a manner as will identify him/her in any way as an employee of the school district.
- D. The board believes in patronizing local businesses. Consequently, when proposals are judged to be equal in terms of quality, price, and/or service, the contract or purchase will be awarded to the firm that is located within the district. However, the board will not sacrifice either quality or economy to patronize local businesses.

Adopted on: November 14, 2016

Revised on: July 10, 2017; August 13, 2018

Reviewed on:

3020 Copyright Compliance

Restrictions on Use and Permission. Copyrighted works such as print, audio, video, software, applications, and other documents or media (“works”) may be reproduced or used for educational purposes only when the use of the reproduction is a fair use in compliance with state and federal copyright law or when the written permission or license for such use has been obtained from the copyright holder. A staff member who wishes to use any non-original work must obtain the prior written permission of the building principal. Unless the district has obtained a license for use of a work for its intended educational purpose, no principal shall grant permission for a requested use of a copyrighted work unless the principal has reasonable grounds to believe that it is a fair use under applicable copyright law. Only works requested to be used in the course and scope of employment with the district will be permitted.

Distribution of Copyright Compliance Materials. The district will make information available to staff and students which describes and promotes compliance with copyright laws.

Course Materials Subject to Copyright Protection. The purpose of this provision is to provide notice to all staff, students, and parents that course materials may be subject to copyright protection. No class materials may be used or copied for use outside of the class session or sessions in which the materials are used for educational purposes unless authorized or required by law. No student or staff member may take audio or video recording of any class in which copyrighted materials are used unless authorized or required by law or an applicable educational plan provided under state and federal disability laws. Any such recordings will be kept only long as required to fulfill the purpose of the recording, such as for evaluative purposes, or the applicable retention period required by law.

Copies for Individuals with Disabilities. This policy does not restrict district staff members from reproducing or distributing copies of copyrighted works in a specialized format for use by individuals with disabilities to gain access to the work.

Removal of Unauthorized Copyrighted Works. Upon obtaining knowledge or awareness of an unauthorized use of copyrighted works, the district will take reasonable steps to remove, deny access to, and stop use of any unauthorized copyrighted work stored in the district’s

paper or digital files or programs. This includes but is not limited to administrators accessing staff files and equipment for the purpose of physically removing curricular materials or directing staff members to cease using the materials immediately when there has been no license granted or fair use determination made. The superintendent or superintendent's designee may limit or deny access to district materials and programs to students or staff members who engage in violations of this policy or copyright law. The district may require the student or staff member to obtain training on copyright protections and limitations in order to regain access to any such materials or programs.

Violations by Students and Staff. Any staff member who violates this policy will face disciplinary action up to and including the cancellation, nonrenewal, or termination of the employee's employment. Any student who violates this policy may face disciplinary action up to and including expulsion. Individuals who subject the school district to financial penalty for copyright violations may be required to reimburse the district for its costs for such violation.

Adopted on: November 14, 2016

Revised on: July 11, 2018

Reviewed on:

3022 Volunteers

Volunteers provide valuable assistance to school district staff and enrich the education program. Community members are encouraged to volunteer their services to the district under the conditions set forth below.

1. Volunteers must provide the district with directory information including their name, address, and telephone number.
2. Upon request by the district, volunteers must promptly execute a Volunteer Services Agreement.
3. The district may, but is not required to, conduct a criminal background check on any volunteer. A potential volunteer who refuses to undergo a background check will not be permitted to volunteer for the district.
4. Volunteers shall not perform the duties of a teacher as that term is defined in Nebraska statutes or regulations.
5. Volunteers do not have any property right in or to a volunteer assignment. The school district may deny or terminate a volunteer assignment for any reason that is not unconstitutional or unlawful. The superintendent's decision shall be final.

Adopted on: November 14, 2016
Revised on: June 11, 2018
Reviewed on:

3025

Returned and Outstanding Checks

Returned Checks. Any individual or entity that writes a check to the school district which is returned due to insufficient funds must reimburse the school district in cash for the amount of the check plus a \$30.00 returned check charge. Individuals or entities whose checks are repeatedly returned due to insufficient funds may be prohibited from paying amounts due to the school district via check.

Outstanding Checks. The superintendent will review outstanding checks issued from the school district's accounts. Outstanding checks are those which have not been deposited by the payee within 180 days of issuance. The board authorizes the superintendent or his or her designee to resolve all matters related to outstanding checks, including stopping payment and reissuing checks.

Adopted on: November 14, 2016

Revised on: June 11, 2018

Reviewed on:

3044 Incidental or De Minimis Use of Public Resources

The board prohibits its members and employees from using public resources for personal or political purposes as prohibited in the Nebraska Political Accountability and Disclosure Act ("Act"). However, the board recognizes that incidental or de minimis uses of public resources are sometimes necessary and within reason. The purpose of this policy is to comply with the Act and to authorize certain uses of public resources as permitted by the Act.

The following uses of public resources are permitted as incidental or de minimis:

- Limited communications with family members or other non-district employees for personal purposes, such as e-mails or text messages with a spouse using district hardware, software, internet, accounts, or other public resources so long as this communication does not distract from or interfere with employees performing their official duties, with interference determined in the sole and unfettered discretion of an employee's supervising administrator;
- Traveling to or from the person's home when the primary purpose serves the interests of the district. If an employee is unsure whether the primary purpose serves the interests of the district, the employee should obtain the approval of his or her supervising administrator, who is authorized to make that determination under this policy;
- Making a limited number of copies of personal documents when the person cannot make alternative arrangements;
- Using personal social media accounts or accessing appropriate websites which are consistent with the district's digital citizenship curriculum while off duty;
- Using district-owned computer programs, such as Word, Excel, Adobe, and others for personal purposes while off duty;
- Any other uses contained in the collective bargaining agreement or individual contract of the employee;
- Other uses by employees authorized by the superintendent or superintendent's designee. The board intends to allow the superintendent to authorize such uses on a case-by-case basis to the maximum extent permitted by the Act; and
- Other uses by the superintendent or board members authorized by the board president. The board intends to allow the board president to authorize such uses on a case-by-case basis to the maximum extent

permitted by the Act

All uses pursuant to this policy must be (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) reported as compensation in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid. It is the responsibility of each board member or employee to account for their own tax liability, and the district will not indemnify or account for any personal use of public resources by the board member or employee.

All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Adopted on: July 10, 2017

Revised on:

Reviewed on:

3045 Use of Sniffer Dogs

The board of education finds that the possession of illegal drugs and other contraband on school grounds is unlawful, is disruptive of the educational process, is harmful to students and staff, and is contrary to the interests of the school district. Accordingly, to minimize the presence of these items on school grounds, the administration is authorized to use sniffer dogs according to the protocol set forth in this policy.

