

November Regular
Monday, November 11, 2024 6:00 PM
Supt Office

1. Call Meeting to Order - This regular meeting of the Plattsmouth Community Schools Board of Education is called to order on Monday, November 11, 2024 at 6:00 PM in the Plattsmouth Community Schools Administration Center Boardroom at 1912 Old Hwy. 34, Plattsmouth, NE.
2. Acknowledge Open Meetings Law posted on the wall in the boardroom.
3. Publication of Meeting - Notice of the meeting was published in the November 7, 2024, edition of The Daily Record and posted in the display case outside the administration center, at the Plattsmouth location of the U.S. Postal Service, and on the district website at www.pcsd.org.
4. Pledge of Allegiance
5. Roll Call: Allen, Foster, Harvey, Muller, Shuey, Siemonsma, Tesarek-Parsons, Winters, Woracek
6. Motion to excuse absences
7. Consent Agenda
 - 7.1. Agenda
 - 7.2. Minutes of the October Regular Meeting
 - 7.3. Treasurer's Report
 - 7.4. Review of the Control Budget
 - 7.5. Claim and transfer in the amount of: \$498,556.85
Prepays: \$14,560.96
 - 7.6. The administration recommends that Director of Instructional Services Dr. Cherie Larson be released from her contract, due to retirement, effective June, 30, 2025.
 - 7.7. The administration recommends the hiring of business teacher Liz Lasure effective with the start of the 2nd semester in the 2024-2025 school year.
 - 7.8. The administration recommends the hiring of career and technical education teacher Max Yarnell effective with the start of the 2nd semester in the 2024-2025 school

year.

8. Public Forum: Reception of Delegates - A time limit of three minutes will be set for individual speakers on a given topic. A total time limit of thirty minutes will be set for all speakers on a given topic, with an effort to provide equal time for pros, cons, and neutral opinions. While the public forum is an opportunity for members of the public to speak during the meeting, there will not be back-and-forth discussions between members of the public and Board of Education members.
9. Elementary Report
10. Operations Committee report
11. Finance Committee Report
12. Committee on American Civics Report
13. Negotiations Committee Report
14. Recess (approximately 5-10 minutes) at the discretion of the President
15. Celebrations of Excellence
 - 15.1. Congratulations to our PHS students, including LilyAnna Guthner (Soprano I) and Ava Thornton (Alto I), who earned 2024 Nebraska Music Educators Association (NMEA) All-State recognition.
 - 15.2. Congratulations to our PHS Marching Band for earning Division 1 Superior Ratings for band, color guard, and percussion at the 2024 Nebraska State Bandmasters Association (NSBA) State Marching Band Competition in Lincoln, NE.
 - 15.3. Congratulations to Mallory Robbins for earning a 7th-place medal out of 89 runners at the 2024 Class B State Cross Country Championship held in Kearney, NE. She was also named to Super State for the second year in a row by the Nebraska Coaches Association (NCA).
 - 15.4. Congratulations to Kayla Briggs, Jolie Dix, Logan Ksiazek, and Riley Pletka for earning recognition as 2024 Nebraska School Activities Association (NSAA) Believers and Achievers. Click the available link for more information.
 - 15.5. Congratulations to Stella Campin and Alexis Gregerson for being named to the Trailblazer Conference 2nd Team in softball. Congratulations to Ruby Campin and Justine Villamonte for being named Trailblazer Conference Honorable Mention for softball.

- 15.6. Congratulations to our 8th Grade Quiz Bowl team (Gabe Mitchell-Grogan, Gabe Woracek, Ryan Joy, and Ian Graves) for earning 3rd place out of twenty teams at the ESU #3 Quiz Bowl Meet.
 - 15.7. Congratulations to our MS Volleyball Team for earning 2nd place in the Trailblazer Conference Tournament.
 - 15.8. Thank you to our principals for their leadership of our buildings. We concluded National Principals Month on Oct. 31.
 - 15.9. Thank you to our Veterans for their service to the United States of America.
16. Administration Reports
 - 16.1. Superintendent's Report
 - 16.2. High School Principal's Report
 - 16.3. Middle School Principal's Report
 - 16.4. Elementary Principal's Report
 - 16.5. Early Childhood/Head Start Report
 - 16.6. Special Education Report
 - 16.7. Instructional Services Report
17. Action Items
 - 17.1. Discuss, consider, and take all action to approve the first reading of Policy Series 2000 Administration (Finance Committee).
 - 17.2. Discuss, consider, and take all action to approve the first reading of 3240 Safety.
 - 17.3. Discuss, consider, and take all action to approve the first reading of 5414A Procedures and Standards for Identification of Learnings with High Ability.
 - 17.4. Discuss, consider, and take all action to approve the second reading of Policy Series 6000 Instruction (Committee on American Civics).
 - 17.5. Discuss, consider, and take all action to approve the final reading of Policy Series 7000 New Construction. (Operations Committee).
 - 17.6. Discuss, consider, and take all action to approve an exception to Policy 5207 Early Completion Plan and allow Jesse Burke to graduate at the end of his junior

year in May of 2025, provided he successfully completes all academic requirements for graduation.

- 17.7. Discuss, consider, and take all action to approve a lease agreement with the Plattsmouth Youth Wrestling Club.
 - 17.8. Discuss, consider, and take all action to approve the disposal of books from the middle school library and a 2006 Chevy Cobalt which was used in our auto classes.
 - 17.9. Discuss, consider, and take all action to approve the proper disposal of unused and expired chemicals throughout the district.
 - 17.10. Discuss, consider, and take all action to approve a Diesel/Tech. Class trip to AgriVision in Pacific Junction, IA.
 - 17.11. Discuss, consider, and take all action to approve a Plattsmouth HS AFJROTC Drill Team trip to Council Bluffs, IA on Jan. 25, 2025.
 - 17.12. Discuss, consider, and take all action to approve a HS Wrestling trip request from Jan. 1-4, 2026, to the Rumble on the Red in Fargo, ND.
 - 17.13. Discuss, consider, and take all action to approve the Head Start Change in Scope Application.
 - 17.14. Discuss, consider, and take all action to approve the PCS Emergency Operations Plan (EOP) and delegate the authority for future changes to the Superintendent and Safety Committee.
 - 17.15. Discuss, consider, and take all action to approve a high school painting proposal in the amount of \$ _____ from _____.
 - 17.16. Discuss, consider, and take all action to approve an agreement with Claudia Pinto to provide interpreting services to PCS at a rate of \$45.00 per hour plus mileage at the State reimbursement rate.
 - 17.17. Discuss, consider, and take all action to approve the 2024-2025 PCS District Certificated Staff Handbook.
 - 17.18. Discuss, consider, and take all action to approve the reimbursement for Julie Conner's parking costs.
18. Announcements
- 18.1. Next regular meeting: 6:00 PM on Mon., Dec. 9, 2024

19. ADJOURNMENT

20. *Closed Session: If, during the course of the meeting, discussion of any items on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meeting Act.

21. *Sequence of Agenda: The sequence of the agenda topics is subject to change at the discretion of the board.

22. Discuss, consider, and take all action to approve the reimbursement of \$20.00 for Julie Conner's parking costs.

October Regular Meeting
Monday, October 14, 2024 6:00 PM
Plattsmouth Administration Center
1912 Old Highway 34
Plattsmouth, NE 68048

**Subject to approval at the next regularly
scheduled Board meeting.*

1. Call Meeting to Order - This regular meeting of the Plattsmouth Community Schools Board of Education is called to order on Monday, October 14, 2024, at 6:00 PM in the Plattsmouth Community Schools Administration Center Boardroom at 1912 Old Hwy. 34, Plattsmouth, NE.

The meeting was called to order at 6:00 PM

2. Acknowledge Open Meetings Law posted on the wall in the boardroom.

3. Publication of Meeting - Notice of the meeting was published in the October 10, 2024 edition of The Daily Record and posted in the display case outside the administration center, at the Plattsmouth location of the U.S. Postal Service, and on the district website at www.pcsd.org.

4. Pledge of Allegiance

5. Roll Call: Allen, Foster, Harvey, Muller, Shuey, Siemonsma, Tesarek-Parsons, Winters, Woracek

6. Motion to excuse absences

All board members were present.

7. Consent Agenda

Motion to approve the Consent Agenda. Motion by Winters and second by Siemonsma. **Motion passed 8-0.**

7.1. Agenda

7.2. Minutes of the September Regular Meeting

7.3. Treasurer's Report

7.4. Review of the Control Budget

7.5. Claim and transfer in the amount of: \$706,968.95

Prepays: \$13,580.39

8. Public Forum: Reception of Delegates - A time limit of three minutes will be set for individual speakers on a given topic. A total time limit of thirty minutes will be set for all speakers on a given topic, with an effort to provide equal time for pros, cons, and neutral opinions. While the public forum is an opportunity for members of the public to speak during the meeting, there will not be back-and-forth discussions between members of the public and Board of Education members.

No one addressed the board.

9. TeamMates Report - Program Coordinator Dr. Richard E. Hasty

Dr. Hasty provided an update.

10. Operations Committee Report

Winters provided an update regarding the recent committee meeting.

11. Finance Committee Report

Siemonsma provided an update regarding the recent committee meeting.

12. Committee on American Civics Report

Shuey provided an update regarding the recent committee meeting.

13. Negotiations Committee Report

Tesarek-Parsons provided an update on the Negotiations Committee Report.

14. Recess (approximately 5-10 minutes) at the discretion of the President

15. Celebrations of Excellence

15.1. Congratulations to our 2024 Homecoming Court including Queen candidates Gracie Konkler, Mila Wehrbein, Jolie Dix, Claire Laney, and Stella Campin AND King candidates Daniel Barajas-Soto, Gaige Gillot, Henry Loontjer, Rylee Johnson, and Joel Moore.

A special congratulations goes to our 2024 Homecoming Queen Claire Laney and our 2024 Homecoming King Joel Moore.

15.2. Congratulations to our PCS Board of Education members who earned awards for moving up a level relative to their participation in professional development opportunities offered by the Nebraska Association of School Boards.

Max Muller - Level IV

Jeremey Shuey - Level III

Nolan Siemonsma - Level IV

Ken Winters - Level VIII

15.3. Congratulations to our September 2024 PCS Customer Service Award recipients including Alicia Babcock (EC), Jolene Boesch (HS), Carrie Goshorn (EC), and Randy

Schroeder (HS). Thank you to our sponsor Marci Covington, owner of Scooter's Coffee - Plattsmouth, NE.

15.4. Our PHS Band was the 2A Champion at the Bellevue Band Festival.

15.5. At the Bluez Marching Festival, our PHS Band earned a Division 1 Superior, our PHS Drumline earned a Division 1 Superior, and overall, our PHS Band earned 1st Place Grand Champions out of 11 schools.

15.6. Our girls' cross country team earned 1st place at the Trailblazer Conference meet. Mallory Robbins was an individual champion. Our boys' cross country team earned 2nd place at the Trailblazer Conference meet.

16. Administration Reports

16.1. Superintendent's Report

16.2. High School Principal's Report

16.3. Middle School Principal's Report

16.4. Elementary Principal's Report

16.5. Early Childhood/Head Start Report

16.6. Special Education Report

17. Action Items

17.1. Discuss, consider, and take all action to approve the first reading of Policy Series 6000 Instruction (Committee on American Civics).

Motion by Muller and second by Harvey. **Motion passed 9-0.**

17.2. Discuss, consider, and take all action to approve the second reading of Policy Series 7000 New Construction (Operations Committee).

Motion by Muller and second by Winters. **Motion passed 9-0.**

17.3. Discuss, consider, and take all action to approve trip requests for the cheer squad and dance team to perform at the Mid-America Center in Council Bluffs, IA, on Dec. 21, 2024.

Motion by Muller and second by Winters. **Motion passed 9-0.**

17.4. Discuss, consider, and take all action to approve grant application form, cost allocation, and indirect cost rate for the Early Childhood Center.

Motion by Muller and second by Winters. **Motion passed 9-0.**

17.5. Discuss, consider, and take all action to approve an exception (retroactive to Sept. 1) for Sara Baio regarding the 2024-2025 Negotiated Agreement and the following deadline, ". . . In order to move horizontally on the salary schedule, by September 1 of the year for which movement is requested, evidence from the college followed by an official college transcript as soon as possible showing successful completion of the identified course(s) must be provided to the Office of the Superintendent. . . ."

Motion by Muller and second by Tesarek-Parsons. **Motion passed 9-0.**

17.6. Discuss, consider, and take all action to approve the required training and related resolution, as presented, for the 2024-2025 school year as reasonable and appropriate for the District.

Motion by Muller and second by Winters. **Motion passed 9-0.**

17.7. Discuss, consider, and take all action to approve the final reading of 5006 Option Enrollment, including the resolution and Appendix 1.

Motion by Muller and second by Foster. **Motion passed 9-0.**

18. Announcements

18.1. Next regular meeting: 6:00 PM on Mon., Nov. 11, 2024

18.2. 2024 Nebraska Association of School Boards (NASB) State Education Conference - Nov. 20-22, 2024

19. ADJOURNMENT

Motion to adjourn at 7:24 PM. **Passed 9-0** with a motion by Harvey and a second by Muller.

20. *Closed Session: If, during the course of the meeting, discussion of any items on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meeting Act.

21. *Sequence of Agenda: The sequence of the agenda topics is subject to change at the discretion of the board.

Chairperson

Superintendent

DRAFT

CASS COUNTY SCHOOL DISTRICT #1
1912 OLD HIGHWAY 34
PLATTSMOUTH NE 68048-5676

Portfolio Summary

Total Portfolio Value

\$1,235,941.87

1 Month Ago	\$1,256,548.34
1 Year Ago	\$1,066,286.56
3 Years Ago	\$1,375,664.21
5 Years Ago	\$1,206,793.98

When was your last review?

If you haven't had a review with your financial advisor in the past 12 months, now is the time to do so. Regular performance reviews over time can help determine whether you're making progress toward your financial goals. Even if no action is necessary, a check-in can help confirm everything is going according to plan.

Giving thanks

As Thanksgiving approaches, we pause to reflect on everything we're grateful for. We want you to know how much we appreciate the confidence you've placed in Edward Jones. We're grateful for your business, and we value the relationship we've built together.

Overview of Accounts

Accounts	Account Holder	Account Number	Value 1 Year Ago	Current Value
Association Account Select	Cass County School District #1	693-12506-1-4	\$28,905.55	\$34,895.92
Association Account Advisory Solutions Fund Model	Cass County School District #1	693-19740-1-5	\$1,037,381.01	\$1,201,045.95
Total Accounts			\$1,066,286.56	\$1,235,941.87

Although account information is provided on this page, it does not guarantee an actual statement was produced. Refer to your account statement for the exact registration and more specific details regarding each account.

Important disclosures; such as Statement of Financial Condition, Conditions that Govern Your Account, Account Safety, Errors, Complaints, Withholding, Free Credit Balance, Fair Market Value or Terminology; relating to your account(s) are available on the last page of this package or at www.edwardjones.com/statementdisclosures.

Cass County School District #1

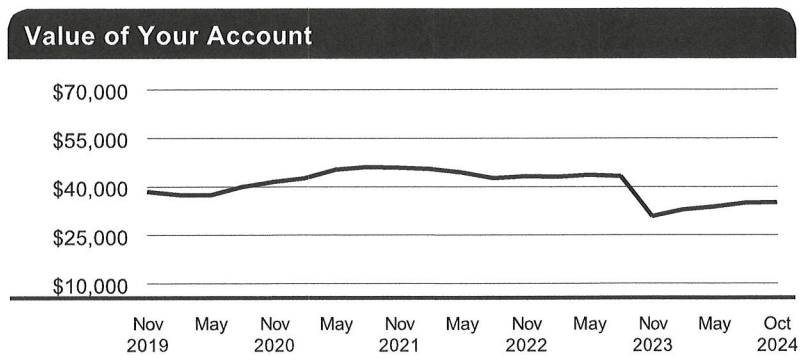
Thank you, veterans

This Veterans Day, we honor the men and women who have served our country. We join the rest of the nation in expressing our gratitude for the sacrifices of America's veterans.

Association - Select

Portfolio Objective - Account: Balanced Growth and Income

Account Value	
\$34,895.92	
1 Month Ago	\$35,238.76
1 Year Ago	\$28,905.55
3 Years Ago	\$46,268.99
5 Years Ago	\$37,669.33



Value Summary		
	This Period	This Year
Beginning Value	\$35,238.76	\$32,265.33
Assets Added to Account	0.00	0.00
Assets Withdrawn from Account	0.00	-1,000.00
Fees and Charges	0.00	0.00
Change In Value	-342.84	3,630.59
Ending Value	\$34,895.92	

For more information regarding the Value Summary section, please visit www.edwardjones.com/mystatementguide.

Cass County School District #1

Get our latest commentary

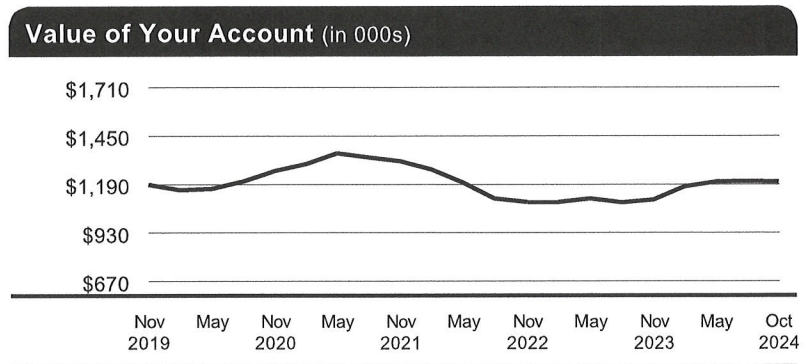
From today's market snapshot to our latest thinking on the markets and economy, it's all at your fingertips at edwardjones.com/guidance. In addition, your financial advisor has access to detailed information on thousands of companies and the hundreds of stocks our analysts follow, as well as reports on a wide range of investing topics. Contact your financial advisor for more information.

Association - Advisory Solutions Fund Model

Portfolio Objective - Account: Balanced Growth and Income

For more information about the Advisory Solutions program go to www.edwardjones.com/advisorybrochures.

Account Value	
\$1,201,045.95	
1 Month Ago	\$1,221,309.58
1 Year Ago	\$1,037,381.01
3 Years Ago	\$1,329,395.21
5 Years Ago	\$1,169,124.64



Value Summary

	This Period	This Year
Beginning Value	\$1,221,309.58	\$1,163,247.58
Assets Added to Account	0.00	18,335.21
Assets Withdrawn from Account	-4,750.00	-84,400.00
Fees and Charges	-899.09	-9,229.93
Change In Value	-14,614.54	113,093.09
Ending Value	\$1,201,045.95	

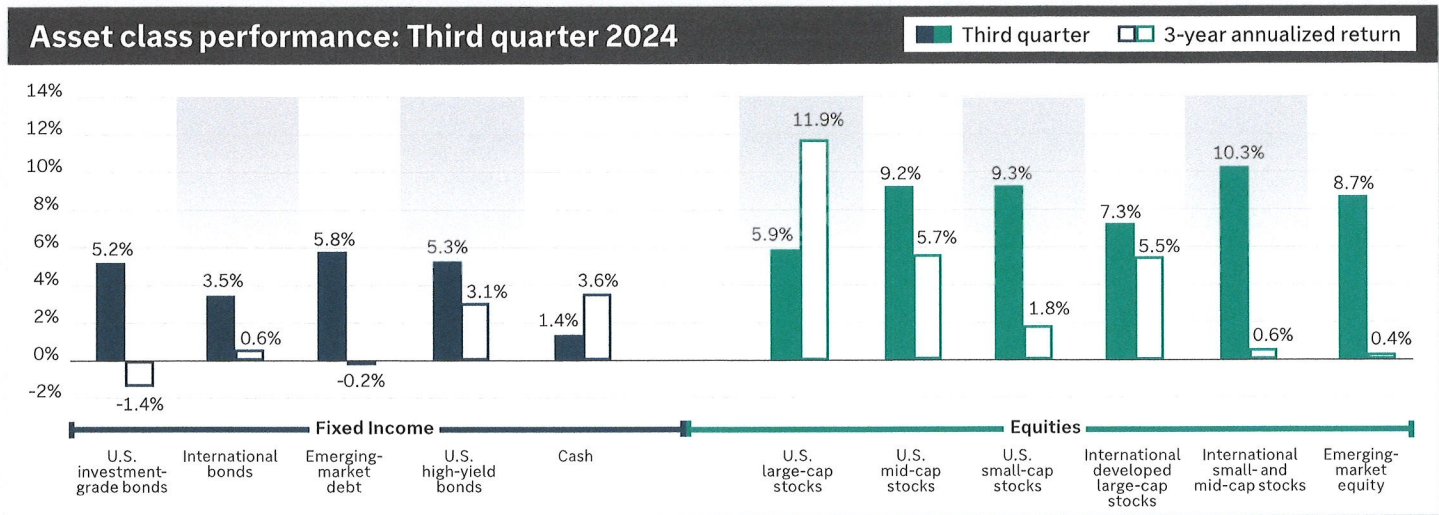
For more information regarding the Value Summary section, please visit www.edwardjones.com/mystatementguide.

Rate of Return

Your Personal Rate of Return for Assets Held at Edward Jones	This Quarter	Year to Date	Last 12 Months	3 Years Annualized	5 Years Annualized
	-1.38%	9.11%	22.11%	1.05%	5.30%

Performance Benchmarks

Quarterly market outlook: **Fourth quarter 2024**



Source: Morningstar Direct, 9/30/2024. Total returns in USD. Cash represented by the Bloomberg US Treasury Bellwethers 3-Month Index. U.S. investment-grade bonds represented by the Bloomberg US Aggregate Bond Index. U.S. high-yield bonds represented by the Bloomberg US HY 2% Issuer Cap Index. International bonds represented by the Bloomberg Global Aggregate Ex USD Hedged Index. Emerging-market debt represented by the Bloomberg Emerging Market USD Aggregate Index. U.S. large-cap stocks represented by the S&P 500 Index. Developed international large-cap stocks represented by the MSCI EAFE Index. U.S. mid-cap stocks represented by the Russell Mid-cap index. U.S. small-cap stocks represented by the Russell 2000 index. International small- and mid-cap stocks represented by the MSCI EAFE SMID Index. Emerging-market equity represented by the MSCI EM Index. Past performance does not guarantee future results. An index is unmanaged and is not available for direct investment.

Looking back at the third quarter

Stocks and bonds rallied in Q3, aided by the first Federal Reserve interest rate cut of this cycle and stimulus from China’s policymakers.

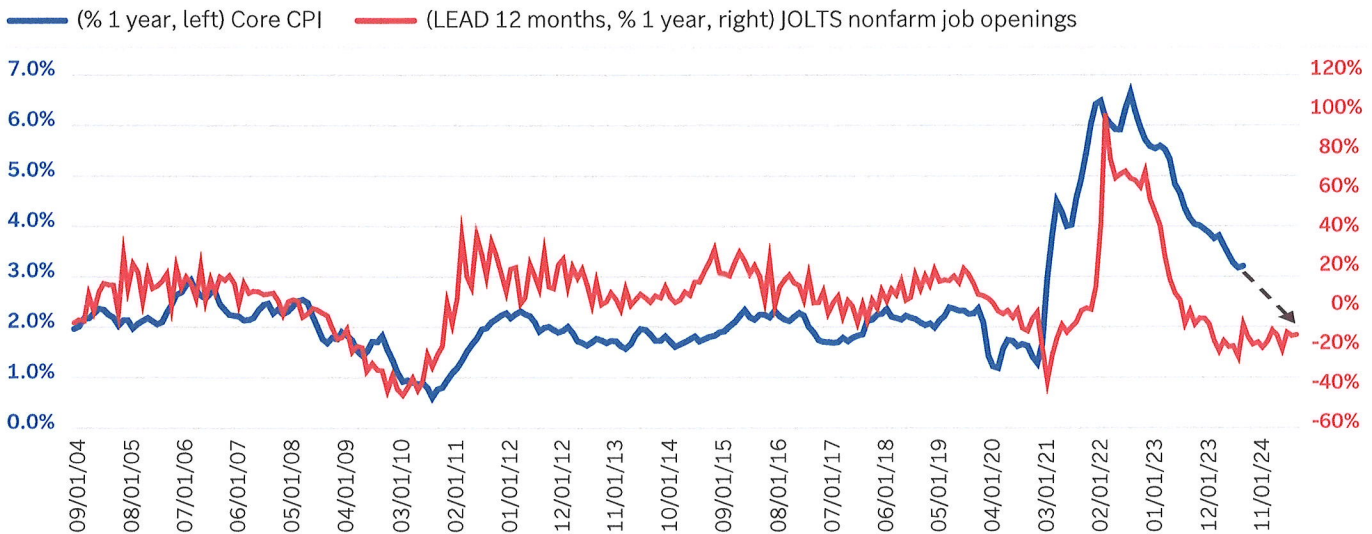
Broadening leadership a key theme in equity rally — Stocks posted strong returns in Q3, with the S&P 500 finishing at an all-time high. But unlike prior periods when gains were driven by mega-cap tech stocks, areas of the market that have lagged over the past several years outperformed in the third quarter. U.S. small- and mid-cap stocks gained roughly 9%, outperforming U.S. large-cap stocks, which rose by 5.9%. At a sector level, real estate and utilities outperformed, each rising by more than 17%. Technology, a top-performing sector over the past several years, posted a modest 1.6% gain.

Fed cuts rates and signals additional cuts ahead — With inflation falling and signs of the labor market softening, the Fed cut its policy rate by 0.5% at its September meeting. Updated projections showed Federal Open Market Committee (FOMC) members expect another 0.5% of cuts in 2024 and 1% of additional cuts in 2025. Bond yields fell in Q3 in anticipation of easing Fed policy, with the 10-year Treasury yield declining from nearly 4.5% on July 1 to around 3.75% at quarter-end. Bonds rallied in response, with U.S. investment-grade bonds, emerging-market bonds and U.S. high-yield bonds each rising by more than 5%.

International stocks outperform on news of China stimulus — International equities rallied in Q3, boosted by additional stimulus from China’s policymakers to help support the country’s sluggish economy and property market. Emerging-market stocks rallied by roughly 9%. Equity markets in Europe and Japan, which are more dependent on China’s economic growth, rallied as well, with developed international large-cap stocks gaining 7.3% and developed international small- and mid-cap stocks rising by 10.3%.

► Action for investors

Broadening leadership was on display in the third quarter, which highlights the importance of diversification. Your financial advisor can help ensure your portfolio is appropriately diversified based on your long-term goals.

Quarterly market outlook: **Fourth quarter 2024****Softening labor market points to lower inflation ahead**

Source: FactSet and Edward Jones

Economic outlook

The U.S. labor market is showing signs of easing, while inflation is moderating. We continue to see a “soft landing” for the economy as the most probable outcome.

U.S. labor market in decent shape despite signs of cooling — The labor market has shown signs of easing in recent months, with the unemployment rate rising from 3.4% in 2023 to around 4.2%. Nonfarm jobs added have slowed to under 200,000 in recent months, while total U.S. job openings also are at lows for the year. The labor market is moderating from its post-pandemic highs, but we don’t see signs that it is collapsing. A 4.2% unemployment rate remains well below long-term average U.S. unemployment rates of around 5.5% to 6%. In addition, entrants to the workforce are driving the rise in unemployment more so than layoffs or job cuts.

U.S. inflation is moderating — Headline consumer price index (CPI) inflation has fallen from June 2022’s rate of 9.1% year over year to 2.5% as of September. We believe inflation may continue to move toward the Fed’s 2% target, driven by: 1. The CPI’s shelter and rent component playing catch-up with real-time U.S. housing and rental price gains data; and 2. A cooling labor market leading to lower wage growth, which should put downward pressure on services inflation broadly.

The soft landing remains intact — While U.S. economic growth may moderate in the coming quarters, we don’t see any signals of negative growth or recession on the horizon. Retail sales and corporate earnings continue to show solid growth, and the Federal Reserve Bank of Atlanta’s GDPNow tracker indicates a healthy 3.1% annualized economic growth rate for Q3. As inflation moderates and the Fed cuts interest rates in the months ahead, the cost of borrowing for consumers and corporations should come down. These lower rates should improve costs in areas like mortgages, auto loans and credit card fees. We may see U.S. economic growth reaccelerate in the quarters ahead as lower rates make their way through the real economy and likely lead to higher household and corporate spending.

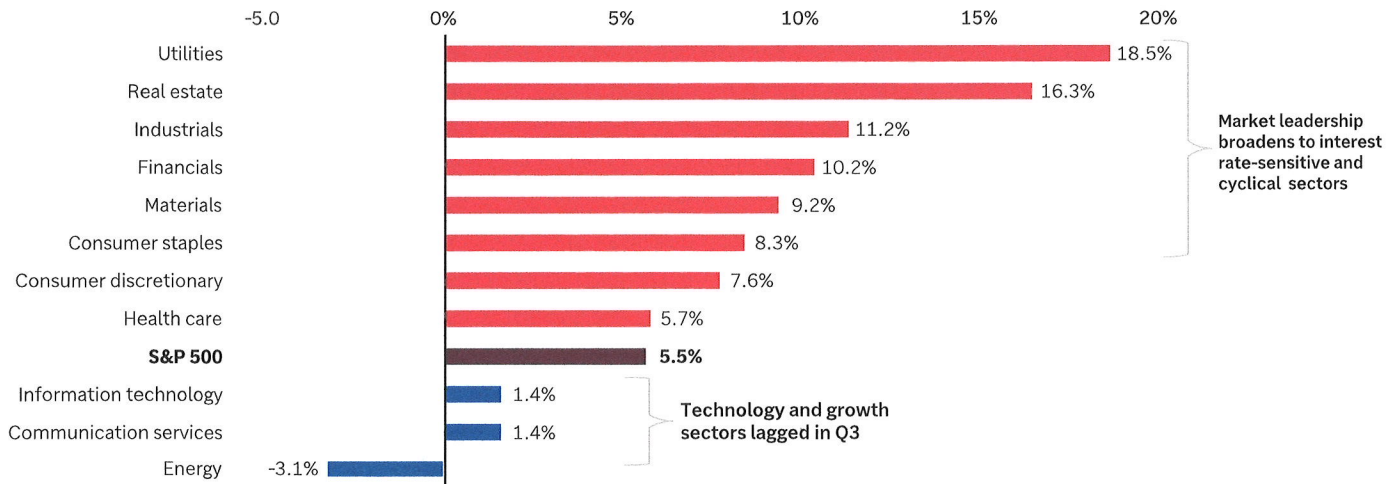
► Action for investors

Given the potential for lower interest rates and no recession in the U.S. economy, we recommend investors overweight U.S. equities versus fixed income.

Quarterly market outlook: **Fourth quarter 2024**

S&P 500 sector leadership broadens in Q3

(6/30/2024–9/30/2024, % return)



Source: FactSet and Edward Jones.

Equity outlook

The U.S. equity market continued to see solid gains through Q3, but we would expect the pace of these gains to moderate. While markets may experience bouts of volatility, pullbacks can present opportunities for long-term investors.

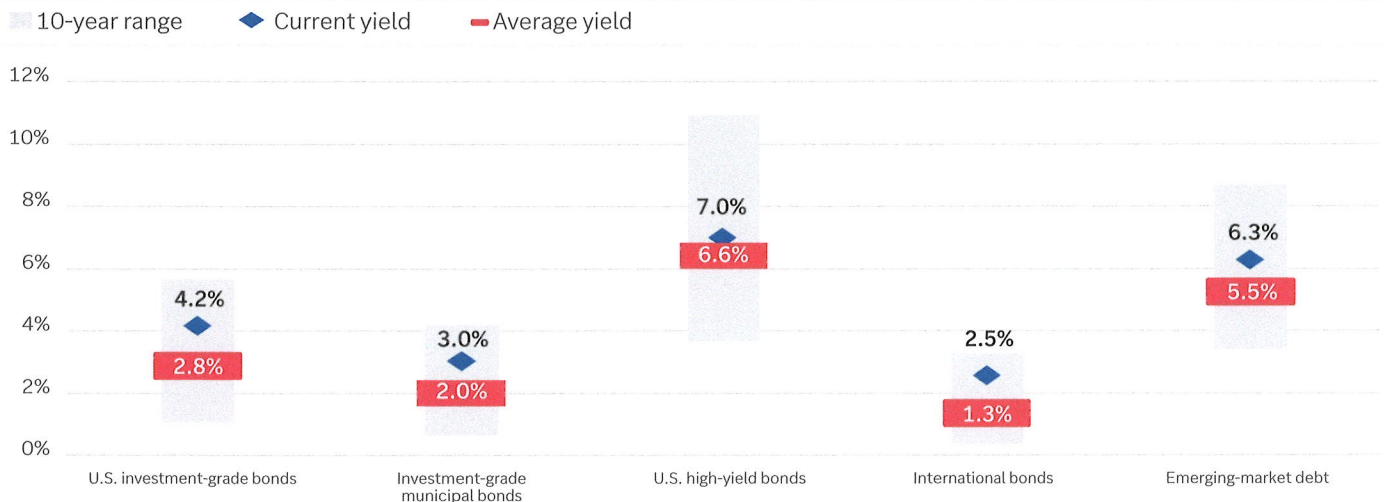
Market leadership starts to broaden — While the S&P 500 is up over 20% year to date through September, in Q3, interest rate-sensitive and cyclical sectors such as utilities, real estate and industrials all outperformed, while technology and communications services underperformed. In our view, some of the laggards should continue to play catch-up as the Federal Reserve and global central banks move interest rates lower. We believe diversification — owning growth, value and cyclical sectors, as well as large- and mid-cap stocks — will remain an important foundation for portfolios in the quarter ahead.

Impact of Fed interest rate cuts — In our view, a multiyear rate-cutting cycle could support stock market returns for a few key reasons: 1. Historically, when the Fed is cutting rates and there is no imminent economic recession, markets have tended to perform well. 2. Fed rate cuts typically support an expansion of stock market valuations. We believe the sectors with the largest scope for valuation expansion include non-tech and AI stocks, which have already seen a meaningful rise in valuation. 3. Fed rate cuts over time can support consumer and corporate spending, and help reaccelerate economic and corporate earnings growth.

Volatility could be an opportunity — While we believe equity markets are well-supported, stocks have had a strong run already this year. We would expect the pace of these gains to moderate, especially as we head into a seasonally choppy October and U.S. elections in early November. Markets may experience additional bouts of volatility, which are normal in any given year. Pullbacks can present opportunities to diversify portfolios, rebalance or add quality investments at better prices, as we believe the underpinnings of the bull market expansion are intact.

► Action for investors

We recommend overweighting U.S. large- and mid-cap equities. We remain neutral between growth and value, as we believe stock market leadership will continue to broaden in the months ahead. Consider using pullbacks as opportunities to diversify, rebalance or add quality investments at better prices.

Quarterly market outlook: **Fourth quarter 2024****Bond yields remain above 10-year averages**

Source: Bloomberg. U.S. investment-grade bonds represented by the Bloomberg US Aggregate Bond Index. Investment-grade municipal bonds represented by Bloomberg 1-15 year Municipal Index. U.S. high-yield bonds represented by the Bloomberg US HY 2% Issuer Cap Index. International bonds represented by the Bloomberg Global Aggregate Ex USD Hedged Index. Emerging-market debt represented by the Bloomberg Emerging Market USD Aggregate Index.

Fixed-income outlook

The Federal Reserve cut its target range for the federal funds rate in September for the first time in four years. Bond yields remain above their averages over the past decade, despite pulling back from recent peaks. This potentially sets the stage for stronger returns ahead.

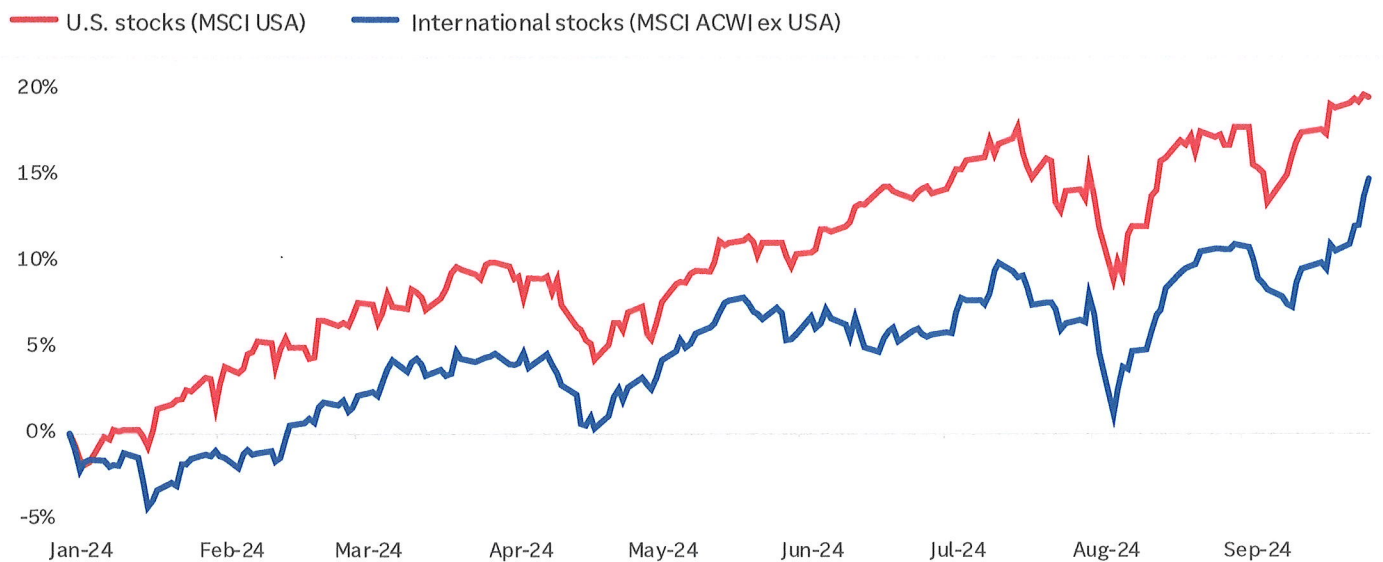
Higher bond yields offer potential for stronger returns — Bond yields rose over the past few years as the Fed hiked interest rates to fight inflation. Yields for the major fixed-income asset classes remain above their averages over the past decade. This is despite pulling back from their recent peaks as inflation moderated and markets priced in expectations for Fed rate cuts. Higher yields mean bonds generate more income. Since income is a key driver of bond returns, it also potentially sets the stage for stronger returns ahead.

Extending duration can help lock in yields for longer — Short-term yields could fall further as the Fed continues cutting rates. This will likely steepen the yield curve and raise reinvestment risk for short-term bonds and CDs. We see particular value in intermediate-term bonds and bond funds, which can help lock in yields for longer. Additionally, bond prices typically rise when interest rates fall, and vice versa, offering the potential for higher values. While long-term bonds are likely to benefit from Fed rate cuts, their narrow spread above intermediate-term yields implies there may be less scope for long-term yields to fall further.

We favor emerging-market debt over U.S. high-yield bonds — The resilient U.S. economy supports lower-quality issuers, including U.S. high-yield bonds. Credit spreads — which reflect the excess yield above U.S. Treasury bonds — are well below historical averages as a result. We see limited opportunity for them to narrow further. Emerging-market debt is more attractive, in our view, due to its higher quality and longer duration. It could benefit more as global central banks likely continue cutting rates.

► Action for investors

Bond yields remain above their 10-year average, offering the potential for stronger returns ahead. Intermediate-term bonds and bond funds can help you lock in rates for longer. We suggest overweighting emerging-market debt and underweighting U.S. high-yield bonds.

Quarterly market outlook: **Fourth quarter 2024****Softer dollar, China stimulus help international stocks play catch-up** (Total returns in USD)

Source: Bloomberg and Edward Jones.

International outlook

After six straight quarters of underperformance, international stocks outpaced U.S. stocks in Q3. The U.S. economy will likely continue to lead, but improving prospects elsewhere support the case for an appropriate allocation to the heavily discounted international equities.

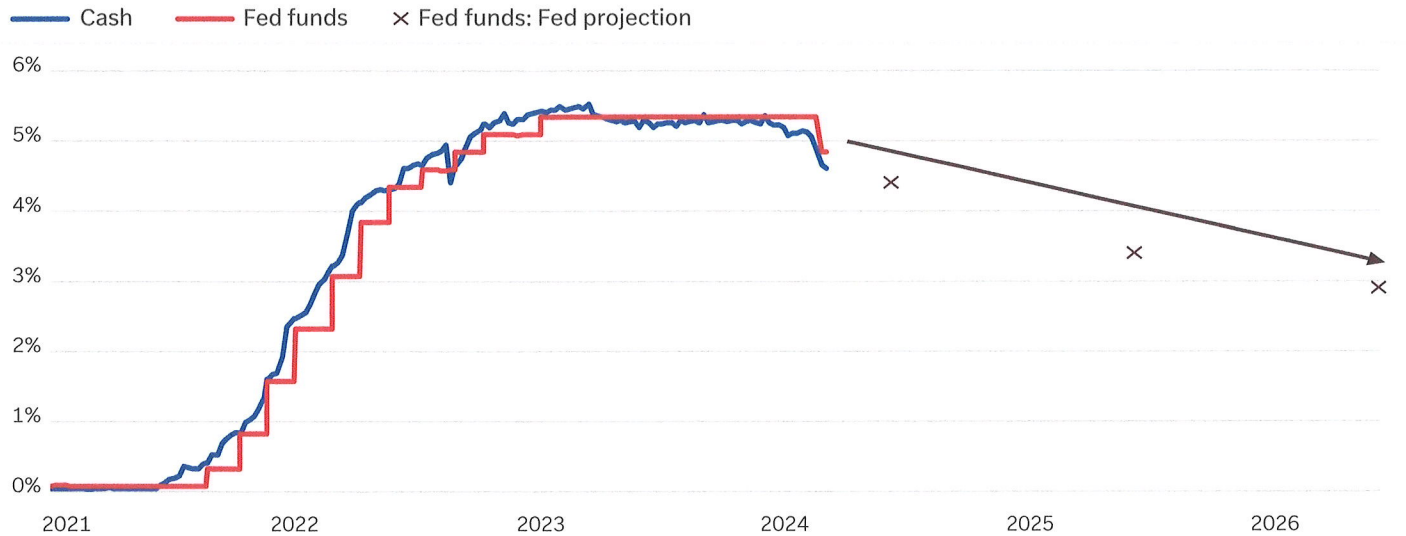
China policymakers pull out the stops — China's surprise announcement of a basket of policy stimulus measures targets the general economy, the real estate sector and the stock market. Growth trends in the world's second-largest economy have disappointed amid an ongoing slump in the property market and record-low consumer confidence. Policymakers lowered interest rates and mortgage costs, freed up funds for banks to increase lending, and pledged to provide greater fiscal support. Questions remain whether these promises will be enough to prop up the economy. However, policy support, depressed investor sentiment and cheap valuations should improve the near-term outlook for China and emerging-market equities.

Europe hits a soft patch — After a modest recovery earlier this year, European economic activity measures have recently softened. Germany, the region's largest economy, has stagnated over the past two years, weighed down by sluggish manufacturing activity. In contrast, southern European countries have outperformed, boosted by strength in services. We expect positive but slow growth for the region in the quarters ahead. Together with cooling inflation, this should give the European Central Bank (ECB) confidence to continue cutting interest rates.

Global easing cycle may broaden bull market — A new cycle of central bank rate cuts across most regions (except Japan) can help drive a recovery in global economic activity. Cyclical sectors carry a higher weight in international indexes and could benefit as sector leadership broadens. While the relative earnings momentum remains in favor of the U.S., the record 35% valuation discount of international equities and a softer U.S. dollar suggest overseas stocks may offer catch-up potential and provide diversification benefits.

► Action for investors

We recommend overweighting U.S. stocks and underweighting international equities based on economic and earnings trends. Within fixed income, consider overweighting emerging-market debt, which has higher interest rate sensitivity and historically outperforms U.S. bonds in periods following Federal Reserve rate cuts.

Quarterly market outlook: **Fourth quarter 2024****Fed interest rate cuts likely to drive cash yields lower**

Source: Bloomberg, U.S. Federal Reserve. Cash represented by the Bloomberg 3-month Treasury Bellwethers Index.

The Federal Reserve and cash yields

Cash yields typically rise ahead of Federal Reserve interest rate hikes and drop before rate cuts. As the Fed likely continues cutting interest rates, we expect cash yields to fall further. Some investors may be overweight in cash, including money market funds. Investments in these funds increased over the past few years as their yields rose along with Fed rate hikes. Holding too much cash can present risks, such as the potential for lower returns over the long term.

Cash yields likely to fall further — With the Fed’s dual mandate of maximum employment and stable prices returning to better balance as labor markets have gradually cooled and inflation has moderated, monetary policy can be less restrictive. Further rate cuts could cause cash yields to decline more than intermediate- and long-term yields, likely steepening the yield curve and increasing reinvestment risk on cash, including money market funds.

Some investors may be overweight in cash — We include money market funds in the cash category due to their strong liquidity, high quality and price stability. With the upswing in money market fund investment, some investors may now hold more cash than they need.

Holding too much cash can present risks — Cash can provide important benefits, such as funds for emergencies, a short-term savings goal and everyday spending. It also can serve as a strategic allocation for investment and a source for investment opportunities. However, holding too much cash can present risks, including the potential for lower returns over the long term. For perspective, since 1981, U.S. large-cap stocks have delivered annualized returns of 11.2%, compared with 6.8% for U.S. investment-grade bonds and 4.1% for cash. While returns will likely be lower going forward, we expect this general relationship to hold over the long term, with equities outperforming bonds and cash lagging most asset classes. Investors who are overweight in cash may want to consider reinvesting a portion of these funds.

► **Action for investors**

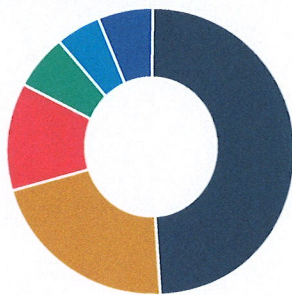
Consider reinvesting excess cash in strategic allocations in equities and bonds. Talk to your financial advisor about potentially overweighting those where we see current opportunities, such as U.S. large- and mid-cap stocks and emerging-market debt.

Quarterly market outlook: **Fourth quarter 2024**

Strategic asset allocation guidance

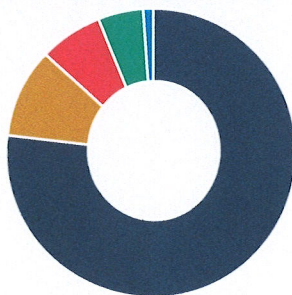
Our **strategic asset allocation** represents our view of balanced diversification for the fixed-income and equity portions of a well-diversified portfolio based on our outlook for the economy and markets over the next 30 years. The exact weightings (neutral weights) to each asset class will depend on the broad allocation to equity and fixed-income investments that most closely aligns with your comfort with risk and financial goals.

Equity diversification



- U.S. large-cap stocks
- International large-cap stocks
- U.S. mid-cap stocks
- U.S. small-cap stocks
- International small- and mid-cap stocks
- Emerging-market equity

Fixed-income diversification



- U.S. investment-grade bonds
- U.S. high-yield bonds
- International bonds
- Emerging-market debt
- Cash

Opportunistic portfolio guidance

Our **opportunistic portfolio guidance** represents our timely investment advice based on our global outlook. We expect this guidance to enhance your portfolio's return potential, relative to our long-term strategic portfolio guidance, without taking on unintentional risk.

	Underweight	Neutral	Overweight	
Equity	•	•	•	
Fixed income	•	•	•	
Equities	U.S. large-cap stocks	•	•	•
	International large-cap stocks	•	•	•
	U.S. mid-cap stocks	•	•	•
	U.S. small-cap stocks	•	•	•
	International small- and mid-cap stocks	•	•	•
	Emerging-market equity	•	•	•
Fixed income	U.S. investment-grade bonds	•	•	•
	U.S. high-yield bonds	•	•	•
	International bonds	•	•	•
	Emerging-market debt	•	•	•
	Cash	•	•	•

Equity style guidance

Value-style equity	•	•	•
Growth-style equity	•	•	•

U.S. equity sector guidance

Communication services	•	•	•
Consumer discretionary	•	•	•
Consumer staples	•	•	•
Energy	•	•	•
Financial services	•	•	•
Health care	•	•	•
Industrials	•	•	•
Materials	•	•	•
Real estate	•	•	•
Technology	•	•	•
Utilities	•	•	•

U.S. investment-grade bond guidance

Interest rate risk (duration)	•	•	•
Credit risk	•	•	•

Diversification does not ensure a profit or protect against loss in a declining market.

Quarterly market outlook: **Fourth quarter 2024**

Investment performance benchmarks

It's natural to compare your portfolio's performance to market performance benchmarks, but it's important to put this information in the right context and understand the mix of investments you own. Talk with your financial advisor about any next steps for your portfolio to help you stay on track toward your long-term goals.

As of Sept. 30, 2024

Asset class performance			
Total returns	Q3	3-year	5-year
U.S. large-cap stocks	5.9%	11.9%	16.1%
U.S. mid-cap stocks	9.2%	5.7%	11.4%
U.S. small-cap stocks	9.3%	1.8%	9.4%
International developed large-cap stocks	7.3%	5.5%	8.1%
International small- & mid-cap stocks	10.3%	0.6%	6.2%
Emerging-market stocks	8.7%	0.4%	5.7%
U.S. investment-grade bonds	5.2%	-1.4%	0.3%
International bonds	3.5%	0.6%	0.6%
Emerging-market debt	5.8%	-0.2%	1.3%
U.S. high-yield bonds	5.3%	3.1%	4.7%
Cash	1.4%	3.6%	2.4%

Source: Morningstar Direct, 9/30/2024. Total returns in USD. Three- and five-year periods are annualized returns. Cash represented by the Bloomberg US Treasury Bellwethers 3-Month index. U.S. investment-grade bonds represented by the Bloomberg US Aggregate Bond Index. U.S. high-yield bonds represented by the Bloomberg US HY 2% Issuer Cap Index. International bonds represented by the Bloomberg Global Aggregate Ex USD Hedged Index. Emerging-market debt represented by the Bloomberg Emerging Market USD Aggregate Index. U.S. large-cap stocks represented by the S&P 500 Index. Developed international large-cap stocks represented by the MSCI EAFE Index. U.S. mid-cap stocks represented by the Russell Mid-cap Index. U.S. small-cap stocks represented by the Russell 2000 Index. International small- and mid-cap stocks represented by the MSCI EAFE SMID Index. Emerging-market equity represented by the MSCI EM Index. Equity sectors of the S&P 500 Index. An index is unmanaged and is not available for direct investment. Performance does not include payment of any expenses, fees or sales charges, which would lower the performance results. The value of investments fluctuates, and investors can lose some or all of their principal. Past performance does not guarantee future results.

