

Madison Board of Education, Madison District #1

Board of Education Regular Meeting
Monday, December 9, 2024 7:00 PM
Middle School/High School Conference Room
700 South Kent St.
Madison, NE 68748-0450

The sequence of items on the agenda is provided as a courtesy. The board reserves the right to consider items in any sequence deemed appropriate. Therefore, visitors are encouraged to attend the meeting from the beginning.

1. Call the Meeting to Order
 - 1.1. Roll Call
 - 1.2. Pledge of Allegiance
 - 1.3. Open Meetings Act
 - 1.4. Madison Public Schools Mission Statement
2. Consent Agenda
 - 2.1. Accept the amended agenda as the official agenda
 - 2.2. Approve minutes of the previous meetings
 - 2.3. Accept submitted bills and payroll request and authorize payment of both
3. Public Forum
4. Administrator and Other Reports
5. Board Committee Reports/Meeting dates
6. Action Items
 - 6.1. Discuss, consider, and take all necessary action to approve Chelsey Salvador for high school special education para-educator.
 - 6.2. Discuss, consider, and take all necessary action to approve BOE Policise 3051-3060.
 - 6.3. Discuss, consider, and take all necessary action to approve superintendent contract for 2025-26..
7. Public Forum for non agenda items
8. Topics for next month's Board of Education meeting
 - Election of officers
 - Set fund depository, legal, and newspaper
 - Calendar for board meetings for 2025.
9. Adjournment

The board reserves the right to enter executive session if it deems it necessary to prevent needless injury to a staff member's reputation or for the protection of the public interest.

Meeting Notice Posted for November 2024 Meeting

Front door of high school	9-27-2024
Library	9-27-2024
City Office	9-27-2024
Star Mail	11-7-2024

Kate Ebeling: Present, Harlow Hanson: Present, Jim Knapp: Present, Deb Neidig: Present, Jim Reeves: Present, Steve Ruh: Absent. Present:5, Absent: 1 Motion to excuse Steve Rue passed with a motion by Jim Reeves and a second by Kate Ebeling. Jim Knapp: Yea, Kate Ebeling: Yea, Harlow Hanson: Yea, Deb Neidig: Yea, Jim Reeves: Yea, Steve Ruh: Absent. Yea: 5, Nay: 0, Absent: 1

1. Call the Meeting to Order

- 1.1. Roll Call
- 1.2. Pledge of Allegiance
- 1.3. Open Meetings Act
- 1.4. Madison Public Schools Mission Statement

2. Consent Agenda

Motion to approve consent agenda items 2.1, 2.2 & 2.3 as presented passed with a motion by Deb Neidig and a second by Kate Ebeling. Steve Ruh: Absent, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea. Yea: 5, Nay: 0, Absent: 1

Albracht Disposal Service	Waste Disposal	675.00
Appeara	Supplies	666.97
Bauer Built Tire & Service	Repairs	659.95
Brady & Amy's	Fuel	3,343.67
Centimark Corp	Inspection	2,789.00
City of Madison	Utilities	7,921.19
Dakota Truck Underwriters	Insurance	1,304.00
Dent Specialists	Repairs/Maintenance	570.39
Eakes Office Solutions	Supplies	4,077.89
Ecolab Pest Elimination Division	Pest Control	139.50
Educational Service Unit #7	Services	456.50
Educational Service Unit #8	Tech, Registration, PD	58,630.80
Elkhorn Valley Schools	Registration	87.00
EMC Insurance Companies	Insurance	479.00
Estech Systems Inc	Phone Service	1,268.01
Fields Hardware	Supplies	26.98
Fresh Ideas	Supplies	82.80
Frontier	Phone Service	644.72
Go Physical Therapy LLC	Services	6,609.63
GreatAmerica Financial Services Corporation	Copier Lease	3,033.76
Heartland Communications	Maintenance	1,420.00
Helvie, Cathy	Mileage	782.56
Holiday Inn of Kearney	Travel	280.00
HyVee Food Stores Inc	Supplies	131.35
Jackson Services	Supplies	700.94
KSB School Law	Legal Services	2,721.00
Madison Junior Wrestling Association	Rental	6,000.00
Madison Star Mail	Publications	522.50
Mead Lumber	Supplies	945.89
Menards - Norfolk	Supplies	1,463.68
Menards-Columbus	Supplies	169.97

Michael's Photography	Supplies	960.00
Midwest Alarm Services	Alarm Service	1,212.14
My Central Supply	Supplies	0.92
NE Regional Deaf Ed Program	Services	682.00
Nebraska Council of School Administrator	Registration	115.00
Nebraska Public Health Environmental Laboratory	Water Testing	31.00
One Source	Background Check	210.00
Pitney Bowes Bank Inc Reserve Account	Postage	1,000.00
Pitney Bowes	Supplies	161.82
RS Electric	Maintenance	1,027.16
Schindler Elevator Corp	Elevator Maintenance	3,216.60
Security Shredding Services	Disposal	40.00
Sodexco, Inc & Affiliates	Supplies	81.10
Staples Business Advantage Dept DET	Supplies	113.61
Subco Madison, LLC	Supplies	307.93
Truck Center Companies, Freightliner	Maintenance	43.69
Uni-Hydro	M-166605	9,389.00
University of NE - Lincoln	Admission	126.00
Volkman Plumbing & Heating	Repairs	955.24
Walmart Community	Supplies	700.98
Water Engineering Inc	Water Service	502.54
Weiland Well	Maintnace	580.00
Wisner-Pilger Schools	Supplies	68.00

3. Public Forum

4. Administrator and Other Reports

5. Board Committee Reports/Meeting dates

Building and Grounds before the meeting
Negotiations-November 19

6. Action Items

7. Discuss, consider, and take all necessary action to recognize MEA as exclusive bargaining agent for certified staff.

Motion to recognize MEA as exclusive bargaining agent for certified staff passed with a motion by Jim Knapp and a second by Jim Reeves. Steve Ruh: Absent, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea. Yea: 5, Nay: 0, Absent: 1

8. Discuss, consider, and take all necessary action to hire Emily Durest as EL teacher for 2025-26 school year.

Motion to to hire Emily Durest as EL teacher for 2025-26 school year passed with a motion by Jim Reeves and a second by Jim Knapp. Steve Ruh: Absent, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea. Yea: 5, Nay: 0, Absent: 1

9. Discuss, consider, and take all necessary action to approve bid from Volkman on HVAC system for the north wing of the high school.

Motion to approve bid from Volkman Plumbing and Heating Inc on HVAC system for the north wing of the high school passed with a motion by Jim Reeves and a second by Harlow Hanson. Steve Ruh: Absent, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea. Yea: 5, Nay: 0, Absent: 1

10. Discuss, consider, and take all necessary action to approve BOE policies 3041-3050.

Motion to approve BOE policies 3041-3050 passed with a motion by Deb Neidig and a second by Kate Ebeling. Steve Ruh: Absent, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea. Yea: 5, Nay: 0, Absent: 1

11. Public Forum for non agenda items

12. Topics for next month's Board of Education meeting

Annual Report
Superintendent Contract

13. Adjournment

Motion to Adjourn at 7:55 p.m. passed with a motion by Kate Ebeling and a second by Deb Neidig. Steve Ruh: Absent, Kate Ebeling: Yea, Harlow Hanson: Yea, Jim Knapp: Yea, Deb Neidig: Yea, Jim Reeves: Yea. Yea: 5, Nay: 0, Absent: 1

President

Secretary

Madison Public Schools					
ACTIVITY FUND	Fund 05				
November 2024					
Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
AD	9,379.57	814.99	0.00	0.00	8,564.58
Art Club	1,396.16	0.00	30.00	0.00	1,426.16
Band	1,586.73	0.00	40.00	0.00	1,626.73
Boys BB	4,613.77	308.48	0.00	0.00	4,305.29
Boys BB FR	1,787.68	2,184.85	400.00	0.00	2.83
Cheerleaders	3,932.62	0.00	0.00	0.00	3,932.62
Class of 2025	1,432.85	0.00	0.00	0.00	1,432.85
Class of 2026	6,945.65	2,402.00	20.00	0.00	4,563.65
Class of 2027	1,540.00	0.00	0.00	0.00	1,540.00
Class of 2028	760.00	0.00	0.00	0.00	760.00
Concessions	15,475.50	1,051.96	1,622.20	0.00	16,045.74
Courtesy	2,392.43	28.25	0.00	0.00	2,364.18
Cross Country	629.98	0.00	472.68	0.00	1,102.66
Cross Country FR	1,341.82	245.57	0.00	0.00	1,096.25
Danceline	1,580.07	0.00	0.00	0.00	1,580.07
District Funds	8,144.47	2,656.72	0.19	0.00	5,487.94
Elem Activity Acct	8,808.25	0.00	0.00	0.00	8,808.25
Elem Student Council	264.84	0.00	0.00	0.00	264.84
Elementary ASP	147.27	0.00	0.00	0.00	147.27
Emergency Assistance	1,533.24	0.00	0.00	0.00	1,533.24
Ethnic Diversity Club	2,394.04	0.00	1,568.00	0.00	3,962.04
FCCLA	1,231.83	450.29	360.00	0.00	1,141.54
FFA	18,097.76	630.76	5,233.35	0.00	22,700.35
Football	5,970.68	1,788.51	0.00	0.00	4,182.17
Football FR	2,182.67	374.44	165.00	0.00	1,973.23
Girls BB	3,108.32	398.48	0.00	0.00	2,709.84
Girls BB FR	193.27	0.00	0.00	0.00	193.27
Golf	2,094.74	0.00	0.00	0.00	2,094.74
Golf FR	658.20	0.00	0.00	0.00	658.20
Homecoming	109.58	0.00	0.00	0.00	109.58
Honor Society	998.12	204.24	354.00	0.00	1,147.88
HS Girls Wrestling Fundraiser	1,964.59	237.84	0.00	0.00	1,726.75
HS Girls Wrestling	4,885.51	918.03	1,107.50	0.00	5,074.98
HS Student Council	1,741.65	177.35	191.50	0.00	1,755.80
M Club	5,800.07	1,017.50	0.00	0.00	4,782.57
MS Activity Acct	4,900.15	184.64	0.00	0.00	4,715.51
MS Houses	1,761.25	0.00	0.00	0.00	1,761.25
Music Boosters	7,114.00	0.00	0.00	0.00	7,114.00
Musical	2,199.05	0.00	0.00	0.00	2,199.05
One Act Plays	1,977.07	140.79	0.00	0.00	1,836.28
Quiz Bowl	1,560.91	0.00	0.00	0.00	1,560.91
Resale	741.53	0.00	0.00	0.00	741.53
Scholarships	14,414.25	0.00	0.00	0.00	14,414.25
Secondary Act Acct	5,798.15	9.50	35.00	0.00	5,823.65
Soccer	4,624.80	587.70	0.00	0.00	4,037.10
Soccer FR	4,062.46	0.00	0.00	0.00	4,062.46
Speech	774.50	67.75	0.00	0.00	706.75
Teachers	3,063.71	0.00	0.00	0.00	3,063.71
Track	3,266.80	9.99	0.00	0.00	3,256.81
Track FR	1,681.46	0.00	930.80	0.00	2,612.26
Uniform Replacement	2.85	108.46	105.61	0.00	0.00
Volleyball	3,164.23	434.52	114.17	0.00	2,843.88
Volleyball FR	842.34	0.00	59.00	0.00	901.34