Protocol for Use of Sniffer Dogs

1. The superintendent, or the building principal with the superintendent's permission, may initiate the use of specially trained sniffer dogs to conduct an inspection.
2. The administration will contact the canine provider and/or the appropriate law enforcement agency to schedule the use of a sniffer dog or dogs. The administration shall require an assurance from the provider that any sniffer dogs to be used in the school have been properly trained, and may request evidence of the training and/or certification of the dogs. In no event will the school district authorize a sniffer dog to sniff any person.
3. The superintendent or if designated by the superintendent, the building principal, and law enforcement representatives or canine provider will confer regarding the specific plan of areas to be inspected. The plan may involve any or all school building facilities, vehicles in the school parking lot, or other areas where student and staff vehicles are parked on school property during or after school hours.
4. If the inspection is scheduled for a day when school is in session, students and staff will be informed over the public address system, and will be directed to remain in their rooms until given further directions.
5. During the inspection, administrators may assign personnel to designated areas as deemed appropriate to assist in the smooth handling of the inspection.
6. After the inspection is finished, students and staff will be notified over the public address system, and will be thanked for their cooperation.
7. If the sniffer dog alerts, the alert will constitute reasonable cause for the administration to conduct a search of the property. If the sniffer dog alerts on a vehicle on school grounds, the owner will be required to unlock the vehicle doors and trunk for further inspection of the interior of the vehicle. If the owner refuses to unlock the vehicle, the matter will be

turned over to law enforcement authorities. The owner will be subject to disciplinary action as specified in board policy and/or the student or staff handbook or as otherwise allowed by law. This may include discipline for the refusal to obey an administrative directive.

8. Any illegal drugs or contraband found on school grounds, whether in a desk, locker, vehicle, or any other place on school grounds, will be confiscated and turned over to law enforcement authorities. A student's parents will be contacted. The individual will be subject to disciplinary action as specified in board policy and/or the student or staff handbook or as otherwise allowed by law.
9. At the conclusion of the inspection, school officials will confer with the canine provider and/or any law enforcement authorities who were involved in the inspection to review the results of the inspection. The administration may authorize any follow-up inspections or other action deemed appropriate.

NOTICE TO STUDENTS AND STAFF

Students and staff shall be informed of the District's policy regarding the use of sniffer dogs as soon as practicable after the adoption of this policy. Thereafter, students and staff shall be informed of the policy at the beginning of the school year. By this policy and/or via the provision in the student or staff handbook, students and staff are specifically notified that:

1. Lockers may be sniffed by sniffer dogs at any time.
2. Vehicles parked on school property may be sniffed by sniffer dogs at any time.
3. Classrooms and other common areas may be sniffed by sniffer dogs at any time students and staff are not present.
4. If contraband of any kind is found, the student or staff member shall be subject to appropriate disciplinary action.

Adopted on: July 10, 2017

Revised on:

Reviewed on:

3047
Data Breach Response

I. Preparation

A data breach is an instance in which personal information as defined by state law or personally identifiable information as defined by federal law is released or accessed in an unauthorized manner. The district will implement and maintain reasonable security procedures and practices that are appropriate to the nature and sensitivity of the personal information handled by the district. In order to ensure compliance with state and federal law; in the event of a breach the following preparatory steps shall be taken.

A. Data Governance

The superintendent, or their designee, will create an annually updated data directory that will include:

1. Computing devices purchased by the district,
2. Software that is installed on district devices,
3. Staff members with access to district devices,
4. Staff members with active usernames and passwords for any district software.

B. New Devices and Software

Any new software or device that is used in a district building for district purposes will be submitted to the superintendent or their designee for inclusion in the directory.

II. Incident Response Plan

A. Assessment and Investigation

1. If the District becomes aware of a data breach it will make every reasonable effort to remedy the cause of the breach as soon as possible.
2. The District will conduct a good faith, reasonable, and prompt investigation to determine the likelihood that

personal information has been or will be used for an unauthorized purpose.

3. This investigation will include, but not be limited to, an assessment of what software, hardware, and physical documents were accessed; which District personnel had access to the compromised data; and what specific data was compromised.

B. Notification of Affected Individuals

1. If the investigation determines that the use of information about a Nebraska resident for an unauthorized purpose has occurred or is reasonably likely to occur, the district shall give notice to the affected Nebraska resident.
2. Notice shall be made as soon as possible and without unreasonable delay, consistent with the legitimate needs of law enforcement and consistent with any measures necessary to determine the scope of the breach and to restore the reasonable integrity of the computerized data system.

C. Notification of Law Enforcement and Outside Organizations

1. Should notice of the breach be required to any individual, notice of the breach will be simultaneously sent to the Nebraska Attorney General's office.
2. The Superintendent will determine if the Family Policy Compliance Office will be notified of the breach.
3. The Superintendent will determine if the Privacy Technical Assistance Center will be notified of the breach.

Adopted on: July 10, 2017
Revised on: June 11, 2018
Reviewed on:

3048 Communicable Disease

The school district strives to provide a safe environment for both students and staff while safeguarding the rights of all students and employees, including those with communicable diseases.

Communicable Diseases. Communicable diseases are defined by the Nebraska Department of Health and Human Services (DHHS) in Title 173 Nebraska Administrative Code Chapter 1 and include HIV/AIDS, Hepatitis (A, B, and E), Measles, Mumps, and Tuberculosis. DHHS may also define other diseases as communicable upon verification of such disease by the Center of Disease Control or other governmental agency tasked with disease identification and control.

School Attendance and Participation in School Sponsored Activities.

A student who has been diagnosed with a communicable disease shall be provided with educational services in accordance with state law and board policy. Generally, individuals with a communicable disease will be restricted only to the extent necessary to prevent the transmission of the disease, to protect their health and rights of privacy, and to protect the health and safety of others. The decision regarding a student's education program and placement shall be made on an individual basis in light of current medical and educational information and recommendations. These will be determined by the superintendent, the student's Section 504 or Individualized Education Program (IEP) team, or the district's Crisis Team. In addition, participation in Nebraska School Athletic Association (NSAA) events will be subject to its rules and procedures, if any.

Infection and Exposure Control Procedures/Universal Precautions.

The district will monitor the information available through the Federal Centers for Disease Control, the Nebraska Department of Health and Human Services, Southeast District Health Department, and the Occupational Safety and Health Administration. This policy and any procedures, universal precautions, or exposure control plan will be modified, if appropriate, based upon the best new medical information provided by the above sources. The superintendent will take appropriate measures if there is an epidemic or outbreak of a communicable disease which may include, but it's not limited to, the emergency exclusion or alternative placement of students or the closure of a school building or the entire school district.

