

July Regular Meeting
Monday, July 14, 2025 6:00 PM
Administration Center

1. Call Meeting to Order - This regular meeting of the Plattsmouth Community Schools Board of Education is called to order on Monday, July 14, 2025, 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 July 10, 2025 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: Foster, Gradoville, Harvey, Miller Pearson, Muller, Shuey, Timm, Winters, Woracek
6. Motion to excuse absences
7. Consent Agenda
 - 7.1. Agenda
 - 7.2. Minutes of the June Regular Meeting
 - 7.3. Treasurer's Report
 - 7.4. Review of the Control Budget
 - 7.5. Claim and transfer in the amount of: \$553,064.42
Prepays: \$15,477.00
8. Public Forum: Reception of Delegates - For all meetings of the Board, individual speakers shall have up to 3 minutes to address the Board, and the Board shall hear up to 30 cumulative minutes of public comment. The Board may vote to modify these time limits when the Board deems appropriate. The President may implement other reasonable requirements for public comment consistent with the Open Meetings Act.

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. Operations Committee Report
10. Finance Committee Report
11. Committee on American Civics Report
12. Head Start 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 high school vocal music director Mr. Chris Work for earning recognition as the 2025 Nebraska American Legion High School Teacher of the Year.
 - 15.2. Congratulations to our student-athletes who earned 2025 Class B All-State Honorable Mention from the Omaha World-Herald.

Baseball:
Levi Walker, Eli Winters, Derek Nanke, Henry Loontjer, Brady Robbins, Louis Ingram, Kaden Mink, Jacob Longton

Boys Soccer:
Micah Wehrbein, Logan Ksiazek
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. Review the amount of money collected from students pursuant to, and the use of waivers provided in, the student fees policies of PCS for the 2025-2026 school year.
 - 17.1.1. Hold a public hearing to discuss, consider, and receive input on a proposed student fees policy. The public will be given the opportunity to present information and opinions on a proposed student fees policy.
 - 17.1.1.1. Open the hearing for public input regarding the student fees policy at ____ PM.
 - 17.1.1.2. Close the hearing for public input regarding the student fees policy at ____ PM.
 - 17.1.2. Discuss, consider, and take all action to approve the 2025-2026 Policy 5195 Student Fees and Appendix 1.
- 17.2. Discuss, consider, and take all action to approve the first reading of 1300 Fundraising Activities (Operations Committee).
- 17.3. Discuss, consider, and take all action to approve the final reading of Policy Series 3000 Business Operations (Finance Committee).
- 17.4. Discuss, consider, and take all action to approve the first reading of 4114 Longevity Incentive (Finance Committee).
- 17.5. Discuss, consider, and take all action to approve the final reading of Policy 5006 Option Enrollment, the resolution, and Appendix 1.
- 17.6. Discuss, consider, and take all action to approve the first reading of 5107 Dress Code and Grooming Policy.
- 17.7. Discuss, consider, and take all action to approve the final reading of Policy Series 9000 By-laws of the Board (Committee on American Civics).
- 17.8. Discuss, consider, and take all action to approve the final reading of school district annual policy updates from the Perry Law Firm.
- 17.9. Discuss, consider, and take all action to approve the materials and curriculum disposal requests for the Middle School and High School.

- 17.10. Discuss, consider, and take all action to approve the 2025-2028 Plattsmouth Community Schools Strategic Plan.
 - 17.11. Discuss, consider, and take all action to approve the PCS LB 243 Resolution relative to the district's property tax request authority.
 - 17.12. Discuss, consider, and take all action to approve a contract with Cynthia Duechting for the provision of English language (EL) services in the 2025-2026 school year.
 - 17.13. Discuss, consider, and take all action to approve the attached staff handbooks for 2025-2026.
 - 17.14. Discuss, consider, and take all action to approve a contract addendum with the City of Plattsmouth for a 1.0 FTE school resource officer from Aug. 1, 2025, to July 31, 2026.
 - 17.15. Discuss, consider, and take all action to approve a proposal from the Sterling Computers Company for a Fortinet Firewall at a cost of \$39,432.87.
18. Announcements
 - 18.1. Mon., Aug. 4, 2025, 11:00 AM - PCS Board of Education lunch with new teachers and their mentors in the gallery at PHS
 - 18.2. Next Board Meeting: 6:00 PM on Aug. 11, 2025
 - 18.3. Nebraska Association of School Boards (NASB) Area Membership Meeting - Tue., Sept. 9, 2025 in Omaha, 4:30 PM Registration, 5:00 Opening Session
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.

June Regular Meeting
Monday, June 9, 2025 6:00 PM
Plattsmouth Community Schools
Administration Center

**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, June 9, 2025, at 6:00 PM in the Plattsmouth Community Schools Administration Center Boardroom at 1912 Old Hwy. 34, Plattsmouth, NE.

Harvey called the meeting 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 June 4, 2025, 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: Foster, Gradoville, Harvey, Miller Pearson, Muller, Shuey, Timm, Winters, Woracek

All Board Members were present.

6. Motion to excuse absences

7. Consent Agenda

Motion to approve. Motion by Muller and seconded by Winters. Motion passed 8-1, Shuey opposed.

7.1. Agenda

7.2. Minutes of the May Budget Hearing

7.3. Minutes of the May Regular Meeting

7.4. Treasurer's Report

7.5. Review of the Control Budget

7.6. Claim and transfer in the amount of: \$516,024.81

Prepays: \$10,238.80

7.7. The administration recommends the hiring of elementary school teacher Ciara Caniglia effective with the 2025-2026 school year.

7.8. The administration recommends the hiring of high school social studies teacher Kevin Hanlin effective with the 2025-2026 school year.

7.9. The administration recommends that middle school special education teacher Pam Osthus be released from her contract at the end of the 2025-2026 school year.

8. Public Forum: Reception of Delegates - For all meetings of the Board, individual speakers shall have up to 3 minutes to address the Board, and the Board shall hear up to 30 cumulative minutes of public comment. The Board may vote to modify these time limits when the Board deems appropriate. The President may implement other reasonable requirements for public comment consistent with the Open Meetings Act.

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.

Hayden Foster addressed the board regarding Action Item 17.2.

9. Elementary School Report

Dr Johnson provided an update on the Elementary School.

10. Operations Committee report

Winters provided an update regarding the recent committee meeting.

11. Finance Committee Report

Timm 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

No update provided on the Negotiations Committee.

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

No recess was called.

15. Celebrations of Excellence

15.1. Congratulations to our PHS students, Mila Wehrbein and Finnley Henrichs, who represented PCS at the DECA International Career Development Conference (ICDC). President Harvey

15.2. Congratulations to our students who earned the Omaha World-Herald All Academic Program Honorable Mention recognition, including Daniel Barclay, Kayla Briggs, Lucy Alldredge, and Mila Wehrbein.

15.3. Congratulations to our students who competed in the 2025 Nebraska School Activities Association (NSAA) Class B State Track Championship.

Girls:

Peyton Aughenbaugh - pole vault - 3rd place medal

Kayla Briggs - triple jump and long jump

Stella Campin - shot put - 7th place medal

Mila Wehrbein - 100m hurdles

Mallory Robbins - 1600m and 3200m

Boys:

Nathan Zac, Andrew Gimble, Daniel Barclay, Hunter Mazzulla - 4 X 800 (alternates - Nic Morgan and JD Meisinger)

Nathan Frederick - high jump

Hunter Mazzulla - 1600m

President Harvey

15.4. Congratulations to our girls and boys soccer players who earned Trailblazer All-Conference Recognition.

Girls:

1st team: Hailey Sanchez, Julia Sweeney

2nd team: Natalya Reinartz-Muller, Adline Shelton

Boys:

1st team: Micah Wehrbein (Honorary Captain), Logan Ksiazek

2nd team: Henri Sachse

Honorable Mention: Liam Ksiazek, Riley Moore

15.5. Congratulations to our PCS employees who reached various levels of service to our school district. These are cumulative years, and not necessarily consecutive years.

5 Years: Katie Bashus, Jill Bradney, John Campin, John Clark, Katie Graves, Carmen Hall, Lori Huebner, Ethan Scholting, Julia Spracklin, Riley Thomas, Matthew Timm, Teri Wehrbein, Kristin Young

10 Years: Homer Backer, Sara Barada, Mary Daisley, Brynn Jobman, Kasey Wipf, Chris Work, Amber Younker

15 Years: Mike Anderson, Stephanie Icenogle, Charlie Konkler, Deana Rader, William Wylie

20 Years: Mandi Crick, Richard Hasty, Ann Howell, Dan Oatman, Susan Peden-Knox, Shelley Quade, Marla Smith

25 Years: Colleen Ksiazek, Claude Michel

30 Years: Dee Hellbusch

Retirees: Cherie Larson (19 years), Brett Shuler (18 years), Jan Stanek (9 years)

15.6. Congratulations to our middle school social worker, Sara Barada, on earning the 2025 Nebraska School Social Worker of the Year recognition from the School Social Work Association of Nebraska (SSWAN).

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 an early graduation request for Isabelle McGraw.

Motion to approve. Motion by Gradoville and seconded by Muller. Motion passed 9-0.

17.2. Discuss, consider, and take all action to approve an early graduation request for Hayden Foster.

Motion to approve. Motion by Foster and seconded by Shuey. Motion passed 9-0.

17.3. Discuss, consider, and take all action to approve the first reading of 1310 Gifts (Operations Committee).

Motion to approve. Motion by Winters and seconded by Miller Pearson. Motion passed 9-0.

17.4. Discuss, consider, and take all action to approve the third reading of Policy Series 3000 Business Operations (Finance Committee).

Motion to approve. Motion by Timm and seconded by Muller. Motion passed 9-0.

17.5. Discuss, consider, and take all action to approve the second reading of Policy Series 9000 By-laws of the Board (Committee on American Civics).

Motion to approve. Motion by Foster and seconded by Gradoville. Motion passed 9-0.

17.6. Discuss, consider, and take all action to approve the first reading of school district annual policy updates from the Perry Law Firm.

Motion to approve. Motion by Muller and seconded by Winters. Motion passed 9-0.

17.7. Discuss, consider, and take all action to approve the final reading of two policies in the annual update from the Perry Law Firm.

Motion to approve. Motion by Harvey and seconded by Shuey. Motion passed 9-0.

17.8. Discuss, consider, and take all action to rescind two policy items (5001 Student Admission Forms and 6410 Combined District and Title I Parent and Family Engagement Policy) as recommended in the annual update from the Perry Law Firm.

Motion to approve. Motion by Muller and seconded by Shuey. Motion passed 9-0.

17.9. Discuss, consider, and take all action to approve the Plattsmouth American Legion Baseball Teams to use the PHS turf baseball field for a youth baseball camp from 10:00 AM to 11:30 AM on June 24, 25, and 26.

Motion to approve. Motion by Winters and seconded by Gradoville. Motion passed 9-0.

17.10. Discuss, consider, and take all action authorizing the superintendent to sell or dispose of unused, outdated, or non-working equipment noted in the attachment.

Motion to approve. Motion by Miller Pearson and seconded by Gradoville. Motion passed 9-0.

17.11. Discuss, consider, and take all action to approve a speech-language services agreement with FTV LLC DBA Speech With Miss E, LLC from Aug. 7, 2025, to May 22, 2026.

17.12. Discuss, consider, and take all action to approve a speech-language services agreement with Bloom to Grow, LLC, subcontracting Darien Myers-Krommenhoek from June 2, 2025, to May 22, 2026.

17.13. Discuss, consider, and take all action to approve a speech-language therapy services agreement with Bloom to Growth Therapy Services, LCC, subcontracting Makenzie Michael from Aug. 18, 2025, to May 22, 2026.

17.14. Discuss, consider, and take all action to approve a speech-language therapy services agreement with Donna Moss from Aug. 8, 2025, to May 23, 2026.

Motion to combine 17.11 to 17.14 as a single action item. Motion to approve all four together. Motion made by Muller and seconded by Jacqueline Miller Pearson. Motion passed 9-0.

17.15. Discuss, consider, and take all action to approve a special education and student services agreement with Educational Service Unit 3 from Aug. 1, 2025, to July 31, 2026.

Motion to approve. Motion by Shuey and seconded by Gradoville. Motion passed 9-0.

17.16. Discuss, consider, and take all action to approve the 2025-2026 PLUS Center Parent/Student Handbook.

Motion to approve. Motion by Miller Pearson and seconded by Foster. Motion passed 9-0.

17.17. Discuss, consider, and take all action to approve a proposal for the removal and replacement of the elementary school retaining wall and adjacent sidewalk from Lakeview Construction in the amount of \$49,600.

Motion to approve. Motion by Winters and seconded by Foster. Motion passed 9-0.

17.18. Discuss, consider, and take all action to approve an athletic training services addendum between PCS and Witte Physical Therapy, PC for the period of Aug. 12, 2025 to Aug. 11, 2026.

Motion to approve. Motion by Muller and seconded by Winters. Motion passed 9-0.

18. Announcements

18.1. Next meeting: 6:00 PM on Mon., July 14, 2025

19. ADJOURNMENT – Harvey adjourned the meeting at 7:12 PM.

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

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

Portfolio Summary

Total Portfolio Value	
\$1,298,616.81	
1 Month Ago	\$1,270,773.77
1 Year Ago	\$1,238,288.99
3 Years Ago	\$1,177,158.53
5 Years Ago	\$1,197,817.97

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. Together, you can discuss changes in - and outside - your life and determine if any changes are needed. Even if no action is necessary, a check-in can help ensure your finances are still on track toward your goals.

Stay informed - stay secure

Did you know you can request to receive alerts in Online Access by text or email? Spending a minute with your settings today can help prepare you to identify unauthorized changes or transactions later. Not signed up for Online Access? Go to edwardjones.com/access to learn more.

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	\$33,896.67	\$37,282.72
Association Account Advisory Solutions Fund Model	Cass County School District #1	693-19740-1-5	\$1,204,392.32	\$1,261,334.09
Total Accounts			\$1,238,288.99	\$1,298,616.81

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

Need a timeout?

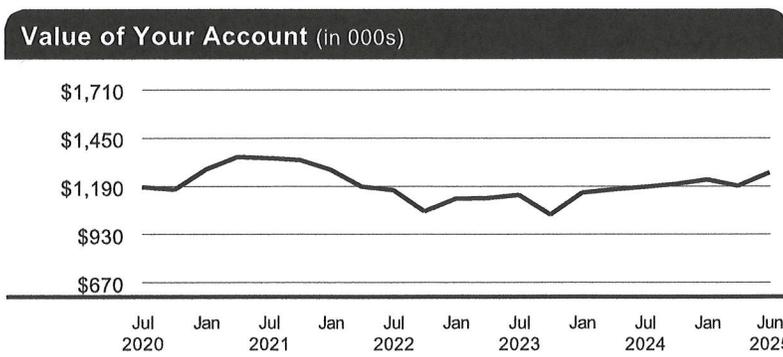
Emotions can be the biggest barrier to investment success. In these situations, it's important to take a timeout and remember why you're investing. A short-term market decline doesn't change your long-term goals. For more information, ask your financial advisor for our Taking a Timeout report.

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	
\$1,261,334.09	
1 Month Ago	\$1,234,503.47
1 Year Ago	\$1,204,392.32
3 Years Ago	\$1,135,153.78
5 Years Ago	\$1,160,398.66



Value Summary		
	This Period	This Year
Beginning Value	\$1,234,503.47	\$1,199,721.94
Assets Added to Account	0.00	0.00
Assets Withdrawn from Account	-4,900.00	-4,900.00
Fees and Charges	-925.58	-5,386.88
Change In Value	32,656.20	71,899.03
Ending Value	\$1,261,334.09	

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
	5.76%	5.56%	9.90%	8.60%	6.51%

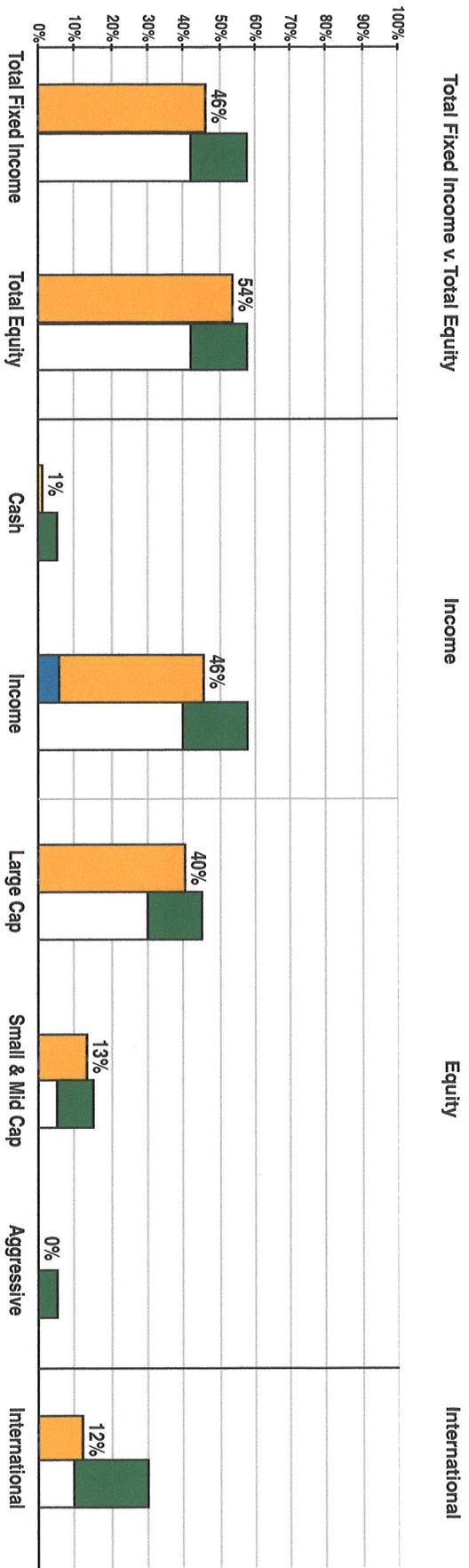
Performance Benchmarks

Diversification by Investment Category

Michael A. Schult
Financial Advisor

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

June 28, 2025



Investment Category	Value	Actual	Suggested Range	Recommended Target
Fixed Income				
Cash	\$12,141	0.96%	0-5%	Middle
Income	\$573,848	45.50%	40-58%	Low
Total Fixed Income	\$685,989	46.46%	42-58%	Low
Equity				
Large Cap	\$506,769	40.18%	30-45%	Middle
Small & Mid Cap	\$168,576	13.36%	5-15%	High
Aggressive	\$0	0.00%	0-5%	Middle
Total Equity	\$675,345	53.54%	42-58%	High
Portfolio Total	\$1,261,334			
International	\$155,525	12.33%	10-30%	Low
Aggressive Income (included in Income)	\$73,154	5.80%	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

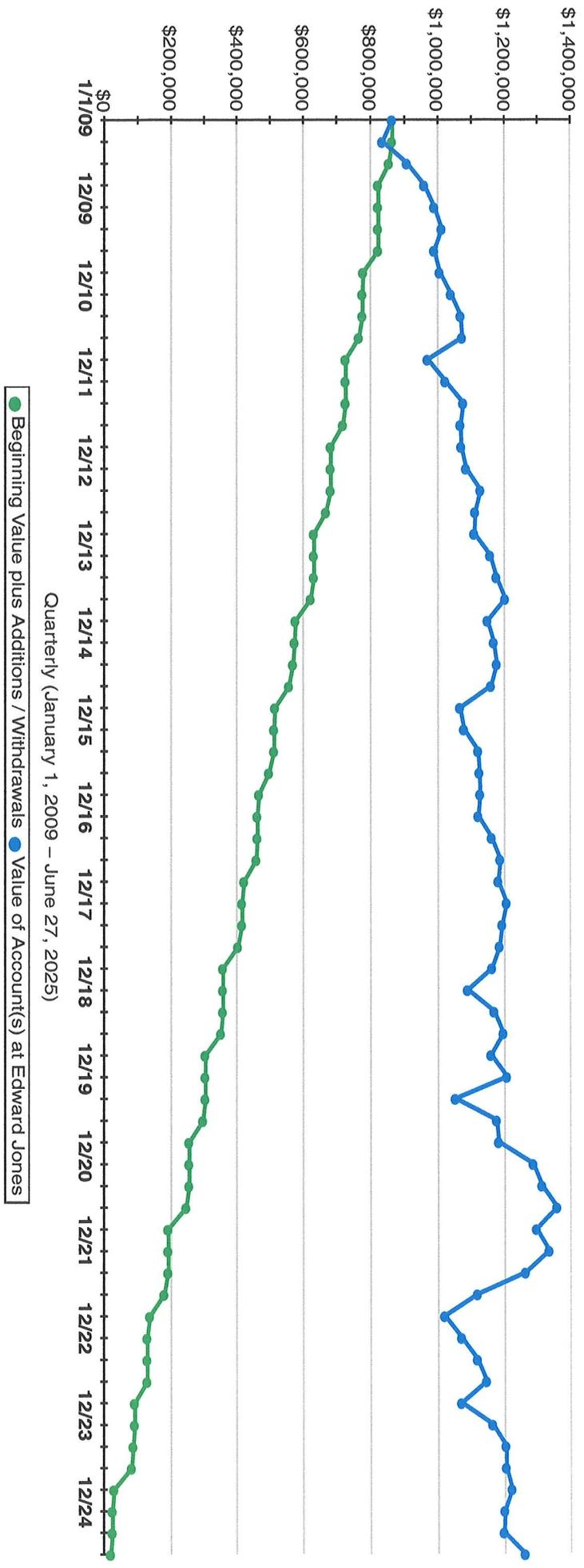
Portfolio Objective: Balanced Growth & Income

Michael A Schult

Financial Advisor

Prepared for: WILEY SCHOLARSHIP FUND - COMBINED ACCTS
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	2022	2023	2024	2025	Since 01-Jan-2009
Beginning Value	\$1,335,333.57	\$1,070,466.76	\$1,163,242.84	\$1,199,720.22	\$864,350.66
Amount Added / Withdrawn	(\$62,400.00)	(\$37,800.00)	(\$66,064.79)	(\$4,900.00)	(\$843,745.72)
Return in \$	(\$202,466.81)	\$130,576.08	\$102,542.17	\$66,513.87	\$1,240,729.16
Ending Value	\$1,070,466.76	\$1,163,242.84	\$1,199,720.22	\$1,261,334.09	\$1,261,334.09
Your Personal Rate of Return as of Jun 27, 2025	-15.48%	12.38%	9.05%	5.56%	Annualized Return 7.52%

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

June 30, 2025, quarter-to-date 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

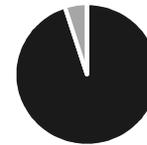
\$1,208,636.24

Total value of all accounts as of June 30, 2025

Accounts	Value on 03/31/2025	Value on 06/30/2025
Plattsmouth Community School		
Organization brokerage account	\$1,136,226.18	\$1,208,636.24

Brokerage assets are held by Vanguard Brokerage (VBS), a division of Vanguard Marketing Corporation (VMC). Any bank sweep balances are held by program banks and are not cash balances held by VBS. Vanguard funds not held through your VBS Account are held by The Vanguard Group, Inc. (VGI). 529 assets are held by Ascensus Broker Dealer Services LLC.

Asset mix



	Value on 06/30/2025
96.0% Stocks	\$1,159,730.89
0.0% Fixed Income	0.00
4.0% Short-term reserves	48,905.35
0.0% Other	0.00
	\$1,208,636.24

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

\$1,208,636.24

Total account value as of June 30, 2025

Year-to-date income

Taxable income	\$21,702.61
Nontaxable income	0.00
Total	\$21,702.61

Balances and holdings for Vanguard Brokerage Account—XXXX6980

To get the latest cost basis information, log in online and navigate to Portfolio > Cost Basis. For advised clients, click 'All Accounts' to navigate to Portfolio > Cost Basis. Alternatively, you can call Vanguard.

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 06/30/2025	Balance on 03/31/2025	Balance on 06/30/2025
VANGUARD FEDERAL MONEY MARKET FUND 7-day SEC Yield: 4.23%	48,905.3500	\$1.00	\$48,394.83	\$48,905.35
Total Sweep Balance			\$48,394.83	\$48,905.35

Organization brokerage account—XXXX6980
 Plattsmouth Community School

Vanguard Personal Investor
 877-662-7447

Balances and holdings for Vanguard Brokerage Account—XXXX6980 continued

ETFs

Symbol	Name	Quantity	Price on 06/30/2025	Balance on 03/31/2025	Balance on 06/30/2025
AMPL	ALERIAN MLP ETF	3,841.3184	\$48.8600	\$195,595.98	\$187,686.81
SDY	SPDR SERIES TRUST S&P DIVIDEND ETF	885.1100	135.7300	119,272.35	120,135.98
				\$314,868.33	\$307,822.79

Stocks

Symbol	Name	Quantity	Price on 06/30/2025	Balance on 03/31/2025	Balance on 06/30/2025
ASML	ASML HOLDING NV NY REGISTRY SHS NEW 2012	206.1210	\$801.3900	\$136,226.12	\$165,183.30
BX	BLACKSTONE INC	4,282.6590	149.5800	594,563.59	640,600.13
RHP	RYMAN HOSPITALITY PPTYS INC	467.4640	98.6700	42,173.31	46,124.67
				\$772,963.02	\$851,908.10

Account activity for Vanguard Brokerage Account –XXXX6980

This section shows transactions that have settled by June 30, 2025.

Income summary

	Dividends	Interest	Tax-exempt interest	Short-term capital gains	Long-term capital gains	Other income
June	\$983.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Year-to-date	21,702.61	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
06/25	06/25	SDY	SPDR SERIES TRUST S&P DIVIDEND ETF	Dividend	-	-	-	-	\$815.25
06/25	06/25	SDY	SPDR SERIES TRUST S&P DIVIDEND ETF	Reinvestment	Cash	6.0390	\$135.0010	-	-815.25
06/30	06/30	-	VANGUARD FEDERAL MONEY MARKET FUND	Dividend	-	-	-	-	168.63
06/30	06/30	-	VANGUARD FEDERAL MONEY MARKET FUND	Reinvestment	-	-	-	-	-168.63

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

Brokerage assets are held by Vanguard Brokerage Services (VBS), a division of Vanguard Marketing Corporation, member FINRA and SIPC. Any bank sweep balances are held by program banks and are not cash balances held by VBS. Vanguard funds not held through your 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.

S&P Rating. Copyright 2021, S&P Global Market Intelligence. Reproduction of S&P Credit Ratings ("Ratings") in any form is prohibited except with the prior written permission of S&P Global Market Intelligence (together with its affiliates, "S&P Global"). S&P Global does not guarantee the accuracy, completeness, timeliness or availability of any information, including Ratings, and is not responsible for any errors or omissions (negligent or otherwise), regardless of the cause, or for the results obtained from the use of Ratings. S&P Global shall not be liable for any damages, costs, expenses, legal fees, or losses (including lost income or lost profit and opportunity costs) in connection with any use of Ratings. Ratings are statements of opinions and are not statements of fact or recommendations to purchase, hold or sell securities. They do not address the market value of securities or the suitability of securities for investment purposes, and should not be relied on as investment advice.

This page left blank intentionally.

<u>Vendor Name</u>		<u>Vendor Description</u>	<u>Amount</u>
Checking	1		
Checking	1	Fund: 01 GENERAL	
3 ARE ONE, INC		ADVERTIZING	319.33
AGRIVISION GROUP LLC		SERVICE/SUPPLIES	160.59
AMAZON CAPITAL SERVICES INC		SUPPLIES	20,430.88
APPLE COMPUTER INC		EQUIPMENT	1,699.97
AVERY RENTS INC		SERVICE	40.52
B & D DIAMOND PRO INC		SEEDING/AERATING	495.00
BLOOM TO GROW THERAPY SERVICES, LLC		CONTRACTED SERVICES	2,814.75
BOMGAARS		SUPPLIES	296.09
BUZZARD, JILLIAN			510.00
CAPITAL BUSINESS SYSTEMS INC		COPIER SUPPLIES/SERVICE	4,025.19
CDW GOVERNMENT INC		SUPPLIES	3,110.40
CENGAGE LEARNING		SUPPLIES	563.06
CERAMIC SHOP, THE			4,502.00
CHARTER COMMUNICATIONS HOLDING COMPANY LLC		SERVICE	36.02
CITY OF PLATTSMOUTH		WATER & SEWER	3,262.41
CITY OF PLATTSMOUTH		SUPPLIES/SERVICES	20,728.95
COMFORT INN - MID-PLAINS HOSPITALITY GROUP INC		HOTEL ACCOMODATIONS	539.80
COUNCIL BLUFFS WINNELSON		SUPPLIES	15,323.00
DEMCO INC		SUPPLIES	390.91
DINGES, BAILEY		SUMMER TRAINING	540.00
EDUCATIONAL SERVICE UNIT #3		SERVICE	675.00
EDUCATIONAL SERVICE UNIT #5		ADM FEE	25.00
FASTENAL COMPANY		SUPPLIES	866.01
FIBER PLATFORM LLC		EDUC VIDEO BUNDLE	2,096.43
FIREGUARD INC		SUPPLIES/SERVICE	994.00
FIRST STUDENT INC		TRANSPORTATION	71,857.77
GOODHEART WILLCOX COMPANY INC		SUPPLIES	2,521.18

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
GRACENOTES LLC	SUPPLIES	375.60
HALL, CARMEN	REIMBURSEMENT	30.83
HASTY, RICH	REIMBURSEMENT	150.00
HENRY-HOBSCHEIDT MOTORS, INC	SALES/SERVICE	568.78
HILLER ELECTRIC COMPANY	SERVICE	1,132.25
HMH EDUCATION	SUPPLIES	1,151.52
HOME DEPOT U.S.A. D/B/A HOME DEPOT PRO	SUPPLIES	2,401.40
HOTSY EQUIPMENT COMPANY	EQUPMENT PURCHASES	6,458.00
IMAGINE LEARNING LLC	SUPPLIES	9,540.00
IVY BUSINESS FORMS, INC	DETENTION SLIPS	356.35
JUST FOR KIDS THERAPY INC	SERVICES	6,528.00
LIFEARTS INTEGRATED HEALTH CENTER PC	DOT PHYSICALS	270.00
MATHESON TRI-GAS INC	SUPPLIES	171.45
MCGRAW-HILL SCHOOL EDUCATION	SUPPLIES	262.53
MULLENAX AUTO SUPPLY	SUPPLIES	3.24
NEBR RURAL COMMUNITY SCHOOLS ASSOC	MEMBERSHIP	850.00
NEBRASKA AIR FILTER INC	FURNACE FILTERS	4,421.25
NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	10,852.20
OMAHA PUBLIC POWER DISTRICT	UPS/SERVICE	45.80
OMAHA WINLECTRIC CO	SUPPLIES	933.31
ONE SOURCE THE BACKGROUND CHECK COMPANY	SERVICE	577.00
PERMITE LLC	SERVICE	1,000.00
PHS DECA	REIMBURSEMENT	1,273.00
PINC PROFESSIONAL INTERPRETER AND TRANSLATOR LLC	INTERPRETER	363.80
PLANK ROAD PUBLISHING INC	SUPPLIES	155.45
PRESENCELEARNING, INC	SPED CONTRACT	4,053.00
PRIDE HOME SERVICES INC	SERVICE	345.00
PRIME COMMUNICATIONS	REPAIRS	10,200.00

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
PRIME HOME DEVELOPMENTAL DISABILITIES SERVICES INC	SERVICES	7,275.62
QUADIENT LEASING USA INC	POSTAGE METER LEASE	536.88
REALLY GREAT READING COMPANY, LLC	SUPPLIES	15,025.00
RENAISSANCE LEARNING INC	SUPPLIES	3,144.00
SCHOLASTIC BOOK CLUBS INC	BOOKS	3,222.77
SCHOOL SPECIALTY LLC	SUPPLIES	79.52
SHRED IT US JV LLC	SHREDDING	170.36
STUDIES WEEKLY, INC	SUPPLIES	6,146.63
SWEETWATER SOUND HOLDINGS, LLC		121.54
THEATREFOLK LTD	VENDOR	843.60
TURFWERKS	SUPPLIES/EQUIPMENT	614.43
US BANK NA	FUEL PURCHASES	1,224.14
VERIZON WIRELESS	CELL SERVICE	528.82
VISION SERVICE PLAN INSURANCE COMPANY	EMPLOYEE BENEFIT	9.22
VOICE & DATA SYSTEMS INC	SERVICE	1,536.00
WASTE MANAGEMENT OF NEBRASKA INC	TRASH SERVICE	3,103.57
WILSON, JILLIAN	SUMMER TRAINING	540.00
WINDSTREAM	TELEPHONE SERVICE	5,778.25
WOODRIVER ENERGY LLC	FUEL	572.00
Fund Total:		273,766.37
Checking	1 Fund: 06 CAFETERIA	
AMAZON CAPITAL SERVICES INC	SUPPLIES	103.14
BRENNMAR COMPANY, INC., THE	SUPPLIES	3,387.68
CHURCHICH RESTAURANT EQUIPMENT	KITCHEN EQUIPMENT	31,598.00
HILAND DAIRY FOODS COMPANY LLC	DAIRY PRODUCTS	312.60
ROTELLA'S ITALIAN BAKERY INC	BREAD	289.38
SYSCO LINCOLN	SUPPLIES	2,285.01
Fund Total:		37,975.81
Checking	1 Fund: 12 STUDENT FEES	
DIETZE MUSIC HOUSE	SUPPLIES	657.73

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>	
			Fund Total: 657.73
			Checking Account Total: 312,399.91
<u>Checking</u>	3		
Checking	3	Fund: 05	ACTIVITY FUND
417 HELMETS			719.90
ACP DIRECT	SUPPLIES		3,214.44
AMAZON CAPITAL SERVICES INC	SUPPLIES		324.32
BAND SHOPPE	SUPPLIES		1,624.80
COLLEGE BOARD, AP EXAMS	AP TEST FEES		2,900.00
CREIGHTON UNIVERSITY	SUPPLIES		5,000.00
ELKHORN HIGH SCHOOL	ENTRY FEE		240.00
FIRST STUDENT INC	TRANSPORTATION		1,240.30
FOLLETT CONTENT SOLUTIONS LLC	SUPPLIES		1,817.99
HAUFF MID-AMERICA SPORTS INC	SUPPLIES		1,995.25
HULLABALOO, INC	VENUE		4,000.00
MORNINGSIDE COLLEGE	REGISTRATION		5,000.00
NEBRASKA UMPIRES ASSOCIATION	REGISTRATION		160.00
RIDDELL/ALL AMERICAN SPORTS CORP	SERVICE/SUPPLIES		3,683.95
SCHIEK'S SPORTS, INC.	HS FITNESS EQUIPMENT		50.00
SNAP-ON INCORPORATED	SUPPLIES		402.26
UNIVERSAL DANCE ASSOCIATION	SUMMER CAMP		3,185.00
VARSITY SPIRIT FASHIONS	SUPPLIES		509.50
WEEPING WATER SCHOOLS	LUNCHES		140.00
WEEPING WATER SCHOOLS	REIMBURSEMENT		125.00
			Fund Total: 36,332.71
			Checking Account Total: 36,332.71

<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	10.69	
US BANK NATIONAL ASSOCIATION		CREDIT CARD	6,957.99	
				Fund Total: 6,968.68
<u>Checking</u>	1	Fund: 06 CAFETERIA		
US BANK NATIONAL ASSOCIATION		CREDIT CARD	1,398.26	
				Fund Total: 1,398.26
				Checking Account Total: 8,366.94
<u>Checking</u>	3			
Checking	3	Fund: 05 ACTIVITY FUND		
US BANK NATIONAL ASSOCIATION		CREDIT CARD	7,110.06	
				Fund Total: 7,110.06
				Checking Account Total: 7,110.06

<u>Vendor Name</u>		<u>Vendor Description</u>	<u>Amount</u>
<u>Checking</u>	1		
Checking	1	Fund: 01 GENERAL	
3 ARE ONE, INC		ADVERTIZING	74.00
ACADEMIC HALLMARKS LLC		SUPPLIES	420.00
BORN TO RUN LLC		SERVICE	918.00
CHARTER COMMUNICATIONS HOLDING COMPANY LLC		SERVICE	36.02
DEMCO INC		SUPPLIES	398.76
EDUCATIONAL SERVICE UNIT #3		SERVICE	32,533.83
HMH EDUCATION		SUPPLIES	37,801.84
HOUSE ENTERPRISES, INC, DBA DAYBREAK			3,552.74
J.W. PEPPER & SON INC		SUPPLIES	1,177.88
KIRKMAN, STEVEN		SERVICE/SUPPLIES	1,044.00
NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS		REGISTRATIONS/DUES	975.00
NEBRASKA PUBLIC POWER DISTRICT		ELECTRICITY	19,326.16
PRESENCELEARNING, INC		SPED CONTRACT	24,753.00
QUADIENT FINANCE USA INC		POSTAGE	1,402.90
WASTE MANAGEMENT OF NEBRASKA INC		TRASH SERVICE	1,588.75
WITTE PHYSICAL THERAPY		SERVICES/SUPPLIES	2,458.33
WOODRIVER ENERGY LLC		FUEL	1,005.90
		Fund Total:	129,467.11
Checking	1	Fund: 06 CAFETERIA	
HILAND DAIRY FOODS COMPANY LLC		DAIRY PRODUCTS	424.30
ROTELLA'S ITALIAN BAKERY INC		BREAD	47.70
SYSCO LINCOLN		SUPPLIES	1,369.17
		Fund Total:	1,841.17
Checking	1	Fund: 08 SPECIAL BLDG FUND	
FIRST STATE BANK NEBRASKA		LOAN PAYMENT	68,502.88
		Fund Total:	68,502.88
Checking	1	Fund: 12 STUDENT FEES	
MAPLE MUSIC STUDIOS		BAND VENDOR	250.00
		Fund Total:	250.00
		Checking Account Total:	200,061.16
<u>Checking</u>	3		
Checking	3	Fund: 05 ACTIVITY FUND	