U.S. equity sector performance			
Total returns	Q3	3-year	5-year
Information technology	1.6%	19.6%	27.0%
Financials	10.7%	8.0%	12.4%
Consumer staples	9.0%	9.7%	10.1%
Consumer discretionary	7.8%	4.3%	12.3%
Communication services	1.7%	6.3%	14.7%
Health care	6.1%	7.9%	13.6%
Industrials	11.5%	12.6%	13.8%
Materials	9.7%	8.5%	13.2%
Real estate	17.2%	3.2%	6.2%
Utilities	19.4%	11.3%	8.0%
Energy	-2.3%	23.5%	13.7%

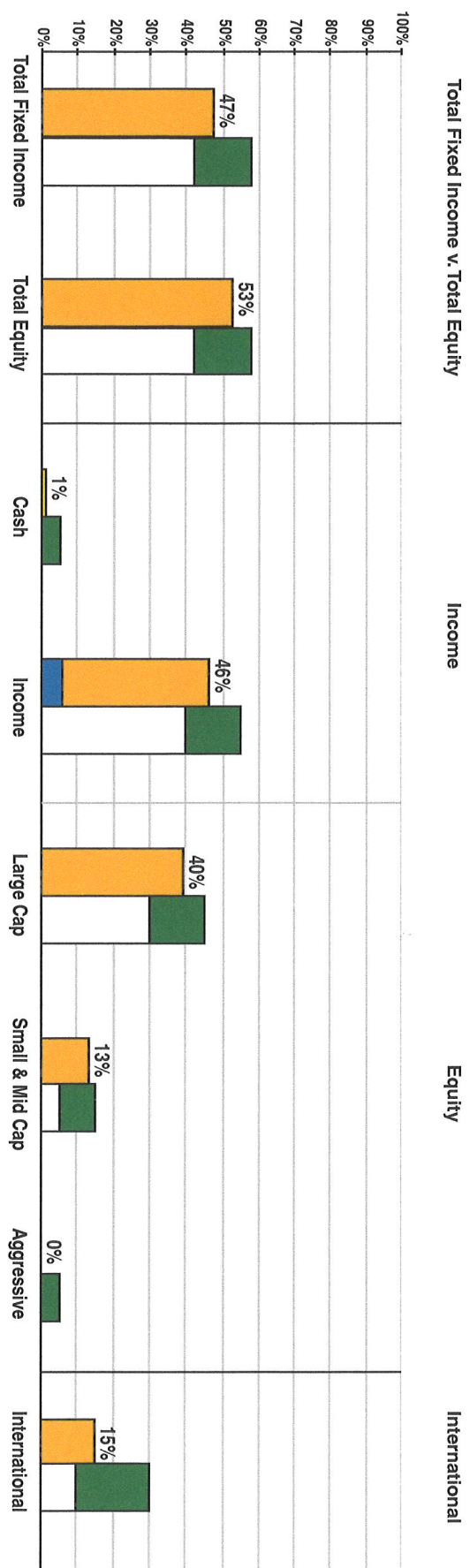
Diversification by Investment Category

Portfolio Objective: Balanced Growth & Income

Michael A Schultdt
Financial Advisor

Prepared for: WILEY SCHOLARSHIP FUND – COMBINED ACCTS
Saving for SCHOLARSHIPS

October 26, 2024



Investment Category	Value	Actual	Suggested Range	Recommended Target
Fixed Income				
Cash	\$11,413	0.95%	0-5%	Middle
Income	\$554,908	46.20%	40-55%	Low
Total Fixed Income	\$566,321	47.15%	42-58%	Low
Equity				
Large Cap	\$475,535	39.59%	30-45%	Middle
Small & Mid Cap	\$159,190	13.25%	5-15%	High
Aggressive	\$0	0.00%	0-5%	Middle
Total Equity	\$634,725	52.85%	42-58%	High
Portfolio Total	\$1,201,046			
International	\$179,903	14.98%	10-30%	Middle
Aggressive Income (included in Income)	\$71,961	5.99%	0-15%	Middle

The Suggested Range reflects the Edward Jones Investment Policy Committee's recommended weightings for each investment category based on your Portfolio Objective. To take advantage of timely market opportunities and risks, we also recommend specific Targets within those Suggested Ranges.

Performance Summary

Portfolio Objective: Balanced Growth & Income

Michael A Schuidt

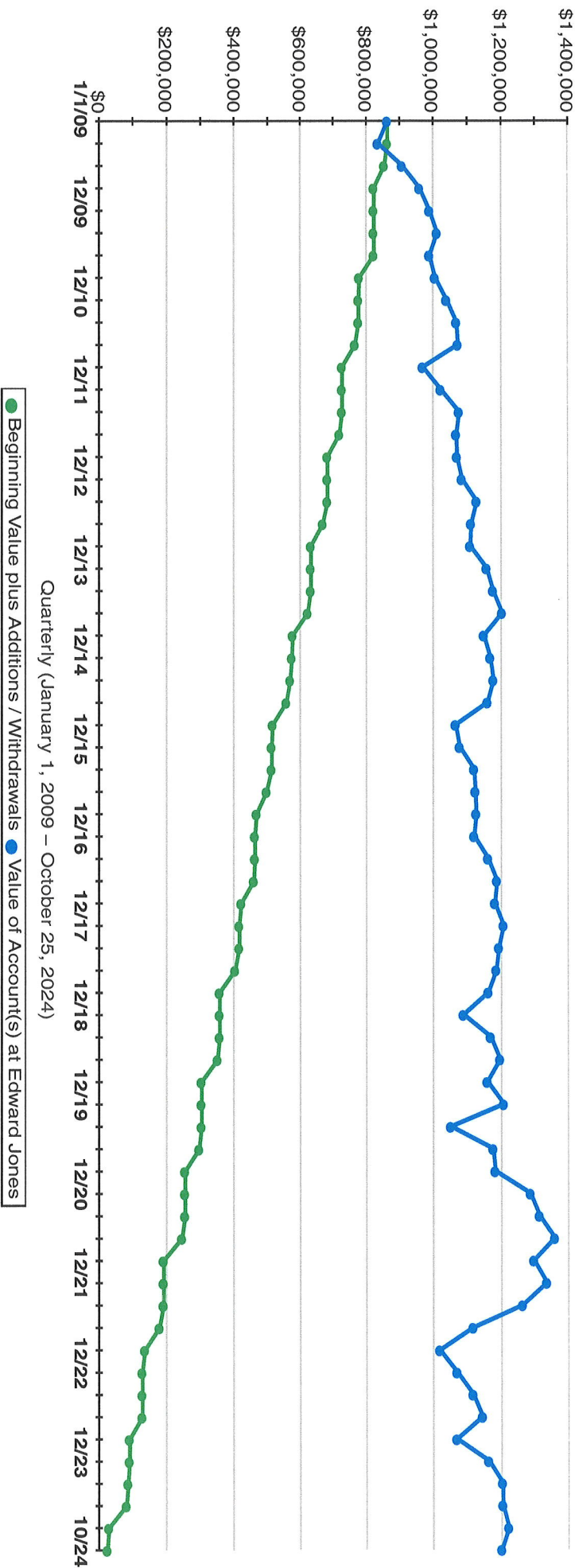
Prepared for: WILEY SCHOLARSHIP FUND - COMBINED ACCTS

October 26, 2024

Financial Advisor

Saving for SCHOLARSHIPS

This summary details the value of your account(s) at Edward Jones. It excludes information about assets held by a vendor outside of Edward Jones.



Value of Account(s) at Edward Jones	2021	2022	2023	2024	Since 01-Jan-2009
Beginning Value	\$1,286,910.79	\$1,335,333.57	\$1,070,466.76	\$1,163,242.84	\$864,350.66
Amount Added / Withdrawn	(\$63,000.00)	(\$62,400.00)	(\$37,800.00)	(\$66,064.79)	(\$838,845.72)
Return in \$	\$111,422.78	(\$202,466.81)	\$130,576.08	\$103,867.90	\$1,175,541.02
Ending Value	\$1,335,333.57	\$1,070,466.76	\$1,163,242.84	\$1,201,045.95	\$1,201,045.95
Your Personal Rate of Return as of Oct 25, 2024	8.86%	-15.48%	12.38%	9.11%	Annualized Return 7.50%

Please refer to "Putting Your Performance into Perspective" for Important Information.



Do Not Use For Account Transactions
PO BOX 3009
MONROE, WI 53566-8309

PLATTSMOUTH COMMUNITY SCHOOL
1912 OLD HIGHWAY 34
PLATTSMOUTH NE 68048-5676

October 31, 2024, monthly transaction statement
View your statements online at vanguard.com.

Vanguard Personal Investor

877-662-7447

**We've recently made changes to our statements.
You may notice that some information previously
included no longer appears on your statement.
For the most up-to-date information and status
of your account, visit Vanguard.com or download
our mobile app.**

Assets listed in this statement are held by Vanguard Brokerage Services® (VBS), a division of Vanguard Marketing Corporation (VMC), member FINRA and SIPC. Summary data are provided solely as a service and are for informational purposes only.

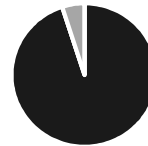
Statement overview

\$1,233,576.59

Total value of all accounts as of October 31, 2024

Accounts	Value on 09/30/2024	Value on 10/31/2024
Plattsmouth Community School		
Organization brokerage account	\$1,210,299.84	\$1,233,576.59

Asset mix



	Value on 10/31/2024
95.6% Stocks	\$1,179,209.23
0.0% Fixed Income	0.00
4.4% Short-term reserves	54,367.36
0.0% Other	0.00
	\$1,233,576.59

Your percentages are based on your holdings as of the prior month-end. Recalculated values are included. See Disclosures for more information.

Organization brokerage account—XXXX6980
 Plattsmouth Community School

Vanguard Personal Investor
 877-662-7447

Account overview

\$1,233,576.59

Total account value as of October 31, 2024

Year-to-date income

Taxable income	\$28,138.61
Nontaxable income	0.00
Total	\$28,138.61

Balances and holdings for Vanguard Brokerage Account—XXXX6980

Your securities are held in your cash account, unless otherwise noted. This section only shows securities that were held in the account at the end of the time period indicated.

Sweep program

Name	Quantity	Price on 10/31/2024	Balance on 09/30/2024	Balance on 10/31/2024
VANGUARD FEDERAL MONEY MARKET FUND 7-day SEC Yield: 4.76%	54,367.3600	\$1.00	\$54,147.13	\$54,367.36
Total Sweep Balance			\$54,147.13	\$54,367.36

ETFs

Symbol	Name	Quantity	Price on 10/31/2024	Balance on 09/30/2024	Balance on 10/31/2024
AMPL	ALPS ALERIAN MLP ETF NEW	3,624.7324	\$46.5000	\$170,833.63	\$168,550.05

Organization brokerage account—XXXX6980
 Plattsmouth Community School

Vanguard Personal Investor
 877-662-7447

Balances and holdings for Vanguard Brokerage Account—XXXX6980 continued

ETFs continued

Symbol	Name	Quantity	Price on 10/31/2024	Balance on 09/30/2024	Balance on 10/31/2024
SDY	SPDR SERIES TRUST S&P DIVIDEND ETF	867.0020	138.1800	123,148.96	119,802.33
				\$293,982.59	\$288,352.38

Stocks

Symbol	Name	Quantity	Price on 10/31/2024	Balance on 09/30/2024	Balance on 10/31/2024
ASML	ASML HOLDING NV NY REGISTRY SHS NEW 2012	205.5840	\$672.5500	\$171,302.86	\$138,265.51
BX	BLACKSTONE INC	4,195.2610	167.7500	642,420.31	703,755.03
RHP	RYMAN HOSPITALITY PPTYS INC	456.2010	107.0500	48,446.95	48,836.31
				\$862,170.12	\$890,856.85

Account activity for Vanguard Brokerage Account—XXXX6980

This section shows transactions that have settled by October 31, 2024.

Income summary

	Dividends	Interest	Tax-exempt interest	Short-term capital gains	Long-term capital gains	Other income
October	\$717.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Year-to-date	28,138.61	0.00	0.00	0.00	0.00	0.00

Organization brokerage account—XXXX6980
 Plattsmouth Community School

Vanguard Personal Investor
 877-662-7447

Account activity for Vanguard Brokerage Account – XXXX6980 continued

Completed transactions

Settlement date	Trade date	Symbol	Name	Transaction type	Account type	Quantity	Price	Commissions & fees	Amount
10/15	10/15	RHP	RYMAN HOSPITALITY PPTYS INC	Dividend	-	-	-	-	\$496.94
10/15	10/15	RHP	RYMAN HOSPITALITY PPTYS INC	Reinvestment	Cash	4.4390	\$111.9540	-	-496.94
10/31	10/31	-	VANGUARD FEDERAL MONEY MARKET FUND	Dividend	-	-	-	-	220.23
10/31	10/31	-	VANGUARD FEDERAL MONEY MARKET FUND	Reinvestment	-	-	-	-	-220.23

If you had an adjustment to a dividend or interest payment from a previous month, the monthly amount shown under the Income Summary section of your brokerage statement may be overstated.

Disclosures

For our brokerage clients

Your brokerage cash and/or securities are held in custody by Vanguard Brokerage Services, a division of Vanguard Marketing Corporation, member FINRA and SIPC. Vanguard funds not held through your Vanguard Brokerage Services (VBS) account are held by The Vanguard Group, Inc., and are not protected by SIPC.

I. General information and key terms

Advice. Vanguard Brokerage Services provides point-in-time recommendations for certain brokerage products, accounts and services, and relating to account transfers and rollovers. However, unless Vanguard Brokerage Services affirmatively states that it is making a recommendation, it is not providing a recommendation. Vanguard Brokerage Services doesn't provide tax or legal advisory services and no one associated with Vanguard Brokerage Services is authorized to render such advice.

Direct Participation Program (DPP) and Real Estate Investment Trust (REIT). DPP and REIT securities are generally illiquid. The value of the security will be different than its purchase price. Any estimated value on your statement may not be realized when you seek to liquidate the security.

Financial statement. A Vanguard Brokerage financial statement is available for your inspection at any time upon request to Vanguard Brokerage Services.

Free credit balance. Any free credit balance carried for your account represents funds payable on demand, which, although properly accounted for on Vanguard Brokerage's books of record, aren't segregated and may be used in the conduct of its business to the extent permitted by law. Your settlement fund may be liquidated upon your request and the proceeds remitted to you.

Dividend reinvestment. When reinvesting dividends of eligible stocks, ETFs, and closed-end funds, Vanguard Brokerage Services combines cash distributions from the accounts of all clients who have requested reinvestment in the same security, and then uses that combined total to purchase additional shares of the security in the open market. The new shares are divided proportionately among the clients' accounts, in whole and fractional shares rounded to three decimal places. If the total purchase can't be completed in one trade, clients will receive shares purchased at the weighted average price paid by Vanguard Brokerage Services. Participants in our free dividend reinvestment program should refer to the "Completed transactions" area of the "Account activity for Vanguard Brokerage Account" section of their Vanguard statements for details of transaction history and dates.

For dividend reinvestment of mutual funds held in your brokerage account, the instructions are provided to the fund and the "settlement date" and "trade date" on your statement will generally represent the day the transaction is entered in your account record. Call Vanguard Brokerage Services with any questions.

Reporting brokerage account discrepancies. Promptly report in writing any inaccuracies or discrepancies in your Vanguard Brokerage account (including unauthorized trading) to Vanguard Brokerage Services. Any oral communication must be confirmed in writing to further protect your rights, including your rights under the Securities Investor Protection Act.

Margin accounts. If you maintain a margin account, this is a combined statement of your general account and a special memorandum account maintained for you under Regulation T issued by the Board of Governors of the Federal Reserve System. The permanent record of the separate account as required by Regulation T is available for your inspection upon request to Vanguard Brokerage Services. All securities must be held in your margin account. Note that purchases of open-end mutual funds and Vanguard ETFs® will settle in your cash account and after 30 days be moved into your margin account.

Money market fund transactions. Vanguard Brokerage Services may elect to send a monthly statement, in lieu of an immediate confirmation, for transactions executed pursuant to a periodic plan or an investment company plan, or executed in shares of any open-end registered money market mutual fund.

Orphaned fractional share transactions. Vanguard Brokerage Services may elect to send a monthly statement, in lieu of an immediate confirmation, for transactions executed to liquidate orphaned fractional share positions. Orphaned fractional share positions are fractional share positions held without a corresponding whole share position. Liquidations of these positions are executed by Vanguard Brokerage Services on a principal basis at the previous day's closing price, and the proceeds are credited to your account. No transaction fee is charged.

Open orders. A good-till-canceled (GTC) order will remain in effect for 60 calendar days after the business day on which the order was placed. If the 60th day falls during a weekend or on a holiday, the order will be canceled on the next business day before the markets open. GTC orders are automatically entered on a "do not reduce" (DNR) basis. The limit price won't be adjusted when a stock goes "ex-dividend." Orders for securities undergoing corporate actions such as, but not limited to, stock splits, stock dividends, special cash dividends, and spin-offs may be canceled before the market opening on the ex-dividend date of the corporate action. You must maintain records of all open orders. Be sure to review your open GTC orders periodically.

Option accounts. Information regarding commissions and charges related to the execution of an options transaction is provided in the transaction confirmation sent to you at the time of the transaction. These are also available upon request. You should advise us promptly of any changes in your investment objectives or financial situation.

Tax information. After year-end, Vanguard Brokerage Services is required to provide tax information to the IRS and other governmental authorities. At that time, you'll receive necessary information on the annual tax information statement; use that statement to prepare your tax filings. Note that certain types of assets typically need corrected tax forms.

Trade execution. Vanguard Brokerage Services may have acted as principal, agent, or both in the placement of trades for your account. Details are provided upon request to Vanguard Brokerage Services.

Average pricing. If average price transaction is indicated on this statement, details regarding the actual execution prices are available upon request to Vanguard Brokerage Services.

When issued. A short form of "when, as, and if issued." The term indicates a conditional transaction in a security authorized for issuance but not as yet actually issued. All "when issued" transactions are on an "if" basis, to be settled if and when the actual security is issued.

II. Portfolio holdings

The net market value of the securities in your account, including short positions, is reflected in this statement on a trade-date basis at the close of the statement period. The market prices have been obtained from quotation services that we believe to be reliable; however, we can't guarantee their accuracy. Securities for which a price isn't available are marked "—" and are omitted from the total. Prices listed reflect quotations on the statement date. Current prices are listed to help you track your account and aren't suitable for tax purposes. Account balances provided on the statement are displayed in short-form using only two decimal places.

Please logon to your account at Vanguard.com to review your account balances. Accrued interest represents interest earned but not yet received. Fund data on vanguard.com is generally updated mid-month. Depending on when you log on, there may be a difference between the asset mix shown on your statement and the data shown online. There also may be a difference between your fund's actual asset allocation and its target allocation. For more information about your fund's target allocation, go to vanguard.com.

Estimated values on statements. Vanguard Brokerage Services relies on external vendors to provide estimated, periodic valuation and market-price information for securities listed in your account statement. From time to time, this information isn't available or isn't received in time for posting to your account statement. In this case, the valuation or market price on your statement is marked "-" and the security hasn't been valued for purposes of calculating account totals. For owners of auction-rate securities: If an estimated valuation is provided on your account statement for auction-rate securities, please note that due to market illiquidity, you may not be able to sell the security at or near the estimated valuation listed on your account statement.

Asset mix for some funds recalculated by Vanguard. If the "Asset mix" section of your "Statement overview" page has a footnote that reads "Recalculated values are included," the asset allocation breakdown of particular funds within your portfolio among stocks, bonds, and short-term reserves has been calculated using long positions, margin credit or debit balances; short positions have been excluded. Certain funds employ trading strategies, such as risk hedging, short selling, and use of leverage and derivatives, that could result in significant short positions that can't be displayed using a standard asset allocation pie chart. Exclusion of these short positions may have a significant impact on the "Asset mix" pie chart. For more information about the strategies or holdings of a particular fund, see the fund's prospectus.

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<u>Vendor Name</u>		<u>Vendor Description</u>	<u>Amount</u>	
<u>Checking</u>	3			
Checking	3	Fund: 05 ACTIVITY FUND		
NEBRASKA WRESTLING CAMPS, INC.		ENTRY FEES	495.00	
			Fund Total:	495.00
			Checking Account Total:	495.00

<u>Vendor Name</u>		<u>Vendor Description</u>	<u>Amount</u>	
<u>Checking</u>	1			
Checking	1	Fund: 01 GENERAL		
FIRST NATIONAL BANK OF OMAHA		EXPENSES	283.47	
US BANK NATIONAL ASSOCIATION		CREDIT CARD	4,252.66	
				Fund Total: 4,536.13
<u>Checking</u>	1	Fund: 06 CAFETERIA		
US BANK NATIONAL ASSOCIATION		CREDIT CARD	2,167.69	
				Fund Total: 2,167.69
				Checking Account Total: 6,703.82
<u>Checking</u>	3			
Checking	3	Fund: 05 ACTIVITY FUND		
US BANK NATIONAL ASSOCIATION		CREDIT CARD	7,857.14	
				Fund Total: 7,857.14
				Checking Account Total: 7,857.14

<u>Vendor Name</u>		<u>Vendor Description</u>	<u>Amount</u>
Checking	1		
Checking	1	Fund: 01 GENERAL	
3 ARE ONE, INC		ADVERTIZING	361.33
A A CAFETERIA		MEALS/SNACKS	210.00
ADKINS, MEREDITH		SLP CONTRACTOR	9,215.00
AGRIVISION GROUP LLC		SERVICE/SUPPLIES	6,509.15
ALL COVERED		SERVICES	3,519.54
AMAZON CAPITAL SERVICES INC		SUPPLIES	7,665.22
BELLEVUE BERRY FARM		ADMISSION	384.00
BLACKWELL, KATHRYN		MILEAGE REIMBURSEMENT	1,125.60
BLOOM TO GROW THERAPY SERVICES, LLC		CONTRACTED SERVICES	12,109.50
BOMGAARS		SUPPLIES	816.19
BOO, INC		SERVICE/SUPPLIES	4,500.00
BORN TO RUN LLC		SERVICE	5,866.00
CANON FINANCIAL SERVICES, INC		COPIER LEASES	7,369.93
CAPITAL BUSINESS SYSTEMS INC		COPIER SUPPLIES/SERVICE	4,584.41
CASS COUNTY CLERK		REFUND	1,105.08
CDW GOVERNMENT INC		SUPPLIES	2,550.00
CHILDPLUS SOFTWARE		CHILD PLUS SUPPORT	6,955.00
CITY OF PLATTSMOUTH		WATER & SEWER	3,807.86
COMPANION CORPORATION		SUPPLIES	2,739.00
COUNCIL BLUFFS WINNELSON		SUPPLIES	799.45
CRICK, MANDI		REIMBURSEMENT	300.00
CRICK, RYAN		MUSIC ACCOMPANIST SERVICES	280.00
DICK BLICK		SUPPLIES	148.75
DIGGINS, JUSTIN		MILEAGE REIMBURSEMENT	806.68
DUECHTING, CYNTHIA		LEP SERVICES	3,900.80
EDU HEALTHCARE, LLC		NURSE	3,038.75
EDUCATIONAL SERVICE UNIT #3		SERVICE	86,562.94

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
FASTENAL COMPANY	SUPPLIES	5,658.88
FIBER PLATFORM LLC	EDUC VIDEO BUNDLE	2,092.36
FIREGUARD INC	SUPPLIES/SERVICE	2,372.00
FOLLETT CONTENT SOLUTIONS LLC	SUPPLIES	1,163.30
FRANKEL, LLC	AUDIT SERVICES	29,366.76
GODFATHERS PIZZA	PIZZA	184.00
GONZALES, VICTORIA	MILEAGE REIMBURSEMENT/BROOKE VALLEY	619.08
GOODWILL INDUSTRIES INC	WORK EXPERIENCE TUITION	4,000.00
GREGG YOUNG CHEVROLET OF PLATTSMOUTH LLC	SUPPLIES/SERVICE	84.99
HEARTLAND FAMILY SERVICE	TUITION	9,032.98
HENRY-HOBSCHEIDT MOTORS, INC	SALES/SERVICE	1,513.44
HILLER ELECTRIC COMPANY	SERVICE	2,939.09
HOME DEPOT U.S.A. D/B/A HOME DEPOT PRO	SUPPLIES	122.06
HOUSE ENTERPRISES, INC, DBA DAYBREAK		4,343.37
HY-VEE STORES	FUEL/SUPPLIES	35.89
INDUSTRIAL ARTS SUPPLY CO	SUPPLIES	400.00
IOWA STRENGTH COACHES ASSOCIATION, INCORPORATED	ACTIVITY VENDOR	100.00
J.W. PEPPER & SON INC	SUPPLIES	466.48
JOHNSON HARDWARE CO	SUPPLIES	1,391.34
JUST FOR KIDS THERAPY INC	SERVICES	21,923.75
LAFIESTA	MEALS	300.00
LANGFELDT OVERHEAD DOOR INC	SERVICE	620.00
LIFEARTS INTEGRATED HEALTH CENTER PC	DOT PHYSICALS	90.00
MATHESON TRI-GAS INC	SUPPLIES	137.83
MENARDS BELLEVUE	SUPPLIES	366.63
MIDWEST PRODUCTS II LLC	SUPPLIES	960.00
MOSS, DONNA	SPEECH LANGUAGE SERVICES	13,721.40
NAT'L HEAD START ASSOCIATION	DUES	639.00

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
NATIONAL CAREER ACADEMY COALITION INC	SERVICE/SUPPLIES	2,792.00
NCECBVI	VISION SERVICES	5,500.00
NCS PEARSON INCORPORATED	SUPPLIES	262.50
NEBR ASSOC OF SCHOOL BOARDS	INSERVICE/FEES	1,581.00
NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS	REGISTRATIONS/DUES	1,835.00
NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	24,348.26
NEBRASKA SAFETY CENTER	BUS TRAINING	395.00
NIMCO	SUPPLIES	340.60
O'REILLY AUTOMOTIVE INC	SUPPLIES	40.78
OMAHA PERFORMING ARTS CENTER	ADMISSION	135.00
OMAHA PUBLIC POWER DISTRICT	UPS/SERVICE	45.80
OMAHA WINLECTRIC CO	SUPPLIES	1,534.63
ONE SOURCE THE BACKGROUND CHECK COMPANY	SERVICE	1,386.60
PERMITE LLC	SERVICE	500.00
PERRY, GUTHERY, HAASE & GESSFORD PC LLO	SERVICES	164.41
PHS DECA	REIMBURSEMENT	405.50
PRESENCELEARNING, INC	SPED CONTRACT	2,130.00
PRIDE HOME SERVICES INC	SERVICE	1,480.00
PRIME HOME DEVELOPMENTAL DISABILITIES SERVICES INC	SERVICES	9,749.34
PROFESSIONAL HEATING AND AIR	SERVICE	23,160.00
PROFESSIONAL LOCK AND SAFE LLC	SERVICES	685.00
QUALITY SIGNS	SIGNS	185.00
REALITY WORKS	REALCARE BABIES	1,980.90
REALLY GREAT READING COMPANY, LLC	SUPPLIES	217.72
RGS REPAIR INC	SERVICES	1,575.00
SAPP BROS INC	SUPPLIES/SERVICE	3,006.49
SCHOLASTIC LIBRARY	SUPPLIES	702.26
SDI INNOVATIONS INC	SUPPLIES	540.49

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>		
SECURLY, INC	SUPPLIER	1,536.90		
SHIFFLER EQUIPMENT SALES INC	SUPPLIES	1,098.71		
SHRED IT US JV LLC	SHREDDING	172.31		
STA ROMANA, AMYRALENE	MILEAGE TO PARENTS	93.80		
STAUB - MULLER, LACEY	MILEAGE REIMBURSEMENT	2,040.28		
TIME MANAGEMENT SYSTEMS	TIMEKEEPING SYSTEM SERVICE	331.00		
US BANK NA	FUEL PURCHASES	2,067.14		
VERIZON WIRELESS	CELL SERVICE	528.75		
VISION SERVICE PLAN INSURANCE COMPANY	EMPLOYEE BENEFIT	9.22		
VOICE & DATA SYSTEMS INC	SERVICE	768.00		
WASTE MANAGEMENT OF NEBRASKA INC	TRASH SERVICE	4,223.13		
WILBUR-ELLIS HOLDINGS II INC	SUPPLIES	1,237.90		
WINDSTREAM	TELEPHONE SERVICE	1,415.71		
WITTE PHYSICAL THERAPY	SERVICES/SUPPLIES	2,458.33		
			Fund Total:	386,535.27
Checking	1	Fund: 06	CAFETERIA	
AMAZON CAPITAL SERVICES INC	SUPPLIES	31.98		
BRENNAR COMPANY, THE	SUPPLIES	2,950.00		
CHURCHICH RESTAURANT EQUIPMENT	KITCHEN EQUIPMENT	2,741.44		
CONESTOGA SCHOOLS	LUNCHES	1,715.81		
HAINES CLIMATE CONTROLL LLC	SERVICE/SUPPLIES	321.00		
HILAND DAIRY FOODS COMPANY LLC	DAIRY PRODUCTS	6,506.23		
IMPACT MANUFACTURING	SUPPLIES	190.35		
PLATTSMOUTH HEADSTART		24,970.67		
ROTELLA'S ITALIAN BAKERY INC	BREAD	1,269.78		
SYSCO LINCOLN	SUPPLIES	46,262.29		
			Fund Total:	86,959.55
Checking	1	Fund: 12	STUDENT FEES	
MUSICIAN GEAR GARAGE LLC	SERVICE	383.00		
			Fund Total:	383.00
			Checking Account Total:	473,877.82

<u>Vendor Name</u>		<u>Vendor Description</u>	<u>Amount</u>
Checking	3		
Checking	3	Fund: 05 ACTIVITY FUND	
ABDOUCH, MIKE		OFFICIAL	120.00
ACCELERATED GRAPHX LLC		SUPPLIES	1,372.00
AMAZON CAPITAL SERVICES INC		SUPPLIES	397.96
BEATRICE PUBLIC SCHOOLS		ENTRY FEES	195.00
BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA		CAMPUS MEAL	345.00
BOCK, BRIAN		OFFICIAL	140.00
BORN TO RUN LLC		SERVICE	80.00
BRAVO, RICHARD		OFFICIAL	120.00
BROWN FLORAL & CREATIONS		FLOWERS	284.95
BUBBA STUBBS FROYO LLC		SUPPLIES	320.00
CASS COUNTY EMERGENCY MANAGEMENT AGENCY		CPR CARDS	50.00
CITY OF PLATTSMOUTH		SUPPLIES/SERVICES	120.00
COCA COLA OF OMAHA		BEVERAGES	90.18
CRICK, MANDI		REIMBURSEMENT	105.00
EGGERT, JILLIAN		REFUND	300.00
FINCHAM, BRIAN		OFFICIAL	70.00
FRTZLER, NATHAN		OFFICIAL	140.00
FRUITFUL DESIGN & STRATEGY		SERVICES	351.81
GLENWOOD COMMUNITY SCHOOLS		REGISTRATION/FEES	275.00
GODFATHERS PIZZA		PIZZA	360.00
GONE LOGO		T SHIRTS	1,878.00
HAMMOND, NEIL		OFFICIAL	53.00
HAUFF MID-AMERICA SPORTS INC		SUPPLIES	2,830.10
HOLIDAY INN EXPRESS		RESERVATIONS	440.00
HY-VEE STORES		FUEL/SUPPLIES	1,420.96
JANIS, LARRY		OFFICIAL	120.00
JOEKEL, STEVEN		OFFICIAL	150.00

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
JOHNSON, LANE	OFFICIAL	140.00
JONES T-SHIRTS, INC.	SUPPLIES	1,799.54
KREUL, GILBERT	OFFICIAL	85.00
LAFIESTA	MEALS	200.00
LINCOLN HIGH MUSIC		250.00
LUTZ, ZACHARY	OFFICIAL	140.00
MENARDS BELLEVUE	SUPPLIES	168.15
NATIONAL CAREER ACADEMY COALITION INC	SERVICE/SUPPLIES	658.00
NEBRASKA CHORAL DIRECTORS' ASSOC	REGISTRATION	195.00
NEBRASKA COACHES ASSOCIATION	REGISTRATION	930.00
NEBRASKA FCCLA	REGISTRATIONS	175.00
NEBRASKA STATE BANDMASTERS ASS	REGISTRATION	30.00
NIELSEN, DEENY	OFFICIAL	75.00
NORRIS HIGH SCHOOL	ENTRY FEE	250.00
OATMAN, DAN	REIMBURSEMENT	390.07
ONEAL, BRIAN	OFFICIAL	140.00
PAPILLION LAVISTA SOUTH	REGISTRATIONS/REIMBURSEMENT	150.00
PEDROZA, ZACHARY	OFFICIAL	140.00
PEPSI COLA BOTTLING GROUP	POP	187.44
RADDATZ, DAVID	OFFICIAL	160.00
RALSTON PUBLIC SCHOOLS	HEARING IMPAIRED SERVICES	125.00
SCOW, MADISON	REIMBURSEMENT	280.00
SHANK, CHRISTINE	OFFICIAL	85.00
STANDING BEAR PERFORMING ARTS BOOSTERS	CHOIR EVENT	300.00
STEELE, KELLEY	OFFICIAL	120.00
STUDENT SUPPLY	SUPPLIES	521.69
TRAILBLAZER CONFERENCE	DUES	243.00
TRANSFER EXPRESS INC	SUPPLIES	1,015.60

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
UNIVERSITY OF NE-OMAHA	SCHOLARSHIPS	250.00
VARSIITY SPIRIT FASHIONS	SUPPLIES	1,935.14
VILLALOBOS, JASON	OFFICIAL	140.00
WRESTLING MART.COM	VENDOR	776.44

Fund Total:	24,184.03
Checking Account Total:	24,184.03

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01	GENERAL								
01 1100	REGULAR INSTRUCTIONAL PROGRAMS								
01 1100 111 001	REGULAR SALARIES/TEACHERS	2,202,000.00	160,094.92	160,094.92	14.54	1,881,810.16	0.00	0.00	0.00
	1,881,810.16								
01 1100 111 003	REGULAR SALARIES/TEACHERS	1,451,735.00	100,012.00	100,012.00	13.97	1,248,956.62	0.00	0.00	0.00
	1,248,956.62								
01 1100 111 009	REGULAR SALARIES/TEACHERS	1,198,300.00	84,243.57	84,243.57	14.16	1,028,608.91	0.00	0.00	0.00
	1,028,608.91								
01 1100 112 001	REG SALARIES/INSTRUCTIONAL AIDES	25,000.00	2,463.30	2,463.30	19.71	20,073.40	0.00	0.00	0.00
	20,073.40								
01 1100 112 003	REG SALARIES/INSTRUCTIONAL AIDES	18,000.00	150.00	150.00	0.83	17,850.00	0.00	0.00	0.00
	17,850.00								
01 1100 123 001	SUBSTITUTE TEACHER SALARIES	86,000.00	20,282.50	20,282.50	42.69	49,287.30	0.00	0.00	0.00
	49,287.30								
01 1100 123 003	SUBSTITUTE TEACHER SALARIES	45,000.00	14,041.20	14,041.20	40.05	26,976.70	0.00	0.00	0.00
	26,976.70								
01 1100 123 009	SUBSTITUTE TEACHER SALARIES	61,000.00	7,832.50	7,832.50	21.07	48,148.75	0.00	0.00	0.00
	48,148.75								
01 1100 150 001	EXTRA STIPENDS/NON INSTRUCTIONAL	40,000.00	4,143.33	4,143.33	30.46	27,817.34	0.00	0.00	0.00
	27,817.34								
01 1100 150 003	EXTRA STIPENDS/NON INSTRUCTIONAL	15,500.00	3,277.67	3,277.67	42.29	8,944.66	0.00	0.00	0.00
	8,944.66								
01 1100 151 000	ATTENDANCE/LONGEVITY INCENTIVE	60,000.00	0.00	0.00	0.00	60,000.00	0.00	0.00	0.00
	60,000.00								
01 1100 151 001	ADD'L COMP TO TEACHERS/PROF STAFF	208,000.00	12,621.50	12,621.50	11.98	183,085.18	0.00	0.00	0.00
	183,085.18								
01 1100 151 003	ADD'L COMP TO TEACHERS/PROF STAFF	74,000.00	4,918.55	4,918.55	13.00	64,382.17	0.00	0.00	0.00
	64,382.17								
01 1100 151 009	ADD'L COMP TO TEACHERS/PROF STAFF	13,400.00	741.90	741.90	11.07	11,916.20	0.00	0.00	0.00
	11,916.20								
01 1100 211 001	GROUP INS FOR TEACHERS/PROF STAFF	20,000.00	1,464.54	1,464.54	14.65	17,070.92	0.00	0.00	0.00
	17,070.92								
01 1100 211 003	GROUP INS FOR TEACHERS/PROF STAFF	14,000.00	960.78	960.78	13.91	12,053.12	0.00	0.00	0.00
	12,053.12								
01 1100 211 009	GROUP INS FOR TEACHERS/PROF STAFF	12,000.00	820.67	820.67	13.75	10,349.70	0.00	0.00	0.00
	10,349.70								
01 1100 212 001	GROUP INSURANCE/INSTRUC AIDES	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
	100.00								
01 1100 220 001	SOCIAL SECURITY/NON INSTRUCTIONAL	3,000.00	316.97	316.97	31.07	2,068.02	0.00	0.00	0.00
	2,068.02								
01 1100 220 003	SOCIAL SECURITY/NON INSTRUCTIONAL	1,000.00	250.75	250.75	50.15	498.50	0.00	0.00	0.00
	498.50								
01 1100 221 000	SOCIAL SECURITY/TEACHERS	4,500.00	0.00	0.00	0.00	4,500.00	0.00	0.00	0.00
	4,500.00								
01 1100 221 001	SOCIAL SECURITY/TEACHERS	185,000.00	13,370.10	13,370.10	14.46	158,257.92	0.00	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		158,257.92							
01 1100 221 003	SOCIAL SECURITY/TEACHERS		113,000.00	8,153.02	8,153.02	14.60	96,499.82	0.00	0.00
		96,499.82							
01 1100 221 009	SOCIAL SECURITY/TEACHERS		69,000.00	6,536.47	6,536.47	19.15	55,783.53	0.00	0.00
		55,783.53							
01 1100 222 001	SS/MEDICARE TO INSTRUCTIONAL AIDES		2,000.00	188.44	188.44	18.84	1,623.12	0.00	0.00
		1,623.12							
01 1100 222 003	SS/MEDICARE TO INSTRUCTIONAL AIDES		1,200.00	11.47	11.47	0.96	1,188.53	0.00	0.00
		1,188.53							
01 1100 223 001	SS/MEDICARE FOR SUBSTITUTE TEACHERS		6,500.00	1,551.53	1,551.53	43.21	3,691.53	0.00	0.00
		3,691.53							
01 1100 223 003	SS/MEDICARE FOR SUBSTITUTE TEACHERS		3,500.00	1,074.01	1,074.01	39.39	2,121.35	0.00	0.00
		2,121.35							
01 1100 223 009	SS/MEDICARE FOR SUBSTITUTE TEACHERS		4,500.00	599.27	599.27	21.85	3,516.76	0.00	0.00
		3,516.76							
01 1100 230 001	RETIREMENT/NON INSTRUCTIONAL		0.00	104.59	104.59	0.00	(209.18)	0.00	0.00
		(209.18)							
01 1100 230 003	RETIREMENT/NON INSTRUCTIONAL		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1100 231 000	RETIREMENT/TEACHERS PROF STAFF		250.00	0.00	0.00	0.00	250.00	0.00	0.00
		250.00							
01 1100 231 001	RETIREMENT/TEACHERS PROF STAFF		173,000.00	12,604.96	12,604.96	14.57	147,793.18	0.00	0.00
		147,793.18							
01 1100 231 003	RETIREMENT/TEACHERS PROF STAFF		103,000.00	7,715.38	7,715.38	15.15	87,398.81	0.00	0.00
		87,398.81							
01 1100 231 009	RETIREMENT/TEACHERS PROF STAFF		87,000.00	6,248.84	6,248.84	14.47	74,413.84	0.00	0.00
		74,413.84							
01 1100 232 001	RETIREMENT/INSTRUCTIONAL AIDES		1,700.00	181.12	181.12	21.31	1,337.76	0.00	0.00
		1,337.76							
01 1100 232 003	RETIREMENT/INSTRUCTIONAL AIDES		1,100.00	0.00	0.00	0.00	1,100.00	0.00	0.00
		1,100.00							
01 1100 233 001	RETIREMENT CONTRIB/FAC SUBS		2,100.00	744.48	744.48	66.75	698.17	0.00	0.00
		698.17							
01 1100 233 003	RETIREMENT CONTRIB/FAC SUBS		1,000.00	426.82	426.82	44.08	559.25	0.00	0.00
		559.25							
01 1100 233 009	RETIREMENT CONTRIB/FAC SUBS		500.00	316.91	316.91	112.09	(60.47)	0.00	0.00
		(60.47)							
01 1100 237 000	ADD'L RETIREMENT CONTRIBUTION		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 1100 237 001	ADD'L RETIREMENT CONTRIBUTION		62,000.00	4,682.37	4,682.37	15.05	52,666.17	0.00	0.00
		52,666.17							
01 1100 237 003	ADD'L RETIREMENT CONTRIBUTION		36,000.00	2,796.12	2,796.12	15.30	30,491.07	0.00	0.00
		30,491.07							
01 1100 237 009	ADD'L RETIREMENT CONTRIBUTION		31,000.00	2,254.67	2,254.67	14.56	26,485.44	0.00	0.00

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		26,485.44							
01 1100 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		553,000.00	45,096.96	45,096.96	15.79	465,692.00	0.00	0.00
		465,692.00							
01 1100 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		410,000.00	34,541.44	34,541.44	16.38	342,850.10	0.00	0.00
		342,850.10							
01 1100 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		336,000.00	33,860.64	33,860.64	19.13	271,710.10	0.00	0.00
		271,710.10							
01 1100 320 001	PROFESSIONAL EDUCATIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1100 340 001	CONTRACTED OR SECURED SERVICES		32,000.00	0.00	0.00	15.36	29,541.67	0.00	2,458.33
		27,083.34							
01 1100 340 003	OTHER PROFESSIONAL SERVICES		1,000.00	1,933.00	1,933.00	193.30	(933.00)	0.00	0.00
		(933.00)							
01 1100 409 001	INSTRUCTIONAL PROGRAM		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1100 610 001	GENERAL SUPPLIES		45,000.00	9,758.05	9,758.05	48.13	29,403.10	0.00	6,063.69
		23,339.41							
01 1100 610 003	GENERAL SUPPLIES		22,058.00	4,252.76	4,252.76	35.97	15,548.58	0.00	1,424.49
		14,124.09							
01 1100 610 009	GENERAL SUPPLIES		25,000.00	2,894.17	2,894.17	43.17	16,270.74	0.00	2,064.13
		14,206.61							
01 1100 810 000	DUES AND FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1100 810 001	DUES AND FEES/ENTRY FEES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1100 810 003	DUES AND FEES/ENTRY FEES		4,200.00	0.00	0.00	6.67	4,200.00	0.00	280.00
		3,920.00							
01 1100 810 009	DUES AND FEES/ENTRY FEES		13,000.00	0.00	0.00	15.52	12,600.00	0.00	1,618.00
		10,982.00							
1100 6, REGULAR INSTRUCTIONAL PROGRAMS			7,878,243.00	620,534.24	620,534.24	15.66	6,658,087.54	0.00	13,908.64
1106 SIXTH GRADE									
01 1106 409 003	OLD CODE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
1106 SIXTH GRADE			0.00	0.00	0.00	0.00	0.00	0.00	0.00
1125 SA FLEX FUNDING									
01 1125 111 009	SALARIES OF TEACHERS/PROF STAFF		85,000.00	6,138.51	6,138.51	14.44	72,722.98	0.00	0.00
		72,722.98							
01 1125 112 009	REG SALARIES/INSTRUCTIONAL AIDES		76,000.00	7,217.49	7,217.49	14.69	64,833.93	0.00	0.00
		64,833.93							
01 1125 211 009	GROUP INS FOR TEACHERS/PROF STAFF		1,000.00	56.61	56.61	11.32	886.78	0.00	0.00
		886.78							
01 1125 212 009	GROUP INSURANCE/INSTRUC AIDES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 1125 221 009	SOCIAL SECURITY/TEACHERS		5,200.00	464.27	464.27	17.87	4,270.69	0.00	0.00
		4,270.69							
01 1125 222 009	SS/MEDICARE TO INSTRUCTIONAL AIDES		5,200.00	546.79	546.79	16.27	4,353.81	0.00	0.00
		4,353.81							

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
0.00									
01 1150 231 009	RETIREMENT/TEACHERS PROF STAFF		2,600.00	172.77	172.77	13.29	2,254.46	0.00	0.00
2,254.46									
01 1150 232 001	RETIREMENT/INSTRUCTIONAL AIDES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
500.00									
01 1150 237 001	ADD'L RETIREMENT CONTRIBUTION		100.00	0.00	0.00	0.00	100.00	0.00	0.00
100.00									
01 1150 237 009	ADD'L RETIREMENT CONTRIBUTION		1,000.00	59.33	59.33	11.87	881.34	0.00	0.00
881.34									
01 1150 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 1150 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		10,500.00	196.65	196.65	3.75	10,106.70	0.00	0.00
10,106.70									
01 1150 320 000	PROFESSIONAL EDUCATIONAL SERVICES		31,000.00	3,392.00	3,392.00	21.72	24,266.88	0.00	0.00
24,266.88									
01 1150 333 009	STAFF MILEAGE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 1150 530 000	COMMUNICATIONS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 1150 610 001	GENERAL SUPPLIES		300.00	0.00	0.00	4.98	300.00	0.00	14.95
285.05									
01 1150 610 003	GENERAL SUPPLIES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
100.00									
01 1150 610 009	GENERAL SUPPLIES		500.00	0.00	0.00	15.99	420.05	0.00	0.00
420.05									
01 1150 643 000	WEB BASED SOFTWARE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
1150	LIMITED ENGLISH PROFICIENCY		90,100.00	6,375.38	6,375.38	14.20	77,320.17	0.00	14.95
1160	POVERTY PROGRAMS								
01 1160 110 000	SALARIES OF NON INSTR EMPLOYEES		26,000.00	2,805.28	2,805.28	22.00	20,279.28	0.00	0.00
20,279.28									
01 1160 111 000	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 1160 111 001	SALARIES OF TEACHERS/PROF STAFF		125,000.00	11,012.99	11,012.99	17.89	102,635.49	0.00	0.00
102,635.49									
01 1160 111 003	SALARIES OF TEACHERS/PROF STAFF		150,000.00	13,814.41	13,814.41	17.99	123,008.19	0.00	0.00
123,008.19									
01 1160 111 009	SALARIES OF TEACHERS/PROF STAFF		290,000.00	17,106.22	17,106.22	11.80	255,787.56	0.00	0.00
255,787.56									
01 1160 112 001	REG SALARIES/INSTRUCTIONAL AIDES		10,000.00	0.00	0.00	0.00	10,000.00	0.00	0.00
10,000.00									
01 1160 112 003	REG SALARIES/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 1160 112 009	REG SALARIES/INSTRUCTIONAL AIDES		25,000.00	2,246.64	2,246.64	13.79	21,552.70	0.00	0.00

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		21,552.70							
01 1160 151 001	ADD'L COMP TO TEACHERS/PROF STAFF		2,800.00	0.00	0.00	38.57	1,720.00	0.00	0.00
		1,720.00							
01 1160 151 003	ADD'L COMP TO TEACHERS/PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1160 151 009	ADD'L COMP TO TEACHERS/PROF STAFF		500.00	660.00	660.00	132.00	(160.00)	0.00	0.00
		(160.00)							
01 1160 210 000	GROUP INS/NON INSTRUCTIONAL		150.00	14.78	14.78	9.85	135.22	0.00	0.00
		135.22							
01 1160 211 000	GROUP INS FOR TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1160 211 001	GROUP INS FOR TEACHERS/PROF STAFF		1,500.00	85.80	85.80	11.67	1,324.99	0.00	0.00
		1,324.99							
01 1160 211 003	GROUP INS FOR TEACHERS/PROF STAFF		1,500.00	123.58	123.58	16.25	1,256.25	0.00	0.00
		1,256.25							
01 1160 211 009	GROUP INS FOR TEACHERS/PROF STAFF		2,000.00	170.92	170.92	17.09	1,658.16	0.00	0.00
		1,658.16							
01 1160 220 000	SS/MEDICARE/NON INSTR STAFF		2,100.00	217.64	217.64	21.20	1,654.73	0.00	0.00
		1,654.73							
01 1160 221 000	SS/MEDICARE TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1160 221 001	SOCIAL SECURITY/MED/TEACHERS		10,000.00	836.40	836.40	17.90	8,209.70	0.00	0.00
		8,209.70							
01 1160 221 003	SOCIAL SECURITY/MED/TEACHERS		12,000.00	1,032.34	1,032.34	16.80	9,983.73	0.00	0.00
		9,983.73							
01 1160 221 009	SOCIAL SECURITY/MED/TEACHERS		43,000.00	1,377.63	1,377.63	6.30	40,292.60	0.00	0.00
		40,292.60							
01 1160 222 001	SS/MEDICARE TO INSTRUCTIONAL AIDES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1160 222 009	SS/MEDICARE TO INSTRUCTIONAL AIDES		2,500.00	171.87	171.87	10.55	2,236.28	0.00	0.00
		2,236.28							
01 1160 230 000	RETIREMENT/NON INSTRU STAFF		2,000.00	206.27	206.27	14.31	1,713.74	0.00	0.00
		1,713.74							
01 1160 231 000	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1160 231 001	RETIREMENT/TEACHERS PROF STAFF		11,000.00	809.77	809.77	15.67	9,276.18	0.00	0.00
		9,276.18							
01 1160 231 003	RETIREMENT/TEACHERS PROF STAFF		12,000.00	1,015.73	1,015.73	16.54	10,015.36	0.00	0.00
		10,015.36							
01 1160 231 009	RETIREMENT/TEACHERS PROF STAFF		15,000.00	1,306.32	1,306.32	17.09	12,435.88	0.00	0.00
		12,435.88							
01 1160 232 001	RETIREMENT/INSTRUCTIONAL AIDES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1160 232 009	RETIREMENT/INSTRUCTIONAL AIDES		2,500.00	165.19	165.19	9.91	2,252.31	0.00	0.00

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		2,252.31							
01 1160 237 000	ADD'L RETIREMENT CONTRIBUTION		700.00	70.83	70.83	14.04	601.70	0.00	0.00
		601.70							
01 1160 237 001	ADD'L RETIREMENT CONTRIBUTION		3,500.00	278.08	278.08	16.91	2,908.02	0.00	0.00
		2,908.02							
01 1160 237 003	ADD'L RETIREMENT CONTRIBUTION		4,000.00	348.83	348.83	17.04	3,318.46	0.00	0.00
		3,318.46							
01 1160 237 009	ADD'L RETIREMENT CONTRIBUTION		6,000.00	505.33	505.33	16.09	5,034.41	0.00	0.00
		5,034.41							
01 1160 280 000	HEALTH BENEFITS/NON INSTRUCTIONAL		6,000.00	741.85	741.85	13.36	5,198.15	0.00	0.00
		5,198.15							
01 1160 281 000	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1160 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		30,000.00	2,064.45	2,064.45	13.75	25,874.15	0.00	0.00
		25,874.15							
01 1160 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		45,000.00	4,752.54	4,752.54	20.06	35,975.16	0.00	0.00
		35,975.16							
01 1160 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		100,000.00	7,311.20	7,311.20	14.23	85,773.75	0.00	0.00
		85,773.75							
01 1160 320 000	PROFESSIONAL EDUC SERVICES		0.00	0.00	0.00	0.00	(7,125.00)	0.00	60.00
		(7,185.00)							
01 1160 320 001	PROFESSIONAL EDUCATIONAL SERVICES		6,000.00	0.00	0.00	0.00	6,000.00	0.00	0.00
		6,000.00							
01 1160 320 003	PROFESSIONAL EDUCATIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1160 409 003	FAMILY/CONSUMER SCIENCES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1160 580 000	TRAVEL EXPENDITURES		50,000.00	2,303.63	2,303.63	4.61	47,696.37	0.00	0.00
		47,696.37							
01 1160 610 000	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1160 610 001	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1160 610 003	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1160 610 009	GENERAL SUPPLIES		300.00	0.00	0.00	0.00	300.00	0.00	0.00
		300.00							
01 1160 643 001	WEB BASED SOFTWARE		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1160 643 003	WEB BASED SOFTWARE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
1160	ADULT ED. PROGRAMS		1,003,050.00	73,556.52	73,556.52	14.88	853,823.52	0.00	60.00
1190	EARLY CHILDHOOD EDUC PROGRAMS								
01 1190 111 010	SALARIES OF TEACHERS/PROF STAFF		450.00	0.00	0.00	0.00	450.00	0.00	0.00
		450.00							
01 1190 221 010	SOC SECURITY/PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00