Water Quality Project	4,038.94	0.00	0.00	0.00	4,038.94
Weightroom	2,225.15	619.97	0.00	0.00	1,605.18
Wrestling	4,129.75	918.04	1,107.50	0.00	4,319.21
Wrestling FR	1,386.71	245.44	0.00	0.00	1,141.27
Yearbook	1,197.93	0.00	20.00	0.00	1,217.93
	200,051.92	19,217.06	13,936.50	0.00	194,771.36

Madison Public Schools					
LUNCH FUND	Fund 06				
November 2024					
<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
FUND BALANCE	173,976.26	61,349.83	80,693.26	0.00	193,319.69
	173,976.26	61,349.83	80,693.26	0.00	193,319.69

Madison Public Schools					
STUDENT ACTIVITY FEE	Fund 12				
November 2024					
<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
FUND BALANCE	6,938.73	0.00	81.43	0.00	7,020.16
	6,938.73	0.00	81.43	0.00	7,020.16

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
<u>Checking</u>	5		
Checking	5	Fund: 05 ACTIVITY FUND	
BRANDL, ERIC	11.14. 24MSWRInviteRe	11.14.24 MS Wrestling Invite Official	200.00
		Vendor Total:	200.00
BSN SPORTS, LLC	927330962	Digital vapor pro jersey	108.46
BSN SPORTS, LLC	927402597	Team Jackets	245.57
BSN SPORTS, LLC	927532052	Yearly sports equipment	4,165.70
BSN SPORTS, LLC	927769505	(8) New Headgear for B&G Wrestling	214.94
BSN SPORTS, LLC	927779406	Team Jackets	2,072.85
BSN SPORTS, LLC	927811055	Headgear for B&G Wrestling	333.31
BSN SPORTS, LLC	927829103	Protein + Gatorade	269.50
		Vendor Total:	7,410.33
CASH	Cash for gate/conces	Cash for gate/concessions	200.00
		Vendor Total:	200.00
CHILDERS, CURTIS	11.14. 24MSWRInviteRe	11.14.24 MS Wrestling Invite official	200.00
		Vendor Total:	200.00
COLEGROVE, MARISSA	11.14. 24MSWRInviteRe	11.14.24 MS Wrestling Invite Official	100.00
		Vendor Total:	100.00
CUSTOM SPORTS	39366	FCCLA tshirts	306.00
CUSTOM SPORTS	39722	Officer jackets embroidery	162.00
CUSTOM SPORTS	39760	Practice Jerseys	112.00
		Vendor Total:	580.00
EBELING, KATIE	Pheasants 2024	FFA Ag demo - pheasants	51.00
		Vendor Total:	51.00
FAMILY, CAREER & COMMUNITY LEADERS OF AMERICA	165545	FCCLA Dues	132.00
		Vendor Total:	132.00
HEIMES, JEFF	11.14. 24MSWRInviteRe	11.14.24 MS Wrestling Invite Official	200.00
		Vendor Total:	200.00
HOWELLS-DODGE PUBLIC SCHOOLS	11.23.24MS WR Invite	11.23.24MS WR Invite	90.00
		Vendor Total:	90.00
HY-VEE FOOD STORE	4880227576	Flowers for FB and XC Parents Night	54.00
HY-VEE FOOD STORE	4880418470	Flowers for Volleyball Parents Night	54.00
		Vendor Total:	108.00
JULES SELFIE PHOTO BOOTH	2025PromDeposit	photo booth	200.00
		Vendor Total:	200.00
KRISPY KREME	2024JuniorClass Fundr	Donut Fundraiser for Class of 2026	2,202.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
				Vendor Total: 2,202.00
LUNCHTIME SOLUTIONS, INC.	NE00000405	concessions	151.24	Vendor Total: 151.24
MADISON CHAMBER OF COMMERCE	2024AnnualBanquetSpo	MVP Sponsorship for Annual Banquet	250.00	Vendor Total: 250.00
MAHASKA	9940366	Drinks	204.24	Vendor Total: 204.24
MAJOR REFRIGERATION	D4169	Ice Machine Repairs	691.72	Vendor Total: 691.72
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.1.24OnlinePayment	11.1.24 Online Payment Fee	2.35	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.14.24OnlinePmtFee	11.14.24 Online Payment Fee	0.80	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.15.24OnlinePmtFee	11.15.24 Online Pmt Fee	0.83	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.19.24OnlinePmtFee	11.19.24 Online Pmt Fee	1.96	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.20.24OnlinePmtFee	11.20.24 Online Pmt Fee	1.11	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.21.24OnlinePmtFee	11.21.24 Online Pmt Fee	0.78	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.22.24OnlinePmtFee	11.22.24 Online Pmt Fee	2.55	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.26.24OnlinePmtFee	11.26.24 Online Pmt Fee	2.14	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.29.24OnlinePmtFee	11.29.24 Online Pmt Fee	0.72	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.5.24OnlinePmt	11.5.24 Online Payment Fee	0.72	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.6.24OnlinePmtFee	11.6.24 Online Payment Fee	0.81	
MERCH PAYOUT INFINITE CAMPUS ONLINE PAYMENTS FEES	11.8.24OnlinePmtFee	11.8.24 Online Payment Fee	2.21	
				Vendor Total: 16.98
MPS ACTIVITY FUND	2024FallSportParentsrDues	FB & VB Parents night coupons	240.00	Vendor Total: 240.00
NEMFCA	2024AnnualMemberDues	8-Man FB Association Dues	75.00	Vendor Total: 75.00
NEWMAN GROVE PUBLIC SCHOOL	11.21.24MSWRInvite	11.21.24 MS WR Invite	75.00	Vendor Total: 75.00
PIZZA HUT OF MADISON	10.18.24 #0020	concessions	54.00	
PIZZA HUT OF MADISON	10.22.24 #007	concessions	54.00	
PIZZA HUT OF MADISON	11/14/24 #0020, 37	concessions	99.00	
				Vendor Total: 207.00
SCHOLASTIC BOOK FAIR	W5640221BF	Fall 2024 Bookfair	1,474.07	Vendor Total: 1,474.07

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
SHERER, CHARLES	11.14. 24MSWRInviteRe	11.14.24 MS Wrestling Invite Official	200.00	
				Vendor Total: 200.00
SUMMERLAND PUBLIC SCHOOLS	2024 Lunch	FFA LDE Lunch	161.00	
				Vendor Total: 161.00
TITAN MANUFACTURING AND DISTRIBUTING, INC.	INV4044929	HPN-D	254.35	
TITAN MANUFACTURING AND DISTRIBUTING, INC.	INV4045099	HPN-D	365.62	
				Vendor Total: 619.97
US BANK	240113442740000 73824	Courtesy Fund	28.25	
US BANK	240113442760000 23918	Rubber Ducks- Teammates will return	(19.96)	
US BANK	240113442780000 04138	Ropes for Boys and Girls Wrestling	268.34	
US BANK	241164142747428 88171	Lighting gels	55.00	
US BANK	241164142747428 88172	Stage light gels	66.00	
US BANK	241164142850674 77239	Speech Scripts	36.75	
US BANK	241164142880676 03375	Speech scripts	31.00	
US BANK	244450042830009 56512	FCCLA_DLC items	12.29	
US BANK	244921642930000 00037	Anet Track membership	9.99	
US BANK	246921628610588 59887	FFA Jackets	256.76	
US BANK	246921642801007 92801	concessions	49.95	
US BANK	246921642811010 47591	Teammates - ducks	25.98	
US BANK	246921642831033 57410	Dodgeballs	87.98	
US BANK	246921642851052 39821	Dodgeballs	43.99	
US BANK	246921642851052 65798	Concessions & AD	362.88	
US BANK	246921642901098 33143	Ducks- Teammates reimburse	128.97	
US BANK	246921642951014 42382	Tortoise model	19.79	
US BANK	246921642971031 98904	Haunted House Tickets for M-Club Trip	669.50	
US BANK	246921648210210 29099	concessions	94.08	
US BANK	746921642841043 77972	Teammates - ducks	(25.98)	
				Vendor Total: 2,201.56
VOLKER, DEREK	11.26. 24MSGBBvsSchuy	11.26.24MSGBBvsSchuy	90.00	
				Vendor Total: 90.00
WALMART COMMUNITY	1658670394- 10.21.24-	Candy	177.35	
WALMART COMMUNITY	1658670397-	Teammates	21.09	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
	10.12.24		
WALMART COMMUNITY	1658670397- 10.21.24	concessions	36.28
WALMART COMMUNITY	1658670397- 10.3.24	FB Totes & Concessions	103.41
WALMART COMMUNITY	1658670397- 10.9.24	8th Grade businesses	52.67
		Vendor Total:	390.80
WINNERS' CIRCLE	56913	MS Invite Medals	153.05
WINNERS' CIRCLE	56914	HS Invite plaques & medals	138.75
WINNERS' CIRCLE	56939	Plaques	9.50
		Vendor Total:	301.30
		Fund Total:	19,023.21
		Checking Account Total:	19,023.21