Confidentiality. The existence of an individual's communicable disease shall be treated as confidential and will be limited to school staff on a "need-to-know" basis. If it is necessary to inform a person of another's

condition (due to exposure, for instance), the person will be notified of the confidentiality of that disclosure. In addition, any communication about a student's communicable disease shall be consistent with that student's IEP or Section 504 Plan, if any.

Staff Training. Staff will receive training regarding communicable diseases and the requirements of this policy and any adopted procedures as part of the training received under the Workplace Injury Prevention and Safety Committee policy.

Reporting. School staff who learn that an individual has a communicable disease will report it to the proper authority as required by Title 173 Nebraska Administrative Code Chapter 1.

Adopted on: June 14, 2010
Revised on: August 13, 2018
Reviewed on:

3049

Drones and Unmanned Aircraft

Drones, Unmanned Aircraft Systems, and any other such vehicles ("drones"), which are not operated for purposes of district programs or activities, may not be operated on or above district property without the prior written permission of the superintendent or designee. Any authorized use of drones must comply with all state and federal regulations governing the operation of drones, including FAA regulations.

Drones owned by the district or operated on or above district property with permission must be operated:

1. In compliance with this policy and all other district policies;
2. Only outside the school building(s) in the area authorized or designated by the superintendent or designee;
3. Under the direct supervision of an individual fully trained and skilled in the system's operation;
4. By an individual with the requisite skill and training to safely operate the drone; and
5. Consistent with any other limitations imposed by the superintendent or designee.

Any monitoring or recording of picture, video, or audio by a drone must have the prior written permission of the superintendent or designee and comply with all board policies governing recordings, data, and records.

Any unauthorized use of a drone is strictly prohibited. Devices used in a manner that does not comply with this policy or applicable state and federal law may be confiscated and the operator may be subject to discipline, civil liability, or criminal liability.

Adopted on: June 11, 2018

Revised on:

Reviewed on:

3050 Technology in the Classroom

I. In General

The district desires to use technology in a way that aides in the education of students. New devices and applications offer a number of helpful tools that can improve the student experience and increase learning. Many of these devices and applications also create concerns about student privacy. It is the goal of the district to embrace the helpful elements of technological advancement while remaining mindful of potential student privacy issues.

II. Devices

A. Non-district issued electronic devices may be used in the classroom, under supervision of a staff member. Teachers who wish to bring a device into the classroom on a regular or permanent basis, should inform the principal before deploying the device.

1. Smart speakers such as Google Home, Amazon Echo, Apple HomePod, and similar devices may be used in the classroom. The device must be registered to an account linked to the classroom teacher's school email address. The district will not maintain any records created by use of the smart speaker device. Any record of use will be considered non-record communications pursuant to Nebraska's Records Management Act, and not be maintained by the district.
2. Assistive technology may be used in district classrooms. Any assistive technology, such as an AngelSense device, that uses "listen-in" functionality must have that function disabled while the student using the device is in a district classroom. No assistive technology devices will be permitted to record or transmit the classroom activity of other students unless required by law.
3. All other electronic devices that connect to the internet that a staff member wishes to use for the education of students should be disclosed to the administration prior to use. The district may at any time direct that a teacher discontinue use of a given device.

- B. Any classroom recordings made by a staff member will be made pursuant to district policy.

III. Applications

- A. School as Agent. The school will serve as an agent for parents/guardians in the collection of information within the school context. The school's use of student information is solely for education purposes.

- B. District Applications. The district uses various software applications to record, track, and store student data. Each application selected by the district is in compliance with federal and state law, to the best of the administration's knowledge. Should the district become aware that an application used by the district has suffered a data breach, or been found to be out of compliance with federal or state law, the district will investigate the scope of the violations and notify students, parents, and staff in accordance with district policy.

- C. Staff-Selected Applications.

1. Staff are permitted to select applications for use in the classroom.
2. Staff must perform basic due diligence to ensure that the application is safe for students and serves a pedagogical purpose. Staff must notify their supervising administrator of the application they plan to use as part of their lesson plan prior to their use in the classroom. The district may at any time direct that a teacher discontinue use of a given application. The district will provide training on the relevant student privacy laws to staff members who are selecting and deploying applications in the classroom.

Adopted on: June 11, 2018

Revised on:

Reviewed on:

3053 Nondiscrimination

The School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963 as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions

The Uniformed Services Employment and Reemployment Rights Act (USERRA) - provides job protections and reemployment rights to military reservists and National Guard members called to active duty

The Boy Scouts of America Equal Access Act which prohibits discrimination against groups that wish to access district facilities

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska – prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act – prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT §§ 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district's Title IX and/or Section 504/ADA Coordinator.

Adopted on: December 12, 2016

Revised on: July 10, 2017; June 10, 2019

Reviewed on:

3040 School Safety and Security

In order to fulfill its obligation to provide a safe and secure learning environment, the Board of Education has adopted this School Safety and Security Policy. Although the district will take reasonable steps to protect students and staff, no entity can provide complete safety and security at all times. This policy does not make the district a guarantor of the safety of students, staff or patrons.

I. General Safety and Security

a. NDE Rubric

The District will meet at least the minimum requirement for each school safety and security standard indicator adopted by the Nebraska Department of Education.

b. School Hours

- i. During a crisis situation, the administration will maintain established school hours and proceed with all co-curricular activities as scheduled whenever possible.
- ii. If, during a crisis situation, the parent(s) or guardian of a student decide that the student needs to be absent, this absence will be excused.

c. Access to School Facilities

- i. The school's facilities may not be used for funeral or memorial services during the school day.
- ii. This policy does not discourage the presentation of traditional American Legion memorial services which promote patriotism.

d. Memorials

- i. Memorials often create a visual reminder of a particular crisis that may reintroduce feelings of grief for students. Therefore, memorials may not be displayed anywhere on school premises.

- ii. This policy is not intended to discourage the acceptance of memorial funds or specific items.

II. Superintendent's Duties Related to Safety and Security

a. Appointment of Crisis Team

The Superintendent shall appoint members to serve on the school district's crisis team. The superintendent may, but is not required, to include representatives from the following groups on the crisis team:

- Administrators
- Teachers
- Health/mental health
- Facilities staff
- Transportation staff
- Food service staff member
- Information technology staff
- Students
- Parents
- Staff member with expertise on the needs of students with disabilities
- Organizations that serve the disabled
- Organizations that serve the needs of minority populations (ELL, race, etc.)
- Representatives from local early responders (law enforcement, fire and rescue personnel, railroad, factories, etc.)

b. Compliance with Fire and Safety Codes

The Superintendent will ensure that the school district meets all current fire and life safety codes or is in the process of coming into compliance.

c. Annual Safety Audits

The Superintendent will arrange for the performance of an annual safety audits using an external consultants utilizing the standardized audit protocol adopted by the Nebraska Department of Education.

d. Mutual Aid Agreements

The Superintendent will enter into mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas when possible with appropriate local entities.