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		0.00							
01 1200 216 000	GROUP INS/NON CERT PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1200 220 000	SOCIAL SECURITY/NON INST STAFF		12,000.00	847.37	847.37	15.09	10,189.80	0.00	0.00
		10,189.80							
01 1200 221 000	SOCIAL SECURITY/TEACHERS/PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1200 221 000 0012	FICA/PROFESSIONAL STAFF/MOE		1,000.00	60.45	60.45	12.09	879.10	0.00	0.00
		879.10							
01 1200 221 001	SOCIAL SECURITY/TEACHERS/PROF STAFF		20,000.00	1,273.03	1,273.03	12.89	17,422.64	0.00	0.00
		17,422.64							
01 1200 221 003	SOCIAL SECURITY/TEACHERS/PROF STAFF		35,000.00	2,785.17	2,785.17	15.85	29,453.73	0.00	0.00
		29,453.73							
01 1200 221 009	SOCIAL SECURTY/TEACHERS/PROF STAFF		40,000.00	2,357.02	2,357.02	11.81	35,277.83	0.00	0.00
		35,277.83							
01 1200 222 001	SS/MEDICARE TO INSTRUCTIONAL AIDES		8,700.00	974.60	974.60	16.60	7,256.21	0.00	0.00
		7,256.21							
01 1200 222 003	SS/MEDICARE TO INSTRUCTIONAL AIDES		12,000.00	1,226.52	1,226.52	14.83	10,220.79	0.00	0.00
		10,220.79							
01 1200 222 009	SS/MEDICARE TO INSTRUCTIONAL AIDES		20,000.00	1,918.27	1,918.27	14.22	17,156.58	0.00	0.00
		17,156.58							
01 1200 223 001	SS/MEDICARE FOR SUBSTITUTE TEACHERS		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 223 003	SS/MEDICARE FOR SUBSTITUTE TEACHERS		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1200 223 009	SS/MEDICARE FOR SUBSTITUTE TEACHERS		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 226 000	SS/MEDICARE/NON CERTIFIED PROFESSIONALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1200 230 000	RETIREMENT/NON INST STAFF		11,000.00	800.13	800.13	15.56	9,288.77	0.00	0.00
		9,288.77							
01 1200 231 000	RETIREMENT/TEACHERS PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 231 000 0012	RETIREMENT/TEACHERS PROF STAFF/MOE		1,000.00	58.10	58.10	11.62	883.80	0.00	0.00
		883.80							
01 1200 231 001	RETIREMENT/TEACHERS PROF STAFF		20,000.00	1,248.01	1,248.01	12.63	17,474.20	0.00	0.00
		17,474.20							
01 1200 231 003	RETIREMENT/TEACHERS PROF STAFF		32,000.00	2,635.87	2,635.87	16.40	26,751.42	0.00	0.00
		26,751.42							
01 1200 231 009	RETIREMENT/TEACHERS PROF STAFF		35,000.00	2,148.88	2,148.88	12.30	30,694.51	0.00	0.00
		30,694.51							
01 1200 232 001	RETIREMENT/INSTRUCTIONAL		10,000.00	936.73	936.73	13.88	8,612.29	0.00	0.00

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01 2110 211 009	GROUP INS FOR TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 221 001	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 221 003	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 221 009	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 231 001	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 231 003	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 231 009	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 237 001	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 237 003	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 237 009	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 580 000	TRAVEL EXPENDITURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 610 000	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2110 810 000	DUES AND FEES/ENTRY FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
2110	SOCIALWORK SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES								
01 2120 110 001	REG SALARIES/NON INSTR STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2120 111 001	SALARIES OF TEACHERS/PROF STAFF		130,000.00	6,780.89	6,780.89	11.91	114,519.83	0.00	0.00
	114,519.83								
01 2120 111 003	SALARIES OF TEACHERS/PROF STAFF		80,000.00	8,494.88	8,494.88	18.84	64,928.62	0.00	0.00
	64,928.62								
01 2120 210 001	GROUP INS/NON INSTRUCTIONAL		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2120 211 001	GROUP INS FOR TEACHERS/PROF STAFF		1,200.00	55.99	55.99	10.95	1,068.65	0.00	0.00
	1,068.65								
01 2120 211 003	GROUP INS FOR TEACHERS/PROF		1,000.00	81.88	81.88	14.44	855.61	0.00	0.00

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	STAFF								
01 2120 220 001	SOCIAL SECURITY/NON INSTR STAFF	855.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2120 221 001	SOCIAL SECURITY/TEACHERS	0.00	11,000.00	510.33	510.33	10.60	9,834.04	0.00	0.00
01 2120 221 003	SOCIAL SECURITY/TEACHERS	9,834.04	7,000.00	644.40	644.40	16.34	5,856.45	0.00	0.00
01 2120 230 001	RETIREMENT/NON INST STAFF	5,856.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2120 231 001	RETIREMENT/TEACHERS PROF STAFF	0.00	10,000.00	498.58	498.58	11.38	8,861.79	0.00	0.00
01 2120 231 003	RETIREMENT/TEACHERS PROF STAFF	8,861.79	6,500.00	624.61	624.61	17.05	5,391.84	0.00	0.00
01 2120 237 001	ADD'L RETIREMENT CONTRIBUTION	5,391.84	3,500.00	171.22	171.22	11.17	3,109.12	0.00	0.00
01 2120 237 003	ADD'L RETIREMENT CONTRIBUTION	3,109.12	2,200.00	214.49	214.49	17.30	1,819.46	0.00	0.00
01 2120 281 001	HEALTH BENEFITS FOR TEACHERS/PROF	1,819.46	35,000.00	1,377.17	1,377.17	9.74	31,589.55	0.00	0.00
01 2120 281 003	HEALTH BENEFITS FOR TEACHERS/PROF	31,589.55	28,000.00	3,191.95	3,191.95	19.04	22,668.36	0.00	0.00
01 2120 610 001	GENERAL SUPPLIES	22,668.36	500.00	0.00	0.00	0.00	500.00	0.00	0.00
01 2120 610 003	GENERAL SUPPLIES	500.00	500.00	0.00	0.00	0.00	500.00	0.00	0.00
2120	GUIDANCE SERVICES	500.00	316,400.00	22,646.39	22,646.39	14.19	271,503.32	0.00	0.00
2130	HEALTH SERVICES								
01 2130 110 003	REGULAR SALARIES/NON INSTR STAFF		23,000.00	1,452.98	1,452.98	10.60	20,560.90	0.00	0.00
01 2130 110 009	REG SALARIES/NON INSTR STAFF	20,560.90	25,000.00	2,944.33	2,944.33	23.55	19,111.34	0.00	0.00
01 2130 111 001	SALARIES OF TEACHERS/PROF STAFF	19,111.34	25,000.00	2,123.77	2,123.77	16.99	20,752.46	0.00	0.00
01 2130 111 003	SALARIES OF TEACHERS/PROF STAFF	20,752.46	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
01 2130 151 003	ADD'L COMP TO TEACHERS/PROF STAFF	5,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2130 210 009	GROUP INS/NON INST STAFF	0.00	200.00	23.13	23.13	11.57	176.87	0.00	0.00
01 2130 211 001	GROUP INS FOR TEACHERS/PROF STAFF	176.87	200.00	14.40	14.40	14.40	171.20	0.00	0.00
01 2130 211 003	GROUP INS FOR TEACHERS/PROF STAFF	171.20	100.00	0.00	0.00	0.00	100.00	0.00	0.00
01 2130 220 003	SOCIAL SECURITY/NON INSTR	100.00	1,800.00	111.15	111.15	10.37	1,613.41	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
	STAFF								
	1,613.41								
01 2130 220 009	SOCIAL SECURITY/NON INSTR STAFF		2,000.00	222.84	222.84	22.40	1,551.92	0.00	0.00
	1,551.92								
01 2130 221 001	SOCIAL SECURITY/TEACHERS PROF STAFF		3,000.00	162.47	162.47	10.83	2,675.07	0.00	0.00
	2,675.07								
01 2130 221 003	SOCIAL SECURITY/TEACHERS PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 2130 230 003	RETIREMENT/NON INSTRUCTIONAL STAFF		1,500.00	106.84	106.84	11.96	1,320.65	0.00	0.00
	1,320.65								
01 2130 230 009	RETIREMENT/NON INSTR STAFF		2,000.00	216.49	216.49	10.82	1,783.51	0.00	0.00
	1,783.51								
01 2130 231 001	RETIREMENT/TEACHERS PROF STAFF		2,000.00	156.16	156.16	15.62	1,687.69	0.00	0.00
	1,687.69								
01 2130 231 003	RETIREMENT/TEACHERS PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 2130 237 001	ADD'L RETIREMENT CONTRIBUTION		700.00	53.63	53.63	15.32	592.74	0.00	0.00
	592.74								
01 2130 237 003	ADD'L RETIREMENT CONTRIBUTION		500.00	36.68	36.68	12.32	438.42	0.00	0.00
	438.42								
01 2130 237 009	ADD'L RETIREMENT CONTRIBUTION		600.00	74.35	74.35	12.39	525.65	0.00	0.00
	525.65								
01 2130 280 009	HEALTH BENEFITS/NON INSTRUCTIONAL		6,500.00	1,066.47	1,066.47	16.41	5,433.53	0.00	0.00
	5,433.53								
01 2130 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		4,000.00	0.00	0.00	0.00	4,000.00	0.00	0.00
	4,000.00								
01 2130 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2130 330 003	EMPLOYEE TRAINING/DEVELOPMENT		100.00	0.00	0.00	0.00	100.00	0.00	0.00
	100.00								
01 2130 340 000	OTHER PROFESSIONAL SERVICES & OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2130 610 001	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 2130 610 003	GENERAL SUPPLIES		500.00	300.00	300.00	160.00	200.00	0.00	500.00
	(300.00)								
01 2130 610 009	GENERAL SUPPLIES		500.00	300.00	300.00	79.99	100.03	0.00	0.00
	100.03								
2130	HEALTH SERVICES		106,200.00	9,365.69	9,365.69	15.82	89,895.39	0.00	500.00
2141	SCHOOL PSYCHOLOGY SERVICES								
01 2141 111 000	SALARIES OF TEACHERS/PROF STAFF		110,000.00	5,682.83	5,682.83	10.33	98,634.34	0.00	0.00
	98,634.34								
01 2141 211 000	GROUP INS FOR TEACHERS/PROF STAFF		1,000.00	45.28	45.28	9.06	909.44	0.00	0.00

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909.44									
01 2141 221 000	SOCIAL SECURITY/TEACHERS PROF STAFF		10,000.00	498.08	498.08	9.96	9,003.84	0.00	0.00
9,003.84									
01 2141 231 000	RETIREMENT/TEACHERS PROF STAFF		10,500.00	417.85	417.85	7.96	9,664.30	0.00	0.00
9,664.30									
01 2141 237 000	ADD'L RETIREMENT CONTRIBUTION		3,500.00	143.49	143.49	8.20	3,213.02	0.00	0.00
3,213.02									
01 2141 281 000	HEALTH BENEFITS FOR TEACHERS/PROF		20,000.00	786.60	786.60	7.87	18,426.80	0.00	0.00
18,426.80									
01 2141 330 000	EMPLOYEE TRAINING		500.00	0.00	0.00	0.00	500.00	0.00	0.00
500.00									
01 2141 340 000	OTHER PROFESSIONAL SERVICES & OFFICIALS		0.00	1,776.00	1,776.00	0.00	(1,776.00)	0.00	0.00
(1,776.00)									
01 2141 610 000	GENERAL SUPPLIES		4,000.00	0.00	0.00	0.00	4,000.00	0.00	0.00
4,000.00									
2141	SA SPEECH PATHOLOGY SERVICES		159,500.00	9,350.13	9,350.13	10.61	142,575.74	0.00	0.00
2151	SA SPEECH PATHOLOGY								
01 2151 111 003	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 111 009	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 211 003	GROUP INS FOR TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 211 009	GROUP INS FOR TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 221 003	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 221 009	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 231 003	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 231 009	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 237 003	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 237 009	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2151 340 001	SA SPEECH PATHOLOGY		22,000.00	4,293.00	4,293.00	28.73	15,680.00	0.00	0.00
15,680.00									
01 2151 340 003	SA SPEECH PATHOLOGY		22,000.00	3,158.75	3,158.75	24.58	16,593.50	0.00	0.00

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01 2213 252 000	TUITION REIMBURSEMENT/SUPPORT STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 2213 330 000	INSTRUCTIONAL STAFF TRAINING		2,000.00	160.00	160.00	26.25	1,700.00	0.00	225.00
		1,475.00							
01 2213 330 001	EMPLOYEE TRAINING/DEVELOPMENT		3,000.00	80.00	80.00	19.86	2,920.00	0.00	515.83
		2,404.17							
01 2213 330 003	EMPLOYEE TRAINING/DEVELOPMENT		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 2213 330 009	EMPLOYEE TRAINING/DEVELOPMENT		1,500.00	0.00	0.00	75.27	521.00	0.00	150.00
		371.00							
2213	INSTRUCTIONAL STAFF TRAINING		7,500.00	240.00	240.00	30.00	6,141.00	0.00	890.83
2214	IMPLEMENTATION OF STANDARDS								
01 2214 320 000	PROFESSIONAL EDUCATIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
2214	IMPLEMENTATION OF STANDARDS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES								
01 2220 111 001	SALARIES OF TEACHERS/PROF STAFF		10,000.00	3,091.67	3,091.67	46.38	5,362.49	0.00	0.00
		5,362.49							
01 2220 111 003	SALARIES OF TEACHERS/PROF STAFF		35,000.00	4,637.50	4,637.50	22.08	27,270.83	0.00	0.00
		27,270.83							
01 2220 111 009	SALARIES OF TEACHERS/PROF STAFF		37,000.00	2,195.09	2,195.09	11.87	32,609.82	0.00	0.00
		32,609.82							
01 2220 211 001	GROUP INS FOR TEACHERS/PROF STAFF		100.00	29.15	29.15	43.70	56.30	0.00	0.00
		56.30							
01 2220 211 003	GROUP INS FOR TEACHERS/PROF STAFF		500.00	43.81	43.81	14.60	426.98	0.00	0.00
		426.98							
01 2220 211 009	GROUP INS FOR TEACHERS/PROF STAFF		500.00	18.51	18.51	7.40	462.98	0.00	0.00
		462.98							
01 2220 221 001	SOCIAL SECURITY/TEACHERS PROF STAFF		3,200.00	234.47	234.47	10.97	2,849.12	0.00	0.00
		2,849.12							
01 2220 221 003	SOCIAL SECURITY/TEACHERS PROF STAFF		3,500.00	354.17	354.17	16.87	2,909.68	0.00	0.00
		2,909.68							
01 2220 221 009	SOCIAL SECURITY/TEACHERS PROF STAFF		3,500.00	197.31	197.31	11.27	3,105.38	0.00	0.00
		3,105.38							
01 2220 231 001	RETIREMENT/TEACHERS PROF STAFF		1,000.00	227.32	227.32	34.10	659.02	0.00	0.00
		659.02							
01 2220 231 003	RETIREMENT/TEACHERS PROF STAFF		4,500.00	340.99	340.99	12.63	3,931.68	0.00	0.00
		3,931.68							
01 2220 231 009	RETIREMENT/TEACHERS PROF STAFF		2,600.00	161.40	161.40	12.42	2,277.20	0.00	0.00
		2,277.20							
01 2220 237 001	ADD'L RETIREMENT CONTRIBUTION		500.00	78.06	78.06	23.42	382.91	0.00	0.00

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382.91									
01 2220 237 003	ADD'L RETIREMENT CONTRIBUTION		1,000.00	117.10	117.10	19.52	804.83	0.00	0.00
804.83									
01 2220 237 009	ADD'L RETIREMENT CONTRIBUTION		1,500.00	55.43	55.43	7.39	1,389.14	0.00	0.00
1,389.14									
01 2220 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		2,000.00	1,058.12	1,058.12	74.11	517.72	0.00	0.00
517.72									
01 2220 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		14,000.00	1,901.88	1,901.88	21.23	11,028.27	0.00	0.00
11,028.27									
01 2220 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		14,000.00	393.30	393.30	5.62	13,213.40	0.00	0.00
13,213.40									
01 2220 610 001	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
500.00									
01 2220 610 003	GENERAL SUPPLIES		2,700.00	0.00	0.00	0.00	2,700.00	0.00	0.00
2,700.00									
01 2220 610 009	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
500.00									
01 2220 640 001	TEXTBOOKS/LIBRARY BOOKS		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
1,000.00									
01 2220 640 003	TEXTBOOKS/LIBRARY BOOKS		3,200.00	0.00	0.00	57.83	3,200.00	0.00	1,850.57
1,349.43									
01 2220 640 009	TEXTBOOKS/LIBRARY BOOKS		4,000.00	0.00	0.00	50.00	4,000.00	0.00	2,000.00
2,000.00									
2220	LIBRARY/MEDIA SERVICES		146,300.00	15,135.28	15,135.28	19.82	121,157.75	0.00	3,850.57
2230	INSTRUCTION RELATED TECHNOLOGY								
01 2230 116 000	SALARIES/NON CERTIFIED PROFESSIONALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2230 216 000	GROUP INS/NON CERT PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2230 226 000	SS/MEDICARE/NON CERTIFIED PROFESSIONALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2230 236 000	RETIREMENT CONTRIBUTION/PROF NON CERT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2230 237 000	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2230 286 000	HEALTH BENEFITS/PROF NON CERT STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2230 330 000	EMPLOYEE TRAINING/DEVELOPMENT		500.00	0.00	0.00	0.00	500.00	0.00	0.00
500.00									
01 2230 350 000	TECHNICAL SERVICES		2,000.00	57.75	57.75	2.89	1,942.25	0.00	0.00
1,942.25									
01 2230 350 003	TECHNICAL SERVICES		2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
2,000.00									
01 2230 432 000	TECHNOLOGY REPAIRS AND MNTCE		500.00	0.00	0.00	0.00	500.00	0.00	0.00
500.00									
01 2230 610 000	GENERAL SUPPLIES		1,000.00	(11.50)	(11.50)	(1.15)	1,011.50	0.00	0.00

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		1,011.50							
2230	INSTRUCTION RELATED TECHNOLOGY		6,000.00	46.25	46.25	0.77	5,953.75	0.00	0.00
2310	BOARD OF EDUCATION								
01 2310 221 000	SOCIAL SECURITY/TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 2310 291 000	OTHER EMPLOYEE BENEFITS/PROF STAFF		13,000.00	1,059.00	1,059.00	24.44	9,823.00	0.00	0.00
		9,823.00							
01 2310 310 000	ADMINISTRATIVE SERVICES		10,000.00	0.00	0.00	0.00	10,000.00	0.00	0.00
		10,000.00							
01 2310 340 000	OTHER PROFESSIONAL SERVICES/OFFICIALS		2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
		2,000.00							
01 2310 520 000	INSURANCE		303,000.00	0.00	0.00	97.94	6,229.00	0.00	0.00
		6,229.00							
01 2310 540 000	ADVERTISING		15,000.00	645.96	645.96	12.90	13,199.73	0.00	134.00
		13,065.73							
01 2310 610 000	GENERAL SUPPLIES		2,093.00	(50.00)	(50.00)	83.18	587.03	0.00	235.00
		352.03							
01 2310 610 000 0014	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 2310 643 000	WEB BASED SOFTWARE		23,000.00	4,600.00	4,600.00	50.77	11,323.44	0.00	0.00
		11,323.44							
01 2310 810 000	DUES AND FEES		56,000.00	10,939.81	10,939.81	25.06	43,546.19	0.00	1,581.00
		41,965.19							
2310	BOARD OF EDUCATION		424,093.00	17,194.77	17,194.77	77.66	96,708.39	0.00	1,950.00
2320	EXECUTIVE ADMIN. SERVICES								
01 2320 105 000	SALARIES PAID TO SUPERINTENDENT		165,000.00	13,483.29	13,483.29	16.34	138,033.42	0.00	0.00
		138,033.42							
01 2320 215 000	GROUP INS/SUPERINTENDENTS		2,000.00	133.93	133.93	13.39	1,732.14	0.00	0.00
		1,732.14							
01 2320 225 000	SOCIAL SECURITY/SUPERINTENDENT		12,000.00	1,088.39	1,088.39	18.14	9,823.22	0.00	0.00
		9,823.22							
01 2320 235 000	RETIREMENT/SUPERINTENDENTS		14,000.00	991.40	991.40	14.16	12,017.20	0.00	0.00
		12,017.20							
01 2320 237 000	ADD'L RETIREMENT CONTRIBUTION		5,000.00	340.45	340.45	13.62	4,319.10	0.00	0.00
		4,319.10							
01 2320 285 000	HEALTH BENEFITS/SUPERINTENDENT		11,000.00	740.82	740.82	13.47	9,518.36	0.00	0.00
		9,518.36							
01 2320 320 000	PROF EDUCATIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 2320 330 000	EMPLOYEE TRAINING/DEVELOPMENT		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 2320 382 000	DISTANCE ED/TELECOMMUNICATIONS		1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
		1,500.00							
01 2320 580 000	TRAVEL EXPENDITURES		2,000.00	0.00	0.00	(0.27)	2,005.34	0.00	0.00
		2,005.34							
01 2320 610 000	GENERAL SUPPLIES		3,000.00	7.47	7.47	2.23	2,985.06	0.00	51.97
		2,933.09							

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01 2410 221 000	SOCIAL SECURITY/TEACHERS/PROF STAFF		11,000.00	724.50	724.50	13.17	9,551.00	0.00	0.00
							9,551.00		
01 2410 221 001	SOCIAL SECURITY/TEACHERS PROF STAFF		30,000.00	2,320.64	2,320.64	15.47	25,358.47	0.00	0.00
							25,358.47		
01 2410 221 003	SOCIAL SECURITY/TEACHERS PROF STAFF		20,000.00	1,425.78	1,425.78	14.26	17,148.37	0.00	0.00
							17,148.37		
01 2410 221 009	SOCIAL SECURITY/TEACHERS/PROF STAFF		15,000.00	1,173.37	1,173.37	15.65	12,653.17	0.00	0.00
							12,653.17		
01 2410 230 001	RETIREMENT/NON INST STAFF		7,000.00	351.97	351.97	10.33	6,277.16	0.00	0.00
							6,277.16		
01 2410 230 003	RETIREMENT/NON INST STAFF		6,000.00	414.46	414.46	14.03	5,157.95	0.00	0.00
							5,157.95		
01 2410 230 009	RETIREMENT/NON INST STAFF		6,000.00	361.19	361.19	10.86	5,348.69	0.00	0.00
							5,348.69		
01 2410 231 000	RETIREMENT/TEACHERS PROF STAFF		9,000.00	685.54	685.54	15.23	7,628.92	0.00	0.00
							7,628.92		
01 2410 231 001	RETIREMENT/TEACHERS PROF STAFF		28,000.00	2,236.86	2,236.86	15.98	23,526.28	0.00	0.00
							23,526.28		
01 2410 231 003	RETIREMENT/TEACHERS PROF STAFF		17,000.00	1,324.88	1,324.88	15.59	14,350.24	0.00	0.00
							14,350.24		
01 2410 231 009	RETIREMENT/TEACHERS PROF STAFF		15,000.00	1,127.63	1,127.63	15.04	12,744.74	0.00	0.00
							12,744.74		
01 2410 237 000	ADD'L RETIREMENT CONTRIBUTION		10,000.00	235.41	235.41	4.71	9,529.18	0.00	0.00
							9,529.18		
01 2410 237 001	ADD'L RETIREMENT CONTRIBUTION		12,000.00	889.02	889.02	14.87	10,215.48	0.00	0.00
							10,215.48		
01 2410 237 003	ADD'L RETIREMENT CONTRIBUTION		8,000.00	597.30	597.30	14.99	6,800.90	0.00	0.00
							6,800.90		
01 2410 237 009	ADD'L RETIREMENT CONTRIBUTION		6,600.00	511.27	511.27	15.12	5,601.87	0.00	0.00
							5,601.87		
01 2410 280 001	HEALTH BENEFITS/NON INSTRUCTIONAL		4,200.00	280.00	280.00	13.33	3,640.00	0.00	0.00
							3,640.00		
01 2410 280 003	HEALTH BENEFITS/NON INSTRUCTIONAL		3,400.00	998.32	998.32	58.72	1,403.36	0.00	0.00
							1,403.36		
01 2410 280 009	HEALTH BENEFITS/NON INSTRUCTIONAL		3,000.00	200.00	200.00	13.33	2,600.00	0.00	0.00
							2,600.00		
01 2410 281 000	HEALTH BENEFITS FOR TEACHERS/PROF		11,000.00	763.48	763.48	13.88	9,473.04	0.00	0.00
							9,473.04		
01 2410 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		103,000.00	9,355.84	9,355.84	17.01	85,476.77	0.00	0.00
							85,476.77		
01 2410 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		40,000.00	3,382.70	3,382.70	15.77	33,691.01	0.00	0.00
							33,691.01		

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01 2410 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		60,000.00	4,873.07	4,873.07	15.58	50,650.01	0.00	0.00
							50,650.01		
01 2410 291 000	ADMINISTRATIVE MILEAGE		1,500.00	100.00	100.00	13.33	1,300.00	0.00	0.00
							1,300.00		
01 2410 291 001	ADMINISTRATIVE MILEAGE		1,500.00	50.00	50.00	6.67	1,400.00	0.00	0.00
							1,400.00		
01 2410 291 003	ADMINISTRATIVE MILEAGE		1,000.00	50.00	50.00	10.00	900.00	0.00	0.00
							900.00		
01 2410 291 009	ADMINISTRATIVE MILEAGE		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
							1,000.00		
01 2410 810 000	DUES AND FEES/ENTRY FEES		4,600.00	0.00	0.00	12.72	4,450.00	0.00	435.00
							4,015.00		
01 2410 810 001	DUES AND FEES/ENTRY FEES		2,600.00	0.00	0.00	0.00	2,600.00	0.00	0.00
							2,600.00		
01 2410 810 003	DUES AND FEES/ENTRY FEES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
							1,000.00		
01 2410 810 009	DUES AND FEES		1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
							1,500.00		
2410 1,000	OF THE PRINCIPAL SERV.		1,593,700.00	127,288.46	127,288.46	15.84	1,341,643.50	0.00	435.00
2510	GENERAL BUSINESS SUPPORT								
01 2510 110 000	REG SALARIES/NON INST STAFF		105,000.00	12,653.62	12,653.62	24.85	78,905.22	0.00	0.00
							78,905.22		
01 2510 116 000	SALARIES/NON CERTIFIED PROFESSIONALS		65,000.00	0.00	0.00	0.00	65,000.00	0.00	0.00
							65,000.00		
01 2510 210 000	GROUP INS/NON INST STAFF		150.00	48.70	48.70	64.93	52.60	0.00	0.00
							52.60		
01 2510 216 000	GROUP INS/NON CERT PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
							1,000.00		
01 2510 220 000	SOCIAL SECURITY/NON INST STAFF		9,000.00	951.51	951.51	21.81	7,036.73	0.00	0.00
							7,036.73		
01 2510 226 000	SS/MEDICARE/NON CERTIFIED PROFESSIONALS		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
							5,000.00		
01 2510 230 000	RETIREMENT/NON INST STAFF		10,000.00	930.39	930.39	19.19	8,081.32	0.00	0.00
							8,081.32		
01 2510 236 000	RETIREMENT CONTRIBUTION/PROF NON CERT		8,000.00	0.00	0.00	0.00	8,000.00	0.00	0.00
							8,000.00		
01 2510 237 000	ADD'L RETIREMENT CONTRIBUTION		4,000.00	319.51	319.51	16.47	3,341.09	0.00	0.00
							3,341.09		
01 2510 260 000	UNEMPLOYMENT/NON INSTRUCTIONAL		50.00	0.00	0.00	0.00	50.00	0.00	0.00
							50.00		
01 2510 262 000	UNEMPLOYMENT/INSTRUC AIDES		0.00	2,052.64	2,052.64	0.00	(3,804.24)	0.00	0.00
							(3,804.24)		
01 2510 280 000	HEALTH BENEFITS/NON INSTRUCTIONAL		3,500.00	643.58	643.58	36.78	2,212.84	0.00	0.00
							2,212.84		
01 2510 286 000	HEALTH BENEFITS/PROF NON CERT STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
							1,000.00		
01 2510 315 000	ACCOUNTING AND AUDITING SE		40,000.00	0.00	0.00	40.00	40,000.00	0.00	16,000.00

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24,000.00									
01 2510 330 000	EMPLOYEE TRAINING/DEVELOPMENT		1,000.00	0.00	0.00	32.15	1,000.00	0.00	321.50
678.50									
01 2510 340 000	OTHER PROFESSIONAL SERVICES/OFFICIALS		615.00	0.00	0.00	1,209.76	(6,825.00)	0.00	0.00
(6,825.00)									
01 2510 443 000	RENTAL OF TECH EQUIPMENT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2510 520 000	INSURANCE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 2510 531 000	POSTAGE		3,240.00	536.88	536.88	16.57	2,703.12	0.00	0.00
2,703.12									
01 2510 610 000	GENERAL SUPPLIES		4,000.00	0.00	0.00	0.61	3,975.41	0.00	0.00
3,975.41									
01 2510 643 000	WEB BASED SOFTWARE		4,700.00	331.00	331.00	14.09	4,038.00	0.00	0.00
4,038.00									
01 2510 650 000	TECHNOLOGY SOFTWARE		20,000.00	0.00	0.00	0.00	20,000.00	0.00	0.00
20,000.00									
01 2510 810 000	DUES AND FEES/ENTRY FEES		2,200.00	168.78	168.78	9.04	2,001.22	0.00	0.00
2,001.22									
01 2510 835 000	INTEREST ON SHORT TERM DEBT		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
5,000.00									
2510	GENERAL BUSINESS SUPPORT		292,455.00	18,636.61	18,636.61	20.86	247,768.31	0.00	16,321.50
2530	DUPLICATING SERVICES								
01 2530 440 000	COPIER LEASES/MAINTENANCE		85,000.00	710.48	710.48	17.51	78,068.26	0.00	7,950.04
70,118.22									
01 2530 440 003	COPIER LEASES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
1,000.00									
01 2530 440 009	RENTALS/LEASES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
500.00									
01 2530 610 000	COPIER SUPPLIES		15,000.00	0.00	0.00	0.00	15,000.00	0.00	0.00
15,000.00									
2530	DUPLICATING SERVICES		101,500.00	710.48	710.48	14.66	94,568.26	0.00	7,950.04
2540	EVALUATION SERVICES								
01 2540 810 000	DUES AND FEES/ENTRY FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
2540	EVALUATION SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
2580	ADMIN TECHNOLOGY SERVICES								
01 2580 110 000	REGULAR SALARIES		40,000.00	2,082.18	2,082.18	14.19	34,324.67	0.00	0.00
34,324.67									
01 2580 116 000	SALARIES/NON CERTIFIED PROFESSIONALS		65,000.00	5,180.30	5,180.30	15.94	54,639.40	0.00	0.00
54,639.40									
01 2580 216 000	GROUP INS/NON CERT PROF STAFF		100.00	1.94	1.94	3.88	96.12	0.00	0.00
96.12									
01 2580 220 000	RETIREMENT/NON TEACHING STAFF		4,200.00	159.30	159.30	10.34	3,765.83	0.00	0.00
3,765.83									
01 2580 226 000	SS/MEDICARE/NON CERTIFIED PROFESSIONALS		6,000.00	396.29	396.29	13.21	5,207.42	0.00	0.00
5,207.42									
01 2580 230 000	RETIREMENT/NON INSTRUCTIONAL STAFF		3,000.00	153.10	153.10	13.91	2,582.70	0.00	0.00

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		2,582.70							
01 2580 236 000	RETIREMENT CONTRIBUTION/PROF NON CERT		4,500.00	380.90	380.90	16.93	3,738.20	0.00	0.00
		3,738.20							
01 2580 237 000	ADD'L RETIREMENT CONTRIBUTION		2,500.00	183.38	183.38	16.20	2,095.09	0.00	0.00
		2,095.09							
01 2580 280 000	HEALTH BENEFITS/NON INSTRUCTIONAL		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
		3,000.00							
01 2580 286 000	HEALTH BENEFITS/PROF NON CERT STAFF		30,000.00	2,337.23	2,337.23	15.58	25,325.54	0.00	0.00
		25,325.54							
01 2580 350 000	TECHNICAL SERVICES		5,000.00	40.17	40.17	218.00	4,959.83	0.00	10,859.81
		(5,899.98)							
01 2580 382 000	DISTANCE LRNG AND TELECOMMUNICATIONS		66,000.00	17,021.72	17,021.72	89.67	35,287.03	0.00	28,470.60
		6,816.43							
01 2580 432 000	TECHNOLOGY REPAIRS AND MNTCE		25,000.00	4,377.54	4,377.54	39.86	15,559.92	0.00	525.19
		15,034.73							
01 2580 432 001	TECHNOLOGY REPAIRS AND MNTCE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 2580 432 003	REPAIRS AND MAINTENANCE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 2580 432 009	TECHNOLOGY REPAIRS AND MNTCE		50.00	0.00	0.00	0.00	50.00	0.00	0.00
		50.00							
01 2580 610 000	TECHNOLOGY SUPPLIES		160,000.00	2,381.59	2,381.59	4.29	157,418.41	0.00	4,287.62
		153,130.79							
01 2580 610 001	GENERAL SUPPLIES/BROADCASTING		4,000.00	2,407.79	2,407.79	60.44	1,592.21	0.00	9.95
		1,582.26							
01 2580 643 000	WEB BASED SOFTWARE		75,000.00	150.00	150.00	12.09	74,850.00	0.00	8,915.00
		65,935.00							
01 2580 650 000	TECHNOLOGY SOFTWARE/UNDER \$5k		2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
		2,000.00							
01 2580 734 000	TECHNOLOGY RELATED HARDWARE		20,000.00	1,443.69	1,443.69	182.11	(16,152.50)	0.00	269.99
		(16,422.49)							
01 2580 810 000	DUES AND FEES/ENTRY FEES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 2580 810 001	DUES AND FEES/ENTRY FEES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
2580	ADMINISTRATIVE TECHNOLOGY SERVICES		516,450.00	38,697.12	38,697.12	30.66	411,439.87	0.00	53,338.16
2610	OPERATION OF PLANT								
01 2610 110 001	REG SALARIES/NON INSTR STAFF		125,000.00	11,701.45	11,701.45	19.90	100,123.66	0.00	0.00
		100,123.66							
01 2610 110 003	REG SALARIES/NON INSTR STAFF		120,000.00	7,881.60	7,881.60	13.03	104,364.38	0.00	0.00
		104,364.38							
01 2610 110 009	REG SALARIES/NON INSTR STAFF		65,000.00	5,906.20	5,906.20	20.45	51,708.46	0.00	0.00
		51,708.46							
01 2610 210 001	GROUP INS/NON INSTR STAFF		150.00	5.82	5.82	7.76	138.36	0.00	0.00
		138.36							
01 2610 210 003	GROUP INS/NON INSTR STAFF		150.00	3.89	3.89	4.54	143.19	0.00	0.00
		143.19							
01 2610 210 009	GROUP INS/NON INSTR STAFF		3,500.00	3.88	3.88	0.17	3,494.18	0.00	0.00
		3,494.18							
01 2610 220 001	SOCIAL SECURITY/NON INST		10,000.00	862.02	862.02	18.37	8,163.27	0.00	0.00

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	STAFF								
01 2610 220 003	SOCIAL SECURTY/NON INSTR STAFF	8,163.27	10,000.00	641.17	641.17	12.65	8,735.05	0.00	0.00
01 2610 220 009	SOCIAL SECURITY/NON INSTR STAFF	8,735.05	5,000.00	481.04	481.04	21.50	3,924.77	0.00	0.00
01 2610 230 001	RETIREMENT/NON INSTR STAFF	3,924.77	10,000.00	860.37	860.37	18.29	8,170.92	0.00	0.00
01 2610 230 003	RETIREMENT/NON INSTR STAFF	8,170.92	10,000.00	579.52	579.52	11.50	8,850.34	0.00	0.00
01 2610 230 009	RETIREMENT/NON INSTR STAFF	8,850.34	5,000.00	434.27	434.27	19.55	4,022.71	0.00	0.00
01 2610 237 001	ADD'L RETIREMENT CONTRIBUTION	4,022.71	3,100.00	295.46	295.46	20.26	2,471.87	0.00	0.00
01 2610 237 003	ADD'L RETIREMENT CONTRIBUTION	2,471.87	3,100.00	199.00	199.00	12.73	2,705.22	0.00	0.00
01 2610 237 009	ADD'L RETIREMENT CONTRIBUTION	2,705.22	1,500.00	149.14	149.14	22.37	1,164.39	0.00	0.00
01 2610 280 001	HEALTH BENEFITS/NON INSTRUCTIONAL	1,164.39	20,000.00	1,272.24	1,272.24	12.72	17,455.52	0.00	0.00
01 2610 280 003	HEALTH BENEFITS/NON INSTRUCTIONAL	17,455.52	15,000.00	(1,080.75)	(1,080.75)	(0.32)	15,048.45	0.00	0.00
01 2610 280 009	HEALTH BENEFITS/NON INSTRUCTIONAL	15,048.45	9,000.00	400.00	400.00	8.89	8,200.00	0.00	0.00
01 2610 410 001	WATER AND SEWER	8,200.00	13,000.00	2,723.04	2,723.04	37.36	8,143.50	0.00	0.00
01 2610 410 003	WATER AND SEWER	8,143.50	9,700.00	1,331.11	1,331.11	25.95	7,182.78	0.00	0.00
01 2610 410 009	WATER AND SEWER	7,182.78	3,500.00	284.14	284.14	15.02	2,974.17	0.00	0.00
01 2610 431 000	REPAIRS AND MAINTENANCE	2,974.17	55,000.00	0.00	0.00	0.00	55,000.00	0.00	0.00
01 2610 431 001	REPAIRS/MAINTENANCE NON TECH	55,000.00	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
01 2610 431 003	REPAIRS/MAINTENANCE NON TECH	5,000.00	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
01 2610 431 009	REPAIRS/MAINTENANCE NON TECH	1,000.00	20,000.00	0.00	0.00	0.00	20,000.00	0.00	0.00
01 2610 610 000	GENERAL CUSTODIAL SUPPLIES	20,000.00	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
01 2610 610 000 0014	GENERAL SUPPLIES	5,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2610 610 001	CUSTODIAL SUPPLIES	0.00	3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
01 2610 610 003	CUSTODIAL SUPPLIES	3,000.00	3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
01 2610 621 001	UTILITY ENERGY SERVICES	3,000.00	220,000.00	13,985.93	13,985.93	12.74	193,555.34	0.00	1,589.13
01 2610 621 003	UTILITY ENERGY SERVICES	191,966.21	163,000.00	11,923.78	11,923.78	20.92	140,465.65	0.00	11,567.31

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		128,898.34							
01 2610 810 000	DUES AND FEES/ENTRY FEES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
2610	OPERATIONS OF PLANT		917,200.00	60,844.32	60,844.32	14.90	793,706.18	0.00	13,156.44
2620	MAINTENANCE OF PLANT								
01 2620 110 000	REGULAR SALARIES/NON INSTR STAFF		135,000.00	11,469.30	11,469.30	16.99	112,061.40	0.00	0.00
		112,061.40							
01 2620 110 001	REGULAR SALARIES		40,000.00	3,888.08	3,888.08	19.44	32,223.84	0.00	0.00
		32,223.84							
01 2620 110 003	REGULAR SALARIES		50,000.00	4,155.36	4,155.36	16.62	41,689.28	0.00	0.00
		41,689.28							
01 2620 210 000	GROUP INS/NON INSTRUCTIONAL STAFF		100.00	3.88	3.88	7.76	92.24	0.00	0.00
		92.24							
01 2620 210 001	GROUP INS/NON INSTRUCTIONAL		50.00	1.94	1.94	7.76	46.12	0.00	0.00
		46.12							
01 2620 210 003	GROUP INS/NON INSTRUCTIONAL		50.00	1.94	1.94	7.76	46.12	0.00	0.00
		46.12							
01 2620 220 000	SOCIAL SECURITY/NON INSTRC STAFF		10,500.00	905.80	905.80	17.25	8,688.40	0.00	0.00
		8,688.40							
01 2620 220 001	SOCIAL SECURITY/NON INSTRU		3,100.00	312.74	312.74	20.18	2,474.52	0.00	0.00
		2,474.52							
01 2620 220 003	SOCIAL SECURITY/NON INSTRU		4,000.00	333.20	333.20	16.66	3,333.60	0.00	0.00
		3,333.60							
01 2620 230 000	RETIREMENT/NON INSTR STAFF		10,000.00	843.32	843.32	16.87	8,313.36	0.00	0.00
		8,313.36							
01 2620 230 001	RETIREMENT/NON INSTRUC STAFF		3,000.00	285.88	285.88	19.06	2,428.24	0.00	0.00
		2,428.24							
01 2620 230 003	RETIREMENT/NON INSTR STAFF		3,700.00	305.54	305.54	16.52	3,088.92	0.00	0.00
		3,088.92							
01 2620 237 000	ADD'L RETIREMENT CONTRIBUTION		3,300.00	289.60	289.60	17.55	2,720.80	0.00	0.00
		2,720.80							
01 2620 237 001	ADD'L RETIREMENT CONTRIBUTION		1,200.00	98.17	98.17	16.36	1,003.66	0.00	0.00
		1,003.66							
01 2620 237 003	ADD'L RETIREMENT CONTRIBUTION		1,200.00	104.92	104.92	17.49	990.16	0.00	0.00
		990.16							
01 2620 280 000	HEALTH BENEFITS/NON INSTRUCTIONAL		12,000.00	1,048.32	1,048.32	17.47	9,903.36	0.00	0.00
		9,903.36							
01 2620 280 001	HEALTH BENEFITS/NON INSTRUCTIONAL		2,500.00	200.00	200.00	16.00	2,100.00	0.00	0.00
		2,100.00							
01 2620 280 003	HEALTH BENEFITS/NON INSTRUCTIONAL		2,500.00	200.00	200.00	16.00	2,100.00	0.00	0.00
		2,100.00							
01 2620 290 000	PHONE STIPEND/NON INSTRUCTIONAL		2,200.00	180.00	180.00	16.36	1,840.00	0.00	0.00
		1,840.00							
01 2620 291 000	PHONE STIPEND		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 2620 291 001	PHONE STIPEND		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
2650	VEHICLE OPERATION/MAINTENANCE		11,600.00	135.00	135.00	14.74	11,465.00	0.00	1,575.00
2660	SECURITY SERVICES								
01 2660 590 000	SECURITY EXPENSES		92,000.00	0.00	0.00	0.00	92,000.00	0.00	0.00
			92,000.00						
2660	SECURITY SERVICES		92,000.00	0.00	0.00	0.00	92,000.00	0.00	0.00
2670	SAFETY SERVICES								
01 2670 350 000	TECHNICAL SERVICES		7,000.00	1,544.80	1,544.80	48.71	3,590.05	0.00	0.00
			3,590.05						
01 2670 610 000	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
2670	SAFETY SERVICES		7,000.00	1,544.80	1,544.80	48.71	3,590.05	0.00	0.00
2710	REGULAR STUDENT TRANSPORTATION								
01 2710 330 000	EMPLOYEE TRAINING/DEVELOPMENT		7,000.00	0.00	0.00	7.43	6,750.00	0.00	270.00
			6,480.00						
01 2710 519 000	STUDENT TRANSPORTATION		420,000.00	83,591.37	83,591.37	20.05	336,317.67	0.00	522.99
			335,794.68						
01 2710 519 001	STUDENT TRANSPORTATION/HIGH SCH		100.00	0.00	0.00	0.00	100.00	0.00	0.00
			100.00						
2710	REGULAR STUDENT TRANSPORTATION		427,100.00	83,591.37	83,591.37	19.84	343,167.67	0.00	792.99
2712	SA SPED VEHICLE OPERATION								
01 2712 330 000	EMPLOYEE TRAINING/DEVELOPMENT		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 2712 332 000	MILEAGE TO PARENTS		41,000.00	4,062.61	4,062.61	17.32	33,898.54	0.00	0.00
			33,898.54						
01 2712 340 000	OTHER PROFESSIONAL SERVICES		1,000.00	75.00	75.00	25.50	745.00	0.00	0.00
			745.00						
01 2712 382 000	DISTANCE ED/TELECOMMUNICATIONS		2,000.00	120.03	120.03	18.25	1,759.94	0.00	125.00
			1,634.94						
01 2712 519 000	STUDENT TRANSPORTATION		185,000.00	45,330.36	45,330.36	24.50	139,669.64	0.00	0.00
			139,669.64						
01 2712 520 000	INSURANCE		500.00	0.00	0.00	100.00	0.00	0.00	0.00
			0.00						
01 2712 610 000	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 2712 626 000	GASOLINE		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
2712	SA SPED VEHICLE OPERATION		231,000.00	49,588.00	49,588.00	23.18	177,573.12	0.00	125.00
2713	PK VEHICLE OPERATION								
01 2713 519 010	PK TRANSPORTATION		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
			5,000.00						
2713	PK VEHICLE OPERATION		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
3300	COMMUNITY SERVICE OPERATIONS								
01 3300 111 001	REG SALARIES/TEACHERS/FITNESS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 3300 151 003 0013	ADD'L COMP TO PROF STAFF/BDA		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 3300 221 001	SOCIAL SECURITY/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 3540 123 010	SUBSTITUTE TEACHER SALARIES		1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
			1,500.00						
01 3540 151 010	ADD'L COMP TO TEACHERS/PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
			1,000.00						
01 3540 211 010	GROUP INS FOR TEACHERS/PROF STAFF		5,000.00	0.00	0.00	1.04	4,948.12	0.00	0.00
			4,948.12						
01 3540 221 010	SOC SECURITY/PROF STAFF		4,500.00	0.00	0.00	8.35	4,124.43	0.00	0.00
			4,124.43						
01 3540 222 010	SS/MEDICARE TO INSTRUCTIONAL AIDES		3,500.00	389.07	389.07	17.50	2,887.60	0.00	0.00
			2,887.60						
01 3540 223 010	SS/MEDICARE FOR SUBSTITUTE TEACHERS		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 3540 231 010	RETIREMENT/TEACHERS PROF STAFF		4,000.00	0.00	0.00	9.49	3,620.36	0.00	0.00
			3,620.36						
01 3540 232 010	RETIREMENT/INSTRUCTIONAL AIDES		3,000.00	373.96	373.96	19.62	2,411.40	0.00	0.00
			2,411.40						
01 3540 233 010	RETIREMENT CONTRIB/FAC SUBS		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 3540 237 010	ADD'L RETIREMENT CONTRIBUTION		3,000.00	128.42	128.42	11.08	2,667.50	0.00	0.00
			2,667.50						
01 3540 281 010	HEALTH BENEFITS FOR TEACHERS/PROF		25,000.00	0.00	0.00	8.56	22,860.31	0.00	0.00
			22,860.31						
01 3540 330 010	EMPLOYEE TRAINING/DEVELOPMENT		2,500.00	0.00	0.00	0.00	2,500.00	0.00	0.00
			2,500.00						
01 3540 382 010	DISTANCE ED/TELECOMMUNICATIONS		1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
			1,500.00						
01 3540 580 010	TRAVEL EXPENSE AND MILEAGE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 3540 610 010	SUPPLIES		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
			5,000.00						
01 3540 630 010	DUES AND FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 3540 733 010	FURNITURE AND FIXTURES		300.00	0.00	0.00	0.00	300.00	0.00	0.00
			300.00						
3540	STATESEABY CHILDHOOD GRANT		165,800.00	5,977.37	5,977.37	10.64	148,151.48	0.00	0.00
3541	BIRTH TO 3 ENDOWMENT								
01 3541 111 010	SALARIES OF TEACHERS/PROF STAFF		10,000.00	1,340.62	1,340.62	26.81	7,318.76	0.00	0.00
			7,318.76						
01 3541 116 010	SALARIES/NON CERTIFIED PROFESSIONALS		45,000.00	3,288.87	3,288.87	12.88	39,204.19	0.00	0.00
			39,204.19						
01 3541 123 010	SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 3541 211 010	GROUP INS FOR TEACHERS/PROF STAFF		100.00	11.92	11.92	23.84	76.16	0.00	0.00
			76.16						
01 3541 216 010	GROUP INS/NON CERT PROF		100.00	0.00	0.00	0.00	100.00	0.00	0.00

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3551	CAREER EDUCATION		5,000.00	2,931.78	2,931.78	90.12	2,068.22	0.00	1,574.00
3575	NEBR INNOVATION GRANT PROGRAM								
01 3575 130 000	EXTRA STIPENDS/CURRICULUM WORK		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3575 151 001	ADD'L COMP TO TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3575 221 001	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3575 231 001	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3575 251 001	TUITION REIMBURSEMENT/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3575 330 001	IN-SERVICE TRAINING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3575 340 001	OTHER PROFESSIONAL SERVICES & OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3575 610 001	SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
3575	NEBR INNOVATION GRANT PROGRAM		0.00	0.00	0.00	0.00	0.00	0.00	0.00
3599	OTHER STATE CATEGORICAL PROGRAMS								
01 3599 382 000	DISTANCE ED/TELECOMMUNICATIONS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3599 610 000	GENERAL SUPPLIES/RULE 82/RULE 4		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 3599 640 000	TEXTBOOKS/RULE 4		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
	5,000.00								
01 3599 810 000	DUES AND FEES/ENTRY FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
3599	OTHER STATE CATEGORICAL		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
4998	DUPONT PIONEER GIVING PROGRAM								
01 4998 410 000	SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
4998	DUPONT PIONEER GIVING PROGRAM		0.00	0.00	0.00	0.00	0.00	0.00	0.00
5000	DEBT SERVICES								
01 5000 832 000	INTEREST ON LONG TERM DEBT		175,000.00	0.00	0.00	0.00	175,000.00	0.00	0.00
	175,000.00								
01 5000 833 000	BOND ISSUANCE/DEBT RELATED COSTS		0.00	400.00	400.00	0.00	(4,983,910.00)	0.00	0.00
	(4,983,910.00)								
5000(4,983,910.00)	DEBT SERVICES		175,000.00	400.00	400.00	2,847.95	(4,808,910.00)	0.00	0.00
6200	TITLE I PART A								
01 6200 111 009	SALARIES OF TEACHERS/PROF STAFF		125,000.00	13,184.41	13,184.41	21.10	98,631.18	0.00	0.00
	98,631.18								
01 6200 151 009	ADD'L COMP TO TEACHERS/PROF STAFF		10,000.00	0.00	0.00	4.20	9,580.00	0.00	0.00
	9,580.00								
01 6200 211 009	GROUP INS FOR TEACHERS/PROF		1,500.00	111.37	111.37	14.85	1,277.26	0.00	0.00