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
CONESTOGA PUBLIC SCHOOLS		50.00
FOLLETT CONTENT SOLUTIONS LLC	SUPPLIES	38.27
HAUFF MID-AMERICA SPORTS INC	SUPPLIES	102.50
J.W. PEPPER & SON INC	SUPPLIES	529.87
MINDSET LLC		2,000.00
NORRIS HIGH SCHOOL	ENTRY FEE	300.00
PERU STATE COLLEGE	TUITION/ENTRY FEES	1,250.00

Fund Total:	4,270.64
Checking Account Total:	4,270.64

Cash Flow Report

Fund	Cash Flow Beginning Cash	Cash Flow Revenue During Month	Cash Flow Expenses During Month	Cash Flow Ending Cash
01 GENERAL	8,118,114.66	2,132,018.55	(1,995,039.75)	8,255,625.96
02 DEPRECIATION FUND	25,979.39	9.61	0.00	25,989.00
03 EMPLOYEE BENEFITS FUND	27,039.50	4,873.94	(5,246.69)	26,666.75
05 ACTIVITY FUND	65,470.21	41,128.05	(51,575.94)	55,022.32
06 CAFETERIA	100,517.25	46,446.49	(78,021.92)	68,941.82
07 BOND FUND	1,106,985.98	65,901.64	(138,233.13)	1,034,654.49
08 SPECIAL BLDG FUND	781,207.52	1,137.44	(68,502.88)	713,842.08
09 QUALIFIED CAPITAL PURPOSE UNDERTAKING FU	740,804.54	16,395.55	(8,335.00)	748,865.09
Grand Total:	10,966,119.05	2,307,911.27	(2,344,955.31)	10,929,607.51

General Fund	JUNE EOM
Petty Cash	\$ 464.07
Accounts Payable	\$ 1,086,086.10
Payroll	\$ 1,592,467.96
Total of bank accounts balances	\$ 2,679,018.13
Plus	
Head Start bank balance	\$ 6,926.29
NLAF	\$ 5,636,950.79
PENDING TRSF FR SF TO AP	\$ 717.00
PENDING TRSF FR ACT TO AP	\$ 699.72
PAYROLL RETIREMENT ADJ	\$ 255.85
Total	\$ 8,324,567.78
Less	
Cafeteria Fund	\$ 68,941.82
PENDING PAYROLL ADJUSTMENT	
End of Month Fund Total	\$ 8,255,625.96

07/02/2025 12:39 PM

User ID: CHUDSON

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								
1100	REGULAR INSTRUCTIONAL PROGRAMS								
01 1100 111 001	REGULAR SALARIES/TEACHERS	2,202,000.00	160,860.53	160,860.53	73.27	588,552.10	0.00	0.00	0.00
	588,552.10								
01 1100 111 003	REGULAR SALARIES/TEACHERS	1,451,735.00	108,659.91	108,659.91	71.79	409,570.14	0.00	0.00	0.00
	409,570.14								
01 1100 111 009	REGULAR SALARIES/TEACHERS	1,198,300.00	77,103.16	77,103.16	65.68	411,220.56	0.00	0.00	0.00
	411,220.56								
01 1100 112 001	REG SALARIES/INSTRUCTIONAL AIDES	25,000.00	1,301.52	1,301.52	96.21	948.30	0.00	0.00	0.00
	948.30								
01 1100 112 003	REG SALARIES/INSTRUCTIONAL AIDES	18,000.00	1,571.38	1,571.38	60.42	7,124.05	0.00	0.00	0.00
	7,124.05								
01 1100 123 001	SUBSTITUTE TEACHER SALARIES	86,000.00	15,719.59	15,719.59	184.97	(73,073.74)	0.00	0.00	0.00
	(73,073.74)								
01 1100 123 003	SUBSTITUTE TEACHER SALARIES	45,000.00	5,092.50	5,092.50	191.33	(41,099.70)	0.00	0.00	0.00
	(41,099.70)								
01 1100 123 009	SUBSTITUTE TEACHER SALARIES	61,000.00	13,048.43	13,048.43	155.93	(34,118.61)	0.00	0.00	0.00
	(34,118.61)								
01 1100 150 001	EXTRA STIPENDS/NON INSTRUCTIONAL	40,000.00	1,360.33	1,360.33	88.27	4,690.70	0.00	0.00	0.00
	4,690.70								
01 1100 150 003	EXTRA STIPENDS/NON INSTRUCTIONAL	15,500.00	0.00	0.00	82.59	2,699.00	0.00	0.00	0.00
	2,699.00								
01 1100 151 000	ATTENDANCE/LONGEVITY INCENTIVE	60,000.00	38,150.00	38,150.00	63.58	21,850.00	0.00	0.00	0.00
	21,850.00								
01 1100 151 001	ADD'L COMP TO TEACHERS/PROF STAFF	208,000.00	13,947.22	13,947.22	70.63	61,088.37	0.00	0.00	0.00
	61,088.37								
01 1100 151 003	ADD'L COMP TO TEACHERS/PROF STAFF	74,000.00	4,958.75	4,958.75	77.19	16,879.23	0.00	0.00	0.00
	16,879.23								
01 1100 151 009	ADD'L COMP TO TEACHERS/PROF STAFF	13,400.00	741.90	741.90	69.38	4,103.50	0.00	0.00	0.00
	4,103.50								
01 1100 211 001	GROUP INS FOR TEACHERS/PROF STAFF	20,000.00	1,489.98	1,489.98	74.23	5,153.08	0.00	0.00	0.00
	5,153.08								
01 1100 211 003	GROUP INS FOR TEACHERS/PROF STAFF	14,000.00	1,042.01	1,042.01	71.49	3,990.84	0.00	0.00	0.00
	3,990.84								
01 1100 211 009	GROUP INS FOR TEACHERS/PROF STAFF	12,000.00	750.19	750.19	63.89	4,333.09	0.00	0.00	0.00
	4,333.09								
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	104.07	104.07	90.04	298.87	0.00	0.00	0.00
	298.87								
01 1100 220 003	SOCIAL SECURITY/NON INSTRUCTIONAL	1,000.00	0.00	0.00	97.93	20.68	0.00	0.00	0.00
	20.68								
01 1100 221 000	SOCIAL SECURITY/TEACHERS	4,500.00	2,918.49	2,918.49	64.86	1,581.51	0.00	0.00	0.00
	1,581.51								
01 1100 221 001	SOCIAL SECURITY/TEACHERS	185,000.00	13,537.62	13,537.62	73.70	48,651.58	0.00	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		48,651.58							
01 1100 221 003	SOCIAL SECURITY/TEACHERS		113,000.00	8,814.25	8,814.25	75.52	27,667.69	0.00	0.00
		27,667.69							
01 1100 221 009	SOCIAL SECURITY/TEACHERS		69,000.00	6,017.66	6,017.66	89.19	7,456.83	0.00	0.00
		7,456.83							
01 1100 222 001	SS/MEDICARE TO INSTRUCTIONAL AIDES		2,000.00	99.56	99.56	92.00	160.05	0.00	0.00
		160.05							
01 1100 222 003	SS/MEDICARE TO INSTRUCTIONAL AIDES		1,200.00	120.20	120.20	69.33	368.00	0.00	0.00
		368.00							
01 1100 223 001	SS/MEDICARE FOR SUBSTITUTE TEACHERS		6,500.00	1,202.51	1,202.51	187.22	(5,669.18)	0.00	0.00
		(5,669.18)							
01 1100 223 003	SS/MEDICARE FOR SUBSTITUTE TEACHERS		3,500.00	389.61	389.61	188.19	(3,086.50)	0.00	0.00
		(3,086.50)							
01 1100 223 009	SS/MEDICARE FOR SUBSTITUTE TEACHERS		4,500.00	998.20	998.20	161.71	(2,776.87)	0.00	0.00
		(2,776.87)							
01 1100 230 001	RETIREMENT/NON INSTRUCTIONAL		0.00	18.19	18.19	0.00	(441.10)	0.00	0.00
		(441.10)							
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	12,832.24	12,832.24	73.85	45,248.00	0.00	0.00
		45,248.00							
01 1100 231 003	RETIREMENT/TEACHERS PROF STAFF		103,000.00	8,354.14	8,354.14	77.92	22,746.80	0.00	0.00
		22,746.80							
01 1100 231 009	RETIREMENT/TEACHERS PROF STAFF		87,000.00	5,723.79	5,723.79	67.30	28,445.91	0.00	0.00
		28,445.91							
01 1100 232 001	RETIREMENT/INSTRUCTIONAL AIDES		1,700.00	95.70	95.70	104.03	(68.49)	0.00	0.00
		(68.49)							
01 1100 232 003	RETIREMENT/INSTRUCTIONAL AIDES		1,100.00	115.54	115.54	71.70	311.34	0.00	0.00
		311.34							
01 1100 233 001	RETIREMENT CONTRIB/FAC SUBS		2,100.00	348.97	348.97	243.86	(3,021.10)	0.00	0.00
		(3,021.10)							
01 1100 233 003	RETIREMENT CONTRIB/FAC SUBS		1,000.00	0.00	0.00	170.72	(707.22)	0.00	0.00
		(707.22)							
01 1100 233 009	RETIREMENT CONTRIB/FAC SUBS		500.00	326.88	326.88	720.62	(3,103.08)	0.00	0.00
		(3,103.08)							
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	4,565.65	4,565.65	74.82	15,611.65	0.00	0.00
		15,611.65							
01 1100 237 003	ADD'L RETIREMENT CONTRIBUTION		36,000.00	2,908.50	2,908.50	78.93	7,583.57	0.00	0.00
		7,583.57							
01 1100 237 009	ADD'L RETIREMENT CONTRIBUTION		31,000.00	2,077.85	2,077.85	68.85	9,654.98	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		9,654.98							
01 1100 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		553,000.00	44,736.29	44,736.29	79.94	110,911.82	0.00	0.00
		110,911.82							
01 1100 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		410,000.00	36,273.21	36,273.21	85.45	59,657.70	0.00	0.00
		59,657.70							
01 1100 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		336,000.00	29,203.61	29,203.61	88.82	37,556.72	0.00	0.00
		37,556.72							
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	4,916.66	4,916.66	77.12	7,321.70	0.00	0.00
		7,321.70							
01 1100 340 003	OTHER PROFESSIONAL SERVICES		1,000.00	0.00	0.00	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	1,576.25	1,576.25	97.90	4,904.83	0.00	3,957.93
		946.90							
01 1100 610 003	GENERAL SUPPLIES		22,058.00	352.35	352.35	76.13	5,665.76	0.00	400.00
		5,265.76							
01 1100 610 009	GENERAL SUPPLIES		25,000.00	170.93	170.93	106.21	6,703.32	0.00	8,255.24
		(1,551.92)							
01 1100 810 000	DUES AND FEES		0.00	5,528.36	5,528.36	0.00	(5,528.36)	0.00	0.00
		(5,528.36)							
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	430.00	430.00	80.24	830.00	0.00	0.00
		830.00							
01 1100 810 009	DUES AND FEES/ENTRY FEES		13,000.00	225.00	225.00	24.51	9,969.00	0.00	155.45
		9,813.55							
1100 1,869,568.10	INSTRUCTIONAL PROGRAMS		7,878,243.00	640,779.68	640,779.68	76.94	1,829,354.32	0.00	12,768.62
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	4,974.59	4,974.59	60.34	33,710.24	0.00	0.00
		33,710.24							
01 1125 112 009	REG SALARIES/INSTRUCTIONAL AIDES		76,000.00	7,502.09	7,502.09	87.37	9,596.55	0.00	0.00
		9,596.55							
01 1125 211 009	GROUP INS FOR TEACHERS/PROF STAFF		1,000.00	49.10	49.10	49.10	509.00	0.00	0.00
		509.00							
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	376.24	376.24	74.62	1,319.70	0.00	0.00
		1,319.70							
01 1125 222 009	SS/MEDICARE TO INSTRUCTIONAL AIDES		5,200.00	573.91	573.91	96.82	165.61	0.00	0.00
		165.61							

07/02/2025 12:39 PM

User ID: CHUDSON

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	186.00	186.00	66.94	859.50	0.00	0.00
859.50									
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	63.88	63.88	59.77	402.29	0.00	0.00
402.29									
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	18.73	8,533.50	0.00	0.00
8,533.50									
01 1150 320 000	PROFESSIONAL EDUCATIONAL SERVICES		31,000.00	3,408.96	3,408.96	103.84	(1,190.08)	0.00	0.00
(1,190.08)									
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	164.70	(64.70)	0.00	0.00
(64.70)									
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	6,603.88	6,603.88	69.35	27,626.79	0.00	14.95
1160 POVERTY PROGRAMS									
01 1160 110 000	SALARIES OF NON INSTR EMPLOYEES		26,000.00	2,830.70	2,830.70	110.68	(2,776.04)	0.00	0.00
(2,776.04)									
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	11,066.97	11,066.97	88.42	14,477.59	0.00	0.00
14,477.59									
01 1160 111 003	SALARIES OF TEACHERS/PROF STAFF		150,000.00	12,885.46	12,885.46	87.13	19,308.16	0.00	0.00
19,308.16									
01 1160 111 009	SALARIES OF TEACHERS/PROF STAFF		290,000.00	25,110.55	25,110.55	81.07	54,903.16	0.00	0.00
54,903.16									
01 1160 112 001	REG SALARIES/INSTRUCTIONAL AIDES		10,000.00	673.45	673.45	45.97	5,403.17	0.00	0.00
5,403.17									
01 1160 112 003	REG SALARIES/INSTRUCTIONAL AIDES		0.00	840.71	840.71	0.00	(5,953.69)	0.00	0.00
(5,953.69)									
01 1160 112 009	REG SALARIES/INSTRUCTIONAL AIDES		25,000.00	2,283.23	2,283.23	82.83	4,292.63	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		4,292.63							
01 1160 151 001	ADD'L COMP TO TEACHERS/PROF STAFF		2,800.00	0.00	0.00	136.07	(1,010.00)	0.00	0.00
		(1,010.00)							
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	0.00	0.00	348.00	(1,240.00)	0.00	0.00
		(1,240.00)							
01 1160 210 000	GROUP INS/NON INSTRUCTIONAL		150.00	24.12	24.12	135.38	(53.07)	0.00	0.00
		(53.07)							
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	57.43	638.59	0.00	0.00
		638.59							
01 1160 211 003	GROUP INS FOR TEACHERS/PROF STAFF		1,500.00	123.58	123.58	82.16	267.61	0.00	0.00
		267.61							
01 1160 211 009	GROUP INS FOR TEACHERS/PROF STAFF		2,000.00	248.90	248.90	116.65	(333.04)	0.00	0.00
		(333.04)							
01 1160 220 000	SS/MEDICARE/NON INSTR STAFF		2,100.00	218.88	218.88	106.10	(128.12)	0.00	0.00
		(128.12)							
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	844.58	844.58	87.28	1,271.60	0.00	0.00
		1,271.60							
01 1160 221 003	SOCIAL SECURITY/MED/TEACHERS		12,000.00	963.36	963.36	81.45	2,225.54	0.00	0.00
		2,225.54							
01 1160 221 009	SOCIAL SECURITY/MED/TEACHERS		43,000.00	1,937.31	1,937.31	42.53	24,710.77	0.00	0.00
		24,710.77							
01 1160 222 001	SS/MEDICARE TO INSTRUCTIONAL AIDES		1,000.00	51.53	51.53	35.17	648.32	0.00	0.00
		648.32							
01 1160 222 003	SS/MEDICARE TO INSTRUCTIONAL AIDES		0.00	64.31	64.31	0.00	(455.47)	0.00	0.00
		(455.47)							
01 1160 222 009	SS/MEDICARE TO INSTRUCTIONAL AIDES		2,500.00	174.67	174.67	63.36	915.89	0.00	0.00
		915.89							
01 1160 230 000	RETIREMENT/NON INSTRU STAFF		2,000.00	208.78	208.78	99.31	13.73	0.00	0.00
		13.73							
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	813.72	813.72	76.42	2,593.40	0.00	0.00
		2,593.40							
01 1160 231 003	RETIREMENT/TEACHERS PROF STAFF		12,000.00	947.43	947.43	80.08	2,390.58	0.00	0.00
		2,390.58							
01 1160 231 009	RETIREMENT/TEACHERS PROF STAFF		15,000.00	1,846.33	1,846.33	116.10	(2,414.25)	0.00	0.00
		(2,414.25)							
01 1160 232 001	RETIREMENT/INSTRUCTIONAL AIDES		1,000.00	49.52	49.52	33.80	662.01	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
1160	POWER PLANT PROGRAMS		1,003,050.00	85,188.17	85,188.17	82.57	174,848.43	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
			500.00						
01 1190 231 010	RETIREMENT/TEACHERS PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 1190 237 010	ADD'L RETIREMENT CONTRIBUTION		100.00	0.00	0.00	0.00	100.00	0.00	0.00
			100.00						
01 1190 340 010	OTHER PROFESSIONAL SERVICES & OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1190 490 010	OTHER PROPERTY SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1190 580 010	STUDENT TRANSPORTATION SER		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
1190	EARLY CHILDHOOD EDUC PROGRAMS		1,550.00	0.00	0.00	0.00	1,550.00	0.00	0.00
1193	MUSIC/FINE ARTS								
01 1193 409 001	MUSIC/FINE ARTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1193 409 010	OLD CODE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
1193	MUSIC/FINE ARTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
1195	BAF FLEX FUNDING								
01 1195 112 010	REG SALARIES/INSTRUCTIONAL AIDES		30,000.00	0.00	0.00	16.86	24,943.08	0.00	0.00
			24,943.08						
01 1195 210 000	SOCIAL SECURITY		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1195 212 010	GROUP INSURANCE/INSTRUC AIDES		100.00	0.00	0.00	3.83	96.17	0.00	0.00
			96.17						
01 1195 222 010	SS/MEDICARE TO INSTRUCTIONAL AIDES		2,500.00	0.00	0.00	16.63	2,084.35	0.00	0.00
			2,084.35						
01 1195 232 010	RETIREMENT/INSTRUCTIONAL AIDES		2,000.00	0.00	0.00	18.59	1,628.16	0.00	0.00
			1,628.16						
01 1195 237 010	ADD'L RETIREMENT CONTRIBUTION		1,000.00	0.00	0.00	12.77	872.32	0.00	0.00
			872.32						
01 1195 282 010	HEALTH BENEFITS/INSTR AIDES AND ASS'TS		2,500.00	0.00	0.00	15.84	2,104.01	0.00	0.00
			2,104.01						
01 1195 610 010	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
1195	BAF FLEX FUNDING		38,600.00	0.00	0.00	16.51	32,228.09	0.00	0.00
1200	SPECIAL EDUCATION PROGRAMS								
01 1200 110 000	REG SALARIES/NON INST STAFF		150,000.00	12,116.75	12,116.75	82.12	26,822.58	0.00	0.00
			26,822.58						
01 1200 111 000	SALARIES OF TEACHERS/PROF STAFF		50,000.00	0.00	0.00	0.00	50,000.00	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		50,000.00							
01 1200 111 001	SALARIES OF TEACHERS/PROF STAFF		250,000.00	24,906.91	24,906.91	81.20	47,010.84	0.00	0.00
		47,010.84							
01 1200 111 003	SALARIES OF TEACHERS/PROF STAFF		415,000.00	30,360.17	30,360.17	81.71	75,905.99	0.00	0.00
		75,905.99							
01 1200 111 009	SALARIES OF TEACHERS/PROF STAFF		470,000.00	29,163.70	29,163.70	60.77	184,396.63	0.00	0.00
		184,396.63							
01 1200 112 001	REG SALARIES/INSTRUCTIONAL AIDES		115,000.00	13,410.50	13,410.50	96.49	4,040.64	0.00	0.00
		4,040.64							
01 1200 112 001 0014	REG SALARIES/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1200 112 003	REG SALARIES/INSTRUCTIONAL AIDES		145,000.00	18,524.04	18,524.04	105.61	(8,140.60)	0.00	0.00
		(8,140.60)							
01 1200 112 009	REG SALARIES/INSTRUCTIONAL AIDES		225,000.00	22,009.50	22,009.50	85.58	32,451.55	0.00	0.00
		32,451.55							
01 1200 116 000	SALARIES/NON CERTIFIED PROFESSIONALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1200 123 001	SUBSTITUTE TEACHER SALARIES		2,500.00	0.00	0.00	0.00	2,500.00	0.00	0.00
		2,500.00							
01 1200 123 003	SUBSTITUTE TEACHER SALARIES		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
		5,000.00							
01 1200 123 009	SUBSTITUTE TEACHER SALARIES		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
		5,000.00							
01 1200 151 000 0012	ADD'L COMP TO PROF STAFF/MOE		10,000.00	790.23	790.23	79.02	2,097.70	0.00	0.00
		2,097.70							
01 1200 151 001	ADD'L COMP TO TEACHERS/PROF STAFF		5,000.00	61.83	61.83	20.47	3,976.70	0.00	0.00
		3,976.70							
01 1200 151 003	ADD'L COMP TO TEACHERS/PROF STAFF		5,000.00	103.08	103.08	49.72	2,514.20	0.00	0.00
		2,514.20							
01 1200 151 009	ADD'L COMP TO TEACHERS/PROF STAFF		5,000.00	61.83	61.83	14.47	4,276.70	0.00	0.00
		4,276.70							
01 1200 210 000	GROUP INS/NON INST STAFF		1,500.00	73.75	73.75	49.17	762.50	0.00	0.00
		762.50							
01 1200 211 000	GROUP INS FOR TEACHERS/PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 211 000 0012	GROUP INS FOR TEACHERS/PROF STAFF/MOE		300.00	6.03	6.03	20.10	239.70	0.00	0.00
		239.70							
01 1200 211 001	GROUP INS FOR TEACHERS/PROF STAFF		3,000.00	272.04	272.04	75.85	724.60	0.00	0.00
		724.60							
01 1200 211 003	GROUP INS FOR TEACHERS/PROF STAFF		3,700.00	273.89	273.89	82.24	657.02	0.00	0.00
		657.02							
01 1200 211 009	GROUP INS FOR TEACHERS/PROF STAFF		4,400.00	250.28	250.28	56.88	1,897.20	0.00	0.00
		1,897.20							

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 1200 212 001	GROUP INSURANCE/INSTRUC AIDES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
			100.00						
01 1200 212 003	GROUP INSURANCE/INSTRUC AIDES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
			100.00						
01 1200 212 009	GROUP INSURANCE/INSTRUC AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			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	941.84	941.84	79.77	2,427.86	0.00	0.00
			2,427.86						
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	60.31	60.31	60.41	395.92	0.00	0.00
			395.92						
01 1200 221 001	SOCIAL SECURITY/TEACHERS/PROF STAFF		20,000.00	1,938.28	1,938.28	77.47	4,505.94	0.00	0.00
			4,505.94						
01 1200 221 003	SOCIAL SECURITY/TEACHERS/PROF STAFF		35,000.00	2,315.11	2,315.11	75.43	8,601.20	0.00	0.00
			8,601.20						
01 1200 221 009	SOCIAL SECUIRTY/TEACHERS/PROF STAFF		40,000.00	2,362.79	2,362.79	57.81	16,877.41	0.00	0.00
			16,877.41						
01 1200 222 001	SS/MEDICARE TO INSTRUCTIONAL AIDES		8,700.00	1,025.91	1,025.91	97.57	211.62	0.00	0.00
			211.62						
01 1200 222 003	SS/MEDICARE TO INSTRUCTIONAL AIDES		12,000.00	1,417.08	1,417.08	97.63	284.84	0.00	0.00
			284.84						
01 1200 222 009	SS/MEDICARE TO INSTRUCTIONAL AIDES		20,000.00	1,683.73	1,683.73	73.65	5,269.99	0.00	0.00
			5,269.99						
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	890.92	890.92	82.34	1,943.02	0.00	0.00
			1,943.02						
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	58.10	419.00	0.00	0.00
			419.00						
01 1200 231 001	RETIREMENT/TEACHERS PROF STAFF		20,000.00	1,835.89	1,835.89	75.00	4,999.40	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		4,999.40							
01 1200 231 003	RETIREMENT/TEACHERS PROF STAFF		32,000.00	2,239.90	2,239.90	78.49	6,884.33	0.00	0.00
		6,884.33							
01 1200 231 009	RETIREMENT/TEACHERS PROF STAFF		35,000.00	2,148.89	2,148.89	60.15	13,947.07	0.00	0.00
		13,947.07							
01 1200 232 001	RETIREMENT/INSTRUCTIONAL AIDES		10,000.00	986.03	986.03	81.59	1,841.42	0.00	0.00
		1,841.42							
01 1200 232 003	RETIREMENT/INSTRUCTIONAL AIDES		10,000.00	1,048.96	1,048.96	84.59	1,540.84	0.00	0.00
		1,540.84							
01 1200 232 009	RETIREMENT/INSTRUCTIONAL AIDES		15,000.00	1,487.60	1,487.60	84.24	2,363.45	0.00	0.00
		2,363.45							
01 1200 233 001	RETIREMENT CONTRIB/FAC SUBS		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 1200 233 003	RETIREMENT CONTRIB/FAC SUBS		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 233 009	RETIREMENT CONTRIB/FAC SUBS		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 1200 236 000	RETIREMENT CONTRIBUTION/PROF NON CERT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1200 237 000	ADD'L RETIREMENT CONTRIBUTION		4,000.00	305.95	305.95	77.76	889.73	0.00	0.00
		889.73							
01 1200 237 000 0012	ADD'L RETIREMENT CONTRIBUTION		500.00	19.95	19.95	39.90	300.50	0.00	0.00
		300.50							
01 1200 237 001	ADD'L RETIREMENT CONTRIBUTION		10,000.00	969.07	969.07	79.53	2,046.91	0.00	0.00
		2,046.91							
01 1200 237 003	ADD'L RETIREMENT CONTRIBUTION		15,000.00	1,129.41	1,129.41	76.86	3,470.27	0.00	0.00
		3,470.27							
01 1200 237 009	ADD'L RETIREMENT CONTRIBUTION		20,000.00	1,248.80	1,248.80	57.85	8,430.83	0.00	0.00
		8,430.83							
01 1200 261 001	UNEMPLOYMENT/TEACHERS/ADM		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1200 262 001	UNEMPLOYMENT/INSTRUC AIDES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 262 003	UNEMPLOYMENT/INSTRUC AIDES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 262 009	UNEMPLOYMENT/INSTRUC AIDES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 1200 280 000	HEALTH BENEFITS/NON INSTRUCTIONAL		23,000.00	1,948.32	1,948.32	84.71	3,516.80	0.00	0.00
		3,516.80							
01 1200 281 000	HEALTH BENEFITS FOR TEACHERS/PROF		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1200 281 000 0012	HEALTH BENEFITS FOR TEACHERS/PROF/MOE		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
		5,000.00							
01 1200 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		135,000.00	12,472.75	12,472.75	81.39	25,123.34	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		25,123.34							
01 1200 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		115,000.00	9,149.10	9,149.10	84.35	18,002.26	0.00	0.00
		18,002.26							
01 1200 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		125,000.00	6,282.57	6,282.57	50.26	62,173.23	0.00	0.00
		62,173.23							
01 1200 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 1200 291 000	ADMINISTRATIVE MILEAGE		200.00	0.00	0.00	0.00	200.00	0.00	0.00
		200.00							
01 1200 320 001	PROF EDUCATIONAL SERVICES		4,000.00	3,938.00	3,938.00	98.45	62.00	0.00	0.00
		62.00							
01 1200 320 003	PROFESSIONAL EDUCATIONAL SERVICES		500.00	0.00	0.00	88.68	56.59	0.00	0.00
		56.59							
01 1200 320 009	PROF EDUCATIONAL SERVICES		65,000.00	0.00	0.00	(72.59)	112,185.46	0.00	0.00
		112,185.46							
01 1200 330 000	EMPLOYEE TRAINING		500.00	0.00	0.00	339.24	(846.20)	0.00	350.00
		(1,196.20)							
01 1200 330 001	EMPLOYEE TRAINING		500.00	0.00	0.00	150.97	(139.85)	0.00	115.00
		(254.85)							
01 1200 330 003	EMPLOYEE TRAINING/DEVELOPMENT		500.00	0.00	0.00	82.00	215.00	0.00	125.00
		90.00							
01 1200 330 009	EMPLOYEE TRAINING		1,000.00	0.00	0.00	204.00	775.00	0.00	1,815.00
		(1,040.00)							
01 1200 340 001	OTHER PROFESSIONAL SERVICES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1200 340 009	OTHER PROFESSIONAL SERVICES		0.00	13,376.53	13,376.53	0.00	(55,437.29)	0.00	0.00
		(55,437.29)							
01 1200 382 003	DISTANCE ED/TELECOMMUNICATIONS		50.00	0.00	0.00	0.00	50.00	0.00	0.00
		50.00							
01 1200 431 003	REPAIRS/MAINTENANCE		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1200 530 000	COMMUNICATIONS		300.00	0.00	0.00	0.00	300.00	0.00	0.00
		300.00							
01 1200 561 001	TUITION		510,000.00	64,648.09	64,648.09	88.81	57,087.00	0.00	0.00
		57,087.00							
01 1200 561 009	TUITION		65,000.00	8,622.39	8,622.39	110.54	(6,853.25)	0.00	0.00
		(6,853.25)							
01 1200 580 000	TRAVEL EXPENSE		0.00	0.00	0.00	0.00	(205.40)	0.00	0.00
		(205.40)							
01 1200 610 001	GENERAL SUPPLIES		11,000.00	218.67	218.67	52.98	5,351.83	0.00	179.44
		5,172.39							
01 1200 610 003	GENERAL SUPPLIES		5,000.00	0.00	0.00	39.46	3,732.00	0.00	705.24
		3,026.76							
01 1200 610 009	GENERAL SUPPLIES		11,000.00	0.00	0.00	43.66	6,531.52	0.00	333.91
		6,197.61							
01 1200 643 003	WEB BASED SOFTWARE		1,000.00	0.00	0.00	30.00	700.02	0.00	0.00
		700.02							
01 1200 810 000	DUES AND FEES		650.00	0.00	0.00	16.92	540.00	0.00	0.00
		540.00							
01 1200 810 001	DUES AND FEES/ENTRY FEES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 1200 810 003	DUES AND FEES/ENTRY FEES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
	100.00								
01 1200 810 009	DUES AND FEES/ENTRY FEES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 1200 890 000	NON REIMBURSABLE SPED		0.00	0.00	0.00	0.00	(133.09)	0.00	0.00
	(133.09)								
1200	SPECIAL EDUCATION PROGRAMS		3,291,800.00	299,155.47	299,155.47	76.48	777,772.47	0.00	3,623.59
1291	SPED INSTRUCTIONAL PROGRAMS 3-5								
01 1291 110 010	REG SALARIES/NON INST STAFF		30,000.00	0.00	0.00	40.82	17,753.40	0.00	0.00
	17,753.40								
01 1291 111 010	SALARIES OF TEACHERS/PROF STAFF		120,000.00	1,759.75	1,759.75	24.87	90,150.51	0.00	0.00
	90,150.51								
01 1291 112 010	REG SALARIES/INSTRUCTIONAL AIDES		55,000.00	0.00	0.00	15.56	46,443.91	0.00	0.00
	46,443.91								
01 1291 123 010	SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	(2,144.85)	0.00	0.00
	(2,144.85)								
01 1291 151 010	ADD'L COMP TO TEACHERS/PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 1291 210 010	GROUP INS/NON INST STAFF		100.00	0.00	0.00	54.70	45.30	0.00	0.00
	45.30								
01 1291 211 010	GROUP INS FOR TEACHERS/PROF STAFF		1,200.00	14.47	14.47	22.24	933.13	0.00	0.00
	933.13								
01 1291 220 010	SOCIAL SECURITY/NON INST STAFF		2,100.00	0.00	0.00	44.19	1,171.96	0.00	0.00
	1,171.96								
01 1291 221 010	SOCIAL SECURITY/TEACHERS/PROF STAFF		10,000.00	138.20	138.20	23.16	7,684.29	0.00	0.00
	7,684.29								
01 1291 222 010	SS/MEDICARE TO INSTRUCTIONAL AIDES		4,500.00	0.00	0.00	14.55	3,845.47	0.00	0.00
	3,845.47								
01 1291 223 010	SS/MEDICARE FOR SUBSTITUTE TEACHERS		0.00	0.00	0.00	0.00	(164.07)	0.00	0.00
	(164.07)								
01 1291 230 010	RETIREMENT/NON INST STAFF		2,100.00	0.00	0.00	42.43	1,208.91	0.00	0.00
	1,208.91								
01 1291 231 010	RETIREMENT/TEACHERS PROF STAFF		9,000.00	129.39	129.39	24.39	6,805.25	0.00	0.00
	6,805.25								
01 1291 232 010	RETIREMENT/INSTRUCTIONAL AIDES		4,200.00	0.00	0.00	14.77	3,579.51	0.00	0.00
	3,579.51								
01 1291 233 010	RETIREMENT CONTRIB/FAC SUBS		50.00	0.00	0.00	311.98	(105.99)	0.00	0.00
	(105.99)								
01 1291 237 010	ADD'L RETIREMENT CONTRIBUTION		5,100.00	44.43	44.43	26.01	3,773.66	0.00	0.00
	3,773.66								
01 1291 262 010	UNEMPLOYMENT/AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 1291 280 010	HEALTH BENEFITS/NON INSTRUCTIONAL		2,500.00	0.00	0.00	72.57	685.78	0.00	0.00
	685.78								
01 1291 281 010	HEALTH BENEFITS FOR TEACHERS/PROF		41,000.00	319.46	319.46	18.21	33,533.95	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		33,533.95							
01 1291 282 010	HEALTH BENEFITS/INSTR AIDES AND ASS'TS		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 1291 320 010	PROFESSIONAL EDUC SERVICES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1291 330 010	EMPLOYEE TRAINING		3,000.00	0.00	0.00	105.16	(114.70)	0.00	40.00
		(154.70)							
01 1291 340 010	OTHER PROFESSIONAL SERVICES & OFFICIALS		10,000.00	63.18	63.18	15.23	8,477.17	0.00	0.00
		8,477.17							
01 1291 382 010	TELEPHONE		3,000.00	0.00	0.00	8.60	2,742.11	0.00	0.00
		2,742.11							
01 1291 440 010	COPIER LEASE		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 1291 490 010	OTHER PROPERTY SERVICES		10,000.00	304.61	304.61	59.65	4,285.08	0.00	250.53
		4,034.55							
01 1291 540 010	ADVERTISING		500.00	0.00	0.00	21.66	391.69	0.00	0.00
		391.69							
01 1291 580 010	TRAVEL EXPENSE		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 1291 610 010	GENERAL SUPPLIES		25,000.00	524.92	524.92	86.37	6,878.09	0.00	3,471.07
		3,407.02							
01 1291 810 010	DUES AND FEES/ENTRY FEES		500.00	0.00	0.00	33.20	500.00	0.00	166.00
		334.00							
1291	SPED INSTRUCTIONAL PROGRAMS 3-		341,550.00	3,298.41	3,298.41	30.57	241,059.56	0.00	3,927.60
1292	SPED BIRTH TO 2								
01 1292 340 010	OTHER PROFESSIONAL SERVICES & OFFICIALS		1,300.00	181.20	181.20	52.05	623.38	0.00	0.00
		623.38							
1292	SPED BIRTH TO 2		1,300.00	181.20	181.20	52.05	623.38	0.00	0.00
1300	SUMMER SCHOOL								
01 1300 112 001	REG SALARIES/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1300 112 003	REG SALARIES/INSTRUCTIONAL AIDES		500.00	885.00	885.00	177.00	(385.00)	0.00	0.00
		(385.00)							
01 1300 112 009	REG SALARIES/INSTRUCTIONAL AIDES		16,000.00	1,545.00	1,545.00	9.66	14,455.00	0.00	0.00
		14,455.00							
01 1300 123 009	SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 1300 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 1300 151 003	ADD'L COMP TO TEACHERS/PROF STAFF		1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
		1,500.00							
01 1300 151 009	ADD'L COMP TO TEACHERS/PROF STAFF		29,000.00	0.00	0.00	0.00	29,000.00	0.00	0.00
		29,000.00							
01 1300 212 009	GROUP INSURANCE/INSTRUC AIDES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 1300 221 001	SOCIAL SECURITY/TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 1300 221 003	FICA/TEACHERS		400.00	0.00	0.00	0.00	400.00	0.00	0.00
			400.00						
01 1300 221 009	SOCIAL SECURITY/TEACHERS		2,200.00	0.00	0.00	0.00	2,200.00	0.00	0.00
			2,200.00						
01 1300 222 001	SS/MEDICARE TO INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1300 222 003	SS/MEDICARE TO INSTRUCTIONAL AIDES		500.00	67.71	67.71	13.54	432.29	0.00	0.00
			432.29						
01 1300 222 009	SS/MEDICARE TO INSTRUCTIONAL AIDES		1,300.00	118.20	118.20	9.09	1,181.80	0.00	0.00
			1,181.80						
01 1300 223 009	SS/MEDICARE FOR SUBSTITUTE TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1300 231 001	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1300 231 003	RETIREMENT/TEACHERS PROF STAFF		500.00	0.00	0.00	0.00	500.00	0.00	0.00
			500.00						
01 1300 231 009	RETIREMENT/TEACHERS PROF STAFF		1,800.00	0.00	0.00	0.00	1,800.00	0.00	0.00
			1,800.00						
01 1300 232 001	RETIREMENT/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1300 232 003	RETIREMENT/INSTRUCTIONAL AIDES		500.00	65.05	65.05	13.01	434.95	0.00	0.00
			434.95						
01 1300 232 009	RETIREMENT/INSTRUCTIONAL AIDES		1,200.00	113.60	113.60	9.47	1,086.40	0.00	0.00
			1,086.40						
01 1300 237 001	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 1300 237 003	ADD'L RETIREMENT CONTRIBUTION		100.00	22.34	22.34	22.34	77.66	0.00	0.00
			77.66						
01 1300 237 009	ADD'L RETIREMENT CONTRIBUTION		1,000.00	39.01	39.01	3.90	960.99	0.00	0.00
			960.99						
01 1300 282 009	HEALTH BENEFITS/INSTR AIDES AND ASS'TS		200.00	0.00	0.00	0.00	200.00	0.00	0.00
			200.00						
01 1300 610 009	SUPPLIES		100.00	0.00	0.00	0.00	100.00	0.00	0.00
			100.00						
1300	SENIOR CENTER SCHOOL		56,900.00	2,855.91	2,855.91	5.02	54,044.09	0.00	0.00
2110	SOCIAL WORK SERVICES								
01 2110 111 001	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 2110 111 003	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						
01 2110 111 009	SALARIES OF TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
			0.00						

