

**WEEPING WATER SCHOOL  
DISTRICT #13-0022-CASS COUNTY, NEBRASKA  
BOARD OF EDUCATION MEETING  
WEEPING WATER PUBLIC SCHOOLS BUSINESS ROOM**

NOTICE for this meeting was posted in the identified locations as per district policy.

1. AGENDA
  - a. Call the meeting to order
  - b. Roll Call
  - c. Acknowledgement of Nebraska Open Meetings Act posted
  - d. Excuse absent board members
  - e. Verify meeting publication
  - f. Approval of consent agenda
    - a. Approval of previous meetings minutes
    - b. Financial Reports
    - c. Payment of Bills
    - d. Next regular meeting date - March 16, 2020
2. Communications
3. Visitors/Open Forum and staff and program presentations
4. Action Items
  - a. Approve contract for Director of School Improvement and Special Education
  - b. Approve elementary contract for the 2020/2021 school year
  - c. Approve art teaching contract for the 2020/2021 school year
  - d. Approve the 2020/2021 School Calendar
  - e. Approve the 2020/2021 Master Agreement
  - f. Renew Membership in NASB
  - g. Music in our School Proclamation
  - h. First round policy reviews
  - i. First round policy revisions
  - j. Final round policy reviews
  - k. Final round policy revisions
5. Reports
  - a. Athletic Director's Report
  - b. Principals' Report
  - c. Superintendent's Report
6. Discussion Items
7. Board Reports
8. Executive Session
9. Adjournment

\*\* Members of the board of education may move to enter "closed" session or adjust the order of the agenda at any point during the regular meeting.



ALL Data

# Cash Summary Report

Arranged by:  
Fund ID

Date Range: 01/01/2020 thru 01/31/2020

Fund	Beginning	Revenue	Expenditures	Other	Ending	Encumbrances	Payables	Unencumbered
<b>01</b>	<b>GENERAL FUND</b>							
	619,320.44	659,835.12	-564,869.87	0.00	714,285.69	0.00	1,223.20	715,508.89
<b>02</b>	<b>DEPRECIATION ACCOUNT</b>							
	667,894.46	0.00	0.00	0.00	667,894.46	0.00	0.00	667,894.46
<b>03</b>	<b>EMPLOYEE BENEFIT</b>							
	32,611.28	48,900.30	-49,231.82	0.00	32,279.76	0.00	0.00	32,279.76
<b>05</b>	<b>ACTIVITY FUND</b>							
	122,268.39	27,662.38	-26,801.71	0.00	123,129.06	0.00	0.00	123,129.06
<b>06</b>	<b>FOOD SERVICES FUND</b>							
	19,991.94	16,713.77	-18,284.78	0.00	18,420.93	0.00	0.00	18,420.93
<b>07</b>	<b>BOND FUND</b>							
	444,784.92	112,202.69	0.00	0.00	556,987.61	0.00	0.00	556,987.61
<b>08</b>	<b>BUILDING FUND</b>							
	307,942.28	13,084.32	0.00	0.00	321,026.60	0.00	0.00	321,026.60
<b>09</b>	<b>QUALIFIED CAPITL PURP UNDERTKG</b>							
	114,670.29	10,502.79	-1,426.67	0.00	123,746.41	0.00	0.00	123,746.41
<b>10</b>	<b>COOPERATIVE</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>11</b>	<b>PERSONAL PROP TAX REIM FU</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>12</b>	<b>STUDENT FEES FUND</b>							
	12,034.40	162.00	-225.00	0.00	11,971.40	0.00	0.00	11,971.40
<b>13</b>	<b>STUDT FEES FD (Dont Use This O</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>14</b>	<b>BOND FUND #2</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Report Totals:</b>	<b>2,341,518.40</b>	<b>889,063.37</b>	<b>-660,839.85</b>	<b>0.00</b>	<b>2,569,741.92</b>	<b>0.00</b>	<b>1,223.20</b>	<b>2,570,965.12</b>

## FISCAL BUDGET USE PER MONTH

MONTH END	FISCAL 18 \$ USED	FISCAL 18 % USED	FISCAL 19 % USED	FISCAL 19 \$ USED	FISCAL 20 % USED	FISCAL 20 \$ USED
	18 Budget =	\$5,641,160.00	19 Budget=			20 Budget =
September	6.16%	\$347,914.55	6.61%	\$382,439.25	8.63%	\$509,636.00
October	6.47%	\$363,162.60	6.75%	\$386,813.85	8.10%	\$475,019.13
November	6.61%	\$372,634.16	6.91%	\$397,916.12	8.21%	\$484,224.73
December	6.27%	\$353,114.04	6.86%	\$396,306.16	7.82%	\$461,218.51
January	6.23%	\$351,201.04	6.36%	\$365,874.23	9.20%	\$542,851.08
February	6.81%	\$383,274.46	7.22%	\$415,992.95		
March	6.69%	\$377,264.10	7.16%	\$414,109.63		
April	6.37%	\$358,298.92	7.67%	\$437,834.07		
May	6.73%	\$376,169.30	7.72%	\$446,475.75		
June	6.84%	\$385,108.35	8.09%	\$467,499.35		
July	6.54%	\$368,981.05	6.93%	\$400,703.04		
August	11.84%	\$667,117.35	12.00%	\$691,092.75		
Cumulative	83.56%	\$4,704,239.92	90.28%	\$5,203,057.15	41.96%	\$2,472,949.45

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
01-2-01100-110-000	FS Payroll	0.00	18,464.82	4,881.66	-18,464.82	0.00
01-2-01100-111-002	Elementary Teacher	551,242.00	258,560.82	61,166.48	292,681.18	46.91
01-2-01100-111-001	Secondary Teacher	1,071,189.00	396,355.66	79,240.62	674,833.34	37.00
01-2-01100-112-002	Elementary Para	0.00	186.25	186.25	-186.25	0.00
01-2-01100-112-001	Secondary Para Salaries	12,455.00	6,903.21	1,115.60	5,551.79	55.43
01-2-01100-113-002	Elementary	25,358.00	6,488.00	-4,856.68	18,870.00	25.59
01-2-01100-113-001	Secondary Substitute	33,550.00	19,761.98	2,797.48	13,788.02	58.90
01-2-01100-132-002	Overtime Salaries	515.00	0.00	0.00	515.00	0.00
01-2-01100-132-001	Overtime Salaries	515.00	0.00	0.00	515.00	0.00
01-2-01100-220-000	FS Retirement	0.00	1,412.54	373.43	-1,412.54	0.00
01-2-01100-221-002	Elementary Teachers	47,689.00	18,473.26	3,388.95	29,215.74	38.74
01-2-01100-221-001	Secondary Teachers	84,460.00	30,328.53	6,064.24	54,131.47	35.91
01-2-01100-222-001	Secondary Para Social	1,339.00	528.12	85.35	810.88	39.44
01-2-01100-222-002	Elementary Para Social	0.00	14.26	14.26	-14.26	0.00
01-2-01100-223-001	Secondary Subs Social	2,781.00	1,512.59	214.11	1,268.41	54.39
01-2-01100-223-002	Elementary Subs Social	2,523.00	1,088.55	220.67	1,434.45	43.15
01-2-01100-230-000	FSHealth Insurance	0.00	1,813.30	479.73	-1,813.30	0.00
01-2-01100-231-002	Elementary Teacher	59,508.00	23,879.36	4,381.15	35,628.64	40.13
01-2-01100-231-001	Secondary Teacher	108,614.00	38,955.01	7,788.00	69,658.99	35.87
01-2-01100-232-001	Secondary Para	1,597.00	681.90	110.20	915.10	42.70
01-2-01100-233-001	Secondary Subs	0.00	120.56	26.94	-120.56	0.00
01-2-01100-233-002	Elementary Subs	0.00	0.79	0.00	-0.79	0.00
01-2-01100-281-002	Elementary Teacher	159,650.00	95,699.28	20,246.47	63,950.72	59.94
01-2-01100-281-001	Secondary Teacher	301,172.00	96,593.11	18,762.21	204,578.89	32.07
01-2-01100-282-000	FS Health Insurance	0.00	3,008.28	1,002.76	-3,008.28	0.00
01-2-01100-282-001	Secondary Para Health	5,769.00	0.00	0.00	5,769.00	0.00
01-2-01100-291-000	Dist Cafeteria Plan Sec	2,781.00	195.00	65.00	2,586.00	7.01
01-2-01100-292-001	Secondary Teacher	1,545.00	0.00	0.00	1,545.00	0.00
01-2-01100-292-002	Elementary Teachers	1,545.00	0.00	0.00	1,545.00	0.00
01-2-01100-320-002	Elementary Professional	773.00	0.00	0.00	773.00	0.00
01-2-01100-320-001	Secondary Professional	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01100-320-000	District Professional	59,740.00	0.00	0.00	59,740.00	0.00
01-2-01100-340-002	Elementary Other Prof	1,030.00	405.00	0.00	625.00	39.32
01-2-01100-340-001	Secondary Other Prof	1,030.00	540.00	0.00	490.00	52.43
01-2-01100-382-000	Distance Education &	0.00	124.65	41.55	-124.65	0.00
01-2-01100-441-000	Leases	206.00	0.00	0.00	206.00	0.00
01-2-01100-490-002	Elementary Other	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01100-490-001	Secondary Other	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01100-530-000	District	11,330.00	1,952.85	373.95	9,377.15	17.24
01-2-01100-561-001	Secondary Tuition	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01100-561-000	District Tuition Pd/Reg	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01100-561-002	Elementary Tuition	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01100-580-002	Elementary Travel	515.00	934.17	449.59	-419.17	181.39
01-2-01100-580-001	Secondary Travel	515.00	599.36	469.41	-84.36	116.38
01-2-01100-610-002	Elementary Supplies	18,540.00	7,237.87	109.03	11,302.13	39.04
01-2-01100-610-001	Secondary Supplies	24,720.00	11,265.63	704.25	13,454.37	45.57
01-2-01100-640-002	Elementary Text	31,415.00	1,285.40	0.00	30,129.60	4.09
01-2-01100-640-001	Secondary	31,415.00	24.44	0.00	31,390.56	0.08
01-2-01100-733-001	Furniture & Equipment	1,030.00	2,745.02	179.95	-1,715.02	266.51
01-2-01100-733-002	Furniture & Equipment	2,060.00	3,934.53	0.00	-1,874.53	191.00
01-2-01100-734-002	Elementary Computer	5,665.00	5,775.00	0.00	-110.00	101.94
01-2-01100-734-001	Secondary Computer	2,060.00	4,715.00	0.00	-2,655.00	228.88
01-2-01100-810-002	Elementary Dues &	3,090.00	2,319.35	0.00	770.65	75.06
01-2-01100-810-001	Secondary Dues & Fees	4,120.00	3,119.18	51.84	1,000.82	75.71
01-2-01100-890-002	Elementary Misc.	773.00	0.00	0.00	773.00	0.00
01-2-01100-890-001	Secondary Other Misc	773.00	216.00	0.00	557.00	27.94
<b>PROGRAM: 01100</b>		<b>2,683,189.00</b>	<b>1,068,218.63</b>	<b>210,134.45</b>	<b>1,614,970.37</b>	<b>39.81</b>