III. Building Principals' Duties Related to Safety and Security

a. Positive and Safe Learning Environment

Each building principal shall implement a school-wide behavior process to create a positive and safe learning environment.

Each building principal shall conduct training on and require enforcement of the district's anti-bullying and dating violence policies.

Each building principal shall ensure that staff complete the required suicide prevention training as required by board policy.

Each building principal shall require staff to engage in active supervision of students at all times

b. Visitor Protocol.

Each building principal shall adopt a protocol for visitors to his/her school building to sign in upon arrival and departure and to be identified as a visitor while they are in the building during the school day. The protocol must also address visitors in specialized areas of the school such as playgrounds, gyms, cafeterias and the like.

This protocol may be written or unwritten but must be clearly communicated to and enforced by all staff.

The building principal will report individuals who repeatedly violate the visitor protocol to the superintendent for possible exclusion from school facilities pursuant to board policy.

c. Emergency Drills

Each building principal must ensure that the following drills are conducted in his/her building:

- i. Fire drills (evacuation): One fire drill conducted monthly with one additional drill being conducted during the first 30 days of school.
- ii. Tornado drills (shelter): One drill during the first two weeks of school and the second drill during the month of March.
- iii. Bus evacuation drills: Two drills during the school year involving all students and appropriate staff. Recommended that one drill occur during the first month of school.

Each building principal must also conduct any non-required drills recommended by crisis team.

Each building principal shall conduct a performance review of each of the drills conducted pursuant to this policy. This review does not have to be in writing.

Adopted on: November 14, 2016

Revised on: June 11, 2018

Reviewed on:

3023 Record Management and Retention

The school district will comply with all federal record retention requirements, the Nebraska Records Management Act, and with Schedules 10 and 24 of the Nebraska Secretary of State's Records Management Division. These requirements apply to both physical and digital records. When permitted by Schedule 10 and Schedule 24 of the Nebraska Secretary of State's Office, records will be transferred to durable electronic media for long-term storage.

Special Rules Related to Electronic Forms of Communication.

Electronically stored information such as e-mail, instant messaging, and other electronic communication are important to the district's overall operation. E-mail and other forms of electronic communication which is subject to retention under the Nebraska Records Management Act may be moved to a storage method other than their original format. Each individual who creates or receives electronic communications that belong to or pertain to the operation of the district is responsible for determining whether and in what format those records must be maintained. Duplicate records may be destroyed at any time prior to the approved retention period. Staff members who are uncertain about whether a record should be retained should consult with their supervising administrator.

The district will archive all Google Apps data with metadata intact, except for instant messaging which users determine to be transitory. Only the domain administrator or other designated individual will be able to retrieve electronic communication and other electronically stored information which has been vaulted.

School-affiliated Social Media Posts. Communication on school-affiliated social media accounts are considered short-term communications pursuant to the Records Management Act. As such, they will be retained in their original form on the vendor's system and will not be deleted by the user for at least 6 months. Individuals who are uncertain as to whether a specific social media account is "school-affiliated" should refer to the Board's policy on Staff and District Social Media Use contained elsewhere in these policies.

Special Rules Related to Security Camera Footage. Video footage from security cameras is generally considered working papers under the Records Management Act, and will be overwritten consistent with the district's audio and video recording policy. Video footage which captures an event of educational or behavioral significance and contains personally-identifiable

information will be maintained by the school district pursuant to its policy on student records.

Student Records. The retention of student records is also governed by the board's policy on student records.

Records Regarding Pending or Threatened Litigation. When litigation against the district or its employees is filed or threatened, the district will take all reasonable action to preserve all documents and records that pertain to the issue. When the district is made aware of pending or threatened litigation, a litigation hold directive will be issued by the superintendent or his/her designee. The directive will be given to all persons suspected of having records that may pertain to the potential issues in the litigation. The litigation hold directive overrides any records retention schedule that may otherwise call for the disposition or destruction of the records until the litigation hold has been lifted.

Adopted on: November 14, 2016

Revised on: June 11, 2018

Reviewed on:

3014 Use of School Property

In order to better utilize the investment of the School District, the Board of Education believes it to be in the best interest of the School District to make certain property available for usage by non-school community organizations, groups, or individuals, provided that:

1. Such usage shall not interfere with the normal and usual activities of the school.
2. No smoking will be permitted in any part of the building during its use by an outside group or organization.
3. No activity or entertainment may be presented in school facilities of a lewd or morally questionable nature or which advocates or favors any unlawful violence or rebellion against the government of the United States.
4. Such usage is not judged harmful to any facilities or equipment.
5. That the school district be reimbursed for costs, as stipulated by the contract for use of school facilities form, including depreciation caused by such usage.
6. Organizations, groups, or individuals renting school facilities for any purpose must carry a hold-harmless clause for the School District during the period that the facility is being used. Minimum liability limits are \$1,000,000 per Individual and \$2,000,000 Aggregate.

Securing School District Property by Non-School Organizations, Groups or Individuals

Initial contacts to make arrangements for securing any school property for usage by any non-school community organization group or individual must be made with the Building Principal. The Building Principal will determine whether or not the request requires the completion of a "Contract for use of School Facilities". If the request requires completion of the form, the group or individual will be referred to the Office of the Superintendent of Schools where the forms can be obtained.

Permission to rent any school property will be granted only after a Certificate of Insurance or other verification of insurance has been furnished to the School District and a written agreement has been signed by the authorized people representing the various community organizations, groups, or individuals and the Superintendent of Schools.

Securing School District Facilities for School Related Organizations

Arrangements for usage by school sponsored or school related organizations of the Nebraska City Public Schools will be made through the Building Principal. This would include school related organizations whose purpose is to support some programs of the public schools and whose required usage of facilities is to support that purpose, such as the PTA or Fine Arts Boosters.

The same governing regulations shall apply to these organizations as applies to non-school organizations, groups, or individuals, except, that no rental fee shall be charged and that the public liability and property damage insurance will not be required.

Designated Personnel Present During Usage

A responsible person, designated by the Superintendent or the Building Principal, must be in the building at all times a building is being rented or used, or must accompany any equipment of any mechanical nature during usage of any organization, group, or individual.

Responsibility for Damage or Loss

Any organization, group, or individual renting or using school facilities or equipment, shall assume responsibility for maintaining order, protecting property, and assuring safety of persons participating or attending. Such organization, group, or individual must pay for any unnecessary wear and tear destruction, damage or loss of such facilities and equipment caused by such usage.