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
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	48.27	620.73	0.00	0.00
	620.73								
01 2120 211 003	GROUP INS FOR TEACHERS/PROF STAFF		1,000.00	19.37	19.37	54.94	450.61	0.00	0.00
	450.61								
01 2120 220 001	SOCIAL SECURITY/NON INSTR STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2120 221 001	SOCIAL SECURITY/TEACHERS		11,000.00	510.33	510.33	47.71	5,751.40	0.00	0.00
	5,751.40								
01 2120 221 003	SOCIAL SECURITY/TEACHERS		7,000.00	145.33	145.33	61.88	2,668.63	0.00	0.00
	2,668.63								
01 2120 230 001	RETIREMENT/NON INST STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2120 231 001	RETIREMENT/TEACHERS PROF STAFF		10,000.00	498.58	498.58	51.27	4,873.16	0.00	0.00
	4,873.16								
01 2120 231 003	RETIREMENT/TEACHERS PROF STAFF		6,500.00	141.06	141.06	64.44	2,311.63	0.00	0.00
	2,311.63								
01 2120 237 001	ADD'L RETIREMENT CONTRIBUTION		3,500.00	171.22	171.22	50.30	1,739.36	0.00	0.00
	1,739.36								
01 2120 237 003	ADD'L RETIREMENT CONTRIBUTION		2,200.00	48.44	48.44	65.38	761.72	0.00	0.00
	761.72								
01 2120 281 001	HEALTH BENEFITS FOR TEACHERS/PROF		35,000.00	1,377.17	1,377.17	41.22	20,572.19	0.00	0.00
	20,572.19								
01 2120 281 003	HEALTH BENEFITS FOR TEACHERS/PROF		28,000.00	656.11	656.11	62.76	10,426.20	0.00	0.00
	10,426.20								
01 2120 610 001	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 2120 610 003	GENERAL SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 2120 810 001	REG SALARIES/NON INST STAFF		0.00	0.00	0.00	0.00	(51.78)	0.00	0.00
	(51.78)								
2120	GRAND TOTAL SERVICES		316,400.00	12,322.87	12,322.87	57.51	134,433.56	0.00	0.00
2130	HEALTH SERVICES								
01 2130 110 003	REGULAR SALARIES/NON INSTR STAFF		23,000.00	1,314.96	1,314.96	55.28	10,284.67	0.00	0.00
	10,284.67								
01 2130 110 009	REG SALARIES/NON INSTR STAFF		25,000.00	2,944.33	2,944.33	117.77	(4,443.30)	0.00	0.00
	(4,443.30)								
01 2130 111 001	SALARIES OF TEACHERS/PROF STAFF		25,000.00	2,123.77	2,123.77	84.95	3,762.30	0.00	0.00
	3,762.30								
01 2130 111 003	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 2130 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 2130 210 009	GROUP INS/NON INST STAFF		200.00	23.13	23.13	104.09	(8.17)	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 2212 640 001	TEXTBOOKS		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
	3,000.00								
01 2212 640 003	TEXTBOOKS		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
	5,000.00								
01 2212 640 009	TEXTBOOKS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2212 643 000	WEB BASED SOFTWARE		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 2212 643 001	WEB BASED SOFTWARE		10,000.00	0.00	0.00	95.40	10,000.00	0.00	9,540.00
	460.00								
01 2212 643 003	WEB BASED SOFTWARE		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 2212 643 009	WEB BASED SOFTWARE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
2212	INSTRUCTIONAL CURRICULUM		141,100.00	43,722.05	43,722.05	100.90	50,202.09	0.00	51,471.36
2213	INSTRUCTIONAL STAFF TRAINING								
01 2213 252 000	TUITION REIMBURSEMNT/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	0.00	0.00	26.25	1,700.00	0.00	225.00
	1,475.00								
01 2213 330 001	EMPLOYEE TRAINING/DEVELOPMENT		3,000.00	900.00	900.00	49.86	2,020.00	0.00	515.83
	1,504.17								
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	900.00	900.00	42.00	5,241.00	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	3,809.74	3,809.74	326.79	(22,678.98)	0.00	0.00
	(22,678.98)								
01 2220 111 003	SALARIES OF TEACHERS/PROF STAFF		35,000.00	6,183.34	6,183.34	145.75	(16,012.53)	0.00	0.00
	(16,012.53)								
01 2220 111 009	SALARIES OF TEACHERS/PROF STAFF		37,000.00	2,195.09	2,195.09	59.33	15,049.10	0.00	0.00
	15,049.10								
01 2220 211 001	GROUP INS FOR TEACHERS/PROF STAFF		100.00	39.60	39.60	318.70	(218.70)	0.00	0.00
	(218.70)								
01 2220 211 003	GROUP INS FOR TEACHERS/PROF STAFF		500.00	58.41	58.41	96.38	18.10	0.00	0.00
	18.10								
01 2220 211 009	GROUP INS FOR TEACHERS/PROF STAFF		500.00	18.51	18.51	37.02	314.90	0.00	0.00
	314.90								
01 2220 221 001	SOCIAL SECURITY/TEACHERS PROF STAFF		3,200.00	288.09	288.09	77.32	725.63	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
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	0.00	500.00	0.00	0.00	0.00	500.00	0.00	0.00
01 2230 350 000	TECHNICAL SERVICES	500.00	2,000.00	0.00	0.00	2.89	1,942.25	0.00	0.00
01 2230 350 003	TECHNICAL SERVICES	1,942.25	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
01 2230 432 000	TECHNOLOGY REPAIRS AND MNTCE	2,000.00	500.00	0.00	0.00	0.00	500.00	0.00	0.00
01 2230 610 000	GENERAL SUPPLIES	500.00	1,000.00	0.00	0.00	(1.15)	1,011.50	0.00	0.00
2230	INSTRUCTION RELATED TECHNOLOGY	1,011.50	6,000.00	0.00	0.00	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	0.00	13,000.00	6,022.50	6,022.50	104.46	(579.50)	0.00	0.00
01 2310 310 000	ADMINISTRATIVE SERVICES	(579.50)	10,000.00	0.00	0.00	0.00	10,000.00	0.00	0.00
01 2310 340 000	OTHER PROFESSIONAL SERVICES/OFFICIALS	10,000.00	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
01 2310 520 000	INSURANCE	2,000.00	303,000.00	0.00	0.00	97.94	6,229.00	0.00	0.00
01 2310 540 000	ADVERTISING	6,229.00	15,000.00	1,001.65	1,001.65	47.77	7,834.52	0.00	0.00
01 2310 610 000	GENERAL SUPPLIES	7,834.52	2,093.00	81.39	81.39	400.48	(6,254.03)	0.00	35.00
01 2310 610 000 0014	GENERAL SUPPLIES	(6,289.03)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2310 643 000	WEB BASED SOFTWARE	0.00	23,000.00	0.00	0.00	96.20	873.66	0.00	0.00
01 2310 810 000	DUES AND FEES	873.66	56,000.00	5,100.00	5,100.00	89.43	5,918.51	0.00	0.00
2310	BOARD OF EDUCATION	5,918.51	424,093.00	12,205.54	12,205.54	93.87	26,022.16	0.00	35.00
2320	EXECUTIVE ADMIN. SERVICES								
01 2320 105 000	SALARIES PAID TO SUPERINTENDENT		165,000.00	13,483.31	13,483.31	81.72	30,167.08	0.00	0.00
01 2320 215 000	GROUP INS/SUPERINTENDENTS	30,167.08	2,000.00	122.78	122.78	66.41	671.85	0.00	0.00
01 2320 225 000	SOCIAL SECURITY/SUPERINTENDENT	671.85	12,000.00	1,088.39	1,088.39	76.31	2,842.48	0.00	0.00
01 2320 235 000	RETIREMENT/SUPERINTENDENTS	2,842.48	14,000.00	991.40	991.40	70.81	4,086.00	0.00	0.00
01 2320 237 000	ADD'L RETIREMENT	4,086.00	5,000.00	340.45	340.45	68.09	1,595.50	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
	CONTRIBUTION								
01 2320 285 000	HEALTH BENEFITS/SUPERINTENDENT	1,595.50	11,000.00	722.36	722.36	66.84	3,647.18	0.00	0.00
01 2320 320 000	PROF EDUCATIONAL SERVICES	3,647.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2320 330 000	EMPLOYEE TRAINING/DEVELOPMENT	0.00	1,000.00	135.88	135.88	43.89	561.14	0.00	0.00
01 2320 382 000	DISTANCE ED/TELECOMMUNICATIONS	561.14	1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
01 2320 580 000	TRAVEL EXPENDITURES	1,500.00	2,000.00	10.00	10.00	13.89	1,722.20	0.00	0.00
01 2320 610 000	GENERAL SUPPLIES	1,722.20	3,000.00	10.69	10.69	72.99	1,708.20	0.00	897.96
01 2320 810 000	DUES AND FEES/ENTRY FEES	810.24	2,000.00	920.00	920.00	57.25	855.00	0.00	0.00
2320	EXECUTIVE ADMIN. SERVICES	855.00	218,500.00	17,825.26	17,825.26	77.82	49,356.63	0.00	897.96
2330	DISTRICT LEGAL SERVICES								
01 2330 317 000	CONTRACTED LEGAL SERVICES		14,000.00	1,155.60	1,155.60	70.58	4,119.37	0.00	0.00
2330	DISTRICT LEGAL SERVICES		14,000.00	1,155.60	1,155.60	70.58	4,119.37	0.00	0.00
2410	OFFICE OF THE PRINCIPAL SERV.								
01 2410 110 001	REG SALARIES/NON INST STAFF		80,000.00	5,769.66	5,769.66	69.47	24,424.80	0.00	0.00
01 2410 110 003	REG SALARIES/NON INST STAFF		64,000.00	4,697.57	4,697.57	79.01	13,433.29	0.00	0.00
01 2410 110 003 0014	REGULAR SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2410 110 009	REG SALARIES/NON INSTR STAFF		70,000.00	6,693.47	6,693.47	93.65	4,447.82	0.00	0.00
01 2410 110 009 0014	REGULAR SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 2410 111 000	SALARIES OF TEACHERS/PROF STAFF		120,000.00	9,323.42	9,323.42	77.70	26,765.44	0.00	0.00
01 2410 111 001	SALARIES OF TEACHERS/PROF STAFF		371,000.00	34,359.24	34,359.24	83.06	62,843.84	0.00	0.00
01 2410 111 003	SALARIES OF TEACHERS/PROF STAFF		235,000.00	18,018.63	18,018.63	76.68	54,813.52	0.00	0.00
01 2410 111 009	SALARIES OF TEACHERS/PROF STAFF		185,000.00	19,207.82	19,207.82	84.99	27,768.00	0.00	0.00
01 2410 210 001	GROUP INS/NON INSTR STAFF		100.00	1.36	1.36	13.60	86.40	0.00	0.00
01 2410 210 003	GROU INS/NON INSTR STAFF		100.00	21.78	21.78	241.15	(141.15)	0.00	0.00
01 2410 210 009	GROUP INS/NON INST STAFF		100.00	1.94	1.94	19.40	80.60	0.00	0.00
01 2410 211 000	GROUP INS FOR TEACHERS/PROF STAFF		1,500.00	73.29	73.29	48.86	767.10	0.00	0.00
			767.10						

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
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	3,410.04	3,410.04	59.77	16,090.92	0.00	0.00
			16,090.92						
01 2580 116 000	SALARIES/NON CERTIFIED PROFESSIONALS		65,000.00	5,180.29	5,180.29	79.70	13,197.01	0.00	0.00
			13,197.01						
01 2580 210 000	REGULAR SALARIES INS		0.00	1.94	1.94	0.00	(6.79)	0.00	0.00
			(6.79)						
01 2580 216 000	GROUP INS/NON CERT PROF STAFF		100.00	1.94	1.94	19.40	80.60	0.00	0.00
			80.60						
01 2580 220 000	RETIREMENT/NON TEACHING STAFF		4,200.00	260.87	260.87	43.55	2,370.91	0.00	0.00
			2,370.91						
01 2580 226 000	SS/MEDICARE/NON CERTIFIED PROFESSIONALS		6,000.00	396.29	396.29	66.05	2,037.10	0.00	0.00
			2,037.10						
01 2580 230 000	RETIREMENT/NON INSTRUCTIONAL STAFF		3,000.00	250.74	250.74	58.60	1,242.00	0.00	0.00
			1,242.00						
01 2580 236 000	RETIREMENT CONTRIBUTION/PROF NON CERT		4,500.00	380.90	380.90	84.64	691.00	0.00	0.00
			691.00						
01 2580 237 000	ADD'L RETIREMENT CONTRIBUTION		2,500.00	216.90	216.90	76.47	588.27	0.00	0.00
			588.27						
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	77.91	6,627.70	0.00	0.00
			6,627.70						
01 2580 350 000	TECHNICAL SERVICES		5,000.00	0.00	0.00	226.99	4,510.43	0.00	10,859.81
			(6,349.38)						
01 2580 382 000	DISTANCE LRNG AND TELECOMMUNICATIONS		66,000.00	5,586.64	5,586.64	155.00	(35,683.89)	0.00	616.32
			(36,300.21)						
01 2580 432 000	TECHNOLOGY REPAIRS AND MNTCE		25,000.00	0.00	0.00	94.06	2,009.84	0.00	525.19
			1,484.65						
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	2,957.42	2,957.42	13.74	148,337.28	0.00	10,321.65
			138,015.63						
01 2580 610 001	GENERAL SUPPLIES/BROADCASTING		4,000.00	0.00	0.00	60.44	1,592.21	0.00	9.95
			1,582.26						
01 2580 643 000	WEB BASED SOFTWARE		75,000.00	0.00	0.00	31.63	60,756.00	0.00	9,475.40
			51,280.60						
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	94,590.07	94,590.07	758.30	(131,390.78)	0.00	269.99
			(131,660.77)						

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 2610 431 000	REPAIRS AND MAINTENANCE		55,000.00	0.00	0.00	0.00	55,000.00	0.00	0.00
	55,000.00								
01 2610 431 001	REPAIRS/MAINTENANCE NON TECH		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
	5,000.00								
01 2610 431 003	REPAIRS/MAINTENANCE NON TECH		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 2610 431 009	REPAIRS/MAINTENANCE NON TECH		20,000.00	0.00	0.00	0.00	20,000.00	0.00	0.00
	20,000.00								
01 2610 610 000	GENERAL CUSTODIAL SUPPLIES		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
	5,000.00								
01 2610 610 000 0014	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2610 610 001	CUSTODIAL SUPPLIES		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
	3,000.00								
01 2610 610 003	CUSTODIAL SUPPLIES		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
	3,000.00								
01 2610 621 001	UTILITY ENERGY SERVICES		220,000.00	10,824.14	10,824.14	69.46	68,786.40	0.00	1,589.13
	67,197.27								
01 2610 621 003	UTILITY ENERGY SERVICES		163,000.00	18,443.44	18,443.44	77.37	37,243.06	0.00	351.33
	36,891.73								
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	OPERATION OF PLANT		917,200.00	65,915.70	65,915.70	69.33	283,205.19	0.00	1,940.46
2620	MAINTENANCE OF PLANT								
01 2620 110 000	REGULAR SALARIES/NON INSTR STAFF		135,000.00	11,469.39	11,469.39	84.96	20,306.91	0.00	0.00
	20,306.91								
01 2620 110 001	REGULAR SALARIES		40,000.00	3,888.06	3,888.06	97.20	1,119.22	0.00	0.00
	1,119.22								
01 2620 110 003	REGULAR SALARIES		50,000.00	4,155.40	4,155.40	83.11	8,446.36	0.00	0.00
	8,446.36								
01 2620 210 000	GROUP INS/NON INSTRUCTIONAL STAFF		100.00	3.88	3.88	38.80	61.20	0.00	0.00
	61.20								
01 2620 210 001	GROUP INS/NON INSTRUCTIONAL		50.00	1.94	1.94	38.80	30.60	0.00	0.00
	30.60								
01 2620 210 003	GROUP INS/NON INSTRUCTIONAL		50.00	1.94	1.94	38.80	30.60	0.00	0.00
	30.60								
01 2620 220 000	SOCIAL SECURITY/NON INSTRC STAFF		10,500.00	905.82	905.82	86.27	1,442.04	0.00	0.00
	1,442.04								
01 2620 220 001	SOCIAL SECURITY/NON INSTRU		3,100.00	312.74	312.74	100.88	(27.40)	0.00	0.00
	(27.40)								
01 2620 220 003	SOCIAL SECURITY/NON INSTRU		4,000.00	333.20	333.20	83.30	668.00	0.00	0.00
	668.00								
01 2620 230 000	RETIREMENT/NON INSTR STAFF		10,000.00	843.32	843.32	84.33	1,566.80	0.00	0.00
	1,566.80								
01 2620 230 001	RETIREMENT/NON INSTRUC STAFF		3,000.00	285.88	285.88	95.29	141.20	0.00	0.00
	141.20								
01 2620 230 003	RETIREMENT/NON INSTR STAFF		3,700.00	305.54	305.54	82.58	644.60	0.00	0.00
	644.60								
01 2620 237 000	ADD'L RETIREMENT CONTRIBUTION		3,300.00	289.60	289.60	87.76	404.00	0.00	0.00
	404.00								
01 2620 237 001	ADD'L RETIREMENT CONTRIBUTION		1,200.00	98.17	98.17	81.81	218.30	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 2630 440 000	RENTALS/LEASES		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
01 2630 442 000	RENTALS/LEASES		4,000.00	0.00	0.00	75.00	1,000.00	0.00	0.00
	1,000.00								
01 2630 731 000	MACHINERY		500.00	0.00	0.00	0.00	500.00	0.00	0.00
	500.00								
2630	UPKEEP OF GROUNDS		25,000.00	0.00	0.00	32.11	16,972.40	0.00	0.00
2650	VEHICLE OPERATION/MAINTENANCE								
01 2650 431 000	REPAIRS AND MAINTENANCE		10,000.00	0.00	0.00	18.78	8,122.50	0.00	0.00
	8,122.50								
01 2650 442 000	LEASE PAYMENTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 2650 610 000	GENERAL SUPPLIES		600.00	0.00	0.00	33.33	400.00	0.00	0.00
	400.00								
01 2650 626 000	GASOLINE		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 2650 732 000	VEHICLE ACQUISITION		0.00	0.00	0.00	0.00	50.00	0.00	0.00
	50.00								
2650	VEHICLE OPERATION/MAINTENANCE		11,600.00	0.00	0.00	17.48	9,572.50	0.00	0.00
2660	SECURITY SERVICES								
01 2660 590 000	SECURITY EXPENSES		92,000.00	1,773.00	1,773.00	57.21	39,367.35	0.00	0.00
	39,367.35								
2660	SECURITY SERVICES		92,000.00	1,773.00	1,773.00	57.21	39,367.35	0.00	0.00
2670	SAFETY SERVICES								
01 2670 350 000	TECHNICAL SERVICES		7,000.00	174.00	174.00	113.88	(971.50)	0.00	0.00
	(971.50)								
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	174.00	174.00	113.88	(971.50)	0.00	0.00
2710	REGULAR STUDENT TRANSPORTATION								
01 2710 330 000	EMPLOYEE TRAINING/DEVELOPMENT		7,000.00	225.00	225.00	17.36	5,785.00	0.00	0.00
	5,785.00								
01 2710 519 000	STUDENT TRANSPORTATION		420,000.00	48,843.08	48,843.08	92.50	31,984.91	0.00	487.10
	31,497.81								
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	49,068.08	49,068.08	91.25	37,869.91	0.00	487.10
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	3,302.32	3,302.32	87.35	5,187.45	0.00	0.00
	5,187.45								
01 2712 340 000	OTHER PROFESSIONAL SERVICES		1,000.00	0.00	0.00	52.50	475.00	0.00	0.00
	475.00								
01 2712 382 000	DISTANCE ED/TELECOMMUNICATIONS		2,000.00	120.03	120.03	66.27	674.70	0.00	0.00
	674.70								
01 2712 519 000	STUDENT TRANSPORTATION		185,000.00	30,345.32	30,345.32	167.04	(124,029.70)	0.00	0.00
	(124,029.70)								
01 2712 520 000	INSURANCE		500.00	0.00	0.00	100.00	0.00	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

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 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 (15A, 592D597)	VEHICLE OPERATION		231,000.00	33,767.67	33,767.67	150.30	(116,192.55)	0.00	0.00
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	PKSYBUCLE 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									
01 3300 221 003 0013	FICA/PROF STAFF/BDA		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 231 001	RETIREMENT/TEACHERS PROF STAFF		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 231 003 0013	RETIREMENT/TEACHERS PROF STAFF/BDA		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 237 001	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 237 003 0013	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 320 003 0013	PROFESSIONAL EDUCATIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 330 003 0013	EMPLOYEE TRAINING/DEVELOPMENT/BDA		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 340 003 0013	OTHER PROFESSIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 382 003 0013	DISTANCE ED/TELECOMMUNICATIONS		0.00	53.71	53.71	0.00	(537.08)	0.00	0.00
(537.08)									
01 3300 490 001	OTHER PROPERTY SERVICES		15,000.00	445.95	445.95	50.29	8,233.61	0.00	776.38
7,457.23									
01 3300 490 010	OTHER PROPERTY SERVICES/PECC		1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00
1,500.00									
01 3300 530 003 0013	COMMUNICATIONS/BDA		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 580 003 0013	TRAVEL EXPENDITURES/BDA		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 610 001	GENERAL SUPPLIES/FITNESS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
0.00									
01 3300 610 003 0013	GENERAL SUPPLIES/BDA		0.00	0.00	0.00	0.00	72.93	0.00	0.00
72.93									
01 3300 610 010	PECC SUPPLIES		500.00	0.00	0.00	0.00	500.00	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01 3535 519 000	STUDENT TRANSPORTATION PURCHASED		0.00	0.00	0.00	0.00	0.00	0.00	250.00
	(250.00)								
01 3535 580 000	TRAVEL EXPENDITURES		1,500.00	0.00	0.00	0.56	1,491.61	0.00	0.00
	1,491.61								
01 3535 610 000	GENERAL SUPPLIES		4,500.00	1,464.00	1,464.00	116.93	1,415.14	0.00	2,176.80
	(761.66)								
01 3535 650 000	TECHNOLOGY SUPPLIES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,000.00								
01 3535 810 000	DUES AND FEES/ENTRY FEES		5,000.00	80.00	80.00	56.47	2,236.63	0.00	60.00
	2,176.63								
3535	HIGH SCHOOL LEARNERS		12,000.00	1,544.00	1,544.00	69.53	6,143.38	0.00	2,486.80
3540	STATE EARLY CHILDHOOD GRANT								
01 3540 111 010	SALARIES OF TEACHERS/PROF STAFF		60,000.00	0.00	0.00	8.61	54,836.92	0.00	0.00
	54,836.92								
01 3540 112 010	REG SALARIES/INSTRUCTIONAL AIDES		45,000.00	6,552.63	6,552.63	135.90	(16,156.68)	0.00	0.00
	(16,156.68)								
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	501.27	501.27	133.67	(1,178.50)	0.00	0.00
	(1,178.50)								
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	481.81	481.81	149.89	(1,496.74)	0.00	0.00
	(1,496.74)								
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	165.45	165.45	55.82	1,325.45	0.00	0.00
	1,325.45								
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

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
		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	STATE EARLY CHILDHOOD GRANT		165,800.00	7,701.16	7,701.16	48.32	85,683.67	0.00	0.00
3541	BIRTH TO 3 ENDOWMENT								
01 3541 111 010	SALARIES OF TEACHERS/PROF STAFF		10,000.00	940.67	940.67	95.56	444.08	0.00	0.00
		444.08							
01 3541 116 010	SALARIES/NON CERTIFIED PROFESSIONALS		45,000.00	0.00	0.00	49.55	22,703.72	0.00	0.00
		22,703.72							
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	8.53	8.53	85.30	14.70	0.00	0.00
		14.70							
01 3541 216 010	GROUP INS/NON CERT PROF STAFF		100.00	0.00	0.00	0.00	100.00	0.00	0.00
		100.00							
01 3541 221 010	SOCIAL SECURITY/PROF STAFF		1,000.00	74.36	74.36	75.51	244.89	0.00	0.00
		244.89							
01 3541 226 010	SS/MEDICARE/NON CERTIFIED PROFESSIONALS		3,100.00	0.00	0.00	51.89	1,491.36	0.00	0.00
		1,491.36							
01 3541 231 010	RETIREMENT/TEACHERS PROF STAFF		1,000.00	69.16	69.16	70.26	297.42	0.00	0.00
		297.42							
01 3541 236 010	RETIREMENT CONTRIBUTION/PROF NON CERT		3,200.00	0.00	0.00	45.87	1,732.23	0.00	0.00
		1,732.23							
01 3541 237 010	ADD'L RETIREMENT CONTRIBUTION		1,500.00	23.75	23.75	49.69	754.67	0.00	0.00
		754.67							
01 3541 281 010	HEALTH BENEFITS FOR TEACHERS/PROF		3,000.00	199.66	199.66	66.55	1,003.40	0.00	0.00
		1,003.40							
01 3541 286 010	HEALTH BENEFITS/PROF NON CERT STAFF		7,000.00	0.00	0.00	37.02	4,408.40	0.00	0.00
		4,408.40							
01 3541 330 010	EMPLOYEE TRAINING		3,500.00	0.00	0.00	45.93	2,342.28	0.00	450.00
		1,892.28							
01 3541 340 010	OTHER PROFESSIONAL SERVICES		1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
		1,000.00							
01 3541 382 010	DISTANCE ED/TELECOMMUNICATIONS		500.00	0.00	0.00	0.00	500.00	0.00	0.00
		500.00							
01 3541 530 000	COMMUNICATIONS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 3541 530 010	COMMUNICATIONS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 3541 540 000	ADVERTISING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00							
01 3541 540 010	ADVERTISING		50.00	0.00	0.00	0.00	50.00	0.00	0.00
		50.00							
01 3541 580 010	TRAVEL EXPENSES		100.00	0.00	0.00	0.00	100.00	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
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	0.00	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
01 3599 810 000	DUES AND FEES/ENTRY FEES	5,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3599	OTHER STATE CATEGORICAL	0.00	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	0.00
5000	DEBT SERVICES								
01 5000 832 000	INTEREST ON LONG TERM DEBT	175,000.00	175,000.00	0.00	0.00	43.33	99,173.33	0.00	0.00
01 5000 833 000	BOND ISSUANCE/DEBT RELATED COSTS	99,173.33	0.00	0.00	0.00	0.00	(4,983,910.00)	0.00	0.00
5000	DEBT SERVICES	(4,983,910.00)	175,000.00	0.00	0.00	2,891.28	(4,884,736.67)	0.00	0.00
6200	TITLE I PART A								
01 6200 111 009	SALARIES OF TEACHERS/PROF STAFF	125,000.00	125,000.00	13,184.42	13,184.42	105.00	(6,243.97)	0.00	0.00
01 6200 151 009	ADD'L COMP TO TEACHERS/PROF STAFF	(6,243.97)	10,000.00	0.00	0.00	4.73	9,527.50	0.00	0.00
01 6200 211 009	GROUP INS FOR TEACHERS/PROF STAFF	9,527.50	1,500.00	111.37	111.37	74.25	386.30	0.00	0.00
01 6200 221 009	SOCIAL SECURITY/PROF STAFF	386.30	12,000.00	1,008.36	1,008.36	83.95	1,926.22	0.00	0.00
01 6200 231 009	RETIREMENT/TEACHERS PROF STAFF	1,926.22	10,000.00	969.43	969.43	96.85	315.16	0.00	0.00
01 6200 237 009	ADD'L RETIREMENT CONTRIBUTION	315.16	3,200.00	332.91	332.91	103.93	(125.81)	0.00	0.00
01 6200 281 009	HEALTH BENEFITS FOR TEACHERS/PROF	(125.81)	27,000.00	3,823.30	3,823.30	141.60	(11,233.00)	0.00	0.00
01 6200 320 009	PROFESSIONAL EDUCATIONAL SERVICES	(11,233.00)	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
01 6200 330 009	EMPLOYEE TRAINING	1,000.00	3,000.00	(480.00)	(480.00)	140.67	(420.00)	0.00	800.00
01 6200 610 009	GENERAL SUPPLIES	(1,220.00)	15,000.00	0.00	0.00	182.12	14,782.28	0.00	27,100.57
6200	TITLE I PART A	(12,318.29)	207,700.00	18,949.79	18,949.79	108.66	9,914.68	0.00	27,900.57
6210	TITLE I PART A ACCOUNTABILITY								
01 6210 330 009	EMPLOYEE TRAINING	1,000.00	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00
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	0.00	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
6310	TITLE II PART A								
01 6310 111 009	SALARIES OF TEACHERS/PROF STAFF		20,000.00	3,113.10	3,113.10	152.23	(10,446.48)	0.00	0.00
	(10,446.48)								
01 6310 151 000	ADD'L COMP TO TEACHERS/PROF STAFF		11,000.00	13,560.00	13,560.00	175.23	(8,275.00)	0.00	0.00
	(8,275.00)								
01 6310 211 009	GROUP INS FOR TEACHERS/PROF STAFF		200.00	32.34	32.34	157.18	(114.35)	0.00	0.00
	(114.35)								
01 6310 221 000	SOCIAL SECURITY/TEACHERS		700.00	1,037.30	1,037.30	210.65	(774.52)	0.00	0.00
	(774.52)								
01 6310 221 009	SOCIAL SECURITY/TEACHERS		1,500.00	236.52	236.52	154.20	(812.98)	0.00	0.00
	(812.98)								
01 6310 231 000	RETIREMENT/TEACHERS PROF STAFF		700.00	997.05	997.05	199.32	(695.23)	0.00	0.00
	(695.23)								
01 6310 231 009	RETIREMENT/TEACHERS PROF STAFF		1,500.00	228.90	228.90	149.25	(738.68)	0.00	0.00
	(738.68)								
01 6310 237 000	ADD'L RETIREMENT CONTRIBUTION		200.00	342.39	342.39	239.55	(279.10)	0.00	0.00
	(279.10)								
01 6310 237 009	ADD'L RETIREMENT CONTRIBUTION		500.00	78.59	78.59	153.75	(268.76)	0.00	0.00
	(268.76)								
01 6310 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		5,000.00	1,423.10	1,423.10	279.53	(8,976.51)	0.00	0.00
	(8,976.51)								
01 6310 330 000	EMPLOYEE TRAINING		6,000.00	0.00	0.00	35.93	4,037.16	0.00	192.97
	3,844.19								
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 II) PART A		48,800.00	21,049.29	21,049.29	153.36	(25,844.45)	0.00	192.97
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		500.00	0.00	0.00	0.00	500.00	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
	STAFF								
01 6406 237 010	500.00 ADD'L RETIREMENT CONTRIBUTION		200.00	0.00	0.00	0.00	200.00	0.00	0.00
01 6406 281 010	200.00 HEALTH BENEFITS FOR TEACHERS/PROF		2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00
01 6406 340 010	2,000.00 OTHER PROFESSIONAL SERVICES & OFFICIALS		10,000.00	0.00	0.00	130.63	(3,063.00)	0.00	0.00
	(3,063.00)								
6406	IDEA BASE/EP		18,300.00	0.00	0.00	71.38	5,237.00	0.00	0.00
6408	IDEA BASE/EP								
01 6408 111 010	42,188.93 SALARIES OF TEACHERS/PROF STAFF		230,000.00	18,493.04	18,493.04	81.66	42,188.93	0.00	0.00
01 6408 123 010	0.00 SUBSTITUTE TEACHER SALARIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6408 211 010	3,177.80 GROUP INS FOR TEACHERS/PROF STAFF		5,000.00	182.22	182.22	36.44	3,177.80	0.00	0.00
01 6408 221 010	4,778.24 SOCIAL SECURITY/TEACHERS		19,000.00	1,400.12	1,400.12	74.85	4,778.24	0.00	0.00
01 6408 223 010	0.00 SS/MEDICARE FOR SUBSTITUTE TEACHERS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6408 231 010	2,734.94 RETIREMENT/TEACHERS PROF STAFF		16,500.00	1,359.76	1,359.76	83.42	2,734.94	0.00	0.00
01 6408 233 010	0.00 RETIREMENT CONTRIB/FAC SUBS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 6408 237 010	1,273.02 ADD'L RETIREMENT CONTRIBUTION		6,000.00	466.94	466.94	78.78	1,273.02	0.00	0.00
01 6408 281 010	17,288.03 HEALTH BENEFITS FOR TEACHERS/PROF		90,000.00	7,271.09	7,271.09	80.79	17,288.03	0.00	0.00
01 6408 340 001	10,000.00 OTHER PROFESSIONAL SERVICES & OFFICIALS		10,000.00	0.00	0.00	0.00	10,000.00	0.00	0.00
01 6408 340 003	(427.60) OTHER PROFESSIONAL SERVICES & OFFICIALS		10,000.00	0.00	0.00	104.28	(427.60)	0.00	0.00
01 6408 340 009	10,385.85 OTHER PROFESSIONAL SERVICES & OFFICIALS		30,000.00	0.00	0.00	65.38	10,385.85	0.00	0.00
01 6408 340 010	7,034.75 OTHER PROFESSIONAL SERVICES & OFFICIALS		35,000.00	0.00	0.00	79.90	7,034.75	0.00	0.00
6408	IDEA BASE/EP		451,500.00	29,173.17	29,173.17	78.20	98,433.96	0.00	0.00
6412	IDEA PART B PROPORTIONATE SHARE								
01 6412 111 009	(5,148.10) SALARIES OF TEACHERS/PROF STAFF		13,000.00	1,814.81	1,814.81	139.60	(5,148.10)	0.00	0.00
01 6412 211 009	347.40 GROUP INS FOR TEACHERS/PROF STAFF		500.00	15.26	15.26	30.52	347.40	0.00	0.00
01 6412 221 009	140.64 SOCIAL SECURITY/TEACHERS		1,000.00	141.21	141.21	140.64	(406.42)	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
(406.42)									
01 6412 231 009	RETIREMENT/TEACHERS PROF STAFF		1,000.00	133.44	133.44	133.44	(334.40)	0.00	0.00
(334.40)									
01 6412 237 009	ADD'L RETIREMENT CONTRIBUTION		500.00	45.83	45.83	91.66	41.70	0.00	0.00
41.70									
01 6412 281 009	HEALTH BENEFITS FOR TEACHERS/PROF		4,000.00	374.49	374.49	93.62	255.10	0.00	0.00
255.10									
01 6412 340 009	OTHER PROFESSIONAL SERVICES & OFFICIALS		15,000.00	2,976.50	2,976.50	185.10	(12,764.25)	0.00	0.00
(12,764.25)									
6412	(IDEA002)B PROPORTIONATE		35,000.00	5,501.54	5,501.54	151.45	(18,008.97)	0.00	0.00
6421	IDEA 611 ARP								
01 6421 340 010	OTHER PROFESSIONAL SERVICES & OFFICIALS		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
5,000.00									
6421	IDEA0010ARP		5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00
6422	IDEA NON PUBLIC ARP								
01 6422 340 009	OTHER PROFESSIONAL SERVICES & OFFICIALS		12,000.00	1,213.52	1,213.52	91.01	1,078.32	0.00	0.00
1,078.32									
6422	IDEA003PUBLIC ARP		12,000.00	1,213.52	1,213.52	91.01	1,078.32	0.00	0.00
6423	IDEA 619 ARP								
01 6423 340 010	OTHER PROFESSIONAL SERVICES & OFFICIALS		3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00
3,000.00									
6423	IDEA0090ARP		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	115.00	(30.00)	0.00	0.00
(30.00)									
6690	OTHERNON CATEGORICAL		200.00	0.00	0.00	115.00	(30.00)	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 220 001	RETIREMENT		0.00	0.00	0.00	0.00	(50.48)	0.00	0.00
(50.48)									
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 230 001	RETIREMENT/NON INSTRUCTIONAL STAFF		0.00	0.00	0.00	0.00	(48.52)	0.00	0.00
(48.52)									
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 237 001	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	(16.67)	0.00	0.00
(16.67)									
01 6700 330 001	EMPLOYEE TRAINING/DEVELOPMENT		0.00	0.00	0.00	0.00	(8,100.90)	0.00	3,026.82