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
01-2-01150-110-001	LE Proficiency Salaries	0.00	2,001.75	378.25	-2,001.75	0.00
01-2-01150-220-001	LE Proficiency Social	0.00	153.12	28.93	-153.12	0.00
01-2-01150-610-001	LE Proficiency Supplies	0.00	45.98	0.00	-45.98	0.00
<b>PROGRAM: 01150</b>		<b>0.00</b>	<b>2,200.85</b>	<b>407.18</b>	<b>-2,200.85</b>	<b>0.00</b>
01-2-01160-111-002	Poverty Elementary	36,050.00	39,692.71	9,832.09	-3,642.71	110.10
01-2-01160-211-002	Poverty Health Benefits	11,330.00	4,712.55	942.51	6,617.45	41.59
01-2-01160-221-002	Poverty Social Security	2,781.00	2,787.83	538.55	-6.63	100.24
01-2-01160-231-002	Poverty Retirement	3,580.00	3,654.35	704.77	-74.35	102.08
<b>PROGRAM: 01160</b>		<b>53,741.00</b>	<b>50,847.24</b>	<b>12,017.92</b>	<b>2,893.76</b>	<b>94.61</b>
01-2-01190-110-002	Early Childhood	6,180.00	0.00	0.00	6,180.00	0.00
01-2-01190-111-002	Early Childhood -	25,493.00	18,884.16	3,776.84	6,608.84	74.08
01-2-01190-112-002	Early Childhood - Para	12,360.00	5,046.26	802.13	7,313.74	40.83
01-2-01190-113-002	*Elem Sub Salaries	412.00	0.00	0.00	412.00	0.00
01-2-01190-211-002	Early Childhood - Health	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01190-220-001	Early Childhood	474.00	0.00	0.00	474.00	0.00
01-2-01190-221-002	Early Childhood - Social	1,930.00	1,444.60	288.92	485.40	74.85
01-2-01190-222-002	Early Childhood -Para	958.00	386.04	61.36	571.96	40.30
01-2-01190-223-002	*Substitute Soc Sec	36.00	0.00	0.00	36.00	0.00
01-2-01190-231-002	Early Childhood-	2,833.00	1,865.35	373.07	967.65	65.84
01-2-01190-232-002	Early Childhood-	1,596.00	498.45	79.23	1,097.55	31.23
01-2-01190-340-002	Early Childhood -	515.00	0.00	0.00	515.00	0.00
01-2-01190-580-002	Early Childhood -	566.00	0.00	0.00	566.00	0.00
01-2-01190-610-002	Early Childhood -	2,060.00	0.00	0.00	2,060.00	0.00
01-2-01190-626-002	Early Childhood -	773.00	0.00	0.00	773.00	0.00
01-2-01190-670-002	Travel Or Mileage	566.00	0.00	0.00	566.00	0.00
01-2-01190-734-002	Early Childhood -	515.00	0.00	0.00	515.00	0.00
01-2-01190-810-002	Early Childhood - Dues	0.00	60.00	0.00	-60.00	0.00
<b>PROGRAM: 01190</b>		<b>58,297.00</b>	<b>28,184.86</b>	<b>5,381.55</b>	<b>30,112.14</b>	<b>48.34</b>
01-2-01200-111-001	SPED/ Secondary	92,700.00	45,081.91	8,171.09	47,618.09	48.63
01-2-01200-111-002	SPED ES Director	111,240.00	25,585.00	5,117.00	85,655.00	23.00
01-2-01200-112-002	SPED/ Elementary Para	65,920.00	21,386.29	3,519.03	44,533.71	32.44
01-2-01200-112-001	SPED/ Secondary Para	0.00	5,575.99	1,087.50	-5,575.99	0.00
01-2-01200-113-002	SPED/ Elementary Subs	1,545.00	1,417.50	675.00	127.50	91.75
01-2-01200-113-001	SPED/HS Subs	1,545.00	135.00	0.00	1,410.00	8.74
01-2-01200-132-002	Overtime Salaries	309.00	79.07	0.00	229.93	25.59
01-2-01200-221-002	SPED Elementary	8,755.00	1,957.25	391.45	6,797.75	22.36
01-2-01200-221-001	SPED Secondary	7,236.00	3,448.76	625.08	3,787.24	47.66
01-2-01200-222-001	SPED Secondary Para	0.00	426.58	83.20	-426.58	0.00
01-2-01200-222-002	SPED Elementary Para	5,047.00	1,642.08	269.20	3,404.92	32.54
01-2-01200-223-001	SPED Secondary Sub	0.00	10.33	0.00	-10.33	0.00
01-2-01200-223-002	SPED Elementary Sub	103.00	108.44	51.83	-5.44	105.28
01-2-01200-231-002	SPED Elementary	11,124.00	2,527.25	505.45	8,596.75	22.72
01-2-01200-231-001	SPED Secondary	9,373.00	1,684.80	336.96	7,688.20	17.98
01-2-01200-232-001	SPED Secondary Para	0.00	550.78	107.42	-550.78	0.00
01-2-01200-232-002	SPED Elementary Para	6,412.00	2,120.31	347.60	4,291.69	33.07
01-2-01200-281-002	SPED Elementary	33,990.00	12,076.80	2,415.36	21,913.20	35.53
01-2-01200-281-001	SPED Secondary	33,990.00	3,197.70	639.54	30,792.30	9.41
01-2-01200-282-001	SPED Secondary Para	0.00	144.80	28.96	-144.80	0.00
01-2-01200-282-002	SPED Elementary Para	6,180.00	0.00	0.00	6,180.00	0.00
01-2-01200-291-002	SPED Elementary	260.00	0.00	0.00	260.00	0.00
01-2-01200-291-001	SPED Secondary	260.00	0.00	0.00	260.00	0.00
01-2-01200-320-001	SPED Secondary	0.00	32,696.42	6,271.14	-32,696.42	0.00
01-2-01200-320-002	SPED Elementary	1,803.00	0.00	0.00	1,803.00	0.00
01-2-01200-340-001	SPED Secondary	515.00	0.00	0.00	515.00	0.00
01-2-01200-340-002	SPED Elementary Pupil	515.00	0.00	0.00	515.00	0.00

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
01-2-01200-569-002	SPED Elementary	61,800.00	0.00	0.00	61,800.00	0.00
01-2-01200-569-001	SPED Secondary	309,000.00	0.00	0.00	309,000.00	0.00
01-2-01200-580-002	SPED Elementary	206.00	0.00	0.00	206.00	0.00
01-2-01200-580-001	SPED Secondary	206.00	0.00	0.00	206.00	0.00
01-2-01200-591-002	SPED Elementary Other	773.00	0.00	0.00	773.00	0.00
01-2-01200-591-001	SPED Secondary Other	773.00	0.00	0.00	773.00	0.00
01-2-01200-610-002	SPED Elementary	1,545.00	810.13	58.60	734.87	52.44
01-2-01200-610-001	SPED Secondary	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01200-640-001	SPED Secondary	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01200-640-002	SPED Elementary	1,236.00	3,623.16	0.00	-2,387.16	293.14
01-2-01200-650-001	Computer Equipment	515.00	0.00	0.00	515.00	0.00
01-2-01200-650-002	Computer Hardware ES	515.00	0.00	0.00	515.00	0.00
01-2-01200-730-002	Furn & Equipment ES	309.00	0.00	0.00	309.00	0.00
01-2-01200-730-001	Furn & Equipment HS	284.00	0.00	0.00	284.00	0.00
01-2-01200-810-001	SPED Secondary Dues	567.00	0.00	0.00	567.00	0.00
01-2-01200-810-002	SPED Elementary Dues	567.00	0.00	0.00	567.00	0.00
01-2-01200-890-002	SPED Elementary Misc.	206.00	0.00	0.00	206.00	0.00
01-2-01200-890-001	SPED Secondary Misc.	206.00	0.00	0.00	206.00	0.00
<b>PROGRAM: 01200</b>		<b>780,002.00</b>	<b>166,286.35</b>	<b>30,701.21</b>	<b>613,715.65</b>	<b>21.31</b>
01-2-02120-111-002	Guidance Elementary	36,050.00	7,384.08	1,476.82	28,665.92	20.48
01-2-02120-111-001	Guidance Secondary	36,050.00	7,384.08	1,476.82	28,665.92	20.48
01-2-02120-221-002	Guidance Elementary	2,781.00	546.98	109.35	2,234.02	19.67
01-2-02120-221-001	Guidance Secondary	2,781.00	546.98	109.35	2,234.02	19.67
01-2-02120-231-002	Guidance Elementary	3,605.00	729.40	145.88	2,875.60	20.23
01-2-02120-231-001	Guidance Secondary	3,605.00	729.40	145.88	2,875.60	20.23
01-2-02120-281-002	Guidance Elementary	11,330.00	4,712.55	942.51	6,617.45	41.59
01-2-02120-281-001	Guidance Secondary	11,330.00	4,712.55	942.51	6,617.45	41.59
01-2-02120-320-001	Guidance Secondary	6,995.00	2,360.00	0.00	4,635.00	33.74
01-2-02120-320-002	Guidance Elementary	4,120.00	0.00	0.00	4,120.00	0.00
01-2-02120-340-002	Guidance Elementary	1,545.00	0.00	0.00	1,545.00	0.00
01-2-02120-340-001	Guidance Secondary	1,545.00	0.00	0.00	1,545.00	0.00
01-2-02120-580-002	Guidance Elementary	206.00	0.00	0.00	206.00	0.00
01-2-02120-580-001	Guidance Secondary	206.00	0.00	0.00	206.00	0.00
01-2-02120-610-002	Guidance Elementary	1,030.00	33.93	0.00	996.07	3.29
01-2-02120-610-001	Guidance Secondary	1,030.00	160.08	0.00	869.92	15.54
01-2-02120-650-002	Guidance Elementary	515.00	0.00	0.00	515.00	0.00
01-2-02120-650-001	Guidance Secondary	515.00	0.00	0.00	515.00	0.00
01-2-02120-733-002	Guidance Elementary	257.00	0.00	0.00	257.00	0.00
01-2-02120-733-001	Guidance Secondary	257.00	329.01	0.00	-72.01	128.02
01-2-02120-810-002	Guidance Elementary	1,236.00	0.00	0.00	1,236.00	0.00
01-2-02120-810-001	Guidance Secondary	1,236.00	10.00	0.00	1,226.00	0.81
01-2-02120-890-002	Guidance Elementary	155.00	0.00	0.00	155.00	0.00
01-2-02120-890-001	Guidance Secondary	155.00	166.78	0.00	-11.78	107.60
<b>PROGRAM: 02120</b>		<b>128,535.00</b>	<b>29,805.82</b>	<b>5,349.12</b>	<b>98,729.18</b>	<b>23.18</b>
01-2-02130-116-001	Nurse Secondary	9,991.00	8,828.23	1,364.41	1,162.77	88.36
01-2-02130-116-002	Nurse Elementary	9,991.00	8,828.21	1,364.41	1,162.79	88.36
01-2-02130-226-002	Nurse Elementary Social	773.00	675.33	104.38	97.67	87.36
01-2-02130-226-001	Nurse Secondary Social	773.00	675.36	104.37	97.64	87.37
01-2-02130-236-002	Nurse Elementary	978.00	872.00	134.77	106.00	89.16
01-2-02130-236-001	Nurse Secondary	978.00	872.06	134.77	105.94	89.17
01-2-02130-320-002	Nurse Elementary	206.00	0.00	0.00	206.00	0.00
01-2-02130-320-001	Nurse Secondary	206.00	0.00	0.00	206.00	0.00
01-2-02130-610-002	Nurse Elementary	360.00	40.79	0.00	319.21	11.33
01-2-02130-610-001	Nurse Secondary	360.00	22.88	0.00	337.12	6.36
01-2-02130-650-002	Nurse Elementary Other	257.00	0.00	0.00	257.00	0.00
01-2-02130-650-001	Nurse Secondary Other	257.00	0.00	0.00	257.00	0.00