Such organization, group, or individual shall also be liable for any action brought by any person as a result of such use of a district facility.

Movement of Equipment and Materials

In order to safeguard the gymnasium floor, equipment materials may not be moved on or off of these floors without permission of the Building Principal, except when this movement is part of the rental agreement for non-school community organizations, groups, or individuals.

Use of School Playground Facilities

The Board of Education believes that the school playground facilities should be used

for the year-round development and recreation of the boys and girls and adults of the school district. However, the school district will not assume any responsibility for unsupervised usage of these sites outside of the school year.

The Board of Education is desirous of cooperating with the City Park Board and other community organizations in order to provide organized recreational programs for the patrons of the School District.

Adopted on: June 9, 2008

Revised on: August 14, 2017

Reviewed on:

**3014.R1
RENTAL CHARGES**

Area usage fees are payable in advance and established as follows:

High School Auditorium (Per Session)

Civic Organization	No Charge
Non-Profit Organization	\$75.00
Commercial Purposes	\$250.00

High School and Middle School Gymnasium (Per Gym/Per Session)

Civic Organization	No Charge
Non-Profit Organization	\$100.00
Commercial Purposes	\$300.00

High School Kitchen (Per Day)

Civic Organization	No Charge
Non - Profit Organization	\$75.00

(In either case, the organization must pay to have a Food Service Staff Person on duty while the kitchen is in use and for clean-up. Those charges will be paid directly to the Food Service Staff Person.)

Athletic Field and Track (Per Session, Maximum 6 Hours)

Civic Organization	No Charge
In-District Parochial School	\$350.00
Non-Profit Organization	\$1000.00
Commercial Purposes	Varies with Activity

High School Parking Lot (Per Day)

Civic Organization	No Charge
Non-Profit Organization	\$100.00
Commercial Purposes	\$250.00

Northside/Hayward Gymnasium

Civic Organization	No Charge
Non-Profit Organization	\$50.00
Commercial Purposes	\$150.00

Hayward Commons

Civic Organization	No Charge
Non-Profit Organization	\$25.00
Commercial Purposes	\$75.00

Northside/Middle School Commons

Civic Organization	No Charge
Non-Profit Organization	\$50.00
Commercial Purposes	\$150.00

District Classroom

Civic Organization	No Charge
Non-Profit Organization	\$10.00
Commercial Purposes	\$30.00

If for the rental of any of the school district facilities, a custodian is required to maintain the cleanliness of the building, the cost of that custodian's time is the responsibility of the rental group. The fees for the custodian are to be paid directly to the custodian by the group renting the particular facility.

All other payments will be made to the School District of Nebraska City through the office of the Superintendent.

The lessee is responsible for providing proof of insurance in the areas of General Liability and/or Worker's Compensation.

Adopted on: November 10, 2008

Revised on: August 14, 2017

Reviewed on:

4070
EARLY VOLUNTARY SEPARATION PROGRAM

A. PURPOSE

The Early Voluntary Separation Program ("Program") is intended to benefit qualified certificated employees who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term employees who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried employees with lesser salaried employees; and
3. Providing a balance of employee experience.

B. QUALIFICATIONS

1. Certificated Employee. To participate in the Program, a person must be a teacher certificated by the Nebraska Department of Education, be employed by the School District in a capacity which requires such certification, and meet eligibility requirements as set forth in this section.

2. Full-Time Equivalency. Certificated employees who are employed 1.0 full-time equivalency (FTE) in an employment position that requires a certificate from the Nebraska Department of Education may participate in the Program.

3. Minimum Age and Years of Service. To be eligible for this Program, a certificated employee must: (a) be fifty-five (55) years of age on or before August 31st after the school year of application; (b) have completed twenty (20) total years of continuous, credited service in the employment of the School District; (c) be within the first four (4) years of eligibility based on the age and years of service requirements (see Section H); and (d) meet any other criteria established by the board of education at the regular December meeting. Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of twenty (20) total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for a school year.

C. ENROLLMENT REQUIREMENTS

1. Resignation. Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

2. Application. An employee must submit a signed Application and Agreement form to the board of education on or before February 1st of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before March 20th of its action on his or her application.

3. Employee's Ineligibility. An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration, or (2) after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated. Employees who are receiving or who have applied to receive long-term disability benefits are also not eligible to participate in the Program.

D. BENEFITS

1. Calculation of Benefits: The total benefit to be paid under this Program shall not exceed \$35,000.

2. Payment of Benefit. The benefit shall be paid in two (2) equal payments unless Medicare eligibility requires an accelerated payment. The first payment shall be made in September of the calendar year of the teacher's resignation, with the remaining payments made in September of the following calendar year. The District will pay the benefit to a non-elective 403(b) fixed annuity. All payments shall be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first.

3. Limitation on Payment. The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Voluntary Separation Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

4. Source of Funds. The school district shall pay the entire cost of the plan.

5. Administration of Program. This Program shall be administered by the board of education by and through the administration of the school district.

6. Beneficiary Designation. In order for the application to be considered complete, a beneficiary must be designated.

7. Income Tax Consequences. Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

8. COBRA Rights. A separating employee will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The employee shall be responsible for any payments required to participate in the COBRA program.

E. ADMINISTRATION OF PROGRAM

Application and Waiver. An employee who elects to participate in the Program, and the school district, through its board of education, shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least twenty-one (21) days to consider the ramifications of participation in the Program before making a decision. An employee may waive the twenty-one (21) day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after submitting the Application and Agreement, and advises the employee to consult with an attorney before signing the Application and Agreement.

An employee who submits an application to participate in the Program may withdraw the application within seven (7) days after submitting it, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole

discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the employee who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the employee which was submitted earlier.

An employee's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of an employee's application will be considered the approval of the employee's voluntary resignation and termination of the employee's continuing contract. If the Board does not approve an employee's application, the employee's contract will continue in effect, and the employee will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

F. TERM OF PROGRAM

This policy shall generally be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular December meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). In the event that no such determination is made, the program will not be available for that school year. This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an Application and Agreement prior to the applicable deadline.

G. LIMITATIONS OF APPLICATIONS

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from employees within a single department could, in the

opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple employees from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

H. ELIGIBILITY WINDOW

The “eligibility window” requirement shall be administered as follows:

- For the program approved by the Board of Education on December 9, 2019 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2020, and who have 20 years of continuous, credited service (or will have upon the completion of the 2019-20 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2023.
- For the program approved by the Board of Education on December 14, 2020 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2021, and who have 20 years of continuous, credited service (or will have upon the completion of the 2020-21 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2024.
- For the program approved by the Board of Education on December 13, 2021 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2022, and who have 20 years of continuous, credited service (or will have upon the completion of the 2021-22 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2025.