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
(11,127.72)									
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	0.00	0.00	0.00	(3,982.99)	0.00	1,277.97
(5,260.96)									
6700 (PERSONNEL REVISION GRANT)			0.00	0.00	0.00	0.00	(12,199.56)	0.00	4,304.79
6925 TITLE III									
01 6925 151 009	ADD'L COMP TO TEACHERS/PROF STAFF		0.00	0.00	0.00	0.00	(180.00)	0.00	0.00
(180.00)									
01 6925 221 009	SOC SECURITY/PROF STAFF		0.00	0.00	0.00	0.00	(13.77)	0.00	0.00
(13.77)									
01 6925 231 009	SOC SECURITY/PROF STAFF		0.00	0.00	0.00	0.00	(13.23)	0.00	0.00
(13.23)									
01 6925 237 009	ADD RETIREMENT		0.00	0.00	0.00	0.00	(4.55)	0.00	0.00
(4.55)									
6925 TITLE III			0.00	0.00	0.00	0.00	(211.55)	0.00	0.00
6940 HEAD START									
01 6940 110 010 0003	REGULAR SALARIES		125,000.00	8,967.88	8,967.88	66.64	41,694.00	0.00	0.00
41,694.00									
01 6940 110 010 0004	REGULAR SALARIES		5,000.00	10,544.67	10,544.67	1,691.99	(79,599.42)	0.00	0.00
(79,599.42)									
01 6940 110 010 0007	REGULAR SALARIES		0.00	761.82	761.82	0.00	(6,161.56)	0.00	0.00
(6,161.56)									
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	24,417.98	24,417.98	80.29	59,122.69	0.00	0.00
59,122.69									
01 6940 111 010 0004	SALARIES OF TEACHERS/PROF STAFF		1,000.00	4,925.31	4,925.31	4,526.50	(44,264.97)	0.00	0.00
(44,264.97)									
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	16,930.38	16,930.38	285.41	(101,975.79)	0.00	0.00
(101,975.79)									
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
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	27,438.87	27,438.87	101.10	(2,978.74)	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
	(2,978.74)								
01 6940 112 010 0004	REG SALARIES/INSTRUCTIONAL AIDES		5,000.00	8,107.10	8,107.10	1,332.57	(61,628.47)	0.00	0.00
	(61,628.47)								
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	0.00	0.00	63.52	1,422.62	0.00	0.00
	1,422.62								
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	2,081.62	2,081.62	203.28	(15,491.27)	0.00	0.00
	(15,491.27)								
01 6940 123 010 0004	SUBSTITUTE TEACHER SALARIES		1,000.00	1,330.88	1,330.88	2,013.39	(19,133.88)	0.00	0.00
	(19,133.88)								
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	32.97	1,005.40	0.00	0.00
	1,005.40								
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	111.30	(113.00)	0.00	0.00
	(113.00)								
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	2.77	2.77	9.09	454.57	0.00	0.00
	454.57								
01 6940 210 010 0003	SOCIAL SECURITY		500.00	16.22	16.22	44.78	276.08	0.00	0.00
	276.08								
01 6940 210 010 0004	SOCIAL SECURITY		50.00	49.33	49.33	883.86	(391.93)	0.00	0.00
	(391.93)								
01 6940 210 010 0007	SOCIAL SECURITY		0.00	0.00	0.00	0.00	(1.40)	0.00	0.00
	(1.40)								
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	235.47	235.47	76.69	699.38	0.00	0.00
	699.38								
01 6940 211 010 0004	GROUP INS FOR TEACHERS/PROF STAFF		500.00	48.67	48.67	87.61	61.95	0.00	0.00
	61.95								
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	154.59	154.59	281.87	(909.37)	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
(909.37)									
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	27.62	144.77	0.00	0.00
144.77									
01 6940 212 010 0004	GROUP INSURANCE/INSTRUC AIDES		150.00	1.92	1.92	10.24	134.64	0.00	0.00
134.64									
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	674.37	674.37	68.58	2,827.36	0.00	0.00
2,827.36									
01 6940 220 010 0004	RETIREMENT		1,000.00	802.62	802.62	609.98	(5,099.79)	0.00	0.00
(5,099.79)									
01 6940 220 010 0007	RETIREMENT		0.00	58.26	58.26	0.00	(458.97)	0.00	0.00
(458.97)									
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	1,869.03	1,869.03	83.86	3,549.94	0.00	0.00
3,549.94									
01 6940 221 010 0004	SOC SECURITY/PROF STAFF		5,000.00	364.10	364.10	67.00	1,650.20	0.00	0.00
1,650.20									
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	1,309.75	1,309.75	242.79	(7,139.40)	0.00	0.00
(7,139.40)									
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
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	2,167.38	2,167.38	102.64	(554.18)	0.00	0.00
(554.18)									
01 6940 222 010 0004	SS/MEDICARE TO INSTRUCTIONAL AIDES		5,000.00	634.63	634.63	104.25	(212.49)	0.00	0.00

Expenditure Report by Function-10388-ALL
ACCOUNTS

07/02/2025 12:39 PM

User ID: CHUDSON

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	(19,988.25)	0.00	0.00
	(19,988.25)								
01 6998 610 000	GENERAL SUPPLIES		20,000.00	0.00	0.00	5.07	18,985.70	0.00	0.00
	18,985.70								
01 6998 610 001	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
01 6998 610 003	GENERAL SUPPLIES		75,000.00	0.00	0.00	52.28	35,789.88	0.00	0.00
	35,789.88								
01 6998 610 009	GENERAL SUPPLIES		1,500.00	0.00	0.00	87.47	187.92	0.00	0.00
	187.92								
01 6998 731 001	MACHINERY		0.00	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	(20,740.05)	0.00	0.00
	(20,740.05)								
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	(50.00)	(50.00)	0.00	50.00	0.00	0.00
	50.00								
6998	ESSENTIALS		96,500.00	(50.00)	(50.00)	85.20	14,285.20	0.00	0.00
8000	TRANSFERS								
01 8000 913 000	TRANSFERS TO ACTIVITY FUND/ROTC SUP		21,630.00	0.00	0.00	0.00	21,630.00	0.00	0.00
	21,630.00								
01 8000 913 010	TRANSFERS TO HEAD START		5,150.00	0.00	0.00	0.00	5,150.00	0.00	0.00
	5,150.00								
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		3,322,571.00	0.01	0.01	0.04	3,321,140.24	0.00	0.00
	3,321,140.24								
9000	NON PROGRAM EXPENDITURES		3,322,571.00	0.01	0.01	0.04	3,321,140.24	0.00	0.00
01	GENERAL		25,932,144.00	1,995,039.75	1,995,039.75	90.15	2,762,343.87	0.00	207,250.74

**Expenditure Report by Function-10388-ALL
ACCOUNTS**

07/02/2025 12:39 PM

User ID: CHUDSON

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	5,246.69	5,246.69	0.00	(55,244.66)	0.00	0.00
	(55,244.66)								
2900	OTHER SUPPORT SERVICES		0.00	5,246.69	5,246.69	0.00	(55,244.66)	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	5,246.69	5,246.69	0.00	(55,244.66)	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

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 237 003 8202	ADD'L RETIREMENT CONTRIBUTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 352 001 8391	OTHER TECHNICAL SERVICES/OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 352 003 8202	OTHER PROF SERVICES/OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 565 001 8335	POST SECONDARY TUITION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 580 009 8113	TRAVEL EXPENDITURES		0.00	375.37	375.37	0.00	(3,421.81)	0.00	350.00
	(3,771.81)								
05 3200 610 000 8004	VANDALISM REIMBURSEMENT		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 000 8005	TEAMMATES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 000 8008	ADM MISC		0.00	0.00	0.00	0.00	(2,500.00)	0.00	0.00
	(2,500.00)								
05 3200 610 000 8010	ACCUMULATED INTEREST		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 000 8011	MISC RETIREE INS		0.00	0.00	0.00	0.00	(1,436.56)	0.00	0.00
	(1,436.56)								
05 3200 610 000 8014	SCHOOL NURSE		0.00	0.00	0.00	0.00	(269.61)	0.00	0.00
	(269.61)								
05 3200 610 000 8107	SOCIAL WORK FAMILY RESOURCE ACCT		0.00	0.00	0.00	0.00	(501.49)	0.00	0.00
	(501.49)								
05 3200 610 000 8206	UNIFIED SPORTS GENERAL SUPPLIES		0.00	0.00	0.00	0.00	(51.97)	0.00	0.00
	(51.97)								
05 3200 610 000 8211	DI ACTIVITIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8302	CAREER ACADEMIES		0.00	2,890.63	2,890.63	0.00	(27,525.36)	0.00	113.00
	(27,638.36)								
05 3200 610 001 8304	HS ART CLUB		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8310	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8312	HS BAND		0.00	2,443.00	2,443.00	0.00	(6,661.75)	0.00	1,504.20
	(8,165.95)								
05 3200 610 001 8314	HS CHEER TEAM		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8315	HS DANCE TEAM		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8316	SPIRIT SQUAD		0.00	2,103.44	2,103.44	0.00	(42,139.19)	0.00	0.00
	(42,139.19)								
05 3200 610 001 8318	HS SHOW CHOIR/CHORUS		0.00	0.00	0.00	0.00	(3,707.20)	0.00	1,699.95
	(5,407.15)								
05 3200 610 001 8320	AUTO/SHOP		0.00	96.13	96.13	0.00	(1,015.84)	0.00	165.99
	(1,181.83)								
05 3200 610 001 8321	STUDENT TRAVEL ABROAD		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8322	CLASS OF 2025		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
05 3200 610 001 8323	CLASS OF 2026		0.00	0.00	0.00	0.00	(6,196.36)	0.00	0.00

Expenditure Report by Function-10388-ALL
ACCOUNTS

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
05 8332 210 001	SOCIAL SECURITY		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
8332	CONCESSIONS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
8340	FBLA								
05 8340 000 001	HS SCHOOL STORE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
8340	FBLA 0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00
8360	LIBRARY								
05 8360 000 001	LIBRARY		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
8360	LIBRARY 0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00
8366	PHYSICAL EDUCATION								
05 8366 610 001 8366	STRENGTH & CONDITIONING		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
8366	PHYSICAL EDUCATION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
05	(527,982)ACTIVITY FUND		0.00	51,575.94	51,575.94	0.00	(501,043.87)	0.00	26,941.83

07/02/2025 12:39 PM

User ID: CHUDSON

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	31,469.54	31,469.54	106.89	(20,683.25)	0.00	0.00
	(20,683.25)								
06 3100 210 000	GROUP INS/NON INSTRUCTIONAL		1,000.00	37.68	37.68	34.11	658.94	0.00	0.00
	658.94								
06 3100 220 000	SOCIAL SECURITY/NON INSTRUCTIONAL		25,000.00	2,351.27	2,351.27	95.84	1,040.09	0.00	0.00
	1,040.09								
06 3100 230 000	RETIREMENT/NON INSTRUCTIONAL		25,000.00	2,313.91	2,313.91	94.28	1,428.96	0.00	0.00
	1,428.96								
06 3100 237 000	ADD'L RETIREMENT CONTRIBUTION		10,000.00	794.61	794.61	80.95	1,905.39	0.00	0.00
	1,905.39								
06 3100 280 000	HEALTH BENEFITS/NON INSTRUCTIONAL		5,000.00	456.74	456.74	91.35	432.60	0.00	0.00
	432.60								
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	0.00	0.00	89.20	2,700.19	0.00	0.00
	2,700.19								
06 3100 431 003	REPAIRS AND MAINTENANCE		50,000.00	0.00	0.00	115.73	23,763.00	0.00	31,628.00
	(7,865.00)								
06 3100 431 010	REPAIRS/MAINTENANCE NON TECH/PECC		5,000.00	1,500.00	1,500.00	63.03	1,848.42	0.00	0.00
	1,848.42								
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	10,352.91	10,352.91	128.64	(28,637.64)	0.00	0.00
	(28,637.64)								
06 3100 610 000	GENERAL SUPPLIES		100,000.00	4,161.00	4,161.00	10.65	89,346.88	0.00	0.00
	89,346.88								
06 3100 610 010	GENERAL SUPPLIES/CACFP		20,000.00	0.00	0.00	3.12	19,376.25	0.00	0.00
	19,376.25								
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	23,892.19	23,892.19	114.51	(50,443.73)	0.00	355.01
	(50,798.74)								
06 3100 630 010	FOOD EXPENDITURES		75,000.00	618.77	618.77	78.09	16,073.99	0.00	(361.37)
	16,435.36								
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	73.30	73.30	110.72	(107.23)	0.00	0.00
	(107.23)								
3100	FOOD SERVICE OPERATIONS		1,092,000.00	78,021.92	78,021.92	97.52	58,702.86	0.00	31,621.64
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	0.00	0.00	0.00	51.76	0.00	0.00
	51.76								
6500	CAFETERIA		0.00	0.00	0.00	0.00	51.76	0.00	0.00

**Expenditure Report by Function-10388-ALL
ACCOUNTS**

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
06	27,182 CAFETERIA		1,092,000.00	78,021.92	78,021.92	97.52	58,754.62	0.00	31,621.64

Expenditure Report by Function-10388-ALL
ACCOUNTS

07/02/2025 12:39 PM

User ID: CHUDSON

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	400.00	400.00	80.00	200.00	0.00	0.00
	200.00								
07 5000 831 000	PRINCIPAL PAYMENTS ON BONDS		680,000.00	0.00	0.00	100.00	0.00	0.00	0.00
	0.00								
07 5000 832 000	INTEREST PAYMENTS		287,000.00	137,833.13	137,833.13	99.13	2,483.74	0.00	0.00
	2,483.74								
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	DEBT SERVICES		968,000.00	138,233.13	138,233.13	99.72	2,683.74	0.00	0.00
07	BOND FUND		968,000.00	138,233.13	138,233.13	99.72	2,683.74	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
08 4300 340 000	ARCHITECTURAL AND ENGINEERING SE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4300 340 001	ARCHITECTURAL AND ENGINEERING SE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4300 340 003	ARCHITECTURAL AND ENGINEERING SE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4300 350 000	TECHNICAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
4300	FACILITY/ACO/ARCHITEC AND		0.00	0.00	0.00	0.00	0.00	0.00	0.00
4500	BUILDING CONSTRUCTION								
08 4500 720 001	BUILDING CONSTRUCTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4500 720 003	BUILDING CONSTRUCTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4500 720 009	BUILDING CONSTRUCTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4500 720 010	BUILDING CONSTRUCTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
4500	BUILDING CONSTRUCTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
4700	BUILDING IMPROVEMENTS								
08 4700 340 000	OTHER PROFESSIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 350 000	TECHNICAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 720 001	BUILDING CONSTRUCTION		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 733 000	FURNITURE AND FIXTURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 733 001	FURNITURE AND FIXTURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 733 003	FURNITURE AND FIXTURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 733 009	FURNITURE AND FIXTURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 733 010	FURNITURE AND FIXTURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 734 000	TECHNOLOGY HARDWARE		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
08 4700 890 001	MISCELLANEOUS EXPENDITURES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
4700	BUILDING IMPROVEMENTS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
5000	DEBT SERVICES								
08 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		0.00	0.00	0.00	0.00	0.00	0.00	0.00
08	(68,502.88) SPECIAL BLDG FUND		0.00	68,502.88	68,502.88	0.00	(68,502.88)	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

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	200.00	200.00	66.67	200.00	0.00	0.00
	200.00								
09 5000 831 000	REDEMPTION OF PRINCIPAL		295,000.00	0.00	0.00	100.00	0.00	0.00	0.00
	0.00								
09 5000 832 000	INTEREST ON LONG TERM DEBT		21,000.00	8,135.00	8,135.00	97.56	512.50	0.00	0.00
	512.50								
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	8,335.00	8,335.00	99.77	712.50	0.00	0.00
09	QUALIFIED CAPITAL PURPOSE		316,600.00	8,335.00	8,335.00	99.77	712.50	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
12	STUDENT FEES								
2190	OTHER PUPIL SUPPORT SERVICES								
12 2190 151 001 1696	ADD'L COMP TO TEACHERS/PROF STAFF		7,000.00	0.00	0.00	100.00	0.00	0.00	0.00
	0.00								
12 2190 151 003 1697	ADD'L COMP TO TEACHERS/PROF STAFF		3,000.00	0.00	0.00	55.33	1,340.00	0.00	0.00
	1,340.00								
12 2190 152 001 1696	ADD'L COMPENSATION/INSTRUC AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 152 003 1697	ADD'L COMPENSATION/INSTRUC AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 221 001 1696	SOCIAL SECURITY		550.00	0.00	0.00	97.36	14.54	0.00	0.00
	14.54								
12 2190 221 003 1697	SOCIAL SECURITY		200.00	0.00	0.00	63.50	73.00	0.00	0.00
	73.00								
12 2190 222 001 1696	SS/MEDICARE TO INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 222 003 1697	SS/MEDICARE TO INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 231 001 1696	RETIREMENT/TEACHERS PROF STAFF		550.00	0.00	0.00	93.58	35.29	0.00	0.00
	35.29								
12 2190 231 003 1697	RETIREMENT/TEACHERS PROF STAFF		200.00	0.00	0.00	61.02	77.97	0.00	0.00
	77.97								
12 2190 232 001 1696	RETIREMENT/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 232 003 1697	RETIREMENT/INSTRUCTIONAL AIDES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 237 001 1696	ADD'L RETIREMENT CONTRIBUTION		200.00	0.00	0.00	88.36	23.28	0.00	0.00
	23.28								
12 2190 237 003 1697	ADD'L RETIREMENT CONTRIBUTION		100.00	0.00	0.00	41.94	58.06	0.00	0.00
	58.06								
12 2190 340 001 1696	OTHER PROFESSIONAL SERVICES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 352 001 1696	OTHER TECHNICAL SERVICES/OFFICIALS		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 352 003 1697	OTHER TECHNICAL SERVICES/OFFICIALS		0.00	0.00	0.00	0.00	115.00	0.00	0.00
	115.00								
12 2190 610 001 1696	GENERAL SUPPLIES/ HS FEES		0.00	0.00	0.00	0.00	280.00	0.00	0.00
	280.00								
12 2190 610 001 1698	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 610 001 1707	HUMAN SERVICES & HOSPITALITY		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 610 001 1710	GENERAL SUPPLIES		0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0.00								
12 2190 610 001 1719	WOODS		0.00	0.00	0.00	0.00	(299.90)	0.00	0.00

07/02/2025 12:39 PM

User ID: CHUDSON

Account Number	Account Description	Revised Budget	Expended During Month	Activity	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
	(299.90)								
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	250.00	250.00	30.48	6,257.00	0.00	1,390.41
	4,866.59								
12 2190 810 001 1701	DUES AND FEES/ENTRY FEES		0.00	0.00	0.00	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	3.76	4,812.00	0.00	0.00
	4,812.00								
12 2190 810 003 1706	MS BAND RENTALS		3,000.00	0.00	0.00	82.83	1,005.50	0.00	490.38
	515.12								
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	0.00	0.00	0.00	(400.06)	0.00	0.00
	(400.06)								
2190	OTHER PUPIL SUPPORT SERVICES		52,900.00	250.00	250.00	38.72	38,691.68	0.00	6,276.99
12	STUDENT FEES		52,900.00	250.00	250.00	38.72	38,691.68	0.00	6,276.99

**Expenditure Report by Function-10388-ALL
ACCOUNTS**

07/02/2025 12:39 PM

User ID: CHUDSON

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	2,345,205.31	2,345,205.31	93.77	2,238,395.00	0.00	471,091.20

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
01	GENERAL						
1100	REGULAR INSTRUCTIONAL PROGRAMS	\$7,878,243.00	\$640,779.68	\$6,048,888.68	76.94	\$1,829,354.32	\$1,816,585.70
1106	SIXTH GRADE	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
1125	SA FLEX FUNDING	\$211,300.00	\$16,456.67	\$156,207.61	73.93	\$55,092.39	\$55,092.39
1150	LIMITED ENGLISH PROFICIENCY	\$90,100.00	\$6,603.88	\$62,473.21	69.35	\$27,626.79	\$27,611.84
1160	POVERTY PROGRAMS	\$1,003,050.00	\$85,188.17	\$828,201.57	82.57	\$174,848.43	\$174,788.43
1190	EARLY CHILDHOOD EDUC PROGRAMS	\$1,550.00	\$0.00	\$0.00	0.00	\$1,550.00	\$1,550.00
1193	MUSIC/FINE ARTS	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
1195	BAF FLEX FUNDING	\$38,600.00	\$0.00	\$6,371.91	16.51	\$32,228.09	\$32,228.09
1200	SPECIAL EDUCATION PROGRAMS	\$3,291,800.00	\$299,155.47	\$2,514,027.53	76.48	\$777,772.47	\$774,148.88
1291	SPED INSTRUCTIONAL PROGRAMS 3-5	\$341,550.00	\$3,298.41	\$100,490.44	30.57	\$241,059.56	\$237,131.96
1292	SPED BIRTH TO 2	\$1,300.00	\$181.20	\$676.62	52.05	\$623.38	\$623.38
1300	SUMMER SCHOOL	\$56,900.00	\$2,855.91	\$2,855.91	5.02	\$54,044.09	\$54,044.09
2110	SOCIAL WORK SERVICES	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
2120	GUIDANCE SERVICES	\$316,400.00	\$12,322.87	\$181,966.44	57.51	\$134,433.56	\$134,433.56
2130	HEALTH SERVICES	\$106,200.00	\$8,603.14	\$85,382.98	80.40	\$20,817.02	\$20,817.02
2141	SCHOOL PSYCHOLOGY SERVICES	\$159,500.00	\$40,970.15	\$142,594.82	89.40	\$16,905.18	\$16,905.18
2151	SA SPEECH PATHOLOGY	\$145,500.00	\$25,312.50	\$206,570.23	141.97	(\$61,070.23)	(\$61,070.23)
2152	PK 3-5 SPEECH PATHOLOGY	\$50,000.00	\$1,660.50	\$26,568.00	53.14	\$23,432.00	\$23,432.00
2153	PK 0-3 SPEECH PATHOLOGY	\$15,000.00	\$2,389.50	\$16,515.90	110.11	(\$1,515.90)	(\$1,515.90)
2161	SA OCCUPATIONAL THERAPY	\$38,500.00	\$2,533.00	\$32,011.00	83.15	\$6,489.00	\$6,489.00
2162	PK OCCUPATIONAL THERAPY	\$42,000.00	\$1,700.00	\$2,543.00	6.05	\$39,457.00	\$39,457.00
2163	0-2 OCCUPATIONAL THERAPY	\$0.00	\$4,573.00	\$25,721.00	0.00	(\$25,721.00)	(\$25,721.00)
2171	SA PHYSICAL THERAPY	\$16,600.00	\$1,632.00	\$16,983.00	102.31	(\$383.00)	(\$383.00)
2172	PK PHYSICAL THERAPY	\$20,000.00	\$425.00	\$952.00	4.76	\$19,048.00	\$19,048.00

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
2173	0-2 PHYSICAL THERAPY	\$0.00	\$2,346.00	\$17,102.00	0.00	(\$17,102.00)	(\$17,102.00)
2181	SA VISION	\$67,500.00	\$8,287.16	\$73,503.03	108.89	(\$6,003.03)	(\$6,003.03)
2212	INSTR AND CURRICULUM DEVELOPMENT	\$141,100.00	\$43,722.05	\$90,897.91	100.90	\$50,202.09	(\$1,269.27)
2213	INSTRUCTIONAL STAFF TRAINING	\$7,500.00	\$900.00	\$2,259.00	42.00	\$5,241.00	\$4,350.17
2214	IMPLEMENTATION OF STANDARDS	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
2220	LIBRARY/MEDIA SERVICES	\$146,300.00	\$19,188.30	\$166,501.85	115.23	(\$20,201.85)	(\$22,280.47)
2230	INSTRUCTION RELATED TECHNOLOGY	\$6,000.00	\$0.00	\$46.25	0.77	\$5,953.75	\$5,953.75
2310	BOARD OF EDUCATION	\$424,093.00	\$12,205.54	\$398,070.84	93.87	\$26,022.16	\$25,987.16
2320	EXECUTIVE ADMIN. SERVICES	\$218,500.00	\$17,825.26	\$169,143.37	77.82	\$49,356.63	\$48,458.67
2330	DISTRICT LEGAL SERVICES	\$14,000.00	\$1,155.60	\$9,880.63	70.58	\$4,119.37	\$4,119.37
2410	OFFICE OF THE PRINCIPAL SERV.	\$1,593,700.00	\$134,148.28	\$1,267,067.75	79.50	\$326,632.25	\$326,632.25
2510	GENERAL BUSINESS SUPPORT	\$292,455.00	\$17,156.59	\$207,323.43	71.04	\$85,131.57	\$84,701.41
2530	DUPLICATING SERVICES	\$101,500.00	\$6,112.80	\$105,225.79	103.67	(\$3,725.79)	(\$3,725.79)
2540	EVALUATION SERVICES	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
2580	ADMIN TECHNOLOGY SERVICES	\$516,450.00	\$115,571.27	\$417,250.19	87.00	\$99,199.81	\$67,121.50
2610	OPERATION OF PLANT	\$917,200.00	\$65,915.70	\$633,994.81	69.33	\$283,205.19	\$281,264.73
2620	MAINTENANCE OF PLANT	\$688,352.00	\$69,383.68	\$794,120.69	120.63	(\$105,768.69)	(\$142,039.94)
2630	UPKEEP OF GROUNDS	\$25,000.00	\$0.00	\$8,027.60	32.11	\$16,972.40	\$16,972.40
2650	VEHICLE OPERATION/MAINTENANCE	\$11,600.00	\$0.00	\$2,027.50	17.48	\$9,572.50	\$9,572.50
2660	SECURITY SERVICES	\$92,000.00	\$1,773.00	\$52,632.65	57.21	\$39,367.35	\$39,367.35
2670	SAFETY SERVICES	\$7,000.00	\$174.00	\$7,971.50	113.88	(\$971.50)	(\$971.50)
2710	REGULAR STUDENT TRANSPORTATION	\$427,100.00	\$49,068.08	\$389,230.09	91.25	\$37,869.91	\$37,382.81
2712	SA SPED VEHICLE OPERATION	\$231,000.00	\$33,767.67	\$347,192.55	150.30	(\$116,192.55)	(\$116,192.55)
2713	PK VEHICLE OPERATION	\$5,000.00	\$0.00	\$0.00	0.00	\$5,000.00	\$5,000.00
3300	COMMUNITY SERVICE OPERATIONS	\$17,000.00	\$499.66	\$7,230.54	47.10	\$9,769.46	\$8,993.08

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
3400	GRANTS FR PRIVATE INTERESTS/EDQUEST	\$12,250.00	\$526.54	\$7,246.08	75.19	\$5,003.92	\$3,039.43
3500	STATE CATEGORICAL PROGRAMS/RULE 82	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
3535	HIGH ABILITY LEARNERS	\$12,000.00	\$1,544.00	\$5,856.62	69.53	\$6,143.38	\$3,656.58
3540	STATE EARLY CHILDHOOD GRANT	\$165,800.00	\$7,701.16	\$80,116.33	48.32	\$85,683.67	\$85,683.67
3541	BIRTH TO 3 ENDOWMENT	\$81,250.00	\$1,316.13	\$53,776.82	66.74	\$27,473.18	\$27,023.18
3550	OTHER STATE CATEGORICAL/RULE 4	\$2,500.00	\$0.00	\$0.00	0.00	\$2,500.00	\$2,500.00
3551	CAREER EDUCATION	\$5,000.00	\$0.00	\$7,200.18	160.42	(\$2,200.18)	(\$3,021.18)
3575	NEBR INNOVATION GRANT PROGRAM	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
3599	OTHER STATE CATEGORICAL PROGRAMS	\$5,000.00	\$0.00	\$0.00	0.00	\$5,000.00	\$5,000.00
5000	DEBT SERVICES	\$175,000.00	\$0.00	\$5,059,736.67	2,891.28	(\$4,884,736.67)	(\$4,884,736.67)
6200	TITLE I PART A	\$207,700.00	\$18,949.79	\$197,785.32	108.66	\$9,914.68	(\$17,985.89)
6210	TITLE I PART A ACCOUNTABILITY	\$1,000.00	\$0.00	\$0.00	0.00	\$1,000.00	\$1,000.00
6310	TITLE II PART A	\$48,800.00	\$21,049.29	\$74,644.45	153.36	(\$25,844.45)	(\$26,037.42)
6406	IDEA PRESCHOOL (619) BASE	\$18,300.00	\$0.00	\$13,063.00	71.38	\$5,237.00	\$5,237.00
6408	IDEA BASE/EP	\$451,500.00	\$29,173.17	\$353,066.04	78.20	\$98,433.96	\$98,433.96
6412	IDEA PART B PROPORTIONATE SHARE	\$35,000.00	\$5,501.54	\$53,008.97	151.45	(\$18,008.97)	(\$18,008.97)
6421	IDEA 611 ARP	\$5,000.00	\$0.00	\$0.00	0.00	\$5,000.00	\$5,000.00
6422	IDEA NON PUBLIC ARP	\$12,000.00	\$1,213.52	\$10,921.68	91.01	\$1,078.32	\$1,078.32
6423	IDEA 619 ARP	\$3,000.00	\$0.00	\$0.00	0.00	\$3,000.00	\$3,000.00
6690	OTHER NON CATEGORICAL EXP/MEDICAID	\$200.00	\$0.00	\$230.00	115.00	(\$30.00)	(\$30.00)
6700	PERKINS REVISION GRANT	\$0.00	\$0.00	\$12,199.56	0.00	(\$12,199.56)	(\$16,504.35)
6925	TITLE III	\$0.00	\$0.00	\$211.55	0.00	(\$211.55)	(\$211.55)
6940	HEAD START	\$1,435,550.00	\$152,272.91	\$1,519,872.58	107.12	(\$84,322.58)	(\$102,141.01)
6968	TITLE IV PART B 21ST CENTURY	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
6969	TITLE IVA STU SUPPORT & ACADEMIC ENRICH	\$25,000.00	\$0.00	\$5,443.90	36.01	\$19,556.10	\$15,996.60

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
6980	ADULT BASIC EDUCATION	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
6990	OTHER FED CATEGORICAL SOURCES	\$10,000.00	\$0.00	\$0.00	0.00	\$10,000.00	\$10,000.00
6993	AMERICAN RESCUE PLAN HOMELESS HCY	\$0.00	\$0.00	\$1,000.00	0.00	(\$1,000.00)	(\$1,000.00)
6994	AMERICAN RESCUE PLAN HOMELESS HCYII	\$0.00	\$0.00	\$6,073.00	0.00	(\$6,073.00)	(\$6,073.00)
6996	ESSERS (EMERGENCY RELIEF)	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
6997	ESSERS II	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
6998	ESSERS III	\$96,500.00	(\$50.00)	\$82,214.80	85.20	\$14,285.20	\$14,285.20
8000	TRANSFERS	\$26,780.00	\$0.00	\$0.00	0.00	\$26,780.00	\$26,780.00
9000	NON PROGRAM EXPENDITURES	\$3,322,571.00	\$0.01	\$1,430.76	0.04	\$3,321,140.24	\$3,321,140.24
01	GENERAL	\$25,932,144.00	\$1,995,039.75	\$23,169,800.13	90.15	\$2,762,343.87	\$2,555,093.13

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
02	DEPRECIATION FUND						
2900	OTHER SUPPORT SERVICES	\$0.00	\$0.00	\$0.00	0.00	\$0.00	(\$199,000.00)
02	DEPRECIATION FUND	\$0.00	\$0.00	\$0.00	0.00	\$0.00	(\$199,000.00)

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
03	EMPLOYEE BENEFITS FUND						
2900	OTHER SUPPORT SERVICES	\$0.00	\$5,246.69	\$55,244.66	0.00	(\$55,244.66)	(\$55,244.66)
03	EMPLOYEE BENEFITS FUND	\$0.00	\$5,246.69	\$55,244.66	0.00	(\$55,244.66)	(\$55,244.66)

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
05	ACTIVITY FUND						
3200	ENTERPRISE OPERATIONS/ACTIVITIES	\$0.00	\$51,575.94	\$501,043.87	0.00	(\$501,043.87)	(\$527,985.70)
8366	PHYSICAL EDUCATION	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
05	ACTIVITY FUND	<u>\$0.00</u>	<u>\$51,575.94</u>	<u>\$501,043.87</u>	<u>0.00</u>	<u>(\$501,043.87)</u>	<u>(\$527,985.70)</u>

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
06	CAFETERIA						
3100	FOOD SERVICE OPERATIONS	\$1,092,000.00	\$78,021.92	\$1,033,297.14	97.52	\$58,702.86	\$27,081.22
06	CAFETERIA	\$1,092,000.00	\$78,021.92	\$1,033,297.14	97.52	\$58,702.86	\$27,081.22

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
07	BOND FUND						
5000	DEBT SERVICES	\$968,000.00	\$138,233.13	\$965,316.26	99.72	\$2,683.74	\$2,683.74
07	BOND FUND	\$968,000.00	\$138,233.13	\$965,316.26	99.72	\$2,683.74	\$2,683.74

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
08	SPECIAL BLDG FUND						
2610	OPERATION OF PLANT	\$0.00	\$68,502.88	\$68,502.88	0.00	(\$68,502.88)	(\$68,502.88)
2660	SECURITY SERVICES	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
2670	SAFETY SERVICES	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
4100	BOND RELATED EXPENDITURES	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
4300	FACILITY ACQ/ARCHITEC AND ENGINEERING	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
4500	BUILDING CONSTRUCTION	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
4700	BUILDING IMPROVEMENTS	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
5000	DEBT SERVICES	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
08	SPECIAL BLDG FUND	\$0.00	\$68,502.88	\$68,502.88	0.00	(\$68,502.88)	(\$68,502.88)

EXPENDITURE BY FUNCTION SUMMARY

06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
09	QUALIFIED CAPITAL PURPOSE UNDERTAKING FU						
2515	CENTRAL SERVICES/BLDGS AND SITES	\$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
5000	DEBT SERVICES	\$316,600.00	\$8,335.00	\$315,887.50	99.77	\$712.50	\$712.50
09	QUALIFIED CAPITAL PURPOSE UNDERTAKING FU	\$316,600.00	\$8,335.00	\$315,887.50	99.77	\$712.50	\$712.50

EXPENDITURE BY FUNCTION SUMMARY
06/2025

Account Number	Account Description	Revised Budget	During Month	To Date	% of Budget	Balance at EOM	Unencumbered Balance
12	STUDENT FEES						
2190	OTHER PUPIL SUPPORT SERVICES	\$52,900.00	\$250.00	\$14,208.32	38.72	\$38,691.68	\$32,414.69
12	STUDENT FEES	\$52,900.00	\$250.00	\$14,208.32	38.72	\$38,691.68	\$32,414.69

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	332,045.49	7,976,377.33	75.97	2,523,622.67
01 1115	CARLINE TAXES	7,000.00	0.00	7,302.88	104.33	(302.88)
01 1120	PUBLIC POWER DIST SALES TAX	165,000.00	0.00	172,654.31	104.64	(7,654.31)
01 1125	MOTOR VEHICLE TAX	850,000.00	85,804.33	874,833.85	102.92	(24,833.85)
01 1370	PRESCHOOL TUITION	95,000.00	0.00	90,517.50	95.28	4,482.50
01 1510	INTEREST ON INVESTMENTS	5,000.00	24,934.82	114,012.91	2,280.26	(109,012.91)
01 1510 0003	INTEREST ON INVESTMENTS/HD ST	0.00	2.94	41.79	0.00	(41.79)
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	120.00	1,105.00	22.10	3,895.00
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	27,788.95	555.78	(22,788.95)
01 1990	MISCELLANEOUS LOCAL REVENUE	6,000.00	0.00	4,475.00	74.58	1,525.00
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	442,907.58	9,269,109.52	79.63	2,370,890.48
01 2110	COUNTY FINE & LICENSE FEES	120,000.00	10,709.80	84,621.06	70.52	35,378.94
01 2210	ESU RECEIPTS	1,500.00	0.00	0.00	0.00	1,500.00
	Subtotal: 2000	121,500.00	10,709.80	84,621.06	69.65	36,878.94
01 3110	STATE AID TO DISTRICTS	4,285,688.00	428,567.00	4,285,688.00	100.00	0.00
01 3120	SPECIAL ED PROGRAMS	2,800,000.00	748,993.00	2,659,230.00	94.97	140,770.00
01 3125	SPECIAL ED TRANSPORTATION	95,000.00	0.00	177,007.00	186.32	(82,007.00)
01 3130	HOMESTEAD EXEMPTION	450,000.00	106,539.50	422,400.13	93.87	27,599.87
01 3131	PROPERTY TAX CREDIT	600,000.00	0.00	3,448,847.98	574.81	(2,848,847.98)
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	0.00	19,305.83	77.22	5,694.17
01 3400	STATE APPORTIONMENT	250,000.00	0.00	553,521.26	221.41	(303,521.26)
01 3535	HIGH ABILITY LEARNERS	10,000.00	0.00	11,392.00	113.92	(1,392.00)
01 3540	STATE EARLY CHILDHOOD GRANT	50,000.00	6,144.00	56,536.00	113.07	(6,536.00)
01 3541	BIRTH TO 3 ENDOWMENT	70,000.00	1,335.00	66,474.00	94.96	3,526.00
01 3551	CAREER EDUCATION	0.00	0.00	0.00	0.00	0.00
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	13,938.50	139.39	(3,938.50)
	Subtotal: 3000	8,753,188.00	1,291,578.50	11,714,340.70	133.83	(2,961,152.70)
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	141,775.71	1,416,343.59	177.04	(616,343.59)
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	202,530.00	101.27	(2,530.00)
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	38,909.00	77.82	11,091.00
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	21,448.00	107.24	(1,448.00)
01 4518	IDEA BASE AND E/P	190,000.00	234,538.00	593,455.00	312.34	(403,455.00)
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	38,834.00	776.68	(33,834.00)
01 4524	ROTC REIMBURSEMENT FROM DOD	10,000.00	8,839.75	89,408.00	894.08	(79,408.00)
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	36,974.28	73.95	13,025.72
01 4709	MEDICAID ADM ACTIVITIES	15,000.00	0.00	8,872.18	59.15	6,127.82
01 4969	TITLE IV STUDENT SUPPORT	10,000.00	0.00	21,393.00	213.93	(11,393.00)
01 4993	ARP HCY	0.00	0.00	1,000.00	0.00	(1,000.00)
01 4994	ARP HCY	0.00	0.00	5,461.00	0.00	(5,461.00)
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	226,154.54	4,523.09	(221,154.54)
	Subtotal: 4000	1,980,000.00	385,153.46	2,700,782.59	136.40	(720,782.59)
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	1,669.21	101,893.92	0.00	(101,893.92)
	Subtotal: 5000	0.00	1,669.21	3,611,443.92	0.00	(3,611,443.92)
	Fund Total:	22,494,688.00	2,132,018.55	27,380,297.79	121.72	(4,885,609.79)