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	STAFF								
	1,277.26								
01 6200 221 009	SOCIAL SECURITY/PROF STAFF		12,000.00	1,006.20	1,006.20	17.07	9,951.17	0.00	0.00
	9,951.17								
01 6200 231 009	RETIREMENT/TEACHERS PROF STAFF		10,000.00	969.43	969.43	19.70	8,030.26	0.00	0.00
	8,030.26								
01 6200 237 009	ADD'L RETIREMENT CONTRIBUTION		3,200.00	332.90	332.90	21.14	2,523.59	0.00	0.00
	2,523.59								
01 6200 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		27,000.00	3,823.30	3,823.30	28.32	19,353.40	0.00	0.00
	19,353.40								
01 6200 320 009	PROFESSIONAL EDUCATIONAL SERVICES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 6200 330 009	EMPLOYEE TRAINING		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
	3,000.00								
01 6200 610 009	GENERAL SUPPLIES		15,000.00	0.00	0.00	26.79	11,100.00	0.00	118.72
	10,981.28								
6200	TITLE II PART A		207,700.00	19,427.61	19,427.61	20.88	164,446.86	0.00	118.72
6210	TITLE I PART A ACCOUNTABILITY								
01 6210 330 009	EMPLOYEE TRAINING		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 6210 610 009	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
6210	TITLE I PART A ACCOUNTABILITY		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
6310	TITLE II PART A								
01 6310 111 009	SALARIES OF TEACHERS/PROF STAFF		20,000.00	3,144.22	3,144.22	26.62	14,676.16	0.00	0.00
	14,676.16								
01 6310 151 000	ADD'L COMP TO TEACHERS/PROF STAFF		11,000.00	0.00	0.00	51.95	5,285.00	0.00	0.00
	5,285.00								
01 6310 211 009	GROUP INS FOR TEACHERS/PROF STAFF		200.00	32.33	32.33	27.85	144.30	0.00	0.00
	144.30								
01 6310 221 000	SOCIAL SECURITY/TEACHERS		700.00	0.00	0.00	62.46	262.78	0.00	0.00
	262.78								
01 6310 221 009	SOCIAL SECURITY/TEACHERS		1,500.00	237.66	237.66	26.94	1,095.95	0.00	0.00
	1,095.95								
01 6310 231 000	RETIREMENT/TEACHERS PROF STAFF		700.00	0.00	0.00	56.88	301.82	0.00	0.00
	301.82								
01 6310 231 009	RETIREMENT/TEACHERS PROF STAFF		1,500.00	231.19	231.19	26.10	1,108.54	0.00	0.00
	1,108.54								
01 6310 237 000	ADD'L RETIREMENT CONTRIBUTION		200.00	0.00	0.00	68.36	63.29	0.00	0.00
	63.29								
01 6310 237 009	ADD'L RETIREMENT CONTRIBUTION		500.00	79.39	79.39	26.89	365.57	0.00	0.00
	365.57								
01 6310 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		5,000.00	1,423.10	1,423.10	51.83	2,408.29	0.00	0.00
	2,408.29								
01 6310 330 000	EMPLOYEE TRAINING		6,000.00	0.00	0.00	0.00	6,000.00	0.00	0.00

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		6,000.00							
01 6310 340 000	OTHER PROFESSIONAL SERVICES & OFFICIALS		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 6310 540 000	ADVERTISING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6310 610 000	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 6310 643 000	WEB BASED SOFTWARE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
6310	TITLE I PART A		48,800.00	5,147.89	5,147.89	31.94	33,211.70	0.00	0.00
6404	IDEA PART B (611) BASE								
01 6404 410 010	SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
6404	IDEA PART B (611) BASE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL (619) BASE								
01 6406 111 010	SALARIES OF TEACHERS/PROF STAFF		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
		5,000.00							
01 6406 123 010	SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6406 211 010	GROUP INS FOR TEACHERS/PROF STAFF		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 6406 221 010	SOCIAL SECURITY/TEACHERS		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 6406 231 010	RETIREMENT/TEACHERS PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 6406 237 010	ADD'L RETIREMENT CONTRIBUTION		200.00	0.00	0.00	0.00	200.00	0.00	0.00
		200.00							
01 6406 281 010	HEALTH BENEFITS FOR TEACHERS/PROF		2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
		2,000.00							
01 6406 340 010	OTHER PROFESSIONAL SERVICES & OFFICIALS		10,000.00	5,797.00	5,797.00	100.47	(47.00)	0.00	0.00
		(47.00)							
6406	IDEA PRESCHOOL (619) BASE		18,300.00	5,797.00	5,797.00	54.90	8,253.00	0.00	0.00
6408	IDEA BASE/EP								
01 6408 111 010	SALARIES OF TEACHERS/PROF STAFF		230,000.00	18,924.76	18,924.76	16.39	192,300.48	0.00	0.00
		192,300.48							
01 6408 123 010	SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6408 211 010	GROUP INS FOR TEACHERS/PROF STAFF		5,000.00	182.22	182.22	7.29	4,635.56	0.00	0.00
		4,635.56							
01 6408 221 010	SOCIAL SECURITY/TEACHERS		19,000.00	1,433.16	1,433.16	15.03	16,145.06	0.00	0.00
		16,145.06							
01 6408 223 010	SS/MEDICARE FOR SUBSTITUTE TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6408 231 010	RETIREMENT/TEACHERS PROF STAFF		16,500.00	1,380.47	1,380.47	16.73	13,739.07	0.00	0.00
		13,739.07							

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6423	IDA00090ARP		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
6690	OTHER NON CATEGORICAL EXP/MEDICAID								
01 6690 340 000	OTHER PROFESSIONAL SERVICES/MIPS		200.00	0.00	0.00	0.00	200.00	0.00	0.00
	200.00								
6690	OTHER NON CATEGORICAL		200.00	0.00	0.00	0.00	200.00	0.00	0.00
6700	PERKINS REVISION GRANT								
01 6700 151 000	ADD'L COMP TO TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6700 221 000	SOC SECURITY/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6700 231 000	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6700 237 000	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6700 330 001	EMPLOYEE TRAINING/DEVELOPMENT		0.00	385.94	385.94	0.00	(385.94)	0.00	6,503.61
	(6,889.55)								
01 6700 340 000	OTHER PROFESSIONAL SERVICES & OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6700 610 000	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6700 610 001	GENERAL SUPPLIES		0.00	1,458.26	1,458.26	0.00	(1,458.26)	0.00	3,940.97
	(5,399.23)								
6700	PERKINS REVISION GRANT		0.00	1,844.20	1,844.20	0.00	(1,844.20)	0.00	10,444.58
6940	HEAD START								
01 6940 110 010 0003	REGULAR SALARIES		125,000.00	8,333.26	8,333.26	17.34	103,328.59	0.00	0.00
	103,328.59								
01 6940 110 010 0004	REGULAR SALARIES		5,000.00	5,867.93	5,867.93	117.36	(867.93)	0.00	0.00
	(867.93)								
01 6940 110 010 0007	REGULAR SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 110 010 0008	REGULAR SALARIES		2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
	2,000.00								
01 6940 110 010 0009	REGULAR SALARIES		8,000.00	0.00	0.00	0.00	8,000.00	0.00	0.00
	8,000.00								
01 6940 111 010	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 111 010 0003	SALARIES OF TEACHERS/PROF STAFF		300,000.00	24,159.93	24,159.93	14.24	257,285.21	0.00	0.00
	257,285.21								
01 6940 111 010 0004	SALARIES OF TEACHERS/PROF STAFF		1,000.00	5,006.50	5,006.50	500.65	(4,006.50)	0.00	0.00
	(4,006.50)								
01 6940 111 010 0006	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 111 010 0007	SALARIES OF TEACHERS/PROF STAFF		55,000.00	15,929.49	15,929.49	33.07	36,811.92	0.00	0.00
	36,811.92								
01 6940 111 010 0008	SALARIES OF TEACHERS/PROF STAFF		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00

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		5,000.00							
01 6940 111 010 0009	SALARIES OF TEACHERS/PROF STAFF		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
		5,000.00							
01 6940 112 010	REG SALARIES/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 112 010 0003	REG SALARIES/INSTRUCTIONAL AIDES		270,000.00	24,548.08	24,548.08	16.92	224,316.61	0.00	0.00
		224,316.61							
01 6940 112 010 0004	REG SALARIES/INSTRUCTIONAL AIDES		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
		5,000.00							
01 6940 112 010 0006	REG SALARIES/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 112 010 0007	REG SALARIES/INSTRUCTIONAL AIDES		3,900.00	365.43	365.43	16.51	3,256.02	0.00	0.00
		3,256.02							
01 6940 112 010 0900	REG SALARIES/INSTRUCTIONAL AIDES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 6940 123 010	SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 123 010 0003	SUBSTITUTE TEACHER SALARIES		15,000.00	3,702.60	3,702.60	47.39	7,891.50	0.00	0.00
		7,891.50							
01 6940 123 010 0004	SUBSTITUTE TEACHER SALARIES		1,000.00	2,334.15	2,334.15	233.42	(1,334.15)	0.00	0.00
		(1,334.15)							
01 6940 151 010	ADD'L COMP TO TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 151 010 0003	ADD'L COMP TO TEACHERS/PROF STAFF		1,500.00	49.46	49.46	6.59	1,401.08	0.00	0.00
		1,401.08							
01 6940 151 010 0004	ADD'L COMP TO TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 151 010 0900	ADD'L COMP TO TEACHERS/PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 6940 152 010 0003	ADD'L COMPENSATION/INSTRUC AIDES		1,000.00	111.30	111.30	22.26	777.40	0.00	0.00
		777.40							
01 6940 152 010 0004	ADD'L COMPENSATION/INSTRUC AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 210 010	SOCIAL SECURITY		500.00	4.74	4.74	1.90	490.52	0.00	0.00
		490.52							
01 6940 210 010 0003	SOCIAL SECURITY		500.00	23.36	23.36	17.18	414.10	0.00	0.00
		414.10							
01 6940 210 010 0004	SOCIAL SECURITY		50.00	43.37	43.37	86.74	6.63	0.00	0.00
		6.63							
01 6940 210 010 0007	SOCIAL SECURITY		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 211 010	GROUP INS FOR TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 211 010 0003	GROUP INS FOR TEACHERS/PROF STAFF		3,000.00	231.40	231.40	13.62	2,591.26	0.00	0.00

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		2,591.26							
01 6940 211 010 0004	GROUP INS FOR TEACHERS/PROF STAFF		500.00	48.67	48.67	9.73	451.33	0.00	0.00
		451.33							
01 6940 211 010 0006	GROUP INS FOR TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 211 010 0007	GROUP INS FOR TEACHERS/PROF STAFF		500.00	144.44	144.44	30.47	347.65	0.00	0.00
		347.65							
01 6940 211 010 0008	GROUP INS FOR TEACHERS/PROF STAFF		300.00	0.00	0.00	0.00	300.00	0.00	0.00
		300.00							
01 6940 211 010 0009	GROUP INS FOR TEACHERS/PROF STAFF		200.00	0.00	0.00	0.00	200.00	0.00	0.00
		200.00							
01 6940 212 010	GROUP INSURANCE/INSTRUC AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 212 010 0003	GROUP INSURANCE/INSTRUC AIDES		200.00	3.90	3.90	12.02	175.97	0.00	0.00
		175.97							
01 6940 212 010 0004	GROUP INSURANCE/INSTRUC AIDES		150.00	0.00	0.00	0.00	150.00	0.00	0.00
		150.00							
01 6940 212 010 0006	GROUP INSURANCE/INSTRUC AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 212 010 0007	GROUP INSURANCE/INSTRUC AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 220 010	RETIREMENT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 220 010 0003	RETIREMENT		9,000.00	611.72	611.72	18.05	7,375.76	0.00	0.00
		7,375.76							
01 6940 220 010 0004	RETIREMENT		1,000.00	448.25	448.25	44.83	551.75	0.00	0.00
		551.75							
01 6940 220 010 0007	RETIREMENT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 220 010 0008	RETIREMENT		200.00	0.00	0.00	0.00	200.00	0.00	0.00
		200.00							
01 6940 220 010 0009	RETIREMENT		600.00	0.00	0.00	0.00	600.00	0.00	0.00
		600.00							
01 6940 221 010	SOC SECURITY/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 221 010 0003	SOC SECURITY/PROF STAFF		22,000.00	1,845.55	1,845.55	14.90	18,722.32	0.00	0.00
		18,722.32							
01 6940 221 010 0004	SOC SECURITY/PROF STAFF		5,000.00	369.09	369.09	7.38	4,630.91	0.00	0.00
		4,630.91							
01 6940 221 010 0006	SOC SECURITY/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 221 010 0007	SOC SECURITY/PROF STAFF		5,000.00	1,232.37	1,232.37	28.13	3,593.62	0.00	0.00
		3,593.62							
01 6940 221 010 0008	SOC SECURITY/PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 6940 221 010 0009	SOC SECURITY/PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 6940 221 010 0900	SOC SECURITY/PROF STAFF		100.00	0.00	0.00	0.00	100.00	0.00	0.00

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		100.00							
01 6940 222 010	SS/MEDICARE TO INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 222 010 0003	SS/MEDICARE TO INSTRUCTIONAL AIDES		21,000.00	1,946.25	1,946.25	17.24	17,380.25	0.00	0.00
		17,380.25							
01 6940 222 010 0004	SS/MEDICARE TO INSTRUCTIONAL AIDES		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
		5,000.00							
01 6940 222 010 0006	SS/MEDICARE TO INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 222 010 0007	SS/MEDICARE TO INSTRUCTIONAL AIDES		300.00	25.81	25.81	14.98	255.05	0.00	0.00
		255.05							
01 6940 222 010 0900	SS/MEDICARE TO INSTRUCTIONAL AIDES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 6940 223 010 0003	SS/MEDICARE FOR SUBSTITUTE TEACHERS		1,100.00	283.24	283.24	49.44	556.20	0.00	0.00
		556.20							
01 6940 223 010 0004	SS/MEDICARE FOR SUBSTITUTE TEACHERS		500.00	178.56	178.56	35.71	321.44	0.00	0.00
		321.44							
01 6940 230 010	RETIREMENT/NON INSTRUCTIONAL STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 230 010 0003	RETIREMENT/NON INSTRUCTIONAL STAFF		9,000.00	589.03	589.03	17.44	7,430.24	0.00	0.00
		7,430.24							
01 6940 230 010 0004	RETIREMENT/NON INSTRUCTIONAL STAFF		1,000.00	431.46	431.46	43.15	568.54	0.00	0.00
		568.54							
01 6940 230 010 0007	RETIREMENT/NON INSTRUCTIONAL STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 230 010 0008	RETIREMENT/NON INSTRUCTIONAL STAFF		300.00	0.00	0.00	0.00	300.00	0.00	0.00
		300.00							
01 6940 230 010 0009	RETIREMENT/NON INSTRUCTIONAL STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 6940 231 010	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 231 010 0003	RETIREMENT/TEACHERS PROF STAFF		22,000.00	1,774.55	1,774.55	14.28	18,857.51	0.00	0.00
		18,857.51							
01 6940 231 010 0004	RETIREMENT/TEACHERS PROF STAFF		5,000.00	368.12	368.12	7.36	4,631.88	0.00	0.00
		4,631.88							
01 6940 231 010 0006	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 6940 231 010 0007	RETIREMENT/TEACHERS PROF STAFF		4,000.00	1,171.26	1,171.26	33.43	2,662.66	0.00	0.00
		2,662.66							
01 6940 231 010 0008	RETIREMENT/TEACHERS PROF STAFF		1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
		1,500.00							

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01 6940 231 010 0009	RETIREMENT/TEACHERS PROF STAFF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
			1,000.00						
01 6940 231 010 0900	RETIREMENT/TEACHERS PROF STAFF		200.00	0.00	0.00	0.00	200.00	0.00	0.00
			200.00						
01 6940 232 010	RETIREMENT/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 6940 232 010 0003	RETIREMENT/INSTRUCTIONAL AIDES		20,000.00	1,799.70	1,799.70	16.81	16,638.07	0.00	0.00
01 6940 232 010 0004	RETIREMENT/INSTRUCTIONAL AIDES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 6940 232 010 0006	RETIREMENT/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 6940 232 010 0007	RETIREMENT/INSTRUCTIONAL AIDES		300.00	26.87	26.87	15.78	252.65	0.00	0.00
01 6940 232 010 0900	RETIREMENT/INSTRUCTIONAL AIDES		150.00	0.00	0.00	0.00	150.00	0.00	0.00
			150.00						
01 6940 233 010 0003	RETIREMENT CONTRIB/FAC SUBS		1,000.00	268.44	268.44	51.24	487.56	0.00	0.00
01 6940 233 010 0004	RETIREMENT CONTRIB/FAC SUBS		0.00	171.63	171.63	0.00	(171.63)	0.00	0.00
01 6940 237 010 0003	ADD'L RETIREMENT CONTRIBUTION		20,000.00	1,521.87	1,521.87	14.74	17,051.30	0.00	0.00
01 6940 237 010 0004	ADD'L RETIREMENT CONTRIBUTION		500.00	333.52	333.52	66.70	166.48	0.00	0.00
01 6940 237 010 0006	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 6940 237 010 0007	ADD'L RETIREMENT CONTRIBUTION		1,500.00	411.46	411.46	31.70	1,024.49	0.00	0.00
01 6940 237 010 0008	ADD'L RETIREMENT CONTRIBUTION		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 6940 237 010 0009	ADD'L RETIREMENT CONTRIBUTION		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
			1,000.00						
01 6940 237 010 0900	ADD'L RETIREMENT CONTRIBUTION		100.00	0.00	0.00	0.00	100.00	0.00	0.00
			100.00						
01 6940 261 010 0003	UNEMPLOYMENT/TEACHERS/PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 6940 261 010 0004	UNEMPLOYMENT/TEACHERS/PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 6940 262 010 0003	UNEMPLOYMENT/INSTRUC AIDES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 6940 262 010 0004	UNEMPLOYMENT/INSTRUC AIDES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						

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01 6940 490 010 0003	OTHER PROPERTY SERVICES		10,000.00	573.90	573.90	10.07	9,235.09	0.00	242.15
	8,992.94								
01 6940 490 010 0004	OTHER PROPERTY SERVICES		10,000.00	1,419.18	1,419.18	45.69	8,580.82	0.00	3,150.00
	5,430.82								
01 6940 490 010 0008	OTHER PROPERTY SERVICES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 6940 490 010 0009	WATER AND SEWER		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 6940 530 010	ADVERTISING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 530 010 0004	COMMUNICATIONS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 530 010 0006	ADVERTISING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 530 010 0007	COMMUNICATIONS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 530 010 0008	ADVERTISING		0.00	0.00	0.00	0.00	(226.10)	0.00	90.00
	(316.10)								
01 6940 530 010 0009	ADVERTISING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 580 010	TRAVEL EXPENDITURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 580 010 0003	TRAVEL EXPENDITURES		60,000.00	12,489.70	12,489.70	20.82	47,510.30	0.00	0.00
	47,510.30								
01 6940 580 010 0004	TRAVEL EXPENDITURES		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
	5,000.00								
01 6940 580 010 0006	TRAVEL EXPENDITURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 580 010 0007	TRAVEL EXPENDITURES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
	100.00								
01 6940 610 010	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 610 010 0003	GENERAL SUPPLIES		65,000.00	96.18	96.18	1.46	64,903.82	0.00	851.70
	64,052.12								
01 6940 610 010 0004	GENERAL SUPPLIES		25,000.00	6,337.42	6,337.42	71.10	15,523.85	0.00	8,297.60
	7,226.25								
01 6940 610 010 0006	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	773.25
	(773.25)								
01 6940 610 010 0007	GENERAL SUPPLIES		50,000.00	61.50	61.50	1.53	49,938.50	0.00	705.50
	49,233.00								
01 6940 610 010 0900	GENERAL SUPPLIES		45,000.00	0.00	0.00	0.00	45,000.00	0.00	0.00
	45,000.00								
01 6940 650 010 0007	BUILDING CONSTRUCTION		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 6940 650 010 0900	BUILDING CONSTRUCTION		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
	5,000.00								
01 6940 810 010	DUES AND FEES/ENTRY FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6940 810 010 0003	DUES AND FEES/ENTRY FEES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 6940 810 010 0007	DUES AND FEES/ENTRY FEES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
6940 1, HEADSTART			1,435,550.00	148,706.93	148,706.93	17.40	1,201,729.87	0.00	15,899.78

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01 6968 112 003	REG SALARIES/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 151 003	ADD'L COMP TO TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 221 003	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 222 003	SS/MEDICARE TO INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 231 003	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 232 003	RETIREMENT/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 237 003	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 282 003	HEALTH BENEFITS/INSTR AIDES AND ASS'TS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6968 340 003	OTHER PROFESSIONAL SERVICES & OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
6968	TITLE IV PART B 21ST CENTURY		0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	TITLE IVA STU SUPPORT & ACADEMIC ENRICH								
01 6969 610 000	GENERAL SUPPLIES		25,000.00	3,370.50	3,370.50	21.48	21,629.50	0.00	2,000.00
	19,629.50								
6969	TITLE IV STU SUPPORT &		25,000.00	3,370.50	3,370.50	21.48	21,629.50	0.00	2,000.00
6980	ADULT BASIC EDUCATION								
01 6980 111 000	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6980 123 000	SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6980 221 000	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6980 223 000	SS/MEDICARE FOR SUBSTITUTE TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6980 231 000	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6980 233 000	RETIREMENT CONTRIB/FAC SUBS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6980 237 000	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6980 610 000	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
6980	ADULT BASIC EDUCATION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
6990	OTHER FED CATEGORICAL SOURCES								
01 6990 610 000	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6990 650 000	TECHNOLOGY /USAC		10,000.00	0.00	0.00	0.00	10,000.00	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 6998 291 000	OTHER EMPLOYEE BENEFITS/PROF STAFF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6998 340 000	OTHER PROFESSIONAL SERVICES & OFFICIALS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6998 610 000	GENERAL SUPPLIES	0.00	20,000.00	0.00	0.00	99.94	11.75	0.00	0.00
01 6998 610 001	GENERAL SUPPLIES	11.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6998 610 003	GENERAL SUPPLIES	0.00	75,000.00	7,015.23	7,015.23	99.51	39,575.36	0.00	39,210.12
01 6998 610 009	GENERAL SUPPLIES	365.24	1,500.00	1,312.08	1,312.08	87.47	187.92	0.00	0.00
01 6998 731 001	MACHINERY	187.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6998 731 003	MACHINERY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6998 732 000	VEHICLES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6998 810 000	DUES AND FEES/ENTRY FEES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSE		96,500.00	8,327.31	8,327.31	99.41	39,775.03	0.00	39,210.12
8000	TRANSFERS								
01 8000 913 000	TRANSFERS TO ACTIVITY FUND/ROTC SUP	21,630.00	21,630.00	0.00	0.00	0.00	21,630.00	0.00	0.00
01 8000 913 010	TRANSFERS TO HEAD START	5,150.00	5,150.00	0.00	0.00	0.00	5,150.00	0.00	0.00
8000	TRANSFERS		26,780.00	0.00	0.00	0.00	26,780.00	0.00	0.00
9000	NON PROGRAM EXPENDITURES								
01 9000 890 000	MISCELLANEOUS EXPENDITURES	3,321,168.31	3,322,571.00	0.14	0.14	0.04	3,321,168.31	0.00	0.00
9000	NON PROGRAM EXPENDITURES		3,322,571.00	0.14	0.14	0.04	3,321,168.31	0.00	0.00
01 16,797,355	GENERAL		25,932,144.00	1,828,824.68	1,828,824.68	35.23	17,145,053.80	0.00	347,696.24

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
03	EMPLOYEE BENEFITS FUND								
2900	OTHER SUPPORT SERVICES								
03 2900 890 000	MISCELLANEOUS EXPENDITURES		0.00	7,082.72	7,082.72	0.00	(11,985.94)	0.00	0.00
	(11,985.94)								
2900	OTHER SUPPORT SERVICES		0.00	7,082.72	7,082.72	0.00	(11,985.94)	0.00	0.00
8000	TRANSFERS								
03 8000 911 000	TRANSFERS TO GENERAL FUND		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
8000	TRANSFERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
03	EMPLOYEE BENEFITS FUND		0.00	7,082.72	7,082.72	0.00	(11,985.94)	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
05 3200 610 001 8382	GIRLS SOCCER FR		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8384	HS VOLLEYBALL FR		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8386	SKILLS USA		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8387	GOLF FUNDRAISER		0.00	0.00	0.00	0.00	0.00	0.00	240.00
	(240.00)								
05 3200 610 001 8388	HS WRESTLING FR		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8389	HS YEARBOOK		0.00	2,190.73	2,190.73	0.00	(2,190.73)	0.00	0.00
	(2,190.73)								
05 3200 610 001 8390	HS BASEBALL FR		0.00	529.72	529.72	0.00	(529.72)	0.00	373.00
	(902.72)								
05 3200 610 001 8391	HS ACTIVITIES/MISC		0.00	14,978.02	14,978.02	0.00	(34,816.95)	0.00	7,548.35
	(42,365.30)								
05 3200 610 001 8401	BOYS SOCCER FR		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8404	CROSS COUNTRY FR		0.00	2,018.50	2,018.50	0.00	(2,753.27)	0.00	44.89
	(2,798.16)								
05 3200 610 001 8405	SOFTBALL FR		0.00	493.98	493.98	0.00	(493.98)	0.00	0.00
	(493.98)								
05 3200 610 003 8202	MS ATHLETICS		0.00	2,712.81	2,712.81	0.00	(2,818.77)	0.00	3,229.44
	(6,048.21)								
05 3200 610 003 8203	MS SOCIAL COMMITTEE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8204	MS BAND/VOCAL MUSIC		0.00	1,048.99	1,048.99	0.00	(1,048.99)	0.00	1,723.28
	(2,772.27)								
05 3200 610 003 8206	MS BUILDERS CLUB		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8207	REFERRAL FREE ACTIVITIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8208	MS FCS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8209	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8210	MS VENDING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8215	MS SCIENCE FAIR		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8216	MS STUDENT COUNCIL		0.00	161.82	161.82	0.00	(599.77)	0.00	990.17
	(1,589.94)								
05 3200 610 003 8221	MS WRESTLING CLUB		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8226	MS YEARBOOK		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 003 8228	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	(10,613.24)	0.00	0.00
	(10,613.24)								
05 3200 610 003 8232	MS STUDENT TRAVEL		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 009 8101	ELEM STUDENT COUNCIL		0.00	0.00	0.00	0.00	0.00	0.00	701.69
	(701.69)								
05 3200 610 009 8102	ELEM TEACHERS/POP		0.00	90.18	90.18	0.00	(456.48)	0.00	102.88
	(559.36)								
05 3200 610 009 8103	ELEM MISC ACTIVITIES		0.00	148.37	148.37	0.00	(523.37)	0.00	483.07

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05	(168,122) ACTIVITY FUND		0.00	49,864.44	49,864.44	0.00	(110,468.27)	0.00	57,653.81

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
06	CAFETERIA								
3100	FOOD SERVICE OPERATIONS								
06 3100 110 000	NON INSTRUCTIONAL REG EMPLOYEE		300,000.00	34,765.39	34,765.39	19.88	240,366.98	0.00	0.00
	240,366.98								
06 3100 210 000	GROUP INS/NON INSTRUCTIONAL		1,000.00	1.94	1.94	3.96	960.38	0.00	0.00
	960.38								
06 3100 220 000	SOCIAL SECURITY/NON INSTRUCTIONAL		25,000.00	2,600.71	2,600.71	17.78	20,555.75	0.00	0.00
	20,555.75								
06 3100 230 000	RETIREMENT/NON INSTRUCTIONAL		25,000.00	2,556.20	2,556.20	17.54	20,615.36	0.00	0.00
	20,615.36								
06 3100 237 000	ADD'L RETIREMENT CONTRIBUTION		10,000.00	877.84	877.84	15.06	8,494.26	0.00	0.00
	8,494.26								
06 3100 280 000	HEALTH BENEFITS/NON INSTRUCTIONAL		5,000.00	456.74	456.74	18.27	4,086.52	0.00	0.00
	4,086.52								
06 3100 340 000	OTHER PROFESSIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
06 3100 431 000	REPAIRS/MAINTENANCE NON TECH		25,000.00	10,107.00	10,107.00	70.66	7,335.06	0.00	0.00
	7,335.06								
06 3100 431 003	REPAIRS AND MAINTENANCE		50,000.00	5,389.00	5,389.00	12.70	44,291.00	0.00	643.25
	43,647.75								
06 3100 431 010	REPAIRS/MAINTENANCE NON TECH/PECC		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
	5,000.00								
06 3100 570 000	FOOD SERVICE MANAGEMENT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
06 3100 570 010	FOOD SERVICE MANAGEMENT/CACFP		100,000.00	16,394.37	16,394.37	17.39	83,605.63	0.00	1,000.00
	82,605.63								
06 3100 610 000	GENERAL SUPPLIES		100,000.00	2,324.64	2,324.64	4.49	97,513.44	0.00	2,000.00
	95,513.44								
06 3100 610 010	GENERAL SUPPLIES/CACFP		20,000.00	0.00	0.00	0.00	20,000.00	0.00	0.00
	20,000.00								
06 3100 626 000	GASOLINE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
06 3100 630 000	FOOD EXPENSES		350,000.00	63,702.04	63,702.04	40.66	246,100.36	0.00	38,397.55
	207,702.81								
06 3100 630 010	FOOD EXPENDITURES		75,000.00	17,623.87	17,623.87	29.34	57,317.59	0.00	4,323.47
	52,994.12								
06 3100 650 000	TECHNLOGY SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
06 3100 650 010	TECHNLOGY SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
06 3100 890 000	MISC EXPENSES/REFUNDS		1,000.00	830.35	830.35	87.32	126.85	0.00	0.00
	126.85								
3100	FOOD SERVICE OPERATIONS		1,092,000.00	157,630.09	157,630.09	25.82	856,369.18	0.00	46,364.27
6500	CAFETERIA								
06 6500 401 000	DAIRY PRODUCTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
06 6500 690 000	MISCELLANEOUS ITEMS		0.00	(51.76)	(51.76)	0.00	51.76	0.00	0.00
	51.76								
6500	CAFETERIA		0.00	(51.76)	(51.76)	0.00	51.76	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
06	810,050 CAFETERIA		1,092,000.00	157,578.33	157,578.33	25.82	856,420.94	0.00	46,364.27

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
07	BOND FUND								
5000	DEBT SERVICES								
07 5000 830 000	DEBT RELATED EXPENSES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
07 5000 831 000	PRINCIPAL PAYMENTS ON BONDS		680,000.00	0.00	0.00	0.00	680,000.00	0.00	0.00
	680,000.00								
07 5000 832 000	INTEREST PAYMENTS		287,000.00	0.00	0.00	0.00	287,000.00	0.00	0.00
	287,000.00								
07 5000 833 000	BOND ISSUANCE/DEBT RELATED COSTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
5000	968,000.00 DEBT SERVICES		968,000.00	0.00	0.00	0.00	968,000.00	0.00	0.00
07	968,000.00 BOND FUND		968,000.00	0.00	0.00	0.00	968,000.00	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
09	QUALIFIED CAPITAL PURPOSE UNDERTAKING FU								
2515	CENTRAL SERVICES/BLDGS AND SITES								
09 2515 430 000	REPAIRS AND MAINTENANCE SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
09 2515 430 001	REPAIRS AND MAINTENANCE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
09 2515 430 003	REPAIRS AND MAINTENANCE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
09 2515 430 009	REPAIRS AND MAINTENANCE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
09 2515 710 000	LAND AND IMPROVEMENTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
2515	CENTRAL SERVICES/BLDGS AND		0.00	0.00	0.00	0.00	0.00	0.00	0.00
2610	OPERATION OF PLANT								
09 2610 431 000	REPAIRS/MAINTENANCE NON TECH		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
2610	OPERATION OF PLANT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
5000	DEBT SERVICES								
09 5000 830 000	DEBT RELATED EXPENSES		600.00	0.00	0.00	0.00	600.00	0.00	0.00
	600.00								
09 5000 831 000	REDEMPTION OF PRINCIPAL		295,000.00	0.00	0.00	0.00	295,000.00	0.00	0.00
	295,000.00								
09 5000 832 000	INTEREST ON LONG TERM DEBT		21,000.00	0.00	0.00	0.00	21,000.00	0.00	0.00
	21,000.00								
09 5000 833 000	BOND ISSUANCE/DEBT RELATED COSTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
5000	DEBT SERVICES		316,600.00	0.00	0.00	0.00	316,600.00	0.00	0.00
09	316,600.00 QUALIFIED CAPITAL PURPOSE		316,600.00	0.00	0.00	0.00	316,600.00	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
	0.00								
12 2190 610 001 1721	MANUFACTURING		100.00	0.00	0.00	0.00	100.00	0.00	0.00
	100.00								
12 2190 610 001 1722	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 610 003 1697	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 610 003 1706	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 610 003 1708	GENERAL SUPPLIES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
12 2190 734 001 1723	TECHNOLOGY HARDWARE		25,000.00	0.00	0.00	17.58	25,000.00	0.00	4,396.20
	20,603.80								
12 2190 810 001 1696	DUES AND FEES/ENTRY FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 810 001 1698	HS BAND RENTALS		7,000.00	110.00	110.00	4.34	6,890.00	0.00	193.68
	6,696.32								
12 2190 810 001 1701	DUES AND FEES/ENTRY FEES		0.00	800.00	800.00	0.00	(800.00)	0.00	0.00
	(800.00)								
12 2190 810 001 1710	HS ART FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 810 001 1718	DRIVERS ED		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 810 001 1722	DUES AND FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 810 003 1697	MS PARTICIPATION FEES		5,000.00	0.00	0.00	1.00	4,950.00	0.00	0.00
	4,950.00								
12 2190 810 003 1706	MS BAND RENTALS		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
	3,000.00								
12 2190 810 003 1708	FCS FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 890 000 1790	MISC EXPENDITURES		0.00	0.01	0.01	0.00	(395.01)	0.00	0.00
	(395.01)								
2190	OTHER PUPIL SUPPORT SERVICES		52,900.00	515.01	515.01	10.49	51,939.99	0.00	4,589.88
12	47,350 STUDENT FEES		52,900.00	515.01	515.01	10.49	51,939.99	0.00	4,589.88

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Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total			28,361,644.00	2,043,865.18	2,043,865.18	33.86	19,215,560.52	0.00	456,304.20

Fund: 01 GENERAL

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	TAXED LEVIED BY SCHOOL DISTRICT	10,500,000.00	384,699.55	3,696,523.39	35.20	6,803,476.61
01 1115	CARLINE TAXES	7,000.00	0.00	756.48	10.81	6,243.52
01 1120	PUBLIC POWER DIST SALES TAX	165,000.00	0.00	0.00	0.00	165,000.00
01 1125	MOTOR VEHICLE TAX	850,000.00	86,102.74	182,899.21	21.52	667,100.79
01 1370	PRESCHOOL TUITION	95,000.00	9,960.50	26,620.75	28.02	68,379.25
01 1510	INTEREST ON INVESTMENTS	5,000.00	12,857.29	25,004.33	500.09	(20,004.33)
01 1510 0003	INTEREST ON INVESTMENTS/HD ST	0.00	12.25	15.17	0.00	(15.17)
01 1510 0004	INTEREST ON INVESTMENTS/HD ST	1,000.00	0.00	0.00	0.00	1,000.00
01 1800	REVENUE FR COMM SERVICE/GED/BDA	0.00	0.00	0.00	0.00	0.00
01 1910	RENTAL OF SCHOOL FACILITIES/PROPERTY	5,000.00	0.00	0.00	0.00	5,000.00
01 1911	LOCAL LICENSE FEES	1,000.00	0.00	0.00	0.00	1,000.00
01 1920	CONTRIB FR PRIVATE SOURCES	0.00	0.00	0.00	0.00	0.00
01 1921	CITY POLICE COURT FINES	5,000.00	0.00	0.00	0.00	5,000.00
01 1990	MISCELLANEOUS LOCAL REVENUE	6,000.00	0.00	0.00	0.00	6,000.00
01 1990 0003	MISC LOCAL REVENUE/HD ST	0.00	0.00	0.00	0.00	0.00
01 1990 0004	MISCELLANEOUS LOCAL REVENUE/HD ST	0.00	0.00	0.00	0.00	0.00
Subtotal: 1000		11,640,000.00	493,632.33	3,931,819.33	33.78	7,708,180.67
01 2110	COUNTY FINE & LICENSE FEES	120,000.00	13,597.16	23,290.64	19.41	96,709.36
01 2210	ESU RECEIPTS	1,500.00	0.00	0.00	0.00	1,500.00
Subtotal: 2000		121,500.00	13,597.16	23,290.64	19.17	98,209.36
01 3110	STATE AID TO DISTRICTS	4,285,688.00	428,569.00	857,138.00	20.00	3,428,550.00
01 3120	SPECIAL ED PROGRAMS	2,800,000.00	0.00	0.00	0.00	2,800,000.00
01 3125	SPECIAL ED TRANSPORTATION	95,000.00	0.00	0.00	0.00	95,000.00
01 3130	HOMESTEAD EXEMPTION	450,000.00	0.00	0.00	0.00	450,000.00
01 3131	PROPERTY TAX CREDIT	600,000.00	0.00	0.00	0.00	600,000.00
01 3134	RAILROAD TAX/PUBLIC SERVICE ENTITIES	1,000.00	0.00	0.00	0.00	1,000.00
01 3155	RULE 4 TEXTBOOK LOAN	1,000.00	0.00	0.00	0.00	1,000.00
01 3165	PRESCHOOL FLEX FUNDING	5,000.00	0.00	0.00	0.00	5,000.00
01 3166	SCHOOL AGE FLEX	100,000.00	0.00	0.00	0.00	100,000.00
01 3175	ABE/STATE GRANT	500.00	0.00	0.00	0.00	500.00
01 3180	PRO-RATA MOTOR VEHICLE	25,000.00	3,367.21	3,367.21	13.47	21,632.79
01 3400	STATE APPORTIONMENT	250,000.00	0.00	0.00	0.00	250,000.00
01 3535	HIGH ABILITY LEARNERS	10,000.00	0.00	0.00	0.00	10,000.00
01 3540	STATE EARLY CHILDHOOD GRANT	50,000.00	0.00	0.00	0.00	50,000.00
01 3541	BIRTH TO 3 ENDOWMENT	70,000.00	0.00	10,054.00	14.36	59,946.00
01 3551	CAREER EDUCATION	0.00	8,938.50	8,938.50	0.00	(8,938.50)
01 3575	NEBR INNOVATION GRANT	0.00	0.00	0.00	0.00	0.00
01 3599	STATE REIMBURSEMENT SCHOOL SAFETY	0.00	0.00	0.00	0.00	0.00
01 3990	OTHER STATE SOURCES	10,000.00	0.00	0.00	0.00	10,000.00
Subtotal: 3000		8,753,188.00	440,874.71	879,497.71	10.05	7,873,690.29
01 4105	USF - E RATE	0.00	0.00	0.00	0.00	0.00
01 4305	IMPACT AID PL 874	0.00	0.00	0.00	0.00	0.00
01 4307	AMERICAN INDIAN EDUCATION	0.00	0.00	0.00	0.00	0.00
01 4309 0003	HEAD START	800,000.00	233,820.13	233,820.13	29.23	566,179.87
01 4309 0004	HEAD START	400,000.00	0.00	0.00	0.00	400,000.00
01 4421	IDEA PART-B ARP - BIRTH THROUGH AGE 21	50,000.00	0.00	0.00	0.00	50,000.00
01 4505	TITLE I ESEA	200,000.00	0.00	0.00	0.00	200,000.00
01 4506	TITLE I ACCOUNTABILITY	0.00	0.00	0.00	0.00	0.00
01 4509	TITLE II PART A	50,000.00	0.00	0.00	0.00	50,000.00
01 4512	IDEA POVERTY/BASE	5,000.00	0.00	0.00	0.00	5,000.00
01 4515	IDEA PART B SUPPLEMENTAL	0.00	0.00	0.00	0.00	0.00
01 4516	IDEA PART B (619) PRESCHOOL	20,000.00	0.00	0.00	0.00	20,000.00
01 4518	IDEA BASE AND E/P	190,000.00	0.00	0.00	0.00	190,000.00
01 4519	IDEA PART B E/POVERTY	0.00	0.00	0.00	0.00	0.00

Fund: 01 GENERAL

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 4521	IDEA NON PUBLIC	5,000.00	0.00	0.00	0.00	5,000.00
01 4524	ROTC REIMBURSEMENT FROM DOD	10,000.00	17,679.50	18,690.00	186.90	(8,690.00)
01 4525	PERKINS REVISION GRANT	25,000.00	0.00	0.00	0.00	25,000.00
01 4529	ADULT BASIC EDUCATION	0.00	0.00	0.00	0.00	0.00
01 4530	OTHER FEDERAL RECEIPTS	130,000.00	0.00	0.00	0.00	130,000.00
01 4531	21ST CENTURY LEARNING GRANT/MS	5,000.00	0.00	0.00	0.00	5,000.00
01 4701	CENTRAL NEB ROBOTICS GRANT	5,000.00	0.00	0.00	0.00	5,000.00
01 4708	MEDICAID IN PUBLIC SCHOOLS	50,000.00	0.00	14,339.97	28.68	35,660.03
01 4709	MEDICAID ADM ACTIVITIES	15,000.00	5,590.16	5,590.16	37.27	9,409.84
01 4969	TITLE IV STUDENT SUPPORT	10,000.00	0.00	0.00	0.00	10,000.00
01 4995	PRESIDENTIAL DISASTER AID/ESSERS	0.00	0.00	0.00	0.00	0.00
01 4997	ESSER II	5,000.00	0.00	0.00	0.00	5,000.00
01 4998	ESSERS III	5,000.00	0.00	88,225.54	1,764.51	(83,225.54)
Subtotal: 4000		1,980,000.00	257,089.79	360,665.80	18.22	1,619,334.20
01 5150	TAX ANTICIPATION NOTES	0.00	0.00	3,509,550.00	0.00	(3,509,550.00)
01 5200	FUND TRANSFERS IN	0.00	0.00	0.00	0.00	0.00
01 5300	SALE OF PROPERTY	0.00	0.00	0.00	0.00	0.00
01 5690	OTHER NON-REVENUE RECEIPTS	0.00	29.22	818.44	0.00	(818.44)
Subtotal: 5000		0.00	29.22	3,510,368.44	0.00	(3,510,368.44)
Fund Total:		22,494,688.00	1,205,223.21	8,705,641.92	38.70	13,789,046.08

Fund: 02 DEPRECIATION FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
02 1510	INVESTMENT INCOME	0.00	1.75	3.45	0.00	(3.45)
	Subtotal: 1000	0.00	1.75	3.45	0.00	(3.45)
	Fund Total:	0.00	1.75	3.45	0.00	(3.45)

Fund: 03 EMPLOYEE BENEFITS FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
03 5200	FUND TRANSFERS IN	0.00	5,093.76	10,672.89	0.00	(10,672.89)
	Subtotal: 5000	0.00	5,093.76	10,672.89	0.00	(10,672.89)
	Fund Total:	0.00	5,093.76	10,672.89	0.00	(10,672.89)

Fund: 05 ACTIVITY FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
05 1510 8010	INTEREST	0.00	397.24	802.01	0.00	(802.01)
05 1710 8022	HEAD START ACTIVITIES	0.00	0.00	1,000.00	0.00	(1,000.00)
05 1710 8102	ELEM TEACHERS	0.00	0.00	267.10	0.00	(267.10)
05 1710 8103	ELEM MISC	0.00	0.00	1,378.37	0.00	(1,378.37)
05 1710 8107	SOCIAL WORK FAMILY RESOURCE ACCT	0.00	0.00	480.00	0.00	(480.00)
05 1710 8202	MS ATHLETICS	0.00	4,940.02	7,929.02	0.00	(7,929.02)
05 1710 8204	MS BAND	0.00	392.00	432.00	0.00	(432.00)
05 1710 8216	MS STUDENT COUNCIL	0.00	492.00	1,107.25	0.00	(1,107.25)
05 1710 8226	MS YEARBOOK	0.00	0.00	140.00	0.00	(140.00)
05 1710 8232	MS STUDENT TRAVEL	0.00	0.00	313.81	0.00	(313.81)
05 1710 8302	CAREER ACADEMIES	0.00	0.00	10,334.99	0.00	(10,334.99)
05 1710 8312	HS BAND	0.00	348.00	1,435.50	0.00	(1,435.50)
05 1710 8316	SPIRIT SQUAD	0.00	3,963.73	9,430.19	0.00	(9,430.19)
05 1710 8318	CHORUS/SWING CHOIR	0.00	500.00	2,500.00	0.00	(2,500.00)
05 1710 8320	AUTO/SHOP	0.00	880.00	880.00	0.00	(880.00)
05 1710 8323	CLASS OF 2026	0.00	30.00	2,594.00	0.00	(2,594.00)
05 1710 8332	CONCESSIONS	0.00	3,871.78	9,835.82	0.00	(9,835.82)
05 1710 8334	DECA	0.00	2,496.50	6,576.98	0.00	(6,576.98)
05 1710 8342	FCCLA	0.00	90.00	537.00	0.00	(537.00)
05 1710 8346	HOSA	0.00	0.00	680.00	0.00	(680.00)
05 1710 8353	JR ROTC	0.00	839.94	1,557.78	0.00	(1,557.78)
05 1710 8354	HONOR SOCIETY	0.00	0.00	352.29	0.00	(352.29)
05 1710 8356	GUIDANCE	0.00	200.00	200.00	0.00	(200.00)
05 1710 8363	SPEECH	0.00	203.93	203.93	0.00	(203.93)
05 1710 8374	HS STUDENT COUNCIL	0.00	805.00	4,873.92	0.00	(4,873.92)
05 1710 8380	JUNIOR OPTIMIST INTERNATIONAL	0.00	618.30	929.14	0.00	(929.14)
05 1710 8384	VOLLEYBALL FR	0.00	0.00	318.00	0.00	(318.00)
05 1710 8387	GOLF FR	0.00	0.00	400.00	0.00	(400.00)
05 1710 8389	HS YEARBOOK	0.00	195.00	1,245.00	0.00	(1,245.00)
05 1710 8391	MISC ACTIVITIES	0.00	8,233.00	26,460.02	0.00	(26,460.02)
05 1710 8404	CROSS COUNTRY FR	0.00	0.00	342.40	0.00	(342.40)
05 1920 8228	MS DONATIONS	0.00	65.00	3,292.00	0.00	(3,292.00)
05 1990 8008	MISCELLANEOUS	0.00	(1,130.12)	(2,284.39)	0.00	2,284.39
05 1990 8111	ELEM SOCIAL COMMITTEE	0.00	0.00	250.00	0.00	(250.00)
05 1990 8355	ROTC MILITARY REIMBURSEMENT	0.00	0.00	1,010.50	0.00	(1,010.50)
05 1990 8371	HS SOCIAL COMMITTEE	0.00	364.37	434.28	0.00	(434.28)
Subtotal: 1000		0.00	28,795.69	98,238.91	0.00	(98,238.91)
Fund Total:		0.00	28,795.69	98,238.91	0.00	(98,238.91)

Fund: 06 CAFETERIA

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
06 1611	DAILY SALES	0.00	25,350.28	44,246.64	0.00	(44,246.64)
	Subtotal: 1000	0.00	25,350.28	44,246.64	0.00	(44,246.64)
06 3150	STATE REIMBURSEMENT	0.00	0.00	30,827.72	0.00	(30,827.72)
	Subtotal: 3000	0.00	0.00	30,827.72	0.00	(30,827.72)
06 4211 0005	FED REIMB/CACFP	0.00	11,109.85	11,109.85	0.00	(11,109.85)
	Subtotal: 4000	0.00	11,109.85	11,109.85	0.00	(11,109.85)
06 5690	OTHER NON REVENUE RECEIPTS	0.00	14,191.39	15,866.39	0.00	(15,866.39)
	Subtotal: 5000	0.00	14,191.39	15,866.39	0.00	(15,866.39)
	Fund Total:	0.00	50,651.52	102,050.60	0.00	(102,050.60)

Fund: 07 BOND FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
07 1100	LOCAL TAXES	0.00	55,743.72	535,643.13	0.00	(535,643.13)
07 1115	CARLINE TAXES	0.00	0.00	109.62	0.00	(109.62)
07 1510	INVESTMENT INCOME	0.00	488.84	859.26	0.00	(859.26)
	Subtotal: 1000	0.00	56,232.56	536,612.01	0.00	(536,612.01)
07 3180	PRO-RATA MOTOR VEHICLE	0.00	487.92	487.92	0.00	(487.92)
	Subtotal: 3000	0.00	487.92	487.92	0.00	(487.92)
	Fund Total:	0.00	56,720.48	537,099.93	0.00	(537,099.93)

Fund: 08 SPECIAL BLDG FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
08 1510	INTEREST ON LOCAL RECEIPTS	0.00	1,312.52	2,701.20	0.00	(2,701.20)
	Subtotal: 1000	0.00	1,312.52	2,701.20	0.00	(2,701.20)
	Fund Total:	0.00	1,312.52	2,701.20	0.00	(2,701.20)

Fund: 09 QUALIFIED CAPITAL PURPOSE UNDERTAKING FU

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
09 1100	TAXES LEVIED BY SCHOOL DISTRICT	0.00	14,385.51	138,236.37	0.00	(138,236.37)
09 1115	CARLINE TAXES	0.00	0.00	28.29	0.00	(28.29)
09 1510	INVESTMENT INCOME	0.00	0.00	454.30	0.00	(454.30)
	Subtotal: 1000	0.00	14,385.51	138,718.96	0.00	(138,718.96)
09 3180	PRO-RATA MOTOR VEHICLE	0.00	125.91	125.91	0.00	(125.91)
	Subtotal: 3000	0.00	125.91	125.91	0.00	(125.91)
	Fund Total:	0.00	14,511.42	138,844.87	0.00	(138,844.87)

Fund: 12 STUDENT FEES

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
12 1741 1696	H.S. PARTICIPATION FEES	0.00	340.00	2,210.00	0.00	(2,210.00)
12 1741 1697	M.S. PARTICIPATION FEES	0.00	1,200.00	1,750.00	0.00	(1,750.00)
12 1741 1698	H.S. BAND RENTALS	0.00	75.00	75.00	0.00	(75.00)
12 1741 1701	HS BAND FEE	0.00	0.00	900.00	0.00	(900.00)
12 1741 1706	M.S. BAND RENTALS	0.00	300.00	525.00	0.00	(525.00)
12 1741 1707	HUMAN SERVICES & HOSPITALITY	0.00	15.00	195.00	0.00	(195.00)
12 1741 1719	WOODS	0.00	0.00	160.00	0.00	(160.00)
12 1741 1723	HS LAPTOP INS FEE	0.00	287.00	642.00	0.00	(642.00)
Subtotal: 1000		0.00	2,217.00	6,457.00	0.00	(6,457.00)
Fund Total:		0.00	2,217.00	6,457.00	0.00	(6,457.00)

Revenue Summary Report
Processing Month: 10/2024

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	22,494,688.00	1,364,527.35	9,601,710.77	42.68	12,892,977.23

Cash Flow Report

Fund	Cash Flow Beginning Cash	Cash Flow Revenue During Month	Cash Flow Expenses During Month	Cash Flow Ending Cash
01 GENERAL	4,586,748.99	1,205,223.21	(1,828,824.68)	3,963,147.52
02 DEPRECIATION FUND	25,941.83	1.75	0.00	25,943.58
03 EMPLOYEE BENEFITS FUND	31,368.96	5,093.76	(7,082.72)	29,380.00
05 ACTIVITY FUND	119,099.87	28,795.69	(49,864.44)	98,031.12
06 CAFETERIA	326,938.81	50,651.52	(157,630.09)	220,012.00
07 BOND FUND	1,106,276.34	56,720.48	0.00	1,162,996.82
08 SPECIAL BLDG FUND	771,495.79	1,312.52	0.00	772,808.31
09 QUALIFIED CAPITAL PURPOSE UNDERTAKING FU	743,899.54	14,511.42	0.00	758,410.96
Grand Total:	7,711,770.13	1,362,310.35	(2,043,401.93)	7,030,730.31

General Fund	NOVEMBER
Petty Cash	\$ 4,418.10
Accounts Payable	\$ 376,267.62
Payroll	\$ 2,153,907.27
Total of bank accounts balances	\$ 2,534,592.99
Plus	
Head Start bank balance	\$ 6,899.67
NLAF	\$ 1,636,154.49
PENDING TRANSFR FR ACT TO PC	\$ 5,111.74
PAYROLL HSA ERROR FR SEP & RETIREMENT ADJ	\$ 502.14
LESS PENDING TRANSFER TO ST FEES	\$ 85.00
Total	\$ 4,183,176.03
Less	
Cafeteria Fund	\$ 220,012.00
OUTSTANDING Adjustment PR	\$ 16.51
End of Month Fund Total	\$ 3,963,147.52



PCS SUPERINTENDENT REPORT

November 2024

Dr. Richard E. Hasty



Board Meeting

Thank you to all that ran for a seat on the Plattsmouth Community Schools Board of Education. Congratulations to the newly elected Board members: Brian Harvey (incumbent), Ken Winters (incumbent), Keri Gradoville, Jacqueline Miller-Pearson, and Amanda Timm. We will be contacting you regarding an upcoming opportunity to attend a new Board member workshop and learn more about roles and responsibilities relative to students, staff members, and the community. Again, congratulations!