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
<u>Checking</u>	06		
Checking	06	Fund: 06 SCHOOL NUTRITION FUND	
LUNCHTIME SOLUTIONS, INC.	NE00000440	October 2024 Breakfast & Lunch	58,216.35
LUNCHTIME SOLUTIONS, INC.	NE00000451	October 2024 FFVP	1,818.56
LUNCHTIME SOLUTIONS, INC.	NE00000515	Trinity October 2024 Lunches	1,314.92
		Vendor Total:	61,349.83
PYAOHN, ZAPORAH	Esther's Lunch Acct	Excess in lunch account requesting	140.00
		Vendor Total:	140.00
		Fund Total:	61,489.83
		Checking Account Total:	61,489.83

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
Checking	1		
Checking	1	Fund: 01 GENERAL FUND	
A TO Z VAC.N.SEW	2383	SUPPLIES	74.75
		Vendor Total:	74.75
ACELLUS EDUCATIONAL SERVICES LLC	101462	LICENSE	4,450.00
		Vendor Total:	4,450.00
ACT INC	30865	TESTING	1,092.00
		Vendor Total:	1,092.00
ALBRACHT DISPOSAL SERVICE	94385	WASTE DISPOSAL	350.00
ALBRACHT DISPOSAL SERVICE	94386	WASTE DISPOSAL	325.00
		Vendor Total:	675.00
APPEARA	1124 STMT	SERVICE	498.19
		Vendor Total:	498.19
CHARTWELLS AT CCC COLUMBUS	313303531	SUPPLIES	393.75
		Vendor Total:	393.75
CHOICE FOODS	100224 RECEIPT	SUPPLIES	19.20
CHOICE FOODS	100424 RECEIPT	FUEL	83.26
CHOICE FOODS	100424 RECEIPT	SUPPLIES	55.12
CHOICE FOODS	100424 RECEIPT-	SUPPLIES	126.91
CHOICE FOODS	100724 RECEIPT	SUPPLIES	6.20
CHOICE FOODS	100824 RECEIPT	SUPPLIES	73.99
CHOICE FOODS	100924 RECEIPT	SUPPLIES	4.70
CHOICE FOODS	101024 RECEIPT	SUPPLIES	84.11
CHOICE FOODS	101624 RECEIPT	SUPPLIES	5.39
CHOICE FOODS	101624 RECEIPT-	SUPPLIES	8.59
CHOICE FOODS	101724 RECEIPT	SUPPLIES	23.28
CHOICE FOODS	102124 RECEIPT	SUPPLIES	23.67
CHOICE FOODS	102824 RECEIPT	SUPPLIES	21.19
CHOICE FOODS	103024 RECEIPT	SUPPLIES	25.25
		Vendor Total:	560.86
CITY OF MADISON	1124 5045001	UTILITIES	388.95
CITY OF MADISON	1124 5095001	UTILITIES	146.04
CITY OF MADISON	1124 5097002	UTILITIES	153.35
CITY OF MADISON	1124 5181001	UTILITIES	107.78
		Vendor Total:	796.12
COMPUTER HARDWARE	G24447	REPAIRS	85.00
		Vendor Total:	85.00
CUSTOM SPORTS	39941	SUPPLIES	3,480.00
		Vendor Total:	3,480.00
DENT SPECIALISTS	143685	REPAIRS	98.14
		Vendor Total:	98.14
EAKES OFFICE SOLUTIONS	9024327-2	SUPPLIES	52.56
EAKES OFFICE SOLUTIONS	9034599-1	SUPPLIES	698.58
EAKES OFFICE SOLUTIONS	9036925-0	SUPPLIES	22.70

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
EAKES OFFICE SOLUTIONS	9045685-0	SUPPLIES	627.90	
		Vendor Total:		1,401.74
ECOLAB PEST ELIMINATION DIVISION	6733668	PEST CONTROL	139.50	
		Vendor Total:		139.50
EDUCATION WALKTHROUGH	1145	LICENSE	1,200.00	
		Vendor Total:		1,200.00
EDUCATIONAL SERVICE UNIT #7	1024 STMT	SERVICES	143.00	
		Vendor Total:		143.00
EDUCATIONAL SERVICE UNIT #8	INV-011078	SERVICES	34,143.80	
EDUCATIONAL SERVICE UNIT #8	INV-011093	SERVICES	17,600.00	
EDUCATIONAL SERVICE UNIT #8	INV-011113	SERVICES	4,837.30	
EDUCATIONAL SERVICE UNIT #8	INV-011127	SERVICES	8,505.00	
EDUCATIONAL SERVICE UNIT #8	INV-011142	PROF DEV	100.00	
EDUCATIONAL SERVICE UNIT #8	INV-011210	PROF DEV	20.00	
EDUCATIONAL SERVICE UNIT #8	INV-011230	PROF DEV	40.00	
		Vendor Total:		65,246.10
ESTECH SYSTEMS INC	172479	PHONE SERVICE	1,268.56	
		Vendor Total:		1,268.56
FATHER FLANAGANS BOYS HOME	CINV-00011479	SERVICES	5,720.00	
		Vendor Total:		5,720.00
FLINN SCIENTIFIC, INC.	3083399	SUPPLIES	74.67	
		Vendor Total:		74.67
GREATAMERICA FINANCIAL SERVICES CORPORATION	37977996	COPIER LEASE	3,328.34	
		Vendor Total:		3,328.34
HELVIE, CATHY	1124 STMT	MILEAGE	771.84	
		Vendor Total:		771.84
HY-VEE FOOD STORE	102424 RECEIPT	SUPPLIES	215.64	
		Vendor Total:		215.64
JACKSON SERVICES	5435827	SERVICE	81.89	
JACKSON SERVICES	5435828	SERVICE	158.34	
JACKSON SERVICES	5445990	SERVICE	81.89	
JACKSON SERVICES	5445991	SERVICE	158.29	
		Vendor Total:		480.41
JACKSON, KYLE	1224 REIMB	REIMB	42.26	
		Vendor Total:		42.26
KSB SCHOOL LAW	17824	LEGAL SERVICES	36.00	
		Vendor Total:		36.00
LUNCHTIME SOLUTIONS, INC.	NE00000514	SUPPLIES	2,112.61	
LUNCHTIME SOLUTIONS, INC.	NE00000655	SUPPLIES	1,573.48	
		Vendor Total:		3,686.09

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
MADISON STAR MAIL	1124 STMT	PUBLICATIONS	210.92	
		Vendor Total:		210.92
MENARDS - NORFOLK	65968	SUPPLIES	120.70	
MENARDS - NORFOLK	66293	SUPPLIES	170.99	
MENARDS - NORFOLK	66458	SUPPLIES	90.92	
MENARDS - NORFOLK	66655	SUPPLIES	44.50	
		Vendor Total:		427.11
MENARDS-COLUMBUS	17706	SUPPLIES	19.99	
MENARDS-COLUMBUS	17929	SUPPLIES	17.94	
		Vendor Total:		37.93
NE REGIONAL DEAF ED PROGRAM	1024 STMT -	SERVICES	372.00	
		Vendor Total:		372.00
NEBRASKA ASSOCIATION OF SCHOOL BOARDS	2139	REGISTRATION	(347.00)	
NEBRASKA ASSOCIATION OF SCHOOL BOARDS	52050	REGISTRATION	300.00	
NEBRASKA ASSOCIATION OF SCHOOL BOARDS	52073	REGISTRATION	150.00	
		Vendor Total:		103.00
NEBRASKA STATE FIRE MARSHAL AGENCY 100970		INSPECTION	360.00	
		Vendor Total:		360.00
ONE SOURCE	2022168284	BACKGROUND CHECK	30.00	
		Vendor Total:		30.00
PINKELMAN TRUCK AND TRAILER	23923	MAINTENANCE	9,954.60	
PINKELMAN TRUCK AND TRAILER	24031-	MAINTENANCE	4,795.08	
		Vendor Total:		14,749.68
PITNEY BOWES GLOBAL FINANCIAL SERVICES LLC	3319963111	METER LEASE	165.54	
		Vendor Total:		165.54
PORTER & COMPANY, PC	5749	AUDIT	10,000.00	
		Vendor Total:		10,000.00
SCHMIDT, COURTNEY	1024 STMT	MILEAGE	28.14	
SCHMIDT, COURTNEY	1124 STMT	MILEAGE	4.69	
		Vendor Total:		32.83
SCHOOL NURSE SUPPLY, INC	1031771-IN	SUPPLIES	355.78	
		Vendor Total:		355.78
SCOTT CAFE	24112850	SUPPLIES	114.75	
		Vendor Total:		114.75
TIMECLOCK PLUS LLC	INV00384509	LICENSE	588.00	
		Vendor Total:		588.00
TWD LOCK, SAFE & KEY	012382	SUPPLIES	66.96	
		Vendor Total:		66.96