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	9.61	48.87	0.00	(48.87)
	Subtotal: 1000	0.00	9.61	48.87	0.00	(48.87)
	Fund Total:	0.00	9.61	48.87	0.00	(48.87)

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	4,873.94	51,218.36	0.00	(51,218.36)
	Subtotal: 5000	0.00	4,873.94	51,218.36	0.00	(51,218.36)
	Fund Total:	0.00	4,873.94	51,218.36	0.00	(51,218.36)

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	92.97	(37,613.89)	0.00	37,613.89
05 1710 8022	HEAD START ACTIVITIES	0.00	0.00	2,000.00	0.00	(2,000.00)
05 1710 8023	HEAD START PARENT GROUP	0.00	0.00	1,200.00	0.00	(1,200.00)
05 1710 8101	ELEM STUDENT COUNCIL	0.00	0.00	2,692.68	0.00	(2,692.68)
05 1710 8102	ELEM TEACHERS	0.00	(2,000.00)	1,591.55	0.00	(1,591.55)
05 1710 8103	ELEM MISC	0.00	2,000.00	9,991.17	0.00	(9,991.17)
05 1710 8107	SOCIAL WORK FAMILY RESOURCE ACCT	0.00	320.00	1,730.00	0.00	(1,730.00)
05 1710 8113	ELEM FIELD TRIPS	0.00	0.00	1,535.64	0.00	(1,535.64)
05 1710 8202	MS ATHLETICS	0.00	300.00	18,737.83	0.00	(18,737.83)
05 1710 8204	MS BAND	0.00	4,108.04	15,111.74	0.00	(15,111.74)
05 1710 8206	UNIFIED SPORTS	0.00	50.00	1,000.00	0.00	(1,000.00)
05 1710 8207	REFERRAL FREE ACTIVITIES	0.00	0.00	10,906.01	0.00	(10,906.01)
05 1710 8209	MS NAT'L JR HONOR SOCIETY	0.00	0.00	479.10	0.00	(479.10)
05 1710 8216	MS STUDENT COUNCIL	0.00	0.00	2,317.25	0.00	(2,317.25)
05 1710 8226	MS YEARBOOK	0.00	0.00	4,030.00	0.00	(4,030.00)
05 1710 8232	MS STUDENT TRAVEL	0.00	0.00	313.81	0.00	(313.81)
05 1710 8302	CAREER ACADEMIES	0.00	500.00	26,612.78	0.00	(26,612.78)
05 1710 8304	ART CLUB	0.00	0.00	150.00	0.00	(150.00)
05 1710 8312	HS BAND	0.00	3,600.00	6,273.29	0.00	(6,273.29)
05 1710 8314	HS CHEER TEAM	0.00	4,187.00	(5,541.96)	0.00	5,541.96
05 1710 8315	HS DANCE TEAM	0.00	2,334.02	2,334.02	0.00	(2,334.02)
05 1710 8316	SPIRIT SQUAD	0.00	1,183.40	27,373.67	0.00	(27,373.67)
05 1710 8318	CHORUS/SHOW CHOIR	0.00	300.00	10,139.58	0.00	(10,139.58)
05 1710 8320	AUTO/SHOP	0.00	2,580.00	7,657.70	0.00	(7,657.70)
05 1710 8323	CLASS OF 2026	0.00	(12,151.35)	764.22	0.00	(764.22)
05 1710 8328	CLASS OF 2027	0.00	12,191.35	12,191.35	0.00	(12,191.35)
05 1710 8332	CONCESSIONS	0.00	0.00	23,433.44	0.00	(23,433.44)
05 1710 8333	BLUE DEVIL CATERING	0.00	1,800.00	9,042.47	0.00	(9,042.47)
05 1710 8334	DECA	0.00	216.00	29,761.03	0.00	(29,761.03)
05 1710 8336	MANUFACTURING	0.00	2,000.00	2,000.00	0.00	(2,000.00)
05 1710 8342	FCCLA	0.00	0.00	2,518.96	0.00	(2,518.96)
05 1710 8344	FOOTBALL FUNDRAISER	0.00	4,005.00	4,005.00	0.00	(4,005.00)
05 1710 8346	HOSA	0.00	0.00	680.00	0.00	(680.00)
05 1710 8347	FFA	0.00	(5,000.00)	(5,000.00)	0.00	5,000.00
05 1710 8348	BOYS BASKETBALL FR	0.00	0.00	16,018.73	0.00	(16,018.73)
05 1710 8349	GIRLS BB FUNDRAISER	0.00	0.00	7,338.23	0.00	(7,338.23)
05 1710 8352	JAG	0.00	0.00	372.00	0.00	(372.00)
05 1710 8353	JR ROTC	0.00	0.00	4,276.42	0.00	(4,276.42)
05 1710 8354	HONOR SOCIETY	0.00	0.00	415.15	0.00	(415.15)
05 1710 8356	GUIDANCE	0.00	1,550.00	19,708.71	0.00	(19,708.71)
05 1710 8363	SPEECH	0.00	0.00	1,608.79	0.00	(1,608.79)
05 1710 8374	HS STUDENT COUNCIL	0.00	0.00	9,318.22	0.00	(9,318.22)
05 1710 8380	JUNIOR OPTIMIST INTERNATIONAL	0.00	0.00	1,062.23	0.00	(1,062.23)
05 1710 8381	HS TRACK FR	0.00	0.00	3,296.00	0.00	(3,296.00)
05 1710 8382	GIRLS SOCCER FR	0.00	0.00	1,481.00	0.00	(1,481.00)
05 1710 8384	VOLLEYBALL FR	0.00	0.00	681.00	0.00	(681.00)
05 1710 8386	SKILLS USA	0.00	1,000.00	2,520.74	0.00	(2,520.74)
05 1710 8387	GOLF FR	0.00	800.00	2,405.00	0.00	(2,405.00)
05 1710 8388	BOYS WRESTLING	0.00	3,320.00	8,460.00	0.00	(8,460.00)
05 1710 8389	HS YEARBOOK	0.00	60.00	3,660.00	0.00	(3,660.00)
05 1710 8390	BASEBALL FR	0.00	0.00	6,575.00	0.00	(6,575.00)
05 1710 8391	MISC ACTIVITIES	0.00	6,337.50	98,929.36	0.00	(98,929.36)
05 1710 8392	GIRLS WRESTLING	0.00	0.00	4,663.82	0.00	(4,663.82)
05 1710 8401	BOYS SOCCER FR	0.00	0.00	4,553.00	0.00	(4,553.00)
05 1710 8404	CROSS COUNTRY FR	0.00	0.00	2,842.40	0.00	(2,842.40)
05 1710 8405	SOFTBALL FR	0.00	700.00	1,000.00	0.00	(1,000.00)

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 1710 8408	HS DRAMA	0.00	0.00	698.20	0.00	(698.20)
05 1920 8228	MS DONATIONS	0.00	0.00	5,142.50	0.00	(5,142.50)
05 1990 8001	DUDA SCHOLARSHIP	0.00	0.00	7,500.00	0.00	(7,500.00)
05 1990 8008	MISCELLANEOUS	0.00	(130.25)	(9,842.74)	0.00	9,842.74
05 1990 8111	ELEM SOCIAL COMMITTEE	0.00	0.00	300.00	0.00	(300.00)
05 1990 8335	DUAL ENROLLMENT	0.00	2,277.00	4,427.00	0.00	(4,427.00)
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	97.37	2,005.36	0.00	(2,005.36)
Subtotal: 1000		0.00	38,628.05	402,845.06	0.00	(402,845.06)
05 5690 8104	ELEM LIBRARY	0.00	0.00	590.61	0.00	(590.61)
05 5690 8355	OTHER NON REVENUE RECEIPTS	0.00	0.00	40,000.00	0.00	(40,000.00)
Subtotal: 5000		0.00	0.00	40,590.61	0.00	(40,590.61)
05 8213	MS LIBRARY	0.00	2,500.00	2,500.00	0.00	(2,500.00)
Subtotal: TRANSFER		0.00	2,500.00	2,500.00	0.00	(2,500.00)
Fund Total:		0.00	41,128.05	445,935.67	0.00	(445,935.67)

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	2,355.95	208,810.58	0.00	(208,810.58)
06 1990 0005	MISCELLANEOUS LOCAL REVENUE	0.00	0.00	6,199.54	0.00	(6,199.54)
	Subtotal: 1000	0.00	2,355.95	215,010.12	0.00	(215,010.12)
06 3150	STATE REIMBURSEMENT	0.00	32,749.42	332,609.10	0.00	(332,609.10)
	Subtotal: 3000	0.00	32,749.42	332,609.10	0.00	(332,609.10)
06 4211 0005	FED REIMB/CACFP	0.00	0.00	75,587.58	0.00	(75,587.58)
	Subtotal: 4000	0.00	0.00	75,587.58	0.00	(75,587.58)
06 5690	OTHER NON REVENUE RECEIPTS	0.00	11,341.12	125,439.94	0.00	(125,439.94)
	Subtotal: 5000	0.00	11,341.12	125,439.94	0.00	(125,439.94)
	Fund Total:	0.00	46,446.49	748,646.74	0.00	(748,646.74)

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	50,936.53	1,218,219.74	0.00	(1,218,219.74)
07 1115	CARLINE TAXES	0.00	0.00	867.85	0.00	(867.85)
07 1120	PUBLIC POWER DIST SALES TAX	0.00	0.00	19,997.40	0.00	(19,997.40)
07 1510	INVESTMENT INCOME	0.00	2,625.35	6,365.52	0.00	(6,365.52)
Subtotal: 1000		0.00	53,561.88	1,245,450.51	0.00	(1,245,450.51)
07 3130	HOMESTEAD EXEMPTION	0.00	12,339.76	48,905.31	0.00	(48,905.31)
07 3131	RELIEF TO PROPERTY TAXPAYERS	0.00	0.00	77,223.11	0.00	(77,223.11)
07 3180	PRO-RATA MOTOR VEHICLE	0.00	0.00	2,494.93	0.00	(2,494.93)
Subtotal: 3000		0.00	12,339.76	128,623.35	0.00	(128,623.35)
Fund Total:		0.00	65,901.64	1,374,073.86	0.00	(1,374,073.86)

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	1,137.44	12,237.85	0.00	(12,237.85)
	Subtotal: 1000	0.00	1,137.44	12,237.85	0.00	(12,237.85)
	Fund Total:	0.00	1,137.44	12,237.85	0.00	(12,237.85)

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	12,134.77	294,828.49	0.00	(294,828.49)
09 1115	CARLINE TAXES	0.00	0.00	267.42	0.00	(267.42)
09 1120	PUBLIC POWER DIST SALES TAX	0.00	0.00	6,306.89	0.00	(6,306.89)
09 1510	INVESTMENT INCOME	0.00	369.00	1,732.33	0.00	(1,732.33)
Subtotal: 1000		0.00	12,503.77	303,135.13	0.00	(303,135.13)
09 3130	HOMESTEAD EXEMPTION	0.00	3,891.78	15,416.53	0.00	(15,416.53)
09 3131	RELIEF TO PROPERTY TAXPAYERS	0.00	0.00	125,921.92	0.00	(125,921.92)
09 3180	PRO-RATA MOTOR VEHICLE	0.00	0.00	712.92	0.00	(712.92)
Subtotal: 3000		0.00	3,891.78	142,051.37	0.00	(142,051.37)
Fund Total:		0.00	16,395.55	445,186.50	0.00	(445,186.50)

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	0.00	6,240.00	0.00	(6,240.00)
12 1741 1697	M.S. PARTICIPATION FEES	0.00	(300.00)	(6,047.76)	0.00	6,047.76
12 1741 1698	H.S. BAND RENTALS	0.00	0.00	75.00	0.00	(75.00)
12 1741 1701	HS BAND FEE	0.00	0.00	950.00	0.00	(950.00)
12 1741 1706	M.S. BAND RENTALS	0.00	(4,073.04)	(3,473.04)	0.00	3,473.04
12 1741 1707	HUMAN SERVICES & HOSPITALITY	0.00	0.00	225.00	0.00	(225.00)
12 1741 1708	HEALTH FEES	0.00	0.00	10.00	0.00	(10.00)
12 1741 1719	WOODS	0.00	0.00	420.00	0.00	(420.00)
12 1741 1721	MANUFACTURING	0.00	0.00	180.00	0.00	(180.00)
12 1741 1723	HS LAPTOP INS FEE	0.00	0.00	5,175.49	0.00	(5,175.49)
Subtotal: 1000		0.00	(4,373.04)	3,754.69	0.00	(3,754.69)
Fund Total:		0.00	(4,373.04)	3,754.69	0.00	(3,754.69)

Revenue Summary Report

Processing Month: 06/2025

User ID: CHUDSON

	<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	2,303,538.23	30,461,400.33	135.42	(7,966,712.33)

Jun-25

MONTHLY FINANCIAL REPORT TO THE BOARD

Reconciled Cash Balances (Month)		
FUND	2023-2024	2024-2025
General	\$6,408,541.42	\$8,255,625.96
Depreciation	\$25,936.63	\$25,989.00
Employee Benefit	\$27,756.68	\$26,666.75
Activity	\$89,344.72	\$55,022.32
Nutrition	\$399,723.45	\$68,941.82
Bond	\$563,834.48	\$1,034,654.49
Building	\$767,098.74	\$713,842.08
QCPUF	\$603,681.00	\$748,865.09
FUNDS TOTAL	\$8,885,917.12	\$10,929,607.51

GENERAL FUND			
Three Year Comparison			
REVENUE			
MONTH	2022-23	2023-24	2024-25
September	3,538,820.52	4,038,795.67	7,500,418.71
October	1,057,449.66	798,573.07	1,205,223.21
November	572,691.81	996,084.56	759,235.45
December	1,529,546.25	1,425,036.89	1,847,877.48
January	2,464,783.34	1,883,699.38	1,777,666.45
February	6,480,208.88	2,480,106.04	3,101,524.34
March	1,254,125.37	1,465,137.99	1,731,822.76
April	1,777,352.51	2,252,704.55	1,898,043.90
May	4,717,335.06	5,266,932.70	5,426,466.94
June	1,576,849.16	1,842,903.97	2,132,018.56
July	307,885.86	480,575.38	
August	2,000,853.25	340,034.59	
Running Total	27,277,901.67	23,270,584.79	27,380,297.80
Three Year Comparison			
EXPENSES			
MONTH	2022-23	2023-24	2024-2025
September	2,034,704.06	2,206,082.22	6,958,265.52
October	1,667,343.27	1,715,759.99	1,828,824.68
November	1,920,705.79	1,871,352.19	1,974,225.13
December	1,789,255.75	1,691,257.18	1,814,129.34
January	1,703,496.78	1,747,902.62	1,836,351.79
February	1,742,726.76	1,746,307.77	1,672,322.27
March	1,689,617.26	1,827,748.03	1,741,063.79
April	1,655,439.74	1,612,897.69	1,623,248.56
May	1,631,025.49	1,772,775.62	1,726,329.30
June	2,133,461.20	1,770,875.42	1,995,039.75
July	1,565,207.52	1,799,489.95	
August	1,493,518.63	1,517,003.37	
Running Total	\$21,026,502.25	\$21,279,452.05	\$23,169,800.13
Annual budget	\$21,143,910.00	\$25,230,000.00	\$30,799,016.00
Percent Spent	99.44%	84.34%	75.23%

*State Board approved Budget amendment from \$25,816,106.00 to 30,799,016.00 due to TANS exclusion



PCS SUPERINTENDENT REPORT

July 2025

Dr. Richard E. Hasty

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

FACEBOOK
facebook.com/nwsomaha

X
@NWSOmaha

EMAIL
nws.omaha@noaa.gov

MOBILE APP
mPING

EASY ONLINE FORM
nws.ncep.noaa.gov/report/

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

National Weather Service
Omaha/Valley, NE

I hope everyone had a safe and happy 4th of July. We have been experiencing some stormy weather. Stay safe out there.

Check out the six ways to receive a warning from the National Weather Service (NWS). Click [HERE](#).



OPEN HOUSE

SAVE THE DATE - Our building principals have identified some dates for open houses for the 2025-2026 school year. Please see the information below, mark your calendars, and enjoy the rest of your summer.

THU., AUG. 7

5TH GRADE FAMILIES' ORIENTATION ONLY

YOU WILL CHOOSE ONE OF THE TWO OPTIONS BELOW FOR ORIENTATION.

-5:00 PM-5:45 PM OR 6:00 PM-6:45 PM

TUE., AUG. 12

ELEMENTARY

-3:00 PM-5:00 PM - OPEN HOUSE

-FIRST DAY OF SCHOOL IS WED., AUG. 13

-KINDERGARTEN - 12:00 P.M. - 3:20 PM ON AUG. 13

-KINDERGARTEN - 8:00 A.M. - 12:00 P.M. ON THU., AUG. 14- LUNCH WILL BE SERVED/NO RECESS

MIDDLE SCHOOL

-4:30 PM-6:30 PM - OPEN HOUSE

-4:30 PM-6:30 PM - INSTRUMENTAL DISPLAY IN THE BAND ROOM

-5:30 PM - ACTIVITIES MEETING IN THE GYM

-FIRST DAY OF SCHOOL IS WED., AUG. 13

HIGH SCHOOL

-5:30 PM-7:00 PM - OPEN HOUSE

-7:00 PM - ACTIVITIES MEETING IN THE AUDITORIUM

-FIRST DAY OF SCHOOL **FOR FRESHMAN ONLY** IS WED., AUG. 13

-FIRST DAY OF SCHOOL FOR GRADES 10-12 IS THU., AUG. 14

MON., AUG. 18

EARLY CHILDHOOD/HEAD START

-4:00 PM TO 6:00 PM - OPEN HOUSE

-FIRST DAY OF SCHOOL IS TUE., AUG. 19

We hope to see you all during these times at our buildings.



☺ Join us for our Summer Food Program in the Middle School Cafeteria ☺

From June 2, 2025-July 31, 2025
(No meals July 4 or July 10)

Breakfast served from 7:30 AM-8:30 AM
Lunch Served from 11:30 AM-12:30 PM
Children ages 1-18 eat for free

ON SITE RULES:

- 1) Adults may not eat from a child's plate.
- 2) Adults pay \$3 for breakfast...\$5.25 for lunch.
- 3) No perishable meal items may be taken off site. NO EXCEPTIONS.
- 4) Breakfast ends promptly at 8:30 AM.
- 5) Lunch ends promptly at 12:30 PM.
- 6) All trash is to be thrown into a trash bin.
- 7) No fighting, horseplay, or profanity from any individuals.
- 8) All children must be accompanied by an adult.

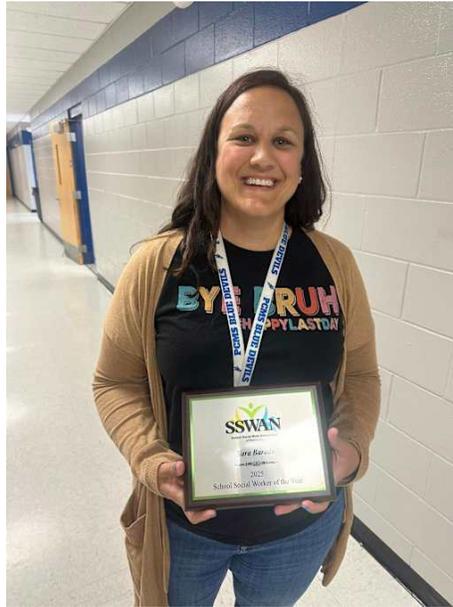
MENU WILL BE POSTED ON WWW.PCSD.ORG

We are offering free summer meals for children ages 1 to 18 again this year. Check out the graphic above, or click [HERE](#) for the flyer!



Thank you to our Plattsmouth Volunteer Fire Department (PVFD) for their quick response to the fire at our elementary school during the second semester of the school year. In appreciation of their quick response and bravery that minimized damage, we provided a meal for their June meeting.

Thank you to our PCS Nutrition Services Director Kim Kubat for leading the effort to provide a meal for our PVFD at their June meeting. We appreciate all of you!



Congratulations to our middle school social worker, Sara Barada, on earning the 2025 Nebraska School Social Worker of the Year recognition from the School Social Work Association of Nebraska (SSWAN).



Congratulations to our PCS employees who reached various levels of service to our school district. These are cumulative years, and not necessarily consecutive years.

5 Years: Katie Bashus, Jill Bradney, John Campin, John Clark, Katie Graves, Carmen Hall, Lori Huebner, Ethan Scholting, Julia Spracklin, Riley Thomas, Matthew Timm, Teri Wehrbein, Kristin Young

10 Years: Homer Backer, Sara Barada, Mary Daisley, Brynn Jobman, Kasey Wipf, Chris Work, Amber Younker

15 Years: Mike Anderson, Stephanie Icenogle, Charlie Konkler, Deana Rader, William Wylie

20 Years: Mandi Crick, Richard Hasty, Ann Howell, Dan Oatman, Susan Peden-Knox, Shelley Quade, Marla Smith

25 Years: Colleen Ksiazek, Claude Michel

30 Years: Dee Hellbusch

Retirees: Cherie Larson (19 years), Brett Shuler (18 years), Jan Stanek (9 years)



SCHOOL IS OUT FOR THE SUMMER! ENJOY THE REST OF YOUR BREAK!



TRAILBLAZER CONFERENCE

Congratulations to our girls and boys soccer players who earned Trailblazer All-Conference Recognition.

Girls:

1st team: Hailey Sanchez, Julia Sweeney

2nd team: Natalya Reinartz-Muller, Adline Shelton

Boys:

1st team: Micah Wehrbein (Honorary Captain), Logan Ksiazek

2nd team: Henri Sachse

Honorable Mention: Liam Ksiazek, Riley Moore



Congratulations to our students who competed in the 2025 Nebraska School Activities Association (NSAA) Class B State Track Championship.

Girls:

Peyton Aughenbaugh - pole vault - 3rd place medal

Kayla Briggs - triple jump and long jump

Stella Campin - shot put - 7th place medal

Mila Wehrbein - 100m hurdles

Mallory Robbins - 1600m and 3200m run

Boys:

Nathan Zac, Andrew Gimble, Daniel Barclay, Hunter Mazzulla - 4 X 800m run
(alternates - Nic Morgan and JD Meisinger)

Nathan Frederick - high jump

Hunter Mazzulla - 1600m run

ALL-ACADEMIC Awards

Congratulations to our students who earned the Omaha World-Herald All Academic Program Honorable Mention recognition, including Daniel Barclay, Kayla Briggs, Lucy Alldredge, and Mila Wehrbein!



Our Air Force Junior ROTC Awards Night for NE-951 was held at PHS on May 7, 2025. Our AFJROTC exhibited a lot of positive enthusiasm for themselves and others. We have a great group of cadets and leaders of our AFJROTC! Check out the highlights of 2024-2025 in the video from Chief Price at the link below.

<https://youtu.be/CHGBQTms9GY?si=1w2yY10CD8JAVVnL>



Photo credit: Plattsburgh High School Facebook page

Congratulations to our PHS students who earned recognition at the All Conference Art Show. Kristyn Holman-Quello won Best in Show (highest award, only one awarded) and Outstanding Artist - Plattsburgh. Bobby Walz earned 2nd place in the Black and White Category.



Photo credit: Plattsburgh High School Facebook page

Congratulations to our PHS students, Mila Wehrbein and Finnley Henrichs, who represented PCS at the DECA International Career Development Conference (ICDC).



Photo credits: Plattsburgh High School Band and Plattsburgh Community Schools Fine Arts Parents Association/Chris Work Facebook pages

DISTRICT MUSIC

Congratulations to our PHS students who earned vocal music and instrumental music recognition at the NSAA District Music Contest in Wahoo.

Concert Band - I (one of 3 to get a superior!)

Jazz Band - I

Percussion Ensemble - I

Lucy Clarinet Solo - I

Donavan Trumpet Solo - II

Madeleine Alto Solo - II

Bailey Flute Solo - I

Evelyn Trombone Solo - I

Ayana Alto Solo - II

Kindall Clarinet Solo - II

Simon Bassoon Solo - II

Emma & Madeleine Duet - II

Andrew & Savanna Duet - II

Clarinet Quartet - I

Greg Piano Solo - I

Josh & Cole Snare Duet - I (Perfect Score!)

Cole McManigal and Joshua Hudson received the outstanding performance of the day award for the percussion room. Percussion Ensemble received the runner-up to that award as the Honorable Mention performance of the day in the percussion room. Huge congratulations to our percussion students for this huge achievement.

ENSEMBLES:

Bella Voce earned a 1+, receiving Perfect Scores from all three judges! They were also the only Women's Choir to earn a 1+!

Varsity Choir earned a 2 - just one point away from a 1 rating!

SOLOISTS:

Lucy Alldredge - 1

Sophia Alldredge - 1

Talia Badell - 1

Maddison Danner - 2

Lilyanna Guthner - 1 (Perfect Score!)

Gregory Hampshire - 1

Dairian Phillipson - 1

Dodani Rivera - 1

Elizabeth Sanchez - 1

Jaxon Sharp - 1

Ava Thornton - 1

Simon Thompson - 1



Photo credit: Plattsmouth High School Facebook page

Congratulations to Alden McKnight, who earned 4th place in Action Photography at the Nebraska School Activities Association (NSAA) Class B State Journalism Championship.



Photo credit: Plattsmouth High School Facebook page

Congratulations to Joshua VanBilliard for earning 3rd place in Auto Tech at the 2025 SkillsUSA State Leadership and Skills Championships.



Our **district calendars** are included below. Click the school year to view a PDF of that calendar.

[2024-2025](#)

[2025-2026](#)

[2026-2027](#)



We have many successes to recognize for our students. Click [HERE](#) and select the PCS Board of Education agenda for June 9, 2025. Then, scroll down the page to agenda item 16 for a lengthy list regarding celebrations of excellence! Way to represent Blue Devil Nation!



I am pleased to inform you that PCS has earned the **Diamond** level badge for school safety from the Nebraska Department of Education. This is the highest level of recognition through this program. Thank you to our PCS Safety Team, which supports our faculty and staff members who helped us earn this recognition!

The "Place School Safety First" badge recognition from the Nebraska Department of Education identifies Nebraska schools that are meeting the highest standards of safety and security. Schools can earn Diamond, Gold, or Silver badges, highlighting their commitment to ensuring the safety and security of students, staff, and visitors. Effective learning can only take place in a safe environment, and this recognition reassures communities that their schools are actively fulfilling the four pillars of safety: prevention, preparedness, response, and recovery. By earning this badge, schools demonstrate their dedication to "Place School Safety First!"



2024-2025 PCS SUPERINTENDENT CUSTOMER SERVICE AWARDS

Congratulations to our latest PCS Superintendent Customer Service Award recipients, Rose Goeres and Lee Ann Stander. Way to represent Blue Devil Nation with top-notch customer service!

In the 2024-2025 school year, we provided our employees with the opportunity to earn a PCS Superintendent's Customer Service Award. The Superintendent's Customer Service Awards were 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 could 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?)



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 June 9, 2025, are available below.

[Board Meeting Minutes](#)

[DRAFT MEETING MINUTES FROM JUNE 9, 2025](#)

PCS Board of Education



Brian Harvey
President



Ken Winters
Vice President



Joe Woracek
Secretary



Amanda Timm
Treasurer



Tony Foster
Board Member



Keri Gradoville
Board Member



**Jacqueline
Miller Pearson**
Board Member



Max Muller
Board Member



Jeremy Shuey
Board Member

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.

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.

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.



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](#)

[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 Plattsburgh Community Schools!

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



Thank you for your support of the Plattsburgh Community Schools.

[#PLATTSBURGHSTRONG](#)

Best regards,

A handwritten signature in blue ink that reads 'Dr. Richard E. Hasty'.



Superintendent Dr. Richard E. Hasty



Plattsmouth Community Schools Superintendent Goals

Superintendent Dr. Richard E. Hasty Update: July 6, 2025

<p>GOAL 1 (What must be done to achieve the intended result?) The superintendent will provide leadership to enhance support for the health and well-being of staff and students.</p> <p>RELATED STANDARDS: Standard IV: Educational Leadership Standard V: Organizational & Cultural Leadership Standard VI: Community Relations</p>	
<p>ACTION PLAN/PERFORMANCE INDICATORS (How will the Board measure progress?)</p>	<p>TIMELINE (When will progress be assessed?)</p>
<ol style="list-style-type: none"> In the school and in the community, the superintendent will promote activities that celebrate and promote the successes of PCS students and staff members. In the school and in the community, the superintendent will positively promote the recruitment and the retention of high-quality staff members for PCS. 	<p><u>June 30, 2025</u></p> <p>The superintendent celebrates and promotes the successes of PCS students and staff members in his PCS Superintendent Weekly Update, in Board of Education reports, and on various district social media platforms including Facebook, Twitter (X), and Instagram.</p> <p>In an effort to more prominently highlight the success of staff members, the superintendent implemented the PCS Superintendent’s Customer Service Awards in the 2024-2025 school year. He partnered with a new community/business sponsor for these awards, Scooter’s Coffee of Plattsmouth.</p> <p>The superintendent has promoted the recruitment and retention of high-quality staff members in his PCS Superintendent Weekly Update, in Board of Education reports, and on various district social media platforms including Facebook, Twitter (X), and Instagram. The superintendent also developed the PCS Career Ladder for Aspiring Support Staff (CLASS). Our PCS CLASS program provides interested support staff with</p>

	<p>information about teacher education programs and related financial assistance to support them with obtaining teaching certificates in areas of interest to them. The superintendent also worked with the Finance Committee and the full Board of Education to develop and implement Policy 4112S Tuition Reimbursement Program for Current Support Staff (non-certified) Employees that demonstrates a district commitment to assisting interested support staff with pursuing teachings degrees.</p> <p><u>Nov. 30, 2025</u></p>
--	--

<p>GOAL 2 (What must be done to achieve the intended result?) The superintendent will lead a collaborative board and administrative budget planning process that assists stakeholders with understanding the budget process.</p> <p>RELATED STANDARDS: Standard III: Budget Planning & Management Standard IV: Educational Leadership Standard V: Organizational & Cultural Leadership Standard VI: Community Relations</p>	
<p>ACTION PLAN/PERFORMANCE INDICATORS (How will the Board measure progress?)</p>	<p>TIMELINE (When will progress be assessed?)</p>
<p>The superintendent will work with the business manager and the Finance Committee to continue enhancing budget updates that include historical and current budget data to monitor revenue and expenditures of the district including a three-to-five-year budget plan.</p>	<p><u>June 30, 2025</u> In concert with the, business manager, Finance Committee, and the full Board of Education, the superintendent led the development and implantation of program-based budgeting starting with the 2011-2012 budget year. The process has provided opportunities for internal and external stakeholders to participate on any of the eleven (11) budget teams of interest to them. It also allowed them to be active participants in the review of historical and current budget data.</p> <p>Additionally, there have been enhancements to the information that is provided to our Board and community by our business manager</p>

	<p>on a monthly basis. The Finance Committee, business manager, and I will continue to work with Northland Securities relative to the next potential issue of Tax Anticipation Notes (TANs) and Carl Dietz Consulting, LLC related to budget and finance topics including the development of a three-to-five-year budget plan.</p> <p><u>Nov. 30, 2025</u></p>
--	--

Superintendent's Signature

Date

Board President's Signature

Date

2025 Plattsmouth Community Schools Employee Exit Interview Summary Report

There were 9 employees who chose to participate in exit interviews. Eight departing certified employees and one employee in a non-certificated position chose to have exit interviews.

Two employees (1 HS and 1 District) participated in an in-person exit interview. Seven employees (3 EC, 3 ES, and 1 HS) submitted an exit interview form.

Consequently, the exit interview summary report includes information gleaned from two (2) in-person exit interviews and seven (7) exit interview forms that were submitted to the PCS Superintendent by exiting employees.

Employment Years in the District: The average years of experience across the 9 employees was 20. Work experience at PCS ranged from 1 year to 19 years across the 9 employees.

Last Day Worked: The last day worked for these employees were from late May to early July.

Reason for Leaving Employment:

0 Furthering education

0 Family care

2 Relocation

3 Retirement

2 Accepted Position in Another District

1 Accepted Position Outside of Education

1 Personal

0 Dissatisfied with job/other (please specify):

1. What have been the most positive aspects of your employment?

- Strong sense of community and connection to Plattsmouth.
- Enjoyment in working across multiple buildings and engaging with diverse staff teams.
- Positive experiences with teacher mentoring, onboarding, and professional development.
- Collaboration between staff and administration is valued.
- Appreciation for early intervention work and coaching parents to support child development.

- Growth through mentorship and support from experienced colleagues.
- Joy in observing student friendships and peer connections.
- Friendly, supportive, and collegial work environment.
- Clear understanding of role expectations enhances job satisfaction.
- Pride in independent work and ownership of responsibilities.
- Feeling trusted and empowered to make meaningful contributions.

2. What have been the least positive aspects of your employment?

- Budget limitations have restricted staffing and resources.
- Frustration with being pulled for substitute teaching, disrupting primary responsibilities.
- Leadership concerns, including perceived inauthenticity and forced optimism.
- Communication gaps, particularly unclear or inconsistent responses and follow-through.
- Inefficiency in staff meetings and decision-making processes.
- Lack of management understanding of specialized roles (e.g., home visitor, Sixpence).
- Challenging interpersonal dynamics, especially within specific teams or mentor relationships.
- Excessive workload spilling into personal time.
- Need for improved communication and clarity across roles and departments.

3. What are the strengths of the District as you have observed during your employment?

- Strong commitment to meeting the needs of all students.
- Effective curriculum and instruction, with robust onboarding and support programs for new teachers.
- Access to valuable resources like the PLUS Center, PAL rooms, school social workers (SSW), and outdoor facilities.
- High-quality early childhood and career & technical education (CTE) programs.
- Positive movement in MTSS development and district budgeting.
- Deep community engagement and strong, long-standing staff commitment.

- Culture of mentoring and support among experienced and new staff.
- Strong family involvement from early childhood through elementary.
- Welcoming, family-oriented atmosphere across the district.
- Encouraging and supportive individuals who make a personal impact.
- Well-maintained facilities and dedicated staff.
- Rich tradition and continuity within the district, fostering resilience and community connections.
- Ability to adapt and stay student-focused during challenging times (e.g., COVID-19, curriculum discussions).

4. What would you recommend to help us create a better workplace?

- Maintain active listening and partnership with staff through surveys and feedback loops.
- Avoid using professional development (PD) days for curriculum planning; protect them for growth-focused learning.
- Increase visibility and presence of Board members in school buildings.
- Provide one-to-one technology access for staff and students.
- Offer competitive pay and ensure all departments (e.g., PECC) feel valued and included.
- Foster open, honest, and consistent communication at all levels.
- Actively listen and follow through on customer service expectations, particularly at the Early Childhood Center.
- Provide more support across roles to reduce overload and improve morale.
- Strengthen mentorship and onboarding programs for new teachers.
- Improve organization and structure in onboarding and training processes.
- Ensure leadership presence and availability during the school day to address immediate needs.
- Improve coordination of administrative schedules to ensure building coverage.
- Implement intentional planning, communication, and follow-through when launching new initiatives.
- Acknowledge that some staff currently have no additional recommendations, suggesting satisfaction in their role.

5. Other comments?

- Staff expressed gratitude for learning opportunities and overall positive experiences.
- Recognition that the district has improved over time, especially in addressing weaknesses and adopting a more positive approach.
- Appreciation was shared for long careers and the education their children received in the district.
- A call to improve the mentorship program by ensuring mentors are actively supportive and engaged with new hires.
- Concerns were raised about limited opportunities for full-time employment and competitive pay, especially as a factor in retention.
- Staff believe that creating more pathways for advancement and stability would help the district retain experienced and dedicated employees.

**To minimize the potential for perceived bias in the development of the exit interview summary report, all data obtained from former employees for questions one through five was entered into an AI tool for the generation of corresponding statements.*

Respectfully submitted,

A handwritten signature in blue ink that reads "Dr. Richard E. Hasty". The signature is written in a cursive style with a large, stylized initial "R".