*Photo credit: PHS Band page on X

Congratulations to our PHS Marching Band for earning Division 1 Superior Ratings for band, color guard, and percussion at the 2024 Nebraska State Bandmasters Association (NSBA) State Marching Band Competition in Lincoln, NE.



Congratulations to Kayla Briggs, Jolie Dix, Logan Ksiazek, and Riley Pletka for earning recognition as 2024 Nebraska School Activities Association (NSAA) Believers and Achievers. Click [HERE](#) for more information about the 2024 Believers and Achievers program.



*Photo credit: Plattsmouth Activities page on X

Congratulations to LilyAnna Guthner (Soprano I) and Ava Thornton (Alto I) for earning 2024 Nebraska Music Educators Association (NMEA) All-State recognition.



*Photo credit: Plattsmouth Activities page on X

Congratulations to Mallory Robbins for earning 7th place at the State Cross Country Meet in Kearney, NE.



*Photo credit: PHS Blue Devil Track & Field/Cross Country page on X

Congratulations to our PHS girls' and boys' cross-country runners on their recent success at the B-1 District Meet. Mallory Robbins was an individual qualifier for the State Meet with a second-place finish in the girls' competition. Our boys' team qualified for State with a second-place finish and included several individual medalists. Way to represent Blue Devil Nation!



*Photo credit: PHS Band page on X

Congratulations to our PHS Band for earning some great accomplishments. They were the 2A Champions at the Bellevue Band Festival. At the Bluez Marching Festival, our PHS Band earned a Division 1 Superior, our PHS Drumline earned a Division 1 Superior, and overall, our PHS Band earned 1st Place Grand Champions out of 11 schools.



2024-2025 PCS SUPERINTENDENT CUSTOMER SERVICE AWARDS

Congratulations to our September 2024 PCS Customer Service Award recipients including Alicia Babcock (EC), Jolene Boesch (HS), Carrie Goshorn (EC), and Randy Schroeder (HS). Thank you to our sponsor Marci Covington, owner of Scooter's Coffee - Plattsmouth, NE.

In the 2024-2025 school year, we are providing our employees with the opportunity to earn a PCS Superintendent's Customer Service Award. The Superintendent's Customer Service Awards are presented to certified employees, non-certified employees, and transportation employees who display exceptional customer service in their actions and behavior to continue the district's tradition of excellence. Employees can be nominated by anyone (students, staff members, community members, etc.) for exceptional customer service related to one of our PCS Customer Service Top 5 listed below.

PCS CUSTOMER SERVICE TOP 5

1. **Listen** (with an open mind).
2. **Recover well when mistakes are made.** Acknowledge (the mistake). Apologize (immediately). Affirm (that there will be an effort to prevent the mistake in the future).
3. **Respond in a timely manner** (one business day).
4. **Own the problem and attempt to resolve it.**
5. **Use eye contact and a friendly greeting** (i.e.: Hello. How are you? Can I help you?).

Stay tuned for the announcement of October 2024 awards very soon!

Click the link below for more information.

<https://forms.gle/QHxoRe8PDxxAt1J49>



Thank you to Scooter's Coffee - Plattsmouth, NE, for sponsoring our 2024-2025 PCS Superintendent's Customer Service Awards!



PCS has been using the Say Something - Anonymous Reporting System since 2018. It has provided us with valuable information to enhance the safety of students, staff, and our community. Thank you.

What Should You Report?

You can help save lives by reporting observed threats, behaviors, actions, and harassment. Here are examples of some of the most common behaviors and incidents to report:

- Acts of violence, with or without weapons
- Verbal or physical abuse, assault or harassment
- Sexual abuse, assault or harassment
- Threats seen on social media
- Bullying, fighting, harassment or intimidating behaviors
- Bragging about weapons or a planned attack
- Depression, anxiety or loss of self-control
- Hopelessness, excessive guilt or worthlessness
- Reckless behavior, theft and petty crimes
- Social isolation or withdrawal
- Substance or alcohol abuse
- Suicide threats, cutting or other self-harm
- Any other troubling situation or behavior
-

Are you aware of any potential violence? Then, say something. Use one of the methods below to submit a tip for PCS. If you have to think about whether or not to submit a tip, then you should submit the tip and allow others to investigate the situation. Do not hesitate. Help someone and help yourself. We are here for you.

How To Submit An Anonymous Tip

1. Submit a tip through our [secure website](#)
2. Call our 24/7 crisis hotline counselors at [1-844-5-SayNow](#)
3. Download our mobile app at [Google Play](#) or [Apple Store](#)
4. Scan the QR Code





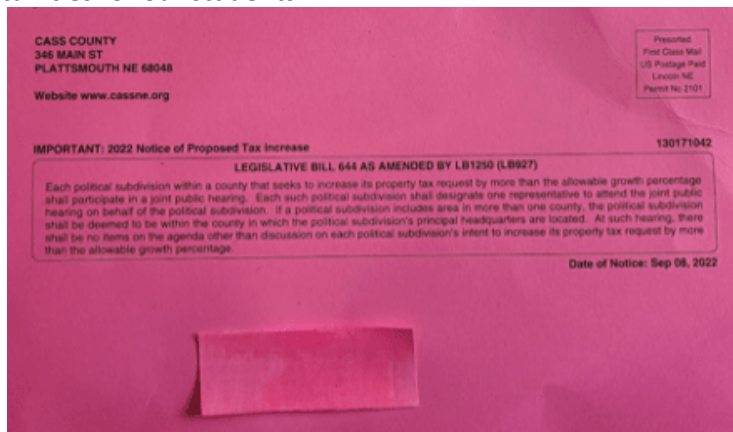
Minutes from our Board of Education meetings are available at the link below. Draft minutes from the meeting on Sept. 9, 2024, are available below.

[Board Meeting Minutes](#)

[DRAFT Meeting Minutes Oct. 14, 2024](#)



Our PCS Board of Education is shown above. Please take a moment to thank ALL of our Board of Education members for their service to our students, families, staff members, and our community! They spend many hours volunteering their time to improve opportunities for our students.



Why did I receive a pink postcard in the mail? Check out the FAQ below.

We received requests for additional information relative to the pink postcards and the proposed 2024-2025 tax request for PCS. Click [HERE](#) to read a frequently asked questions (FAQ) document with information about our budget and related tax request. Thank you for your support of the Plattsouth Community Schools.

OUR HOME-BASED PROGRAM HAS OPENINGS!

PLATTSMOUTH EARLY CHILDHOOD CENTER



ARE YOU:

Ready to give your child a jump start on learning?

Looking for a playgroup for your baby or toddler?

Wanting some extra parenting support?

WE WILL:

- Partner with your family in teaching your child through play
- Support health and wellness for the whole family (including pregnancy)
- Provide educational and social activities



SCAN THE CODE TO BE
CONTACTED



We have birth to age three openings at our early childhood center. Check out the graphic above and scan the QR code for more information.

6 WAYS to receive a warning

National Oceanic and Atmospheric Administration
U.S. Department of Commerce

Additional Resources

- [NWS Omaha Web Page](#)
- [NWS Omaha Weather Story Graphics](#)
- [Hourly Forecasts for a Point](#)
- [Severe Weather Outlooks](#)
- [Excessive Rainfall Outlooks](#)
- [Severe Weather Safety](#)

How To Report SEVERE WEATHER To The NWS

National Weather Service
Omaha/Valley, NE

FACEBOOK

facebook.com/nwsomaha

TWITTER

[@NWSOmaha](https://twitter.com/NWSOmaha)

EMAIL

nws.omaha@noaa.gov

MOBILE APP

mPING

EASY ONLINE FORM

nws.ncep.noaa.gov/report/

Check out the tips above for how to receive a weather warning and also how to report severe weather to the National Weather Service. You can also click [HERE](#) for the information.

Wellness

On June 12, 2023, our Board of Education approved Policy 5417 School Wellness Policy and AR 5417 School Wellness Policy Administrative Regulation. We welcome your feedback relative to the policy and administrative regulation. Feedback can be submitted using the link provided below.

Go to the Board of Education's policy page at [Board Policies](#). Select *5000 Students*, and scroll down to 5417 and AR 5417.

[School Wellness Policy Feedback](#)

Triennial Assessment Results - Click [HERE](#) to see numerous documents related to the results of our PCS Triennial Assessment of our wellness policy.

NEBRASKA

Good Life. Great Mission.

DEPT. OF HEALTH AND HUMAN SERVICES

If you or someone you know are receiving Medicaid benefits or would like more information about it, please read some communication below from the Nebraska Department of Health and Human Services. There are also several links to related documents in English and Spanish.

*We want to remind parents to update their family's information with Medicaid so their children can keep their Medicaid coverage.

*Even if the parent is no longer eligible, their child may still qualify for coverage.

*Our goal is to ensure that every student continues to receive the necessary support to access healthcare.

[Medicaid Public Health Emergency Flyer - English](#)

[Medicaid Public Health Emergency Flyer - Spanish](#)

[Medicaid Public Health Emergency Fact Sheet - English](#)

[Medicaid Public Health Emergency Fact Sheet - Spanish](#)

[Medicaid No Longer Qualify Your Child May - English](#)

[Medicaid No Longer Qualify Your Child May - Spanish](#)



TRAILBLAZER
CONFERENCE

Use the links below to quickly access our middle school activities and our high school activities. You can also go to individual building pages ([early childhood](#), [elementary school](#), [middle school](#), and [high school](#)) for additional information relative to individual items that are on those calendars.

[Middle School Activities](#)

[High School Activities](#)

FOOD RESOURCES

for Nebraskans and Iowans

Food Bank for the Heartland works with 544 Network Partners, including pantries, schools, churches, emergency shelters and other non-profit organizations to ensure consistent access to healthy foods.

USE THE RESOURCES BELOW TO GET CONNECTED WITH FOOD IN YOUR COMMUNITY:

VISIT THE FOOD BANK WEBSITE

Scan the QR code or go to www.FoodBankHeartland.org and click on "FIND FOOD" for an interactive map showing our partner food providers and mobile pantries.

Scan me!



CALL THE SNAP/FOOD RESOURCE HOTLINE

Food Bank for the Heartland's SNAP Outreach team can help you find a pantry, walk you through the SNAP (formerly Food Stamps) application process, and access additional community resources. Se habla español.

NEBRASKA

1-855-444-5556

Mon-Fri: 8am-6pm

IOWA

1-855-944-3663

Mon-Fri: 8am-5pm

11.14.22

For additional support, including non-food resources, please call 211.



Food Bank for the Heartland Flyer

This flyer includes information about food resources. A website and QR code are available to find food using an interactive map that shows partner food providers and mobile pantries.

[Food Bank for the Heartland Website](http://www.FoodBankHeartland.org)

[Food Bank for the Heartland Flyer](#)

SNAP Next Step Employment and Training Program

Follow the link below for information about the SNAP Next Step Employment and Training Program from the Nebraska Department of Labor and the Department of Health and Human Services.

[SNAP Next Step Employment and Training Flyer](#)

Community Resources

Many community resources are identified in the document available below. PCS is providing these resources via SENCA for informational purposes.

[Cass County SENCA Resources](#)

CTE Building

Have you seen the inside of our career and technical education (CTE) building? Go to our career academies website and scroll down the page to view a one-minute video tour from inside the CTE building.

[PHS Career Academies](#)

ESSER III

On March 11, 2021, President Biden signed the American Rescue Plan (ARP) Act of 2021. The ARP Act includes nearly \$122 billion for the Elementary and Secondary School Emergency Relief (ESSER) III Fund that allows state and local education agencies (LEAs) to take additional steps for continued safe in-person instruction and to address unfinished teaching and learning to mitigate the pandemic. The ESSER III funding enables Nebraska school districts to promote safe school operations and equity-driven, sustainable, evidence-based programs to serve students – especially those who are the furthest from opportunity – and to continue to strengthen teaching and learning. PCS was eligible for \$1,505,865 of ESSER III funds.

In order to be eligible for ESSER III funding, Nebraska school districts had to submit an amendment to our ARP application by Sept. 15, 2021. Prior to submitting the application, we requested your input relative to the potential uses of the funds.

Thank you to everyone who provided input regarding the potential uses of ESSER III funds at PCS. I am pleased to inform you that we were able to incorporate many of the items in our amendment including updated curriculum materials, professional development for staff members, Clifton Strengths training and support for staff members, bleachers on the east side of the high school stadium, new activity buses and sport utility vehicles, staff dependent care, staff COVID-19 emergency leave (many districts no longer offer this to employees), renovation of the outdoor middle school concession stand to include restrooms, personal protective equipment, interactive technological devices, furniture and equipment, music risers, and musical instruments. If you do not see a specific item, it might be included in one of these broad categories or it might be obtained through other available funding sources.

Business manager Chris Hudson and I will continue meeting with the Board of Education's Finance Committee to develop a plan and timeline for spending the funds. Unfortunately, we must pay for the items and wait for reimbursement to arrive later. With other ARP funds, it has taken up to eight months for NDE to process the reimbursement request and transfer funding to our district.

Our plan for the expenditure of ESSER III funds is available at the link below. There were other requests submitted for ESSER III that are not included here, but many of them are being addressed with other funding sources available in the district. Thank you, again, for providing your input for our amendment.

[Esser III Amendment August 26, 2022](#)

Thank You for Your Input

Thank you to everyone who provided input relative to our COVID-19 protocols and items for consideration in the development of our PCS Plan for Safe Return to School which is available by clicking the link below. As part of our ESSER funding, we are required to post and periodically review our plan. Our plan is included below.

[PCS Plan for Safe Return to School](#)

Our safety team includes certified and non-certified staff members from our early childhood center, elementary school, middle school, and high school, including administrators, nurses, school social workers/licensed mental health practitioners, school psychologists, Plattsmouth Education Association representatives, before and after school program directors, our nutrition services director, our transportation location manager, maintenance, and our school resource officer(s).

At this time, our safety team holds quarterly meetings during the school year.

Click the link below to provide feedback relative to our PCS Plan for Safe Return to School. Thank you for your support of the Plattsmouth Community Schools!

[2024-2025 Plan for Safe Return to School](#)



Thank you for your support of the Plattsburgh Community Schools.
#PLATTSBURGHSTRONG

Best regards,

Superintendent Dr. Richard E. Hasty

**Plattsmouth High School
Principal's Report
Todd Halvorsen
October 14, 2024**

Freshman- 116
Sophomores- 102
Juniors- 126
Seniors- 123
Total- 467

Helping students find their path in a **Positive Respectful Intentional Determined and Engaged learning environment.**

High Academic Achievement and Professional Learning Communities (PLC)

Plattsmouth High School will be hosting a Veterans Day Program on November 11 in the PHS Gym at 9:30am.

High School staff continue to work on Teacher Efficacy by doing instructional rounds. Research shows that teacher efficacy is one of the most important things teachers can do to enhance student achievement.

Professional Development is planned this month on Teacher Efficacy and Breaking Down Barriers to Foster an Inclusive Education. This PD will focus on cooperative teaching in the classroom.

Students and Staff of the Week

10/15	10/21	10/28	11/4
Hunter Mazzulla(12)	Presley Wilson(12)	Addie Shelton(12)	Lily Traver(12)
Ash Ham(11)	Molly Vaughn(11)	Jaycee Galvan(11)	Nathan Zak(11)
Madeleine Harvey(10)	Daniela Cerezini de Souza(10)	Ethan LaSure(10)	Elizabeth Sanchez(10)
Jack Laney(9)	Isaac Bourret(9)	Coen Selby(9)	Zach Dugger(9)
Liz Lasure(Staff)	Jaden Estes-Carlson(Staff)	Chris Wiseman(Staff)	Michele Quinn(Staff)

Career Academies Board Report

We had 11 different Career Speakers during the month of October who spoke to each Academy during Advisory time in the Auditorium. Speakers ranged from the US Coast Guard to Animal Science to Real Estate and many more. Attending these speakers and completing the reflection form is part of the Capstone course at PHS.

The Academy Core Leaders organized and ran the annual Halls of Halloween, Haunted Hallways and Trunk-or-Treat event on October 29. This event is very popular with our community and also supported by local businesses.

On November 6th Dr. Creeger worked with PHS Staff on Professional Development during Academy Roundtables. The focus was Instructional Rounds and further work with the Leadership Team and School Counselors on master scheduling.

JAG Report

JAG 9-10

In the month of October 2024 **Plattsmouth High School 9-10** JAG students focused on the Leadership & Debate Module (with the Debate PBL), Goal Setting & Tracking Success (with the Clash of the Colleges PBL), and Career Pathways and Exploration (with the Job Hunting PBL). The students completed the L & D module with around a dozen students campaigning for JAG 9-10 officers with the remaining students working on campaign staff. The following students were elected: Eva Deutsch (President) Freshman, Skylur Murray (Vice-President) Sophomore, and Leah Shelburn (Secretary) Freshman.

All students also were randomly assigned a debate subject, randomly assigned an opponent, and randomly assigned a side (Pro or Anti). Those debates have been completed. Students were graded on preparation and ability to listen and respond. Students also completed the next module, Goal Setting and Tracking, with the project concerning researching colleges and universities. The students picked a college, researched that college as if they were considering attending, and completed a digital presentation of that college. Some students are still presenting but the majority have finished this project. Several Team-Building activities were sprinkled throughout the different modules.

The students have also just begun the next module (Career Pathways and Exploration) and will be completing the Job-Hunting PBL. The students have signed up with Educationquest for a digital resume and have completed a career interest survey. We have begun completing their resumes and will soon be working on cover letters and job interviews.

In addition, during the month of October, five students visited Rasmussen Concrete Co for an employer engagement. Eight students visited Metro Community College (Fort Omaha campus) on Friday the 25th and, in addition to a campus tour, took the ACT WorkKeys test. Six of the students received National Career Readiness Certificates, five achieving Bronze and one student achieving a Silver certificate.

At the end of the month, the three JAG officers attended the JAG Nebraska Leadership Development Conference which included all officers from each high school and middle school JAG program in the state. The officers attended break-out sessions, made contacts with other JAG officers and programs, and listened to speeches by the JAG state candidates and voted for their choice for State JAG President, Vice-President, Secretary, and Alternate.

JAG 11-12

JAG students started the month by voting for their JAG Career Association officers. On voting day students also learned some information about how to register to vote when they are 18, how to find their polling location, how to edit their voter registration information, as well as some voter etiquette when they visit their polling locations. Then students had the opportunity to practice voting.

Students also worked on the *Mock Trial* PBL. During these activities students focused on developing their decision making skills by studying the evidence and determining a verdict in each trial. During each trial students were able to dig a little deeper into the decision making process in order to strengthen their understanding of how to make sound decisions based on the information that they have available to them. Students worked on team building exercises like *Lost at Sea* and *Rule Followers*. In *Lost at Sea*, students worked individually and in groups to test their decision making skills by ranking survival items from least important to most important. Then they compared their rankings to rankings by the Coast Guard. In *Rule Followers* teams were given a rule they must follow for the duration of the game. Each round, groups shared one word that followed their rule. The object of the game is to survive the longest without another group discovering what their rule is.

Athletic/Activities Report

Fall activities have wrapped up. The Band received a Superior 1 rating at State. The boys Cross Country made state as a team. Drew Gimble was the top runner finishing 16th. Mallory Robbins finished in 7th place! Softball made it

to a sub district final and had their most wins since 2018. Stella Campin was selected to play in the NCA All-Star game. Football wrapped up their season missing the playoffs ending with a record of 4-5 and beat Ralston in a thrilling game the final game of the year. Volleyball lost in sub districts to Platteview and girls golf finished their season in districts with Mila Wehrbein and Elaina Field finishing with their best rounds of the year. Winter practice begins on November 18th. Boys basketball and girls basketball will have roughly 30 participants, boys wrestling will have 25-30 and girls wrestling will have around 10. Speech will have 25-30. Show Choir will begin competitions in January.

Organization Development and Capacity

The 2024-2025 school year will focus on the following points:

1. Continuing the growth of Wall-to-Wall Academies and expanding internship opportunities.
2. Concentrating on a culture of respect, inclusion, encouragement and celebration of students and staff.
3. Advancing civic engagement.

Plattsmouth High School staff continually seek to improve upon the processes of our curriculum and academy teams. That effort is focused upon data interpretation, identifying student needs, and responding with collective efficacy.

Educationally yours,
Todd Halvorsen

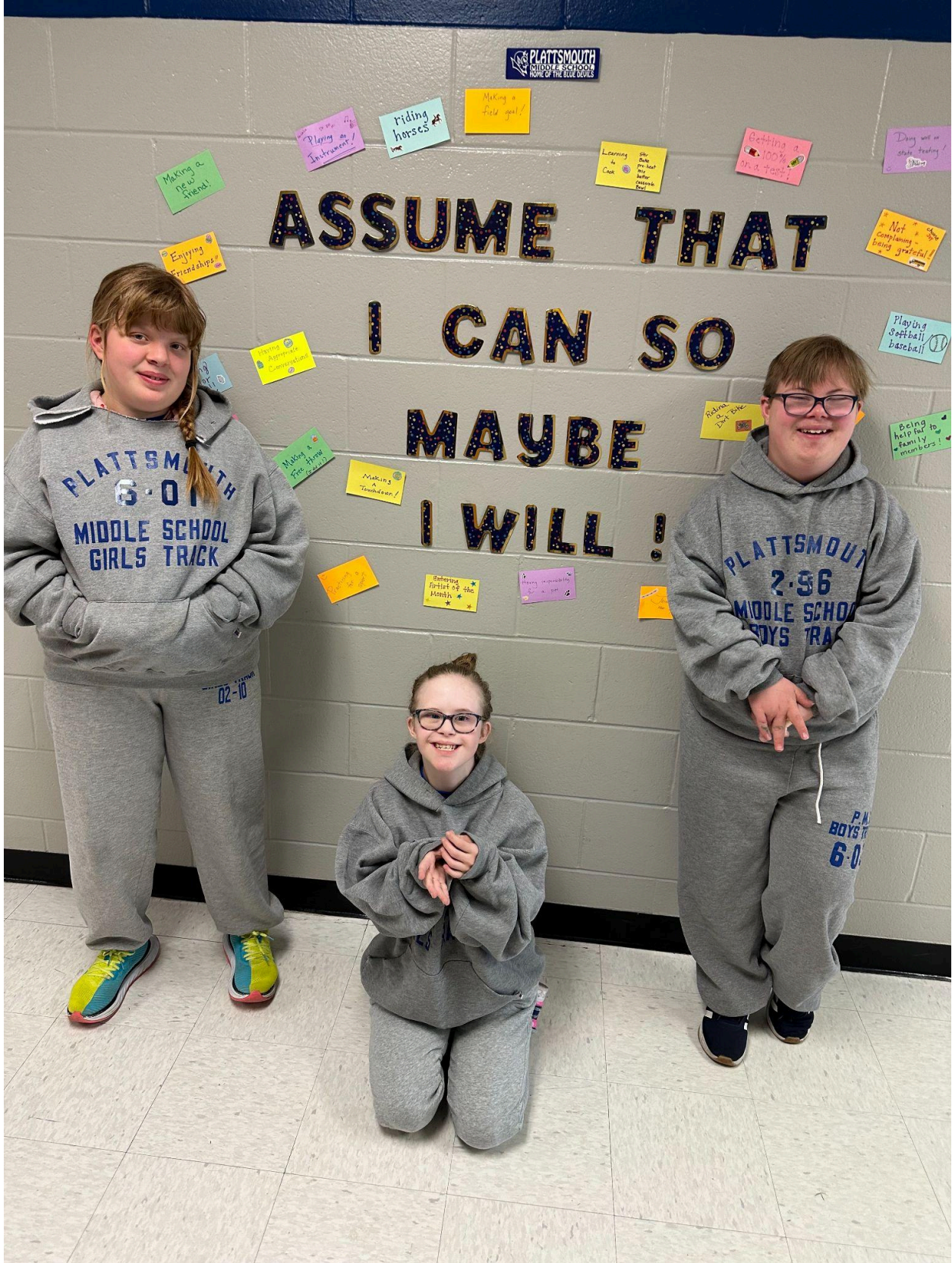
Middle School Board Report
John Campin-Principal
November 8, 2024
Current Enrollment Numbers for 2024-25

5th-97
6th-89
7th-103
8th-100
Total-389

I want to recognize Mr. Knust! Mr. Knust has a very engaging class. We discussed incorporating Woods Class last year and he took it and ran. Students love being in his class and they get many opportunities to work on different projects. Mr. Knust has high expectations and students are on task a high majority of the time. Mr. Knust has strong classroom management which make his class run smooth with little distraction. Mr. Knust also helps out at football games at the Middle School Camp and is a High School Wrestling coach. Mr. Knust gives his all to our district.

I want to recongnize our choir, band, Quiz Bowl teams, volleyball team, football team and cross country. What a year they have all had so far! We have had many victories, great concert/marching and medals earned. Keep up the hard work!

Check out our school Facebook page. You will see our weekly newsletter where we share students of the week in each grade and extra curricular updates.



ASSUME THAT
I CAN SO
MAYBE
I WILL!

- Making a New Friend!
- Enjoying Friendships!
- Playing an Instrument!
- ridding horses
- Making a field goal!
- Learning to Can
- Getting a 100% on a test!
- Doing well in state testing!
- Not Complaining - Being grateful!
- Playing softball/baseball!
- Being helpful to family members!
- Admiring my bike
- Making a Teacher's!
- Relieving first of the Month
- Many wonderful

PLATTSBURGH
6-01
MIDDLE SCHOOL
GIRLS TRICK
02-10

PLATTSBURGH
2-36
MIDDLE SCHOOL
BOYS TRICK
6-0

PLATTSBURGH
2-36
MIDDLE SCHOOL
BOYS TRICK
6-0

Plattsmouth Elementary School

Board of Education Report
 Dr. Amber Johnson, Elementary Principal
 November 11, 2024

1. 2024-2025 Student Enrollment: *As of November 1, 2024*

Grade	Jul.	*Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Kdg.	95	92	95	95	94							
1st	83	92	94	96	97							
2nd	80	82	81	83	84							
3rd	92	88	91	87	89							
4th	94	98	96	98	98							
Total	444	452	457	459	462							

1. PES Parent-Teacher Conferences Update:

Plattsmouth Elementary School had an exceptional Fall Parent/Teacher Conference, with 98% of PES families attending! We are grateful to our PES families for their continued support of their children’s education. Additionally, our wonderful PTO hosted a successful Scholastic Book Fair, adding to the success of the event!

2. Plattsmouth Elementary Goals and Winter NWEA MAP and Other Assessments:

Next month, our K-4 students will take the Winter NWEA MAP assessments in Reading and Math. These results will allow us to monitor student progress and assess how well we are meeting our goals for continuous improvement in student achievement and growth. Our target for each grade level is to have 80% of students at or above proficiency on the NWEA MAP assessment by Spring 2025. A summary of students' overall performance and growth will be presented to the Plattsmouth Board of Education in January.

Additionally, our Kindergarten, 1st, and 2nd-grade students will take a winter fluency assessment using FastBridge, as required by the Nebraska Reading Improvement Act. These results will help us identify students who may benefit from additional instruction and intervention in reading fluency.

1. October Blue Devils of the Month Recognition -

Congratulations to our October Blue Devils of the Month! The following nominated students earned a PES Student of the Month certificate, recognition announcement, and a yard sign to be proudly displayed at their home for an entire month.

Kindergarten - Savannah Morgan, Forrest Wajtalewicz, Amelia Horne, Andee Fenton, Caroline Lindzy
1st - Emilia Helmick, Elsie Stoskopf, Bonnibel Morlan, Judy Jones,
2nd - Ollie Clark, Mason Davenport, Mason Rubert, Danilo Urbina Gonzalez
3rd - Paola Fernandez, Griffin Wimer, Samantha Carpenter, Caleb Nartatez
4th - Finlee Fenton, Jonathan Adkins, Jayden Karume, Camilla Kalkwarf

Head Start Alphabet Soup – What does it stand for?

ACF	Administration for Children and Families: Division of the Department of Health and Human Services that promotes the economic and social well-being of children, families, individuals and communities.
AIAN	American Indian/Alaska Native: Program that supports AIAN children and families and promotes language and cultural preservation, revitalization, and maintenance.
AMS 2.0	Aligned Monitoring System 2.0: Approach used to monitor Head Start/Early Head Start programs comprised of three separate reviews – CLASS [®] , Focus Area 1 and Focus area 2.
CA	Community Assessment: Describes the context in which Head Start and Early Head Start programs operate and is useful for ensuring the correct services are provided to the appropriate population.
CAP	Community Action Program
CACFP	Child and Adult Care Food Program: Program that aims to improve the quality of meals provided to Early Head Start and Head Start children as well as to make them more affordable.
CDA	Child Development Associate: The most widely recognized credential in early childhood education and a mark of distinction that shows teacher knowledge of how to apply essential competency standards to classroom practice; practitioners who earn the CDA credential understand how to meet and nurture the emotional, physical, intellectual, and social needs of young children.
CLASS[®]	Classroom Assessment Scoring System: An observation instrument that assesses the quality of teacher-child interactions in center-based preschool classrooms.
CRC	Criminal Record Check: Background check of recipient staff; one of the most important components of the Health review in Focus Area 2
DEIB	Diversity, Equity, Inclusion and Belonging
DLL	Dual Language Learners: Children who have a home language other than English and are learning two or more languages at the same time or learning a second language while continuing to develop their first language.
DHHS	Department of Health and Human Services
DRS	Designation Renewal System: System established by the Department of Health and Human Services to hold Head Start and Early Head Start agencies accountable for delivering high-quality and comprehensive services to the children and families they serve, and meeting program and financial requirements.
ECLKC	Early Childhood Learning and Knowledge Center: An OHS website that houses valuable information pertinent to Early Head Start and childcare programs.
EHS	Early Head Start: Program serving pregnant women, infants and toddlers up to age 3.



Head Start Alphabet Soup – What does it stand for?

ESH-CCP	Early Head Start Child Care Partnership: Programs dedicated to offering Early Head Start services to eligible families within the childcare system.
ERSEA	Eligibility, Recruitment, Selection, Enrollment, and Attendance: A section of the Focus Area 2 Protocol that outlines the eligibility, recruitment, selection, enrollment, and attendance program requirements monitored during the on-site review. The purpose of the ERSEA section of the review is to ensure that eligible children and pregnant women are being enrolled in Head Start programs and that recipients are effectively monitoring, tracking, analyzing, and responding to eligibility requirements and maintaining child attendance data to support families and address any issues.
FA1	Focus Area 1: Off-site review that typically takes place early in the grant cycle and includes a document review of program data and reports as well as phone interviews with the recipient.
FA2	Focus Area 2: (Virtual) review that typically takes place in year 2 or 3 of the 5-year grant cycle and includes in-depth interviews with the recipient.
FCC	Family Child Care: Program option that provides the full range of Head Start services primarily delivered by a family childcare provider in the child's home or other family-like setting.
FCE	Family and Community Engagement: A section of the Focus Area 1 and Focus Area 2 Protocols designed to provide the OHS with an understanding of the recipient's approach for collaborating with families and for providing services that strengthen parenting skills.
FY	Fiscal Year: The fiscal account period for the Federal government begins on October 2 and ends on September 30.
GB	Governing Body: The group with legal and fiscal responsibility for administering a Head Start program
GS	Grant Specialist: A member of the Regional Office team who approves and provides fiscal oversight of Head Start and Early Head Start grants based on an assigned caseload of recipients GSs work in partnership with PMs, RPMs, T/TA, and recipients to provide guidance and policy direction regarding Head Start Program Performance Standards, Head Start Act and Uniform Guidance.
HB	Home-based: A program option that delivers the full range of Head Start services through visits with a child's parents, primarily in the child's home, and through group socialization opportunities in a classroom, community facility, home or on field trips.
HIPPA	Health Insurance Portability and Accountability Act of 1996: A Federal law that requires the creation of national standards to protect sensitive patient health information from being disclosed without the patient's consent or knowledge.
HMHSAC	Health and Mental Health Services Advisory Committee: An advisory group that all Head Start and Early Head Start programs are required to establish and maintain to support children's healthy development. The HMHSAC is usually composed of local health providers who represent a wide variety of local services agencies and may include pediatricians, nurses, nurse practitioners, dentists, nutritionists, and mental health providers. Head Start staff and parents also serve on the HMHSAC.
HSELOF	Head Start Early Learning Outcomes Framework: Describes the skills, behaviors, and knowledge that programs must foster in all children.



Head Start Alphabet Soup – What does it stand for?

HSPPS	Head Start Program Performance Standards: The mandatory regulations that recipients and delegate agencies must implement in order to operate a Head Start Program. The Standards define the objectives and features of a quality Head Start program in concrete terms, articulate a vision of service delivery to young children and families and provide a regulatory structure for the monitoring and enforcement of quality standards.
IEP	Individualized Education Plan: A Plan for special education and related services for children with disabilities.
IFSP	Individual Family Service Plan: A form to be completed and a process to guide the deliver of early intervention services for infants and toddlers with disabilities and their families.
LEA	Local Education Agency
MSHS	Migrant and Seasonal Head Start: Program that provides specific services to children whose families are engaged in agricultural labor
NCECDTL	National Center on Early Childhood Development, Training and Learning
NCHBHS	Nation Center on Health, Behavioral Health, and Safety
NCPFCE	National Center on Parent, Family, and Community Engagement
NCPMFO	National Center on Program Management and Fiscal Operations
NFS Match	Non-Federal Share Match: A statutory requirement of the Head Start Act stating that the recipient agency must provide 20 percent of the total costs of the Head Start program unless a waiver has been granted. This share can be in the form of in-kind donations or cash match received from third parties or contributed by the agency. In-kind contributions must be provided, and cash expended, during the project period along with Federal funds to satisfy the matching requirements
OCC	Office of Child Care: An office of the Administration of Children and Families that supports low-income working families by improving access to affordable, high-quality early care and afterschool programs.
OHS	Office of Head Start: Administers grant funding and oversight to public and private nonprofit and for-profit agencies that provide Head Start services
PC	Policy Council: Elected representatives of a program that must consist of a minimum of 51% of parents/primary caregivers of enrolled children, and at least one community representative. The Head Start Act defines the role of the Policy Council as providing the “direction of the Head Start Program, including program design and operation, and long- and short-term planning goals and objectives, taking into account the annual community-wide strategic planning and needs assessment and self-assessment.”
PD	Professional Development: Gaining new knowledge, skills, and abilities, along with experience and competencies that relate to one’s profession, job responsibilities, or work environment.
PFCE	Parent Family and Community Engagement: The PFCE Framework is a roadmap for progress in achieving the types of outcomes that lead to positive and enduring change for children and families.



Head Start Alphabet Soup – What does it stand for?

PII	Personal Identifiable Information: Information that, when used alone or with other relevant data, can identify an individual.
PIR	Program Information Report: A report that provides comprehensive data on the services, staff, children and families served by Head Start and Early Head Start programs nationwide. All recipients and delegates are required to submit a PIR for Head Start and Early Head Start programs.
RPD	Regional Program Director
RPM	Regional Program Manager
SNAP	Supplemental Nutritional Assistance Program: A USDA program providing food benefits to low-income families to supplement their grocery budget so they can afford the nutritious food essential to health and well-being.
T/TA	Training and Technical Assistance: An OHS system that improves the knowledge, skills, and practices of recipient staff to implement programs that, in turn, improve the outcomes of children and families. The 2020-2025 OHS T/TA system has three components that have distinct and complementary functions: national centers, regional T/TA network, and recipient funding
TANF	Temporary Assistance for Needy Families: A Federal assistance program that assists families with children when the parents or other responsible relatives cannot provide for the family's basic needs.



Facilities Guidance | ECLKC

eclkc.ohs.acf.hhs.gov/policy/im/acf-ohs-im-24-04

Facilities Guidance ACF-OHS-IM-24-04

U.S. Department
of Health and Human Services

ACF
Administration for Children and Families

- 1. Log Number:** ACF-OHS-IM-24-04
- 2. Issuance Date:** 10/21/2024
- 3. Originating Office:** Office of Head Start
- 4. Key Words:** Facilities; Depreciation; Real Property

Information Memorandum

To: Head Start Grant Recipients and Delegate Agencies

Subject: Facilities Guidance

Information:

The Office of Head Start (OHS) is committed to the provision of services in high-quality [facilities](#) with safe indoor and outdoor learning environments. This Information Memorandum (IM) is intended to support recipients in understanding the Head Start application and funding process for facilities activities. OHS is providing this guidance based on the [recently revised Head Start Program Performance Standards](#) (the Performance Standards) published on August 21, 2024.

This IM supersedes ACF-IM-HS-17-01.

Thank you for your work on behalf of Head Start children and families.

Sincerely,

/ Khari M. Garvin /

Khari M. Garvin
Director
Office of Head Start

See Attachments:

[Facilities Guidance Attachment](#)

See PDF Version of Information Memorandum:

[Facilities Guidance](#) (56.17 KB)

Historical Document

Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming – Technical Updates

 eclkc.ohs.acf.hhs.gov/policy/pi/acf-ohs-pi-24-06

Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming – Technical Updates ACF-OHS-PI-24-06

U.S. Department
of Health and Human Services

ACF
Administration for Children and Families

1. **Log Number:** ACF-OHS-PI-24-06
2. **Issuance Date:** 10/31/2024
3. **Originating Office:** Office of Head Start
4. **Key Words:** Head Start Workforce; Wages; Benefits; Mental Health; Quality Improvement

Program Instruction

To: All Head Start Preschool and Early Head Start Grant Recipients

Subject: Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming – Technical Updates

Instruction:

On August 21, 2024, the Administration for Children and Families (ACF) published a final rule in the Federal Register, [Supporting the Head Start Workforce and Consistent Quality Programming](#). The rule updates the Head Start Program Performance Standards (the Performance Standards) to increase support and stability for the Head Start workforce. The changes also improve the quality of services Head Start programs provide to children and families.

This Program Instruction (PI) notes a few technical updates to [ACF-OHS-PI-24-05](#), which summarizes the final rule and outlines changes to the Performance Standards. These technical updates are minor

corrections for typographic errors or omissions that do not substantively change the policies described in the final rule.

First, this PI clarifies that the final rule effective date was incorrectly listed as the date of publication, August 21, 2024. The effective date should have been October 21, 2024, to comply with the 60-day delay required by the Congressional Review Act.

The notification regarding the effective date does not change any of the compliance dates specified in the rule. Grant recipients may still implement new flexibilities starting from the date of publication, August 21, 2024. This includes the provision that allows programs to adjust a family's gross income to account for excessive housing costs for the purposes of determining eligibility for Head Start services ([45 CFR §1302.12\(i\)\(1\)\(ii\)](#)), as well as those related to qualification requirements for mental health consultants ([45 CFR §1302.91\(e\)\(8\)\(ii\)](#)) and the annual update to the community assessment ([45 CFR §1302.11\(b\)\(5\)](#)). Programs were able to start using this flexibility from the beginning of the current 2024–2025 program year and this remains unchanged.

This PI also notes two other technical updates to the regulatory text. The final rule inadvertently included an incorrect citation in the requirements for family partnership services, and left out the August 1, 2028, compliance date for staff benefit requirements. A formal correction for both of these issues was published in the [Federal Register](#) on October 31, 2024.

OHS will continue to provide [direction, guidance, and resources](#) that support Head Start programs to understand and implement changes to the Performance Standards.

Thank you for the work you do on behalf of children and families.

Sincerely,

/ Khari M. Garvin /

Khari M. Garvin
Director
Office of Head Start

See PDF Version of Program Instruction:

[Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming – Technical Updates](#) (22.16 KB)

Historical Document

Use of Federal Early Childhood Program Funds to Improve Access to Housing-Related Supports for the Early Childhood Workforce in Tribal Communities

 eclkc.ohs.acf.hhs.gov/policy/im/acf-ohs-im-24-05

Use of Federal Early Childhood Program Funds to Improve Access to Housing-Related Supports for the Early Childhood Workforce in Tribal Communities

ACF-OHS-IM-24-05

U.S. Department
of Health and Human Services

ACF
Administration for Children and Families

- 1. Log Number:** ACF-OHS-IM-24-05
- 2. Issuance Date:** 11/01/2024
- 3. Originating Office:** Office of Child Care, Office of Head Start, Office of Early Childhood Development
- 4. Key Words:** Child Care and Development Fund, CCDF, Tribal Lead Agencies, American Indian and Alaska Native Head Start, Region XI, Tribal Home Visiting, Housing, Workforce

Information Memorandum

To: Tribal Child Care and Development Fund (CCDF) lead agencies, American Indian and Alaska Native (AIAN) Head Start award recipients, and Tribal Maternal, Infant, and Early Childhood Home Visiting (MIECHV) recipients

Subject: Use of Federal Early Childhood Program Funds to Improve Access to Housing-Related Supports for the Early Childhood Workforce in Tribal Communities

Related References:

The Child Care and Development Block Grant (CCDBG) Act (42 U.S.C. 9857 et seq.), Head Start Act as amended (42 U.S.C. 9801 et seq.), Social Security Act, Title V, section 511 (42 U.S.C. 711)

Information:

PURPOSE:

This Information Memorandum (IM) provides an overview and guidance to Tribal CCDF lead agencies, American Indian and Alaska Native (AIAN) Head Start award recipients, and Tribal MIECHV recipients regarding how CCDF, Head Start, and Tribal MIECHV funds can be used to address challenges recruiting and retaining an effective Tribal early childhood workforce serving Tribal communities where access to affordable housing is limited. This IM does not reflect a change in ACF's interpretation for how CCDF, Head Start, and Tribal MIECHV funds can be used, it clarifies allowable uses of funds to support costs related to increasing the availability of affordable, accessible housing for the early childhood workforce serving Tribal communities.

BACKGROUND:

The Administration for Children and Families (ACF) is committed to supporting Tribes in recruiting and retaining an early childhood workforce that meets the needs of children and families in Tribal communities. The Office of Head Start (OHS), Office of Child Care (OCC), and Office of Early Childhood Development (ECD) engages in consultation with Tribal leaders to honor the nation-to-nation relationship and to better understand the unique circumstances and experiences of Tribal early childhood programs. In consultations and other engagements, Tribal leaders and program administrators highlighted ongoing challenges recruiting and retaining a qualified workforce across Head Start, child care, and home visiting programs. Challenges include: recruiting individuals with appropriate qualifications and experience (such as knowledge of or expertise in Native culture and language); providing adequate compensation (including both pay and benefits); competing with pay and benefits offered by other employers and non-Tribal entities; and the high levels of stress experienced by staff due to low wages, insufficient benefits, and working conditions, as well as the challenging nature of providing trauma-informed care to young children.

Many Tribal communities have consistently identified the lack of available, affordable housing for program staff as a significant challenge to recruiting and retaining staff to work in the community. The lack of housing is due to a variety of factors, including excessive rent levels in communities with a high cost of living, insufficient resources for Tribal public housing, and lack of economic and built infrastructure that would facilitate construction of new housing.

ACF has received requests for clarification on whether Tribal early childhood funds can be used to address the lack of available, affordable housing to mitigate this barrier to hiring and retaining program staff. This IM clarifies the flexibilities Tribal Lead Agencies and federal award recipients have in using CCDF, Head Start, and Tribal MIECHV funds to improve access to housing-related supports for early childhood teachers and staff. Each federal early childhood program has unique requirements, and the guidance is only applicable to the program that is being discussed in each section. We recognize that many Tribes have significant housing challenges. This IM addresses specific concerns about housing for early childhood teachers and staff that have been brought to our attention. We acknowledge this will not resolve the complexities of the housing challenges in Tribal communities.

ACF encourages Tribal early childhood programs, within the parameters of federal requirements, to consider the full range of strategies that can be used to address the shortage of early childhood teachers, home visitors, and staff in their communities, including the potential to support housing needs of the early childhood workforce. Promising strategies and additional resources to support the early childhood workforce can be found on [ECD's Workforce Initiative webpage](#).

INFORMATION:

This IM provides information to Tribal communities regarding strategies to identify and improve access to housing-related supports as a recruitment and retention strategy for the early childhood workforce. It offers examples of activities that Tribal communities may implement based on the separate funding source and regulations. Partnering in efforts to increase access to housing in Tribal communities may also be considered in the context of other investments in early care and education facilities, and other efforts to address Tribal housing and facilities issues (such as those supported by the Department of Housing and Urban Development and the Department of Agriculture). This IM encourages Tribal grant recipients to consider how these strategies could align with efforts to use the [Tribal Early Childhood Facilities Combined Application Guide](#), which streamlines administrative requirements and processes for Tribal CCDF and Head Start recipients to braid funds and jointly apply to construct or improve early childhood facilities.

ALLOWABLE ACTIVITIES:

The activities outlined below meet the programmatic purposes and goals of each respective funding source. The following is not a list of required activities, but rather a list of allowable activities that Tribal leaders may consider in addressing the unique circumstances in their communities related to acquiring housing or mitigating excessive housing costs for early childhood teachers and staff (which includes educators in center-based and home-based settings), home visitors, and staff. Investment of program funds to support housing, housing stipends, and all housing related supports for early childhood teachers and staff detailed in this IM must be reasonable, allocable, allowable, and aligned with the goals of the program. This means that investment of program funds would be necessary to meet the goals and objectives of your program and, to be considered reasonable, these costs must not exceed what a sensible person would pay for housing in any given market condition. Finally, an allocable cost can be directly charged to the grant based on the benefit provided. Additional considerations for reasonableness include:

1. Whether the cost is generally recognized as ordinary and necessary for recipient's operation or proper and efficient performance of the Federal award;
2. Whether the cost is supported by sound business practices, arm-length bargaining, laws and regulations, and terms and conditions of the Federal award;
3. Market prices for comparable costs for the geographic area; and
4. Whether cost represents a deviation from recipient's written policies and procedures for incurring costs.
5. Grant recipient would need to ensure that the revision would not take away from their ability to implement the program at the same level.

In addition to being reasonable, the housing-related support cost must also be necessary for the performance of the Federal award and be allocable. A cost is allocable to a Federal award if it meets any of the following standards:

1. Is incurred specifically for the Federal award;
2. Benefits both the Federal award and other work of the recipient; or
3. Is necessary to the overall operation of the recipient and is assignable in part to the Federal award

Tribes should work with their assigned Program Specialists or Federal Project Officers to determine the allowability of expenditures aligned with this guidance and federal cost principals.

Child Care and Development Fund (CCDF)

QCC administers the CCDF to Tribal governments to provide child care assistance for families with low incomes and improve access to affordable, high-quality child care, including early care and school-age programs. Tribal lead agencies may consider using CCDF funds to provide housing-related supports for the child care workforce if it is clear that such expenditures are related to the ability to implement CCDF activities or contribute to the overall quality of child care. Investment of CCDF funds to support housing for the child care workforce may include the following types of expenditures when reasonable, necessary, allocable, and in alignment with the recipient's written policies. Tribal Lead Agencies should work with their assigned Program Specialist to determine if the expenditure is reasonable, necessary, and allocable.

- **Facility construction or major renovation:** Tribes are exempt from the state and territory CCDF prohibition on use of funds for construction or minor renovation at 42 USC 9858m(c)(6). This allows Tribes to use CCDF “for the construction or renovation of facilities that will be used to carry out such programs.”¹ With ACF approval, Tribal CCDF lead agencies can use CCDF to construct or renovate child care facilities. ACF approval is not required for minor renovation. CCDF can also be used to construct or renovate housing or living facilities for child care teachers or staff if the Tribal lead agency demonstrates that (1) adequate housing is not available (such as in a remote area), and (2) housing for child care staff is an integral, but subordinate component of an overall construction or renovation project for a facility whose main purpose is to provide child care services primarily to CCDF-eligible children. In other words, if a Tribal lead agency is constructing or renovating a child care facility, and teacher or staff housing is not otherwise available, ACF may approve the use of CCDF to construct or renovate staff housing, either connected to the main building or in a separate facility close by, as part of the same construction or renovation project. If a Tribal lead agency needs to construct or renovate housing for child care teachers or staff separate from the construction or renovation of a child care facility (e.g., the Tribe may already have adequate child care facilities), the lead agency may apply for an extraordinary circumstances waiver in accordance with 45 CFR 98.19. ACF will only approve such waivers in narrow circumstances in which a Tribe demonstrates that it has exhausted other federal funds that can be used for housing, and that lack of housing is a central barrier to implementing CCDF. Any construction or major renovation projects to include living quarters for teacher or staff housing require ACF approval.
- **Compensation Strategies:** CCDF requires all lead agencies to set aside funds for activities to improve the quality of child care, defined as “activities ... that are designed to improve the quality of child care services and increase parental options for, and access to, high-quality child care.” (42 USC 9858e(a)(1)) Tribal lead agencies may use CCDF quality dollars to support housing for the child care workforce if the investment is in alignment with the lead agency's assessment of needs and the investment will directly support higher quality child care options for families. Allowable quality expenditures may include, for example, housing stipends to offset teacher or staff living expenses, or transportation stipends to offset costs for teachers or staff who travel a great distance to work in Tribal communities. Housing stipends are allowable for family child care providers who may need to find housing suitable for caring for children or adapt their home to make it suitable for child care. Tribal lead agencies adopting these strategies should describe these activities in their CCDF Plan. These housing investment strategies for the child care workforce may be used within a compensation package to attract high-quality child care teachers and staff.

Head Start

QHS Region XI administers American Indian and Alaska Native (AIAN) Head Start programs, which provide high-quality, comprehensive early childhood services to young children and their families. Region XI AIAN Head Start programs often integrate Native language and culture into their services, as determined by the recipient. Region XI recipients may use Head Start funds to provide housing-related supports for staff if such expenditures are necessary, reasonable, and allocable to implement Head Start services, and align with the recipient's written policies. Grant recipients should work with their assigned Program Specialist to determine if the expenditure is reasonable, necessary, and allocable.

- **Compensation strategies:** Head Start funds may be used to support compensation packages that include housing stipends to offset teacher or staff living expenses, or travel stipends to offset costs for teachers or staff who travel a great distance to work in Tribal communities. Programs have flexibility to determine compensation packages for staff, provided that these policies are incorporated into their personnel policies and procedures approved by the governing body and Policy Council or policy committee. Since monetary bonuses likely count as income, recipients should understand income requirements for public benefits to determine how such bonuses may impact staff members' access to these benefits. At their discretion, programs can decide to require a service commitment as a condition of receiving a bonus or financial incentive. However, any service requirement is solely the responsibility of the recipient to establish, implement, and enforce, as appropriate. All costs must be reasonable, allocable, and allowable per Uniform Administrative Requirements (45 CFR §§75.430 and 75.445(b)). It is also important to note that these cost principles apply to non-federal match. Grant recipients should work with their assigned Program Specialist to determine if an expenditure is reasonable, necessary, and allocable. For more information on the cost principles, programs are encouraged to review resources on the Head Start website: [short video titled, Cost Principles That Guide Head Start Grants Management](#); detailed Individualized Professional Development (iPD) course titled, [Financial Essentials Series](#).²
- **Additional services for staff experiencing housing or cost of living challenges:** In [Sec. 636](#) of the Head Start Act, the Head Start purpose is defined, in part, as “the provision to low-income children and their families of health, educational, nutritional, social, and other services that are determined, based on family needs assessments, to be necessary.” As such, programs can offer additional on-site services to staff experiencing housing and/or cost-of-living challenges, if such services are necessary to enable the provision of Head Start services (i.e., the program would otherwise be unable to obtain the staff necessary to provide Head Start services). This may include using Head Start funds to have supports such as laundry, showers, food items, clothing items, and computer or internet access available on-site for staff. Recipients still need to comply with the cost principles in [45 CFR Part 75](#) and any costs incurred need to be necessary and reasonable. Recipients should work with their assigned Program Specialist to determine if costs are reasonable, necessary, and allocable.
- **Facility construction or major renovation:** Head Start grant recipients can, with prior approval, use Head Start funds for facility purchase, construction, or major renovation projects “used to carry out Head Start programs.” (Head Start Act, Section 644(f)(1)). Funds can be used for facilities in which Head Start services are being provided. However, if renovating or constructing living facilities for staff could be demonstrated to be an integral but subordinate part of the Head Start facility, one that was shown to be necessary to carry out Head Start requirements in places with demonstrated lack of housing stock, such as in highly rural or remote areas, it may be justifiable. Additionally, living facilities for staff may be justifiable in instances where local housing costs are exorbitant and prohibit staff from residing in the community, or times when market factors might make it extraordinarily difficult for staff to secure a housing loan. [OHS](#) encourages Head Start directors to partner with the Tribal housing authority or other comparable entities to support and oversee housing management and maintenance, ensuring that the complex operational task of managing residential housing is led by those with the most expertise in this area. Head Start funds are prohibited for the sole purpose of constructing teacher, home visitor, or staff housing. As with all construction or major renovation projects, [ACF](#) approval is required.