Board Report

Unposted; Batch Description DECEMBER 2024 GENERAL FUND INVOICES

<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>	
WALMART COMMUNITY	110724 RECEIPT	SUPPLIES	80.67	
				Vendor Total:
				80.67
WATER ENGINEERING INC	IN174464	WATER SERVICE	295.04	
WATER ENGINEERING INC	IN174477	WATER SERVICE	207.50	
				Vendor Total:
				502.54
WINSUPPLY NORFOLK NE CO	611099 01	SUPPLIES	123.84	
				Vendor Total:
				123.84
WOODRIVER ENERGY	419921	UTILITIES	1,977.88	
WOODRIVER ENERGY	424363	UTILITIES	3,116.51	
				Vendor Total:
				5,094.39
ZEPTIVE INC	INV13803	LICENSE	100.00	
				Vendor Total:
				100.00
				Fund Total:
				129,473.90
				Checking Account Total:
				129,473.90

September 2024 Board Meeting:

Bond Fund:

BOK Financial \$ 9,980.12 Bond Payment

Special Building Fund:

Five Points Bank \$ 62,291.66 Interest payment on elementary project

Volkman \$ 62,916.03 Billing #2 on Air Conditioner

October 2024 Board Meeting:

Depreciation Fund:

Complete Floors \$ 26,836.00 Elementary Classroom flooring

Complete Floors \$ 2,687.00 High School flooring

Special Building Fund:

Volkman \$ 33,786.80 Billing #3 on Air Conditioner

Volkman \$ 32,627.17 Billing #4 on Air Conditioner

November 2024 Board Meeting:

Bond Fund:

BOK Financial \$ 193,696.25 Bond payment

QP Fund:

ComputerShare \$ 700.00 Administrative Charge

Special Building Fund:

DWB, Inc. \$ 72,151.00 Walkway Construction

December 2024 Board Meeting:

Special Building Fund:

Volkman \$ 10,000.00 Final Billing on Air Conditioner

MADISON PUBLIC SCHOOLS

TREASURER'S REPORT

November 30, 2024

General Fund

		<u>BALANCE</u>	<u>Last year's balance</u>
Balance Forward as of	<u>October 31, 2024</u>	\$4,041,903.88	
Receipts	+	\$ 184,715.35	
Expenditures	-	\$ 799,093.04	
Balance as of	<u>November 30, 2024</u>	<u>\$3,427,526.19</u>	\$3,277,238.80

Employee Benefit Fund

Balance Forward as of	<u>October 31, 2024</u>	\$14,423.36	
Receipts	+	\$ 3,525.09	
Expenditures	-	\$ 2,663.33	
Balance as of	<u>November 30, 2024</u>	<u>\$15,285.12</u>	\$15,806.35

Petty Cash Fund

Balance Forward as of	<u>October 31, 2024</u>	\$1,589.85	
Receipts	+	\$ 1,440.68	
Expenditures	-	\$ 1,660.39	
Balance as of	<u>November 30, 2024</u>	<u>\$1,370.14</u>	\$2,234.99

Total Assets for General Fund

\$3,444,181.45 \$3,295,280.14

Depreciation Fund

Balance Forward as of	<u>October 31, 2024</u>	\$363,902.96	
Receipts	+	\$ 845.13	
Expenditures	-		
Balance as of	<u>November 30, 2024</u>	<u>\$364,748.09</u>	\$355,286.20

Bond Fund

Balance Forward as of	<u>October 31, 2024</u>	\$335,966.01	
Receipts	+	\$ 1,534.02	
Expenditures	-	\$ 193,696.25	
Balance as of	<u>November 30, 2024</u>	<u>\$143,803.78</u>	\$150,844.06

Qualified Capital Purpose Fund

Balance Forward as of	<u>October 31, 2024</u>	\$613,445.81	
Receipts	+	\$ 1,702.21	
Expenditures	-	\$ 700.00	
Balance as of	<u>November 30, 2024</u>	<u>\$614,448.02</u>	\$598,277.91

Special Building Fund

Balance Forward as of	<u>October 31, 2024</u>	\$2,477,342.88	
Receipts	+	\$ 12,541.18	
Expenditures	-	\$ 72,151.00	
Balance as of	<u>November 30, 2024</u>	<u>\$2,417,733.06</u>	\$2,447,606.22

Investment Checking

Balance Forward as of	<u>October 31, 2024</u>	\$359,936.25	
Receipts	+	\$ 1,120.70	
Expenditures	-	\$ -	
Balance as of	<u>November 30, 2024</u>	<u>\$361,056.95</u>	\$345,472.09

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Reid Ehrisman

MS Principal/EL

Karla Kush

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Travis Jordan

Director of CAI

Landonn Mackey

Athletic Director

Celine Filsinger

Office Manager

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Mrs. Kush – December 5, 2024

Elementary Principal

Number of Students in Elementary School

Grade Level	12/5/24	9/4/24	8/10/24
PreK-3	13	10	9
PreK-4	40	40	40
Kindergarten	47	43	43
1 st Grade	36	34	33
2 nd Grade	41	38	37
3 rd Grade	46	42	40
4 th Grade	41	39	37
5 th Grade	43	41	41
Total	307	287	280
		Last year ended with 285	

Attendance Percentage

Nov. 2024	Oct. 2024	Sept. 2024	August 2024	Last Year's Average
96.13%	95.56%	96.49	97.35%	94.8%

1. We are starting to implement MTSS at the preschool level and we took a team consisting of Jessica Ternus, Rachel Harriman, Audrey Pollreisz, and Karla Kush to day 1 of 4 to Pyramid Training at the ESU 7. Its helping with the social emotional support, action plans, and systems of what we do here at Madison. The goal is for preschool to join in with the elementary K-5 to really make transitions and understanding of the processes/expectations easier on students, parents, and staff.
2. The first semester is wrapping up – NSCAS testing is taking place and we are eager to see growth and will be spending some time making group changes based off of scores.
3. Little Dragon's Child Care staff will be attending a Briggs & Barrett Project event on Dec. 9th. They were able to get two free owlets and are currently working on two more. The dedication, reliability, teamwork, and true care those staff bring

to the program is irreplaceable. Many staff consider them nearly family because of how much they do to help the children that go through that child care.

4. Formal Observations – non tenured are complete for 1st semester. I'm now working on tenured.



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Mr. Ehrisman- December 5th, 2024

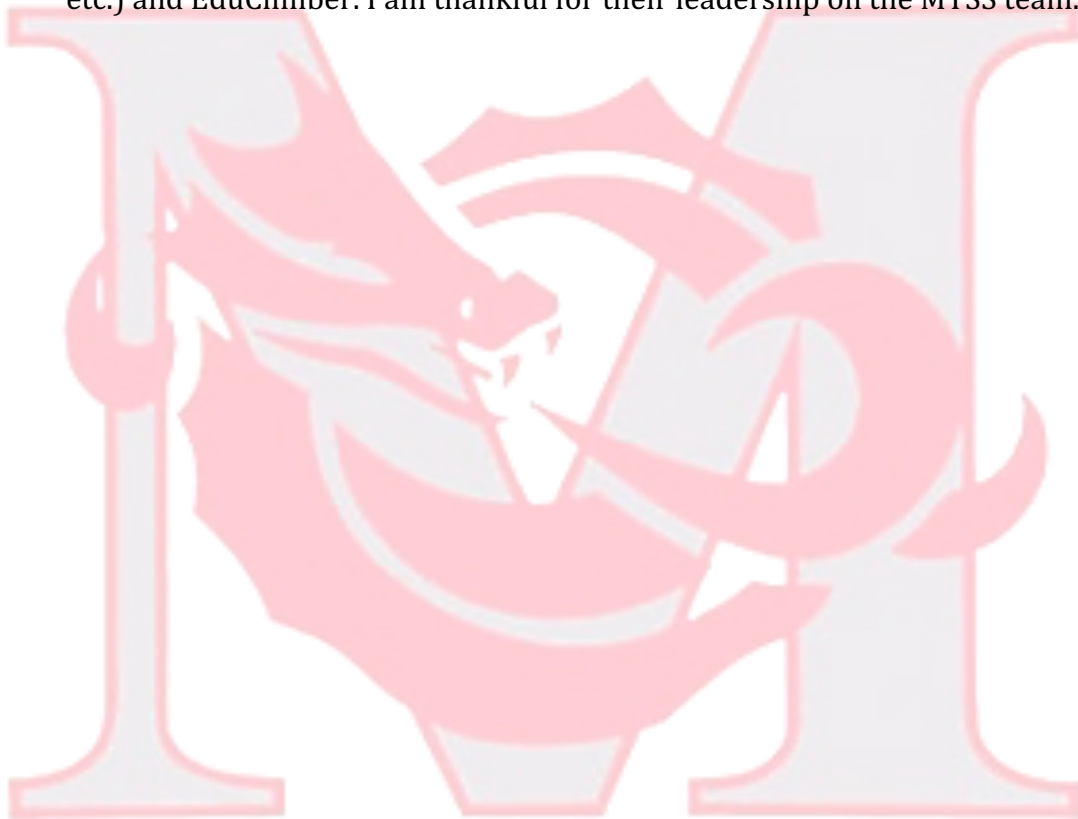
Grade Level	Current as of 12/5/24	Start of the year 8/6/24
6th Grade	41	39
7th Grade	34	32
8th Grade	39	37
MS Total	114	108

Grade Level	Attendance as of 12/5/24	8/15-8/31	9/1-9/30	10/1-10/31	11/1-11/30
6th Grade	96.21%	98.51%	96.43%	96.67%	96.25%
7th Grade	96.29%	97.67%	97.71%	95.82%	95.36%
8th Grade	94.72%	95.36%	96.31%	94.63%	94.71%
MS Total	95.72%	97.15%	96.77%	95.71%	95.46%

# of students in Amp	
Week 11 (11/12)	3
Week 12 (11/19)	3
Week 13 (11/26)	1
Week 14 (12/3)	2

- The NDE recently released the 2023-24 AQuESTT Classifications for each school and district in Nebraska. For the second year in a row, our Middle School met the criteria to be considered in the “good” status, along with our elementary and high school. We are still being identified as an CSI-ATSI school for our SPED students not meeting the required growth as it pertains to our NSCAS testing.