Dr. Richard E. Hasty
Superintendent

PLATTSMOUTH HIGH SCHOOL

BOARD OF EDUCATION REPORT

July 2025

Tina Harvey, Principal



PHS Student Enrollment 2025-2026: As of end of 2024-2025 school year

	May 2025	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.
9th	114											
10th	105											
11th	125											
12th	126											
TOTAL	470											

General Updates

The new Leadership Team—Tina Harvey, Principal; Kevin Tilson, Assistant Principal; Luke Chadwell, Activities Director; and Dan Oatman, Career Academy Coordinator—has been actively working to update procedures and set a clear direction focused on fostering a positive environment for students, staff, and the community as we prepare for the upcoming school year.

Our custodial and maintenance staff are doing an outstanding job preparing the buildings and grounds for the upcoming school year.

Career Academies Report

In June we had three PHS Staff Members attend the Nebraska Career Education conference in Kearney, NE. The staff members were Carmen Hall, Dan Oatman and Max Yarnell.

The Academy Core Leaders are preparing for Freshman Day on August 13th. Academy Kick Off Day is being planned for August 14th and will include activities with Team Concepts completing Year 4 of the “Be Kind 4 Life” sequence.

Activities Report

Summer strength and conditioning and sport specific open gyms and camps are being held. Fall activities first practice will be August 11th.

The concession stands and vending machines have been switched to Coca-Cola.

Plattsmouth high and middle school activities have switched calendar/ scheduling companies. We had been with rSchool which was bought out by Arbiter and we are now with Bound. Bound is an Iowa based company and is working its way into Nebraska. 6 out of the 8 Trailblazer Conference schools are with Bound along with many other schools in Nebraska. Bound offers cashless options for ticketing and concessions. We will still

offer cash options at both. Coaches will be able to use Bound for practice/ facility requests and communication with participants and parents. Bound is an app you can download on your phone and purchase tickets or adult and family passes.

Focus Points for 2025-2026

The 2025-2026 school year will focus on the following points:

1. Creating a positive and supportive school culture grounded in respect, inclusion, encouragement, and the celebration of both students and staff.
2. Enhancing communication about PHS initiatives with the appropriate students, staff, families, and community members.
3. Continuing the growth of our Career Academies and expanding Work-Based Learning opportunities.
4. Encouraging responsible citizenship and community engagement.

As we look ahead, Plattsmouth High School is positioned for a year of growth and achievement. Our highly-qualified staff, engaged community, and diverse opportunities in academics, career pathways, and student activities create a strong foundation for success. With a focus on data-informed decisions, we will continue to support every student in reaching their full potential—both now and in the future.

Middle School Board Report
John Campin-Principal
July 3, 2025
Current Enrollment Numbers for 2024-25

5th-98
6th-87
7th-106
8th-100
Total-391

I want to recognize Sherie Adkins and Jill Bradney. They both have worked tirelessly this summer to wrap up the 24-25 school, helped run summer school and have been getting organized for the 25-26 school year. I appreciate them both every day!!

I also want to recognize the band students that are participating in Mr. Long's summer band camp. Mr. Long invited other schools to join as well. In total, there are approximately 75 students. A big part of the number are our PCMS students. They come to camp once week for three hours. There will be a concert in a couple weeks. Thank you to Mr. Long for giving them this opportunity.

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.

Plattsmouth Elementary
Shannon Honold, Principal

Celebrations: Troy Niehus and Amber Johnson have been so helpful as I have made the transition to Plattsmouth. Kelly Hadraba continues to answer all my questions as I dive into preparing for the new school year.

Introduction: Just a little bit about me...I will be married to my husband, Cory, for 30 years on July 15th. We have 1 daughter, Bailey, who is an OT at Pediatric Therapy Center in Papillion. She is also getting married on August 9th. Before coming here, I was the 3-6 Principal at Fairbury Public Schools for 4 years. Prior to Fairbury, I was an Elementary School Counselor for 4 years at Prairie Queen Elementary in Papillion, 1 year at OPS, and 12 years at Columbus Lakeview. Although I have been an Elementary Counselor most of my career, I started my educational career as a 1st grade teacher on the Winnebago Indian Reservation.

This Summer: I have started this summer with Meet & Greets to get to know the staff a little better. It has been great to put names to faces, and listen to all the wonderful things they have to say about Plattsmouth Elementary and Plattsmouth Community Schools.

This Year: I am excited to work with the staff at Plattsmouth Elementary to continue the work that has been done to help students grow academically, socially, and emotionally.



**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
June 2025**

Continuation Grant from 1/1/2025 to 12/31/2025 (with NFS)	\$ 1,694,018	
Total Head Start Grant Funds from 1/1/2025 to 12/31/20245 (without NFS)	\$ 1,170,975	
Total Early Head Start Grant Funds from 1/1/2025 to 12/31/2025 (without NFS)	\$ 184,231	
 Head Start Expenditures for the Month of: June 2025	 \$ 126,064	
 Early Head Start Expenditures for the Month of: June 2025	 \$ 25,249	
 Total Grant Period Expenditures 1/1/2025 to 12/31/2025		
Head Start	\$709,533	
Early Head Start	\$154,703	
 Percent of Budget 1/1/2025 to 12/31/2025		
Head Start	61%	
Early Head Start	84%	
 In-Kind for the Month of: June 2025	 \$ 26,295	
 In-Kind Credited to Date:		
Head Start	1/1/2025 to 12/31/2025	\$47,007
Early Head Start	1/1/2025 to 12/31/2025	\$10,185
Total	1/1/2025 to 12/31/2025	\$57,192
 Percent of Required In-Kind For Fiscal Year 2025		
Head Start (\$292,766 total required)		17 %
Early Head (\$46,046 total required)		22 %
Total Required (\$338,812)		17 %
 Head Start Nutrition Expenditures for the Month of: June 2025	 \$12,471.68	
 OneCard Charges (Credit Card) - June 2025: \$3,763.28		



**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
July 2025**

Early Childhood Numbers as of: 07/05/2025

Enrollment:

Accepted for Tuition/Head Start for 2025-2026:

Total for Head Start **64 out of 80**
Tuition at PECC 31
Total Enrollment for PECC 95

Birth to Three Program Enrollment Report:

Sixpence 11
Birth to 5 Special Education Home/Community Based/Speech 50
Early Head Start **10 out of 10**

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:

- **Trainings:**

Trainings:

- The Teaching Pyramid integration will be implemented throughout the following year with a review of tier 1 and a focus on tier 2 interventions and supports.
- 2 times a month, the ESU#3 will provide coaching and support for fidelity of the program.

Personnel:

- We are interviewing for 2 paraeducators and an administrative assistant
- Welcome to Ms. Kelsi Rabbass, she will be one of the administrative assistants at the PECC!

Policy Council:

- There are no meetings scheduled for the summer and will reconvene in Aug. to review the new Head Start and Early Head Start grant.
- 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

July 14, 2025

Special Education Student Numbers

Elementary: 108 in May of 2025

Middle School: 67 in May of 2025

High School: 70 in May of 2025

Non-Public: 11 in May of 2025

Total K-12: 256 in May of 2025

Corrective Action Plan

The Corrective Action Plan for areas found out of compliance during the focused monitoring process has been approved by NDE. Training will occur to address these areas in August with continued training throughout the first semester. The plan will wrap up in January with another review of records.

IDEA Application

The application for federal special education funds through IDEA has been submitted for the 2025-2026 school year. For the 2025-2026 school year, we have been allocated a total of \$403,049 to use in B-21 and non-public special education programming.

School Age Flex Funding Application

The application for school age flexible funding has been submitted for the 2025-2026 school year with a budget proposal of \$187,450. This funding source will be used for students who do not qualify for special education services, but are at high risk in reading in grades K-4.

MOE Eligibility

School district receipt of IDEA funds is contingent upon maintaining fiscal effort for special education services from year to year. Districts must expend a greater or equal amount of local funds or a combination of local and state funds for special education services from one year to the next to meet the IDEA Part B maintenance of effort (MOE) requirement.

The eligibility standard requires that, in order to be eligible for an IDEA Part B subgrant for the upcoming fiscal year, the Nebraska Department of Education (NDE) is required to determine that the school district has budgeted for the education of children with disabilities at least the same total local or a combination of state and local funds, per capita amount of local funds only or the combination of state and local funds on a per capita basis which was spent for that purpose from the same source for the most recent year for which information was available.

The Maintenance of Effort (MOE) Eligibility report has been submitted for the 2025-2026 school year and we have met the threshold to receive federal IDEA funding.

Plattsmouth Community Schools District
PCSD Board of Education Report
Dr. Amber Johnson
Director of Instructional Services
July 14, 2025

1. 2025-2026 New Staff Preparation

As we look ahead to the 2025–2026 school year, preparations are well underway to ensure a smooth and successful start for both new and returning staff. This includes welcoming 12 new teachers across all buildings within the Plattsmouth Community School District.

To support their transition, New Teacher Orientation Training will be held August 4–6, 2025. This multi-day orientation will provide essential guidance and foundational knowledge of our district's processes and procedures. Topics covered will include:

- PCSD Accreditation and Continuous Improvement Plan
- Multi-Tiered Systems of Support (MTSS)
- PCSD Teacher Evaluation Framework and Instructional Learning Model
- Gallup Strengths Overview, presented by Dr. Richard Hasty, Superintendent
- Special Education Services Overview, presented by Mrs. Amanda Wright
- Key information related to curriculum, instruction, and assessment
- Business and human resources procedures

We are committed to ensuring that each new educator feels supported, informed, and equipped to contribute meaningfully to our mission of academic excellence and student growth.

2. Mentor/Mentee Training

Each building is in the process of securing mentors to support our new teachers. A review of the district's Mentor Support program will take place at the end of July to ensure that each mentor fully understands their role in guiding and supporting their assigned mentee. This initiative is a key part of our induction process and reinforces our commitment to fostering strong instructional partnerships from day one.

3. Ongoing Preparation for the 2025–2026 School Year

The 2025–2026 Professional Development schedule has been established, with districtwide training opportunities intentionally planned throughout the school year to support instructional growth and alignment with district goals.

Preparation efforts also included aligning work across several strategic focus areas:

- a. Finalizing the PCSD Strategic Plan, which will help guide district priorities and improvement efforts
- b. Continued focus on our upcoming Frameworks Accreditation and Continuous Improvement Process
- c. Deepening implementation of our Multi-Tiered Systems of Support (MTSS)

- d. A K-12 Science curriculum review and adoption process to ensure alignment with state standards and student learning needs

STUDENT FEES POLICY

The Board of Education of Plattsmouth Community Schools adopts the following student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The District's general policy is to provide for the free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

The District does provide activities, programs, and services to children that extend beyond the minimum level of constitutionally required free instruction. Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. The District's general policy is to continue to encourage and, to the extent permitted by law, to require such student and parent contributions to enhance the educational program provided by the District.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District is required to set forth in a policy its guidelines or policies for specific categories of student fees. The District does so by setting forth the following guidelines and policies. This policy is subject to further interpretation or guidance by administrative or Board regulations which may be adopted from time to time. The Policy includes Appendix "1," which provides further specifics of student fees and materials required of students for the 2025-2026 school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics.

(1) Guidelines for non-specialized attire required for specified courses and activities. Students have the responsibility to furnish and wear non-specialized attire meeting general District grooming and attire guidelines, as well as grooming and attire guidelines established for the building or programs attended by the students or in which the students participate. Students also have the responsibility to furnish and wear non-specialized attire reasonably related to the programs, courses and activities in which the students participate where the required attire is specified in writing by the administrator or teacher responsible for the program, course or activity.

The District will provide or make available to students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other

similar hazards. Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings, teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

(2) Personal or consumable items & miscellaneous

(a) Extracurricular Activities. Students have the responsibility to furnish any personal or consumable items for participation in extracurricular activities.

(b) Courses

(i) General Course Materials. Items necessary for students to benefit from courses will be made available by the District for the use of students during the school day. Students may be encouraged, but not required, to bring items needed to benefit from courses including, but not limited to, pencils, paper, pens, erasers, notebooks, trappers, protractors and math calculators. A specific class supply list will be published annually in a Board-approved student handbook or supplement or other notice. The list may include refundable damage or loss deposits required for usage of certain District property.

(ii) Damaged or Lost Items. Students are responsible for the careful and appropriate use of school property. Students and their parents or guardian will be held responsible for damages to school property where such damage is caused or aided by the student and will also be held responsible for the reasonable replacement cost of school property which is placed in the care of and lost by the student.

(iii) Materials Required for Course Materials. Students are permitted to and may be encouraged to supply materials for course projects. Some course projects (such as projects in art and shop classes) may be kept by the student upon completion. In the event the completed project has more than minimal value, the student may be required, as a condition of the student keeping the completed project, to reimburse the District for the reasonable value of the materials used in the project. Standard project materials will be made available by the District. If a student wants to create a project other than the standard course project, or to use materials other than standard project materials, the student will be responsible for furnishing or paying the reasonable cost of any such materials for the project.

(iv) Music Course Materials. Students will be required to furnish musical instruments for participation in optional music courses. Use of a musical instrument without charge is available under the District's fee waiver policy. The District is not required to provide for the use of a particular type of musical instrument for any student.

(v) Parking. Students may be required to pay for parking on school grounds or at school-sponsored activities, and may be subject payment of fines or damages for damages caused with or to vehicles or for failure to comply with school parking rules.

(3) Extracurricular Activities-Specialized equipment or attire. Extracurricular activities means student activities or organizations which are supervised or administered by the District, which do not count toward graduation or advancement between grades, and in which participation is not otherwise required by the District. The District will generally furnish students with specialized

equipment and attire for participation in extracurricular activities. The District is not required to provide for the use of any particular type of equipment or attire. Equipment or attire fitted for the student and which the student generally wears exclusively, such as dance squad, cheerleading, and music/dance activity (e.g. choir or show choir) uniforms and outfits, along with T-shirts for teams or band members, will be required to be provided by the participating student. The cost of maintaining any equipment or attire, including uniforms, which the student purchases or uses exclusively, shall be the responsibility of the participating student. Equipment which is ordinarily exclusively used by an individual student participant throughout the year, such as golf clubs, softball gloves, and the like, are required to be provided by the student participant. Items for the personal medical use or enhancement of the student (braces, mouth pieces, and the like) are the responsibility of the student participant. Students have the responsibility to furnish personal or consumable equipment or attire for participation in extra curricular activities or for paying a reasonable usage cost for such equipment or attire. For musical extracurricular activities, students may be required to provide specialized equipment, such as musical instruments, or specialized attire, or for paying a reasonable usage cost for such equipment or attire.

(4) Extracurricular Activities-Fees for participation. Any fees for participation in extracurricular activities for the 2025-2026 school year are further specified in Appendix "1." Admission fees are charged for extracurricular activities and events.

(5) Postsecondary education costs. Students are responsible for postsecondary education costs. The phrase "postsecondary education costs" means tuition and other fees only associated with obtaining credit from a postsecondary educational institution. For a course in which students receive high school credit and for which the student may also receive postsecondary education credit, the course shall be offered without charge for tuition, transportation, books, or other fees, except tuition and other fees associated with obtaining credits from a postsecondary educational institution.

(6) Transportation costs. Students are responsible for fees established for transportation services provided by the District as and to the extent permitted by federal and state laws and regulations.

(7) Copies of student files or records. The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or student who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records. The fee schedule shall permit one copy of the requested records be provided for or on behalf of the student without charge and shall allow duplicate copies to be provided without charge to the extent required by federal or state laws or regulations.

(8) Participation in before-and-after-school or pre-kindergarten services. Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

(9) Participation in summer school or night school. Students are responsible for fees required for participation in summer school or night school. Students are also responsible for correspondence courses.

(10) Breakfast and lunch programs. Students shall be responsible for items which students purchase from the District's breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations. Students are also responsible for the cost of food, beverages, and personal or consumable items which the students

purchase from the District or at school, whether from a "school store," a vending machine, a booster club or parent group sale, a book order club, or the like. Students may be required to bring money or food for field trip lunches and similar activities.

(11) Waiver Policy. The District's policy is to provide fee waivers in accordance with the Public Elementary and Secondary Student Fee Authorization Act. Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for: (1) participation in extracurricular activities and (2) use of a musical instrument in optional music courses that are not extracurricular activities. Participation in a free-lunch program or reduced-price lunch program is not required to qualify for free or reduced price lunches for purposes of this section. Students or their parents must request a fee waiver prior to participating in or attending the activity, and prior to purchase of the materials.

(12) Distribution of Policy. The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be made in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be made available to every student of the District or to every household in which at least one student resides, at no cost.

(13) Student Fee Fund. The School Board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, into which all money collected from students and subject to the Student Fee Fund shall be deposited and from which money shall be expended for the purposes for which it was collected from students. Funds subject to the Student Fee Fund consist of money collected from students for: (1) participation in extracurricular activities, (2) postsecondary education costs, and (3) summer school or night school.

CERTIFICATION

On the 14th day of July, 2025, the school board held a public hearing at a meeting of the school board on a proposed student fee policy. Such public hearing followed a review of the amount of money collected from students pursuant to, and the use of waivers provided in, the student fee policy for the preceding school year. The foregoing student fee policy was adopted after such public hearing by a majority vote of the school board at an open public meeting in compliance with the public meetings in compliance with the public meetings laws.

Legal References:

- Neb. Rev. Stat. §§79-2,125 to 79-2,135 and Laws 2003, LB 249 (The Public Elementary and Secondary Student Fee Authorization Act) Neb. Constitution, Article VII, section 1.
- Neb. Rev. Stat. §§79-241, 79-605, and 79-611(transportation)
- Neb. Rev. Stat. §79-2,104 (student files or records)
- Neb. Rev. Stat. §79-715 (eye-protective devices)
- Neb. Rev. Stat. §79-737 (liability of students for damages to school books)
- Neb. Rev. Stat. §79-1104 (before-and-after-school or pre-kindergarten services)
- Neb. Rev. Stat. §§79-1106 to 79-1108.03 (accelerated or differentiated curriculum program)

Date of Adoption: July 9, 2012

Reviewed: Apr. 8, 2013, July 8, 2013, July 14, 2014, Apr. 13, 2015, Apr. 11, 2016, Apr. 19, 2017

Revised: June 12, 2017, June 11, 2018, June 10, 2019, June 8, 2020, June 14, 2021, June 13, 2022,

Reviewed: June 12, 2023, Aug. 12, 2024, July 14, 2025

**Appendix "1" to ~~2024-2025~~2025-2026 Student Fees Policy of
Plattsmouth Community Schools
Additional Specification of Required Materials and Fees¹**

Program	General Description of Fee or Material	\$ Amount of Fee (Anticipated or Maximum)² or Specific Material Required
Elementary Program		
Physical Education Classes	Appropriate clothing (non-specialized attire)	Tennis shoes and white socks, running shorts, T-shirt
Art classes and special projects or events	Appropriate clothing (non-specialized attire)	Old shirt for painting; other clothing which may get paint on it or otherwise be damaged
Music Music -Optional Blue Notes Honor Choir		Musical instruments and accessories are provided. Recorders can be purchased for \$2.50.
Classroom supplies	General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc.	None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers.
End of year lost or damaged books	Damage fee or replacement cost	Fees and fines up to \$5.00 for damaged books. Lost books or ruined books are charged replacement cost, generally at a maximum of \$85.00.

¹ This listing is a part of the ~~2024-2025~~2025-2026 Student Fees Policy and is intended to provide supplemental information. For additional specifications, refer to the Policy.

² Generally, dollar amounts are stated in terms of "maximums." The actual fee or charge may be less during the ~~2024-2025~~2025-2026 school year.

Field Trips	Transportation and admission costs of field trips	None-costs of school sponsored, class-related field trips will be paid for by the school. Parents may be encouraged but not required to pay for field trip costs of up to \$10.00 per student for each field trip to defray costs. Meals on field trips will be at the expense of the student. School lunches will be provided as needed for free-reduced lunch eligible students.
Summer school courses	Classes offered during the summer, or at night, if any	
Copies	Use of school copiers (except for one copy of the student file, which will be provided without charge).	Ten cents (.10) per page when charges apply.
School Meals		Student Breakfast-\$2. 43 Student Lunch-\$3. 10 Milk-\$0.50 Staff Breakfast-\$2.75 Staff Lunch-\$4.60 Prices are maximums based on one meal per day, will vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.
Middle and High School Programs	General Description of Fee or Material	Amount of Fee (Anticipated or Maximum) or Specific Material Required
Physical Education classes	Appropriate clothing (non-specialized attire)	Tennis shoes and white socks, running shorts, T-shirt
Art and shop classes and special projects, science classes	Appropriate clothing (non-specialized attire) Goggles-1 pair provided per year. If lost or damaged students are required to purchase a new pair. Project cost--	Old shirt for painting; other clothing which may get paint on it or otherwise be damaged; protective clothing for shop classes; approved protective goggles for science classes. Student pays cost that is beyond the standard project provided by the school.

Music - Optional band courses	Musical instruments	Musical instruments and accessories (reeds, valve oil, etc.) Limited instruments available for use by any student. Instrument Rental Fee is \$75 per school year and \$30 per summer for use of school-owned instrument. White shirt and black pants. *There is also a \$50 band fee for all participants.
Choir-Optional courses	Choir materials and equipment	\$20 per year
Classroom Supplies	General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc.	None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers.
Classroom Projects, i.e, Family & Consumer Science, Ind. Technology	Project Cost	Student pays cost that is beyond the standard project provided by the school.
Advanced math or science classes	Specialized calculators	Some calculators will be available at school. If lost or damaged a replacement fee will be assessed at a rate paid by the school. Students are encouraged but not required to purchase such equipment for their personal use.
Copies	Use of school copiers (except for one copy of the student file, which will be provided	Ten cents (.10) per page, when charges apply.

<p>School Meals</p>	<p>without charge)</p>	<p>MS and HS Student Breakfast-\$2.430 Student Lunch MS-\$3.245 Student Lunch HS-\$3.320 Milk-\$0.50 Staff Breakfast-\$2.75 Staff Lunch-\$4.60 *Prices are maximums based on one meal per day, will vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.</p>
<p>Post-secondary education classes</p>	<p>Tuition and fees for college courses taken for credit.</p>	<p>None--Any postsecondary education costs are to be paid directly by students to the college.</p>
<p>End of year lost or damaged books</p>	<p>Damage fee or replacement cost</p>	<p>Fees and fines up to \$5.00 for damaged books. Lost books or ruined books are charged replacement cost, generally at a maximum of \$100.00.</p>

Yearbooks - Optional	School Book	Yearbooks are published and made available for purchase every year. MS \$25.
Article 5	STUDENTS	Appendix to Policy No. 5195 HS Price varies from \$65 to \$105, depending upon when the yearbook is purchased. The earlier that it is purchased, the lower the cost.
College entrance tests and preparation	Prep programs & tests	Costs of college entrance tests or prep courses, such as ACT preparation tutoring, PSAT test, and ACT test, are optional and to be paid directly to the private companies involved.
Summer school courses	Classes offered during the summer, or at night, if any	Driver's education class: Approximately \$400. Credit recovery: \$100 per class.
Locker usage	Use of school padlock	\$5.00 fee if damaged or not returned at the end of the year.
Learning (1-to-1) Initiative (high school)	Laptop insurance (optional; if declined, student is responsible for the cost of repairs due to accidents/negligence)	\$35 per school year
Extracurricular and other programs	General Description of Fee or Material	Amount of Fee (Anticipated or Maximum) or Specific Item Required
Athletic Programs		
1. Activities Fees	Participation in extracurricular activities.	Grades 7-8: \$50 maximum. This fee does not include a high school activity pass. Grades 9-12: \$85 maximum for all NSAA activities, band and vocal. This fee covers entry fees and admission to high school activities as a spectator.
2. Admission	Spectator fees for admission to events	Admission prices will be \$7 for adults and \$5 for students for tournaments. Regular season ticket prices will be \$6 for adults and \$5 for students. Conference passes will be allowed. Sub-Varsity ONLY & Middle School athletic events will be \$4 for adults and \$3 for students. Admission prices will be \$5 for adults and \$4 for students for Sub-Varsity & Middle athletic tournaments. Students may purchase an Activity Ticket for \$60.00 per year for high school events and \$35 for middle school events. For District and Conference events hosted by the School, cost to be set by NSAA but not to exceed \$20.00 per event.

3. Athletic Physicals	NSAA required athletic physicals	Cost varies; payable directly to student's physician or clinic.
-----------------------	----------------------------------	---

<p>4. Equipment and attire</p>	<p>Students are responsible for required equipment and attire appropriate to the sport or activity which are not provided by the school, and are responsible for any optional clothing, equipment, or other items associated with the sport or activity. Uniform items are checked out to students. If lost or damaged students will be assessed fees in the amount of replacement cost.</p>	<p>Required items include athletic undergarments (supporter, bra, socks and undershirts), practice attire, including shorts, shirts, socks and shoes suitable for the activity, and dress attire suitable for team travel. Optional items for which students are responsible include: personal athletic bags, hair ties, sweat bands, non-required gloves, towels, forearm pads and personal medical devices (braces, orthopedic inserts, etc.). Additional required items for particular sports or activities include:</p> <table border="1" data-bbox="954 737 1477 1528"> <tr> <td>Basketball</td> <td>No additional</td> </tr> <tr> <td>Cross country</td> <td>No additional</td> </tr> <tr> <td>Football</td> <td>Mouthpiece</td> </tr> <tr> <td>Golf</td> <td>Golf bag & clubs</td> </tr> <tr> <td>Softball</td> <td>Softball glove</td> </tr> <tr> <td>Speech/Debate</td> <td>Dress attire; copies of research</td> </tr> <tr> <td>Track</td> <td>No additional</td> </tr> <tr> <td>Volleyball</td> <td>Volleyball knee pads</td> </tr> <tr> <td>Wrestling</td> <td>Wrestling head gear</td> </tr> <tr> <td>Cheerleading, Dance, & Flag Team Squads</td> <td>Shoes, approved uniforms (top & skirt; jacket), poms and other accessories</td> </tr> </table>	Basketball	No additional	Cross country	No additional	Football	Mouthpiece	Golf	Golf bag & clubs	Softball	Softball glove	Speech/Debate	Dress attire; copies of research	Track	No additional	Volleyball	Volleyball knee pads	Wrestling	Wrestling head gear	Cheerleading, Dance, & Flag Team Squads	Shoes, approved uniforms (top & skirt; jacket), poms and other accessories
Basketball	No additional																					
Cross country	No additional																					
Football	Mouthpiece																					
Golf	Golf bag & clubs																					
Softball	Softball glove																					
Speech/Debate	Dress attire; copies of research																					
Track	No additional																					
Volleyball	Volleyball knee pads																					
Wrestling	Wrestling head gear																					
Cheerleading, Dance, & Flag Team Squads	Shoes, approved uniforms (top & skirt; jacket), poms and other accessories																					
<p>5. Travel meals</p>	<p>Meals</p>	<p>Students are responsible for their own meals while traveling.</p>																				
<p>6. Locker use</p>	<p>Padlock for locker</p>	<p>\$5.00 fee if damaged or not returned at the end of the year.</p>																				
<p>7. Camps and clinics</p>	<p>Registration and other costs of camps or clinics</p>	<p>Students are responsible for the cost of all clinics, camps and conditioning programs. Any personal items purchased at camps or clinics, such as t-shirts, shall be at the student's expense.</p>																				

8. Athletic Clubs	Letterman's club and other clubs supporting the athletic program	Currently no dues required. Annual dues not to exceed \$50.00 per club.
9. Marching Band and Musical Groups	Equipment and attire.	Students will be responsible for the same costs as are set out for the athletic program. Students will be responsible for supplying their own musical instruments and accessories and for their own uniforms. The Instrument Rental Fee is \$75 per school year for the use of a schoolowned instrument and \$30 for the summer. Uniforms for the marching band will be supplied by the school. *There is also a \$50 band fee for all participants. For High School Band Students a \$15.00 uniform cleaning fee is requested.
10. Music Optional Show Choir	Coordinating group attire	Students will pay for outfits selected by the group. Cost will be based on selection at a maximum of \$75.
Clubs/Organizations		
Future Business Leaders (FBLA)/DECA	State & national dues, meals and activities	Annual dues not to exceed \$50.00 per club.
Future Farmers (FFA)	State & national dues, meals and activities	Annual dues not to exceed \$50.00 per club.
Future Career/Community Leaders (FCCLA)	State & national dues, meals and activities	Annual dues not to exceed \$50.00 per club.
National Honor Society	State & national dues, meals and activities	Currently no dues required. Annual dues not to exceed \$50.00 per club.
Swing Choir	Attire	Students are responsible for purchasing outfits and accessories. Not to exceed \$150.
All Girls Swing Choir	Attire	Students are responsible for purchasing outfits and accessories.
Student Council	State & national dues, meals and activities	Currently no dues required. Annual dues not to exceed \$50.00 per club.
AFJROTC	Uniform and Military Ball Attendance	No cost for uniform. \$15 cleaning fee may be assessed. Cost of Military Ball maximum of \$30 for meals.
Social & Recognition Activities		
1. School plays, musicals and social activities	Admission to events	Up to \$10.00 per play or activity.

2. School dances	Admission to prom, homecoming, etc.	Up to \$30.00 per event.
3. Class dues		Currently no dues are assessed. Each of the eight secondary classes may assess its members an amount not to exceed \$50.00 annually for rental and decoration of dance facilities, punch and snacks at social activities, memorials and recognition plaques, flowers, and cards, and similar class activities. The payment of such an assessment shall be strictly voluntary, but students who do not pay may be denied admission to extracurricular activities supported by the class dues.
4. Picture Packets	Optional - Pictures are still taken for use in the school yearbook.	Students purchase packets as desired and pay directly to the photo company.
5. Senior recognition assessment	Optional graduation activities	Participation in class activities attendant to graduation (such as being part of the composite picture, special yearbook pages, etc.) is not required in order for students to receive their high school diploma. Students who choose to participate will be required to pay the cost of the items involved in the graduation ceremony and attendant class activities. These may include the rental of graduation robes, caps, tassels, class flowers, one mother's flower, class gift, yearbook picture page, and class composite picture. A single Senior Class Recognition Assessment, not to exceed \$65, will be assessed to those Seniors who elect to participate in such activities. Expenses for above mentioned items will be paid out of the "Class Activity" account until funds are depleted. After this fund is empty, students will be responsible for all optional graduation activity costs.

<p>6. Spirit Bus</p>	<p>Optional student activity.</p>	<p>Occasionally, the district provides a spirit bus for student spectators to ride to an away event. There is typically a \$5 charge to ride the bus. The amount may vary depending upon the destination. This is an optional activity for spectators and is not a fee that is waived.</p>
<p>7. Trips</p>	<p>Transportation, lodging, meals, admission to events, etc.</p>	<p>For the extracurricular and optional trip – Referral Free Activities, Freshman Trip, Senior Trip, Destination Imagination and Band Trips, students will be assessed a \$75.00 fee and will be responsible for meals. Students are responsible for costs of school sponsored trips where the trip is an extracurricular activity. The maximum costs of such trips will be \$2,000 per student.</p> <p>If the trip is not school-sponsored, the costs of the trip are not subject to this policy and no fee waivers will apply. A trip is not school sponsored if: it is not supervised or administered by the school, attendance on the trip does not count towards graduation credit or grade advancement, and participation on the trip is voluntary for students.</p>

Reviewed: Apr. 8, 2013, July 8, 2013, July 14, 2014, Apr. 13, 2015

Revised: Apr. 11, 2016, June 12, 2017, August 14, 2017 (student breakfast \$2.10 and staff lunch \$3.55) Revised: June 11, 2018

Revised: June 10, 2019

Revised: June 8, 2020, June 14, 2021, June 13, 2022, June 12, 2023, Aug. 14, 2023, Aug. 12, 2024,

July 14, 2025

STUDENT FEES POLICY

The Board of Education of Plattsmouth Community Schools adopts the following student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The District's general policy is to provide for the free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

The District does provide activities, programs, and services to children that extend beyond the minimum level of constitutionally required free instruction. Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. The District's general policy is to continue to encourage and, to the extent permitted by law, to require such student and parent contributions to enhance the educational program provided by the District.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District is required to set forth in a policy its guidelines or policies for specific categories of student fees. The District does so by setting forth the following guidelines and policies. This policy is subject to further interpretation or guidance by administrative or Board regulations which may be adopted from time to time. The Policy includes Appendix "1," which provides further specifics of student fees and materials required of students for the 2025-2026 school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics.

(1) Guidelines for non-specialized attire required for specified courses and activities. Students have the responsibility to furnish and wear non-specialized attire meeting general District grooming and attire guidelines, as well as grooming and attire guidelines established for the building or programs attended by the students or in which the students participate. Students also have the responsibility to furnish and wear non-specialized attire reasonably related to the programs, courses and activities in which the students participate where the required attire is specified in writing by the administrator or teacher responsible for the program, course or activity.

The District will provide or make available to students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other

similar hazards. Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings, teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

(2) Personal or consumable items & miscellaneous

(a) Extracurricular Activities. Students have the responsibility to furnish any personal or consumable items for participation in extracurricular activities.

(b) Courses

(i) General Course Materials. Items necessary for students to benefit from courses will be made available by the District for the use of students during the school day. Students may be encouraged, but not required, to bring items needed to benefit from courses including, but not limited to, pencils, paper, pens, erasers, notebooks, trappers, protractors and math calculators. A specific class supply list will be published annually in a Board-approved student handbook or supplement or other notice. The list may include refundable damage or loss deposits required for usage of certain District property.

(ii) Damaged or Lost Items. Students are responsible for the careful and appropriate use of school property. Students and their parents or guardian will be held responsible for damages to school property where such damage is caused or aided by the student and will also be held responsible for the reasonable replacement cost of school property which is placed in the care of and lost by the student.

(iii) Materials Required for Course Materials. Students are permitted to and may be encouraged to supply materials for course projects. Some course projects (such as projects in art and shop classes) may be kept by the student upon completion. In the event the completed project has more than minimal value, the student may be required, as a condition of the student keeping the completed project, to reimburse the District for the reasonable value of the materials used in the project. Standard project materials will be made available by the District. If a student wants to create a project other than the standard course project, or to use materials other than standard project materials, the student will be responsible for furnishing or paying the reasonable cost of any such materials for the project.

(iv) Music Course Materials. Students will be required to furnish musical instruments for participation in optional music courses. Use of a musical instrument without charge is available under the District's fee waiver policy. The District is not required to provide for the use of a particular type of musical instrument for any student.

(v) Parking. Students may be required to pay for parking on school grounds or at school-sponsored activities, and may be subject payment of fines or damages for damages caused with or to vehicles or for failure to comply with school parking rules.

(3) Extracurricular Activities-Specialized equipment or attire. Extracurricular activities means student activities or organizations which are supervised or administered by the District, which do not count toward graduation or advancement between grades, and in which participation is not otherwise required by the District. The District will generally furnish students with specialized

equipment and attire for participation in extracurricular activities. The District is not required to provide for the use of any particular type of equipment or attire. Equipment or attire fitted for the student and which the student generally wears exclusively, such as dance squad, cheerleading, and music/dance activity (e.g. choir or show choir) uniforms and outfits, along with T-shirts for teams or band members, will be required to be provided by the participating student. The cost of maintaining any equipment or attire, including uniforms, which the student purchases or uses exclusively, shall be the responsibility of the participating student. Equipment which is ordinarily exclusively used by an individual student participant throughout the year, such as golf clubs, softball gloves, and the like, are required to be provided by the student participant. Items for the personal medical use or enhancement of the student (braces, mouth pieces, and the like) are the responsibility of the student participant. Students have the responsibility to furnish personal or consumable equipment or attire for participation in extra curricular activities or for paying a reasonable usage cost for such equipment or attire. For musical extracurricular activities, students may be required to provide specialized equipment, such as musical instruments, or specialized attire, or for paying a reasonable usage cost for such equipment or attire.

(4) Extracurricular Activities-Fees for participation. Any fees for participation in extracurricular activities for the 2025-2026 school year are further specified in Appendix "1." Admission fees are charged for extracurricular activities and events.

(5) Postsecondary education costs. Students are responsible for postsecondary education costs. The phrase "postsecondary education costs" means tuition and other fees only associated with obtaining credit from a postsecondary educational institution. For a course in which students receive high school credit and for which the student may also receive postsecondary education credit, the course shall be offered without charge for tuition, transportation, books, or other fees, except tuition and other fees associated with obtaining credits from a postsecondary educational institution.

(6) Transportation costs. Students are responsible for fees established for transportation services provided by the District as and to the extent permitted by federal and state laws and regulations.

(7) Copies of student files or records. The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or student who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records. The fee schedule shall permit one copy of the requested records be provided for or on behalf of the student without charge and shall allow duplicate copies to be provided without charge to the extent required by federal or state laws or regulations.

(8) Participation in before-and-after-school or pre-kindergarten services. Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

(9) Participation in summer school or night school. Students are responsible for fees required for participation in summer school or night school. Students are also responsible for correspondence courses.

(10) Breakfast and lunch programs. Students shall be responsible for items which students purchase from the District's breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations. Students are also responsible for the cost of food, beverages, and personal or consumable items which the students

purchase from the District or at school, whether from a "school store," a vending machine, a booster club or parent group sale, a book order club, or the like. Students may be required to bring money or food for field trip lunches and similar activities.

(11) Waiver Policy. The District's policy is to provide fee waivers in accordance with the Public Elementary and Secondary Student Fee Authorization Act. Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for: (1) participation in extracurricular activities and (2) use of a musical instrument in optional music courses that are not extracurricular activities. Participation in a free-lunch program or reduced-price lunch program is not required to qualify for free or reduced price lunches for purposes of this section. Students or their parents must request a fee waiver prior to participating in or attending the activity, and prior to purchase of the materials.

(12) Distribution of Policy. The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be made in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be made available to every student of the District or to every household in which at least one student resides, at no cost.