I. MODIFY OR SUSPEND

The Board of Education reserves the right to modify the various requirements, provisions, definitions, conditions, limitations, and benefits associated with this Program, or to suspend the Program. Separated employees participating in the Program will be governed by the requirements, provisions, definitions, conditions, limitations, and benefits of the Program that exist at the time of their approval by the Board to participate in the Program.

Approved: December 9, 2019
Reviewed:
Revised: December 13, 2021

4070.R1
EARLY VOLUNTARY SEPARATION PROGRAM
APPLICATION AND AGREEMENT

This Agreement is made this _____ day of _____, 20____,
between Nebraska City Public Schools (School District) and
_____ (Teacher).

RECITALS

1. The School District has established an Early Voluntary Separation Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated employees who are considering early separation or retirement in their employment plans;
2. Teacher desires to participate voluntarily in the Program;
3. Teacher has a full-time equivalency of 1.0 for the current school year;
4. Teacher has completed at least 20 consecutive years of credited service in the employment of the School District;
5. Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2020 of the 2019-20 school year); and
6. Teacher has met all other eligibility and all other requirements for the Program pursuant to policy 4070-Early Voluntary Separation Program.

TERMS OF AGREEMENT

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. INCORPORATION OF BOARD POLICY: This Agreement is made pursuant to policy 4070-Early Voluntary Separation Program of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.

2. TEACHER RESIGNATION: Subject only to the Board of Education's approval of the Teacher's application to participate in the Program, the Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Teacher's continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-824 to 842, as those statutes now exist or as they may be amended. The Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Teacher's resignation. The Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Teacher's application to participate in the Program. While the School District may decide to employ the Teacher in some capacity after retirement, the teacher agrees that the School District has no obligation to rehire the Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

3. BENEFITS: In consideration for the Teacher's resignation set forth in paragraph 2 above, the Teacher shall receive the following benefits:

(a) **TOTAL AMOUNT OF BENEFITS:** \$35,000.

(b) **PAYMENT OF BENEFITS:** All payments must be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first. With this understanding, payments shall be made as follows:

Installment 1: \$17,500

Installment 2: \$17,500

The School District shall pay the first installment in September of the calendar year in which the Teacher resigns, and the second installment shall be paid in September of the following year. The District will pay the benefit to a non-elective 403(b) fixed annuity.

5. BENEFICIARY DESIGNATION: In the event of the Teacher's death after the effective date of resignation, any sum of money otherwise due to the Teacher under the terms of this Agreement will be paid to the

following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

6. TAX CONSEQUENCES: Payments provided for under the Program have been determined to be taxable income for state and federal income tax purposes, will be treated as such, and will be reported as taxable retirement pay. The social security percentage and any other required state and federal withholdings will be subtracted from each payment to the participant in the Program.

7. TEACHER'S VOLUNTARY ACT. The Teacher acknowledges that he/she has had twenty-one (21) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. WAIVER AND RELEASE OF CLAIMS: In consideration of the promises and payments specified in this Agreement, Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex, disability,

handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Teacher represents that no claims have now been filed against the School District. Teacher acknowledges that nothing in this agreement prohibits Employee from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Teacher has released and extinguished any right to such relief under this agreement. Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Teacher is already entitled to receive from the School District. The Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

9. REVOCATION AND CANCELLATION OF AGREEMENT: The Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Teacher must submit a written statement to the Superintendent indicating that he/she is exercising

his/her right to cancel the Agreement. This Agreement shall not become effective or enforceable until the revocation period has expired.

[The Next Page is the Signature Page]



ARBOR BANK

Helping You Grow

October 25, 2022

Re: Nebraska City Public Schools 6 month CD

To whom it may concern,

Arbor Bank would like to offer a Certificate of Deposit (CD) to the Nebraska City Public Schools earning 3.0% APY with a flexible term as specified below.

We are proud to have the ability to customize your term and maturity date so that the funds will be available exactly when you need them. We will honor the interest rate above for any term lasting between 6-8 months, maturing any time during the months of May or June of 2023.

With any questions or to move forward with opening the above CD, please reach out to me at 712.482.4026.

We appreciate your business and look forward to assisting you further.

Sincerely,

Darynn Ruiz
Deposit Manager

www.ArborBanking.com



301 Oakland Avenue
PO Box 68
Oakland, IA 51560
712.482.6431

716 Illinois Street
PO Box 189
Sidney, IA 51652
712.374.2622

911 Central Avenue
PO Box 429
Nebraska City, NE 68410
402.873.3388

16949 Lakeside Hills Plaza
Omaha, NE 68130
402.964.0595





CENTRAL NEBRASKA AUTO SALES

Tyler Cox, Owner
617 S. Lincoln Ave.
York, NE 68467

TEL: (402) 362-2049 EMAIL: tylerc@centraneauto.com

NAME:
ADDRESS
CITY
STATE
ZIP CODE
OFFICE
PHONE

***Above information is how vehicle will be titled. Please notify us if change needs to be made.**

MAKE	MODEL	NEW/USED	VEHICLE IDENTIFICATION NUMBER		DATE
YEAR	COLOR	TYPE	MILEAGE	STOCK NO.	APPROX. DELIVERY DATE

CASH PRICE OF VEHICLE		CASH PRICE OF VEHICLE		
LETTERING		TIMES (##) UNITS		
PASSENGER CAPACITY		TRADE ALLOWANCE		
ACCESSORIES:		ADMINISTRATIVE FEES		
		DELIVERY FEE		
		SALES TAX		
		DEPOSIT PAYMENT		
		TOTAL CASH SALE PRICE		
		CASH DUE ON DELIVERY		

RECORD OF TRADE-IN			
YEAR	MAKE	MODEL	
VIN			MILEAGE
TRADE - IN VALUE			
NOTES ON TRADE - IN:			

SPECIAL TERMS:

- All delivery dates are best estimates and cannot be guaranteed. Due to supplier shortages, unexpected delays may occur. We will do our best to update you with any changes in delivery times that occur with your vehicle(s) on order.
- Custom order buses are non-cancellable and must be paid for at time of delivery.
- All arrangements and promises are included in this document and must be noted at time of signature, otherwise they are null and void.

This purchase agreement acknowledges the specifications quoted in quote _____. This quote is all-encompassing and there will be no extras, or add-ons that are not noted.