- Big celebration!!!! The average of our 2023-24 NSCAS Science scores for 5th (84%) and 8th grade (72%) students was 78% which surpassed the state average of 74%.
- The Principal's Cadre, which I am a part of through ESU8, was in the middle school the morning of November 21st. A large portion of their time was spent doing 10 minute walk-through observations in five middle school classrooms. We debriefed after each walk-through and the overall feedback was centered around a "problem of practice" that I shared with them prior to the walk-throughs.
- Two members of the middle school MTSS team, Roberto Mora and Laressa Greunke, spent the day of November 19th working with members of ESU8 to do some planning with early warning indicators (tardies, absences, failing, etc.) and EduClimber. I am thankful for their leadership on the MTSS team.



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Curriculum, Assessment and Instruction

December 2024

Curriculum:

- No new developments.

Assessment:

- All students Grades 3-8 will complete the NSCAS Math Assessment in December
- In order to measure the success of our intervention programs and to regroup students for 2nd Semester, we are giving our State Approved Reading Screeners.
 - K-5 Acadience Testing will take place December 11th/12th
 - Students in Grades 6-8 are completing the iReady Reading Winter Diagnostic

Instruction:

- As assessment data is collected, teachers will begin having content area discussions to identify areas of growth and areas in need of improvement. (Wednesday Early Outs.)

Continuous Improvement:

- Our Administration Team and Continuous Improvement Planning Team met with Megan Dufek of ESU8 and Brooke Gebers of Nebraska MTSS to work on setting new goals for the 5 year cycle and Review.

AQUESTT:

- Elementary = GOOD
- Middle School = GOOD (Still flagged as ATSI because our Special Education Program hasn't met adequate growth.
- High School = GOOD

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Jim Crilly High School Principal Board Report December 2024

Attendance

9th 94.68%

10th 96.68%

11th 94.21%

12th 88.79%

Total Average 93.51%

Enrollment

9th 42 Students

10th 37 Students

11th 47 Students

12th 35 Students

Total Enrollment 161 Students

One Act play production finished up district competition at Atkinson West Holt, congratulations to Ms. Knight and Ms. Walls and cast and crew on a job well done!

High School teacher observations for the year are complete. Will need to do follow up observations for non-tenured teachers second semester.

The Green House continues to be used often, FFA and AG Classes along with Alternative Education students continue to make good use of the house.

The first round of ACT is concluded. Those students wishing to take another ACT on their own did so here at Madison. ACT prep has started with Mr. Jordan. The state required test is in April 25'

The first semester is coming to an end. High School semester tests with be December 18th and 19th. High School take comprehensive finals with longer class periods over 2 days.

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December 2024 Board Report Landonn Mackey, Athletic Director

MS Sports Participation by Season

	Fall (10/1)	Winter	Spring
Boys	16 (50%)	TBD	TBD
Girls	20 (50%)	TBD	TBD
Total	36 (50%)		

MS Sports Participation by Sport

	Start	Complete
Football	11	9
Volleyball	23	20
Cross Country	7	7
Girls Basketball	15	---
Boys Basketball	---	---
Girls Wrestling	--	--
Boys Wrestling	--	--

HS Sports Participation by Season

	Fall (10/1)	Winter	Spring
Boys	29 (35%)	TBD	TBD
Girls	28 (35%)	TBD	TBD
Total	57 (35%)		

HS Sports Participation by Sport

	Start	Complete
Football	26	25
Volleyball	30	24
Cross Country	14	8
Girls Basketball	11	---
Boys Basketball	30	---
Girls Wrestling	7	---
Boys Wrestling	17	---

- Winter sports are in full swing and each sport and level has had at least one competition.
- MS Girls Basketball and MS Wrestling will wrap up by Friday, December 20th
- D1-5 All-District Football
 - Bodonn Sweeney & Elian Gloria – 1st Team
 - James Beery & Yo Htoo – 2nd Team
 - Griffin Jordan & Tristan Alvarado-Schroeder – Honorable Mention
- Big Red Club jackets set to arrive December 6th. They will need embroidered with names & “M” letters sewn.

Varsity Scoreboard

First date for winter competitions is Thursday, December 5th.

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The mission of Madison Public Schools is to prepare students to be competent, confident, productive, and responsible citizens.

I have your AFR (Annual Audit) books for each of you that want to do some light reading. As we discussed last month, all went well with this process.

NASB was excellent as always. I hope you all enjoyed the time in sessions, listening to speakers, and being with fellow board members.

Matt, Oscar, and I attended the NASB New Board member orientation on December 2 in Norfolk. They go over a lot of valuable information for new board members.

DWB is putting door way in coaches office to the training room in the new gym.

Impala has been picked up and I am finalizing paperwork on the total loss. We are currently looking for replacement.

I have attached BOE policies 3051-3060 for your consideration. There is an action item to hire EL teacher for next school year.

Mr. Crilly and I have interviewed and offered to Chelsey Salvador for the high school Special Education paraprofessional position.

Holiday party for staff and board will be January 3, 2025 in Norfolk at Midtown Event Center. The doors open at 6:00 and dinner will be served at 6:30. I think I have all of your orders recorded and looking forward to a fun night with staff.

3051

Opioid Overdose Prevention and Response

The district will maintain an opioid antagonist in its schools, specifically naloxone, otherwise known by its brand name Narcan. Pursuant to Nebraska law and the Naloxone Standing Order issued by the Nebraska DHHS, Division of Public Health, the board will permit school nurses, trained school staff, or other individuals qualified by law to administer naloxone to any person at school or a school event displaying symptoms of an opioid overdose.

This policy shall not create a duty on the part of the school district and/or its personnel to administer naloxone. School representatives will not administer naloxone under the following circumstances:

- a. Naloxone is not available during the overdose emergency;
- b. There is no individual available who is qualified to administer naloxone; or
- c. School representatives are uncertain as to whether an opioid overdose is occurring.

Nothing in this policy is intended to regulate, restrict or otherwise deter a law enforcement officer, emergency medical technician, volunteer fire fighter, licensed medical professional or other authorized individual from administering his/her own supply of naloxone when responding in good faith to a suspected drug overdose occurring on school district property or at a school-sponsored event.

Procurement and Storage. The superintendent, in consultation with the school's nursing staff, will make the necessary arrangements to obtain naloxone. The naloxone will be stored unlocked in the nurses' office(s). The superintendent, in consultation with the school's nursing staff, will reorder naloxone.

Naloxone that is nearing its expiration date will be replaced. The school nurse shall maintain a log of naloxone supplies consistent with the district's practices for logging other medications.

Training. Licensed health care professionals and school resource officers employed on the high school and middle school levels shall all complete an approved naloxone training prior to carrying and/or administering naloxone. Other school staff members may be trained as determined by the administration. Once trained, staff members shall

review the DHHS standing order and applicable naloxone administration protocols as needed.

Recordkeeping and Reporting. Any individual who administers naloxone on behalf of the school district will promptly notify the building principal and superintendent of the facts and circumstances surrounding the drug overdose incident. The administration of naloxone to any student will be documented in his/her cumulative health record. The administration of naloxone to any staff member will be documented in his/her personnel file.

Adopted on: _____

Revised on: _____

Reviewed on: _____

3052
Leasing Personal Property

I. Leases of Personal Property by the District

A. Applicability of this policy.

Leases of personal property using any 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 leases of personal property made by the school district other than construction, remodeling, repair and site improvements.

B. General Leasing Policy

1. The school district's budget shall be the guide for all leases of personal property. Any leases of personal property must be approved by the board or superintendent.
2. The board intends to lease competitively, whenever possible, without prejudice and to seek maximum educational value for every dollar expended.
3. The leasing of equipment and other goods shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the leasing program of the school district.
4. Leases of personal property or commitments of district funds that are not authorized by this policy will be the responsibility of the person making the commitment.
5. No board member, employee, volunteer, parent-teacher organization, or other individual or entity may use a school district account, its tax identification number, or its tax exemption to make personal leases of any kind or for any reason.

C. Leasing Procedures

1. School personnel must secure the approval of the board or superintendent before entering into a lease for personal property.
2. For lease of more than \$ [REDACTED], the district will secure written quotes and/or estimates from a reasonable number of vendors. The district will lease from a responsible vendor with the lowest price unless the board approves the lease from the more expensive vendor.

D. Relations with Vendors

1. The board wishes to maintain good working relations with vendors who lease equipment, goods, and other personal property to the school system. The school shall not extend favoritism to any vendors. Each lease shall be entered into on the basis of quality, price and delivery, with past experiences being a factor if all other considerations are equal.
2. No lease shall be made that violates any conflict of interest policy or law.
3. The board believes in patronizing local businesses. Consequently, when proposals are judged to be equal in terms of quality, price, and/or service, the lease 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.