(13) Student Fee Fund. The School Board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, into which all money collected from students and subject to the Student Fee Fund shall be deposited and from which money shall be expended for the purposes for which it was collected from students. Funds subject to the Student Fee Fund consist of money collected from students for: (1) participation in extracurricular activities, (2) postsecondary education costs, and (3) summer school or night school.

CERTIFICATION

On the 14th day of July, 2025, the school board held a public hearing at a meeting of the school board on a proposed student fee policy. Such public hearing followed a review of the amount of money collected from students pursuant to, and the use of waivers provided in, the student fee policy for the preceding school year. The foregoing student fee policy was adopted after such public hearing by a majority vote of the school board at an open public meeting in compliance with the public meetings in compliance with the public meetings laws.

Legal References:

- Neb. Rev. Stat. §§79-2,125 to 79-2,135 and Laws 2003, LB 249 (The Public Elementary and Secondary Student Fee Authorization Act) Neb. Constitution, Article VII, section 1.
- Neb. Rev. Stat. §§79-241, 79-605, and 79-611(transportation)
- Neb. Rev. Stat. §79-2,104 (student files or records)
- Neb. Rev. Stat. §79-715 (eye-protective devices)
- Neb. Rev. Stat. §79-737 (liability of students for damages to school books)
- Neb. Rev. Stat. §79-1104 (before-and-after-school or pre-kindergarten services)
- Neb. Rev. Stat. §§79-1106 to 79-1108.03 (accelerated or differentiated curriculum program)

Date of Adoption: July 9, 2012

Reviewed: Apr. 8, 2013, July 8, 2013, July 14, 2014, Apr. 13, 2015, Apr. 11, 2016, Apr. 19, 2017

Revised: June 12, 2017, June 11, 2018, June 10, 2019, June 8, 2020, June 14, 2021, June 13, 2022,

Reviewed: June 12, 2023, Aug. 12, 2024, July 14, 2025

**Appendix "1" to ~~2024-2025~~2025-2026 Student Fees Policy of
Plattsmouth Community Schools
Additional Specification of Required Materials and Fees¹**

Program	General Description of Fee or Material	\$ Amount of Fee (Anticipated or Maximum)² or Specific Material Required
Elementary Program		
Physical Education Classes	Appropriate clothing (non-specialized attire)	Tennis shoes and white socks, running shorts, T-shirt
Art classes and special projects or events	Appropriate clothing (non-specialized attire)	Old shirt for painting; other clothing which may get paint on it or otherwise be damaged
Music Music -Optional Blue Notes Honor Choir		Musical instruments and accessories are provided. Recorders can be purchased for \$2.50.
Classroom supplies	General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc.	None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers.
End of year lost or damaged books	Damage fee or replacement cost	Fees and fines up to \$5.00 for damaged books. Lost books or ruined books are charged replacement cost, generally at a maximum of \$85.00.

¹ This listing is a part of the ~~2024-2025~~2025-2026 Student Fees Policy and is intended to provide supplemental information. For additional specifications, refer to the Policy.

² Generally, dollar amounts are stated in terms of "maximums." The actual fee or charge may be less during the ~~2024-2025~~2025-2026 school year.

Field Trips	Transportation and admission costs of field trips	None-costs of school sponsored, class-related field trips will be paid for by the school. Parents may be encouraged but not required to pay for field trip costs of up to \$10.00 per student for each field trip to defray costs. Meals on field trips will be at the expense of the student. School lunches will be provided as needed for free-reduced lunch eligible students.
Summer school courses	Classes offered during the summer, or at night, if any	
Copies	Use of school copiers (except for one copy of the student file, which will be provided without charge).	Ten cents (.10) per page when charges apply.
School Meals		Student Breakfast-\$2. 43 Student Lunch-\$3. 10 Milk-\$0.50 Staff Breakfast-\$2.75 Staff Lunch-\$4.60 Prices are maximums based on one meal per day, will vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.
Middle and High School Programs	General Description of Fee or Material	Amount of Fee (Anticipated or Maximum) or Specific Material Required
Physical Education classes	Appropriate clothing (non-specialized attire)	Tennis shoes and white socks, running shorts, T-shirt
Art and shop classes and special projects, science classes	Appropriate clothing (non-specialized attire) Goggles-1 pair provided per year. If lost or damaged students are required to purchase a new pair. Project cost--	Old shirt for painting; other clothing which may get paint on it or otherwise be damaged; protective clothing for shop classes; approved protective goggles for science classes. Student pays cost that is beyond the standard project provided by the school.

Music - Optional band courses	Musical instruments	Musical instruments and accessories (reeds, valve oil, etc.) Limited instruments available for use by any student. Instrument Rental Fee is \$75 per school year and \$30 per summer for use of school-owned instrument. White shirt and black pants. *There is also a \$50 band fee for all participants.
Choir-Optional courses	Choir materials and equipment	\$20 per year
Classroom Supplies	General supplies, such as writing instruments (pens, pencils, crayons, markers), notebooks, etc.	None--necessary classroom supplies will be made available by the school. Students will be responsible for the replacement cost of damaged or lost supplies. Students are encouraged but not required to bring items from class supply lists that may be handed out by the office or individual teachers.
Classroom Projects, i.e, Family & Consumer Science, Ind. Technology	Project Cost	Student pays cost that is beyond the standard project provided by the school.
Advanced math or science classes	Specialized calculators	Some calculators will be available at school. If lost or damaged a replacement fee will be assessed at a rate paid by the school. Students are encouraged but not required to purchase such equipment for their personal use.
Copies	Use of school copiers (except for one copy of the student file, which will be provided	Ten cents (.10) per page, when charges apply.

School Meals	without charge)	MS and HS Student Breakfast-\$ 2.43 0 Student Lunch MS-\$ 3.24 5 Student Lunch HS-\$ 3.32 0 Milk-\$0.50 Staff Breakfast-\$2.75 Staff Lunch-\$4.60 *Prices are maximums based on one meal per day, will vary depending on the number of meals or items purchased by the student, and may be adjusted during the year.
--------------	-----------------	---

Post-secondary education classes	Tuition and fees for college courses taken for credit.	None--Any postsecondary education costs are to be paid directly by students to the college.
End of year lost or damaged books	Damage fee or replacement cost	Fees and fines up to \$5.00 for damaged books. Lost books or ruined books are charged replacement cost, generally at a maximum of \$100.00.

Yearbooks - Optional	School Book	Yearbooks are published and made available for purchase every year. MS \$25.
Article 5	STUDENTS	Appendix to Policy No. 5195 HS Price varies from \$65 to \$105, depending upon when the yearbook is purchased. The earlier that it is purchased, the lower the cost.
College entrance tests and preparation	Prep programs & tests	Costs of college entrance tests or prep courses, such as ACT preparation tutoring, PSAT test, and ACT test, are optional and to be paid directly to the private companies involved.
Summer school courses	Classes offered during the summer, or at night, if any	Driver's education class: Approximately \$400. Credit recovery: \$100 per class.
Locker usage	Use of school padlock	\$5.00 fee if damaged or not returned at the end of the year.
Learning (1-to-1) Initiative (high school)	Laptop insurance (optional; if declined, student is responsible for the cost of repairs due to accidents/negligence)	\$35 per school year
Extracurricular and other programs	General Description of Fee or Material	Amount of Fee (Anticipated or Maximum) or Specific Item Required
Athletic Programs		
1. Activities Fees	Participation in extracurricular activities.	Grades 7-8: \$50 maximum. This fee does not include a high school activity pass. Grades 9-12: \$85 maximum for all NSAA activities, band and vocal. This fee covers entry fees and admission to high school activities as a spectator.
2. Admission	Spectator fees for admission to events	Admission prices will be \$7 for adults and \$5 for students for tournaments. Regular season ticket prices will be \$6 for adults and \$5 for students. Conference passes will be allowed. Sub-Varsity ONLY & Middle School athletic events will be \$4 for adults and \$3 for students. Admission prices will be \$5 for adults and \$4 for students for Sub-Varsity & Middle athletic tournaments. Students may purchase an Activity Ticket for \$60.00 per year for high school events and \$35 for middle school events. For District and Conference events hosted by the School, cost to be set by NSAA but not to exceed \$20.00 per event.

3. Athletic Physicals	NSAA required athletic physicals	Cost varies; payable directly to student's physician or clinic.
-----------------------	----------------------------------	---

<p>4. Equipment and attire</p>	<p>Students are responsible for required equipment and attire appropriate to the sport or activity which are not provided by the school, and are responsible for any optional clothing, equipment, or other items associated with the sport or activity. Uniform items are checked out to students. If lost or damaged students will be assessed fees in the amount of replacement cost.</p>	<p>Required items include athletic undergarments (supporter, bra, socks and undershirts), practice attire, including shorts, shirts, socks and shoes suitable for the activity, and dress attire suitable for team travel. Optional items for which students are responsible include: personal athletic bags, hair ties, sweat bands, non-required gloves, towels, forearm pads and personal medical devices (braces, orthopedic inserts, etc.). Additional required items for particular sports or activities include:</p> <table border="1" data-bbox="954 737 1477 1528"> <tr> <td>Basketball</td> <td>No additional</td> </tr> <tr> <td>Cross country</td> <td>No additional</td> </tr> <tr> <td>Football</td> <td>Mouthpiece</td> </tr> <tr> <td>Golf</td> <td>Golf bag & clubs</td> </tr> <tr> <td>Softball</td> <td>Softball glove</td> </tr> <tr> <td>Speech/Debate</td> <td>Dress attire; copies of research</td> </tr> <tr> <td>Track</td> <td>No additional</td> </tr> <tr> <td>Volleyball</td> <td>Volleyball knee pads</td> </tr> <tr> <td>Wrestling</td> <td>Wrestling head gear</td> </tr> <tr> <td>Cheerleading, Dance, & Flag Team Squads</td> <td>Shoes, approved uniforms (top & skirt; jacket), poms and other accessories</td> </tr> </table>	Basketball	No additional	Cross country	No additional	Football	Mouthpiece	Golf	Golf bag & clubs	Softball	Softball glove	Speech/Debate	Dress attire; copies of research	Track	No additional	Volleyball	Volleyball knee pads	Wrestling	Wrestling head gear	Cheerleading, Dance, & Flag Team Squads	Shoes, approved uniforms (top & skirt; jacket), poms and other accessories
Basketball	No additional																					
Cross country	No additional																					
Football	Mouthpiece																					
Golf	Golf bag & clubs																					
Softball	Softball glove																					
Speech/Debate	Dress attire; copies of research																					
Track	No additional																					
Volleyball	Volleyball knee pads																					
Wrestling	Wrestling head gear																					
Cheerleading, Dance, & Flag Team Squads	Shoes, approved uniforms (top & skirt; jacket), poms and other accessories																					
<p>5. Travel meals</p>	<p>Meals</p>	<p>Students are responsible for their own meals while traveling.</p>																				
<p>6. Locker use</p>	<p>Padlock for locker</p>	<p>\$5.00 fee if damaged or not returned at the end of the year.</p>																				
<p>7. Camps and clinics</p>	<p>Registration and other costs of camps or clinics</p>	<p>Students are responsible for the cost of all clinics, camps and conditioning programs. Any personal items purchased at camps or clinics, such as t-shirts, shall be at the student's expense.</p>																				

8. Athletic Clubs	Letterman's club and other clubs supporting the athletic program	Currently no dues required. Annual dues not to exceed \$50.00 per club.
9. Marching Band and Musical Groups	Equipment and attire.	Students will be responsible for the same costs as are set out for the athletic program. Students will be responsible for supplying their own musical instruments and accessories and for their own uniforms. The Instrument Rental Fee is \$75 per school year for the use of a schoolowned instrument and \$30 for the summer. Uniforms for the marching band will be supplied by the school. *There is also a \$50 band fee for all participants. For High School Band Students a \$15.00 uniform cleaning fee is requested.
10. Music Optional Show Choir	Coordinating group attire	Students will pay for outfits selected by the group. Cost will be based on selection at a maximum of \$75.
Clubs/Organizations		
Future Business Leaders (FBLA)/DECA	State & national dues, meals and activities	Annual dues not to exceed \$50.00 per club.
Future Farmers (FFA)	State & national dues, meals and activities	Annual dues not to exceed \$50.00 per club.
Future Career/Community Leaders (FCCLA)	State & national dues, meals and activities	Annual dues not to exceed \$50.00 per club.
National Honor Society	State & national dues, meals and activities	Currently no dues required. Annual dues not to exceed \$50.00 per club.
Swing Choir	Attire	Students are responsible for purchasing outfits and accessories. Not to exceed \$150.
All Girls Swing Choir	Attire	Students are responsible for purchasing outfits and accessories.
Student Council	State & national dues, meals and activities	Currently no dues required. Annual dues not to exceed \$50.00 per club.
AFJROTC	Uniform and Military Ball Attendance	No cost for uniform. \$15 cleaning fee may be assessed. Cost of Military Ball maximum of \$30 for meals.
Social & Recognition Activities		
1. School plays, musicals and social activities	Admission to events	Up to \$10.00 per play or activity.

2. School dances	Admission to prom, homecoming, etc.	Up to \$30.00 per event.
3. Class dues		Currently no dues are assessed. Each of the eight secondary classes may assess its members an amount not to exceed \$50.00 annually for rental and decoration of dance facilities, punch and snacks at social activities, memorials and recognition plaques, flowers, and cards, and similar class activities. The payment of such an assessment shall be strictly voluntary, but students who do not pay may be denied admission to extracurricular activities supported by the class dues.
4. Picture Packets	Optional - Pictures are still taken for use in the school yearbook.	Students purchase packets as desired and pay directly to the photo company.
5. Senior recognition assessment	Optional graduation activities	Participation in class activities attendant to graduation (such as being part of the composite picture, special yearbook pages, etc.) is not required in order for students to receive their high school diploma. Students who choose to participate will be required to pay the cost of the items involved in the graduation ceremony and attendant class activities. These may include the rental of graduation robes, caps, tassels, class flowers, one mother's flower, class gift, yearbook picture page, and class composite picture. A single Senior Class Recognition Assessment, not to exceed \$65, will be assessed to those Seniors who elect to participate in such activities. Expenses for above mentioned items will be paid out of the "Class Activity" account until funds are depleted. After this fund is empty, students will be responsible for all optional graduation activity costs.

<p>6. Spirit Bus</p>	<p>Optional student activity.</p>	<p>Occasionally, the district provides a spirit bus for student spectators to ride to an away event. There is typically a \$5 charge to ride the bus. The amount may vary depending upon the destination. This is an optional activity for spectators and is not a fee that is waived.</p>
<p>7. Trips</p>	<p>Transportation, lodging, meals, admission to events, etc.</p>	<p>For the extracurricular and optional trip – Referral Free Activities, Freshman Trip, Senior Trip, Destination Imagination and Band Trips, students will be assessed a \$75.00 fee and will be responsible for meals. Students are responsible for costs of school sponsored trips where the trip is an extracurricular activity. The maximum costs of such trips will be \$2,000 per student.</p> <p>If the trip is not school-sponsored, the costs of the trip are not subject to this policy and no fee waivers will apply. A trip is not school sponsored if: it is not supervised or administered by the school, attendance on the trip does not count towards graduation credit or grade advancement, and participation on the trip is voluntary for students.</p>

Reviewed: Apr. 8, 2013, July 8, 2013, July 14, 2014, Apr. 13, 2015

Revised: Apr. 11, 2016, June 12, 2017, August 14, 2017 (student breakfast \$2.10 and staff lunch \$3.55) Revised: June 11, 2018

Revised: June 10, 2019

Revised: June 8, 2020, June 14, 2021, June 13, 2022, June 12, 2023, Aug. 14, 2023, Aug. 12, 2024,

July 14, 2025

Community Relations1300 Fundraising Activities

Any fundraising campaigns (online fundraising such as crowd funding campaigns are not allowed) must have prior approval from the supervising administrator and the Superintendent before taking any actions when using the employee's position to raise funds. Any person or entity acting on behalf of the district and wishing to conduct a fundraising campaign for the benefit of the district must also begin the process by seeking prior approval from the supervising administrator and the Superintendent. All money raised through an approved fundraising campaign is subject to normal accounting procedures of the district and any additional procedures that may be required in the approval process. Any information or materials placed on fundraising websites are subject to the same district policies covering publication of materials on the district website.

Approval of requests shall depend on factors including, but not limited to:

Compatibility with the district's educational program, mission, vision, core values, beliefs, and student achievement goals;

The district's instructional priorities;

The manner in which donations are collected and distributed by the fundraising process;

Equity in funding; and

Other factors deemed relevant or appropriate by the district.

If approved, the employee shall be responsible for preparing all materials and information related to the fundraising campaign and keeping district administration apprised of the status of the campaign. The employee must account for any money raised through the approved fundraising effort and shall provide evidence to the Superintendent or Superintendent's designee as to how the money was spent. The employee shall not violate any district policy or guideline and must protect the confidentiality of all student information.

The employee is responsible for compliance with all state and federal laws and other relevant district policies and procedures. All items and money generated are subject to the same controls and regulations as other district property and shall be deposited or inventoried accordingly. No money raised or items purchased shall be distributed to individual employees.

Date of Adoption: January 9, 2006

Reviewed: Mar. 12, 2007, Mar. 10, 2008, Mar. 9, 2009, Mar. 8, 2010, Mar. 14, 2011,
Dec. 12, 2011, Jan. 14, 2013, Jan. 13, 2014

Revised: Mar. 10, 2014

Reviewed: Jan. 12, 2015, Jan. 11, 2016, Jan. 9, 2017

Revised: Dec. 11, 2017

Reviewed: Jan 15, 2018, Jan. 14, 2019

Revised: Feb. 11, 2019, Feb. 10, 2020

Reviewed: Feb. 8, 2021, Feb. 14, 2022, Feb. 13, 2023, Feb. 12, 2024, Feb. 12, 2024, Feb. 10, 2025

Business OperationsProcurement Plan – School Food Authorities

The following procurement policy statement shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. This statement is meant to provide guidance to our personnel and vendors on acceptable and/or required procurement practices. Our goal is to fully implement all required and recommended procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the State Agency.

Procurement Policy

The purchasing procedure to be followed shall be determined by the anticipated total annual expenditure on items related to the food service program:

- When the annual total for food service program related items is less than \$250,000 (~~small purchases~~simplified acquisition-threshold) per procurement event or in aggregate purchases this organization will follow the informal ~~Small Purchases~~simplified acquisition threshold pPcedures.
- When the annual total for food service program related items is greater than \$250,000 (~~small purchases~~simplified acquisition -threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under \$10,000 made with a vendor [2 CFR 200.320(a)].

Prices will be reviewed for reasonableness [2 CFR 200.320(a)].

Purchases will be spread equitably among all qualified sources [2 CFR 200.320(a)].

Small Purchase Simplified Acquisition Threshold Procedures

For purchases made below the ~~small purchases~~simplified acquisition -threshold, ~~Small Purchases~~simplified acquisition threshold pPcedures will be utilized to purchase necessary goods and services. When ~~Small Purchases~~simplified acquisition threshold pPcedures are used, this organization will take the following steps:

1. Contact a reasonable number of qualified vendors.
2. Write specifications for goods and services.
3. Document each vendor's quoted price. (ex. log sheet)
3. Select the company that provides the lowest, most responsive, and responsible bid.
4. Document supplier who was awarded the quote.
5. Manage orders by confirming product and prices match quotes.

Formal Competitive Solicitation Procedures

For purchases made in excess of the ~~small-purchases~~simplified acquisition -threshold, a Formal Competitive Solicitation will be conducted. When Formal Competitive Solicitation Procedures are used, this organization will take the following steps:

1. Prepare an Invitation for Bid (“IFB”) or Request for Proposal (“RFP”) document specifically addressing the items to be procured
 - a. Include detailed specifications
 - b. Ensure price will be most heavily weighted
2. Publicly announce and advertise the bid/proposal at least 21 calendar days prior to bid opening
 - a. Announcements will include the date, time and location in which bids will be opened
3. Determine the most responsive and responsible bid/proposal by using the selection criteria set forth in the bid/proposal document
 - a. Responsible bidders will be those whose bid/proposal conform to all of the terms, conditions and requirements of the IFB/RFP
 - b. Responsible bidders will be those who are capable of performing successfully under the terms and conditions of the contract.
4. Award the contract
 - a. To the most responsive and responsible bidder based on the criteria set forth in the IFB/RFP
 - b. At least two weeks before program operations begin
 - c. If a protest is received, it must be handled in accordance with 7 CFR 210.21
5. Retain all records pertaining to the formal competitive bid process for a period of five years plus the current year

(Note: If the ~~small-purchases~~simplified acquisition –threshold established in the sponsor’s procurement policy statement is less than \$250,000, the smaller bid threshold will govern.)

Procurement Summary

This organization incorporates the following elements into the Procurement Policy Statement, as required by 2 CFR 200 and 7 CFR parts 210, 3016 and 3019.

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(a)(6)]

- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]
- D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]
- E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b)]
- G. General Requirements:
1. Small, minority, veteran-owned, and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
 2. Ensure compliance with the Buy American Provision when purchasing food 7 CRF 210.21(d).
 3. A cost or price analysis in connection with every procurement action in excess of the Small Purchases simplified acquisition -~~t~~Threshold including contract modifications. [2 CFR 200.323(a)]
 4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]
- H. Duties of Food Service Supervisor:
1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
 2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
 3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
 4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
 5. Place and confirm orders with vendors or make plans to purchase the required items.
 6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
 7. To work with vendors on a fair and equal basis.
 8. To conduct an in-house procurement review once per year.

Adopted: July 10, 2017

Reviewed: Sept. 10, 2018, May 13, 2019

Revised: Sept. 9, 2019

Reviewed: June 8, 2020, June 14, 2021, June 13, 2022, June 12, 2023, June 10, 2024~~Date of~~

Adoption: — [Insert Date]

Revised: July 14, 2025

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- (a) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and maintain these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- (b) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- (c) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- (d) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- (e) Take reasonable measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a Control System procedure;

- 4) Continue to develop and implement adequate maintenance procedures for the equipment;
- 5) Continue to develop and implement sales procedures for the equipment; and
- 6) Continue to develop and implement disposition procedure for the equipment.

Legal Reference: 2 C.F.R. §§ 200.313 & 200.33.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for ~~small purchases~~ simplified acquisition thresholds (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids;
- 4) A procedure for competitive proposals; and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient.

For all other records, the District will retain such records for the length of time as required by law.
Legal Reference: 2 C.F.R. § 200.333.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will verify that a vendor has not been debarred, suspended or otherwise excluded, and the District will maintain a copy of said verification.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;

- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Identifying adequately the source and application of funds for federally-funded activities;
- 4) Ensuring effective controls over and accountability for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other Federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another Federal award, except where the federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both Federal and non-Federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally-assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Budget estimates will generally not be used to support charges to Federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: For all federal awards, the District will comply with all applicable legal requirements, including the Davis-Bacon Act.

Legal Reference: 34 C.F.R. § 75.600, et seq.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- A. Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- B. Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$5,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- C. Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.

D. Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.

E. When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the Federal awarding agency.

F. If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

G. Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Maintaining Records: Financial records, supporting documents, statistical records, and all other District records pertinent to a federal award must be retained for the minimum period time as required by federal law or the terms of the federal awarding agency, whichever is longer in time.

Legal Reference: 2 C.F.R. § 200.334.

Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the District shall ensure that it avoids any conflicts of interest regarding any federal awards. The District will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.

Legal Reference: 2 C.F.R. § 200.112.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

[Adopted: September 13, 2021](#)

[Reviewed: June 13, 2022](#)

[Revised: Aug. 8, 2022](#)

[Reviewed: June 12, 2023, June 10, 2024](#)

[Revised: Dec. 9, 2024](#)

[Revised: July 14, 2025](#)

Date of Adoption: ~~—~~[Insert Date]

Business OperationsSafe Driving Record Standard for Drivers

Standard for Pupil Transportation Vehicle Drivers: Each person who is required to have a permit to operate a pupil transportation vehicle for this School District shall meet all requirements to hold and continue to hold a pupil transportation operator's permit, including the successful completion of a physical assessment and a Medical Examiner's Certificate.

One of the requirements for obtaining such a permit is that the person have a record of satisfactory driving as determined by Board policy. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Standard for Drivers of Small Vehicles for Activity Trips: Each person who drives a small vehicle (car or van) other than a pupil transportation vehicle for school activities and who is not required to have a permit to operate a pupil transportation vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system, within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Drivers who exclusively drive small vehicles for activity trips are not required to obtain a Medical Examiner's Certificate.

Standard for Drivers of Other School Vehicles: Each person who drives a school vehicle other than a pupil transportation vehicle and does not transport students in the vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. In the event the person's employment position requires driving vehicles as a function of the person's employment, the employment may be terminated in the absence of a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 6 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3, 4 or 5 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

The record of satisfactory driving standards shall apply to all new employees from and after adoption of this policy. Existing employees shall be subject to the same standards, provided that the Superintendent or Superintendent's designee may determine to permit an exception based on the existing employee's record of satisfactory driving while employed with the District and the nature and proximity of prior driving offenses as such offenses relate to safe transportation.

Legal Reference: Neb. Rev. Stat. Sections 79-318, 79-602, 79-607 and 79-608
Neb. Rev. Stat. Sec. 60-4,182 (point system)
Title 92, Nebraska Administrative Code, Chapters 91 & 92

Adopted: January 9, 2006

Revised September 8, 2008

Reviewed: 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

~~Date of Adoption: [Insert Date]~~

Revised: July 14, 2025

Longevity Incentive Program

PLATTSMOUTH COMMUNITY SCHOOL DISTRICT
LONGEVITY INCENTIVE PROGRAM

The Plattsmouth School Board recognizes the importance of retaining quality employees, in an effort to effectively and efficiently provide an optimal learning environment for students. The intent of this program is to recognize employees for their ongoing dedication to support the educational program for students in the Plattsmouth Community Schools.

PROGRAM GUIDELINES

Effective beginning with the 2022-2023 school year, and in subsequent years, PCS employees who reach the 10-year milestone or any larger five-year increment in our district at the end of a school year shall receive \$500 compensation for each five-year increment. Partial years are not counted in the calculation. Years of service must be consecutive but need not be in the same position. Beginning with the 2025-2026 school year, employees must be hired on or before Aug. 31 for that school year to count toward the longevity incentive. Time spent in substitute positions does not count towards years of service. Examples are included below.

<u>Milestone</u>	<u>Compensation</u>
<u>10 years</u>	<u>\$1,000</u>
<u>15 years</u>	<u>\$1,500</u>
<u>20 years</u>	<u>\$2,000</u>
<u>25 years</u>	<u>\$2,500</u>
<u>30 years</u>	<u>\$3,000</u>
<u>35 years</u>	<u>\$3,500</u>
<u>40 years</u>	<u>\$4,000</u>
<u>45 years</u>	<u>\$4,500</u>
<u>50 years</u>	<u>\$5,000</u>

The amount payable pursuant to the foregoing shall be computed as soon as is reasonably possible following the end of the school year and shall be payable via electronic payroll to the employee no later than the regular payroll date next following the date on which such amounts are determined.

Adopted: March 14, 2022

Reviewed: Mar. 13, 2023

Revised: Aug. 14, 2023

Reviewed: Mar. 18, 2024

Revised: Aug. 12, 2024
Reviewed: Mar 17, 2025
Revised: Aug. 11, 2025

5000 Students

5006 Option Enrollment

A. Application Process and Timelines

For a student to attend the Plattsouth Community Schools as an option enrollment student, the student's parent or legal guardian must submit an application to the Board of Education of the Plattsouth Community Schools between September 1 and March 15 for enrollment during the following and subsequent school years (the "application period").

Upon receipt of an application, the Superintendent or the Superintendent's designee shall provide the resident school district or, if the student attends a different district as an option student, the option district with the name of the applicant on or before April 1 or, in the case of an application submitted after March 15, within sixty days after submission.

Limited Deadline Waiver: The application deadline will be **not** be waived by the School Board for applications to option into or out of the Plattsouth Community Schools, except in the following circumstances:

- (1) Siblings: The application deadline will be waived where the application is for a student who is the sibling of a student attending Plattsouth Community Schools as of the time the application is filed, provided the application is filed at least 30 days prior to the semester in which first enrollment is sought. The "sibling" of a student who is attending for purposes of this Policy means a child who resides in the same household on a permanent basis with an option student who is currently attending and who has the same mother or father or who is a stepbrother or stepsister to an option student.
- (2) Kindergarten: The application deadline will be waived where the application is for a student who is seeking to enroll and attend the Kindergarten grade level provided the application was filed on or before June 1 prior to the first semester of the next school year.
- (3) Plattsouth residents (only applies for options into the District): The application deadline will be waived where the application is for a student who has a residence which includes a Plattsouth address that is not located within the Plattsouth Community School District boundaries.
- (4) Children of Plattsouth Community Schools employees (only applies for options into the District): The application deadline will be waived where the application is for a student whose parent/guardian is an employee of the Plattsouth Community Schools and the student resides with the parent/guardian.
- (5) Foreign Exchange Student (only applies for options into the District): If there is a foreign exchange student whose host family does not reside in the District, but there are other students in the household that are already approved for Option Enrollment, the application deadline shall be waived.
- (6) Educational Programming: A release will be granted where the needs of the student require the District to obtain additional staffing or equipment and it is in the best interests of the District and the student to enroll in the option district. The determination of whether this condition is met shall be made by the Superintendent or the Superintendent's designee.
- (7) No Pending Expulsion: The deadline shall not be waived if the administration is considering or has recommended expulsion of the student at the time the application is

filed, and the administration determines it is appropriate to complete the expulsion process.

- (8) Release Approval: For the foregoing exceptions to option into the Plattsmouth Community Schools, the application must be accompanied by a written release from the resident district or, if the student attends a different district as an option student, the student's current option district.
- (9) Other Conditions: The waiver of the deadline in the above circumstances does not require acceptance of the application, as such applications may be rejected for reasons other than late filing.
- (10) Capacity: For the foregoing exceptions, the application deadline shall not be waived if the application is for enrollment in any program, class, grade level or school building operated by this School District which have been determined by the School District to be at capacity in accordance with the capacity standards (Appendix "1"), and no waiver of the deadline shall be made for such an application regardless of whether such capacity determinations are declared invalid for any reason. For any option application for a student that would receive or could be eligible to receive special education or related services, the Director of Special Education or designee shall conduct a case-by-case analysis to determine if the District has the capacity to provide the student with the appropriate services and accommodations.

B. Rejection of Applications; Reasons

1. Capacity

An option enrollment application shall be rejected in the event the capacity of a program, class, grade level, or school building operated by the School District would be exceeded by acceptance of the application, and an option enrollment application shall be rejected in the event the application is for enrollment in a program, class, grade level, or school building which has been declared unavailable to option students due to lack of capacity.

The Director of Special Education shall review on a case-by-case basis all option applications for students that would receive or could be eligible to receive special education or related services. If the Director or designee determines that the District does not have the capacity to provide the student with the appropriate services and accommodations, then the Director or designee shall send a denial notice to the parent(s) or guardian(s) and include a description of services and accommodations that the District does not have the capacity to provide.

2. Timeliness

An option enrollment application shall be rejected in the event the application is not filed on or before the April 1st immediately preceding the school year in which enrollment is sought, and the filing deadline has not been waived.

3. Previous Option Enrollment

An option enrollment application shall be rejected in the event the student has exhausted their option enrollments in other school districts, as determined by state law.

4. Other Reasons

An option enrollment application may be rejected in the event the Superintendent, the Superintendent's designee, or the School Board determines: The application is not submitted on a form prescribed by the State Department of Education, is not completely and accurately filled in, is not received within the time required by law, or any additional information requested to be supplied is not supplied to the School District within the time lines indicated; or in the event acceptance of the application is not required by law. Matters that are legally prohibited from being considered as standards for acceptance or rejection of applications (including "previous academic achievement, athletic or extracurricular ability, disabilities, proficiency in the English language, or previous disciplinary proceedings" and further including, without limitation, race, national origin, and gender) shall not be considered as reasons for acceptance or rejection.

C. Priority of Acceptance

Priority shall be accorded in the following order: (1) first, to those applications required to be given priority by law, (2) second, to those with a sibling in attendance at Plattsmouth Community Schools, with priority within this group being given to those who had earliest filed applications, and (3) third to those without an option student sibling in attendance at Plattsmouth Community Schools, with priority within this group to those who had earliest filed applications.

Filing date determinations are made by the Superintendent, or the Superintendent's designee. In the event applications within a group are received at the same or substantially the same time, priority as between such same-date applications shall be determined on the basis of random drawing.

D. Determination of Capacity

The School District will determine and set, on an annual basis, the maximum number of option enrollment applications the School District will accept in any program, class, grade level or school building operated by this School District, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this School District will contract based on existing contractual arrangements, and may declare a program, class or school unavailable to option students due to lack of capacity. Such determinations may be made in the form of an Appendix "1" to this Policy. The determination and declaration made for any school year shall continue in effect for the next and subsequent school years unless otherwise determined and/or declared. The capacity for special education services shall be determined on a case-by-case basis as determined by the Director of Special Education or designee.

E. Notification of Acceptance or Rejection

In the case of an application to option enroll into the [Name] Public School District, the Superintendent or the Superintendent's designee shall notify, in writing, the parent or legal guardian of the student, and the resident school district or, if the student is an option student attending a different district, that option district whether the application is accepted or rejected on or before April 1 or, in the case of an application submitted after March 15, within sixty days after submission.

If an option enrollment application or a request for release is rejected by the [Name] Public School District, the Superintendent or the Superintendent's designee shall provide written notification to the parent or guardian stating the reasons for the rejection and the process for appealing such rejection to the State Board of Education. Such notification shall be sent by certified mail.

F. Applications Subsequent to Relocations or Mergers

An option enrollment application does not require a release and shall be accepted or rejected within
forty-five days after filing in the following circumstances:

1. the student relocated to a different resident school district after February 1, or
2. the student's option school district merged with another district effective after February 1, and
3. the application is for attendance during the immediately following and subsequent school years.

G. Status of Option Student

A student who is admitted under the enrollment option program shall be treated as a resident student, and in such regard shall be required to provide such enrollment information and documentation as is required for enrollment of other students (e.g., certified birth certificate and evidence of physical examination, visual evaluation and immunization), shall be required to be enrolled on a full-time basis, and shall be required to adhere to student conduct rules. The building assignment for an option student, as well as classroom and grade level assignments, shall be determined by the administration.

An option student shall not be entitled to transportation except as required by law. Transportation or transportation reimbursement will be provided in the following circumstances:

1. The Plattsmouth Community Schools may, upon mutual agreement with the parent or legal guardian of an option student, provide transportation to the option student on the same basis as provided for resident students. The school district may charge the parents of each option student transported a fee sufficient to recover the additional costs of such transportation.
2. Option students who qualify for free lunches are eligible for either free transportation or transportation reimbursement from the option school district. The District's policy is that the District selects which service (transportation or reimbursement) is to be provided to students.
3. For option students receiving special education services, the transportation services required in the student's Individualized Education Plan shall be provided by the resident school district.

H. Information Regarding Schools, Programs, Policies and Procedures.

As part of the option enrollment program, the administration shall make information about the Plattsmouth Community Schools and its school, programs, policies, and procedures available to all interested persons and shall have a copy of the option enrollment policy and regulations available at each school building.

Legal Reference: Neb. Rev. Stat. §79-232 et. seq. Adopted: July 14, 2008

Revised: May 11, 2009, May 10, 2010, July 11, 2011, Jan. 9, 2012, Aug. 13, 2012 Reviewed:
Apr. 8, 2013

Revised: Aug. 12, 2013, July 14, 2014, Apr. 13, 2015, Apr. 11, 2016, Mar. 13, 2017

Reviewed: Apr. 10, 2017, May 14, 2018, June 10, 2019, June 8, 2020, Aug. 10, 2020

Revised: Apr.12, 2021

Reviewed: May 10, 2021

Revised: June 13, 2022, June 12, 2023,

Revised: Sept. 11, 2023

Reviewed: May 13, 2023

Revised: July 15, 2024, Oct. 14, 2024 (with resolution and Appendix 1)

Revised: July 14, 2025

5006 RESOLUTION

WHEREAS, the School Board is required by law to adopt by resolution policies and specific standards for acceptance or rejection of option enrollment applications; and,

WHEREAS, the School Board has received and reviewed evidence and information submitted by the administration and other sources and made determinations thereon with respect to standards for acceptance or rejection and with respect to the capacity of this school district to accept option enrollment students based upon available staff, available facilities, projected enrollment, and availability of special education programs; and,

WHEREAS, the School Board has determined that the educational interests of this school district would be best served by adoption of the resolutions, and the policies and specific standards herein contained.

NOW, THEREFORE, BE IT RESOLVED that the Option Enrollment Policy presented to the School Board as Policy 5006, and Appendix "1" to such Policy 5006, should be and the same are hereby adopted, and any previous policy or interpretation or application of the option enrollment program which is or has been inconsistent with the Policy 5006, and Appendix "1" to such Policy 5006, are repealed effective on the date of the passage of this resolution,

BE IT FURTHER RESOLVED that all paragraphs, subparagraphs, and portions of words of this Resolution, of Policy 5006, and Appendix "1" to such Policy 5006 are severable and that in the event any of the same are determined to be invalid for any reason, such determination shall not affect the validity of any of the remainder of the same.