Tribal Maternal, Infant, and Early Childhood Home Visiting (MIECHV)

[ECD](#) administers the Tribal [MIECHV](#) program, which issues awards to Tribes, Tribal organizations, and urban Indian organizations to develop and implement home visiting programs in AI/AN communities. Recipients have some flexibility in leveraging [MIECHV](#) funds to provide housing-related supports for home visitors and staff as long as it is reasonable, necessary, and allocable to carry out the Tribal [MIECHV](#) program as well as aligns with the recipient's written policies.

- **Compensation Strategies:** Tribal MIECHV funds may be used to support compensation packages that include housing stipends to offset home visitor or staff living expenses, or travel stipends to offset costs for home visitors or staff who travel a great distance to work in Tribal communities. Recipients may use MIECHV funds for compensation packages, provided all costs are reasonable, allocable and allowable per Uniform Administrative Requirements (45 CFR §§75.430 and 75.445(b)). Compensation packages could include housing stipends if recipients present justification for the expense, particularly to recruit and retain high-quality staff. Recipients must provide a narrative within the budget/budget amendment should they make a request for a housing allowance as part of a benefits package justifying it as a reasonable expense in the context of the program, particularly if they struggle to hire or retain staff without this benefit. MIECHV programs have flexibility to include housing stipends in compensation packages for staff and should document this in their personnel policies and procedures. ACF is also available to discuss other compensation mechanism options (e.g., increased wages, cost of living increases, recruitment costs, relocation costs) to offset the cost of living.

Tribal MIECHV funds may not be used for facility construction, purchase, and major renovation.

The Department of Health and Human Services Grants Policy Statement (HHS GPS) states that construction is allowable only when program legislation specifically authorizes new construction, modernization, or other activities, and then the HHS Operating Division (OPDIV) specifically authorizes the costs in the Notice of Award. The MIECHV legislation (Section 511 of Title V of the Social Security Act) does not specifically authorize use of funds for this purpose and the Notice of Funding Opportunity for the Tribal MIECHV program specifically lists facility purchase, construction, or major renovation as unallowable costs. Tribal MIECHV funds are therefore prohibited for facility construction of staff housing, and any construction would need to be through a separate construction federal award.

Community Partnerships

Early childhood programs can also consider strategies to strengthen existing partnerships and build new ones to increase access to supports and services for staff housing. This can mean leveraging state, Tribal, local, and private initiatives as partners to meet community needs more effectively. Community partners that programs can work with include, but are not limited to:

- [Head Start Collaboration Offices \(HSCOs\)](#)
- [State McKinney-Vento coordinators](#)
- Local continuums of care
- [Public housing authorities](#) and [Section 8 Housing Choice Vouchers](#)
- Tribal housing authorities
- [Low Income Home Energy Assistance Program \(LIHEAP\)](#)
- [Community action](#), faith-based, culture-sensitive, and other nonprofit organizations

Programs can start by reviewing general information about help with rent and housing on the [Consumer Financial Protection Bureau website](#). They can also reach out to their local [Public Housing Agency](#), or [Tribal housing authority](#), to determine whether staff could be eligible for a housing voucher or other resources. Developing and maintaining partnerships with housing agencies and liaisons is one of the best ways to stay up to date on programs, policies, and resources that might be available for staff. This means programs can help staff quickly connect with meaningful resources for which they may be eligible, including rental assistance.

Tribal Early Childhood Facilities Combined Application Guide

ECD, OCC, and OHS recently announced a [Tribal Early Childhood Facilities Combined Application Guide](#). This guide aims to streamline application submission and review process for Tribal CCDF, and

Tribal Head Start programs that jointly apply to construct, renovate, or improve early childhood facilities. These applications may include facility construction to include staff housing that aligns with allowable activities noted in this IM.

Additional Resources to Support the Tribal Early Childhood Teachers, Home Visitors, and Staff

ACF published [guidance](#) for [CCDF administrators](#) and [Head Start programs](#) that strongly encourages leaders to invest in strategies to recruit and retain a strong, diverse early childhood workforce, including increasing staff compensation, strengthening early childhood professional development and career pathways, and continuing to be bold in strategies that align with their community needs and demonstrate the value of their work.

Questions

Please direct inquiries to the appropriate office:

- Contact the Regional Program Manager in the appropriate OCC Regional Office. Contact information for OCC regions can be found at <https://www.acf.hhs.gov/occ/resource/regional-child-care-program-managers>.
- Contact the OHS Region XI Program Office with any questions.
- Contact your Tribal MIECHV Federal Project Officer with any questions.

/Katie Hamm/

Katie Hamm
Deputy Assistant Secretary
Early Childhood Development

/Ruth Friedman/

Ruth Friedman
Director
Office of Child Care

/Khari M. Garvin/

Khari M. Garvin
Director
Office of Head Start

See PDF Version of Information Memorandum:

[Use of Federal Early Childhood Program Funds to Improve Access to Housing-Related Supports for the Early Childhood Workforce in](#) (125.76 KB)

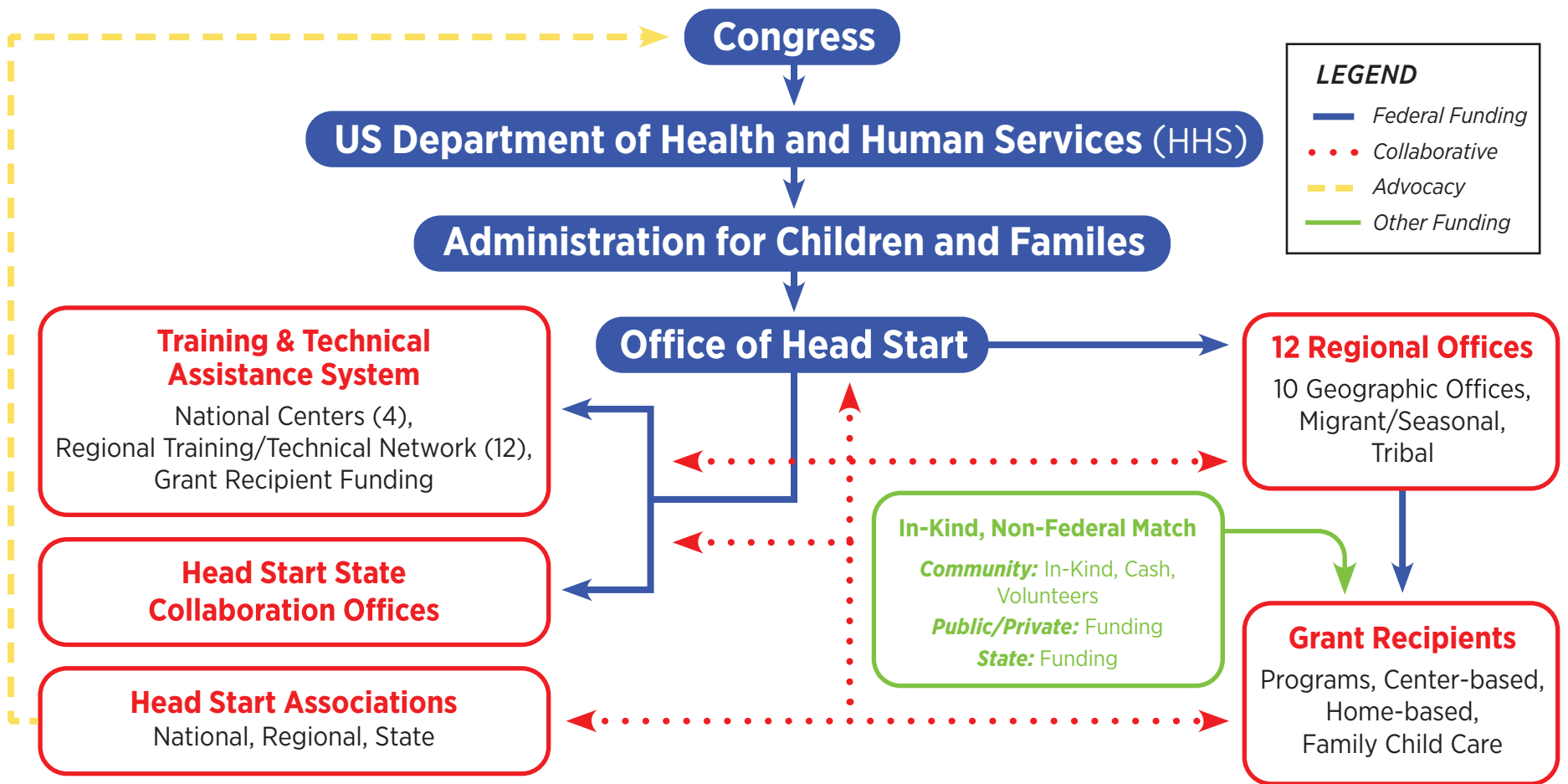
Historical Document



ADMINISTRATION FOR
CHILDREN & FAMILIES



THE HEAD START ECOSYSTEM



United States Congress

The United States Congress passed the public law known as the Head Start Act. The Head Start Act authorizes the appropriation of funds at specific levels and prescribes the methodology for the allotment of funds. The Head Start Act spells out the purpose of the program, the types of services to be provided, the populations to be served, reporting and evaluation requirements, and various administrative requirements.

Department of Health and Human Services

The mission of the U.S. Department of Health and Human Services (HHS) is to enhance the health and well-being of all Americans, by providing for effective health and human services and by fostering sound, sustained advances in the sciences underlying medicine, public health, and social services.

Administration for Children and Families

The Administration for Children & Families (ACF), a division of the U.S. Department of Health & Human Services (HHS), promotes the economic and social well-being of families, children, youth, individuals and communities with funding, strategic partnerships, guidance, training, and technical assistance.

[What We Do | The Administration for Children and Families \(hhs.gov\)](#)

Office of Head Start

A program of ACF, OHS administers grant funding and oversight to 1,600 public and private nonprofit and for-profit agencies that offer Head Start services in local communities. Head Start and Early Head Start grant recipients provide services to more than 1 million children every year, in every U.S. state and territory, in farm worker camps, and in more than 155 tribal communities. OHS is appropriated more than \$10 billion per fiscal year for programs under the Head Start Act

OHS also provides federal policy direction and a training and technical assistance (TTA) system to assist grant recipients in delivering comprehensive services to eligible young children and their families.

12 Regional Offices

The program offices have specialized missions supporting initiatives that empower people and improve access to services. The program offices fund awards to state, territory, and local governments, non-profit groups, faith and community-based organizations, American Indian tribes, and Native American and indigenous communities. They also provide technical assistance, guidance, and overall supervision to grantees responsible for direct delivery of services.

[Regional Offices | The Administration for Children and Families \(hhs.gov\)](#)

National Centers

Leading the delivery of T/TA at the national level are six centers:

1. [The National Center on Program Management and Fiscal Operations](#)
2. [The Early Head Start National Resource Center](#)
3. [The National Center on Quality Teaching and Learning](#)
4. [The National Center on Parent, Family, and Community Engagement](#)
5. [The National Center on Cultural and Linguistic Responsiveness](#)
6. [The National Center on Health](#)

The National Centers function as a team to give Head Start grant recipients' consistent information from OHS across all service areas. Each Center has an area of focus and is staffed by experts who have extensive experience with Head Start programs and with the development of effective interventions that make a difference in the lives of young children and their families.

[Training and Technical Assistance | The Administration for Children and Families \(hhs.gov\)](#)

Regional T/TA Network

The 12 OHS Regional Offices work with four categories of regional TTA specialists: early childhood, grant recipient, health, and systems. Most TTA specialists, at the direction of a Regional Office, give on-site TTA to individual grant recipients, to clusters of grant recipients with similar interests, and at state and regional events.

[Training and Technical Assistance Centers | ECLKC \(hhs.gov\)](#)

State Collaboration Offices

Head Start Collaboration Offices (HSCOs), promote partnerships at the local, state, and national levels to strengthen services for the Head Start community and children whose families live in poverty. Since 1990, the Administration for Children and Families (ACF) has awarded Head Start collaboration grants to support the development of these multi-agency and public and private partnerships.

[About Head Start Collaboration Offices | ECLKC \(hhs.gov\)](#)

Grant recipients – Local programs and delegate agencies

The federal government funds Head Start programs through the U.S. Department of Health and Human Services, Administration for Children and Families. Across the country, school districts, nonprofit and for-profit groups, faith-based institutions, tribal councils, and other organizations qualify to become a Head Start recipient and receive federal funding. The federal-to-local model allows local leaders to create a Head Start experience that is responsive to the unique and specific needs of their community. Many programs are combining funding from federal, state, and local sources to maximize service delivery and continuity.

Head Start programs promote the school readiness of young children from low-income families by enhancing their cognitive, social, and emotional development.



**CASS COUNTY HEAD START & EARLY HEAD START
PLATTSMOUTH EARLY CHILDHOOD CENTER**

Main office: 902 Main Street, Plattsmouth, NE 68048 Mailing address: 1912
Old Highway 34 Plattsmouth, Nebraska 68048 402-296-5250



**Head Start Treasurer's Report
October 2024**

Continuation Grant from 1/1/2024 to 12/31/2024 (with NFS)	\$ 1,655,640	
Total Head Start Grant Funds from 1/1/2024 to 12/31/2024 (without NFS)	\$ 1,144,435	
Total Early Head Start Grant Funds from 1/1/2024 to 12/31/2024 (without NFS)	\$ 180,977	
 Head Start Expenditures for the Month of: October 2024	 \$ 123,937	
 Early Head Start Expenditures for the Month of: October 2024	 \$ 24,330	
 Total Grant Period Expenditures 1/1/2024 to 12/31/2024		
Head Start	\$ 836,948	
Early Head Start	\$ 139,449	
 Percent of Budget 1/1/2024 to 12/31/2024		
Head Start	73%	
Early Head Start	77%	
 In-Kind for the Month of: October 2024	 \$25,362	
 In-Kind Credited to Date:		
Head Start	1/1/2024 to 12/31/2024	\$ 160,954
Early Head Start	1/1/2024 to 12/31/2024	\$ 23,207
Total	1/1/2024 to 12/31/2024	\$ 167,799
 Percent of Required In-Kind For Fiscal Year 2024		
Head Start (\$286,116 total required)	56%	
Early Head (\$45,012 total required)	72%	
Total Required (\$331,128)	51%	
 Head Start Nutrition Expenditures for the Month of: October 2024	 \$34,018	
 Meals Served in the month of October 2024		
Conestoga: Breakfast:195 Lunch: 194	Plattsmouth: Breakfast:1,982 Lunch: 1,968	



**CASS COUNTY HEAD START & EARLY HEAD START
PLATTSMOUTH EARLY CHILDHOOD CENTER**

Main office: 902 Main Street, Plattsmouth, NE 68048 Mailing address: 1912
Old Highway 34 Plattsmouth, Nebraska 68048 402-296-5250



**Head Start Director's Report
November 2024**

Early Childhood Numbers as of: 11/04/2024

Enrollment:

Accepted for Tuition/Head Start for 2024-2025:

PECC	70
Conestoga Head Start	12
Total for Head Start	84 out of 100
Tuition at PECC	36
<i>Total Enrollment for PECC/Conestoga</i>	<i>120</i>

Birth to Three Program Enrollment Report:

Sixpence	10
Birth to 5 Special Education Home/Community Based/Speech	42
Early Head Start	10 out of 10

Attendance: October

Week Of:	Head Start Only	Tuition Only	Combined
10/7/2024	96.03%	97.22%	96.39%
10/14/2024	95.24%	96.53%	95.63%
10/21/2024	92.11%	96.67%	93.48%
10/28/2024	91.67%	97.78%	93.50%

Head Start Grant Information:

The Fiscal Year (FY) 2025 is a New grant application and was due on Oct. 1st, 2024. This is the new funding guidance for the FY 2025. The Grant was submitted Friday, September 20, 2024.

Funding Type	Projected Funding	Funded Federal Enrollment
Head Start Program Operations & Training and Technical Assistance	\$1,155,911	100
Early Head Start program Operations & Trainings and Technical Assistance	\$180,913	10
Total Grand Funding	\$1,355,206	110

In-Kind (non-federal share) for HS & EHS	\$338,812	
Total Grant Amount	\$1,694,018	

Office of Head Start Communications:

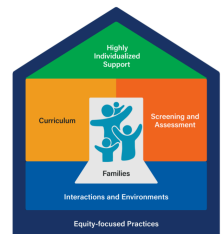
- ACF-IM-HS-24-04: Facilities Guidance
- ACF-IM-HS-24-05: Use of Federal Early Childhood Program Funds to Improve Access to Housing-Related

Trainings:

- Reduction in slots, reducing from 100 slots to 80 slots to meet the full enrollment initiative. This will shift some budget items that are purchased for 100 students down to 80 students into supporting staff.

Program Type	Funded Enrollment	Program Operations	T/TA	Total	Non Federal Share	Total Budget
Head Start	100-20 = 80	\$1,155,911	\$15,064	\$1,170,975	\$292,755	\$1,463,730
Early Head Start	10	\$180,913	\$3,318	\$184,231	\$46,046	\$230,277
Total	90	\$1,336,824	\$18,382	\$1,355,206	\$338,801	\$1,694,007

-
- Framework for Effective Practices
 - The National Center on Early Childhood Development, Teaching, and Learning (NCECDTL) uses a house to represent six elements of quality teaching and learning for children ages birth to 5 in all Head Start program options. Quality teaching and learning uses children’s and their families’ lived experiences, home languages, perspectives, and cultural ways of knowing and being to make learning more meaningful and engaging. It creates equitable environments where all children feel a sense of belonging, and that promotes their social and emotional development and school readiness.
- The six elements of the Framework for Effective Practice, or House Framework are:
 - 1. Interaction and Environments:** Providing nurturing, responsive, and effective interactions, and engaging environments
 - 2. Curriculum:** Implementing research-based curriculum and teaching practices
 - 3. Screening and Assessment:** Using screening and ongoing assessment of children's skills
 - 4. Individualized Support:** Embedding highly individualized teaching and learning
 - 5. Families:** Engaging parents and families
 - 6. Equity-focused Practices:** Promoting high-quality equitable learning



environments

When these elements are connected, they form a single structure that surrounds the family in the center. Family is at the heart of the house. Each element is implemented in partnership with parents and families as co-educators in their cultural and community context. Equity-focused practices and policies not only surround the house but are embedded throughout each element to ensure equitable access, belonging, high- quality nurturing and joyful experiences, and positive outcomes for all children and families.

- Head Start EcoSystem
- Head Start Organizations Overview
- Head Start Acronyms

Personnel:

- We are looking for Early Childhood Inclusive Teachers

Policy Council:

- Review and vote of the Change in Scope for the Reduction of Slots.
- Leadership reports: Disabilities, Family Supports, Health and Safety, Mental Health

Respectfully submitted,
Mrs. Juli Beck, Cass County Head Start Director

Plattsmouth Community Schools
Board of Education Report
Amanda Wright
Special Education Director
November 11, 2024

Special Education Student Numbers

Elementary: 101 (98 in October of 2024)
Middle School: 73 (75 in October of 2024)
High School: 72 (75 in October of 2024)
Non-Public: 13 (12 in October of 2024)
Total K-12: 259 (260 in October of 2024)

Alternate Assessment 1% Threshold

Under the Every Student Succeeds Act (ESSA), states must ensure that the number of students assessed with the Alternate Assessment for Students with the Most Significant Cognitive Disabilities (NSCAS-AA) in each subject does not exceed 1 percent of all students participating in Nebraska's State Assessments. If a state anticipates exceeding this 1 percent threshold, it must submit a waiver request to the U.S. Department of Education at least 90 days before the start of the alternate assessment testing window.

Consequently, each district in Nebraska is required to submit a justification to the Nebraska Department of Education (NDE) if it anticipates that more than 1 percent of its students will participate in the NSCAS-AA. This annual justification is a mandatory requirement and must be submitted by December 4th.

Proportionate Share

All school districts are mandated by the Individuals with Disabilities Education Act (IDEA) to complete an annual IDEA Proportionate Share application. This application is based on the October 1, 2024 child count of eligible children with disabilities (ages 3-21). It determines the amount of IDEA funds that must be allocated for eligible parentally placed children with disabilities who are enrolled in an accredited or approved nonpublic school and/or an exempt home school within the school district's boundaries. The submission deadline for this application is December 15th.

Part B Focused Monitoring

The Nebraska Department of Education is required by the Individuals with Disabilities Education Act (IDEA) to ensure local districts are fully implementing the requirements of Rule 51 - Regulations and Standards for Special Education Programs, Title 92, Nebraska Administrative Code, Chapter 51 (92 NAC 51). Plattsmouth Community School District has been selected to participate in focused monitoring during the 2024-2025 school year.

The Monitoring Priority Areas are:

- Provision of a free appropriate public education (FAPE) in the Least Restrictive Environment (LRE) including compliance with the requirements of the Individualized Education Plan (IEP);

- Procedural Safeguards;
- General Supervision including: a) Child Find (evaluation and identification of children and youth with disabilities); and b) Transition
- Disproportionate representation of racial and ethnic groups in special education and related services, to the extent the representation is the result of inappropriate identification.

The monitoring activities to be conducted by the Office of Special Education include:

- The NECounts Rubric is used to monitor district progress toward improvement and compliance annually. This review takes place in the winter. Districts are informed of their individual Determinations on May 31.
- Year 1: Districts are identified to begin a 3-year improvement cycle based on an analysis of the NECounts Rubric.
 - District Monitoring Questionnaire which is an opportunity for the District to provide current data and information in the build out of their profiles (completed)
 - Comprehensive Review completed by the NDE Special Education Monitoring Team (in progress)
 - The Monitoring Clarification Meeting, which is completed with the School District, and the NDE Special Education Monitoring Team.
- Year 2: Corrective Action Plan work and closeout
- Year 3: Continued implementation of improvement plan and review of data
- Year 4: Districts can be re-selected through the NECounts Rubric process.

Plattsmouth Director of Instructional Services

Board of Education Report

Cherie Larson November 11, 2024

Plattsmouth Community Schools

Working together to achieve Academic success, respectful Behavior, and Career readiness in a Safe environment.

Academic Success

Assessments

- 2024-2025 District Assessments
 - NWEA: K-11, Reading, Math, Science
 - Fastbridge: K-2, Reading
 - STAR: 3-5 Reading
 - Creative Curriculum Gold: Preschool
- NDE Embargoed Data:
 - NDE has provided embargoed NSCAS assessment results.
 - NDE has provided embargoed Classification and Accountability Ratings.
 - All embargoed data released to press and district administrators:
November 25, 2024
 - Public release of all data: November 27, 2024
- NWEA Fall testing
 - Testing will take place in December 2024 and January 2025.

Curriculum Work

- The fine arts programs have begun the curriculum review process.
- The Career and Technological Education program has begun the curriculum review process.
- The Code.org Computer Science Principles program has been adopted for the technology class that meets state statute 79:3303.
 - Materials have been made available at the building for review.
 - The review and name of the program have been shared on district and PHS websites and social media accounts.
- PECC has adopted and been trained in the Really Great Reading program.
- Character Strong Curriculum materials are in the next phase of adoption.
 - The program is presented on the district website. The scope and sequence and other resources are available at each building and have been advertised on building-level social media accounts.
 - 24 school districts in Nebraska use the program.
 - The first quarter pilot went well.
 - Buildings are fine-tuning potential implementation plans.

- All staff are getting trained.
- Materials will continue to be made available to the community.
 - If adopted, instruction will begin in January 2025.
- Curriculum resources for the Music History and Music Appreciation classes are being reviewed. Samples are at the high school office for review.

Professional Development/Professional Learning Communities

- The professional development plan for this year is being implemented. The general focus is on the science of reading and differentiation.
- Professional development related to the science of reading was offered this summer and is provided to K-12 staff this school year.
- Substitutes have been trained, and a new system is being implemented to give them access to instructional resources.
- New staff are provided further training in the learning model as they participate in their formal observations.

Respectful Behavior

- Buildings are working on implementing their behavior plans.

Career Readiness

- State CTE and Perkins funds are used to purchase new equipment for CTE programs.

Grants

- The district is managing its own Perkins Consolidated Grant this year. Equipment is being ordered, and staff development is being planned.
- Plans have been submitted for the 2024-2025 ESSA Grant.

AdministrationFunctional Principle of Administration

- A) The organization of the school staff shall be unified and directed by a single executive head -- the Superintendent of Schools.
- B) Staff organization shall be based upon a functional analysis of the services to be rendered by the school system.
- C) The Board of Education recognizes the following services or functions as components of the school system:
 - 1. Policy making and legislation -- functions of the Board of Education carried on with the aid of the Superintendent of Schools.
 - 2. Administration -- a function of the administrators on all levels of the school system, unified and coordinated through the office of the Superintendent of Schools.
 - 3. Instruction -- a service performed by teachers, counselors and librarians aided by administrative and other certificated employees and their assistants.
 - 4. Plant operation, maintenance, and construction -- functions under the direction of the Superintendent of Schools.
 - 5. Business affairs, to include accounting, secretarial, and clerical -- services performed by secretaries, clerks, accountants, and others under the direction of the Superintendent of Schools.
- D) All administrators will be members of the administrative council, are expected to function as an effective administrative team, and shall be called upon from time to time to make reports to the board of education.

Date of Adoption: January 9, 2006

Reviewed: Mar. 12, 2007, Dec. 8, 2008, Dec. 14, 2009, Dec. 13, 2010, Nov. 14, 2011, Dec. 10, 2012, Dec. 9, 2013, Dec. 8, 2014, Dec. 14, 2015, Dec. 12, 2016, Dec. 11, 2017, Nov. 10, 2018, Feb. 10, 2020, Feb. 8, 2021, Jan. 10, 2022, Jan. 9, 2023, Feb. 12, 2024

Business Operations

Safety

Plattsmouth Community Schools is committed to providing and maintaining a safe and healthy work environment. The administration is to make the safety of employees an integral part of the management function. Each employee is to make safety an integral part of their duties by following established safety regulations and procedures, assisting in accident prevention activities by reporting any job-related injury to the administration immediately, reporting unsafe conditions immediately, and providing suggestions to eliminate accidents and injuries. Failure to follow safety rules may lead to disciplinary action up to and including termination.

Safety and health management is the ultimate responsibility of the Board. Functional authority for continued development and implementation of health and safety is hereby delegated to the Superintendent or the Superintendent's designee.

The Superintendent is designated as and shall serve as the primary liaison between emergency personnel and the District in the event of an incident. The Superintendent shall designate individuals within each building to serve as a liaison between emergency personnel and the District in the event of an incident. The Superintendent shall inform emergency personnel of the persons designated as liaisons.

The Superintendent shall ensure that emergency drills are conducted at least as often as required by law, including fire drills conducted at least once a month with one additional drill being conducted during the first 30 days of school, tornado drills conducted at least once during the first two weeks of school and at least once during the month of March, and bus evacuation drills conducted at least two times during the school year involving all students and appropriate staff.

The Superintendent shall ensure that, in the event of an emergency, the District has methods of communication to reach all internal and external stakeholders and that the District has a plan for public communication to gather, verify, coordinate, and disseminate information during an incident.

The Superintendent shall ensure that multi-hazard training is provided for specified employees in required areas to comply with local, state, and federal regulations, as well as non-required areas to improve safety within the District.

Safety Committee

A Safety Committee is hereby created. The Superintendent shall coordinate and maintain the Safety Committee. The Safety Committee will be made up of community stakeholders willing to serve on the Committee. The Board hopes that the following members of the community are willing to serve on the Safety Committee: parents, law enforcement and local first responder professionals, teachers, administrators, mental health professionals, custodians, school nurses, local emergency managers, IT managers, and school transportation personnel.

The Safety Committee shall meet at least annually to review safety standards and protocols. The Safety Committee may designate subcommittees to report to the Safety Committee.

The Safety Committee shall:

- Prepare and communicate with local authorities (e.g., fire, police, rescue, emergency management personnel) at least annually. Such communications shall include collaborations with local authorities to identify and address safety and security issues.
- Consider, develop and implement guidelines for event and incident management. Such guidelines shall be reviewed and practiced by all employees, students and relevant stakeholders at least annually.
- Consider, develop and implement standard response and practice procedures for emergency situations, such as lock downs, lock outs, evacuations and shelter. Such procedures shall be reviewed and practiced by all employees, students and relevant stakeholders at least annually. Such procedures shall include a plan to identify and document crisis communication procedures with the following stakeholder groups: emergency responders, employees, students, parents/guardians, media, and others as needed. Such procedures shall also provide information to staff to empower staff to initiate protection actions, when appropriate.
- Take any reasonably necessary steps to ensure that the District is in compliance with all applicable fire and life safety codes.
- Take any reasonably necessary steps to ensure that the District has standardized and visible interior and exterior signage for emergency responders.
- Consider, develop and implement strategies and processes to assess observable, positive relationships between students and employees and students and other students.
- Consider, develop and implement strategies and processes to create a respectful, positive, and safe environment conducive to learning.
- Consider, develop and implement procedures to monitor school safety and security protocols for off-campus school sponsored events.
- Consider, develop and implement a student assistance process where problem solving can occur and intervention strategies are recommended and implemented.
- Consider, develop and implement a plan for behavioral threat assessments and conducting threat assessment protocols using trained staff.
- Consider, develop and implement safety and security procedures to monitor before and after-school activities, including other facility users.
- Identify mental health resources and use such resources when appropriate.
- Ensure that procedures are in place that require all District employees to participate annually in at least one hour of suicide prevention training.
- Ensure that all school buildings have designated multiple evacuation assembly locations for each building, and that staff and students within each building are aware of said locations.
- Review the District's bullying policy and student dating violence policy at least annually and recommend to the Board any proposed changes to the District's bullying policy and/or student dating violence policy.

- Consider, develop and implement a protocol for an annual inventory of all chemicals (e.g., classrooms, custodial, buildings, grounds), proper storage, and disposal of unused or outdated chemicals.
- Ensure that the District maintains immunization records for all students and uses the data for health and safety of students, when appropriate.
- Conduct a District-wide safety and security self-assessment for each building.
- Conduct a safety audit on an annual basis.
- Review at least annually the District's policies and protocols on active supervision throughout school buildings and campus, and recommend any changes in policies or protocols to the Board.
- Review at least annually the District's policies and protocols on security and visitors (including visitors in specialized areas, such as prekindergarten areas, playgrounds, science labs, and so forth) in school buildings, and compare the District's policies and protocols with guidance issued by the Readiness and Emergency Management for Schools Technical Assistance Center (REMS-TA), and recommend any changes in policies or protocols to the Board.
- Conduct a performance review of emergency drills and suggest any changes, when appropriate.
- For any safety and security procedures or protocols, review said procedures and protocols to ensure that such procedures and protocols accommodate individuals with special needs.
- Consider, develop and implement procedures supporting academic, physical, operational and psychological/emotional aspects of an incident, after an incident occurs. Such procedures shall ensure that students and employees are supported and given an opportunity to address psychological and emotional health needs after an incident. Such procedures shall also ensure that resource requests and management of the incident be conducted in a way that supports the psychological and emotional needs of students and staff after an incident. The Committee shall explore mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas, and make any recommendations to the Board.
- Adopt and maintain an effective written Injury Prevention Program for the District.

The Safety Committee shall maintain documentation of its compliance with this policy.

Legal Reference: Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 10, Rule 10 Accreditation of Schools, 011.01b, c, d, e, f, g (Seclusion and Restraints, Bullying, Dating Violence); 79-2,137 (Bullying); 79-2,138 to 79-2,142 (Dating Violence); 79-2,146 (Suicide Awareness, 2015-2016); Criminal Code Sec. 28-318 (Sexual Harassment); Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 11, Rule 11 Accreditation of Schools, 004.11g (Pre-K CPR and First Aid) Neb. Rev. Stat. Sections 48-443 to 48-445

Date of Adoption: January 9, 2006

Reviewed: Sept. 8, 2008, Sept. 14, 2009, Sept. 13, 2010, Sept. 12, 2011, Mar. 12, 2012,

May 13, 2013, May 12, 2014, May 11, 2015, May 9, 2016, May 8, 2017, May 14, 2018, May 13, 2019, June 8, 2020, June 14, 2021, June 13, 2022, June 12, 2023, June 10, 2024

Revised: Dec. 9, 2024

PROCEDURES AND STANDARDS FOR IDENTIFICATION OF LEARNERS WITH HIGH ABILITY

An adequate plan for the identification of high ability learners requires the use of multiple criteria in an effort to be inclusive. This process is based on triangulation of data obtained from an intelligence test, achievement test, and a teacher observation form.

3rd - Grade 12

(current K-2 students that are currently eligible will be grandfathered)

Screening

Students may enter the screening pool through direct referral by parent, educator, peer, or other individual who knows the child, at any time during the school year. In addition, the High Ability Learner Facilitator reviews all achievement test scores to identify students who have scored above the 90th percentile.

Parents/guardians of transfer students will complete a form at the time of registration indicating the type of services received at their previous school.

Following screening, parents are notified by letter that the identification process has been initiated for their child. At that time, the parents will be asked for written permission to continue with testing and/or collection of additional data. Formal assessment is scheduled upon receipt of the written parental permission.

Selection

After the collection of all required data, student profiles will be completed based on the tests and observation scores. Students must accumulate a total of 10 or more points on the Student Profile to meet the eligibility requirements of the program.

Placement in the Program

After the determination of eligibility, a letter is sent to the parents notifying them of the decision and soliciting permission for placement. Commencement of services begins upon receipt of written parental permission. A parental decision not to participate may be made without penalty or sanction.

Within the first 30 days of each school year, parents will be informed in writing of the student's identification, how the student was identified, and programs/instructional strategies available to the student.

Students who have previously been identified as high ability learners and transfer into the Plattsmouth Community School District will be automatically placed in the HAL

Regulation No. 5414A

Program for one year. Prior to starting their second school year in the HAL program, the students' most current profiles will be reviewed to determine continued eligibility.

A list of identified students and their areas of high ability will be provided to classroom teachers by the High Ability Learner Facilitator. The district will provide the Nebraska Department of Education with an annual report of identified students and information regarding identification criteria.

A decision not to place a student in the program will be followed by:

- 1) Notification of the student by the HAL facilitator in a one on one conference.
- 2) Notification of the parent, in writing, with the option of a conference if requested.
- 3) Recommendations of alternatives, if necessary, to the parent and classroom teacher.

Parent Right to Appeal

If parents disagree with the placement decision, they may submit a written appeal to the Superintendent. The Superintendent will gather necessary information and inform the parents of the decision regarding the appeal.

Change in Services

The appropriateness of a student's services is periodically reviewed and may result in continuation of the same services, a change in services, or initiation of exit procedures. The High Ability Learner Facilitator collects data on each identified second-grade (for grandfathered students), fifth-grade, and eighth-grade student and reviews this information throughout the second semester to determine the student's eligibility status. A review of all other students can occur at any time the appropriateness of services is questionable.

Parents are notified in writing that a review of the student's services is occurring and, in that letter, are invited to comment on the placement appropriateness. After the review of all data, a determination is made in regard to continuation of services. Parents are then notified of the decisions by the end of September of the next school year.

As a result of the review, it may be determined that a student no longer meets eligibility requirements and discontinuation of services to that student may be recommended. The High Ability Learner Facilitator informs the parents of the decision and the appeal process.

Parents may request, in writing, to have the student stop receiving services. The High Ability Learner Facilitator will contact the parents to determine the reason(s) for the request and then inform the principal that the child will no longer receive services. The

student is eligible to receive services at a later date upon written request from the parents and verification that the student is still eligible to receive services.

Plattsmouth Community School District



**High Ability Learner
Student Profile**

Student _____ **Grade** _____

Cognitive Abilities Test
CogAT/OLSAT

Achievement Test
MAP Reading/Math

Teacher Observation
SIGS Scales \geq 90th %ile

Cognitive Abilities Test		Achievement Test		Teacher Observation	
Score	Points	Subtest or Composite %ile	Points	Score	Points
120 - 124	4	90-91	1	1 Scale	1
125 - 129	5	92	2	2 Scales	2
130 - 134	6	93	3	3 Scales	3
135 - 139	7	94	4	4-5 Scales	4
140 - 144	8	95-up	5	6-7 Scales	5
145 - up	9				

Score _____

Score _____

Score _____

Points _____

Points _____

Points _____

10 points are required to qualify

Student's total points: _____

Student qualifies: Yes No

If yes, date the student entered the program: _____

Date of Adoption: September 10, 2007

Reviewed: July 14, 2008, July 13, 2009, July 12, 2010, July 11, 2011, Jan. 9, 2012

Revised: September 10, 2012

Reviewed: Apr. 8, 2013, Apr. 14 2014, Apr. 13, 2015, Apr. 11, 2016, Apr. 10, 2017,

Reviewed: Apr. 9, 2018

Revised: Sept. 10, 2018

Reviewed: June 10, 2019, August 10, 2020, May 10, 2021, May 9, 2022, May 8, 2023,
May 13, 2024

InstructionGeneral Policy Statement

The Board of Education delegates to the Superintendent the responsibility of maintaining the program of instruction and extracurricular activities.

The instructional program and extracurricular activities shall meet the accredited school system standard of the State Board of Education through the Nebraska Department of Education, Federal regulations, Nebraska School Activities Association regulations and the policies of the Board of Education.

The professional staff is responsible for the development of educational and activities programs which meet the objectives of Plattsmouth Community Schools.

Date of Adoption: March 13, 2006

Reviewed: Nov. 12, 2007, Nov. 10, 2008, Nov. 9, 2009, Nov. 8, 2010, Nov. 14, 2011, Nov. 12, 2012, Nov. 11, 2013, Nov. 10, 2014, Nov. 9, 2015, Nov. 14, 2016, Nov. 13, 2017, Nov. 12, 2018, Jan. 13, 2020, Dec. 14, 2020, Jan. 10, 2022, Dec. 12, 2022, Jan. 15, 2024, Oct. 14, 2024

New ConstructionFacilities - Purpose

The Plattsmouth Community Schools Board of Education intends to provide proper school facilities. Decisions regarding such facilities will be guided by the following principles:

1. Facilities will be constructed to a systematic multi-year plan developed to support the District's educational programs.
2. Facilities will be designed to satisfy instructional goals.
3. Facilities will be constructed for long-term occupancy and low maintenance costs.
4. Facilities will be designed with community use in mind.
5. Facilities will be designed in accordance with contemporary engineering technology and architectural practice.

Date of Adoption: Jan. 9, 2006

Reviewed: Oct. 13, 2008, Oct. 12, 2009, Oct. 11, 2010, Oct. 10, 2011, Oct. 8, 2012,
Nov. 11, 2013, Nov. 10, 2014, Oct. 12, 2015, Oct. 10, 2016, Oct. 9, 2017, Oct. 8, 2018,
Oct. 14, 2019, Nov. 9, 2020, Dec. 13, 2021, Nov. 14, 2022, Nov. 13, 2023, Sep. 9, 2024, Oct. 14,
2024

LEASE AGREEMENT

This lease is dated the 11th day of November, 2024, and is made between Plattsmouth Community Schools, aka PCS, (Called "Lessor" in this lease) as the Lessor of the leased property and the Plattsmouth Youth Wrestling Club (Called "Lessee" in this lease) as the Lessee of the leased property.

1. **The Property.** Lessor hereby agrees to lease facilities that are the property of Lessor. The facilities leased to the Lessee by Lessor for the purposes of youth wrestling practices and tournaments are specifically described as follows:

Plattsmouth High School Fitness Center, 1916 Old Hwy. 34, Plattsmouth, NE 68048

Plattsmouth High School, 1916 Old Hwy. 34, Plattsmouth, NE 68048

Plattsmouth Middle School, 1724 8th Ave., Plattsmouth, NE 68048

Plattsmouth Elementary School, 1724 8th Ave., Plattsmouth, NE 68048

The Plattsmouth Youth Wrestling Club will continue requesting the use of facilities via communication with the administrative assistant at the PCS Administration Center, 1912 Old Hwy. 34, Plattsmouth, NE 68048, and follow the expectations for facilities use and the insurance requirements that are identified in Policy 1100 Community Use of School Facilities, Equipment, and Supplies.

2. **Terms of the Lease Agreement.** Lessor hereby agrees to lease the facilities to the Lessee according to the following terms:

Length of Lease: Said lease shall commence on the 12th day of November 2024 and shall terminate on the 11th day of November 2031 (Seven years).

Rental Amount: Lessee hereby agrees to purchase and donate at least one wrestling mat to PCS during the 2024-2025 wrestling season as well as purchase and donate to PCS warm-ups and singlets during the 2024-2025 wrestling season for use in the middle school wrestling program. The designs of the mat, warm-ups, and singlets shall be approved by the PCS activities directors prior to purchasing such items. Lessee shall be responsible for all costs related to these items and these items shall become the property of PCS.

3. **Cancellation.** Nebraska Law applies to all questions regarding this lease agreement. The lease may be earlier terminated by either party with thirty (30) days advance notice in the event of a material failure to perform or comply with the terms and conditions of this lease or in the event of any change in any law or regulation or a reasonable interpretation thereof or in the event of any action or threatened action by local, state or federal governmental or accrediting body, or if either party provides to the other party a written opinion of legal counsel that it deems this lease or any part thereof to create significant potential risk of civil, regulatory or criminal liability or penalty or funding loss to such party.

4. **Entire Lease Agreement.** This Lease is the entire agreement between the parties. Each party states that there are no oral promises that are not in this agreement. No other agreement about the duties of either party that is not shown in this written lease agreement is valid.

5. **Amendments.** No amendments to this Agreement shall be binding on any of the parties to this agreement unless such amendment is in writing and executed by all parties with the same formality as this agreement is executed.

6. **Each Party has Read the Lease.** Both parties have read this lease before signing it and each states that he or she understands it. It is agreed that the terms of this lease agreement are binding upon the parties hereto, their successors, heirs, personal representatives and assigns. Lessee state that Lessee has received a copy of this lease agreement.

Dated this __ day of _____, 2024. Plattsmouth Community Schools, Lessor By: _____ Authorized Representative	Dated this __ day of _____, 2024. Plattsmouth Youth Wrestling Club, Lessee By: _____ Authorized Representative
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Plattsmouth Community School District Central Office
1912 Old Highway 34
Plattsmouth, NE 68048
Dr. Richard E. Hasty, Superintendent
Dr. Cherie Larson, Director of Instructional Services
Mrs. Amanda Wright, Special Education Administrator
Phone: (402) 296-3361 Fax: (402) 296-2667
www.pcsd.org

Working together to achieve Academic success, respectful Behavior, and Career readiness in a Safe environment.

Curriculum Disposal Request

We request the disposal of the following fiction books from the middle school library:

- 74 historical
- 75 classics (Classics will be replaced when appropriate)

These books were identified through an annual weeding process. They are being removed for these reasons:

- 1) They are outdated.
- 2) They have not been checked out in over a decade.

Historical Fiction Weeding: Reasons (very dated or zero movement in a decade)	
Book Title	Author
Voyages	Hoobler
Rebels	Hoobler
Call Me Francis Tuckett	Paulsen
Land of Hope	Nixon
Catherine	Gregory
Secrets	Hoobler
Luck	Hoobler
Ghost of a Hanged Man	Velde
Families	Hoobler
The Rifle	Paulsen
Bright Freedom's Song	Houston
Across the Wide and Lonesome Prairie	Gregory
The Quilt	Paulsen
Music	Hoobler
Marie Antoinette	Lasky
Bass Reeves	Paulsen
Earthsong	Hoobler

Curtain Going Up	Hoobler
Nightjohn	Paulsen
The Journal of James Edmond Pease	Murphy
Beyond Mayfield	Nelson
Tuckett's Travels	Paulsen
Tuckett's Ride	Paulsen
Tuckett's Home	Paulsen
Cleopatra VII	Gregory
Directions	Hoobler
The Winter of Red Snow	Gregory
Tuckett's Gold	Paulsen
Alida's Song	Paulsen
Land of Promise	Nixon
Land of Dreams	Nixon
Mayfield Crossing	Nelson
Arguments	Hoobler
When Will This Cruel War, Be Over	Denenberg
Atticus of Rome	Denenberg
Early Sunday Morning	Denenberg
The Journal of William Thomas Emerson	Denenberg
Pandora	Denenberg
Kristina	Meyer
West to a Land of Plenty	Murphy
My Face to the Wind	Murphy
Voyage on the Great Titanic	White
Maia of Thebes	Turner
The Diary of Clotee, a Slave Girl	McKissack
Like the Willow Tree	Lowry
The Diary of Remember Patience Whipple	Lasky
Fire in the Hills	Myers
Run Away Home	Mckissack
The Fences Between Us	Larson
All Broken Pieces	Burg
Breaking Through	Jimenez
SOS Titanic	Bunting

Mr. Tuckett	Paulsen
In the Face of Danger	Nixon
A Place to Belong	Nixon
Caught in the Act	Nixon
A Family Apart	Nixon
Black Storm Comin'	Wilson
Anna's Blizzard	Hart
The Midwife's Apprentice	Cushman
The King of Muberry Street	Napoli
With the Might of Angels	Pinkney
A Day No Pigs Would Die	Peck
The Keeping Room	Myers
Graveyard Girl	Myers
An Innocent Soldier	Holub
Witness	Hesse
Witch Child	Rees
The Secret Journey	Kehret
To Catch a Pirate	Parker
Adaline Falling Star	Osborne
Letters from Rifka	Hesse
Gabriel's Horses	Hart
When the Circus Came to Town	Yep

Classic Fiction Weeding: Reasons (very dated or zero movement in a decade & some have newer copies)	
Book Title	Author
The Black Stallion series	Farley
Little House on the Prairie series	Wilder
Bambi	Salten
Five Little Peppers	Sidney
The Horse and His Boy	Lewis
The Last Battle	Lewis
White Fang	London
The Lion, the Witch and the Wardrobe	Lewis

Pippi goes on Board	Lindgren
Pippi in the South Seas	Lindgren
Roanoke	Levitin
A Fine White Dust	Rylant
How to Eat Fried Worms	Rockwell
Gentle Ben	Morey
Call it Courage	Sperry
The Horse Catcher	Sandoz
Old Ramon	Schaefer
The Swiss Family Robinson	Wyss
Big Red	Kjelgaard
The Legend of Sleepy Hollow	Irving
From the Mixed-Up Files of Mrs. Basil E. Frankweiler	Konigsburg
Ramona and her Father	Cleary
Otherwise Known as Sheila the Great	Blume
Ramona and her Mother	Cleary
Henry and the Clubhouse	Cleary
Henry and Ribsy	Cleary
The Witch of Blackbird Pond	Speare
Deenie	Blume
Dacey's Song	Voigt
A Solitary Blue	Voigt
The Adventures of Huckleberry Finn	Twain
Mary Poppins	Travers
Black Beauty	Sewell
Shane	Schaefer
Just as long as We're Together	Blume
Starring Sally J. Freedman as Herself	Blume
Caddie Woodlawn	Brink
Little Woman	Alcott
Where the Red Fern Grows	Rawls
The Perilous Gard	Pope
The Black Pearl	O'Dell
Sing Down the Moon	O'Dell

It's like this, cat	Neville
Death Walk	Morey
Kavik	Morey
After the Rain	Mazer
King Arthur	Wolff
The Silver Chair	Lewis
The Voyage of the Dawn Treader	Lewis
The Magician's Nephew	Lewis
The Arm of the Starfish	L'Engle
The Dark Frigate	Hawes
Just Ella	Haddix
Love, From the Fifth-Grade Celebrity	Giff
Charlie and the Chocolate Factory	Dahl
The Wind in the Willows	Grahame
Charlie and the Great Glass Elevator	Dahl
Tiger Eyes	Blume
Gone With the Wind	Mitchell
The BFG	Dahl
Mr. Popper's Penguins	Atwater
Danny the Champion of the World	Dahl
Matilda	Dahl
The Whipping Boy	Fleischman
The Sign of the Beaver	Speare
In Care of Cassie Tucker	Ruckman
The Great Gilly Hopkins	Paterson
Mrs. Frisby and the Rats of Nimh	O'Brien
Henry and Beezus	Cleary
Beezus and Romana	Cleary
Strider	Cleary
Freckle Juice	Blume
Blubber	Blume
Tales of a Fourth-Grade Nothing	Blume
Iggie's House	Blume

New copies of these classics will be added to the library where appropriate.

Plattsmouth School District
Out-of-State Field Trip Request Form

Name of Requestor Mr. Randy Schroeder	Name of Group: Diesel/Tech Class	Date: Oct 31-24
--	-------------------------------------	--------------------

Destination: AGri-Vision. Iowa Pacific Junction	Departure Date: Nov. 15-30-2024 (Not set yet)
---	---

Purpose of Trip
To view job options in the Agriculture
mechanic world and to see how a John Deere
Store operates.

Transportation Required: White Bus - Teacher will Drive Bus -	How Funded: <input checked="" type="checkbox"/> District Funded <input type="checkbox"/> Grant Funded <input type="checkbox"/> Donation/Fundraiser <input type="checkbox"/> Other Explain: _____
---	--

Number of Students Participating: 8 Student MAX	Chaperones Required? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, how many?
--	--

Notes:
I feel this is a good opportunity
for students to see other job options.

Plattsmouth School District
Out-of-State Field Trip Request Form

Name of Requestor: Lt Col DeSimone	Name of Group: AFJROTC Drill Team	Date: 4 Nov 2024
---------------------------------------	--------------------------------------	---------------------

Destination: Abraham Lincoln High School, Council Bluffs, IA	Departure Date: <u>25 Jan 2025</u> Return Date: <u>25 Jan 2025</u>
---	---

Purpose of Trip <u>Participate in a drill competition</u> _____ _____ _____

Transportation Required: <u>Two Suburbans</u> _____ _____ _____	How Funded: <input type="checkbox"/> District Funded <input type="checkbox"/> Grant Funded <input type="checkbox"/> Donation/Fundraiser <input type="checkbox"/> Other Explain: <u>Activity Fund</u>
---	--

Sponsoring Body: AFJROTC	Number of Staff in Attendance <u>2</u>
-----------------------------	---

Number of Students Participating: <u>13</u>	Chaperones Required? <input type="checkbox"/> Yes X <input type="checkbox"/> No If yes, how many?
--	--

Notes: _____ _____ _____ _____ _____ _____ _____ _____
--

6270A Out-of-State Field Trip Request Form
Plattsmouth Community Schools

Name of Requestor: Jerrod Nielsen	Name of Group: PHS Wrestling	Date: 11-1-24
--------------------------------------	---------------------------------	------------------

Destination: Fargo, ND	Departure Date: 1-1-2026 Return Date: 1-4-2026
---------------------------	---

Purpose of Trip:
Compete in the Rumble on the Red
wrestling tournaments

Transportation Required: Charter Bus	How Funded: <input type="checkbox"/> District Funded <input type="checkbox"/> Grant Funded <input checked="" type="checkbox"/> Donation/Fundraiser <input type="checkbox"/> Other Explain: _____
---	--

Sponsoring Body:	Number of Staff in Attendance 5
------------------	------------------------------------

Number of Students Participating: 40-50	Chaperones Required? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, how many?
--	--

Notes:
This trip will include all PHS
wrestlers (Girls, Boys, & all JV). We
attended this event in 2015 and had
a great experience as well as competed
very well. The following season we won
the Class B State Duals Championship. I
believe the event helped us in winning that
State title and plan to do it again.