II. Lease of District-Owned Personal Property to Others

A. Personal Property Valued at No More Than \$15,000

If the Superintendent determines that any personal property that is owned by the school district and has a fair market value of no more than \$15,000 is not needed for school district use, the Superintendent may enter into a lease agreement for a period no longer than the period of time during which such property is not needed for school purposes and in no event longer than 730 days. The Superintendent is authorized to determine the terms and conditions of the lease of this district-owned personal property, provided

however that Superintendent will avoid leasing such personal property at a rate that is significantly lower than the fair market value for comparable rentals of similar personal property. At Superintendent's discretion, Superintendent may require lessors of this district-owned personal property to furnish property and liability insurance covering lessors use of such property.

B. Personal Property Valued in Excess of \$15,000

If the board of education determines that any personal property that is owned by the school district and has a fair market value of at least \$15,000 is not needed for school district use, the board may lease such property, or portion thereof, upon such terms and conditions as it determines.

Adopted on: _____

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 Pregnant Workers Fairness Act (PWFA) – requires covered employers to provide reasonable accommodations to qualified employee’s or applicant’s known limitations related to, affected by, or arising out 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: _____

Revised on: _____

Reviewed on: _____

3054
Law Enforcement Unit

The board is committed to providing a safe environment conducive to learning for members of the school community. In furtherance of this commitment, the board designates Madison Police Department to act as the district's Law Enforcement Unit.

Authority of the Law Enforcement Unit. The law enforcement unit is officially authorized to:

- Enforce any local, State, or Federal law, or refer to appropriate authorities a matter for enforcement of any local, State, or Federal law against; *and*
- Maintain the physical security and safety of the district

In maintaining the physical security and safety of the district, the law enforcement unit may employ surveillance or other safety or security equipment in compliance with state and federal law. The law enforcement unit is responsible for the maintenance and security of any such equipment.

Records of the Law Enforcement Unit. All records created and maintained by the law enforcement unit for a law enforcement purpose are considered law enforcement unit records. This would include any records produced by surveillance or other safety or security equipment employed by the law enforcement unit to maintain the physical security and safety of the district.

Law enforcement unit records must be maintained by the law enforcement unit until the unit determines the records may be destroyed. The law enforcement unit is responsible for maintaining law enforcement unit records separate and apart from the student records maintained by the district pursuant to the board's policy regarding student records.

Law enforcement unit records may only be disclosed with the authorization of the Superintendent or his/her designee. Only copies of law enforcement unit records may be disclosed, and the original must be retained by the law enforcement unit and will continue to be considered a law enforcement unit record.

Adopted on: _____
Revised on: _____
Reviewed on: _____

3055

School Resource Officers

The school district must have in effect a memorandum of understanding (MOU) with any law enforcement agency or any security agency prior to using the services of a school resource officer (SRO) or security guard. The MOU shall comply with all state law requirements.

Employer. The SRO or security guard are employees of the law enforcement agency or security agency.

Required Training. Each SRO and security guard and at least one administrator in each elementary or secondary school where an SRO or security guard is assigned must attend a minimum of twenty hours of training focused on school-based law enforcement, including, but not limited to, coursework focused on school law, student rights, understanding special needs students and students with disabilities, conflict de-escalation techniques, ethics for school resource officers and security guards, teenage brain development, adolescent behavior, implicit bias training, diversity and cultural awareness, trauma-informed responses, and preventing violence in school settings.

Prosecution Referral Records. The district must create and maintain records on each student referral for prosecution from an SRO in response to an incident occurring at school, on school grounds, or at a school-sponsored event. The records must allow for analysis of related data and must include the reason for the referral and the federally identified demographic characteristics of each student.

Parent or Guardian Notification. School officials are not required to notify a parent or guardian or give them an opportunity to be present if the student is subjected to questioning or interrogation by a school official. School officials will notify a parent or guardian or give them an opportunity to be present if the student is subjected to questioning or interrogation by an SRO or security guard operating in conjunction with a school official as provided in the school's separate policy regarding investigations, arrests, and other student contact by law enforcement, Health and Human Services, or other child welfare agencies.

Rights Advisement. School officials will not advise students of any constitutional rights before student questioning or interrogation. The advisement, if any, shall be made by the SRO or security guard as provided by their agencies' policies and procedures.

Referral to Law Enforcement for Prosecution. The school district's student discipline policy is the school policy required by state law that addresses the student conduct or actions that will be referred to law enforcement for prosecution and the type of student conduct or actions that will be resolved as a disciplinary matter by a school official and not referred to law enforcement.

Restraint and Seclusion. The school district's restraint and seclusion policy applies to the use of restraint and seclusion on students by school district employees. SROs and security guards that are not employees of the school district are not governed by the school district's restraint and seclusion policy. Instead, they will be governed by the restraint and seclusion policies, practices, and procedures implemented by their employers.

Filing and Posting the MOU. The superintendent shall provide a copy of any initial MOU entered into under this policy to the Nebraska Department of Education (Department) or post a copy on the school district's website within three months of its adoption. The superintendent shall thereafter file any changes to the MOU with the Department or post it on the school district's website no later than January 1st of each year.

Complaint Process. Any student or parent who wishes to express a concern or file a complaint about an SRO or security guard and the practices of the SRO or security guard must follow the school district's complaint procedure.

Adopted on: _____
Revised on: _____
Reviewed on: _____

3056 Guest Speakers

The school board recognizes that guest speakers with demonstrated expertise in areas of interest to the school district and its students may enrich the students' educational experiences. The school district has adopted this policy to ensure that the messages provided by outside speakers do not conflict with school district policies, the fundamental values of a public school education, or the legal limitations placed on public school districts. Individuals who wish to invite a guest speaker must follow the procedures outlined below.

Classroom or School-Sponsored Activity Guest Speakers. Teachers or activity sponsors who desire to invite a guest speaker to address his or her class or activity members must:

1. Research the guest speaker, have a clear understanding of the guest speaker's purpose and message, and determine that the speaker's message complies with the school district's policies and fundamental values.
2. Complete a Guest Speaker Request Form and submit it to the building principal at least days prior to the proposed appearance.
3. Notify the main office of name, time, and date of the guest speaker's appearance (if the request is approved).
4. Notify parents of the name, time, date, and topic and summary of the presentation at least days before the presentation (if the request is approved).
5. Require the guest speaker to submit a copy of any visual or written materials to the employee at least 24 hours prior to any presentation. The employee shall submit the materials to the principal upon receipt.
6. Prepare students in advance for the experience.
7. Inform the guest speaker that students or employees may ask challenging questions or offer differing viewpoints.
8. Terminate the presentation if the speaker fails to limit his or her remarks to the subject on which he or she has been invited to speak.
9. Remain with the speaker and students to facilitate and monitor the discussion.

10. Provide appropriate follow-up activities and education.

Assembly Speakers. Employees who desire to invite a guest speaker to address staff or students at an assembly must follow the identical procedures outlined above. In addition, the employee must submit the Guest Speaker Request Form to the superintendent at least [redacted] days prior to the proposed appearance and the speaker submitted materials upon receipt.

Request Consideration. The administrator(s) must research the guest speaker and determine that the speaker's message complies with the school district's policies and fundamental values. If it does not comply, the administrator will reject the request. If it does comply, the administrator shall then consider the following factors when approving or denying the request:

1. The guest speaker's ability to appropriately and adequately address the topic with the students based upon the speaker's education, training, expertise, or other qualifications.
2. The materials submitted by the guest speaker.
3. The educational value to students of the presentation.
4. The relevance of the presentation to the class, activity, or school's educational mission.
5. Whether the topic of the presentation is appropriate for the students' ages and level of maturity.
6. Whether the speaker has a history of providing factual information in a fair and balanced manner or if he or she has previously advocated for a particular position or espoused personal opinion, bias, or partisanship.
7. Whether the speaker's proposed presentation is consistent with the fundamental values of a public school education and/or encourages the fundamental values, habits, or manners of civility.
8. Whether the speaker's proposed presentation will satisfy the Nebraska Department of Education's accreditation, curriculum, or standards requirements or recommendations.

The administrator shall notify the employee of his or her decision.

Controversial Issues. If the employee or administrator determine that the guest speaker's topic or presentation is partisan or controversial but will still be of benefit to the students, (1) the employee and administrator will work

with the guest speaker to develop a plan that will allow the issue to be presented in an objective and unbiased manner and/or (2) the employee and administrator will develop a plan that will allow opposing viewpoints to be presented. The employee will notify students and their parents at least days in advance of the nature of the presentation. If a student does not wish to attend a controversial presentation, the employee will either excuse the student from attending or provide an alternative assignment.

Other Requirements. The inviting employee or appropriate administrator may interrupt or stop the presentation if it violates this or any other school policy.

Adopted on: _____

Revised on: _____

Reviewed on: _____

3057 Title IX

Nondiscrimination. The school district does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates including in admission and employment. Inquiries about Title IX may be referred to the school district's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The school district's Title IX Coordinator may be contacted at Title IX Coordinator, 700 S. Kent St., Madison, NE, 68748, jcrilly@mpsdragons.org, 402-454-3336. The school district's nondiscrimination policy and grievance procedures are included in this policy, or can be accessed at: mpsdragons.org. To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact the Title IX Coordinator.

Publication Notice. The school district will include the following notice on its website and in each handbook, catalog, announcement, bulletin, application form, and other places as required by law:

The school district prohibits sex discrimination in any education program or activity that it operates and individuals may report concerns or questions to the Title IX Coordinator. The school district's Title IX policy, notice, and other information may be accessed at the following link: mpsdragons.org

Retaliation Prohibited. Retaliation, including peer retaliation, is prohibited in the school district's education program or activity. If the school district has information about conduct that reasonably may constitute retaliation under Title IX, it may be required to treat it as an allegation of sex discrimination. Upon receiving a complaint alleging retaliation, the school district will initiate its grievance procedures or informal resolution process.