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
01-2-02130-733-002	Nurse Elementary	206.00	0.00	0.00	206.00	0.00
01-2-02130-733-001	Nurse Secondary	206.00	0.00	0.00	206.00	0.00
01-2-02130-739-002	Nurse Elementary Other	155.00	0.00	0.00	155.00	0.00
01-2-02130-739-001	Nurse Secondary Other	155.00	0.00	0.00	155.00	0.00
<b>PROGRAM: 02130</b>		<b>25,852.00</b>	<b>20,814.86</b>	<b>3,207.11</b>	<b>5,037.14</b>	<b>80.51</b>
01-2-02150-111-002	Speech Elementary	15,141.00	17,801.89	3,533.17	-2,660.89	117.57
01-2-02150-111-001	Speech Secondary	5,098.00	0.00	0.00	5,098.00	0.00
01-2-02150-221-001	Speech Secondary	412.00	0.00	0.00	412.00	0.00
01-2-02150-221-002	Speech Elementary	1,184.00	1,361.85	270.28	-177.85	115.02
01-2-02150-231-002	Speech Elementary	1,519.00	1,758.41	349.00	-239.41	115.76
01-2-02150-231-001	Speech Secondary	515.00	0.00	0.00	515.00	0.00
01-2-02150-281-001	Speech Secondary	798.00	0.00	0.00	798.00	0.00
01-2-02150-281-002	Speech Elementary	2,369.00	3,342.50	668.50	-973.50	141.09
01-2-02150-320-001	Speech Secondary	257.00	0.00	0.00	257.00	0.00
01-2-02150-320-002	Speech Elementary	515.00	0.00	0.00	515.00	0.00
01-2-02150-580-001	Speech Secondary	103.00	0.00	0.00	103.00	0.00
01-2-02150-580-002	Speech Elementary	103.00	0.00	0.00	103.00	0.00
01-2-02150-610-002	Speech Elementary	515.00	0.00	0.00	515.00	0.00
01-2-02150-610-001	Speech Secondary	257.00	0.00	0.00	257.00	0.00
01-2-02150-810-002	Speech Elementary	0.00	20.35	0.00	-20.35	0.00
<b>PROGRAM: 02150</b>		<b>28,786.00</b>	<b>24,285.00</b>	<b>4,820.95</b>	<b>4,501.00</b>	<b>84.36</b>
01-2-02160-340-001	OT Secondary Pupil	1,030.00	96.00	0.00	934.00	9.32
01-2-02160-340-002	OT Elementary Pupil	3,605.00	944.00	64.00	2,661.00	26.19
<b>PROGRAM: 02160</b>		<b>4,635.00</b>	<b>1,040.00</b>	<b>64.00</b>	<b>3,595.00</b>	<b>22.43</b>
01-2-02170-340-001	PT Secondary Pupil	515.00	0.00	0.00	515.00	0.00
01-2-02170-340-002	PT Elementary Pupil	5,150.00	928.00	208.00	4,222.00	18.02
<b>PROGRAM: 02170</b>		<b>5,665.00</b>	<b>928.00</b>	<b>208.00</b>	<b>4,737.00</b>	<b>16.38</b>
01-2-02190-340-001	BD Secondary Services	257.00	0.00	0.00	257.00	0.00
01-2-02190-340-002	BD Elementary Services	257.00	0.00	0.00	257.00	0.00
01-2-02190-565-002	BD Elementary Tuition	515.00	0.00	0.00	515.00	0.00
01-2-02190-565-001	BD Secondary Tuition	515.00	0.00	0.00	515.00	0.00
<b>PROGRAM: 02190</b>		<b>1,544.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,544.00</b>	<b>0.00</b>
01-2-02220-111-002	Library Elementary	36,050.00	14,389.50	2,877.90	21,660.50	39.92
01-2-02220-111-001	Library Secondary	36,050.00	14,389.50	2,877.90	21,660.50	39.92
01-2-02220-221-002	Library Elementary	2,755.00	1,100.80	220.16	1,654.20	39.96
01-2-02220-221-001	Library Secondary Social	2,755.00	1,100.80	220.16	1,654.20	39.96
01-2-02220-231-002	Library Elementary	3,554.00	1,421.36	284.27	2,132.64	39.99
01-2-02220-231-001	Library Secondary	3,554.00	1,421.36	284.28	2,132.64	39.99
01-2-02220-281-002	Library Elementary	11,330.00	4,712.55	942.51	6,617.45	41.59
01-2-02220-281-001	Library Secondary	11,330.00	4,712.55	942.51	6,617.45	41.59
01-2-02220-610-002	Library Elementary	309.00	0.00	0.00	309.00	0.00
01-2-02220-610-001	Library Secondary	309.00	35.56	35.56	273.44	11.51
01-2-02220-640-002	Library Elementary	3,914.00	1,849.34	156.50	2,064.66	47.25
01-2-02220-640-001	Library Secondary	4,377.00	2,044.88	352.04	2,332.12	46.72
01-2-02220-650-002	Library Elementary	4,532.00	0.00	0.00	4,532.00	0.00
01-2-02220-650-001	Library Secondary	2,575.00	781.77	0.00	1,793.23	30.36
01-2-02220-730-002	Library Elementary	257.00	0.00	0.00	257.00	0.00
01-2-02220-730-001	Library Secondary	257.00	0.00	0.00	257.00	0.00
01-2-02220-810-002	Library Elementary	309.00	0.00	0.00	309.00	0.00
01-2-02220-810-001	Library Secondary	309.00	0.00	0.00	309.00	0.00
<b>PROGRAM: 02220</b>		<b>124,526.00</b>	<b>47,959.97</b>	<b>9,193.79</b>	<b>76,566.03</b>	<b>38.51</b>
01-2-02230-111-000	Technology Salaries	33,990.00	19,744.38	3,948.88	14,245.62	58.09

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
01-2-02230-211-000	Technology Health	11,330.00	7,068.84	1,413.77	4,261.16	62.39
01-2-02230-221-000	Technology Social	2,678.00	1,510.45	302.09	1,167.55	56.40
01-2-02230-231-000	Technology Retirement	3,502.00	1,950.30	390.06	1,551.70	55.69
01-2-02230-241-000	Technology Other	257.00	0.00	0.00	257.00	0.00
01-2-02230-320-001	Technology Professional	4,532.00	0.00	0.00	4,532.00	0.00
01-2-02230-320-002	Technology Professional	773.00	0.00	0.00	773.00	0.00
01-2-02230-340-002	Technology Elementary	6,901.00	6,175.00	0.00	726.00	89.48
01-2-02230-340-001	Technology Secondary	6,901.00	6,175.00	0.00	726.00	89.48
01-2-02230-580-001	Technology Secondary	206.00	0.00	0.00	206.00	0.00
01-2-02230-580-002	Technology Elementary	206.00	0.00	0.00	206.00	0.00
01-2-02230-610-001	Technology Secondary	2,060.00	1,129.40	0.00	930.60	54.83
01-2-02230-610-002	Technology Elementary	1,030.00	1,129.40	0.00	-99.40	109.65
01-2-02230-650-001	Technology Secondary	2,317.00	0.00	0.00	2,317.00	0.00
01-2-02230-650-000	Technology District	53,817.00	470.40	0.00	53,346.60	0.87
01-2-02230-650-002	Technology Elementary	1,287.00	0.00	0.00	1,287.00	0.00
01-2-02230-730-001	Technology Secondary	412.00	0.00	0.00	412.00	0.00
01-2-02230-730-002	Technology Elementary	412.00	0.00	0.00	412.00	0.00
01-2-02230-734-000	Computer Equip	0.00	960.73	223.80	-960.73	0.00
01-2-02230-810-001	Technology Secondary	1,854.00	30.00	0.00	1,824.00	1.62
01-2-02230-810-002	Technology Elementary	1,854.00	0.00	0.00	1,854.00	0.00
01-2-02230-810-000	Technology District	257.00	0.00	0.00	257.00	0.00
01-2-02230-890-001	Technology Secondary	206.00	252.00	0.00	-46.00	122.33
01-2-02230-890-002	Technology Elementary	206.00	0.00	0.00	206.00	0.00
<b>PROGRAM: 02230</b>		<b>136,988.00</b>	<b>46,595.90</b>	<b>6,278.60</b>	<b>90,392.10</b>	<b>34.01</b>
01-2-02310-315-000	BOE Accounting &	5,665.00	1,190.00	0.00	4,475.00	21.01
01-2-02310-317-000	BOE Legal Services	8,240.00	108.64	0.00	8,131.36	1.32
01-2-02310-340-000	BOE Other Professional	2,060.00	5,214.00	0.00	-3,154.00	253.11
01-2-02310-520-000	BOE Liability Insurance	2,060.00	0.00	0.00	2,060.00	0.00
01-2-02310-540-000	BOE Advertising &	7,725.00	703.64	141.14	7,021.36	9.11
01-2-02310-580-000	BOE Travel/Mileage	773.00	0.00	0.00	773.00	0.00
01-2-02310-610-000	BOE Supplies	3,090.00	108.63	55.00	2,981.37	3.52
01-2-02310-810-000	BOE Dues/Fees	6,695.00	468.46	0.00	6,226.54	7.00
01-2-02310-890-000	BOE Misc.	2,183.00	6,257.08	3,493.56	-4,094.08	289.28
<b>PROGRAM: 02310</b>		<b>38,471.00</b>	<b>14,050.45</b>	<b>3,689.70</b>	<b>24,420.55</b>	<b>36.52</b>
01-2-02320-105-000	Superintendent Salary	0.00	123,750.00	101,250.00	-123,750.00	0.00
01-2-02320-110-000	Superintendent	10,557.00	4,417.55	932.51	6,139.45	41.84
01-2-02320-111-000	Superintendent Salaries	162,740.00	22,500.00	0.00	140,240.00	13.83
01-2-02320-130-000	Superintendent	1,802.00	865.80	129.42	936.20	48.05
01-2-02320-220-000	Superintendent	978.00	382.66	76.94	595.34	39.13
01-2-02320-221-000	Social Security	0.00	1,721.26	0.00	-1,721.26	0.00
01-2-02320-225-000	Superintendent Social	12,463.00	9,466.89	7,745.63	2,996.11	75.96
01-2-02320-230-000	Superintendent	1,236.00	2,524.86	98.85	-1,288.86	204.28
01-2-02320-235-000	Superintendent	16,274.00	3,547.23	1,111.25	12,726.77	21.80
01-2-02320-280-000	Superintendent	4,120.00	0.00	0.00	4,120.00	0.00
01-2-02320-285-000	Superintendent Health	23,690.00	18,088.72	5,741.00	7,601.28	67.91
01-2-02320-295-000	Superintendent Other	360.00	0.00	0.00	360.00	0.00
01-2-02320-580-000	Superintendent	2,266.00	0.00	0.00	2,266.00	0.00
01-2-02320-610-000	Superintendent Supplies	515.00	7,275.37	144.66	-6,760.37	1,412.69
01-2-02320-650-000	Superintendent	1,030.00	991.77	0.00	38.23	96.29
01-2-02320-733-000	Superintendent	360.00	1,071.72	0.00	-711.72	297.70
01-2-02320-810-000	Superintendent	1,854.00	185.00	0.00	1,669.00	9.98
<b>PROGRAM: 02320</b>		<b>240,245.00</b>	<b>194,788.83</b>	<b>117,230.26</b>	<b>45,456.17</b>	<b>81.07</b>
01-2-02330-317-000	Gen Admin -Legal	0.00	34,918.64	1,882.50	-34,918.64	0.00
<b>PROGRAM: 02330</b>		<b>0.00</b>	<b>34,918.64</b>	<b>1,882.50</b>	<b>-34,918.64</b>	<b>0.00</b>

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
01-2-02410-110-002	Principal Secretary	50,470.00	16,762.22	3,352.44	33,707.78	33.21
01-2-02410-110-001	Principal Secretary	31,930.00	13,068.90	2,613.78	18,861.10	40.93
01-2-02410-111-002	Principal Elementary	48,410.00	31,875.00	6,375.00	16,535.00	65.84
01-2-02410-111-001	Principal Secondary	51,242.00	39,498.33	7,791.67	11,743.67	77.08
01-2-02410-130-002	Principal Secretary	1,751.00	757.15	50.48	993.85	43.24
01-2-02410-130-001	Principal Secretary	5,407.00	2,595.75	388.27	2,811.25	48.01
01-2-02410-220-001	Principal Secretary	2,910.00	1,133.80	216.75	1,776.20	38.96
01-2-02410-220-002	Principal Secretary	4,120.00	1,340.23	260.32	2,779.77	32.53
01-2-02410-221-002	Principal Elementary	3,811.00	2,438.45	487.69	1,372.55	63.98
01-2-02410-221-001	Principal Secondary	3,991.00	3,021.61	596.06	969.39	75.71
01-2-02410-230-001	Principal Secretary	3,734.00	1,547.32	296.53	2,186.68	41.44
01-2-02410-230-002	Principal Secretary	5,227.00	1,730.54	336.14	3,496.46	33.11
01-2-02410-231-002	Principal Elementary	4,815.00	3,148.55	629.71	1,666.45	65.39
01-2-02410-231-001	Principal Secondary	5,121.00	3,848.24	769.65	1,272.76	75.15
01-2-02410-280-001	Principal Secretary	12,618.00	0.00	0.00	12,618.00	0.00
01-2-02410-280-002	Principal Secretary	8,498.00	0.00	0.00	8,498.00	0.00
01-2-02410-281-002	Principal Elementary	8,498.00	15,921.67	5,707.59	-7,423.67	187.36
01-2-02410-281-001	Principal Secondary	11,845.00	9,269.68	3,788.04	2,575.32	78.26
01-2-02410-333-002	MILEAGE TO STAFF	0.00	653.66	99.18	-653.66	0.00
01-2-02410-580-002	Principal Elementary	1,030.00	862.00	21.00	168.00	83.69
01-2-02410-580-001	Principal Secondary	1,030.00	33.70	0.00	996.30	3.27
01-2-02410-610-002	Principal Elementary	515.00	219.58	0.00	295.42	42.64
01-2-02410-610-001	Principal Secondary	515.00	453.05	0.00	61.95	87.97
01-2-02410-650-002	Principal Elementary	773.00	0.00	0.00	773.00	0.00
01-2-02410-650-001	Principal Secondary	773.00	0.00	0.00	773.00	0.00
01-2-02410-733-002	Principal Elementary	258.00	94.63	0.00	163.37	36.68
01-2-02410-733-001	Principal Secondary	258.00	661.17	0.00	-403.17	256.27
01-2-02410-810-002	Principal Elementary	2,163.00	504.64	0.00	1,658.36	23.33
01-2-02410-810-001	Principal Secondary	2,163.00	984.47	15.00	1,178.53	45.51
01-2-02410-890-002	Principal Elementary	515.00	348.16	87.04	166.84	67.60
01-2-02410-890-001	Principal Secondary	515.00	155.84	75.00	359.16	30.26
<b>PROGRAM: 02410</b>		<b>274,906.00</b>	<b>152,928.34</b>	<b>33,957.34</b>	<b>121,977.66</b>	<b>55.62</b>
01-2-02490-110-001	Extra Duty Salary	29,355.00	5,311.81	1,245.64	24,043.19	18.10
01-2-02490-111-001	Extra Duty Secondary	10,300.00	56,834.49	9,509.97	-46,534.49	551.79
01-2-02490-112-001	Extra Duty Secondary	0.00	2,873.22	211.58	-2,873.22	0.00
01-2-02490-220-001	Extra Duty Social	0.00	406.36	95.30	-406.36	0.00
01-2-02490-221-001	Extra Duty Secondary	1,571.00	4,323.57	723.38	-2,752.57	275.21
01-2-02490-222-001	Extra Duty Secondary	0.00	220.56	16.19	-220.56	0.00
01-2-02490-231-001	Extra Duty Secondary	3,090.00	4,731.18	900.01	-1,641.18	153.11
01-2-02490-232-001	Retirement	0.00	283.78	20.90	-283.78	0.00
01-2-02490-340-001	Extra Duty Secondary	412.00	0.00	0.00	412.00	0.00
01-2-02490-520-001	Catastrophic Student Ins	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02490-580-001	Extra Duty Secondary	258.00	0.00	0.00	258.00	0.00
01-2-02490-610-002	Extra Duty Elementary	309.00	0.00	0.00	309.00	0.00
01-2-02490-610-001	Extra Duty Secondary	1,854.00	317.29	62.19	1,536.71	17.11
01-2-02490-730-001	Extra Duty Secondary	515.00	0.00	0.00	515.00	0.00
01-2-02490-810-001	Extra Duty Elementary	4,120.00	1,225.00	125.00	2,895.00	29.73
01-2-02490-810-002	Extra Duty Elementary	258.00	0.00	0.00	258.00	0.00
01-2-02490-890-002	Extra Duty Elementary	155.00	0.00	0.00	155.00	0.00
01-2-02490-890-001	Extra Duty Secondary	309.00	0.00	0.00	309.00	0.00
<b>PROGRAM: 02490</b>		<b>53,536.00</b>	<b>76,527.26</b>	<b>12,910.16</b>	<b>-22,991.26</b>	<b>142.94</b>
01-2-02510-118-000	Gen Business Support	47,380.00	19,257.34	3,851.47	28,122.66	40.64
01-2-02510-226-000	Gen Business Social	3,657.00	1,473.20	294.64	2,183.80	40.28
01-2-02510-236-000	Gen Business	4,687.00	1,902.20	380.44	2,784.80	40.58
01-2-02510-270-000	Gen Business-Acct.	24,076.00	44,208.00	0.00	-20,132.00	183.62
01-2-02510-286-000	Gen Business Health	14,935.00	3,342.50	668.50	11,592.50	22.38