Plattsmouth Community School District Central Office
1912 Old Hwy. 34
Plattsmouth, Ne 68048
 Dr. Richard E. Hasty, Superintendent
 Dr. Cherie Larson, Director of Instructional Services
 Mrs. Juli Beck, Director of Early Childhood/Head Start
Phone: (402) 296-3361 Fax: (402) 296-2667

*Working together to achieve **A**cademic success, respectful **B**ehavior, and **C**areer readiness in a **S**afe environment.*

07CH012443

Head Start/Early Head Start FY 2025
Change in Scope Application

Plattsmouth Community Schools
Board of Education Approval

The Plattsmouth Board of Education approval of the FY2025 change in scope application at the November 12th, 2024 Board of Education meeting. The change in scope application will fulfill our Full Enrollment Initiative by reducing the 100 Head Start Preschool slots to 80 Head Start Preschool slots, with a reduction of 20%. The proposed budget is to remain the same to help support the current classrooms and retain staff.

Program Type	Funded Enrollment	Program Operations	T/TA	Total	Non Federal Share	Total Budget
Head Start	100-20 = 80	\$1,155,911	\$15,064	\$1,170,975	\$292,755	\$1,463,730
Early Head Start	10	\$180,913	\$3,318	\$184,231	\$46,046	\$230,277
Total	90	\$1,336,824	\$18,382	\$1,355,206	\$338,801	\$1,694,007

Board of Education Chairperson/Representative

Date

2024-2025
PLATTSMOUTH COMMUNITY SCHOOLS
CERTIFICATED STAFF HANDBOOK



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2024-2025 PLATTSMOUTH COMMUNITY SCHOOLS CERTIFICATED STAFF HANDBOOK

FOREWORD

Section 1 Intent of Handbook

Welcome to Plattsmouth Community School District. This handbook is intended to be used by teachers and other certificated staff to provide general information about the Plattsmouth Community School District and to serve as a guide to the District's policies, rules, and regulations, benefits of employment, and performance expectations.

References in this handbook to "teachers" are intended to apply to all certificated staff. This includes administrative staff to the extent the handbook deals with professional expectations and conduct.

Each teacher is responsible for becoming familiar with the handbook and knowing the information contained in it. Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise. This handbook is intended to supplement other documents that deal with your employment, including your employment contract, the negotiated agreement between the Plattsmouth Community School District and the Plattsmouth Education Association, and the policies and regulations of the Board of Education. In reading this handbook, please understand that where a direct conflict exists, state or federal law, the negotiated agreement, and Board policies and regulations will control.

This handbook does not create a "contract" of employment. Staff positions and assignments which do not legally require a certificate or are otherwise not protected by the teacher tenure laws may be ended or changed on an "at will" basis notwithstanding anything in this handbook or any other publication or statement, except for a contract approved by the Board of Education.

The administration will be responsible for interpreting the rules contained in the handbook and shall have the right to make decisions and make rule revisions at any time. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon applicable school District policies, state and federal statutes and regulations, and the best interests of the District. This handbook will be in effect for the 2024-2025 and subsequent school years, unless replaced by a later edition.

Section 2 Information About Plattsmouth Community School District The first publicly funded school in Plattsmouth opened in 1857 with an enrollment of about 100 students. In 1861, the Territorial Commissioner of Education reported to the Legislature that, "Cass County has the most perfect school organization in the territory." The community has a long-standing tradition and expectation of educational excellence.

In 2023-2024, the District's PreK-12 enrollment was about 1,504 students. These students reside in a District that covers approximately 63 square miles. Students are served by an early childhood/Head Start center, K-4th grade elementary school program, a 5th-8th grade middle school program, a 9th-12th grade high school program, Plattsmouth Universal Learning and Support (PLUS) Center, and the Plattsmouth Academic Curriculum and Equipment (PACE) Complex. The District also serves as the fiscal agent for the Cass County Head Start program, which addresses the needs of children from birth to school age.

The District employs approximately 120 teachers, eleven administrators, and approximately 100 support personnel, with a total budget of approximately 25 million dollars. The high school and elementary facilities were built in 1996 and the middle school was renovated in 1997. A career and technical education (CTE) center was added to the high school due passage of a bond issue in 2019.

Section 3 District Mission Statement

The mission of the Plattsmouth Community School District is to provide students with challenges and opportunities in a safe and caring environment, to enrich their lives, and to assist them to realize their potential and become responsible members of society. Specifically, we are **working together to achieve academic success, respectful behavior, and career readiness in a safe environment.**

The Plattsmouth Community School District will provide its students with equitable opportunities for an essential education in an efficient manner. An essential education is one that enables students to be:

- Proficient in meeting the State's academic content standards and essential learning's as established by the Board of Education
- Successful at each educational level and in transitioning between those levels from early childhood through postsecondary education and/or career entry
- Effective in functioning in and contributing to our culturally diverse democratic society

The District seeks to provide an essential education by developing and maintaining:

- Qualified and competent administrative, teaching, paraprofessional, and operational staff
- Integrated, planned curriculum that prepares students to achieve state standards and such additional standards as are established by the Board of Education and to reach the student outcomes identified above
- Comprehensive support programs and services that meet the diverse needs of students
- Safe, clean and supportive facilities and learning environments;
- Implementation of a curriculum that:
 - Is based on state standards in reading, writing, speaking, listening,

mathematics, science and social studies/history and essential learning's in visual and performing arts, world languages, technology, health and physical education, and career and technical education and such additional standards; as are established by the Board of Education

- ✓ Is appropriate for the developmental level of the students
- ✓ Addresses diverse learning needs
- ✓ Instills a passion for learning and the importance of life-long learning
- ✓ Develops problem solving and critical thinking skills, decision making skills, data gathering, and critical use of information
- ✓ Develops expected work ethics, as well as group participation and leadership skills
- ✓ Incorporates character education and multicultural education, including respect for diversity
- ✓ Provides for application of technology in all learning areas;
- ✓ Provides access to advanced courses
- ✓ Is organized in a schedule that is functional and meets student needs in all curriculum areas
- ✓ Supportive learning environment which includes:
 - ✓ A welcoming and inviting environment that is emotionally safe, nurturing, supportive, and disciplined; that promotes respect, trust, integrity, and regard for self and others; and that honors diversity
 - ✓ Learning as the central purpose with students engaged in meaningful, relevant, and productive learning experiences
 - ✓ Implementation of policies and practices that result in an orderly environment with emphasis on consistent school-wide positive behavior

Section 4 Members of the Board of Education

Brian Harvey - President	
Max Muller - Vice President	Nolan Siemonsma- Secretary
Jim Allen	Karen Tesarek-Parsons
Tony Foster	Jeremey Shuey
Joe Woracek	Ken Winters

Section 5 Administrative Staff and Other Supervisors/Directors

Name	Position
------	----------

Dr. Richard E. Hasty	Superintendent
Dr. Cherie Larson	Director of Instructional Services
Amber Wright	Special Education Director
Todd Halvorsen	High School Principal
Tina Harvey	High School Career Academy Assistant Principal
Kevin Tilson	Dean of Students
Luke Chadwell	High School Activities Director
John Campin	Middle School Principal
Claude Michel	Assistant Middle School Principal/ Activities Director
Dr. Amber Johnson	Elementary Principal
Troy Niehus	Elementary Assistant Principal
Juliana Beck	Early Childhood/Head Start Director
Chris Hudson	Business Manager
Gene Konkler	Buildings and Grounds Director
Emily Morlan	Office / Data Manager
Tami Petri	Payroll Administrator
Zach Schroeder	Systems Administrator

Plattsmouth Community Schools 2024-2025 Calendar

AUGUST 2024						
S	M	T	W	T	F	S
				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

SEPTEMBER 2024						
S	M	T	W	T	F	S
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					

OCTOBER 2024						
S	M	T	W	T	F	S
		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		

NOVEMBER 2024						
S	M	T	W	T	F	S
					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

DECEMBER 2024						
S	M	T	W	T	F	S
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				

August

- 5-7 PD New Teachers
- 8-13 PD All Staff/No Students
- 14 First Day of School 1st-9th; PM Kind.
- 15 First Day of School for AM Kind., 10th-12th
- 14-19 Early Childhood Home Visits
- 20 First Day for Early Childhood

September

- 2 No School - Staff & Students
- 6 No School - Teacher PD

October

- 2 P/T Conferences: HS 5 - 8 PM
- 8 P/T Conferences: ES/MS 4:30 PM-7:30 PM
- 9 End of 1st Qtr.=39 student days
- 9 P/T Conferences: ES/MS 4:30 PM-7:30 PM, HS 5-8 PM
- 10 No Students - Teacher Planning
- 11 No School for Staff & Students- Teacher Comp. Day
- 14 No Students - PD for All Teachers

November

- 6 & 7 P-T Conferences: EC 4:30 PM-7:30 PM
- 8 P-T Conferences: EC: 8 AM-4 PM, No classes

- 27-29 No School for Staff & Students

December

- 2 No Students - Teacher Planning
- 19 End of 2nd qtr.=45 student days, End of 1st semester
Student days=84, Teacher days=91(Oct. 11 is a comp. day)
- 20 No Students - Teacher Planning
- 23-31 No School- Staff & Students

January

- 1-3 No School- Staff & Students
- 6 No Students-PD for All Teachers
- 7 First Day of Second Semester
- 20 No School for Staff & Students

February

- 14 No Students - Teacher Planning
- 17 No Students-PD for All Teachers
- 19 EC Home Visits 4:30 PM-7:30 PM
- 20 EC Home Visits 8 AM - 7:30 PM, No classes at EC
- 21 EC Home Visits 8 AM - 4 PM, No classes at EC

March

- 5 & 6 P/T Conferences: ES/MS 4:30 PM-7:30 PM, HS 5-8 PM
- 6 End of 3rd Qtr.=44 student days
- 7 No Students - Teacher Planning
- 10-14 No School-Spring Break (3/14 is a Teacher Comp. Day)
- 17 No Students - PD for All Teachers

April

- 18 No Students - Teacher Planning
- 21 No School - Staff & Students

May

- 7 & 8 PT Conferences: EC 4:30 PM-7:30 PM
- 9 P-T Conferences: EC 8 AM-4 PM, No classes at EC
- 12 EC Comp. Day, No classes at EC
- 18 High School Graduation
- 22 Half Day for Students - End of 4th Qtr.=46.5 student days, End of 2nd Semester=90.5 student days
- 23 No Students - Teacher Planning, Teacher days=95 (Mar. 14 is a comp. day)
- 23, 27-30 Inclement Weather Make-Up Days

JANUARY 2025						
S	M	T	W	T	F	S
			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	

FEBRUARY 2025						
S	M	T	W	T	F	S
						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	

MARCH 2025						
S	M	T	W	T	F	S
						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					

APRIL 2025						
S	M	T	W	T	F	S
		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			

MAY 2025						
S	M	T	W	T	F	S
				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

	Professional Development (PD)- New Teachers	<i>The regular dismissal times are 3:20 PM for ES and 3:30 PM for MS and HS.</i> <i>If necessary, the Board will revisit the calendar.</i>
	Professional Development (PD)-All Teachers-No Students	
	Half Day - Students	
	Parent/Teacher Conferences	
	No School for Staff & Students	
	Early Release for School-Age Buildings (ES 2:20 PM, MS and HS 2:30 PM)	
	Teacher Planning Day - No students	

EARLY CHILDHOOD SCHOOL SCHEDULE

Classes begin at 8:15 am. School dismisses at 2:30 p.m. Monday through Friday.

ELEMENTARY SCHOOL SCHEDULE

Classes begin at 8:10 a.m. School dismisses at 2:50 pm. Every first and third Wednesday of the month that school is in session, there is an early dismissal of 2:20pm.

MIDDLE SCHOOL SCHEDULE

Classes begin at 8:08 a.m. School dismisses at 3:00 p.m. Every first and third Wednesday of the month that school is in session, there is an early dismissal of 2:30pm.

HIGH SCHOOL SCHEDULE

Classes begin at 8:05 a.m. School dismisses at 3:00 pm. Every first and third Wednesday of the month that school is in session, there is an early dismissal of 2:30pm.

PROCEDURES AND REGULATIONS SUBJECT TO CHANGE

The information contained is current and in effect at the time of finalization. Therefore, the procedures and regulations set forth in the handbook may be altered or revised as dictated by necessity. Changes will be announced and published in newsletters and/or on the District website. Some of our procedures and regulations may be altered as we work within the frameworks of our building, the new staff members, parent response, student input, as well as new Board of Education policy, and as State and Federal laws change. The teacher handbook does not form a contract; the school reserves the right to change or modify the handbook whenever necessary.

Section 1 Severe Weather and School Cancellations

The Superintendent is authorized by the Board of Education to close public schools in case of severe weather. Representatives of the Superintendent's staff will send a message via the district's instant messaging system (currently Infinite Campus). News media also broadcast the information regularly. Each building may activate a calling tree to disseminate information. DO NOT call the Principal or Superintendent to ask if there will be school. Their telephone lines need to be free for the decision-making process.

Decision to Close Schools. A decision to close school is made when forecasts by the weather service and/or civil defense officials indicate that it would be unwise for students to go to school. If possible, a decision about the next school day will be made by 10:00 PM for announcement during the 10 p.m. news. An early decision is not always possible because of uncertain weather conditions. School officials will make periodic assessments of conditions during the night and will decide early in the morning (by 6 a.m. if possible). In any case, **an announcement will be made via the district's instant messaging system. News media will also broadcast the information when schools will be closed.**

In some instances, schools will be open, but certain services may be canceled (bus transportation, student activities, etc.). Administrators are typically on duty during school closing days. Some staff may be designated as being required to come to school even in the event of a school closing.

After School Starts. Every attempt will be made to avoid closing school once classes are in session. In some instances, closing school during the day is inevitable if children are to safely return home before the brunt of a major storm hits. In these cases, as much advance notice as possible will be given. If school is closed during the day, staff will be notified, and parents will be notified via Infinite Campus. Teachers will be responsible for remaining with students until all students have safely left school or the administration has made arrangements for remaining students.

Parental Decisions. Parents may decide to keep their children at home in inclement weather because of personal circumstances. Students absent because of severe weather when school is in session will be marked absent. You should treat the absence like any other absence for legitimate causes provided parents properly notify the school of their decision. Parents may pick up their children in inclement weather (except in case of a tornado) at any time during the school day. Students will not normally be dismissed from school during severe weather on the basis of a telephone request.

Emergency Conditions. Plattsmouth Community School District has a signal which, when activated, indicates the necessity to either evacuate the building or to move to safer areas of the building. All regular drills are held as required by law through the school year. There are plans for emergency responses in our safety plan. **School officials are not permitted to release students from the school building during a tornado warning.** In the event of an emergency exit alert or tornado warning, you should implement the school's established safety procedures.

Section 2 Contract Days

Teachers are contracted for 186 days for the school year (hereinafter referred to as the "contract year"). Such contract days shall be served by individual teachers on varying schedules as established by the Board of Education and administration.

Section 3 Make-Up Days

In the event teachers are not required to report for duty due to inclement weather conditions or other circumstance whereby a duty day is canceled, such days might not be credited as a contract day served. Make-up days might be scheduled by the administration during the contract year, as needed, to allow all teaching staff to serve the full number of contract days.

Article 2 – EQUAL OPPORTUNITY EMPLOYMENT, COMPENSATION, & BENEFITS

Section 1 Employment

It is the policy of Plattsmouth Community Schools to employ the best qualified applicant for each position without regard to race, color, religion, sex, age, marital status, physical or mental disability or national origin, and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's

race, color, religion, sex, age, marital status, disability, or national origin. There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

A teacher is employed by Plattsmouth Community School District when the teacher signs the Teacher's Contract and the Board of Education approves such contract of employment. The teacher's employment continues absent action by the administration or the Board of Education to non-renew, terminate, amend or cancel the teacher's employment contract with the school District, or action by the Board of Education to accept a resignation of employment.

On or after March 15 of each school year a teacher may be requested to accept employment for the next school year and shall be required to signify such acceptance on or before the date designated in the notice. It is important for teachers to respond to the request to signify acceptance, as failure to signify acceptance of employment by the designated date shall constitute cause for amendment or termination of the teacher's contract. If a teacher signifies acceptance of employment for the next school year, the teacher may either be issued a new Teacher's Contract or a "Contract Renewal Agreement."

Should a teacher wish to resign from employment, the teacher should give written notice of resignation to the Superintendent. The request to resign will be acted upon by the Board of Education. Mid-year resignations and resignations given late in the spring for the following school year can present significant planning problems for the District. If a mid-year resignation is submitted, or a resignation for the following school year is submitted after June 15 or after the teacher has signified acceptance of employment for the next school year, the Board of Education may act to not accept the resignation unless a suitable replacement can be found. The District will enforce the continuing contract of teachers accepting employment for the next school year under the provisions of Neb Rev. Stat. §79-820.

Section 2 Assignments

The professional duties to be performed by a teacher with the District shall be subject to assignment by the Superintendent of the District with the approval of the Board of Education. A teacher will be expected to devote full time during days of school to the teacher's position and to diligently and faithfully perform the assigned duties to the best

of the teacher's professional ability. Job descriptions, where available, provide additional information about the position duties.

In addition to the normal duties traditionally required, a teacher may be assigned "extra duty" assignments to support the extra-curricular programs of the District, which shall be upon such terms and conditions and at such additional rate of compensation as the teacher and the District may agree upon or as set forth in the negotiated agreement. The extracurricular program of the school District is an integral part of the overall educational program of the school District. As such, a teacher shall not unreasonably refuse to accept such extra-duty assignments. In addition, performance in an extra-duty assignment is a part of the evaluation of the teacher's overall performance in the District.

Section 3 Personnel File

The District will follow the requirements of state and federal law and regulation with regard to a teacher's personnel file, including but not limited to Neb. Rev. Stat. § 79-8,109.

Section 4 Grievances and Complaints

Teacher grievances regarding wages, hours, and conditions of employment set forth in the negotiated agreement shall be governed by the grievance or complaint procedure in the negotiated agreement. All other employment-related grievances or complaints shall be addressed through the administrative chain of command following the process set forth in board policy.

Section 5 Compensation

Regular Salary and Extra-Duty Compensation. Compensation is paid only as authorized by the Board of Education. Teachers are paid a salary based on placement on the salary schedule set forth in the collectively-bargained, negotiated agreement between the District and the collective bargaining agent for the certificated teaching staff (referred to in this handbook as the "negotiated agreement") and the extra-duty salary schedule also incorporated into the negotiated agreement.

Changes in Salary Schedule Placement. The provisions of the negotiated agreement shall govern changes in a teacher's placement on the salary schedule. Teachers are expected to provide the Superintendent with a transcript for all graduate hours earned for purposes of advancement on the salary schedule on or before September 1 of the school year in which such hours are to be credited for the teacher's placement on the salary schedule. Failure to timely provide an official transcript from the post-graduate institution of the graduate hours earned will result in a loss of such credit for such school year.

Salary Payments. Salary is payable over twelve equal installments with payment beginning on or about September 18. Teachers will be paid on the 18th of the month or the last preceding school day if the 18th falls on a vacation or weekend day. In emergency cases exceptions may be made, subject to the approval of the Board. Upon separation of a teacher's employment or upon fulfillment of the contract the teacher may,

at the option of the Board, be paid all salary due in one lump sum. Teachers new to the District may elect to distribute their salary over thirteen equal installments, receiving their first payment on or about August 18.

Additional compensation over and above regular compensation, extra-duty pay and supplemental pay shall be disbursed as it is earned, and deductions from compensation due to unpaid leave shall be taken out as they are reported to the payroll office. Reimbursements for mileage or other expenses will be considered separate from compensation. All claims for reimbursements shall be pre-approved by administration and submitted for payment using proper District forms within 30 calendar days of occurrence.

Section 6 Extended Contract Pay

Extended contract pay for any teacher, beyond the number of contract days established by the Board of Education for the school year, shall be paid at 100 percent of schedule placement on a per diem basis for such teacher's extended contract.

Section 7 Benefits

Teachers are provided benefits in accordance with the negotiated agreement, group health insurance plan requirements, and the District's Section 125 Plan document. Teachers shall make annual fringe benefit elections by September 1 of each school year. Should a teacher fail to make such election, the teacher election from the immediately preceding school and contract year shall be continued. Each teacher is responsible for informing the Office of the Superintendent in writing of any changes in benefit status.

Continued health insurance benefits are available through COBRA subject to certain qualifying requirements. A Notice of COBRA Continuation Coverage Rights is attached to this handbook as Appendix "A."

The Health Insurance Portability and Accountability Act (HIPAA) provides rights and protections for participants and beneficiaries in group health plans. HIPAA includes protections for coverage under group health plans that limit exclusions for preexisting conditions, prohibit discrimination against employees and dependents based on their health status, and allow a special opportunity to enroll in a new plan to individuals in certain circumstances. HIPAA may also give you a right to purchase individual coverage if you have no group health plan coverage available and have exhausted COBRA or other continuation coverage. Further information may be obtained from the Plan Administrator of the group health plan.

Section 8 Payroll and Payroll Deductions

Salary and benefits are paid in accordance with the individual employment contracts and negotiated agreement. Payroll deductions shall be made in accordance with law and the negotiated agreement.

Section 9 Expense Reimbursement

Reimbursement for authorized mileage will be paid to teachers that drive their own vehicles during their regularly scheduled working hours between two or more work sites, if a District vehicle is not available. Claims for reimbursement should be submitted to the appropriate supervisor. The allowable rate shall be governed by Board policy unless otherwise required by law. The District is not liable for physical damage to employee vehicles. Staff members shall use district vehicles (and not personal vehicles) to transport students while performing duties as an employee of PCS.

The District provides materials necessary for instruction. If teachers need additional materials for instruction or school-related purposes, the request for such items should be made to the Principal.

Reimbursement for the purchase of materials or for meals or other expenses related to travel must be submitted to and approved by either the Principal or, if the expense relates to an activity, by the athletic director. The request for reimbursement should include a voucher sufficient to establish that the expense was actually incurred and that the expense was reasonable and related to a school purpose. Under no circumstances will alcoholic beverages be reimbursed. **(All claims for reimbursements shall be submitted using designated District reimbursement forms within 30 calendar days of occurrence.)**

Section 10 403(b) Salary Reduction Agreements

The District will cooperate with any teacher who chooses to participate in an investment program under the Internal Revenue Code Section 403(b) provided that the certificated employee executes a "Salary Reduction Agreement" provided by the District, and the vendor of the 403(b) Plan elected by the teacher is on the District's list of approved vendors and has entered into a "Service Provider Agreement" with the District holding the District harmless from any liability that may arise out of such 403(b) Plan, including, but not limited to, the calculation of the maximum exclusion allowance, tax reporting, notices and income withholding.

Section 11 Overtime

Teaching professionals are classified as exempt from overtime under the Fair Labor Standards Act (FLSA). The overtime exemption for teaching professionals is not dependent on whether the employee is paid on a "salary basis." Exempt employees are not eligible for overtime or compensatory time. A publication provided by the federal government that provides more information about the FLSA is attached as Appendix "B" to this handbook.

Any non-exempt employees must receive prior approval from their supervisor to work additional hours beyond their regular work schedule. Non-exempt employees must be paid for each hour worked in excess of 40 hours in a workweek. The regular workweek is from 12:00 a.m. on Monday through 11:59 p.m. on Sunday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime pay for non-exempt employees will be paid at the rate of not less than 1 1/2 times the employee's regular rate of pay for hours worked in excess of the 40-hour workweek. Employees with two or more non-exempt positions may be eligible for overtime pay based upon the total number of hours worked in one workweek. If applicable, the employee and the Superintendent will agree upon the overtime rate in compliance with FLSA regulations. A non-exempt employee may request compensatory time in lieu of overtime pay, with approval of the employer, with the rate figured as 1 1/2 times the number of hours worked in excess of 40 hours in any workweek. Compensatory time may be accumulated up to 40 hours upon approval by their supervisor. The Superintendent must approve any accumulation of compensatory time over 40 hours. The FLSA limits the accumulation of compensatory time to 240 hours.

The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test.) An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget required furlough.

Article 3 – ABSENCES FROM WORK

Section 1 Paid Leave - Sick and Personal Leaves

Teachers are provided with paid sick and personal leaves (professional leaves, bereavement leaves, etc.) in accordance with the negotiated agreement. During such paid leaves, teachers shall continue to receive all salary and fringe benefits called for by the negotiated agreement.

The leaves provided by the District are to be used for the purpose intended. Abuse of leave privileges affects the students, other staff, and the entire District and will not be tolerated.

Requests for Leave (Requests for leave are submitted through Aesop which is located at www.pcsd.org. Staff will log in there and request a sub).

Advance reporting of the need to take a leave and having effective lesson plans and materials prepared and readily available for the substitute are important. A teacher who becomes ill and is unable to work is to use Aesop and request a sub **before 6:00 a.m.** Before the end of the school day on the first day of the sick leave, and on each subsequent day of absence, a report should be made to the Principal as to whether the teacher will be able to return to duty on the next duty day. For illnesses or medical situations where the need for the leave can be determined in advance, the teacher is to make such an advance report of need for leave to the Principal as soon as possible.

For personal and other leaves, a Request for Leave form is to be submitted to the building Principal or to the immediate supervisor if the teacher is not assigned to the early childhood center, elementary, middle school or high school at least five school days prior to the leave or such other advance notice as is practicable under the circumstances.

Return from Leave

Upon returning from leave, teachers are to review information supplied by the substitute teacher as to progress made in the class and any student behavior concerns. The substitute should be contacted directly if the written information supplied is not adequate.

Leave forms must be filed with the building Principal or immediate supervisor **prior to** taking planned leave. Unplanned leave forms must be filed with the building Principal or immediate supervisor within 48 hours of returning from leave. Failure to file the appropriate forms is considered neglect of duty as it interferes with the accuracy of the payroll accounting system.

A teacher who is absent for any period of time because of injury requiring care from a physician or health care provider or for a period of one week or more due to illness must present a written statement to the Principal or immediate supervisor from the teacher's physician or health care provider stating that the teacher is physically able to return to duty. This statement is to be presented in person before the teacher returns to duty in order that the present stage of convalescence can be observed and discussed.

Section 2 Payroll Deductions for Absences in Excess of Paid Leave Should a teacher be absent from work in excess of the teacher's accumulated sick leave or other paid leaves called for in the negotiated agreement, the teacher's salary and fringe benefits (including the cost of premiums for group health insurance) shall be reduced by the day or days or work missed on a per diem basis calculated using the number of days missed as the numerator and the number of total contract days for the school years as the denominator (e.g., one day missed = 1/186 of total salary and fringe benefits).

Section 3 Leaves of Absence

A teacher who has been employed by the District for four years may apply to the Board of Education for a leave of absence from the teacher's duties. The Board of Education will consider such requests on a case-by-case basis. No leave of absence shall extend beyond one school year. A teacher granted leave of absence shall notify the Superintendent of intent to return or resign by March 1. All leaves of absence shall be without pay except for the payment of health insurance benefits as may be required under applicable state or federal laws.

Section 4 Jury Duty

A teacher who is summoned for jury service shall promptly notify the Principal of such summons. The teacher's salary will continue during time spent in jury service, and no deduction of leave time shall occur, except that the District may reduce the pay by an amount equal to any compensation, other than expenses, paid by the court for jury duty. Teachers are to notify the Principal of the amount received for such jury duty.

If a teacher, upon reporting for jury duty in the morning, is dismissed from jury duty for the remainder of the day, the teacher is to report for duty and resume duties for the balance of the day. When a teacher is entirely dismissed from jury duty, the teacher is directed to report for duty and the substitute will be dismissed.

Teachers are expected to promptly notify the Principal of any other form of legal summons that may require an absence from duty. In the event the summons involves a school-related matter, the matter shall be treated like a jury duty absence. In the event the summons involves a personal matter, the teacher will be required to use available leave days.

Section 5 Military Leave and Military Family Leave

Military leave and military family leave will be granted to the extent required by state and federal law. Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a District leave request form when they prepare the request for military leave.

Employees requesting to take military family leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Military family leave under the Family and Medical Leave Act (FMLA) will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave. More information about military family leave is included in Appendix "C."

Section 6 Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) provides for 12 weeks of job-protected unpaid leave in a 12-month period to eligible employees in specified circumstances. A publication provided by the federal government which provides more information about FMLA leaves is attached as Appendix “C” to this handbook. Some specifics regarding FMLA leave at Plattsmouth Community School District:

- a. The plan year for FMLA is a rolling year. A rolling year is a 12-month period measured backward from the date an employee last used any FMLA leave.
- b. Employees will be required to substitute remaining applicable paid leave prior to using unpaid leave. In other words, the total of job-protected paid and unpaid leave is 12 weeks.

If you need to take an FMLA leave, or have any questions regarding an FMLA leave, you should contact the Superintendent.

Article 4 – DUTIES AND RESPONSIBILITIES

Section 1 Hours of Work & Meetings

Regular, dependable attendance at work is an essential function of a teacher’s employment position. The Board of Education recognizes that teachers’ responsibilities to their students and their profession generally involve the performance of duties and the commitment of time beyond the normal working day but also recognizes that teachers and other educational professionals are entitled to regular time and work schedules on which they can rely in the ordinary course of events and which will be fairly and evenly maintained to the extent possible throughout the school system.

Schools have differing starting and ending times for the student day. Certificated employees assigned to a building are to spend eight hours and 15 minutes on site, inclusive of a lunch break (30-minute lunch), except that duty-free lunch time can be spent off-site. The Principal will determine the length of time prior to and after the student class schedule for staff to be on-site in order to meet the required eight hours and 15 minutes. Staff may leave the building earlier when called to a professional meeting.

Certificated employees are required to serve on playground, lunchroom and hall supervision as designated by the Principal. The Principal will attempt to make an equitable distribution of such assignments and professional staff shall assume such duties as part of their work and agreement of employment.

Teachers shall attend meetings called by the Superintendent, Principals, department heads and team leaders, except those meetings that are designated for optional attendance.

Section 2 Arrival to Duty Assignments

It is understood and agreed that the District shall determine the daily work schedule of

instructional staff members. The workday may be varied as necessary by the District to meet the District's requirements. The normal workday shall consist of eight and one-fourth (8 1/4) hours and normally will be from 7:30 a.m. to 3:45 p.m. Staff members will confer with their principal for a variance from the normal schedule. On days when school is dismissed because of inclement weather or other emergencies or on days immediately preceding scheduled holidays, the instructional staff member's day may end 10 minutes after the end of the pupil's school day.

Teachers and other certificated employees who are part-time or work on adjusted schedules are to be in the building at least 15 minutes before their class or assigned duty begins, and to be in their classroom or assigned duty area at least 10 minutes before their class or assignment begins. During the school day, teachers are to be in their assigned classroom at least five minutes before each period begins to assure that students are not unsupervised within the classroom.

Section 3 Leaving School

Teachers are to be on duty at all times during the school day. Teachers are considered on duty even during designated planning periods. An uninterrupted lunch period of not less than 30-minutes each day is provided to teachers during which they are not assigned teaching, supervisory, or other duties. Teachers who leave the school during the designated lunch period must check out with the Principal's office.

Teachers may not leave school during duty hours without approval of the Principal. If the absence has been approved, the teacher must check out with the Principal's office when leaving, and check back in with the Principal's office upon return. Teachers who need to leave during the school day for reason of illness or emergency are to check out with the Principal's office and make sure that a responsible person has been notified of their unexpected absence so student coverage may be provided.

Section 4 Lesson Plans

Teachers will prepare written lesson plans that cover at least five days of advance instruction. The plans must be submitted to the Principal and kept in a plan book or folder. Please keep the plan book or folder, including lesson plans, class rosters, etc. in the top right hand drawer or corner of the teacher's desk. If that is not possible, the plan book or folder should be kept in a place in which the plan book will be readily available in the teacher's absence.

The lesson plans must be sufficiently clear in establishing objectives and related activities so that a substitute teacher or other staff member not familiar with previous classroom activities or progress can easily use them. The plan book or folder must give specific reference to other instructional sources immediately available which will enhance the instructional lesson. See Appendix F for building specific lesson plan requirements.

Section 5 Daily Class Record Books

Every teacher is required to keep a complete and easily understandable written record of the attendance and achievement of every student. Plattsmouth Community School District requires teachers to use Infinite campus to create and maintain these records. Teachers must print a paper copy backup of grades and attendance weekly. This record must be kept current and include the following minimum information in a readily understandable fashion:

1. The names and any assigned student numbers of all students enrolled in the class at the beginning of the semester
2. The name and date of entry for each student who enrolls after the semester opens
3. The date of withdrawal for each student who withdraws from the class previous to the close of the semester--dropouts or early withdrawals
4. A complete record of the attendance of each student enrolled showing
 - A. Days on which the student was tardy
 - B. Days on which the student was absent, with a differentiation between excused and unexcused absences
5. A complete report of all recorded grades for each student. There is no minimum requirement for the frequency of recorded grades (or for the giving of written lessons or examinations). Be sure that you assess and record grades frequently enough to readily and realistically justify the term and final grades reported to parents

Upon request, a student's individual record in the teacher's class record book shall be made available for review or copying. Confidentiality of student information shall be maintained. Teachers will ensure that students or parents of students will not see the grade reports of classmates as teachers show students their grades during parent-teacher or student-teacher conferencing.

Because the entries in Infinite Campus constitute a source of original entry for information which may be needed in the absence of the teacher, teachers are required to complete all student records on Infinite Campus at the close of the school year for filing in the permanent records. Any additional original entry records that a teacher may complete on a student such as assessment data, IEPs, 504 Plans, anecdotal behavioral observations, etc. that are required for permanent records must be turned in to the Principal at the close of the school year.

Section 6 Classroom and School Procedures

Teachers are expected to adhere to the following classroom and school procedures in the performance of their duties:

1. Bulletin Boards

Each teacher shall be responsible for completing appropriate bulletin boards regarding curriculum related matters in their primary classroom.

2. Textbook and Room Inventory

All school purchased materials must be inventoried with the building Principal. Textbooks are to be numbered and either have cards in pockets or a form for writing the name of the student to whom the book is assigned. Teachers should keep good records of who has which book. At the start of the year, note condition of the textbook on the inventory sheet and keep this sheet. When a book is turned in, again note its condition, and if the book shows abuse (other than normal wear) assess a fine as prescribed by District policies and procedures. Encourage students to put cover their books by the end of the first week after receiving them.

3. Use of Cell Phones

Teachers shall not use personal cell phones for any non-school purpose during teacher duty time.

4. Use of Teacher Associates

Teacher associates provide valuable assistance in the educational process and allow teachers to carry out their responsibilities in a more efficient and effective manner. A teacher associate must not, however, assume teaching responsibilities. The teacher must maintain the role of leadership and responsibility for the students, with the teacher associate in a supportive role. Teacher associates may be used to assist the teacher by, among other tasks, assisting with instructional activities under the direction of the teacher, helping to supervise students, copying tests and other written material, organizing class materials and preparing bulletin boards. Teacher associates are to work only on their assigned workdays and within their assigned workday. If the teacher desires the associate to work hours other than the assigned work hours or assigned workday, contact the administration for prior approval.

5. Use of Student Aides

Student aides are to be directly supervised by the teacher and are not to leave the building or be in the halls or anywhere they are not being supervised. Student aides are not to be used to assist the teacher by helping supervise another student, grade tests or class work, calculate student grades or record grades. Keys are NEVER to be given to students, whether they are student aides or not. A student aide should not be present and assisting a teacher without another adult present after the end of regular teacher duty hours.

6. Checking Out of Equipment

All equipment must be checked out through the building Principal. All school equipment may be used only for school purposes. No school equipment may be directed to the personal use of a teacher or another District employee without written permission of the Superintendent. If equipment use is granted, you will be responsible for repair or replacement of damage.

7. Requisition of Equipment and Supplies

Books and supplies needed for instruction should be requested through the Principal's office. No equipment or supplies ordered through the District may be directed to the personal use of a teacher or another District employee.

8. E-mail

Each teacher will be assigned a school email address for purposes of intra-school and inter-school email correspondence. Teachers should check for email throughout the day, and should respond to emails requiring a response in a timely manner, but should not check or respond to emails during instructional time. Use of the District's e-mail system for personal communications should be limited, and is subject to the rules governing overall computer usage found in Board policy and this handbook.

9. Teacher MailBox

Each teacher will be assigned a mailbox. Teachers should check for mail each morning and also later in the school day. If something requires an answer, teachers are responsible for responding promptly. Teacher mailboxes are to be limited to communications regarding school business.

10. Scheduled Meetings

ALL teachers are expected to be present for meetings, unless they are absent from school for good cause or have made prior arrangements with their Principal.

Section 7 Supervision of Students

Proper supervision of students is an important responsibility of teachers and other adults. Teachers and other adults responsible for student supervision are expected to meet the four "P's" for student supervision and safety.

1. Proper Supervision

- Report to all duty assignments on time.
- Circulate through your duty area. Pay particular attention to areas and activities that pose an increased risk of injury.
- Be vigilant while supervising students. Never leave students unattended; the need to make a copy is not greater than the need to supervise students. If an emergency requires that you leave your classroom, request that another nearby staff member cover your class, or notify the office so someone can provide assistance. If you are on recess duty, your responsibility is to supervise the students in your assigned area. When talking with other adults or students, remember that your primary duty is supervision and make sure you are aware of what all students you are to be supervising are doing.
- If you have seen or have been informed that a particular student has a propensity to act dangerously or in an unpredictable manner, your

supervision of that student must increase with the known risk of injury. (Remember, though, that this type of information may be confidential—do not share confidential information about students except with other staff who need to know the information to perform their jobs).

- Be careful with touching students. Use of corporal punishment is prohibited at Plattsmouth Community School District. Touching students should be limited to that necessary to protect the student from harm (e.g., falling from playground equipment) and that which professional educators determine appropriate for purposes of proper student relationships.
- Be careful with your language. You shall not use profanity or abusive language. Be a good role model for students. If a student uses such language, you are expected to correct the student and take such disciplinary action as is appropriate, which may include making a report to administration.

2. Proper Instructions

- Proper instructions are important to reduce the risk of injury when students undertake an activity, especially an activity that has an increased risk of harm to students.
- Repeat the instructions on how to complete a task that has a heightened risk of danger as often as needed. Do not assume because students heard the directions once that they will be remembered.
- When you go over safety rules with students note it in your written records (e.g., your lesson plan book or daily reports).
- Review playground and classroom safety rules with students at least once each semester and note when you do it in your written records. Also, if any students are absent when you review the rules contact the student(s) to review the same information and also note that contact in your written records.

3. Proper Maintenance of Buildings, Grounds, and Equipment - Conduct

- periodic inspections of equipment under your control or in your area of supervision.
- If equipment is broken and presents a risk of injury, immediately take it out of service (if it can't be moved, tape a "Do Not Use" sign). Notify your principal and or your building maintenance person. Check your communication device (whether it be a school phone in your supervision area, a walkie-talkie, or a cell phone) periodically to make sure you can communicate with the office immediately in the event of an emergency.

3. Proper Warnings

- If you have knowledge of a hazard that can likely cause injury, take

steps to warn other staff and students. Tell the office so additional warnings may be given.

Contact the Office for Assistance

The office administration should be contacted immediately when a situation exists which could cause injury to students or others. Examples include:

- student fight
- student health problem (fainting, bleeding, high temperature, difficulty breathing, etc.); if the office cannot be immediately located, call 911 if the problem appears to be of immediate and serious concern
- a report or a suspicion that a student has a weapon or other dangerous item or drugs, alcohol, or other illegal substances
- presence of an intruder (a non-student or staff member who refuses to go to the office)

Student Searches

Administrators will perform searches of students or their belongings. If a staff member suspects a student is in possession of an item in violation of the law or school rules, the staff member shall contact an administrator. Do not use physical force to detain the student or to make the student accompany you, except as reasonably necessary to protect the student or others.

Student Rights

Students should be treated fairly and given the same treatment without consideration of race, color, religion, gender, or disability. Students who need special accommodations should be given those accommodations as needed for them to participate in school and school activities. Further, students have the right to have their school records kept confidential. Such information should be shared only with other school staff with a need to know the information to perform their duties.

Section 8 Managing Student Conduct

Discipline is everyone's responsibility. It begins with the student being responsible for his/her own behavior and understanding the consequences it may cause. The teacher is responsible for articulating classroom expectations at the beginning of the school year, implementing the classroom expectations on a consistent basis, and being familiar with the student handbook. **All staff members** are responsible for **all students** in the hallways, in the rest rooms, at assemblies, at pep rallies, and during lunch. Consequences for inappropriate behavior may include, but are not limited to, students making up time before or after school, a student or a parent conference, or a referral to an administrator.

The following guidelines will assist in maintaining appropriate student conduct and complying with the process required for student discipline.

1. On the first day of class make students aware of classroom expectations,

rules and procedures. Students will accept them if they know in advance and if they are fair and consistent. Students often appreciate giving input on classroom rules. These expectations should be in writing. Give one copy to the students, post one copy in the room and provide one copy for the Principal.

2. It is important to document student behavior in your classroom, calls to parents, referrals, and/or communications with a student.
3. If, after attempts to improve student behavior, the problems continue, talk to the student's counselor or the Principal about possible alternatives in discipline procedures. Be attentive and respond to "bullying."
4. If a student continues to cause problems, inform the administration for disciplinary action using the approved reporting procedures and forms. Be sure to state the problem clearly and expectations in terms of assistance, as at times the student's and teacher's stories are different. Be prepared to provide documentation.
5. Follow up on any referral. The student may not go to the Principal or the counselor when sent. The administrator or attendance coordinator will inform the teacher of the consequences. The consequence often includes an apology. You are expected to professionally accept the apology.
6. Refer students with continued and significant behavioral problems to the student assistance team for a determination of whether the student is in need of special services. Contact the counselor if you have questions as to the procedure.
7. Talk with other teachers about the classroom management techniques they use to establish an atmosphere conducive to learning in their classroom. A large repertoire of classroom management techniques always enhances learning.
8. Read and understand the student handbook and the student conduct rules of the District.
9. Use good judgment when dealing with difficult situations involving students. Physical confrontation generally escalates tense situations. Corporal punishment is prohibited in our school District and is not to be used. Physical force may only be used to the extent reasonably necessary to protect the student, yourself and others, and to protect property as may be reasonable.
10. Violations of student rules that are also violations of state law are required to be reported to law enforcement. Make a report of such conduct to the Principal so this law may be followed.

Section 9 Dispensing Medication

Teachers are not permitted to give any medication to students unless trained under the Medication Aid Act, Neb. Rev. Stat. §71-6718 to 71-6743. Students who need to take prescription medicine must have a signed parent release form on file in the office. Medications are to be taken in the presence of the office staff, the nurse, or medication aide and are to be stored in the office. Medical procedures are not to be administered in

the classroom except in accordance with the District's Safety and Security Management Plan and the District's Emergency Protocol (asthma/anaphylaxis protocol).

If students must take medication and/or perform medical procedures prescribed by a duly licensed physician during school hours, it is the responsibility of the parents or guardians to sign permission to dispense the medicine at the school and to submit a note or prescription from the physician authorizing the medicine and/or medical procedure. School District personnel will not administer medicine, including over the counter medicine, without this signed form and note or prescription. Any medication brought to school needs to be properly labeled. The label should include the following information: Student's name, name of medication, dosage needed, and time of dispensing the medication.

Section 10 Reporting Child Abuse

Nebraska State Law and school policy mandates school officials to make a report to the proper law enforcement agency or the Department of Health and Human Services (Child Protective Services) when there is reasonable cause to believe that a child has been abused or neglected, or a child is in a situation that would reasonably result in abuse or neglect. According to Nebraska State Law, abuse or neglect means knowingly, intentionally, or negligently causing or permitting a minor child to be:

- (a) Placed in a situation that endangers his or her life or physical or mental health;
- (b) Cruelly confined or cruelly punished
- (c) Deprived of necessary food, clothing, shelter, or care
- (d) Left unattended in a motor vehicle if such minor child is six years of age or younger
- (e) Sexually abused; or
- (f) Sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions

Teachers are to inform their Principal or supervisor that they intend to make a report. Administrative staff may sometimes choose to make the report for a teacher. However, informing a Principal or supervisor does not end the teacher's responsibility; teachers are obligated to make certain a report was made if they do not do it themselves.

It is vital that the report be made as accurately and as soon as possible. To assure accuracy, you are encouraged to document the date of the incident and specific statements or explanations made by a child regarding an abuse/neglect concern using the District's child abuse reporting forms. These forms are available in the Principal's office, the Superintendent's office and in each library's Board Policy book. Timeliness in making a report will assist in minimizing further risk to the child by allowing the police or Child Protective Services employees to interview the child during the school day and prior to an evening or weekend. In cases of physical injury (e.g., bruising or other marks), it is essential the police observe and document the injury. A counselor, the

school social worker or an administrator will help you.

Article 5 – PERSONAL AND PROFESSIONAL CONDUCT

Section 1 Professional Ethics Standards

The Plattsmouth Community School District expects its certificated employees to adhere to the professional ethics standards established by the Nebraska Department of Education as such standards may be modified from time to time. The professional ethics standards, which certificated employees are expected to adhere to include those set forth below. References to “educator” shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in the State of Nebraska and for all educators, including administrators, with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

- A. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
- B. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
- C. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
- D. Shall not make any fraudulent statement or fail to disclose a material fact for

which the educator is responsible.

- E. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
- F. Shall not sexually harass students, parents or school patrons, employees, or board members.
- G. Shall not have revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.
- H. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
- I. Shall report to the Superintendent any known violation of paragraphs G, E, or B above.
- J. Shall seek no reprisal against any individual who has reported a violation of this rule.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

- A. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
- B. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
- C. Shall make reasonable effort to protect the student from conditions that interfere with the learning process or are harmful to health or safety.
- D. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
- E. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
- F. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.
- G. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of the confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

- A. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
- B. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
- C. Shall neither offer nor accept gifts or favors that will impair professional judgment.
- D. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
- E. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
- F. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

- A. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
- B. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
- C. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices: The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

- A. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
- B. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.

- C. Shall give prompt notice to the employer of any change in availability of service.
- D. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
- E. Shall not assign to unqualified personnel, tasks for which an educator is responsible.
- F. Shall permit no commercial or personal exploitation of his or her professional position.
- G. Shall use time on duty and leave time for the purpose for which intended.

Section 2 Evaluations

Evaluations of teachers will be conducted in accordance with the District's evaluation policy. Supervisors reserve the right to observe, appraise or evaluate teachers more frequently than required by policy on an as-needed basis. Teachers are expected to participate constructively and positively in the evaluation process and to accept and implement constructive suggestions and improvement strategies developed by the administration.

Section 3 Role Model

Teachers serve as role models for students and their actions and conduct reflect on the school as a whole. Teachers are in all respects to conduct themselves in a professional manner.

Section 4 Relationships

It is important for teachers to maintain an effective working relationship with the administration and all colleagues, including other teachers and support staff. Teachers are also to maintain appropriate relationships with students. Appropriate relationships are established by extending social courtesies, following through on commitments and promises, complying with administrative directives and Board policies, being honest and consistent, and not intruding into personal matters outside the scope of duties or gossiping or spreading rumors about others.

Section 5 Civility

All employees shall behave with civility, fairness and respect in dealing with fellow employees, students, parents, patrons, visitors, and anyone else having business with Plattsburgh Community Schools. Uncivil behaviors are prohibited. Employees may be subject to disciplinary action up to and including termination for engaging in uncivil behaviors.

Uncivil behaviors are any behaviors that are physically or verbally threatening, either overtly or implicitly, as well as behaviors that are coercive, intimidating, violent or harassing. Such interactions are prohibited in all forms of communication, including telephone conversations, voice mail messages, face-to-face conversations, written communications, and email messages.

Any employee aware of another employee's uncivil behavior shall, no later than the next business day, report the conduct to the employee's immediate supervisor and the Superintendent. There will be no retaliation against a person for making such a report.

However, any employee that is aware of another employee's uncivil behavior and fails to report the conduct to the employee's immediate supervisor and the Superintendent by the next business day may be subject to disciplinary action up to and including termination. Prompt reporting of uncivil behavior is necessary for maintaining a safe and healthy learning environment for students and staff.

Section 6 Notification of Arrest, etc.

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

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds six months incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
 - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
 - i. Would impact the responsibility to be a role model for students or relations with other employees of Plattsmouth Community Schools;
 - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives students; or
 - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
 - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on property of Plattsmouth Community Schools, or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.

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Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense is not otherwise reportable.

2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the

professional standards of conduct for the employee's position.

3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy. As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall be subject to being immediately revoked in the event the required disclosure was not given.

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

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

Failure to notify, as described herein, may subject the employee to disciplinary action, up to and including termination.

Section 7 Professional Attire

It is important for teachers to project a professional image to students, parents and co workers. Appropriate attire and grooming project a professional image. Teachers are expected to maintain conservative and professional attire and grooming when on duty. As professionals, teachers are expected to be aware of the standard to be maintained. As a minimal guide, teachers should not wear clothing which students would not be permitted to wear at school. The administration may establish more detailed guidelines for individual teachers should that be necessary.

Section 8 Private Tutoring

Teachers are encouraged to provide individual assistance to students as a part of their duties. Teachers who engage in private tutoring for pay (compensation of any kind from a source other than the District) are subject to the following rules:

1. The teacher may not arrange to provide private tutoring for any child enrolled in the teacher's class.
2. The teacher is not to provide private tutoring in a school building.
3. The teacher is not to provide private tutoring during duty time.
4. The teacher is not to advertise or promote the teacher's private tutoring services in the school or in the school's communications systems except with the express permission of the Superintendent or designee.

Section 9 Outside Employment

Teachers shall not perform duties unrelated to District employment during duty hours. In addition, teachers shall not engage in employment which conflicts with their school duties. Teachers are not required to notify the District of outside employment except: (1) teachers who are also employed by another Nebraska school District in order to comply with Nebraska State Retirement System regulations and (2) teachers who have a work related injury in order to comply with workers' compensation requirements.

Section 10 Code of Ethics Policy No. 8272

Please go to <https://www.pcsd.org/domain/11> and read Policy 8272 Code of Ethics.

Article 6 – ACADEMIC MATTERS

Section 1 Purpose and Goals of Academic Achievement

The Plattsmouth Community School District Board of Education is committed to providing a quality education for all Plattsmouth Community School students consistent with the school's mission statement. Effective, quality instruction by teachers is an essential means of meeting the District's mission of providing a quality education.

Section 2 Teaching to Student Understanding to Assure Learning Each teacher is responsible for teaching in a manner to meet the mission of the District and to assure student understanding and learning of the principles and concepts to be presented to students within the curriculum adopted by the District. Teachers will model classroom instruction on the educational model implemented by the District and reflected in the teacher evaluation instrument adopted by the Board of Education. Teachers are responsible for familiarizing themselves with the instructional model and the principles of instruction set forth in the evaluation instrument. The administration shall provide periodic in-services regarding the instructional model.

State and federal laws and regulations have been enacted which require that students with certain needs be provided instruction and services consistent with those special needs. Examples include students who have been verified as in need of special education (special education students), students with other disabilities, which impact the educational program (504 students), and limited English proficient students (LEP or ELL students). The District's policy is to comply with the state and federal laws and regulations in all respects. Teachers who are assigned special education, 504, or LEP/ELL students are required to provide instruction and services consistent with legal requirements and the requirements of Board policy and regulation.

Section 3 Instruction in the Curriculum

Teachers shall instruct students in the curriculum, including the use of curriculum maps, guides and materials, adopted and implemented by the Board of Education and as

directed by the administration.

Section 4 Measuring and Reporting Academic Achievement Grades and Grading.