X _____	X _____
(Buyer's Signature)	(School/Organization Name)
X _____	ACCEPTED BY: X _____
(Date)	(Dealer or Authorized Representative)
(THE CONTRACT CONDITIONS OF THIS ORDER ARE CONTINUED ON THE REVERSE SIDE HEREOF)	



Response To



**Request for Proposals for a
HVAC Project within the District
High School Cooling Tower Project**

November 7, 2022

Executive Summary

Facility Advocates is pleased to respond to the Invitation to Bid Advertisement for a new Cooling Tower at the High School. The project that has been identified at Nebraska City Public School District, is exactly what Facility Advocates is structured to do. Our team has been working with Nebraska Public School Districts for over 30 years. Thanks for considering the following bid:

BID FORM

1. Energy Services Company FACILITY ADVOCATES LLC

Signature _____

Printed Name: David Raymond

Title: Principal Owner

Address: 3730 S. 149th Street, Suite 104, Omaha, NE 68144

Telephone Number: 402-206-8777

E-mail: draymond@facilityadvocates.com



2. Bid:

High School Cooling Tower Project \$215,575

3. Completion Dates. Contractor agrees that its anticipated start date is May 15, 2023 and it will attain Substantial Completion of the work by June 15, 2023 and it will reach Final Completion by August 30, 2023.
4. Claims & Suits: Has your company ever failed to complete any work awarded to it? **NO**
If yes, explain: _____

Has your company filed any law suits or requested arbitration with regard to construction contracts within the last five years? **NO**

If yes, explain: _____

Company History, Team & References

Facility Advocates: Office is located at 3730 S. 149th Street, Suite 104, Omaha NE 68144

Web site: www.facilityadvocates.com

Company History:

After spending 30 years in Corporate America, Facility Advocates was launched on January 4, 2021 to focus on the Energy Solutions business with Nebraska Public School Districts. Our tag line of “**solving problems & saving money**” is something we take to heart and our many customers can testify too.

There are 3 main focuses of this start up that include: ESCO contracts, HVAC & BAS service contracts & facility planning.

ESCO contracts- Partnering with a public entity to implement a variety of Energy Conservation Measures that will solve problems and save money.

Mechanical service contracts- Partnering with public school districts who have an internal need of executing preventative maintenance tasks on the HVAC & BAS equipment within the facilities to maximize operational efficiencies and extend the equipment life.

Facility planning- Partnering with districts to develop both short-term equipment replacement priority lists or In-door Air Quality needs and/or long-term new square footage space needs.

Customer service is at the core of why Facility Advocates was started. To say it's our top priority is an understatement. It **IS** the main reason why we exist and is the foundation of our culture. We will only compete for contracts if we are in the best position to fulfill them. Without our customers, we won't exist nor grow. To date, this philosophy has served us well with a dozen customers in our first 9 months.

Key Members of the Facility Advocate Team for Auburn Public Schools:

Principal Owner – Dave Raymond

Project Developer/Manager – Nathan Fritzier

Energy Engineer - Larry Cihal, C.E.M. (Nebraska #6610)

Professional Engineer – Joe Schmidt, PE (Nebraska #18473)

K-12 Consultants – Doug Lewis & Dan Bird

Contact Person for the Project is Dave Raymond (cell # 402-206-8777)

FACILITY ADVOCATES TEAM

DAVE RAYMOND

**PRINCIPAL OWNER
NEBRASKA ACCOUNT EXECUTIVE**

PROFESSIONAL EXPERIENCE

2021- Doors open at Facility Advocates with Ownership
 2007 to 2020: Trane- (ESCO) Energy Services Company /
 Performance Contracting Sales
 1996 to 2007: Siemens- K-12 Account Sales
 1991 to 1996: Honeywell- K-12 Account Sales

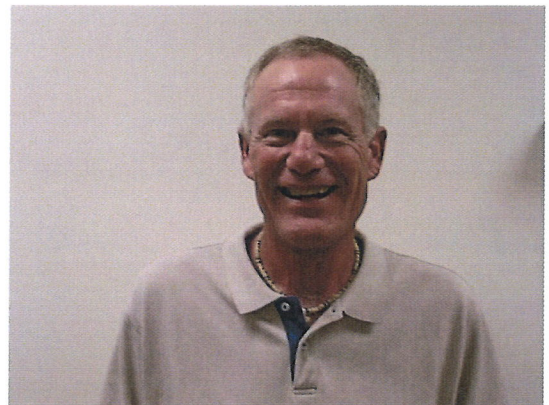


LARRY CIHAL

ENERGY ENGINEER, EIT, CEM- #6610, CDSM

PROFESSIONAL EXPERIENCE

2021 to present- Energy Engineer, Facility Advocates
 2008 to 2020: Energy Engineer, Trane
 1998 to 2008: Energy Engineer, Siemens
 1986 to 1998: Energy Management Supervisor, NPPD
 1973 to 1986: Nebraska Public Power District



NATHAN FRITZLER

PROJECT DEVELOPER/MANAGER

PROFESSIONAL EXPERIENCE

2021 to present: Project Developer/Manager at Facility
 Advocates, Omaha, NE
 2002 to 2021: HVAC Control Systems
 Designer/Programmer/Estimator, Design
 Mechanical, Inc, Louisville, CO
 2000 to 2002: HVAC Control Systems Programmer, Trane,
 Denver, CO
 1996 to 2000: Commercial Service Technician, APH Service
 Company, Denver, CO
 1995 to 1996: Sheet Metal Foreman, Main Street Homes,
 Aurora, CO
 1993 to 1999: Aviation Radar Repairman, US Marine Corps
 Reserve



Customer References

The RFP asks for customer references / experience. Facility Advocates has earned several Nebraska Public School Districts as customers. Our top 10 include:

1. Auburn Public Schools- David Patton, Superintendent @ 402-274-4830
2. Cambridge Public Schools – Greg Shepard, Superintendent @ 308-697-3322
3. Dundy County Public Schools- Jackie Anderson, Superintendent @ 308-423-2738
4. Falls City Public Schools – Tim Heckenlively, Superintendent @ 402-245-2825
5. Norris Public Schools – Brian Maschmann, Superintendent @ 402-791-0000
6. Ogallala Public Schools- Gene Russel, Superintendent @ 308-284-4060
7. Papillion LaVista Public Schools- Brett Richards, Asst. Supt. @ 402-537-9998
8. Plainview Public Schools – Darron Arlt, Superintendent @ 402-582-4993
9. Seward Public Schools – Josh Fields, Superintendent @ 402-643-2941
10. York Public Schools – Mitch Bartholomew, Superintendent @ 402-362-6655

Appendix

In this section of the proposal, you will find the requested information that confirms Facility Advocates experience in working with Nebraska Public School Districts on Energy Conservation Measure Projects:

Department of Labor Registration

Certificate of Insurance

Current Bonding Capacity

NEBRASKA
Good Life. Great Connections.
DEPARTMENT OF LABOR



Contractor Registration Certificate

This certificate is non-transferable

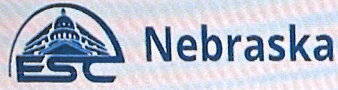
Registration # 17208-21

Date Expiring: 1/19/2022

Facility Advocates
13504 Stevens Street, Suite C
Omaha, NE 68137

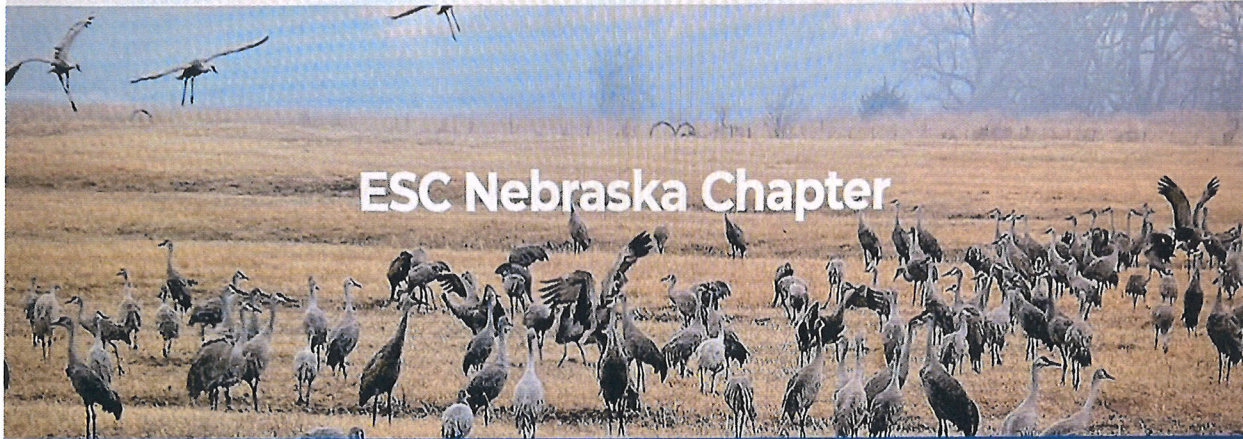
Nebraska Department of Labor
550 South 16th Street
Lincoln, NE 68508
402-471-2239


Commissioner of Labor



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ESC Nebraska Chapter

Welcome to the Nebraska Energy Services Coalition Chapter!

We are dedicated to providing an outreach program that provides information and education on performance contracting to the target audience within our state.



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Chapter Members

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David Raymond
Principal
Facility Advocates
13504 Stevens Street
Suite C
Omaha, NE 68137

📞 402.206.8777
✉ draymond@facilityadvocates.com
🌐 www.facilityadvocates.com

Company Type: ESCO

Active In: NE

Member Chapter: NE

Certificate of Insurance



III. INSURANCE

The insurance required shall be written for not less than the following, or greater if required by law. Coverings, whether written on an occurrence or claims made basis, shall be maintained without interruption from the date of the commencement of the work until the date of final payment and termination of any coverage required to be maintained after final payment.

1. Workman's Compensation
 - A. State: Statutory
 - B. Employers liability:
 - \$500,000.00 each accident
 - \$500,000.00 disease, policy limit
 - \$500,000.00 disease, each employee
2. General Liability (including premises - operations, independent contractors protective; products and completed operations; broad from property damage):
 - A. Bodily Injury
 - \$1,000,000.00 each occurrence
 - \$2,000,000.00 aggregate
 - B. Property Damage
 - \$1,000,000.00 each occurrence
 - \$2,000,000.00 aggregate
 - C. Products and Completed Operation to be maintained for two years after final payment, and the contractor shall continue to provide evidence of such coverage to the owner on an annual basis during the afore mentioned period.
 - D. Property Damage Liability Insurance shall provide X (explosion) C (collapse) and U (underground) coverage.
 - E. Contractual Liability (hold harmless coverage):
 - 1.) Bodily Injury:
 - \$1,000,000.00 each occurrence
 - 2.) Property Damage:
 - \$1,000,000.00 each occurrence
 - \$2,000,000.00 aggregate
 - F. Personal Injury (with employment exclusion deleted, if applicable)
 - \$2,000,000.00
 - G. If the General Liability Policy includes a general aggregate, such general aggregate shall not be less than \$2,000,000.00. The policy shall be endorsed to have general aggregate apply to this project.
3. Umbrella Excess Liability
 - A. \$2,000,000.00 over primary insurance
 - B. \$10,000.00 retention
4. Automobile Liability (owned, non-owned, hired)
 - A. Bodily injury
 - \$1,000,000.00 each person
 - \$1,000,000.00 each accident
 - B. Property Damage
 - \$1,000,000.00 each occurrence

Current Bonding Capacity



Tuesday, March 30, 2021

Facilities Advocates
13504 Stevens Street, Ste C
Omaha, NE 68137

Re: Bonding Capacity Letter

To Whom It May Concern:

J. Ryan Bonding is authorized by Granite Re, Inc. to issue fidelity and surety bonds for Facilities Advocates.

They are a valued customer. We may issue bonds for any single contract and aggregate up to the medium seven figures, and larger contracts will also be considered.

Please understand that any arrangements for surety credit is a matter between contractor/applicant and ourselves and we assume no liability to any third parties.

This letter is not to be construed as an agreement to provide surety bonds for any particular job, but is offered as an indication of our confidence in this firm. Any specific requests for bonds will be underwritten by Granite Re, Inc. on their own merits.

If you have any questions, please contact me at 800-535-0006.

Sincerely,

Michael Douglas

November 7, 2022

Nebraska City Public Schools Board of Education
1700 14th Avenue
Nebraska City, NE 68410

Dear Members of the Board of Education:

I hereby resign my employment as a teacher effective immediately.

Sincerely,

A handwritten signature in black ink, appearing to read "M Valenta", with a long horizontal flourish extending to the right.

Melissa Valenta 11/7/2022

Supt Evaluation Contract

Carla Zaroban, Bcc: Kent Blum, Lisa Chaney (nebcityps.org), Stacie Higgins (nebcityps.org), Don Loseke (don.loseke@nebcityps.org), Jeff Frields, Jim Nemece (jim.nemec@nebcityps.org), Nick Schmitz (nebcityps.org) 2 Bcc

Supt Evaluation Contract

Per Contract - Superintendent must notify the board of education in writing prior to the November board meeting of the Superintendent Evaluation to be an agenda item for the December regular board meeting. Written notice provided via email on November 8, 2022.

|
--

Mark Fritch

Superintendent
Nebraska City Public Schools
1700 14th Avenue
Nebraska City, NE 68410
Phone: 402-873-6033