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
01-2-02510-320-000	Gen Business	1,545.00	0.00	0.00	1,545.00	0.00
01-2-02510-340-000	Gen Business Contract/	773.00	0.00	0.00	773.00	0.00
01-2-02510-351-000	Gen Business Data	6,180.00	5,957.05	0.00	222.95	96.39
01-2-02510-440-000	Gen Business	17,510.00	8,720.62	932.66	8,789.38	49.80
01-2-02510-521-000	Fidelity Bond Insurance	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02510-530-000	Gen Business	6,180.00	2,634.42	516.20	3,545.58	42.63
01-2-02510-531-000	Gen Business Postage	3,914.00	1,087.46	0.00	2,826.54	27.78
01-2-02510-580-000	Gen Business	206.00	0.00	0.00	206.00	0.00
01-2-02510-610-000	Gen Business Supplies	3,605.00	2,346.31	512.15	1,258.69	65.08
01-2-02510-650-000	Gen Business Computer	515.00	0.00	0.00	515.00	0.00
01-2-02510-730-000	Gen Business	258.00	0.00	0.00	258.00	0.00
01-2-02510-890-000	Gen Business Misc.	206.00	250.00	0.00	-44.00	121.36
<b>PROGRAM: 02510</b>		<b>136,657.00</b>	<b>91,179.10</b>	<b>7,156.06</b>	<b>45,477.90</b>	<b>66.72</b>
01-2-02610-110-000	Operation of Plant	192,095.00	70,565.88	14,657.99	121,529.12	36.73
01-2-02610-130-000	Overtime Salaries	0.00	1,095.25	543.32	-1,095.25	0.00
01-2-02610-220-000	Operation of Plant	15,244.00	5,482.10	1,162.90	9,761.90	35.96
01-2-02610-230-000	Operation of Plant	19,313.00	6,486.35	1,376.59	12,826.65	33.59
01-2-02610-280-000	Operation of Plant-	35,020.00	16,378.10	2,740.82	18,641.90	46.77
01-2-02610-340-000	Operation of Plant	1,545.00	1,542.48	0.00	2.52	99.84
01-2-02610-610-000	Operation of	30,900.00	22,127.02	3,224.87	8,772.98	71.61
01-2-02610-621-000	Operation of Plant -Fuel	16,480.00	1,536.28	894.21	14,943.72	9.32
01-2-02610-622-000	Operation of Plant-	103,000.00	42,628.63	8,858.74	60,373.37	41.39
01-2-02610-626-000	Operation of Plant-	1,030.00	143.01	48.03	886.99	13.88
01-2-02610-629-000	Operation of	11,330.00	4,654.25	862.15	6,675.75	41.08
01-2-02610-733-000	Operation of Plant-	3,090.00	19,264.41	127.32	-16,174.41	623.44
01-2-02610-890-000	Operation of Plant-Misc	773.00	0.00	0.00	773.00	0.00
<b>PROGRAM: 02610</b>		<b>429,820.00</b>	<b>191,901.76</b>	<b>34,496.94</b>	<b>237,918.24</b>	<b>44.64</b>
01-2-02620-340-000	Maintenance of	56,650.00	75,115.56	31,797.83	-18,465.56	132.60
01-2-02620-490-000	Other Property Services	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02620-520-000	Maintenance of	51,500.00	23,861.00	0.00	27,639.00	46.33
01-2-02620-733-000	Maintenance of	2,060.00	381.44	0.00	1,678.56	18.52
01-2-02620-890-000	Maintenance of	1,545.00	88.69	0.00	1,456.31	5.74
<b>PROGRAM: 02620</b>		<b>112,785.00</b>	<b>99,446.69</b>	<b>31,797.83</b>	<b>13,338.31</b>	<b>88.17</b>
01-2-02650-430-000	Vehicle	6,592.00	3,095.59	0.00	3,496.41	46.96
01-2-02650-626-000	Vehicle	3,605.00	2,625.11	401.94	979.89	72.82
01-2-02650-732-000	Vehicle	25,750.00	0.00	0.00	25,750.00	0.00
01-2-02650-890-000	Vehicle Acquistitions-	515.00	300.00	0.00	215.00	58.25
<b>PROGRAM: 02650</b>		<b>36,462.00</b>	<b>6,020.70</b>	<b>401.94</b>	<b>30,441.30</b>	<b>16.51</b>
01-2-02670-340-000	Safety/Security Dist.	1,545.00	1,547.95	464.05	-2.95	100.19
01-2-02670-610-000	Safety/Security Dist	515.00	4,284.60	0.00	-3,769.60	831.96
<b>PROGRAM: 02670</b>		<b>2,060.00</b>	<b>5,832.55</b>	<b>464.05</b>	<b>-3,772.55</b>	<b>283.13</b>
01-2-02710-110-000	Transportation - Salaries	71,070.00	20,403.82	2,923.44	50,666.18	28.71
01-2-02710-220-000	Transportation - Social	5,459.00	1,274.29	165.62	4,184.71	23.34
01-2-02710-230-000	Transportation-	7,056.00	895.49	114.32	6,160.51	12.89
01-2-02710-332-000	Transportation - Mileage	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02710-430-000	Transportation-Tires/Par	31,930.00	19,797.93	1,759.77	12,132.07	62.00
01-2-02710-510-000	Transportation -Contract	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02710-626-000	Transportation - Gas/Oil	18,540.00	9,160.84	2,451.70	9,379.16	49.41
01-2-02710-732-000	Transportation - Bus	46,350.00	0.00	0.00	46,350.00	0.00
01-2-02710-733-000	Transportation-	773.00	1,295.89	1,180.89	-522.89	167.64
01-2-02710-810-000	Transportation -	2,369.00	1,261.86	266.25	1,107.14	53.27
01-2-02710-890-000	Transportation - Misc.	515.00	455.15	356.27	59.85	88.38

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
<b>PROGRAM: 02710</b>		186,122.00	54,545.27	9,218.26	131,576.73	29.30
01-2-02712-110-000	SPED/Transportation -	14,420.00	12,392.84	2,256.88	2,027.16	85.94
01-2-02712-220-000	SPED/Transportation -	1,133.00	948.43	172.67	184.57	83.71
01-2-02712-230-000	SPED/Transportation-R	1,442.00	289.25	38.53	1,152.75	20.06
01-2-02712-332-000	SPED/Transportation-Mi	5,665.00	2,071.76	462.84	3,593.24	36.57
01-2-02712-430-000	SPED/Transportation -	1,236.00	0.00	0.00	1,236.00	0.00
01-2-02712-510-000	SPED/Transportation -	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02712-626-000	SPED/Transportation -	206.00	1,273.35	189.95	-1,067.35	618.13
<b>PROGRAM: 02712</b>		25,132.00	16,975.63	3,120.87	8,156.37	67.54
01-2-03535-111-001	HAL - Secondary	1,288.00	520.83	104.17	767.17	40.44
01-2-03535-111-002	HAL - Elementary	1,288.00	520.83	104.17	767.17	40.44
01-2-03535-221-002	HAL -Elementary Social	103.00	39.85	7.97	63.15	38.69
01-2-03535-221-001	HAL - Secondary Social	103.00	39.85	7.97	63.15	38.69
01-2-03535-231-002	HAL - Elementary	129.00	51.45	10.29	77.55	39.88
01-2-03535-231-001	HAL - Secondary	129.00	51.45	10.29	77.55	39.88
01-2-03535-320-002	HAL -Elementary	155.00	0.00	0.00	155.00	0.00
01-2-03535-320-001	HAL - Secondary	155.00	0.00	0.00	155.00	0.00
01-2-03535-580-001	HAL - Secondary	51.00	0.00	0.00	51.00	0.00
01-2-03535-580-002	HAL - Elementary	51.00	0.00	0.00	51.00	0.00
01-2-03535-610-001	HAL - Secondary	206.00	200.00	0.00	6.00	97.09
01-2-03535-610-002	HAL - Elementary	206.00	0.00	0.00	206.00	0.00
01-2-03535-650-001	HAL Secondary	201.00	0.00	0.00	201.00	0.00
01-2-03535-650-002	HAL - Elementary	201.00	0.00	0.00	201.00	0.00
01-2-03535-810-002	HAL - Elementary	309.00	225.00	75.00	84.00	72.82
01-2-03535-810-001	HAL - Secondary	1,133.00	680.00	40.00	453.00	60.02
01-2-03535-890-002	HAL - Elementary Misc	51.00	0.00	0.00	51.00	0.00
01-2-03535-890-001	HAL - Secondary Misc	51.00	179.80	0.00	-128.80	352.55
<b>PROGRAM: 03535</b>		5,810.00	2,509.06	359.86	3,300.94	43.18
01-2-06200-111-002	Title 1 - Salaries	36,050.00	9,460.59	-7,414.52	26,589.41	26.24
01-2-06200-221-002	Title 1 - Social Security	2,781.00	1,617.29	333.12	1,163.71	58.15
01-2-06200-231-002	Title 1 - Retirement	3,579.00	2,097.03	430.14	1,481.97	58.59
01-2-06200-281-002	Title 1 Health Insurance	11,330.00	4,712.55	942.51	6,617.45	41.59
<b>PROGRAM: 06200</b>		53,740.00	17,887.46	-5,708.75	35,852.54	33.28
01-2-06215-112-002	Title I Accountability-	0.00	3,191.96	507.38	-3,191.96	0.00
01-2-06215-222-002	Title I Accountability-	0.00	244.18	38.82	-244.18	0.00
01-2-06215-232-002	Title I Accountability	0.00	315.29	50.12	-315.29	0.00
<b>PROGRAM: 06215</b>		0.00	3,751.43	596.32	-3,751.43	0.00
01-2-06310-111-000	Title II - Salaries	11,021.00	4,995.19	999.03	6,025.81	45.32
01-2-06310-221-000	Title II - Social Security	845.00	382.15	76.43	462.85	45.22
01-2-06310-231-000	Title II - Retirement	1,092.00	493.41	98.68	598.59	45.18
<b>PROGRAM: 06310</b>		12,958.00	5,870.75	1,174.14	7,087.25	45.30
01-2-06401-111-002	Title IV - Pre-K Sped	10,300.00	0.00	0.00	10,300.00	0.00
01-2-06401-221-002	Title IV - Pre-K Sped	798.00	0.00	0.00	798.00	0.00
01-2-06401-231-002	Title IV - Pre-K Sped	1,030.00	0.00	0.00	1,030.00	0.00
01-2-06401-340-002	Title IV - Pre-K Sped	2,575.00	0.00	0.00	2,575.00	0.00
<b>PROGRAM: 06401</b>		14,703.00	0.00	0.00	14,703.00	0.00
01-2-06404-111-002	IDEA Part B - Salaries	25,338.00	0.00	0.00	25,338.00	0.00
01-2-06404-221-002	IDEA Part B - Social	1,906.00	0.00	0.00	1,906.00	0.00
01-2-06404-231-002	IDEA Part B -	2,523.00	0.00	0.00	2,523.00	0.00
01-2-06404-281-002	IDEA Part B - Health	3,935.00	72.26	14.48	3,862.74	1.84