Measuring and accurately reporting the level of each student's academic achievement is of critical importance to students, parents, staff, the Board of Education and community. To this end, each teacher shall develop a variety of assessment instruments and techniques to measure student achievement in the curriculum adopted and implemented by the District, record the results of such assessment, and report such results on Report Cards. Teachers should endeavor to measure student learning and understanding on a frequent basis during each quarter to provide an accurate evaluation of each student's academic achievement for that period. **GRADES MUST BE RECORDED FOR ALL CURRICULAR AREAS.**

Recording Grades. Each teacher shall record grades in Infinite Campus and print a paper copy backup weekly. A sufficient number of grades must be recorded in the grade book to justify all grades for each student.

Grading System. Teachers are to use the grading scales as described in Board Policy 5204. The Principal must approve any deviation from the approved grading system.

Reconsideration of Grades/Marks

Questions raised concerning duly assigned grades will be resolved cooperatively in a conference that includes the teacher(s) involved and the Principal. In the event parents or students question a grade, the parents/guardians and/or student may be included in the conference.

Failure to resolve the issue will result in a second conference involving the Superintendent or designee and the participants in the initial conference described above. The Superintendent will not change the grades designated by teachers unilaterally, unless the Superintendent determines that the grade is not consistent with the requirements of law, Board policy, or the best interests of the District.

Transfer Grades. A student transferring into Plattsmouth Community School District at the fifteen-to eighteen-week time period will have all grades on transcript from an accredited school accepted for semester credit. The Principal must approve grades for credit.

Reports to Parents. Grades and credit are assigned on a mester (7 weeks), quarter (9 weeks) or semester basis (18 weeks). The grade reports are produced from information supplied by teachers and distributed to students at school, parents at parent-teacher conferences, or are mailed to parents.

All term or mid-quarter grades are calculated on a cumulative basis; i.e., the grade given at the end of the first quarter represents an evaluation of work done during that quarter,

and the grade given at the close of the semester represents an evaluation of all the work done during the entire eighteen weeks.

The end-of-quarter and end-of-semester reports are directed to parents, not to students. Students probably know quite well how they stand in such areas as citizenship, attitude, cooperation, attendance, preparation of assignments, etc. The parents do not have this knowledge. If any such factors have significant bearing on the student's grades or their relationship with teachers, notes should be sent to parents. Arrangements will be made to place these teacher-written notes with the grade report forms. The notes may call attention to deficiencies, faults, or failures, or they may be commendatory in nature. If carefully prepared, they can be most valuable. Parents need to have information about areas of strengths and areas needing improvement and progress being made by their child. For their instruction, and for our ultimate well-being, if and when problems arise, it is essential that the reports be as informative as possible. Teachers should, in all cases, plan to keep on file duplicate copies of the notes that are sent to parents.

Please accept, cooperatively and professionally, the responses that parents may make subsequent to the distribution of term or mid-quarter reports. Parents are not always helpful or reasonable under these circumstances, but they do need information and direction. Please encourage parents to discuss their student-centered problems with you and give them all possible assistance.

Continuous Progress Reports To Parents. Continuous progress reports are available to parents and students. In addition, progress reports may be mailed to all parents from time to time to accommodate households without easy access to the Internet and PowerSchool.

Section 5 Parent-Teacher Conferences

Parent-Teacher conferences are a critical opportunity for teachers to dialogue with parents (or guardians) of students regarding student achievement and learning. Parent Teacher Conferences are scheduled for each building, as noted on the 2024-2025 District Calendar. Teacher attendance at Parent-Teacher conferences is mandatory. The Superintendent or Principal may excuse a teacher from attendance at Parent-Teacher Conferences.

Teachers are expected to be prepared for such conferences. Being prepared includes having completed grade reports, which include all student assignments, work or tests completed by students prior to five (5) days of the date of the Parent-Teacher conference.

Section 6 Special Education Policy No. 6600

Section 7 Return to Learn Policy No. 6286

Section 8 Academic Standards Policy No. 6212

Please go to <https://www.pcsd.org/Page/25> and read Policy No. 6600 Special Education, Policy No. 6286 Return to Learn and Policy No. 6212 Academic Standards.

Section 9 Record Management Policy No. 3560

Please go to <https://www.pcsd.org/Page/22> and read Policy No. 3560 Record Management.

Article 7 – USE OF SCHOOL FACILITIES AND EQUIPMENT

Section 1 Drug-Free Workplace Policy No. 4009

Section 2 Alcohol and Drug Testing Policy No. 4009

Section 3 Smoke and Tobacco-Free Workplace Policy No. 4010

Please go to <https://www.pcsd.org/Page/23> and read Policy No. 4009 Drug- Free Workplace, Alcohol and Drug Testing. Policy No. 4010 Smoke and Tobacco-Free Workplace.

Section 4 Weapon-Free Workplace

The District prohibits any person from being in possession of a weapon at a school attendance facility, on school property, at a school-supervised activity, or at a school sponsored function. Any teacher found to be in violation of this policy shall be subject to disciplinary action, up to and including termination.

The term "weapon" means an instrument or object used, or which may be used, as a means of attack, defense, or destruction, including, without limitation:

- a. Any object which will, or is designed to, or may readily be converted to, expel a projectile by the action of an explosive or other means
- b. The frame or receiver of any object described in the preceding example
- c. Any firearm muffler or silencer
- d. Any explosive, incendiary or gas (a) bomb, (b) grenade, (c) rocket, (d) missile, (e) mine, or similar device
- e. Any bludgeon, club, metal knuckles, or throwing star
- f. Any knife other than as used for strictly instructional or personal care or eating purposes. A pocket knife with a blade of 2-1/2 inches or more is a prohibited weapon. A switch-blade knife is prohibited regardless of size of the blade. A switch-blade knife is defined as a knife with a blade that opens automatically by hand pressure applied to a button, spring, or other device in the handle of a knife, or any knife having a blade that opens or falls or is ejected into position by the force of gravity or by an outward, downward, or centrifugal thrust or movement

- g. Any electronic device designed to discharge immobilizing levels of electricity, commonly known as a stun gun
- h. A teacher may possess mace or other similar chemical agents in quantity and/or concentration typically designed for individual personal defensive purposes shall not be considered as possession of a weapon. Possession of larger quantities and/or concentrations of mace or other similar chemical agents than is typically designed for individual personal defensive purposes will be considered as possession of a weapon. Usage of mace or other similar chemical agents will be considered as usage of a weapon if the usage is found to be for non-defensive purposes. A teacher who is negligent in possession of mace or other similar chemical agents will be subject to disciplinary action.
- i. A teacher may possess an item which may be considered a weapon where such item is used for instructional purposes and has received approval of the administration to possess the item, provided it is used in the manner approved and is maintained in such manner as the administration has directed.
- j. Any other object that is designed for or intended for use as a destructive or injurious device.

The phrase "possession of a weapon" includes, without limitation, a weapon in a teacher's personal possession, as well as in a teacher's motor vehicle, desk, locker, briefcase, backpack, or purse.

Section 5 Use of District Computer Network and Internet

It is the policy of Plattsmouth Community Schools to comply with the Children's Internet Protection Act (CIPA). With respect to the District's computer network, the District shall: (a) prevent user access to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) provide for the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; (c) prevent unauthorized access, including so-called "hacking," and other unlawful activities online; (d) prevent unauthorized online disclosure, use, or dissemination of personal identification information of minors; and (e) implement measures designed to restrict minors' access to materials (visual or non-visual) that are harmful to minors.

1. Definitions. Key terms are as defined in CIPA. "Inappropriate material" for purposes of this policy includes material that is obscene, child pornography, or harmful to minors. The term "harmful to minors" means any picture, image, graphic image file, or other visual depiction that: (1) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (2) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated

normal or perverted sexual acts, or a lewd exhibition of the genitals; and (3) taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.

2. Access to Inappropriate Material. To the extent practical, technology protection measures (or “Internet filters”) shall be used to block or filter Internet, or other forms of electronic communications, access to inappropriate information. Specifically, as required by the CIPA, blocking shall be applied to visual depictions of material deemed obscene or child pornography, or to any material deemed harmful to minors. Subject to staff supervision, technology protection measures may be disabled or, in the case of minors, minimized only for bona fide research or other lawful purposes.
3. Inappropriate Network Usage. To the extent practical, steps shall be taken to promote the safety and security of users of the District’s online computer network when using electronic mail, chat rooms, instant messaging, and other forms of direct electronic communications. Specifically, as required by CIPA, prevention of inappropriate network usage includes: (a) unauthorized access, including so-called ‘hacking,’ and other unlawful activities; and (b) unauthorized disclosure, use, and dissemination of personal identification information regarding minors.
4. Supervision and Monitoring. It shall be the responsibility of all members of the District staff to supervise and monitor usage of the online computer network and access to the Internet in accordance with this policy and CIPA. Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of the Superintendent and the Superintendent’s designees.
5. Social Networking. Students shall be educated about appropriate online behavior, including interacting with others on social networking websites and in chat rooms, and cyber bullying awareness and response. The plan shall be for all students to be provided education on these subjects. The Superintendent or the Superintendent’s designee shall be responsible for identifying educational materials, lessons, and/or programs suitable for the age and maturity level of the students and for ensuring the delivery of such materials, lessons, and/or programs to students.
6. Adoption. This Internet Safety Policy was adopted by the Board at a public meeting, following normal public notice.

A. Computer Acceptable Use Policy

This computer acceptable use policy is supplemental to the District's Internet Safety Policy.

1. Technology Subject to this Policy. This Computer Acceptable Use Policy applies to all technology resources of the District or made available by the District. Technology resources include, without limitation, computers and related technology equipment, all forms of e-mail and electronic communications, and the internet.
2. Access and User Agreements. Use of the District technology resources is a privilege and not a right. The Superintendent or designee shall develop appropriate user agreements and shall require that employees, students (and their parents or guardians), and others to sign such user agreements as a condition of access to the technology resources, as the Superintendent determines appropriate. Parents and guardians of students in programs operated by the District shall inform the Superintendent or designee in writing if they do not want their child to have access.

The Superintendent and designees are authorized and directed to establish and implement such other regulations, forms, procedures, guidelines, and standards to implement this Policy.

The technology resources are not a public forum. The District reserves the right to restrict any communications and to remove communications that have been posted.

3. Acceptable Uses. The technology resources are to be used for the limited purpose of advancing the District's mission. The technology resources are to be used, in general, for educational purposes, meaning activities that are integral, immediate, and proximate to the education of students as defined in the E-rate program regulations.

4. Unacceptable Uses.

The following are unacceptable uses of the technology resources:

- a. Personal Gain: Technology resources shall not be used, and no person shall authorize its use, for personal financial gain other than in accordance with prescribed constitutional, statutory, and regulatory procedures, other than compensation provided by law.
- b. Personal Matters: Technology resources shall not be used, and no person shall authorize its use, for personal matters.

Occasional use that the Superintendent or designee determines to ultimately facilitate the mission of the District is not prohibited by this provision. Examples of occasional use that may be determined to ultimately facilitate the mission of the District: sending an email to a minor child or spouse; sending an email related to a community group in which an employee is a member where the membership in the community group facilitates the District's mission.

This occasional use exception does not permit use by employees contrary to the expectations of their position. For example, employees may not play games or surf the net for purposes not directly related to their job during duty time; nor may students do so during instructional time.

The occasional use exception also does not permit use of the technology resources for private business, such as searching for or ordering items on the internet for non-school use; or sending an e mail related to one's own private consulting business.

- c. Campaigning: Technology resources shall not be used, and no person shall authorize its use, for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
- d. Technology-Related Limitations: Technology resources shall not be used in any manner which impairs its effective operations or the rights of other technology users. Without limitation,
 - 1. Users shall not use another person's name, log-on, password, or files for any reason, or allow another to use their password (except for authorized staff members).
 - 2. Users shall not erase, remake, or make unusable another person's computer, information, files, programs or disks.
 - 3. Users shall not access resources not specifically granted to the user or engage in electronic trespassing.
 - 4. Users shall not engage in "hacking" to gain unauthorized access to the operating system software or unauthorized access to the system of other users.
 - 5. Users shall not copy, change, or transfer any software without permission from the network administrators.
 - 6. Users shall not write, produce, generate, copy, propagate, or attempt to introduce any computer code designed to self replicate, damage, or otherwise hinder the performance of

any computer's memory, file system, or software. Such software is often called a bug, virus, worm, Trojan horse, or similar name.

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7. Users shall not engage in any form of vandalism of the technology resources.
8. Users shall follow the generally accepted rules of network etiquette. The Superintendent or designees may further define such rules.

e. Other Policies and Laws: Technology resources shall not be used for any purpose contrary to any District policy, any school rules to which a student user is subject, or any applicable law. Without limitation, this means that technology resources may not be used:

1. to access any material contrary to the Internet Safety Policy; or to create or generate any such material.
2. to engage in unlawful harassment or discrimination, such as sending emails that contain sexual jokes or images.
3. to engage in violations of employee ethical standards and employee standards of performance, such as sending emails that are threatening or offensive or which contain abusive language; use of end messages on emails that may imply that the District is supportive of a particular religion or religious belief system, a political candidate or issue, or a controversial issue; or sending emails that divulge protected confidential student information to unauthorized persons.
4. to engage in or promote violations of student conduct rules.
5. to engage in illegal activity, such as gambling.
6. in a manner contrary to copyright laws.
7. in a manner contrary to software licenses.

5. Disclaimer. The technology resources are supplied on an "as is, as available" basis. The District does not imply or expressly warrant that any information accessed will be valuable or fit for a particular purpose or that the system will operate error free. The District is not responsible for the integrity of information accessed, or software downloaded from the Internet.

6. Filter. A technology protection measure is in place that blocks and/or filters access to prevent access to Internet sites that are not in accordance with policies and regulations. In addition to blocks and/or filters, the District may also use other technology protection measures or procedures as deemed appropriate.

Notwithstanding technology protection measures, some inappropriate material may be accessible by the Internet, including material that is illegal, defamatory, inaccurate, or potentially offensive to some people. Users accept the risk of access to such material and responsibility for promptly exiting any such material.

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The technology protection measure that blocks and/or filters Internet access may be disabled only by an authorized staff member for bona fide research or educational purposes: (a) who has successfully completed District training on proper disabling circumstances and procedures, (b) with permission of the immediate supervisor of the staff member requesting said disabling, or (c) with the permission of the Superintendent. An authorized staff member may override the technology protection measure that blocks and/or filters Internet access for a minor to access a site for bona fide research or other lawful purposes provided the minor is monitored directly by an authorized staff member.

7. Monitoring. Use of the technology resources, including but not limited to internet sites visited and e-mail transmitted or received, is subject to monitoring by the administration and network administrators at any time to maintain the system and insure that users are using the system responsibly, without notice to the users. Users have no privacy rights or expectations of privacy with regard to use of the District's computers or Internet system. All technology equipment shall be used under the supervision of the Superintendent and the Superintendent's designees.

8. Sanctions. Violation of the policies and procedures concerning the use of the District technology resources may result in suspension or cancellation of the privilege to use the technology resources and disciplinary action, up to and including expulsion of students and termination of employees. Use that is unethical may be reported to the Commissioner of Education. Use that is unlawful may be reported to the law enforcement authorities. Users shall be responsible for damages caused and injuries sustained by improper or non-permitted use.

ADMINISTRATORS, FACULTY AND STAFF AGREEMENT

In order to make sure that all members of Plattsmouth Community Schools community understand and agree to these rules of conduct for use of the e-mail and Internet systems of the school district, the District asks that you, as an administrator, faculty member, or staff member user, sign the following statement:

I have received a copy of, and have read, the Internet Safety and Acceptable Use Policy adopted by the Plattsmouth Community Schools, and I understand and will abide by those district guidelines and conditions for the use of the facilities of Plattsmouth Community

Schools and access to the Internet. I further understand that any violation of the district guidelines is unethical and may constitute a criminal offense. Should I commit any violation, my access privileges will be revoked. School disciplinary action and/or appropriate legal action will be taken.

I agree not to hold the Plattsmouth Community Schools, any of its employees, or any institution providing network access to [Plattsmouth Community Schools responsible for the performance of the system or the content of any material accessed through it.

Section 6 Technology Safety Policy No. 6800

Please go to <https://www.pcsd.org/Page/25> and read Technology Safety Policy No. 6800

Section 7 Use of School Facilities

Teachers will be issued keys to the school. Teachers are expected to not lose their keys and to not allow others to have access to or to use their keys. Teachers are permitted to have access to school facilities during non-school time provided such access is for work related purposes. When teachers leave the building, they are to close all windows, lock their classroom door, and make sure that the entry door is fully closed and locked. This is especially important when teachers are using the school facilities prior to the beginning of the school year and during any weekend or evening usage.

School property is to be used for approved work-related purposes and not for personal purposes or for personal gain or benefit. Use of school supplies (paper, staples, etc.), school equipment (copiers, fax machines, telephones, etc.), and school postage is to be used for approved school-related purposes only. Excess or surplus supplies or equipment, including items, which have been placed in the trash, should not be removed for non-school use without approval from the administration.

Section 8 Care of School Property

Teachers are responsible for the proper care of all books, equipment, supplies and furniture supplied by the school. If an item is in need of maintenance or repair, report it to the Principal. If you learn that a student has damaged school property or equipment, or if you are responsible for damage to school property, promptly report it to the Principal so the item may be replaced or repaired if possible and appropriate responsibility for the cost of replacement or repair may be determined.

Section 9 Use of Telephone

Personal telephone calls shall not be made during duty time except in the event of an emergency. Long distance calls on school telephones must be made from the office.

Section 10 Visitors

Teachers are not to have visitors on school property except on a short-term basis and only

with permission of the Principal. Included in the definition of visitors are family members of the teacher. Visitors should follow posted procedures for being on school property. Teachers are not to bring their children to their workplace during instructional time in lieu of taking them to childcare.

Section 11 Volunteers

It is the desire of the Plattsmouth Community Schools to provide a safe environment for our students and staff. In order to ensure this, all individuals providing volunteer services to the District shall have a background check performed prior to volunteering. The intent of this policy is not to interfere or inhibit a parent's ability to observe their child in a classroom setting on an individual basis or meet with teachers or staff regarding their child's education or needs, but to ensure that reasonable steps are taken to provide a safe environment for our students and staff. For additional information, refer to Board Policy 1015.

Section 12 Salespersons

Teachers need not allow, and should not permit, any salesperson or representative or agent of any commercial enterprise or theatrical presentation to contact the teacher while engaged in the teacher's duties except for such times as may be designated by the Superintendent or designee. By law, the hours of no solicitation are between 8:00 a.m. and 4:00 p.m. on all days' school is in session. If you are required to be at work earlier than 8:00 a.m., the hours are extended to that earlier time as well.

Teachers shall not use classrooms, buildings or other school property for personal use or profit without specific approval from the Superintendent or designee. Teachers shall not use time for which the teacher is on duty or paid by the District to engage in any activity for personal financial profit. Any violation of this policy will be held to be willful insubordination.

Section 13 Security of Desks and Lockers

Offices, teacher desks, lockers, file cabinets and other such storage devices are owned by the school and are to be properly cared for and maintained. Appropriate security measures should be used to protect school and personal property kept in storage devices from theft or vandalism and to protect confidential student records.

The school exercises exclusive control over school property and reserves the right to search offices and storage devices provided to or used by employees where permitted by law, such as where reasonable grounds exist for suspecting that a search will turn up evidence that the employee has committed work-related misconduct, or that a search is necessary for a non-investigatory work-related purpose, such as to retrieve a file. School related documents or records must remain readily available to administration and other appropriate school staff. Any personal items a teacher wants to have kept private should be kept in a separate personal storage device, such as a brief case, purse or backpack.

The District is not responsible for any personal property teachers may bring to school.

Teachers are cautioned not to bring large amounts of money or items of significant value to school.

Section 14 Video Surveillance

The Board of Education has authorized the use of video cameras on School District property to ensure the health, welfare and safety of all staff, students and visitors to

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District property, and to safeguard District facilities and equipment. Video cameras may be used in locations deemed appropriate by the Superintendent.

Notice is hereby given that video surveillance may occur on District property. In the event a video surveillance recording captures a student or other building user violating school policies or rules or local, state or federal laws, the video surveillance recording may be used in appropriate disciplinary proceedings against the student or other building user and may also be provided to law enforcement agencies.

Section 15 Bulletins and Announcements

Bulletin boards and display cases are available for school-related and approved materials to be posted and displayed. Posters to be used in the halls or materials for distribution will need to be approved by the Principal's office. Posters are not to be attached to any painted wall surfaces. The person or organization responsible for distributing the posters is responsible to see that all posters are removed within 48 hours after the event.

Section 16 Copyright and Fair Use Policy

It is the school's policy to follow the federal copyright law. Students are reminded that, when using school equipment and when completing course work, they also must follow the federal copyright laws. The federal copyright law governs the reproduction of works of authorship. Copyrighted works are protected regardless of the medium in which they are created or reproduced; thus, copyright extends to digital works and works transformed into a digital format. Copyrighted works are not limited to those that bear a copyright notice.

The "fair use" doctrine allows limited reproduction of copyrighted works for educational and research purposes. The relevant portion of the copyright statute provides that the "fair use" of a copyrighted work, including reproduction "for purposes such as criticism, news reporting, teaching (including multiple copies for classroom use), scholarship, or research" is not an infringement of copyright. The law lists the following factors as the ones to be evaluated in determining whether a particular use of a copyrighted work is a permitted "fair use," rather than an infringement of the copyright:

- the purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes
- the nature of the copyrighted work
- the amount and substantiality of the portion used in relation to the copyrighted work as a whole

- the effect of the use upon the potential market for or value of the copyrighted work

Although all of these factors will be considered, the last factor is the most important in determining whether a particular use is “fair.” Students should seek assistance from a faculty member if there are any questions regarding what may be copied.

Section 17 Lost and Found

Teachers who find lost articles are asked to take them to the office, where the articles can be claimed by the owner.

Section 18 Personal Property

Plattsmouth Community School District is not responsible for personal property brought to school by any employee.

Section 19 Safety

Safety Program and Safety Committee

The District has established a Safety and Security Management Plan that includes safety and security plans and procedures, including plans and procedures to address emergency and crisis situations. Teachers are expected to be familiar with and to comply with the Safety and Security Management Plan. The Plan may be obtained for review or copy from the Principal or the Superintendent.

The District also has a safety committee to address employee accidents, injuries and work place conditions. A representative from each bargaining group plus representatives appointed by administration serve on the committee. If you have a desire to serve on the committee, you should contact the president of the teacher’s association. Teachers can make suggestions and/or report concerns to the safety committee in the following ways: (1) contact the teacher’s association representative of the safety committee, (2) contact the president of the teacher’s association, or (3) contact the Safety Committee in care of the Superintendent.

Safety Practices

Guidelines for safe work practices that teachers should follow include the following: 1.

- Never stand on chairs, counters, tables, etc. Only use step stools, ladders and locking stools to stand, climb, etc., to reach high places, put things on bulletin boards, etc.
- Always wear protective equipment (i.e., goggles, aprons, gloves, and ear protection).
- Wipe up spills or report promptly to appropriate personnel. DO NOT assume someone else will do it.
- No open e.g., candles
- Be aware of your surroundings. Pick up clutter, keep your work area or

- room clean and free of clutter, debris, etc.
6. Identify and report all hazards (i.e., broken equipment, broken or uneven floor surfaces, non-operating tools, windows, doors, etc.). Follow up if not repaired.
 7. Do not use equipment if you are not familiar with it or operate machinery without proper training.
 8. Do not carry heavy or bulky objects. Get a cart, dolly or assistance. Know how to properly lift.
 9. Report any injuries or medical problems to your supervisor immediately and complete the employee accident report.
 10. Wear seatbelts when in vehicles where provided.
 11. Do not do repetitive tasks for long periods of time (i.e., keyboarding, dipping cookies, cutting out things, filing, typing, etc.). Take breaks, learn and do stretching exercises, etc. Every accident in the school building, on the school grounds, at practice sessions, or at any athletic event sponsored by the school must be reported immediately to the Principal.

As required by law, approved safety glasses will be required of every student and teacher while participating in or observing vocational, technical, industrial technology, science, and art classes. All visitors to these areas must check out a pair of safety glasses when entering any of these areas.

Use of Personal Vehicles

Teachers who drive school vehicles must have a valid driver's license and proof of insurance. Teachers will be provided a Driver's Certification form to verify this information and shall be given instruction on emergency evacuation and first aid. Teachers should not transport students in their personal vehicles. Teachers are responsible for following safe driving practices, including use of seat belts by all occupants, and are responsible for any injury or accident. Cell phones and other handheld wireless communication devices shall not be used while the vehicle is in motion.

Accidents

Every accident that results in a personal injury must be reported to the Principal immediately. In the event the injury involves a student, the teacher responsible for the student either as teacher, coach or sponsor is responsible for making the report. If the injury occurs in the presence of the teacher, the teacher is also responsible for making a report.

Workers Compensation

Teachers are required to immediately report any work-related injury and/or work-related medical condition to their supervisor and complete all appropriate paperwork.

Section 20 Safe Pupil Transportation Plan Policy No. 5506

Click [HERE](#) and read Policy No. 5506 Safe Pupil Transportation Plan.

Section 21 Fire drills and Crisis Plan Policy No. 6115 Click [HERE](#) and read Policy No. 6115.

Article 8 – STATE AND FEDERAL PROGRAMS
Section 1 Notice of Nondiscrimination

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

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

The Plattsmouth Community School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non discrimination policies:

Students: Dr. Richard E. Hasty, Plattsmouth Community School District Superintendent, 1912 Old Hwy. 34, Plattsmouth, NE 68048, (402) 296-3361, rhasty@pcsd.org. Alternate/Designee: Amanda Wright, Special Education Director, 1912 Old Hwy. 34, Plattsmouth, NE 68048, (402) 296-3361, awright@pcsd.org.

Employees and Others: Dr. Richard E. Hasty, Plattsmouth Community School District Superintendent, 1912 Old Hwy. 34, Plattsmouth, NE 68048, (402) 296-3361, rhasty@pcsd.org. Alternate/Designee: Amanda Wright, Special Education Director, 1912 Old Hwy. 34, Plattsmouth, NE 68048, (402) 296-3361, awright@pcsd.org.

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114, (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.

1. Purpose:

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

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's race, color, national origin, religion, disability, age, sex, or other protected category, that is sufficiently serious

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to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to: a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or

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

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

Discriminatory harassment because of a person's race, color, national origin, religion, disability, age, sex, or other protected category, may include, but is not limited to:

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

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

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching

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

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

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

2. Anti-retaliation:

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

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

action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

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

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

District employees, supervisors and administrators must immediately report any complaints, reports, observations, or other information of alleged discrimination to the designated coordinator, even if that District employee is investigating the alleged discrimination as part of the District's student or employee disciplinary process, and provide the complainant with information for filing a complaint of discrimination, including a complaint form if requested, and contact information for the District's designated coordinator. If the District uses its disciplinary procedures to investigate and resolve an alleged discrimination complaint, those disciplinary procedures will comply with the District's standards for a prompt and equitable grievance procedure outlined in section B.2., below.

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

i. Level 1 (Investigation and Findings):

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

burden on the alleged victim when taking interim measures to protect the alleged victim.

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

The District will complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. Extenuating circumstances do not include summer vacation, and if a designated compliance coordinator or investigator is unavailable, another coordinator or trained employee will be designated to conduct the investigation. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant**. Periodic status updates will be given to the parties, if necessary.

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

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that

discrimination, harassment, or retaliation occurred?)

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

- a. A summary of the facts,
- b. An analysis of the appropriate legal standards applied to the specific facts,
- c. Findings regarding whether discrimination occurred, and
- d. If a finding is made that discrimination occurred, the recommended remedy or remedies necessary to eliminate discrimination, including harassment and retaliation, prevent its recurrence, and remedy its effects, if applicable.

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

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **ten (10) working days** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose to a student who was discriminated against or harassed (victim), information about the sanction imposed upon a student who was found to have engaged in discrimination or harassment (student who discriminated) when the sanction directly relates to the victim. This includes an order that the student who discriminated stay away from the victim, or that the student who discriminated is prohibited from attending school for a period of time, or transferred to other classes.

ii. Level 2 (Appeal to the Superintendent):

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

directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education **within ten (10) working days** after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at the next scheduled Board meeting to present his or her appeal. The Board will issue a written determination about the appeal **within thirty (30) working days** after receiving the appeal. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Remedies:

If the District knows or reasonably should know about possible discrimination, including harassment or violence, the District will take immediate, interim action or measures to protect the alleged victim, ensure the safety of the school community, and prevent further potential discrimination, harassment, or retaliation during the District's pending investigation. These interim measures will be prompt, age-appropriate, effective, and tailored to the specific situation, and may include a change in the student's seating assignment or class, a change in an employee's work area, prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation, and other remedies, such as those listed below.

The District will minimize any burden on the alleged victim when taking interim measures. For instance, the District generally will not remove the alleged victim from his or her class or work area and allow the alleged harasser to remain. In addition the District will ensure that the complainant is aware of his or her Title IX rights, including a strong prohibition against retaliation for reporting discrimination or harassment or cooperating with any investigation or proceeding, and any available resources, such as counseling, health, and mental health services, and the right to file a complaint with local law enforcement, if applicable.

If the District determines that unlawful discrimination or harassment occurred, the District will take prompt and effective action to eliminate the discrimination or harassment, prevent its recurrence, and remedy its effects on the complainant and others, if appropriate. The remedies will be tailored to the specific allegations and facts of each situation, including, but not limited to, the following remedies:

- a. Providing an escort to ensure the complainant can move safely between classes and activities.
- b. Ensuring the complainant and alleged harasser do not attend the same

- classes.
- c. Moving the alleged harasser to another school or work area within the District.
- d. Providing counseling services or reimbursement, if appropriate.
- e. Providing medical services or reimbursement, if appropriate.
- f. Providing academic support services, such as tutoring.
- g. Arranging for the complainant to retake a course or withdraw from a class without penalty, including ensuring that any changes do not adversely affect the complainant's academic record.

The District may provide remedies for the broader student population as well, including but not limited to:

- a. Offering counseling, health, mental health, or other holistic and comprehensive victim services to all students or employees affected by sexual harassment or sexual violence, and notifying students and employees of campus and community counseling, health, mental health, and other student services.
- b. Designating an individual from the District's counseling center to be "on call" to assist victims of sexual harassment or violence whenever needed.
- c. Providing additional training to the District's designated compliance coordinators and other employees who are involved in addressing, investigating, or resolving complaints of discrimination, harassment, and retaliation, to better respond to specific types of harassment and violence.
- d. Informing students and employees of their options to notify proper law enforcement authorities, including school and local police, and the option to be assisted by District employees in notifying those authorities.
- e. Creating a committee of students or employees and District officials to identify strategies for ensuring that students and employees:
 - i. Know the school's prohibition against discrimination, harassment, and retaliation.
 - ii. Recognize acts of discrimination, harassment (including acts of violence), and retaliation when they occur.
 - iii. Understand how and to whom to report any incidents of discrimination.
 - iv. Know the connection between alcohol and drug abuse and harassment or violence based on sex or other protected characteristics.
 - v. Feel comfortable that District officials will respond promptly and equitably to reports of discrimination, harassment (including violence) and retaliation.
- f. Conducting periodic assessments of student or employee activities to ensure that the practices and behavior of students or employees do

not violate the District's policies against anti-discrimination, anti-harassment, and anti-retaliation.

- g. Conducting in conjunction with students or employees, a "climate check" to assess the effectiveness of efforts to ensure that the District is free from discrimination, harassment (including violence), and retaliation, and using the resulting information to inform future proactive steps that will be taken by the District.

In addition to these remedies, the District may impose disciplinary sanctions against the student or employee who discriminated, harassed, or retaliated against the complainant, up to and including possible expulsion or termination or cancellation of employment.

5. Confidentiality:

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

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

At the same time, the District will evaluate a confidentiality request in the context of its responsibility to provide a safe and nondiscriminatory environment for all students. Thus, the District may weigh the confidentiality request against factors such as: the seriousness of the alleged harassment, the complainant's age; whether there have been other harassment complaints about the same individual and the alleged harasser's rights to receive information about the allegations if the information is maintained by the District as an "education record" under FERPA. In some cases, the District may be required to report alleged misconduct or discrimination, such as sexual harassment involving sexual violence, to local law enforcement or other officials, and the District may not be able to maintain the complainant's confidentiality. The District will inform the complainant that it cannot ensure confidentiality, if applicable.

6. Training:

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

- a. The current legal standards and compliance requirements of anti discrimination, anti-harassment, and anti-retaliation federal, state, and any local laws and regulations, including several specific examples of discrimination, harassment (including acts of violence because of a person's sex or other protected characteristics), and retaliation.
- b. The District's current anti-discrimination, anti-harassment, and anti retaliation notice, policies, grievance procedure, and discrimination complaint form, including the specific steps and timeframes of the investigative procedures, and the District's disciplinary procedures.
- c. Identification of the District's designated compliance coordinators and their job responsibilities.
- d. Specific examples and information regarding how to report complaints or observations of discrimination, harassment, or retaliation to appropriate District officials or employees. In addition, the District will emphasize that employees, students, third parties, and others should not be deterred from filing a complaint or reporting discrimination. For instance, if a student is the victim of sexual violence, a form of sexual harassment, but the student is concerned that alcohol or drugs were involved, school staff should inform the student that the District's primary concern is student safety, that any other rules violations will be addressed separately from the sexual violence allegation, and that the use of alcohol or drugs never makes the victim at fault for sexual violence.
- e. Potential consequences for violating the District's anti discrimination, anti-harassment, and anti-retaliation policies, including discipline.
- f. Potential remedies, including immediate, interim remedies, to eliminate the discrimination, harassment, and retaliation, prevent its recurrence, and remedy its effects.
- g. A description of victim resources, including comprehensive victim services, to address acts of discrimination and harassment, including acts of violence because of a person's sex or other protected characteristics, and a list of those resources for distribution to trainees.

In addition, the District shall ensure that employees designated to address or

investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive additional specific training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

7. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

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

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

8. Preventive Measures:

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

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

Section 2 Anti-Discrimination Policy No. 1200

Please go to <https://www.pcsd.org/Page/20> and read Policy No. 1200 and 1200a Anti Harassment

Section 3 Equal Opportunity Policy 5401 Please go to <https://www.pcsd.org/Page/20>

and read Policy No. 5401 Equal Opportunity

Section 4 Grievance Procedure for Persons with a Disability

The Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act address discrimination, harassment or failure to provide reasonable accommodations to persons with a disability. The following grievance procedure shall be used for resolution of complaints of alleged violations of the ADA or Section 504:

1. Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally
2. Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant
3. Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough, but informal, and the

Complainant shall be given a full opportunity to submit evidence relevant to the complaint

4. The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement of the Complainant. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant

5. The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution, and shall be deemed to have accepted the proposed resolution unless the Complainant rejects the proposed resolution within such time period. In the event the complainant rejects the proposed resolution, the complainant shall be given the opportunity to file a request for reconsideration within the ten (10) days from the date the

Coordinator's decision is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. The Coordinator shall consider any additional information provided in the request for reconsideration and make a decision on the request for reconsideration within 10 (ten) days after the request for reconsideration was filed.

Section 5 Confidentiality of Student Records (FERPA)

The Family Educational Rights and Privacy Act (FERPA) gives parents and students over 18 years of age rights of access and confidentiality with respect to education records. Employees are expected to provide access rights and maintain the confidentiality of education records in accordance with FERPA and Board policy. Further information about FERPA and the District's policies under FERPA are found in Board policy and in the student handbook.

Section 6 Disclosure of Student Information to Military Recruiters and Colleges The No Child Left Behind Act of 2001 requires the District to provide military recruiters and institutions of higher education access to secondary school students' names, addresses, and telephone listings. Parents and secondary students have the right to request that the school not provide this information (i.e., not provide the student's name, address, and telephone listing) to military recruiters or institutions of higher education, without their prior written consent. Employees are expected to follow these requirements.

Section 7 Disclosure of Staff Qualifications

The No Child Left Behind Act of 2001 gives parents/guardians the right to get information about the professional qualifications of their child's classroom teachers. The District designates the following information as "directory information" and will give parents/guardians such information upon request:

1. Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
2. Whether the teacher is teaching under an emergency or provisional teaching certificate.

3. The baccalaureate degree major of the teacher, along with information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree.
4. Whether the parent/guardian's child has been assigned, or has been taught for four or more consecutive weeks, by a teacher who does not meet the requirements of the NCLB.

Section 8 Student Privacy Protection

The No Child Left Behind Act of 2001 requires the District to protect the privacy of students. Further, information about student privacy and the District's policies with regard to student privacy are found in Board policy and in the student handbook. In general, employees are expected to comply with these provisions of the NCLB and related Board policy, as follows:

1. Student surveys created by and administered by either the United States Department of Education or a third party (a group or person other than the District)—give parent/guardian the opportunity to inspect the survey upon request before the survey is administered or distributed to the students
2. Student surveys that involve “sensitive” matters—make suitable arrangements to protect student privacy (that is, do not include the name or other identifying information about a particular student) and give parents the opportunity, in advance, to “opt-out” their child from the survey. Sensitive matters include:
 - a. Political affiliations or beliefs of the student or the student's parents
 - b. Mental or psychological problems of the student or the student's parent
 - c. Sexual behavior or attitudes
 - d. Illegal, anti-social, self-incriminating or demeaning behavior
 - e. Critical appraisals of other individuals with whom the student has close family relationships
 - f. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers
 - g. Religious practices, affiliations, or beliefs of the students or the student's parent
 - h. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program)
3. Instructional materials—permit parents upon reasonable request to inspect any instructional material used as part of the educational curriculum for their child. The term “instructional materials” does not include academic tests or academic assessments for purposes of this parent inspection requirement. If you receive such a request, direct the parent to contact your building Principal and also inform the building Principal yourself about the request to get instructions
4. Collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information—the District policy

is to not gather such information for such purposes

Section 9 Parental Involvement

General - Parental/Community Involvement in Schools

Cass County School District #13-0001, Plattsmouth Community Schools, after having conducted a public hearing concerning parental involvement and participation in the school District herewith declares that it shall be the policy of the District to provide access to parents to all textbooks, tests, curriculum materials, and any other instructional materials used by the school.

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

It shall further be the policy of the District to upon reasonable advance request by a parent to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parent to be in attendance at such activities unless such attendance would substantially interfere with a legitimate school interest.

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

It shall further be the policy of the District to provide full access to the records of the students to a parent or guardian all as set forth in Section 79-2,104, the Federal Education Right To Privacy Act, and other applicable law during regular business hours of the school at the school headquarters or wherever the student's records may regularly be maintained by the District.

It is the further policy of the District to notify a parent or parents of any student who may be subjected to a standard norm referenced or criterion referenced test or standard tests such as but not limited to the Iowa Test of Basic Skills or the California Achievement Test, to notify the parent when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any

testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent or guardian of such student shall be prohibited unless a parent requests in writing that such tests be administered to his/her resident student.

Prior to any school sponsored survey being administered to the students of the District, it shall be the duty of the Superintendent or his/her designee to notify the parent or parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which and the uses of which survey exist from the school's perspective.

It shall be the policy of the District as a general matter to leave substantive decision making processes to the professional staff, administration and Board of Education, subject to an effort to receive information from parents as to any concerns, objections, or other information such parents would wish to provide to the school District concerning a parent's access, involvement, and participation in all activities of the school as it relates to the student of the District.

Title I Parental Involvement

The District has a separate policy established pursuant to the No Child Left Behind Act of 2001 relating to parental involvement applicable to parents of children enrolled in Title I programs. The policy requires that parents of Title I children been given the opportunity to participate in regular, two-way, and meaningful communication involving student academic learning and other school activities, including ensuring--(A) that parents play an integral role in assisting their child's learning; (B) that parents are encouraged to be actively involved in their child's education at school; (C) that parents are full partners in their child's education and are included, as appropriate, in decision making and on advisory committees to assist in the education of their child; and (D) the carrying out of other activities, such as those described in the parental involvement policy. Employees are expected to comply with the Title I parental involvement policy.

Section 10 Homeless Students

The No Child Left Behind Act of 2001 requires that homeless students not be stigmatized or segregated on the basis of their status as homeless. Homeless children generally include children who lack a fixed, regular, and adequate nighttime residence. Bill Fitzpatrick, the Family School Liaison, serves as the District's designated Homeless Coordinator and should be contacted for questions relating to a homeless student.

Section 11 Breakfast and Lunch Programs

The District participates in the National School Lunch Program. Employees are expected to keep information about the participation of students in the program confidential.

Section 12 Confidentiality of Protected Health Information

It is the policy of the District to develop and implement all necessary practices, policies, and procedures to comply with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) where and to the extent applicable and to maintain the privacy of protected health information (PHI), as that term is defined by HIPAA, that it receives,

obtains, or transmits for employees and students. The District designates the Superintendent as its HIPAA privacy officer. Student and employee records containing PHI shall be accessible only to those who require such information to carry out their duties.

Section 13 Employee Anti-discrimination Policy No. 4003 Please go to

<https://www.pcsd.org/Page/23> and read Policy No. 4003, 4003a and 4003b

Appendix A
Notice of COBRA Continuation Coverage Rights
**** Continuation Coverage Rights Under COBRA****

Introduction

You are receiving this notice because you have recently become covered under Plattsmouth Community School District health plan (the “Plan”). This notice contains important information about your right to COBRA continuation coverage, which is a temporary extension of coverage under the Plan. The right to COBRA continuation coverage was created by a federal law, the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). COBRA continuation coverage can become available to you and to other members of your family who are covered under the Plan when you would otherwise lose your group health coverage. **This notice generally explains COBRA continuation coverage, when it may become available to you and your family, and what you need to do to protect the right to receive it.** This notice gives only a summary of your COBRA continuation coverage rights. For more information about your rights and obligations under the Plan and under federal law, you should either review the Plan’s Summary Plan Description or get a copy of the Plan Document from the Plan Administrator.

The Plan Administrator is Dr. Richard E. Hasty, Superintendent, 1912 Old Highway 34, Plattsmouth, NE 68048 (402) 296-3361. The Plan Administrator is responsible for administering COBRA continuation coverage.

COBRA Continuation Coverage

COBRA continuation coverage is a continuation of Plan coverage when coverage would otherwise end because of a life event known as a “qualifying event.” Specific qualifying events are listed later in this notice. COBRA continuation coverage must be offered to each person who is a “qualified beneficiary.” A qualified beneficiary is someone who will lose coverage under the Plan because of a qualifying event. Depending on the type of qualifying event, employees, spouses of employees, and dependent children of employees may be qualified beneficiaries. Under the Plan, qualified beneficiaries who elect COBRA continuation must pay for COBRA continuation coverage.

If you are an employee, you will become a qualified beneficiary if you will lose your coverage under the Plan because either one of the following qualifying events happens:

1. Your hours of employment are reduced, or
2. Your employment ends for any reason other than your gross misconduct.

If you are the spouse of an employee, you will become a qualified beneficiary if you will lose your coverage under the Plan because any of the following qualifying events happens:

1. Your spouse dies;
2. Your spouse’s hours of employment are reduced;
3. Your spouse’s employment ends for any reason other than his or her gross misconduct;
4. Your spouse becomes enrolled in Medicare (Part A, Part B, or both); or
5. You become divorced or legally separated from your spouse.

Your dependent children will become qualified beneficiaries if they will lose coverage under the Plan because any of the following qualifying events happens:

1. The parent-employee dies;
2. The parent-employee’s hours of employment are reduced;
3. The parent-employee’s employment ends for any reason other than his or her gross misconduct;
4. The parent-employee becomes enrolled in Medicare (Part A, Part B, or both);
5. The parents become divorced or legally separated; or
6. The child stops being eligible for coverage under the plan as a “dependent child.”

Sometimes, filing a proceeding in bankruptcy under title 11 of the United States Code can be a qualifying event. If a proceeding in bankruptcy is filed with respect to the employer and that bankruptcy results in the loss of coverage of any retired employee covered under the Plan, the retired employee is a qualified beneficiary with respect to the bankruptcy. The retired employee’s spouse, surviving spouse, and dependent children will also be qualified beneficiaries if bankruptcy results in the loss of their coverage under the Plan. The Plan will offer COBRA continuation coverage to qualified beneficiaries only after the Plan Administrator

has been notified that a qualifying event has occurred. When the qualifying event is the end of employment or reduction of hours of employment, death of the employee, commencement of a proceeding in bankruptcy with respect to the employer to the extent retiree health coverage is provided, or enrollment of the employee in Medicare (Part A, Part B, or both), the employer must notify the Plan Administrator of the qualifying event within 30 days of any of these events.

For the other qualifying events (divorce or legal separation of the employee and spouse or a dependent child's losing eligibility for coverage as a dependent child), you must notify the Plan Administrator. The Plan requires you to notify the Plan Administrator within 60 days after the qualifying event occurs. You must send this notice to the Plan Administrator. Any additional Plan procedures for this notice must also be provided.

Once the Plan Administrator receives notice that a qualifying event has occurred, COBRA continuation coverage will be offered to each of the qualified beneficiaries. For each qualified beneficiary who elects COBRA continuation coverage, COBRA continuation coverage will begin on the date of the qualifying event.

COBRA continuation coverage is a temporary continuation of coverage. When the qualifying event is the death of the employee, enrollment of the employee in Medicare (Part A, Part B, or both), your divorce or legal separation, or a dependent child losing eligibility as a dependent child, COBRA continuation coverage lasts for up to 36 months.

When the qualifying event is the end of employment or reduction of the employee's hours of employment, COBRA continuation coverage lasts for up to 18 months. There are two ways in which this 18-month period of COBRA continuation coverage can be extended.

Disability extension of 18-month period of continuation coverage

If you or anyone in your family covered under the Plan is determined by the Social Security Administration to be disabled at any time during the first 60 days of COBRA continuation coverage and you notify the Plan Administrator in a timely fashion, you and your entire family can receive up to an additional 11 months of COBRA continuation coverage, for a total maximum of 29 months. You must make sure that the Plan Administrator is notified of the Social Security Administration's determination within 60 days of the date of the determination and before the end of the 18-month period of COBRA continuation coverage. This notice should be sent to the Plan Administrator. Any additional Plan procedures for this notice must also be provided.

Second qualifying event extension of 18-month period of continuation coverage If your family experiences another qualifying event while receiving COBRA continuation coverage, the spouse and dependent children in your family can get additional months of COBRA continuation coverage, up to a maximum of 36 months. This extension is available to the spouse and dependent children if the former employee dies, enrolls in Medicare (Part A, Part B, or both), or gets divorced or legally separated. The extension is also available to a dependent child when that child stops being eligible under the Plan as a dependent child. In all of these cases, you must make sure that the Plan Administrator is notified of the second qualifying event within 60 days of the second qualifying event. This notice must be sent to the Plan Administrator. Any additional Plan procedures for this notice must also be provided. **If You Have**

Questions

If you have questions about your COBRA continuation coverage, you should contact the Superintendent or Plan Administrator or you may contact the nearest Regional or District Office of the U.S. Department of Labor's Employee Benefits Security Administration (EBSA). Addresses and phone numbers of Regional and District EBSA Offices are available through EBSA's web site at www.dol.gov/ebsa.

Keep Your Plan Informed of Address Changes

In order to protect your family's rights, you should keep the Plan Administrator informed of any changes in the addresses of family members. You should also keep a copy, for your records, of any notices you send to the Plan Administrator.

Appendix B
Fair Labor Standards Act Notice

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT Employers of “tipped employees” who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee’s tips combined with the employer’s cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child’s birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA’s child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions.
- Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some state laws provide greater employee protections; employers must comply with both.
- Some employers incorrectly classify workers as “independent contractors” when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA’s minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
www.dol.gov/agencies/whd



WH1088 REV 0423

Appendix C
FMLA Notice

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

You are an **eligible employee** if **all** of the following apply:

- You work for a covered employer,
- You have worked for your employer at least 12 months,
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements.

You work for a **covered employer** if **one** of the following applies:

- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
- You work for an elementary or public or private secondary school, or
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management.

How do I request FMLA leave?

Generally, to request FMLA leave you must:

You **do not have to share a medical diagnosis** but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You **must also inform your employer if FMLA leave was previously taken** or approved for the same reason when requesting additional leave.

Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

What does my employer need to do?

If you are eligible for FMLA leave, your **employer must**:

- Allow you to take job-protected time off work for a qualifying reason,
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer must confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, your **employer must notify you in writing**:

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?

Call **1-866-487-9243** or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**



Appendix D
Complaint Form-Discrimination, Harassment or Retaliation

The Plattsmouth Community School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities

of the school district. Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form.

Contact the applicable coordinator, if you have questions about filling out this form:

Students: Dr. Richard E. Hasty, Plattsmouth Community School District
Superintendent/Special Education Director, 1912 Old Hwy. 34, Plattsmouth, NE
68048, (402) 296-3361, rhasty@pcsd.org, Alternate/Designee: Amanda Wrght,
Special Educaton Director, 1912 Old Hwy. 34, Plattsmouth, NE 68048, (402)
296-3361, awright@pcsd.org.

Employees and Others: Dr. Richard E. Hasty, Plattsmouth Community School District
Superintendent/Special Education Director, 1912 Old Hwy. 34, Plattsmouth, NE
68048, (402) 296-3361, rhasty@pcsd.org, Alternate/Designee: Amanda Wrght,
Special Educaton Director, 1912 Old Hwy. 34, Plattsmouth, NE 68048, (402)
296-3361, awright@pcsd.org.

Name: _____ Date: _____ (1)

Description of the complaint:

(2) Names of any witnesses to the matter being complained about:

(3) Identify and attach any document supporting the complaint:

(4) Confidentiality: I ___ do do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

_____ (5) Relief
requested (what I want done in response to this complaint):

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I

understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature: _____ Received by: _____ Date: _____

Appendix E



Going directly to the source of a concern will, in many cases, clear up misunderstandings and resolve the issue. If the issue cannot be resolved at the school level, please contact the Superintendent. If you contacted the teacher/coach, activities director (if the concern is related to an activity), principal, special education administrator (if the concern is related to special education), Superintendent, and the issue was not resolved, please contact the Board President.

The purpose of the protocol is to provide an avenue for concerns to be considered by the individuals identified above and determine whether or not there is a necessity for action. The protocol is not intended to guarantee that the identified individuals will implement all desired actions.

*Rev. July 11, 2022

Appendix F
RECEIPT OF 2024-2025 PLATTSMOUTH COMMUNITY SCHOOLS
CERTIFICATED STAFF HANDBOOK

This signed receipt acknowledges receipt of the 2024-2025 Certificated Staff Handbook of Plattsmouth Community School District. This receipt acknowledges that it is understood that I am to read and be familiar with the handbook, that I understand the handbook contains a disclaimer of contract and that I understand that the handbook includes the District's policies of child abuse reporting, non-discrimination, and equity, and that specific complaint and grievance procedures exist in the handbook which should be used for responding to harassment or discrimination. I further understand that any subsequent Board policies or information in the Negotiated Agreement supersede the related content contained herein.

Date: _____

Certificated Staff Member's Printed Name

Certificated Staff Member's Signature

Return to:

Tami Petri, Payroll Administrator
Plattsmouth Community Schools
Administration Center
1912 Old Highway 34
Plattsmouth, Nebraska 68048
402-296-3361, ext. 2805

Plattsmouth Community Schools

1912 Old Highway 34

Plattsmouth NE 68048

Requisition Number: 128082

Vendor ID: CONNER1

To: JULIE CONNER
6871 N ROAD
NEBRASKA CITY NE 68410

Requisition Date: 11/11/2024
Expected Date: 11/11/2024
Employee Name: EMILY MORLAN
Submitted User: EMILY MORLAN

<u>Quantity</u>	<u>Item Number</u>	<u>Description</u>	<u>Unit Price</u>	<u>Total Price</u>
1.00		Meca Parking 11/7/24 455 N 10th St, Omaha, NE	10.00	10.00
1.00		Meca Parking 11/8/24 455 N 10th St, Omaha, NE	10.00	10.00

Total Amount: 20.00

Account Number
01 1200 580 000

Amount
20.00

Account Number

Amount