Definitions. As used in this policy, the following terms are defined as follows:

Complainant means an employee, a student, or a parent, guardian, or other individual with the legal right to act on behalf of a complainant who is alleged to have been subjected to conduct that could constitute sex discrimination, including sex-based harassment; or any other person who may have been subjected to sex discrimination when that person was participating or attempting to participate in the school district's education program or activity.

Complaint means an oral or written request to the school district that objectively can be understood as a request for the school district to investigate and make a determination about alleged sex discrimination under Title IX.

Consent for purposes of this policy means the willingness in fact for conduct to occur. An individual may, as a result of age, incapacity, disability, lack of information, or other circumstances be incapable of providing consent to some or all sexual conduct or activity. Neither verbal nor physical resistance is required to establish that an individual did not consent. School district officials will consider the totality of the circumstances in determining whether there was consent for any specific conduct. Consent may be revoked or withdrawn at any time.

Respondent means a person who is alleged to have violated the school district's prohibition on sex discrimination. When a sex discrimination complaint alleges that the school district's policy or practice discriminates on the basis of sex, the school district is not considered a respondent.

Sex-based harassment prohibited by this part is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex that is:

Quid pro quo harassment. An employee, agent, or other person authorized by the school district to provide an aid, benefit, or service under the school district's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the school district's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- The degree to which the conduct affected the complainant's ability to access the school district's education program or activity;
- The type, frequency, and duration of the conduct;
- The parties' ages, roles within the school district's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the school district's education program or activity.

Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;

Sex Offenses, Forcible—Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

- **Rape**—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
- **Sodomy**—Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- **Sexual Assault With An Object**—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity
- **Fondling**—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses, Non-forcible—(Except Prostitution Offenses) Unlawful, non-forcible sexual intercourse.

- **Incest**—Non-Forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- **Statutory Rape**—Non-Forcible sexual intercourse with a person who is under the statutory age of consent

Dating violence meaning violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the length and type of relationship and the frequency of interaction between the persons involved in the relationship;

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the school district, or a person similarly situated to a spouse of the victim;
- Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- Shares a child in common with the victim; or
- Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Response to Sex-based Harassment.

All Employees. All school district employees must notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination, including sex-based harassment under Title IX.

Title IX Coordinator. The school district will designate and authorize at least one employee as the school district's "Title IX Coordinator," to coordinate the school district's efforts to comply with its responsibilities under Title IX and this policy. The superintendent or Title IX Coordinator is authorized to delegate specific duties to one or more designees.

For conduct that could constitute sex-based harassment, the Title IX Coordinator must take the following actions:

- Offer and coordinate supportive measures for the complainant and for the respondent;
- Notify the complainant or the individual who reported the conduct of the grievance procedures and, if appropriate, the informal resolution process.
- Take other appropriate steps to avoid the recurrence of sex discrimination and restore or maintain equal access to the school district's programs and activities.

Supportive Measures. The school district will provide supportive measures, as appropriate, in cases involving sex-based harassment. These measures may include but are not limited to: counseling; extending deadlines; increased supervision; no-contact directives; leaves of absence;

changes in class, work, or activities, regardless of whether there is a comparable alternative; and training and education programs related to sex-based harassment. Supportive measures may be continued, modified, or discontinued at the conclusion of any grievance process. Supportive measures will not be disclosed to anyone other than the person to whom they apply and others, including school officials, who need to know the supportive measures to implement them.

Requests to Modify Supportive Measures. A complainant or respondent may request modification or reversal of the school district's decision to provide, deny, change, or terminate supportive measures applicable to them. Requests must be made to the Title IX Coordinator in writing, and an impartial individual will review the request.

Students with Disabilities. If the complainant or respondent is a student with a disability, the Title IX Coordinator will consult with one or more members of the student's IEP or Section 504 team to determine compliance with those laws while implementing supportive measures and all other requirements of this policy and Title IX.

Emergency Removal. The school district is authorized to remove a respondent from the school district's education program or activity on an emergency basis, provided that the school district undertakes an individualized safety and risk analysis; determines that an imminent and serious threat to the health or safety of a complainant or other persons arising from the allegations of sex discrimination justifies removal; and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave. The school district is authorized to place an employee respondent on administrative leave from employment responsibilities during the pendency of the school district's grievance procedures.

Informal Resolution. The school district may offer an informal resolution process unless the complaint includes allegations that an employee engaged in sex-based harassment of a student or informal resolution would be contrary to law. Prior to initiating informal resolution, the parties will be provided with notice of the allegations. Participation in informal resolution is voluntary, and any informal resolution will include consent from the complainant and respondent, the ability to withdraw from the process, and the right to resume the grievance process. If an agreement is reached, it precludes the parties from initiating or resuming the grievance process.

The informal resolution facilitator will not be the same person as the investigator or the decisionmaker in the school district's grievance procedures. Potential terms that may be included in an informal resolution agreement include but are not limited to restrictions on contact, restrictions on participation in programs or activities, and disciplinary sanctions.

If informal resolution is offered, the school district will maintain all evidence gathered, communications about the informal resolution process, and the agreement reached. This information will be disclosed to outside individuals only as permitted by law and if required to implement the requirements of the agreement or Title IX. If no agreement is reached, only relevant and permissible evidence received during the informal resolution process will be considered during the grievance process.

Grievance Procedures to Resolve Complaints of Sex Discrimination. Any person designated as Title IX Coordinator, investigator, or decision maker will not have a conflict of interest or bias for or against any party, generally or specifically. The decisionmaker may be the same person as the Title IX Coordinator or investigator.

Complaint. Complaints of sex-based harassment may only be made by a complainant; a parent, guardian, or other individual with the legal right to act on behalf of a complainant; or the Title IX Coordinator. Complaints of sex discrimination (excluding complaints of sex-based harassment) may be made by any person who was participating or attempting to participate in the school district's education program or activity at the time of the alleged sex discrimination.

Complaint by Coordinator. In the absence of a complaint made by any other individual, the Title IX Coordinator will determine whether to initiate a complaint of sex discrimination. The Title IX Coordinator must consider, at a minimum, the following factors:

- The complainant's request not to proceed with the initiation of a complaint;
- The complainant's reasonable safety concerns regarding the initiation of a complaint;
- The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
- The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
- The age and relationship of the parties, including whether the respondent is an employee of the school district;

- The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
- The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
- Whether the school district could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures.

If the Title IX Coordinator initiates a complaint, they will notify the complainant prior to doing so and address reasonable concerns about the complainant’s safety or the safety of others, including by providing supportive measures.

Consolidation of Complaints. The school district may consolidate complaints of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one complainant or more than one respondent is involved, references in this section to a party, complainant, or respondent include the plural, as applicable.

Basic Procedures. This grievance procedure is governed by the following basic requirements:

- A respondent is presumed not responsible for the alleged sex discrimination until a determination is made at the conclusion of the grievance procedure;
- The school district will treat the complainant and respondent equitably throughout the grievance process;
- The school district will take reasonable steps to protect the privacy of individuals participating in the grievance process in a manner that does not restrict the parties from obtaining and presenting evidence, speaking to witnesses, consulting with family members or advisors, or otherwise participating in the grievance process;
- The District will use the following timelines for each complaint, but the Title IX Coordinator or designee may extend them as needed:

Major Stage	Target Duration (calendar days)
Completion of the school district’s decision whether to dismiss or investigate a complaint of sex discrimination	1-15
Investigation	1-30
Determination	1-30

Notice of Allegations. Upon initiation of the grievance procedure, the school district will provide notice of the allegations to the parties whose identities are known. The notice will include a copy of this policy; the parties involved in the incident(s); the conduct alleged to constitute sex discrimination; and the date(s) and location(s) of the alleged incident(s), if available. Retaliation is prohibited.

If the school district decides to investigate additional allegations of sex discrimination that are not included in the initial notice, the school district will provide notice of the additional allegations to the parties.

Complaint Investigation. The burden is on the school district to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred. The individual investigating and deciding the complaint will:

- Provide an equal opportunity for the parties to present fact witnesses and relevant and permissible evidence;
- Objectively review all evidence gathered through the investigation and determine what evidence is relevant and permissible;
- Provide each party with an accurate description of the relevant and permissible evidence, and upon request, copies of this evidence;
- Provide the parties a reasonable opportunity to respond to the evidence;
- Use a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility, but credibility will not be based upon any individual's status as a complainant, respondent, or witness; and
- Take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. For purposes of this paragraph, disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Relevant and Permissible Evidence. The school district will consider relevant and permissible evidence. Relevant evidence is evidence related to the allegations of sex discrimination under investigation as part of the grievance procedure. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Generally relevant evidence is permissible, but does not include:

- Evidence that is protected under a privilege as recognized by Federal or State law;
- A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional in connection with the provision of treatment to the party or witness unless the school district obtains that party's or witness's voluntary, written consent for use in this grievance procedures; and
- Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless that evidence is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sex-based harassment occurred.

Determining Whether Sex Discrimination Occurred. The school district will:

- Use the preponderance of the evidence standard of proof, that it is more likely than not, to determine whether sex discrimination occurred;
- Use only relevant and permissible evidence to reach a determination;
- Notify the parties in writing of the determination whether sex discrimination occurred, including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable;
- If there is a determination that sex discrimination occurred, coordinate and provide remedies to restore equal access, coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions, and require the Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur;
- Not discipline a party, witness, or others participating in a school district's grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the school district's determination whether sex discrimination occurred.