# MONTHLY EXPENSE SUMMARY

## JANUARY 2020

Account	Description	19-20 Budget	Expenditure to Date	JANUARY 2020 Expenses	Ending Balance	Percentage (%)
<b>PROGRAM: 06404</b>		<b>33,702.00</b>	<b>72.26</b>	<b>14.48</b>	<b>33,629.74</b>	<b>0.21</b>
01-2-06406-340-000	IDEA Preschool Base	8,240.00	2,112.00	400.00	6,128.00	25.63
<b>PROGRAM: 06406</b>		<b>8,240.00</b>	<b>2,112.00</b>	<b>400.00</b>	<b>6,128.00</b>	<b>25.63</b>
01-2-06407-110-002	IDEA Preschool	7,725.00	0.00	0.00	7,725.00	0.00
01-2-06407-220-002	IDEA Preschool	592.00	0.00	0.00	592.00	0.00
01-2-06407-230-002	IDEA Preschool	773.00	0.00	0.00	773.00	0.00
<b>PROGRAM: 06407</b>		<b>9,090.00</b>	<b>0.00</b>	<b>0.00</b>	<b>9,090.00</b>	<b>0.00</b>
01-2-06410-111-000	DIST IDEA - Salaries	21,370.00	10,326.14	1,638.12	11,043.86	48.32
01-2-06410-112-000	*IDEA Enr/Pov(611)*	5,091.00	0.00	0.00	5,091.00	0.00
01-2-06410-221-000	DIST IDEA - Social	397.00	789.95	125.31	-392.95	198.98
01-2-06410-222-000	*IDEA Enroll/Poverty*	1,638.00	0.00	0.00	1,638.00	0.00
01-2-06410-231-000	DIST IDEA - Retirement	2,217.00	1,020.00	161.81	1,197.00	46.01
01-2-06410-232-000	*IDEA Enroll/Poverty*	510.00	0.00	0.00	510.00	0.00
01-2-06410-282-000	IDEA Para Health Ins	5,974.00	0.00	0.00	5,974.00	0.00
01-2-06410-340-000	DIST IDEA - Contract	12,360.00	0.00	0.00	12,360.00	0.00
<b>PROGRAM: 06410</b>		<b>49,557.00</b>	<b>12,136.09</b>	<b>1,925.24</b>	<b>37,420.91</b>	<b>24.48</b>
01-2-06690-565-001	Secondary Education	0.00	538.97	0.00	-538.97	0.00
01-2-06690-569-001	Secondary Education	0.00	128.79	0.00	-128.79	0.00
<b>PROGRAM: 06690</b>		<b>0.00</b>	<b>667.76</b>	<b>0.00</b>	<b>-667.76</b>	<b>0.00</b>
01-2-06992-650-000	REAP - Computer	24,720.00	0.00	0.00	24,720.00	0.00
<b>PROGRAM: 06992</b>		<b>24,720.00</b>	<b>0.00</b>	<b>0.00</b>	<b>24,720.00</b>	<b>0.00</b>
01-2-08000-912-000	Fund Transfer to Lunch	5,150.00	0.00	0.00	5,150.00	0.00
01-2-08000-913-000	Fund Transfer to Activity	30,900.00	0.00	0.00	30,900.00	0.00
01-2-08000-914-000	Fund Transfer to	80,000.00	0.00	0.00	80,000.00	0.00
01-2-08000-915-000	Fund Transfer to EE	2,500.00	0.00	0.00	2,500.00	0.00
<b>PROGRAM: 08000</b>		<b>118,550.00</b>	<b>0.00</b>	<b>0.00</b>	<b>118,550.00</b>	<b>0.00</b>
01-2-09000-890-000	Non Programmed	0.00	4,398.75	0.00	-4,398.75	0.00
<b>PROGRAM: 09000</b>		<b>0.00</b>	<b>4,398.75</b>	<b>0.00</b>	<b>-4,398.75</b>	<b>0.00</b>
		<b>5,899,026.00</b>	<b>2,475,688.26</b>	<b>542,851.08</b>	<b>3,423,337.74</b>	<b>41.96</b>

**Weeping Water Public School FEBRUARY 2020 Claims For Payment**

<b>Vendor Name</b>	<b>Check Description (Detail)</b>	<b>Check Amount</b>	<b>Account #</b>
Advanced Office Automations	Rizo Copies	\$ 27.56	02510-440-000
A-1 Locksmith	Supplies	\$ 11.50	02610-610-000
Bishop Business Eq	Qtrly Overage 2019	\$1,710.03	02510-440-000
Bohls Plumbing	Contract Service	\$174.40	02620-340-000
Boystown	Pupil Contract Services	\$ 4,290.78	01200-320-001
Bristol Wenzl	Cell Phone Reimbursement	\$ 86.96	02410-890-002
Carol Stohlman	Transportation	\$ 85.00	02650-430-000
Carol's Flowers	Memorial-H Henke	\$ 55.00	02310-890-000
Cass County Extension Office	Contract Service	\$ 90.00	01100-890-001
CenterPoint Energy	Main Building Fuel	\$ 1,264.28	02610-621-000
Chad Meisgeier Attorney At Law	Legal Service-Lindau	\$ 8,609.00	02330-317-000
Dana Cole & Co.	Sec. 125	\$ 65.00	01100-291-000
Dawn Bickford	Mileage	\$ 31.40	02120-333-001
Egan Supply	Supplies	\$ 860.97	02610-610-000
ESU#3	PLD Wksp- Heath	\$ 15.00	01100-810-002
Everyday Speech	Supplies	\$ 299.99	01200-610-002
Express Lane	Gift Cards	\$ 150.00	02310-610-000
Farmers & Merchants Bank	Annual Payroll ACH	\$ 127.50	01100-320-002
Farmers & Merchants Bank	Annual Payroll ACH	\$ 127.50	01100-320-001
Futuramic Products	Supplies	\$ 6.75	01100-610-002
Futuramic Products	Supplies	\$ 6.75	0110-610-001
Hal Leonard	Supplies	\$ 195.00	01100-610-002
Harris Forms	Supplies	\$ 73.75	02510-610-000
Hayes Mechanical	Contract Service	\$ 8,131.17	02620-340-000
Hoss's Snow Removal	Contract Service	\$ 1,680.00	02620-340-000
JP Cooke Co.	Stamp	\$ 49.95	02310-610-000
J Clarke Heating & Cooling	Contract Service	\$ 426.00	02620-340-000
Just for Kids Therapy	Pupil contract services-preschool	\$ 288.00	06406-320-000
Just for Kids Therapy	Pupil contract services	\$ 352.00	02160-320-002
Just for Kids Therapy	Pupil contract services	\$ 224.00	02170-320-002
JW Pepper	Supplies	\$ 92.78	01100-610-001
KSB Law	Legal Service	\$ 6,660.06	02330-317-000
Keckler Oil	Transportation	\$ 431.42	02650-430-000
Lincoln Journal Star	Advertisement	\$ 105.30	02310-540-000
Linda Twomey	Parent Mileage Reimbursement	\$ 458.85	02712-332-000
Madonna School	Pupil Contract Service Dec- Jan	\$ 3,546.54	01200-320-001
Meeske Auto	Maintenance	\$ 8.50	02610-610-000
Meeske Auto	Transportation	\$ 41.07	02710-430-000
Meeske Auto	Transportation	\$ 159.24	02650-430-000
Meeske Hardware	Transportation	\$ 23.39	02710-890-000
Meeske Hardware	Supplies	\$ 443.74	02610-610-000
Meeske Hardware	Supplies	\$ 7.95	01100-610-001
Menards	Supplies	\$ 47.99	02610-610-000
Meyer Laboratory, Inc.	Supplies	\$ 1,001.91	02610-610-000
Mid-America Pest Control	Contract Service	\$ 86.96	02620-340-000
Nebraska Iowa Supply Co. Inc.	Transportation	\$ 2,156.81	02710-626-000
NASB	Annual Membership Renewal	\$ 3,633.00	02310-810-000
NASB	Presidents Retreat- DeMike	\$ 150.00	02310-810-000
NE Dept. of Safety	Annual Boiler Inspections	\$ 120.00	02620-340-000
O'Keefe	Elevator Maintenance and repair	\$ 377.04	02620-340-000
OPPD	Electric Service	\$ 9,511.03	02610-622-000
Omaha World Herald	Advertisement	\$ 2,700.00	02310-540-000
Onesource	Background ck- Morlan	\$ 35.00	02670-340-000
The Parent Institute	Newsletter Renewal	\$ 206.10	02220-440-002
PedEx Inc.	Contract Service-Hazardous Waste Materials	\$ 5,254.50	02620-340-000
Popplers Music	Supplies	\$ 220.19	01100-610-001
Power School LLC	UT Applicant Tracking	\$ 542.02	01100-810-002
Power School LLC	UT Applicant Tracking	\$ 542.03	01100-810-001
Rosa Waldrop	Contract Service	\$ 150.00	01150-340-001
SCIP- Michaela Emmons	Registration - Heath	\$ 65.00	01100-810-002



## **DIRECTOR'S CONTRACT OF EMPLOYMENT WEEPING WATER PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Weeping Water Public Schools**, legally known as **Cass County School District No. 13-0022**, and referred to as "the Board" and "the School District" respectively, and **Amy Kroll**, referred to herein as "the Director". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Director, and the Director agrees to accept such employment, subject to the terms and conditions set forth herein.

### **Section 1. Term of Contract**

The Director shall be employed for 1 year beginning on July 1, 2020, and expiring on June 30, 2021. During this and any subsequent year under this contract, the Director shall render at least 220 working days of service in the performance of her duties as Director. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Director actually and necessarily completes her contractual duties. The Director agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Director shall keep complete and accurate records of his or her working days and shall provide the Superintendent with a report of his or her accumulated working days at least quarterly.

**Section 2. Renewal of Contract.** Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

**Section 3. Salary.** The Director's salary for the contract year shall be \$87,400.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2020. The Board shall not reduce the Director's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Director authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Director or the value of property or money entrusted to the Director or owed by the Director to the District during the course of or as a result of the Director's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Director and Board may agree.

**Section 5. Professional Status.** The Director affirms that she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Director will hold a valid and appropriate

certificate to act as a Director in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Director for any service performed prior to the date that he or she registers her certificate. The Director represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

**Section 6. Director's Duties.** The Director's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Director agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Director shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Director may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

**Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Director's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Director's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Director or the failure to report the same; (n) any filing against the Director under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

**Section 8. Disability.** If the Director is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than thirty (30) days or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Director under any insurance coverage furnished by the district.

**Section 9. Transportation.** The Board shall provide the Director with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

**Section 10. Fringe Benefits.** The Board shall provide the Director with the following fringe benefits:

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. Dental Insurance.** Family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. HSA.** Contribute the to the Director's Health Saving Account. The amount will be determined by subtracting the amount required by the District's health insurance provider from the maximum allowed under federal law. This amount is payable no later than January 20<sup>th</sup> of the contract year.
- d. Disability Insurance.** The Director shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- e. Professional Development.** The Director is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Director attends a national convention and does not return following the initial year of employment as Director, the Director agrees to repay the District in full for national convention expenses paid by the District.
- f. Professional Dues.** The school district will pay the annual dues for the Director's membership in the following organizations: Nebraska Council of School Administrators, Nebraska Association of Special Education Supervisors, Nebraska ASCD, and any other related professional organizations as approved by the superintendent.

- g. Physical Examination.** The Director may voluntarily undergo a physical examination. The Director agrees that he or she will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$100 of the cost of such physical examination and physician's reports which are not paid for by the Director's insurance coverage shall be paid by the District.
- h. Cell Phone.** The Director shall be required to purchase and maintain a cellular phone so that he or she can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Director up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- i. Expense Reimbursement.** The Board shall pay or reimburse the Director for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Director shall secure the prior approval of the Superintendent before incurring any such expense when the anticipated aggregate expense of any single event is \$250.00 or more.

**Section 12. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Director from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 13. Compensation Upon Termination and Credit for Accrued Vacation.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Director shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract. The shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

**Section 14. Evaluation.** The Superintendent shall evaluate the Director as required by state statute. The Director agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Director's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Director agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

**Section 15. Legal Actions.** The Board will support the Director if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Director as a result of his or her performance of his or her duties or his or her position as Director of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

**Section 16. Physical or Mental Examination.** The Director agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Director is able to perform the "essential functions" of his or her position.

**Section 17. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 18. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Director and the Board.

**Section 19. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

**Executed by the Board this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Director this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
Director



# Weeping Water Public Schools

## 2020-2021 School Year Calendar



16 T S 13

**August 2020**

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

21 T S 20

**September 2020**

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

21 T S 19

**October 2020**

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

18 T S 18

**November 2020**

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

16 T S 16

**December 2020**

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

20 T S 19

**January 2021**

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

20 T S 19

**February 2021**

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

21 T S 20

**March 2021**

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

20 T S 20

**April 2021**

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

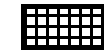
12 T S 12

**May 2021**

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

**June 2021**

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



1:30 pm Early Dismissal  
/ Afternoon Teacher Inservice



School Closed



School Closed  
/ All Day Teacher Inservice



First/Last Day of Classes  
/ 11:30 Dismissal

First day - August 13, 2020

Last day - May 18, 2021

- August 7 - New Teacher Inservice Day
- August 10 - Start of Fall Practice
- August 10 - First Teacher Inservice Day
- August 13 - First Student Day
- Sept. 7 - Labor Day
- Sept. 28 - All Day Teacher Inservice
- Oct. 16 - 1:30 dismissal / Teacher Inservice
- Oct. 28 - PT Conferences
- Oct. 29 - All Day Teacher Inservice
- Oct. 30 - Fall Break
- Nov. 25, 26, & 27 - Thanksgiving Break
- Dec. 22 thru Jan. 1 - Holiday Break
- Jan. 15 - 1:30 dismissal / WWHS WR Invite
- Jan. 18 - All Day Teacher Inservice
- Feb. 15 - All Day Teacher Inservice
- Feb. 26 - 1:30 dismissal / WWMS WR Invite
- March 4 & 5 - Fall Break
- March 8 - All Day Teacher Inservice
- April 2 thru 5 - Easter Break
- TBD - Senior's last day
- May 15 - Graduation
- May 18 - Last day of school for students & staff

1st Quarter ends October 16

2nd Quarter/1st Semester ends December 22

3rd Quarter ends March 3

4th Quarter/2nd Semester ends May 18

1Qu 45

2Qu 41 S1 86

3Qu 41

4Qu 49 S2 90

176

49

43

43

50

185

**WEeping WATER PUBLIC SCHOOLS  
MASTER AGREEMENT  
2020-2021**

The Weeping Water Board of Education and the teaching staff recognize that the development of a quality educational program for the children attending the public schools of District #22 is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The public officials and the teaching staff enter into this Agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

**ARTICLE I**

The Board recognizes the Weeping Water Education Association as the exclusive collective bargaining unit for the certificated teaching staff for the period of this Agreement.

**ARTICLE II**

**A. Salary Schedule** - base pay is set at \$37,150 for the 2020-21 school year.

The salary of each teacher covered by this Agreement is set forth in the Schedule attached hereto and made a part hereof. Such Salary Schedule shall remain in effect during the designated periods. Placement on vertical steps (experience) on the salary schedule for first time certificated will be at the discretion of the administration, with approval of the Board of Education.

Unless a teacher has misrepresented his or her qualifications, initial placement on the Salary Schedule by the School Board will be final. Subsequent movement on the Salary Schedule shall be computed, using those college hours accepted by the superintendent at the time of initial placement as the basis for future movement. Hours earned beyond the Bachelors' Degree must be graduate hours. The only exceptions are undergraduate hours approved in advance by the superintendent because an additional endorsement would benefit the district.

Movement horizontally beyond the salary lane BA+36/MA requires graduate level courses earned ***after the date the master's degree was earned***. Exceptions to the requirement for graduate level courses can be applied for through the administration.

Movements between columns are predicated on multiples of 9 hours of approved graduate credit. A transcript indicating successful completion of all college hours must be submitted ***prior to September 1*** of each school year to qualify for credit on the Salary Schedule. Movement within the salary schedule is limited to a maximum of ***two columns over and maximum of one step down within a one-year period*** (given that the required college hours are completed to move over 2 columns at once).

The highest salary in each column is computed as a multiple of the base salary using the following multiples:

BA	1.24	BA+36/MA	1.64
BA+9	1.28	MA+9	1.72
BA+18	1.40	MA+18	1.76
BA+27	1.52	MA+27	1.84

**B. Extra-Curricular**

1. Standard duties-sponsorship of activities may be assigned at a percent of the Salary Schedule base as listed on attached page.

2. Remuneration to teachers for sales at extra-curricular activities.
  - a. A written policy concerning sales procedures, use of passes, and specific duties shall be provided by the Athletic Director to each faculty member.
  - b. Assignment of staff for ticket sales at extra-curricular activities shall be the amount of nights needed, distributed equitably, not to exceed five nights per year, only if enough staff members do not volunteer to cover the events.
  - c. Remuneration to staff for assignments at extra-curricular activities, i.e. timekeepers, scorers, line judges, ticket-sellers shall also be at minimum wage.

### **C. Payment of Salary**

1. Salary payments shall be made in twelve equal installments with the first and ensuing payment dates specified in the individual teacher's contract.
2. Payroll checks shall be issued on the 20<sup>th</sup> day of each month. If the 20<sup>th</sup> falls on a weekend (Saturday or Sunday) teachers shall receive their checks on the preceding Friday.

### **D. Retirement**

Compliance with Federal and State Laws concerning retirement shall be followed in the case of all employees.

### **E. Leave: Cumulative and Non-Cumulative**

- a. All certificated staff shall be granted ten (10) days Leave-of-Absence (LOA) per year. A maximum of forty-five (45) LOA days can be accumulated. Accumulated LOA days may only be used for reasons relating to an employee or employees' immediate family, birth/adoption of child, illness, accident, or other family emergency.
- b. Staff members with twelve months of service may be allowed up to twelve weeks of unpaid leave (or combination of twelve weeks of paid and unpaid leave coordinated with their accumulated leave) the birth/adoption of a child, care for a spouse, child, or parent of employee who has a serious health condition. The rules governing such leave shall be in accordance with the Family and Medical Leave Act of 1993.  
[www.opm.gov/oca/FMLA/FMLA96.pdf](http://www.opm.gov/oca/FMLA/FMLA96.pdf)
- c. All days used as leave-of-absence require notification of the administration. In cases of illness, bereavement, and other emergencies, this notification must be as soon as possible. **In all other cases, notification must be given at least three days prior to the day(s) leave is to be taken.**
- d. Only days used as leave-of-absence in excess of cumulative limits are subject to approval of administration, except for cases when more employees request leave than there are substitutes available.
- e. Leave used to extend vacation time for any reasons other than personal or family illness or medical reasons, or for bereavement, shall require payment by the staff member for substitute pay for staff members that were required to be on duty, regardless of whether a substitute was actually employed.

### **2. Leave in Excess of Accumulated Leave**

In the event that leave-of-absence exceeds cumulative leave days; salary may be deducted at a rate of one day/total number of contract days (as set by the administration) for each full day in excess of the LOA day accumulation limit.

### **3. Remuneration of Non-Accumulative Unused Leave**

Any staff member having accumulated the maximum of 45 days of unused leave shall receive remuneration of \$45 per day for all current unused leave of their 10-day annual allotment. Payment to individual staff members will be made after July 1<sup>o</sup>, and prior to July 21\* of each year.

Staff leaving the district, with a minimum of 15 continuous years of service in the district, will receive \$25 per day up to the maximum accumulated number of sick days allowed under the negotiated agreement. Payment will be made in the last payroll check following such resignation/retirement.

### **4. Leave Record Information**

Individual records of accumulated leave shall be kept in forms provided in the Superintendent's office. Each teacher is responsible for information required to properly maintain these records and shall verify their accuracy at least once a year. Employees' cumulative sick leave shall be credited with any unused portion as of July 20" of each school year.

### **5. Substituting for Classroom Teacher**

The secondary staff shall receive \$16.00 for substituting during their planning period. The elementary staff shall receive \$8.00 for keeping their students during PE, Computer, Art, Music, or Library periods.

### **F. Duties and Responsibilities of Employees**

1. All school personnel are expected to be on duty for the hours as stated in the personnel handbook for the current year or through written agreement with the Administration and/or Board of Education.
2. Teachers shall be on duty at their regularly assigned responsibilities each school day unless otherwise excused. In addition, teachers may be assigned responsibilities at other hours by the Superintendent or Principals for supervising or directing school activities at or away from school on as equitable a basis as possible. Elementary teachers will be compensated by \$60.00/\$30.00 dollars a day or half day when classes are combined due to lack of a substitute being hired.

## **ARTICLE III INSURANCE**

### **Health and Accident Insurance**

During the first year of employment and all years thereafter, the District will provide the full single premium or the full family premium (and family dental coverage) for all full-time teachers who elect to receive the health and dental insurance coverage. The plan shall be the EHA \$1050 deductible/\$3500 deductible HSA Dual Choice Option for the 2020-21 school years.

When married couples are both employed by the district as teachers, one of the (two) teachers shall have the opportunity to take a family insurance policy. The spouse not receiving any additional and separate insurance policy may elect to receive an amount equal to 16.5 percent of base pay in cash. The cash

amount for the 2020-21 school year shall be \$6,129.75. They may also choose to receive the money in cash, or elect to put the money into one or more of the following: an Individual Retirement Account, in an annuity, a section 125 plan, a 403b plan, or a 529 college savings plan, whichever avenue(s) the individual chooses.

The period of district contribution to the above plans shall be for twelve (12) months each year the teacher is employed, beginning with the September pay period and ending with the August pay period.

**ARTICLE IV  
GRIEVANCE PROCEDURE**

Definition-A grievance is a claim based upon an event or condition that affects the welfare and/or terms and conditions of employment of a certified staff member, or group of certified staff members and/or the interpretations, meaning or application of any of the policies, rules, or regulation of the school district.

Step 1-The grievance shall be presented orally by the employee to his immediate supervisor.

Step 2-If a satisfactory adjustment of such grievance shall not be reached with three (3) school days thereafter, it may be presented in writing to the immediate supervisor of the grievant who will, within five (5) days thereafter, present a decision in writing to the grievance.

Step 3-If a satisfactory adjustment of such grievance shall not thereby be reached, it may be presented in writing to the Superintendent of Schools or his designated representative who will, within five (5) school days thereafter, present a decision thereon in writing to the grievant.

Step 4-If a satisfactory adjustment of said grievance is not thereby reached, it may be presented in writing to the Board of Education who will hear the grievance within thirty (30) days and will present a written decision to the grievant with ten (10) days following the hearing.

**ARTICLE VI  
DOCUMENT AUTHORIZATION**

Weeping Water Education Association

By \_\_\_\_\_  
Chief Negotiator

Date \_\_\_\_\_

Board of Education, School District #22

By \_\_\_\_\_  
Board of Education

Date \_\_\_\_\_ President,



## Weeping Water Public Schools Extra Duty Salary Schedule 2020/21

### EXTRA-DUTY 2020/21

Base = \$37,150

	20%	21%	22%
Activities Director			(5 - 6
<b>COACHING &amp; SPONSORS</b>	<b>(1 - 2 YRS)</b>	<b>(3 - 4 YRS)</b>	<b>YRS)</b>
Head Football	13%	14%	15%
Head Volleyball	13%	14%	15%
Head Cross County	7%	8%	9%
Head Boys Basketball	13%	14%	15%
Head Girls Basketball	13%	14%	15%
Head Wrestling	13%	14%	15%
Head Track	13%	14%	15%
Head Softball (no co-op)	13%	14%	15%
Co-Head Softball Coach (co-op situation)	9%	10%	11%
Head Cheerleading add 2% if the sponsor has stunting certification add 2% if the team <b>prepares</b> and attends the State	7%	8%	9%
Assistant Football	8%	9%	10%
Assistant Volleyball	8%	9%	10%
Assistant Cross County	3%	4%	5%
Assistant Boys Basketball	8%	9%	10%
Assistant Girls Basketball	8%	9%	10%
Assistant Wrestling	8%	9%	10%
Assistant Track **(Also assist with JH Track)	7%	8%	9%
Assistant Softball (no co-op)	8%	9%	10%
Assistant Softball (co-op situation - *if needed)	6%	7%	8%
Head J.H. Football	4%	5%	6%
Head J.H. Volleyball	4%	5%	6%
Head J.H. Boys Basketball	4%	5%	6%
Head J.H. Girls Basketball	4%	5%	6%
Head J.H. Wrestling	4%	5%	6%
Assistant J.H. Football	3%	4%	5%
Assistant J.H. Volleyball	3%	4%	5%
Assistant J.H. Boys Basketball	3%	4%	5%
Assistant J.H. Girls Basketball	3%	4%	5%
Assistant J.H. Wrestling* If Needed	3%	4%	5%
Instrumental Music	8%	9%	10%
Vocal Music	8%	9%	10%
Musical Play/All School Play	4%	5%	6%
Assistant Musical Play/All School Play / Musical Theatrical Asst.	2%	3%	4%
Concessions Sponsor	6%	7%	8%
Concessions Assistant	3%		
Speech Sponsor	5%	6%	7%
Drama Sponsor	5%	6%	7%
Annual Sponsor	4%	5%	6%
Senior Class Sponsor	3%	3.5%	4%
Junior Class Sponsor	4%	4.5%	5%
Sophomore Class Sponsor	0.5%		
Freshman Class Sponsor	0.5%		
FBLA Sponsor	4%	5%	6%

FCCLA Sponsor	4%	5%	6%
Student Council Sponsor	2%	3%	4%
Nat'l Honor Society Co-Sponsors	1%	2%	3%
Mock Trial Sponsor*	3%	4%	5%
Computer Coordinator	3%	4%	5%
Elementary S.A.T.	3%	4%	5%
High School S.A.T.	1%	2%	3%
Skills U.S.A. Sponsor	5%	6%	7%

Weight Room Sponsors= \$15 per session for 7 sessions a week, for 10 weeks.