Dismissal of a Complaint. A complaint of sex discrimination made through the grievance procedure may be dismissed for any of the following reasons:

- The school district is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in the school district's education program or activity and is not employed by the school district;
- The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the school district determines that without the complainant's withdrawn allegations, the remaining alleged conduct would not constitute sex discrimination even if proven;
- The school district determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint under this paragraph, the school district must make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the school district will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

The school district will notify the complainant that a dismissal may be appealed and provide the complainant with an opportunity to appeal the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the school district must also notify the respondent that the dismissal may be appealed on the bases set out in this policy. Upon the dismissal of a complaint, at a minimum, the school district will:

- Offer supportive measures to the complainant, and offer supportive measures to the respondent if the respondent has been notified of the complaint;
- Require its Title IX Coordinator to take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the school district's education program or activity.

Appeal. The school district will provide the parties the opportunity to appeal the decisionmaker's written determination or a dismissal of a complaint, on the grounds identified below. The school district will implement appeal procedures equally for the parties, including a reasonable and equal opportunity to make a statement in support of or challenging the outcome being appealed. Appeals under Title IX, like other comparable proceedings, will be handled consistent with the school district's general complaint policy.

Time for Appeal. Appeals may only be initiated by submitting a written Notice of Appeal to the superintendent within three (3) calendar days of the party's receipt of (1) the written determination of whether sex discrimination occurred from which the appeal is taken, or (2) the written dismissal of the complaint from which the appeal is taken.

Notice of Appeal Filed By Party. The Notice of Appeal must include (a) the name of the party or parties appealing, (b) the determination, dismissal, or portion thereof being appealed, and (c) a concise statement of the specific grounds (from the following subsection) upon which the appeal is based. A party's failure to timely submit a Notice of Appeal will be deemed a waiver of the party's right to appeal under this policy and Title IX.

Appeals of Dismissals. If a dismissal is appealed, the school district will provide notice of the allegations to the complainant and respondent if not provided previously.

Appeal Decision. The decisionmaker for the appeal will be an individual who did not take part in the investigation, determination, and/or decision to dismiss the complaint. The appeal decisionmaker will notify the parties of the result of the appeal and the rationale for the result.

Disciplinary Sanctions and Remedies. If it is determined that sex-based harassment occurred, the school district may impose disciplinary sanctions that may include suspension, expulsion, mandatory reassignment, adverse employment action up to and including termination, or any other actions regarding student behavior that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include counseling of students, parent conferences, referral to restorative justice practices or services, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation.

Superintendent Authorized to Contract. The board authorizes the Superintendent to contract for, designate, and appoint individuals to serve in the roles of the school district's investigator(s), decision-maker(s), informal resolution facilitator(s), or appellate decision-maker(s) as contemplated by this policy.

Recordkeeping. The school district will maintain the following documents for a period of at least seven years:

- For each complaint of sex discrimination, records documenting the informal resolution process or grievance procedures and the outcome.
- Records documenting the actions the school district took to meet its obligations under Title IX for any allegation of sex discrimination.
- All materials used to provide training as required by this policy. The school district will make these training materials available upon request for inspection by members of the public.

Adopted on: 6-13-22

Reviewed on: _____

Revised on: _____

3058

Naming School Facilities and Property

The purpose of this policy is to establish the criteria and procedures for naming and renaming school district facilities or property.

Authority. The board shall have the authority to name all school district facilities or property. The board reserves the right to refuse to name any facility or piece of property and to make name changes at any time.

Definition. "Facilities or property" means any physical structure owned by the school, including any new, existing, or leased building; a wing of a building; any room; or other significant features or portion thereof such as a fountain, monument, plaza, garden, landscaped area, street, running course, running track, playing field, practice field, playing court, practice court, bench, memorial, or stage.

Committee or Administrative Review. Prior to formal naming action by the board, the matter may be referred to the superintendent or a school committee for consideration, review, and recommendation to the board.

Naming Criteria. The district may name facilities or property after the community, subdivision, or street on which the school is located; the geographic location of the school; or any significant landmark. The district may name facilities or property for an individual, family, or entity meeting at least one of the following criteria:

1. A faculty member, staff member, board member, alumni, volunteer, or other community member who has made an outstanding contribution to education, humanity, or community; or have displayed outstanding leadership; or be a person of historical significance; and who has been deceased for at least five years;
2. Financial donors who make a significant financial contribution to the school generally or to a specific school activity or program; and
3. Financial donors who make a significant financial contribution toward the construction of a new facility/property or facility/property renovation.

The district will not grant a naming right without the informed consent of the named party or his/her/its authorized representative.

Due Diligence Review. The board or its designee shall conduct a due diligence review of any proposed facility or property name to consider whether it is and will continue to be a positive and appropriate reflection on the school,

whether the name conforms with the purpose and mission of the school, and whether there are any conflict of interest issues. The board or its designee shall also consult with district legal counsel to ensure that any proposed name complies with applicable policies, laws, and regulations and to determine if any proposed name would have an adverse impact on existing or future tax-exempt bond issues.

Renaming Facilities. Once established, the name of school district facilities or property generally shall not be changed absent compelling reason to do so as determined by the board. Compelling reasons include, but are not limited to, the person or entity or any of its officers, agents, or employees committing any act or doing anything which might tend to bring the person or entity or any of its officers, agents, or employees into public disrepute, contempt, scandal, or ridicule, or which might tend to reflect unfavorably on the district or if the continued use of the name is contrary to the educational mission of the district. The named party may, without refund of any consideration paid or provided, terminate his/her/its acceptance of the naming rights prior to the scheduled termination date upon request to and approval of the board. If the request is granted, the named party shall be solely responsible for all costs of removal of the names.

Current Facilities or Property. Facility and property names that exist at the time this policy is adopted shall remain in effect, subject to future renaming consistent with this policy.

Adopted on: _____

Revised on: _____

Reviewed on: _____

3059 Audio and Video Recording

Students, staff, parents/guardians, and patrons should assume that any class or activity in the school may be recorded by the school district for legitimate educational purposes. There is no reasonable expectation of privacy within classrooms, common areas of the school building or on school grounds outside of the building. Recordings permitted pursuant to this policy may only be used for authorized purposes and may not be republished without additional, written consent from a school administrator. For purposes of this policy "recording" includes still photographs, video, audio, and other similar data captured in any medium.

Secret Recordings. No person is permitted to make surreptitious recordings on school grounds unless authorized by the superintendent.

Recordings Made by The District. The district may use cameras or other devices for purposes of making security, safety, or other recordings when such recordings are deemed necessary or appropriate by an authorized representative of the district. The district will not maintain recordings unless the recording is purposefully copied and saved. Any recording not copied and maintained separately may only be accessible by the authorized representative for a limited time. Recordings made by the district may be destroyed by an authorized representative at any time unless retention is required by law.

Recordings Made by Parents/Guardians and Patrons. Parents/guardians and patrons may make recordings of school activities in a non-disruptive manner including things like athletic contests and school board meetings to the extent permitted by law unless otherwise lawfully restricted by the administration. Parents/guardians or patrons may not make recordings if they are volunteering or visiting school during the school day without permission of the administration or supervising staff member and subject to this policy, such as recording their child's classroom activities or recess. Parents may not record meetings with administrators or staff, including meetings related to a student's IEP or 504 plan. Violation of this policy will result in immediate termination of any meeting that is being recorded and may be grounds for exclusion from school property, loss of volunteer privileges, or other restrictions deemed appropriate by the administration.

Recordings Made by Staff. Staff members may make recordings of classroom instruction, student behavior or performance, and school activities

without prior administrative approval only for legitimate educational purposes. Staff members may not make secret recordings while on duty, even if those recordings do not violate state or federal criminal or privacy laws. Staff members who violate this provision may be subject to consequences up to termination for classified staff and cancellation of contract for certificated staff.

Recordings Made by Students. This policy applies to students during the school day on school grounds; when being transported to and from school activities or programs in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or by his or her designee; or at a school-sponsored activity or athletic event. Students may make recordings of school activities in a non-disruptive manner including things like athletic contests and other extracurricular performances to the extent permitted by law. Students generally are not permitted to record classroom instruction or members of the school community during the school day without the express consent of a staff member or as required by the student's education plan. Student use of assistive technology that has the capacity to record and/or transmit recordings (*e.g.*, AngelSense) must be approved by the student's education team or administration. Students remain subject to all other district policies and rules. In no event shall recordings be taken or made in restrooms, locker rooms, or other areas where there is a reasonable expectation of privacy.

Adopted on: _____

Revised on: _____

Reviewed on: _____

3060
Firearms and Weapons for Non-Students

Weapons. No person may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy. **Definition of Weapon.** The term "weapon" means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms. No person may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy. **Definition of Firearm.** The term "firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms. The prohibition against firearms does not apply to:

1. The issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this State, or Reserve Officers' Training Corps or peace officers or other duly authorized law enforcement officers when on duty or training;
2. The possession of firearms by peace officers or other duly authorized law enforcement officers

The carrying of firearms by qualified law enforcement officers or qualified retired law enforcement officers carrying pursuant to 18 U.S.C. 926B or 926C, respectively, as such sections existed on January 1, 2023

3. Firearms that may lawfully be possessed by a person who is receiving instruction at the school under the immediate supervision of an adult instructor;
4. Firearms which may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in a historical reenactment, in a hunter education program, or as part of an honor guard;

5. Firearms contained within a private vehicle ***operated by a nonstudent adult*** that are not loaded ***and*** are enclosed in a case or are in a locked firearm rack that is on a motor vehicle; or

6. A handgun carried as a concealed handgun by a nonstudent other than a minor or prohibited person in a vehicle or on his or her person while riding in or on a vehicle into or onto any parking area, which is open to the public and used by the school if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area.

Consequences. In the event a person violates this policy, the school may:

- Make a report to law enforcement;
- Ban any violator from school grounds, school vehicles, or school events for any time period it deems appropriate; and/or
- Take any other action allowed by law.

Adopted on: _____

Revised on: _____

Reviewed on: _____