Committee assignments (non leadership role) = \$50 per committee per year

Committee assignment (leadership role) = \$100 per committee per year

\*To be assigned ONLY when needed.

# MEMBERSHIP DUES INVOICE

in account with

## Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

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**Name:** Weeping Water Public Schools

**County:** Cass

**NASB Region:** 9

DATE	DESCRIPTION	AMOUNT DUE
January 29, 2020	<b>Annual Membership Dues</b> for NASB Fiscal Year 4/1/20 to 3/31/21	\$3,707
	All districts/ESU's who pay dues by 4/1/20 may subtract 2% from their total dues.	\$74
	TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2020	\$3,633

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Thank you for your support and participation in NASB.

# **WEeping WATER PUBLIC SCHOOLS**

**204 WEST O STREET, PO BOX 206  
WEeping WATER NE 68463  
PHONE: 402-267-2445 FAX: 402-267-5217**

## **MUSIC IN OUR SCHOOLS PROCLAMATION**

**WHEREAS, the study of music contributes to young people's development through heightened skills in listening, reading, self-expression, and creativity; and**

**WHEREAS, music education in the schools includes a broad range of types of music and active musical experiences; and**

**WHEREAS, music and the other arts significantly enhance the morale and quality of the school environment; and**

**WHEREAS, it is the stated objective of the public school to prepare children for a productive role in our society; and**

**WHEREAS, the National Association for Music Education has designated March as Music In Our Schools Month, focusing on the theme ; now,**

**THEREFORE, be it resolved, that the Board of Education of Weeping Water Public Schools endorses the observance of Music In Our Schools Month as an opportunity to support the purposes and practices of music education and encourages teachers, parents, students, and all citizens to participate.**

**The Board of Education of the Weeping Water Public School District, for its own part, rededicates itself to the maintenance of a music education program that will be relevant to the needs of the children placed in its care and will reach and positively influence each child.**

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**Adam DeMike, President**

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**Kevin Reiman, Superintendent**

**Data Breach Response**

**I. Preparation**

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

**A. Data Governance**

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

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

**B. New Devices and Software**

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

**II. Incident Response Plan**

**A. Assessment and Investigation**

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

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

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

**B. Notification of Affected Individuals**

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

**C. Notification of Law Enforcement and Outside Organizations**

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

Adopted on: July 9, 2018

**Technology in the Classroom**

**I. In General**

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

**II. Devices**

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

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

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

**III. Applications**

- A. School as Agent. The school will serve as an agent for parents/guardians in the collection of information within the school context. The school's use of student information is solely for education purposes.
  
- B. District Applications. The district uses various software applications to record, track, and store student data. Each application selected by the district is in compliance with federal and state law, to the best of the administration's knowledge. Should the district become aware that an application used by the district has suffered a data breach, or been found to be out of compliance with federal or state law, the district will investigate the scope of the violations and notify students, parents, and staff in accordance with district policy.
  
- C. Staff-Selected Applications.
  - 1. Staff are permitted to select applications for use in the classroom.
  
  - 2. Staff must perform basic due diligence to ensure that the application is safe for students and serves a pedagogical purpose. Staff must notify their supervising administrator of the application they plan to use as part of their lesson plan prior to their use in the classroom. The district may at any time direct that a teacher discontinue use of a given application. The district will provide training on the relevant student privacy laws to staff members who are selecting and deploying applications in the classroom.

Adopted on: July 9, 2018

## Board Policy 4003

### Drug Policy Regarding Drivers

**Policy Statement.** Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to insure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

**Types of Testing.** Pursuant to regulations promulgated by the Department of Transportation (DOT), the district has implemented four types of testing: (1) pre-employment testing, (2) reasonable cause testing, (3) post-accident testing and (4) random testing.

**Refusal to Submit to Testing.** The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action which may include termination of the driver's employment.

**Disqualification.** Any applicant who tests positive for the presence of the following drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

**Pre-employment Testing.** All applicants for employment must submit to drug and alcohol tests as a condition of being considered for employment.

**Reasonable Cause Testing.** The district shall have reasonable cause to require a driver to submit to drug testing when a driver manifests physical or physiological symptoms or reactions commonly attributed to the use of controlled substances or alcohol.

**Post-Accident Testing.** A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident.

**Serious Injury to the Driver.** If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

**Random Testing.** All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random

selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

**Frequency of Random Testing.** Under DOT regulations, the district must test at least 50 percent of its average number of driver positions for drugs and 25 percent of its average number of driver positions for alcohol each year. The tests must be unannounced and spread evenly throughout the year. DOT regulations also require that every driver selected at random must have his or her name placed back in the random pool for the next selection period.

**Testing Procedure.** All urine and blood specimens collected under the policy will be submitted to an approved laboratory for testing. Specimens that initially test positive for drugs will be subjected to a subsequent confirmation test before being reported by the laboratory as positive.

**Medical Resource Officer.** All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day.

**Confidentiality.** Pursuant to DOT regulations, individual test results for applicants and drivers will be released to the district and will be kept confidential unless the tested individual consents to their release. Any person who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

**Retesting.** An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: May 14, 2014

## **Board Policy 4004**

### **Employment of Relatives, Domestic Partners and Significant Others**

It is in the school district's best interest to hire the best qualified candidate for employment. However, the district must use sound judgment in hiring and placing employees who are closely related, reside together as domestic partners, or are involved in close relationships for the following reasons: avoiding conflict of interest and the appearance of a conflict of interest; avoiding favoritism and the appearance of favoritism; promoting collegiality among employees; minimizing lost productivity; easing the task of managing employees; avoiding friction and conflict when marriages or relationships break down; and avoiding claims of sexual harassment.

For the purposes of this policy, the term "relative" refers to a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. "Domestic partner" refers to individuals who reside in the same household and are involved in a relationship, who may hold themselves out to the public as marital partners, but who are not legally married. "Significant others" refers to individuals who are dating or engaged to be married but may or may not reside together. This policy applies to all categories of employment including regular, temporary, and part-time classifications.

Generally, an employee's relative, domestic partner, or significant other should not be hired to work in the same department as the employee or in any other position in which the district believes a conflict or the appearance of a conflict may exist. Relatives, domestic partners, and significant others are permitted to work at the district provided one does not report directly to, supervise, or manage the other. The superintendent and/or board may make exceptions to this general rule.

Employees in a supervisory-subordinate relationship or employed in the same department who marry, become domestic partners, or become significant others while employed will be treated in accordance with these guidelines, and one of the employees will be transferred at the earliest practicable time. The transfer will be voluntary when possible. When a voluntary transfer is not possible, the superintendent will make the decision based upon the importance of each job, the needs of the district, and the availability of candidates to fill either position. The district shall endeavor to place the transferred employee in a position which is similar in terms of pay and benefits. The superintendent and/or board may make exceptions to this general rule. The superintendent and/or board may make exceptions to this general rule.

Adopted on: May 14, 2014

## **3048 Communicable Disease**

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

**Communicable Diseases.** Communicable diseases are defined by the Nebraska Department of Health and Human Services in Title 173 Nebraska Administrative Code Chapter 1 and include HIV/AIDS, Hepatitis (A, B, and E), Measles, Mumps, and Tuberculosis.

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

**Infection and Exposure Control Procedures/Universal Precautions.** The district will monitor the information available through the Federal Centers for Disease Control, the Nebraska Department of Health and Human Services, and the Occupational Safety and Health Administration. This policy and any procedures, universal precautions, or exposure control plan will be modified, if appropriate, based upon the best new medical information provided by the above sources.

The superintendent will take appropriate measures if there is an epidemic or outbreak of a communicable disease which may include, but it's not limited to, the emergency exclusion or alternative placement of students or the closure of a school building or the entire school district.

**Confidentiality.** The existence of an individual's communicable disease shall be treated as confidential and will be limited to school staff on a "need-to-know" basis. If it is necessary to inform a person of another's condition (due to exposure, for instance), the person will be notified of the confidentiality of that disclosure. In addition, any communication about a student's

communicable disease shall be consistent with that student's IEP or Section 504 Plan, if any.

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

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

Adopted on: May 14, 2014

## **4002 Drug Free Workplace**

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

Adopted on: May 14, 2014

## **Board Policy 3026**

### **Handbooks**

The school district's handbooks for students and staff are intended to convey information and explain school regulations and procedures that are necessary for the school to run smoothly and efficiently. Although the board of education may take action to approve the handbooks annually, the administration has the authority to change the contents of any handbook so long as the changes are consistent with board policy.

None of the district's handbooks creates a "contract" between the school district, staff members, parents or students.

If any information contained in any handbook conflicts with board policy or state statute, the policy or statute will govern.

Adopted on: May 14, 2014

## **Board Policy 3028**

*Was at one time misnumbered as 3029*

### **Sex Offenders**

The safety of the students attending school is very important to the board of education. School employees, parents, and students should be aware of dangers posed by sex offenders living within the school district, and should be vigilant in providing protection against these dangers.

The Nebraska Legislature has enacted the Nebraska Sex Offender Registration Act. The Act requires sex offenders to register with the local county sheriff where they reside. The school district shall notify staff members, parents, and students of any registered sex offenders residing in the school district. Such notice shall contain information about the availability of further information on the State Patrol's web page, and shall inform the recipient of the prohibition against using the information for any retaliatory purpose against the sex offender, the offender's family, or the offender's employer. Only information deemed non-confidential pursuant to NEB. REV. STAT. §§ 29-4006 and 29-4009 will be disclosed in the aforementioned notification.

The board does not generally permit registered sex offenders on school grounds, at any school sponsored activity, or on any property under the control of the school district. The superintendent or his/her designee is hereby empowered to notify sex offenders of this policy and to grant limited permission to attend certain activities on a case-by-case basis.

Students who are registered sex offenders shall not be precluded from receiving a free education from the school district on that basis. The school district will consider a student's status as a registered sex offender in determining the student's educational placement and program.

Adopted on: May 14, 2014

Revised: July 10, 2019

## **Board Policy 3031**

*Was at one time misnumbered as 3032*

### **Students Electing to Attend School in Adjoining State**

The board shall deny applications of students seeking to attend school in an adjoining state. The board shall make an exceptions to this policy only upon a showing by the student's family that (1) the student will suffer extreme and unusual harm if not allowed to attend school in an adjoining state; or (2) the district's financial circumstances will be unaffected by the out-of-state transfer.

This policy shall not apply to out-of-state placements of students with verified disabilities by their Individualized Education Plan Teams.

Adopted on: May 14, 2014

## Board Policy 3032

*Was at one time misnumbered as 3033*

### Copying Fees for School District Records

Requests for copies of school district records shall be subject to applicable copying fees. No fee shall be charged for providing a copy of a student or public record if a specific law or regulation requires the copy to be provided without charge.

**Student Records.** Students and their parents or guardians shall not be charged any fee to inspect and review the student's files or records. Students and their parents or guardians who desire a copy of the student's files or records shall pay the reasonable cost of reproduction as follows:

- Black and white letter or legal-sized photocopies: Will receive a single copy at no charge. Additional copies will be de at a reasonable fee to be determined by the superintendent.

Students and their parents or guardians **shall not be charged any fee**:

- To search for or retrieve any student's files or records.
- For a copy of a student's Individualized Education Plan (IEP).
- For copy of the special education evaluation report and the documentation of determination of eligibility for special education services upon completion of the administration of assessments and other evaluation measures.
- If the fee effectively prevents the parents from exercising their right to inspect and review student records.

**Student Records – Transfer School.** A copy of the student's files or records, including academic material and any disciplinary material relating to any suspension or expulsion shall be provided at no charge, upon request, to any public or private school to which the student transfers.

**Public Records.** Individuals requesting copies of public records shall pay the actual cost of making the copies available. Actual costs may include the cost of copy paper, toner, copy machine rental, tape, diskette, CD, DVD, other equipment or material costs, computer run time, any necessary analysis and programming, production of a report in the form furnished to the requester, and a reasonable labor charge for staff time of school district employees involved in locating the public records, making copies, and returning the public records to the proper files. The fee schedule for public records copies is as follows:

- Black and white letter or legal-sized photocopies: Additional copies will be based upon the actual cost of reproduction.

**Deposit.** The school district may require a deposit before providing copies of student or public records if the estimated cost to fulfill the request exceeds fifty dollars.

**Waiver.** Documents may be furnished without charge or at a reduced charge where the district determines that waiver or reduction is in the public interest.

Adopted on: May 14, 2014

## **Board Policy 3034**

*Was at one time misnumbered as 3035*

### **DISBURSEMENTS**

Notwithstanding any provision of any other policy, facsimile signatures of board members may be used to sign any warrant, check, or other instrument drawn upon bank depository funds of the district, and a person or persons delegated by the board may sign and validate all warrants, checks, and other instruments drawn upon bank depository funds of the district.

Adopted on: August 13, 2014

## Board Policy 3035

*Was at one time misnumbered as 3036*

### CHAIN OF COMMAND – DISTRICT ADMINISTRATION

The superintendent shall be in control of all school district operations except as provided by another policy or as otherwise provided by law. Following is the administrative chain of command working from the lowest level on the chain upward.

<b>Student Discipline:</b>	<ol style="list-style-type: none"><li>1. Classroom Teacher</li><li>2. Principal/Assistant Principal</li><li>3. Superintendent</li></ol>
<b>Instruction or Curriculum:</b>	<ol style="list-style-type: none"><li>1. Teacher</li><li>2. Principal/Curriculum Director</li><li>3. Superintendent</li></ol>
<b>Transportation:</b>	<ol style="list-style-type: none"><li>1. Bus Driver</li><li>2. Principal/Assistant Principal</li><li>3. Superintendent</li></ol>
<b>Facilities, Grounds, or Maintenance:</b>	<ol style="list-style-type: none"><li>1. Custodial staff</li><li>2. Head custodian</li><li>3. Principal</li><li>4. Superintendent</li></ol>
<b>Policy or Handbook:</b>	<ol style="list-style-type: none"><li>1. Principal</li><li>2. Superintendent</li></ol>
<b>Athletics:</b>	<ol style="list-style-type: none"><li>1. Coach</li><li>2. Athletic/Activities Director</li><li>3. Principal</li><li>4. Superintendent</li></ol>
<b>Personnel:</b>	<ol style="list-style-type: none"><li>1. Employee in question</li><li>2. Principal</li><li>3. Superintendent</li></ol>

If any matter that is not covered by this policy or if other questions arise, the matter should be referred to the High School Principal in the absence of the superintendent who will either address the matter or assign it to another individual for resolution as he or she deems appropriate.

Absent extraordinary circumstances, each matter must be addressed at whatever level the initial action occurred. If the matter is not resolved, the individual may raise it with the next person on the chain of command. This policy does not supersede any individual's right to contact Board members directly. However, whenever a matter is brought directly to the Board as a whole or to a Board member as an individual, it will be referred to the appropriate individual in the chain of command for study and resolution. The most effective means of initial communication is a personal conference, e-mail, or telephone conversation. E-mail addresses and phone numbers can be found on the school district's website at [www.weepingwaterps.org](http://www.weepingwaterps.org).

Adopted on: August 13, 2014

## **3030 Automatic External Defibrillator (AED) Program**

An automatic external defibrillator (AED) is a portable device used to induce electrical stimulation to the heart muscle in the event of a potential cardiac arrest. The school district has a limited number of AEDs in its facilities. The location of the AEDs will be determined by the AED Program Coordinator in consultation with members of the school district administration and the local fire/EMS department. The presence of AEDs in certain locations in selected district buildings does not imply that AEDs will generally be available in all locations or in all district buildings. Likewise, the district does not make any promise, express or implied, that a trained staff member will be available to operate the AED in the event of a potential cardiac arrest.

### **1. Equipment**

Equipment shall be an automated external defibrillator in working condition that meets standards established by the Federal Food and Drug Administration and is in compliance with the manufacturer's maintenance schedule. Gifts, grants and donations, including in-kind donations, designated for obtaining an automated external defibrillator, or for inspection, maintenance or training in the use of an automated external defibrillator will be accepted and placed into a special district account to assist in obtaining and maintaining AEDs.

When the school acquires an AED it will notify the local emergency medical service of the existence, location, and type of the AED, and will notify EMS of any change in the location of such defibrillator. If an AED is located in a bus or other school vehicle, only the primary site where the vehicle or object is located will be reported to EMS.

### **2. Program Coordinator**

a. The School District's AED Program Coordinator is the school nurse.

b. The Program Coordinator shall:

- Consult with the school's administration and the medical advisor to develop a written protocol for the use of AEDs, and post such protocol near each AED
- Select employees for AED training

- Arrange for appropriate training of anticipated users at least annually
- Maintain a training schedule that includes the names of those trained and dates both of current training and dates for recertification.
- Check equipment according to the manufacturer's guidelines and take appropriate action in the event of any variance or need
- Maintain on file a specification sheet on each approved AED model
- Monitor the effectiveness of this system
- Communicate with medical director on issues related to medical emergency response program including post-event reviews
- Coordinate with the local fire department and police department
- Take appropriate steps after an AED event, including sharing of data with appropriate medical and EMS personnel, cleaning, replacing or recharging components of the AED as appropriate.

### 3. Medical Oversight

- a. The medical advisors of the AED program are the physicians at the Weeping Water Clinic.
- b. The medical advisor has ongoing responsibility for:
  - Providing medical direction for use of AEDs
  - Writing a prescription for AEDs
  - Reviewing and approving guidelines for emergency procedures related to use of AEDs and cardio pulmonary resuscitation
  - Evaluation of post-event review forms and digital files downloaded from the AED

### 4. Volunteer Responders

Anyone may, at their discretion, provide voluntary assistance to victims of medical emergencies. The extent to which these individuals respond shall be appropriate to their training and experience, and may include CPR, AED or medical first aid.

Adopted on: May 14, 2014



# Weeping Water Public Schools

*Every Student, Every Day, Lifelong Learning is the Weeping Water Way*

## Nebraska Department of Education Requirements:

Department	Credit Hours
Language Arts	40
Math	30
Science	30
Social Studies	30
Electives	70
<b>Total Credits</b>	<b>200</b>

## Current WWHS Requirements:

Department	Credit Hours	
English	40	Journalism class counts as an elective & would remain that way
Math (including Algebra I)	30	Algebra A/B counts as 20 of 30 credits, but does not prepare students for the ACT by the junior year
Social Studies (including US History, World History, Econ/Civics)	30	
Science (including Physical Science and Biology)	30	
Health	5	
Physical Education	5	
Geography	5	
Technology	5	Proposal will be adjusting middle school exploratory classes to place computer literacy & keyboarding skills earlier
Electives (including 20 hours from a career pathway)	110	Exploring new programs of study in business and FCS; revamping middle school Explorers class and moving it to 8 <sup>th</sup> grade so students enter HS with a 4-year graduation plan that focuses on a career field
<b>Total Credits</b>	<b>260</b>	<b>Requirements exceed State Minimums by 60 credits</b>

## Admission Requirements for UNL/UNK/UNO:

Department	Credit Hours
Language Arts	40
Math (including Algebra I, Geometry & Algebra II)	40 UNL / 30 UNK & UNO
Social Studies (including US or World History; US Government or Geography)	30
Science (including 2 from biology, chemistry, physics or earth sciences)	30
World Language (2 years of the same language – may be allowed w/deficiency)	20
Top half of class OR ACT score of 20 OR SAT score of 950	



# Weeping Water Public Schools

Every Student, Every Day, Lifelong Learning is the Weeping Water Way

Proposed WWHS Requirements:

Department	Credit Hours	Rationale
<b>Core Academic Courses:</b>		
Language Arts (including English 9, 10 & 11)	40	All sections will meet college & career ready standards; seniors will have option of WWHS class OR dual credit; investigating senior elective ELA courses
Math (including Algebra I, Geometry, Algebra II)	30	Eliminating Algebra A/B; Exploring a trades math dual credit opportunity for junior/seniors as an elective
Science (including Physical and Life Sciences)	30	New college & career ready standards; alternating years for advanced electives
Social Studies (including World History, Geography, US History, Econ/Civics)	35	Included geography requirement since it's in the SS content area; New college & career ready standards in 2020-2021; will move the Econ/Civics course to the senior year
Physical Education (including Health)	10	No change, just combined existing requirements into a single "department"
<b>Career &amp; Technical Education Courses:</b>		
Electives (including Career Exploration and Personal Finance)	115	Replaced Technology requirement with a Personal Finance course to address new SS college & career ready standards – courses will also meet Program of Study expectation
<b>Total Credits</b>	<b>260</b>	

## Timeline to meet Minimum WWPS Graduation Requirements

Grade	Language Arts	Math	Science	Social Studies	Graduation Requirements & Electives
9 <sup>th</sup>	English 9	Algebra 1	Physical Science	World History	PE, Health, *
10 <sup>th</sup>	English 10	Geometry	Life Science	Geography	*
11 <sup>th</sup>	English 11	Algebra II	*	American History	*
12 <sup>th</sup>	English 12			Civics / Economics	Career Exploration / Personal Finance, *
Total Credits	40	30	30	35	125

\*Choices to complete a full schedule

## Recommended Academic Timeline to meet *most* 4-year College Admission Requirements

Grade	Language Arts	Math	Science	Social Studies	Graduation Requirements & Electives
9 <sup>th</sup>	English 9	Algebra 1	Physical Science	World History	PE, Health, Spanish I, *
10 <sup>th</sup>	English 10	Geometry	Life Science	Geography / *	Spanish II, *
11 <sup>th</sup>	English 11	Algebra II	*	American History	*
12 <sup>th</sup>	English 12	*	*	Civics / Economics	Career Exploration / Personal Finance, *
Total Credits	40	40	40	40	100



## Weeping Water Public Schools

*Every Student, Every Day, Lifelong Learning is the Weeping Water Way*

### 6005

#### Academic Credits and Graduation

The requirements for graduation are established to meet the needs of the average student and are based upon both State requirements and local criteria. (5 credit hours per class). Senior students who do not meet graduation requirements will not participate in the Commencement exercises. They will not receive their diploma or certificate until they have met all graduation requirements as set forth by the Board of Education. To be a full-time student they must be in school for 6 of 8 periods. For a part-time student they must be in school for 4 of 8 periods. Final decisions to be a full-time/part-time student will be made by the administration.

In order to qualify for graduation, a student must successfully complete ~~eight- seven~~ semesters and ~~for each graduating class required credits are as follows: 2019=255 credits, 2020=260 credits~~ at Weeping High School and/or another accredited high school. A student will not receive a diploma or certificate until all graduation requirements set forth by the Board of Education have been met.

NOTE: In the area of math, students will be placed in course by grade earned in class prior and by teacher recommendation. Parents have the right to disagree with the school's recommendation in writing to allow students to take another option for math.

#### *Credit Requirements*

In order to qualify for graduation, a student must successfully complete eight semesters. For each graduating class required, credits are as follows:  
2020=260 credits

#### *Course Requirements*

\*260 minimum requirements for graduation credits as follows, starting with 2020 graduating class:



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### Academic Area

### Credits Required

#### Core Academic Courses:

Language Arts	40	<del>(Journalism is an elective)</del>
Mathematics	30	<del>(10 from including Algebra I or equivalent)</del>
Social Sciences	30	<del>(including Geography, Am. History, World History, and Government/Economics/Civics)</del>
Science	30	<del>(10 from including Physical Science and 10 from Biology Life Sciences)</del>
Geography	5	
Health	5	
Physical Education	5	(including Health)
Technology	5	

#### Career & Technical Education Courses:

Electives	<u>110</u>	<del>(20 hours from career pathway)</del> (including Career Preparation / Personal Finance)
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Total Minimumn Credit Hours: 260

#### *Yearly Course Requirements*

High school students are to register in the following courses per grade level:

9th Grade	English 9, American History, Physical Science, Math, Geography & Health
10th Grade	English 10, World History, Biology, Math
11th Grade	Government/Economics, Math, English 11, Science
12th Grade	English



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### *Transfer Students*

Transfer students must meet the minimum hour requirement for graduation both in terms of total number and specific subject areas. Substitutions may be made for deficiencies in required courses, provided that it was not possible to include the courses on the student's schedule while enrolled at this school district.

### *Special Education Students*

Students who receive special education services are mainstreamed into the regular education curriculum when appropriate. The curriculum content of regular education classes may be modified to accommodate the individual needs and abilities of verified special education students. Each curriculum modification will be included on the student's Individual Education Plan by the Multi-Disciplinary Team and/or school staffing teams composed of special and regular education staff. Hours in special education will be counted toward a high school diploma.

Adopted on: August 14, 2019