BE IT FURTHER RESOLVED that policies and specific standards for acceptance or rejection of option enrollment applications should be and are hereby adopted, for applications filed after adoption of this resolution, and are hereinafter set forth:

The above Resolution, having been read in its entirety, member moved for its passage and adoption, member _____ seconded the same. After discussion and on roll call vote, the following members voted in favor of passage and adoption of the above Resolution: _____. The following members voted against the same: _____. The following members were absent or not voting: _____. The Resolution having been consented to and approved by more than a majority of the members of the School Board, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this 14th day of July, 2025.

PLATTSMOUTH COMMUNITY SCHOOLS

By: _____
President

Attest: _____
Secretary

Appendix 1 to 5006 Option Enrollment Policy

The following is Appendix 1 to Policy 5006 for the 2025-2026 School year. The Board of Education hereby sets forth the maximum number of option students for the 2025-2026 school year in any program, class, grade level, or school building operated by this District, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this District will contract based on existing contractual arrangements. Any program, class, grade level, or school building that has “0” as the number of option students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM	PROGRAM ENROLLMENT	PROJECTED CAPACITY	NUMBER OF OPTION STUDENTS
Kindergarten	95	100	5
First	93	100	7
Second	99	100	1
Third	85	100	15
Fourth	90	100	10
Building Capacity, Elementary	462	500	38
Fifth	97	100	3
Sixth	98	100	2
Seventh	87	110	23
Eighth	106	110	4
Building Capacity, Middle School	388	400	32
Ninth	100	135	35
Tenth	114	135	21
Eleventh	105	135	30
Twelfth	124	135	11
Building Capacity, High School	443	540	97

StudentsDress Code and Grooming Policy**I. PURPOSE:**

Plattsmouth Community Schools is dedicated to celebrating the diverse racial and religious backgrounds of our students. The school district champions students' rights to express themselves through their attire practically when associated with race, religion, sex, disability, or national origin, including tribal regalia, natural and protective hairstyles, or adornments. The purpose of this policy is to facilitate and encourage an inclusive and positive learning environment while complying with any applicable health and safety law, rule, regulations or ordinance.

II. GENERAL PRINCIPLES/STANDARDS:

1. **Non-Discrimination:** Plattsmouth Community Schools dress code and grooming policy prohibits discrimination against students based on race, religion, sex, disability, or national origin.
2. **Respect for Individuality:** Students are allowed to wear religious attire, adornments, and other attire associated with race, national origin or religion, or tribal regalia. Additionally, students' hair should not be permanently or temporarily altered by school personnel. Altering a student's appearance or removing or altering a student's attire without consent from their parent/guardian/caregiver is not allowed. Additionally, students are permitted to wear natural and protective hairstyles including but are not limited to braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.
3. **Cultural and Religious Attire:** Students are allowed to wear religious attire and tribal regalia in accordance with their race, national origin, or religion.
4. **Bullying Policy Alignment:** The school bullying policy remains in effect and should be consulted where clothing or attire may be an issue.
5. **Prohibited Attire:** Attire should not promote violence, drugs, alcohol, profanity, or hate speech. Plattsmouth Community Schools reserves the right to request immediate attire changes from students.

III. HEALTH AND SAFETY CONSIDERATIONS:

In school environments where the use of certain chemicals or equipment poses a direct safety hazard, students may be required to wear protective gear, such as lab coats and safety goggles, which could cover clothing and hairstyles. Similarly, in physical education classes or during sports activities, students may need to modify their attire or secure their hair to ensure the safety of themselves and others. In such cases, a good faith effort to reasonably accommodate students will be made to ensure safety without compromising religious beliefs, grooming practices, or requiring students to permanently alter their appearance. Such accommodations must be applied equally and adopted for nondiscriminatory reasons.

1. **Proven Need:** Any health and safety standard based on characteristics associated with race, religion, sex, disability, or national origin must demonstrate that without implementation of such standard, it is reasonably certain that the health and safety of the student or another individual will be impaired.

2. **Least Restrictive Means:** health and safety standards should use the least restrictive means necessary to address the identified health and safety concern. Alternative measures that do not discriminate based on these characteristics associated with race, religion, sex, disability, or national origin should be explored and implemented.

IV. ENFORCEMENT:

Enforcement of violations of this dress code and grooming policy should be consistent with our district's overall discipline plan and applied in a consistent manner. Enforcement of this dress code and grooming policy should not target, disproportionately impact, discriminate, or be applied in a discriminatory manner against any students on the basis of race, religion, sex, disability, or national origin.

V. TRAINING AND AWARENESS:

The district will communicate the guidelines and expectations in this dress code and grooming policy with students and families in their preferred language(s). While adopting and/or adapting this dress code and grooming policy, school districts should consult a variety of stakeholders, including a diverse group of parents, guardians, and caregivers. School staff may receive training and guidance on this policy to ensure that they are aware of their responsibilities in accommodating students and communicating effectively with parents, guardians, or caregivers.

VI. CONFIDENTIALITY:

The school will handle all information related to students' race, sex, disability, national origin, or religious characteristics in accordance with the Family Educational Rights and Privacy Act (FERPA). Parental consent must be obtained before sharing any information related to the student's appearance or attire with school staff or outside parties involved in an accommodation process related to this policy.

VII. PARENT CONSENT:

Plattsmouth Community Schools is required to make a good faith effort to obtain informed consent from a student's parents, guardians, and/or caregivers in their preferred language, in the case a health and safety standard accommodation is needed. To respect individual identity and parental authority, our process includes the following steps:

1. **Initiate Contact:** Make a good faith effort to contact the parent/guardian/caregiver using their preferred communication method (phone, email, or in person), explaining clearly and consistently why adjustments to the student's attire and/or grooming may be necessary to meet health and safety standards.
2. **Collaborative Solutions:** Work collaboratively with the student and parent/guardian/caregiver to find accommodation options in accordance with the student's race, religion, sex, disability, or national origin while adhering to health and safety standards. Discuss the potential impact of each accommodation option on the student's well-being and educational experience.
3. **Parental Consideration:** Allow the parent/guardian/caregiver time to privately discuss the situation with their student and/or family members and make an informed decision.
4. **Obtain Consent:** Once an accommodation is agreed upon, obtain written consent through a signed document or email exchange, clearly stating the accommodation and

health and safety standard that required the accommodation. A copy of this written consent should be provided to the parent/guardian/caregiver.

5. **Documentation & Follow-up:** Keep written records of all communication and decisions made with the parent/guardian/caregiver for transparency and accountability. This record should be treated in accordance with the Family Educational Rights and Privacy Act (FERPA) and added to the student's confidential records for future reference. After implementation, follow up with the parent/guardian/caregiver within 1-2 weeks to ensure the accommodation was implemented in a satisfactory manner.

VIII. RECORD KEEPING:

Plattsmouth Community Schools establishes a clear and organized process to record efforts made to reasonably accommodate a student's appearance, attire, hairstyle, adornment, or other characteristics associated with race, religion, sex, disability, or national origin. Each record must include:

1. the student's name,
2. federally identified demographic characteristics,
3. date of the occurrence,
4. the health and safety standard relating to the accommodation,
5. nature of the accommodation requested,
6. staff involved,
7. communication with parents/guardians/caregivers, and
8. the outcome of the effort.

Our district regularly reviews the accumulated records to analyze trends, patterns, and the effectiveness of the accommodation process to identify any areas that may require improvement or adjustments to policies.

Definitions:

Grooming: the care of a body and its physical appearance, such as the personal hygiene routine of brushing one's teeth or combing one's hair.

National origin: includes characteristics associated with actual or perceived place of birth, ancestry, or ethnicity including, but not limited to, skin color, natural and protective hairstyles, headdress, tribal regalia, and attire.

Natural and protective hairstyles: include, but are not limited to, braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.

Race: includes characteristics associated with actual or perceived race, ancestry, or ethnicity including, but not limited to, skin color, natural and protective hairstyles, tribal regalia, and attire.

Religious attire and characteristics associated with religion: includes, but is not limited to, natural and protective hairstyles, tribal regalia, burkas, hijabs, head wraps, yamaka, cross or other headdress, adornments, and clothing garments used to express or observe one's religious beliefs.

Tribal regalia: includes natural and protective hairstyles and traditional garments, jewelry, or other adornments or similar objects of cultural significance worn by members of an indigenous tribe of the United States or another country. Tribal regalia does not include any dangerous weapon or, except in compliance with an appropriate federal permit, any object that is otherwise prohibited by federal law.

Adopted: Aug. 11, 2025

Bylaws of the Board - Board Authority

General Statement

Bylaws are rules or procedures adopted by the Board to govern its internal operations. The use of such guidelines or bylaws helps the Board to comply with the responsibility and duties delegated to it by law and by the local electorate, in an efficient and effective manner.

Date of Adoption: June 13, 2005

Reviewed: Aug. 11, 2008, Aug. 10, 2009, Sept. 3, 2010, Sept. 12, 2011, June 10, 2013,
June 10, 2014, June 8, 2015, June 6, 2016, June 12, 2017, June 25, 2018, July 8, 2019,
July 13, 2020, July 12, 2021, July 11, 2022, June 12, 2023, July 15, 2024

Community RelationsPersonnel - All Employees and StudentsAnti-discrimination**A. Elimination of Discrimination.**

The policy of ~~Plattsmouth Community~~[Name] ~~Public~~ Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

~~Plattsmouth Community~~[Name] ~~Public~~ Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of ~~Plattsmouth Community~~[Name] ~~Public~~ Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

The Superintendent shall be the Coordinator for anti-discrimination laws (including the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)) and complaints or concerns involving discrimination or compliance with those laws should be addressed to said Coordinator.

B. Preventing Harassment and Discrimination of Employees and Students.

1. **Purpose:** ~~Plattsmouth Community~~[Name] ~~Public~~ Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, ~~Plattsmouth Community~~[Name] ~~Public~~ Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

- a. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and

protective hairstyles), color, religion, [military or](#) veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

- b. Age harassment is a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- c. Sexual harassment is a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

- (a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
- (b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. **Procedures:**

- a. Employees or students should initially report all instances of suspected discrimination or harassment to their immediate supervisor or teacher. However, 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 is encouraged to go to the next level of supervision.
- b. If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, the complaint should be reported

to the Superintendent of ~~[Name]~~Plattsmouth Community-Public Schools.

- c. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be sent to the Board of Education.
- d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.
- e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.
- f. Based on the results of the investigation, appropriate corrective action may be taken.
- g. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

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

Adopted: January 9, 2006

Reviewed: Mar. 12, 2007, Mar. 10, 2008, Mar. 9, 2009, Mar. 8, 2010, Mar. 14, 2011

Revised: Aug. 8, 2011

Reviewed: Dec. 12, 2011, Jan. 14, 2013, Jan. 13, 2014, Jan. 12, 2015

Revised: Aug. 10, 2015

Reviewed: Jan. 11, 2016, Jan. 9, 2017

Revised: July 10, 2017

Reviewed: Jan. 15, 2018, Jan. 19, 2019, Feb. 10, 2020

Revised: September 13, 2021

Reviewed: Feb. 14, 2022, Feb. 13, 2023, Feb. 12, 2024, Feb. 10, 2025

Revised: July 14, 2025

Date of Adoption: — [Insert Date]

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

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

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

Students: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048 (402) 296-3361 rhasty@pcsd.org

Employees and Others: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048, (402) 296-3361 rhasty@pcsd.org

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

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

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

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

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

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

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

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

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, [military or](#) veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

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

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

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving

- consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
 - g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

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

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

2. Anti-retaliation:

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

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

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination,

harassment or retaliation to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

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

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

i. Level 1 (Investigation and Findings):

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

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

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

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

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

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

iii. Level 3 (Appeal to the Board):

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

4. Confidentiality:

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

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

5. Training:

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

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

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

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

7. Preventive Measures:

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

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

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)

Uniform Service Employment and Reemployment Rights Act (USERRA),
38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Adopted: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011

Reviewed: Dec. 12, 2011, Mar. 11, 2013, Feb. 10, 2014, Feb. 10, 2014, Feb. 9, 2015

Revised: Aug. 10, 2015

Reviewed: Feb. 8, 2016, Feb. 13, 2017, Feb. 12, 2018, Feb. 11, 2019, Mar. 9, 2020

Revised: Sept. 13, 2021

Reviewed: Mar. 14, 2022, Mar. 13, 2023, Mar. 18, 2024, Mar 17, 2025

Revised July 14, 2025 ~~Date of Adoption:~~ — [Insert Date]

Notice of Nondiscrimination

The ~~[Name] Public School District~~ Plattsmouth Community Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048 (402) 296-3361 rhasty@pcsd.org

Employees and Others: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048, (402) 296-3361 rhasty@pcsd.org~~Students: [Name of Director], Director of Student Services [or other title], [Street Address], [City], NE [Zip Code] (____) _____ ([Email Address]).~~

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

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

**Complaint Form
Discrimination, Harassment or Retaliation**

The ~~[Name] Public School District Plattsmouth Community Schools~~ does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in its programs and activities and provides equal access to 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 if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048 (402) 296-3361 rhasty@pcsd.org

Employees and Others: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048, (402) 296-3361 rhasty@pcsd.org
~~Students: [Name of Director], Director of Student Services [or other title], [Street Address], [City], NE [Zip Code] (____) ____ ____ ([Email Address]).~~

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

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: _____

Personnel - All EmployeesDrug and Substance Use and Abuse

It is the policy of the ~~Plattsmouth Community Schools~~^[Name] ~~Public School District~~ to eliminate the influence of drugs, alcohol and other chemicals within the school environment and to educate students against the usage of drugs, alcohol and illegal substances. The District will implement regulations and practices which will insure compliance with laws relating to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto.

Section 1 Drug-Free Workplace

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held. The school district recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with school purposes.

1. The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. Employees are also prohibited from possessing, using or distributing illicit drugs or alcohol, or being under the influence of illicit drugs or alcohol, on any district property or district sponsored event. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol in the work place or on duty time shall be a violation of the drug-free workplace.
2. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the employee commits a criminal drug or alcohol offense off the work place or off duty time.
3. As a condition of employment, employees will abide by the District's drug-free workplace policies and notify the Superintendent or designee of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.
4. Disciplinary sanctions, up to and including termination of employment and referral for prosecution, will be imposed upon employees who violate the aforementioned standards of conduct. Sanctions for violation thereof may include the requirement that the employee complete an appropriate rehabilitation program, reprimands, and non-renewal, cancellation, or termination of contract of employment.
5. Employees shall be advised through employee publications about drug and alcohol counseling and rehabilitation and reentry programs that are available.
6. Employees shall be furnished with a paper or digital copy of this policy.

This policy supplements and is in addition to all other policies, regulations, practices, procedures and contractual provisions regarding or related to the improper or unlawful possession, use, or distribution of illicit drugs and alcohol.

Section 2 Alcohol and Drug Testing

The District will implement regulations and practices which will insure compliance with the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto. Employees in "safety-sensitive" positions, as defined by the Act and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law. (See attached Appendix "1"). Refusal to submit to such pre-employment testing, or testing positive, shall disqualify an applicant from employment. Reasonable suspicion, random, post-accident, return-to-duty, and follow-up testing shall also be conducted. Employees who test positive shall be immediately removed from safety-sensitive positions and shall be removed from employment.

Legal Reference: 41 U.S.C. §§701 to 707
 49 U.S.C. §31306 and 49 CFR Part 382

Adopted: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011, Dec. 12, 2011

Revised: Sept. 10, 2012

Reviewed: Mar. 11, 2013, Feb. 10, 2014, Feb. 9, 2015, Feb. 8, 2016, Feb. 13, 2017, Feb. 12, 2018, Feb. 11, 2019, Mar. 9, 2020, Mar. 8, 2021, Mar. 14, 2022

Revised: Aug. 8, 2022

Reviewed: Mar. 13, 2023, Mar. 18, 2024, Mar 17, 2025

Revised July 14, 2025

Date of Adoption: [Insert Date]

4009 - APPENDIX 1

**CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING:
FEDERAL REGULATIONS, PLATTSMOUTH COMMUNITY ~~[NAME]~~ ~~PUBLIC~~
SCHOOL'S COMPLIANCE POLICIES AND PROCEDURES, AND EDUCATIONAL
MATERIALS**

The U.S. Department of Transportation (DOT) and the Federal Highway Administration (FHWA) have issued regulations requiring that individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs) be tested for controlled substances and alcohol and not engage in controlled substances use or alcohol misuse. Information concerning those regulations, Plattsmouth Community ~~[Name]~~ ~~Public~~ Schools policies and procedures, and educational materials relating to controlled substances use and alcohol misuse is set forth as follows:

(A) **The persons designated by Plattsmouth Community ~~[Name]~~ ~~Public~~ Schools to answer employee questions about these materials are:**

Superintendent of Schools
Secondary Principal

(B) **The categories of employees who are subject to the provisions of the federal controlled substances and alcohol use and testing regulations are:**

Individuals who perform safety-sensitive functions and who are required to maintain a

commercial driver's license (CDLs), including bus drivers and distribution and maintenance employees who are subject to driving commercial motor vehicles.

(C) **The term "safety-sensitive functions" means:**

- (1) All time waiting to be dispatched, unless the driver has been relieved from duty;
- (2) All time inspecting equipment or inspecting, servicing, or conditioning any commercial motor vehicle (i.e., a vehicle in excess of 26,000 pounds GVWR or designed to carry 16 or more passengers, including the driver) at any time;
- (3) All driving time (i.e., time spent at the controls of a commercial motor vehicle in operation);
- (4) All time, other than driving time, in or upon any commercial motor vehicle;
- (5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- (6) All time spent performing the driver requirements of 49 CFR §§392.40 and 392.41 relating to accidents;
- (7) All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

(D) **Employee conduct that is prohibited by the federal controlled substances and alcohol use and testing regulations includes:**

1. **Alcohol concentration.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.
2. **Alcohol possession.**
No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol.
3. **On-duty use.**
No driver shall use alcohol while performing safety-sensitive functions.
4. **Pre-duty use.**
No driver shall perform safety-sensitive functions within four (4) hours after using alcohol.
5. **Use following an accident.**
No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until the driver undergoes a post-accident alcohol test, whichever occurs first.
6. **Refusal to submit to a required alcohol or controlled substances test.**
No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, or a follow-up alcohol or controlled substances test.
7. **Controlled substances use.**
No driver shall report for duty or remain on duty requiring the performance

of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.

8. **Controlled substances test.**

No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive for controlled substances.

(E) **The circumstances under which an employee will be tested for alcohol and/or controlled substances pursuant to the federal regulations include:**

1. **Pre-employment testing.**

Prior to the first time a driver performs safety-sensitive functions, the driver shall undergo testing for alcohol and controlled substances. No safety-sensitive functions are to be performed unless the driver has been administered an alcohol test with a result indicating an alcohol concentration less than 0.04, and has received a controlled substances test result from the medical review officer indicating a verified negative test result.

2. Post-accident testing.

(a) As soon as practicable following an accident involving a commercial motor vehicle, each surviving driver:

- (1) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or
- (2) Who receives a citation under State or local law for a moving traffic violation arising from the accident shall undergo a test for alcohol and controlled substances.

(b) (1) *Alcohol tests.* Shall be administered within two hours following the accident unless such ~~can not~~cannot reasonably be done, and not more than eight hours following the accident.

(2) *Controlled substance tests.* Shall be administered within 32 hours following the accident.

(c) A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. The driver shall be permitted to leave the immediate scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care, but shall otherwise remain readily available for testing.

3. Random testing.

(a) Drivers shall be subject to random testing. The minimum annual percentage rate for random alcohol testing should be 25 percent of the average number of driver positions, or such minimum annual percentage rate as established from time to time by the FHWA. The minimum annual percentage rate for random controlled substance testing shall be 50 percent of the average number of driver positions.

(b) The selection of drivers for random alcohol and controlled substances testing shall be made by a scientifically valid method. Under the selection process used, each driver shall have an equal chance of being tested each time selections are made.

(c) The random alcohol and controlled substances tests shall be unannounced and the dates for administering random alcohol and controlled substances tests shall be spread reasonably throughout the calendar year.

(d) Each driver who is notified of selection for random alcohol and/or controlled substances testing shall proceed to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, the driver shall cease to perform the safety-sensitive function and proceed to the testing site as soon as possible.

4. Reasonable suspicion testing.

(a) A driver shall submit to an alcohol test when the employer has reasonable suspicion to believe that the driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations (except for possession of alcohol).

(b) Under federal law, notwithstanding the absence of a reasonable suspicion alcohol test, a driver is prohibited from reporting for duty or remaining on duty requiring the performance of safety-sensitive functions while the driver is under the influence of or impaired by alcohol and must not perform or continue to perform safety-sensitive functions, until:

- (i) An alcohol test is administered and the driver's alcohol concentration measures less than 0.02; or
- (ii) Twenty-four hours have elapsed following the determination that there is reasonable suspicion to believe that the driver has violated the prohibitions concerning the use of alcohol.

5. **Return-to-duty testing.**

(a) Alcohol. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning alcohol and has not been terminated, the driver shall undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02.

(b) Controlled Substances. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning controlled substances, and has not been terminated, the driver shall undergo a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances use.

6. **Follow-up testing.**

Following a determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the driver shall, if still employed, be subject to unannounced follow-up alcohol and/or controlled substances testing as directed by a substance abuse professional in accordance with the provisions of federal regulations.

Random, reasonable suspicion, and follow-up alcohol testing shall be conducted only when the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing safety-sensitive functions.

(F) The procedures that will be used to test for the presence of alcohol and controlled substances, to protect the employee and the integrity of the testing processes, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct employee include:

The procedures outlined in 49 CFR 40, concerning procedures for Transportation Workplace Drug and Alcohol Testing Program, will be followed. This includes use of a "split sample" approach for drug testing and chain of custody procedures including documentation of screening aliquots.

(G) An employee is required to submit to alcohol and controlled substances tests administered pursuant to the federal regulations.

(H) A "refusal to submit" to an alcohol or controlled substance test includes:

Refuse to submit (to an alcohol or controlled substances test) means that a driver (1) Fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, (2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing, or (3) engages in conduct that clearly obstructs the

testing process. A failure to remain readily available for post-accident testing, or to notify the employer of the need for such testing, or to proceed to the test site immediately for random testing, may be deemed by the employer to constitute a refusal to submit.

The consequences for refusing to submit to an alcohol or controlled substances test are as follows: A driver who has refused to submit to a required alcohol or controlled substance test is subject to the same consequences as a driver who has tested positive on an alcohol (concentration of 0.04 or greater) or controlled substances test.

(I) The consequences under the federal regulations for employees who have violated the federal regulations relating to controlled substances and alcohol use and testing include:

The driver shall be removed from and not permitted to perform safety-sensitive functions. The driver shall be referred for evaluation by a substance abuse professional for a determination of what assistance, if any, the employee needs in resolving problems associated with alcohol misuse and controlled substances abuse.

Before a driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by the federal regulations, the driver shall, if still employed, undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a controlled substances test with a verified negative result if the conduct involved a controlled substance.

In addition, each driver identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, if still employed,

- (i) Shall be evaluated by a substance abuse professional to determine that the driver has properly followed any rehabilitation program prescribed, and
- (ii) Shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer following the driver's return to duty.

The driver may also be subject to the penalty provisions of 49 U.S.C. § 521(b).

(J) The consequences under the federal regulations for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04 include: Removal from safety-sensitive functions for a period of not less than 24 hours following administration of the test.

(K) Information to assist employees in avoiding alcohol misuse and controlled substances use, signs and symptoms of an alcohol or a controlled substances problem, and available methods of intervening when such a problem is suspected: Information will be made available by the counselor to employees ~~upon request~~.

(L) The requirement that the following personal information collected and maintained under this part shall be reported to the Clearinghouse:

(i) A verified positive, adulterated, or substituted drug test result;

(ii) An alcohol confirmation test with a concentration of 0.04 or higher;

- (iii) A refusal to submit to any test required by law;
- (iv) An employer's report of actual knowledge of:
 - (A) On duty alcohol use; ~~pursuant to § 382.205;~~
 - (B) Pre-duty alcohol use ~~pursuant to § 382.207;~~
 - (C) Alcohol use following an accident ~~pursuant to § 382.209;~~ and
 - (D) Controlled substance use ~~pursuant to § 382.213;~~
- (v) A substance abuse professional (~~SAP as defined in § 40.3 of this title~~) report of the successful completion of the return-to-duty process;
- (vi) A negative return-to-duty test; and
- (vii) An employer's report of completion of follow-up testing.

Legal Reference: 49 CFR §382.601(b)(12).

Adopted: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011, Dec. 12, 2011

Revised: Sept. 10, 2012

Reviewed: Mar. 11, 2013, Feb. 10, 2014, Feb. 9, 2015, Feb. 8, 2016, Feb. 13, 2017, Feb. 12, 2018, Feb. 11, 2019, Mar. 9, 2020, Mar. 8, 2021, Mar. 14, 2022

Revised: Aug. 8, 2022

Reviewed: Mar. 13, 2023, Mar. 18, 2024, Mar 17, 2025

Revised: July 14, 2025

Date of Adoption: — [Insert Date]

Students

Admission Requirements

Minimum Age:

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The School Board shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board.

Early Admission to Kindergarten:

The following assessment procedure for determining if a child is capable of carrying the work of kindergarten is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) mental ability, (2) emotional/social development, (3) pre academic skills, and (4) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

- a. will turn 5 years of age between August 1 and October 15;
- b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
- c. are selected on the basis of testing by professionals trained and certified to administer the assessments that will produce evidence of strength in:
 1. mental ability defined as scoring 84th percentile or above on a standardized assessment of cognitive ability such as the Wechsler Pre Primary Scale of Intelligence III, or the Stanford-Binet V;
 2. a test of emotional/social development such as the Behavior Assessment System for Children, Second Edition (BASC-2);
 3. 75th percentile or greater on a test of pre academic skills such as the Woodcock Johnson III; and
 4. a test of fine motor ability, scoring 75th percentile or above on a standardized measurement such as the Beery VMI.

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determine appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must be weighed with institutional factors also considered. Sound decision making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Parents must fill out the early entrance application forms, which include a parent questionnaire.

The assessment request and parent questionnaire must be completed and returned to the District no later than July 1st before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:

A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:

A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:

A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21. The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:

The parents or legal guardian shall furnish:

- (1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, within 30 days of enrollment. Other reliable proof of the child's identity and age, accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but may result in a referral to local law enforcement for investigation).
- (2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
- (3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation.
- (4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox), and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes that an exception to the immunization requirements are met.
- (5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to continue in school until evidence of compliance or an exemption from compliance is given.

Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private, denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the School Board of this school district, in its sole and absolute discretion upon a proper application, approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the School Board may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

Military Families

If a parent presents evidence to the District of military orders that the military family will be stationed in the State of Nebraska during the current or following school year, and the parent resides in or is stationed on federally owned property within the boundaries of the District, the District will enroll preliminarily the parent's students, including any such student that has an Individualized Education Plan, a 504 Plan, or otherwise receives special education services.

Legal Reference: Neb. Rev. Stat. Sections 43-2001 to 43-2012
 Neb. Rev. Stat. Sec. 79-214
 Neb. Rev. Stat. Sections 79-217 to 79-223
 Neb. Rev. Stat. Sec. 79-266.01
 173 NAC Chapters 3 and 4 (HHS Regulations)

Date of Adoption: September 14, 2020

Reviewed: May 10, 2021, May 9, 2022, May 8, 2023, May 13, 2024, May 12, 2025~~Date of Adoption: — [Insert Date]~~

Revised: July 14, 2025

Students

Full-time and Part-time Enrollment

Full-time Enrollment

Students must be enrolled in Plattsmouth Community[Name] Public Schools on a full-time basis. Full-time basis is defined as attending classes for the full instructional day within the public school system.

Exceptions are permitted only for:

1. enrolled students attending another state accredited institution such as a vocational-technical school or a college or university for school credit;
2. enrolled students taking the limited number of credits needed to graduate in the school year;
3. enrolled students in need of modified school attendance as an accommodation for a disability or similar unique circumstance;
4. enrolled students receiving special education services where the student's IEP requires a modified schedule, or non-enrolled students receiving special education services or other legally mandated services required to be provided to eligible resident children under state and federal laws and regulations;
5. students from other school districts participating in programs offered by the District pursuant to an interlocal agreement or other arrangement approved by the School Board; and
6. non-public school students in accordance with the policies and procedures set forth in this policy.

Part-Time Enrollment of Non-Public School Students

The School Board shall allow the part-time enrollment of students who are residents of the school district and who are also enrolled in a private, denominational, or parochial school or in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements. Such students are referred to herein as “non-public school students.”

The School Board establishes the following guiding principles for enrollment of non-public school students:

- (1) The primary school for a non-public school student is the student's private, denominational, parochial or home school.
- (2) Enrollment of a non-public school student in [Name] Public Schools is allowed for the purpose of providing enhanced educational opportunities not otherwise available to the non-public school student. It is not to supplant programming of the student's primary school.
- (3) Non-public school students are not to be given priority over full-time students.
- (4) Non-public school students are to be enrolled only in programs or courses that are educationally appropriate for the student.
- (5) Enrollment of non-public school students is not to negatively affect the educational

services to be provided to full-time students.

The School Board establishes the following specific policies and procedures for enrollment of non-public school students. In the event the specific policies and procedures require interpretation or do not fully resolve an issue, the above established guiding principles are to be considered.

A. Non-Public School Student Enrollment Application Procedures.

1. Application. Parent or guardian must submit an Application of Non-Public School Student for Part-Time Enrollment to the principal of the school the student desires to attend.
2. Deadline for Applications. The application must be received by August 1st preceding the school year the student wishes to enroll.
 - a. Change of Residence Exception: The application deadline for a student who becomes a resident of the District after the school year has commenced is: 20 calendar days after the student becomes a resident of the District. The principal may delay enrollment until the next following quarter or semester starts, or at such other time as determined to be educationally appropriate.
 - b. High School Course Exception: The application deadline for a student who desires to enroll in a second semester high school course is December 1st.
3. Action on Applications. The principal will review the application and will notify the parent of the approval or denial of the application within 2 weeks of receipt of the application or 2 weeks prior to the start of school or 2 weeks prior to the start of the next semester, whichever is later.
4. Appeals. The parent or guardian may appeal the principal's action to deny their application. Any such appeal must be submitted to the Superintendent within 14 calendar days from the date of the principal's action. The appeal shall be in writing and shall be decided on the basis of the written submission. The Superintendent may request the parent or guardian to provide further explanation or information and the appeal may be denied in the event the parent or guardian fails to fully respond on a timely basis. The Superintendent shall decide the appeal within 10 calendar days of the submission of the appeal. The Superintendent may make a decision later than the 10 days in the event good reason for delay exists. Good reason includes but is not limited to the Superintendent being unable to gather the information the Superintendent determines necessary to make the decision within the decision period.
5. Annual Applications. Part-time enrollment is determined annually. Application must be made each school year. There will be no guarantee that enrollment will be continued from one year to the next.

B. Non-Public School Student Admission

1. Admission Requirements. Students must meet the normal admission requirements. This includes the requirements that the student: be a resident of the District, be of school attendance age and not have graduated or have received a GED.
2. Admission Process. Students must complete the normal enrollment process and forms required by the District and/or the building for enrollment of all children. This includes the requirements relating to: birth certificates, immunizations, physical examinations, and visual evaluations.

C. Non-Public School Student Enrollment Standards

1. Maximum Enrollment. Students may not typically enroll in more than 2 middle school or high school courses during any one semester. Elementary students may not enroll in programming of greater than 90 minutes of instruction each day.
2. Capacity Limits. Enrollment will ordinarily be subject to capacity limits. Any grade level, program, or course which has been determined to be at capacity for option enrollment purposes will ordinarily not be available for non-public school students.
3. Integrated Courses. Students must meet prerequisite requirements to be enrolled in a course by appropriate credits earned through an accredited program. The principal may on a discretionary basis allow prerequisite requirements to be satisfied where the student provides reasonable indications that the academic criteria have been met, such as results from achievement tests or other indications of adequate preparation.
4. Educationally Appropriate Programs and Courses. Students will not be allowed to enroll in programs or courses which the school administration determines to not be educationally appropriate for the student. Determination of whether a program or course is educationally appropriate will be made based on the standards the District uses for making academic placement decisions.
5. Selection of Courses. Subject to Paragraphs 1 through 4 of this Paragraph C, and all other applicable provisions of this Policy, non-public school students may select their courses.

D. Non-Public School Student Policies

1. General Standard. Non-public school students who are enrolled part-time are to be subject to the same standards as full-time enrolled students except where appropriate to reflect their part-time status.
2. Building assignment. Students must enroll in the attendance center that serves the student's residence, provided that the administration reserves the authority to make a different attendance center assignment. A student may request assignment to an attendance center other than that of the student's residence under the intra-district transfer procedures.
3. No Partial Part-Time Enrollment. Students must apply for enrollment and attend the entire school year for which enrollment is made or, for high school courses, for the full length of the course. Once enrolled, part-time students will be required to participate in all activities, programs, and tests related to the program or course for which the student is enrolled, including as applicable State or District-wide assessments, as full-time students.
4. Student Conduct Policies. Students enrolled on a part-time basis shall be required to follow all school policies that apply to other students at any time the part-time student is present on school grounds or at a school-sponsored activity or athletic event. This includes the District's student conduct policies. Students enrolled on a part-time basis shall be subject to discipline, including suspension or expulsion, for violation of student conduct rules.
5. Attendance. Students enrolled on a part-time basis are not exempt from the compulsory attendance laws or from the District's attendance policies. Students who engage in excessive absenteeism as defined in Board policy are to be reported under the truancy laws.
6. Presence on School Grounds. Students enrolled on a part-time basis are to be present on school grounds during the school day only at the times required for their attendance in the program or course in which they are enrolled. Exceptions may be made in the discretion of the principal or the principal's designee. Students must sign in and out of the school by following the building level procedure. Students are responsible for being aware of any changes in the school schedule during inclement weather or for other reasons.
7. Transportation. Students enrolled on a part-time basis are not entitled to transportation or transportation reimbursement, unless otherwise required by law. Full-time students will be given first consideration for parking on the high school campus.

8. Academic Honors. Students enrolled on a part-time basis will not be eligible to graduate or receive a diploma from the District or receive academic honors (for example, class rank and honor roll) except to the extent the student meets all requirements of the District's policies for such, including attainment of minimum credits and semesters of attendance.

9. Extracurricular Activities. Any student who is a resident of the District and who is enrolled in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements may participate in any of the District's extracurricular activity programs to the same extent and subject to the same requirements, conditions, and procedures as a full-time student in the District. Non-resident students may only be admitted on a part-time basis or permitted to participate in a school-sponsored extracurricular activity when required by law. The District's Activities Director will coordinate with the student's parent or guardian to secure assurances of compliance with these expectations. Any student covered by this subsection must enroll in ~~no more and no less than~~ five credit hours through the District in ~~any the~~ semester in which the student participates in an extracurricular activity. There shall be no preference given to any student participating in any extracurricular activity based off their status as a full-time or part-time student. Part-time students will be expected to comply with the same or similar expectations as full-time students to participate in any activity, including team rules. Participation in activities that are subject to the bylaws of the Nebraska School Activities Association (NSAA) will be limited to those students who meet the NSAA bylaws.

Legal Reference: Neb. Rev. Stat. Sec. 79-2,136 and Sec. 79-526
Title 92, Nebraska Administrative Code, Chapter 10

Adopted: June 13, 2005

Reviewed: July 14, 2008, July 13, 2009, July 12, 2010

Revised: March 14, 2011

Reviewed: July 11, 2011, Jan. 9, 2012, Apr. 8, 2013, Apr. 14, 2014, Apr. 13, 2015, Apr. 11, 2016

Revised: Feb. 13, 2017

Reviewed: Apr. 10, 2017

Revised: July 10, 2017

Reviewed: Apr. 9, 2018, June 10, 2019, Aug. 10, 2020, May 10, 2021, May 9, 2022, May 8, 2023

Revised: Aug. 14, 2023

Reviewed: May 13, 2024, May 12, 2025

Revised: July 14, 2025 ~~Date of Adoption: —~~ [Insert Date]

StudentsExtracurricular Activity Discipline**Section 1 Extracurricular Activity Philosophy**

Extracurricular activity programs enrich the curriculum of the school by making available a wide variety of activities in which a student can participate. Extracurricular activity programs are considered an integral part of the school's program of education that provide experiences that will help students physically, mentally and emotionally.

The element of competition and winning, though it exists, is controlled to the point it does not determine the nature or success of the program. This is considered to be educationally and psychologically sound because of the training it offers for living in a competitive society. Students are stimulated to want to win and excel, but the principles of good sportsmanship prevail at all times to enhance the educational values of contests. Participation in activities, both as a competitor and as a student spectator, is an integral part of the students' educational experiences. Such participation is a privilege that carries with it responsibilities to the school, team, student body, community and the students themselves. In their play and their conduct, students are representing all of these groups. Such experiences contribute to the knowledge, skill and emotional patterns that they possess, thereby making them better individuals and citizens.

Safety

The District's philosophy is to maintain an activities program which recognizes the importance of the safety of the participants. To ensure safety, participants are required to become fully familiar with the dangers and safety measures established for the activity in which they participate, to adhere to all safety instructions for the activity in which they participate, to inform their coach or sponsor when they are injured or have health problems that require their activities be restricted, and to exercise common-sense.

Warning for Participants and Parents

The purpose of this warning is to bring your attention to the existence of potential dangers associated with athletic injuries. Participation in any intramural or athletic activity may involve injury of some type. The severity of such injury can range from minor cuts, bruises, sprains and muscle strains to more serious injuries to the body's bones, joints, ligaments, tendons, or muscles, to catastrophic injuries to the head, neck and spinal cord. On rare occasions, injuries can be so severe as to result in total disability, paralysis or death. Even with appropriate coaching, appropriate safety instruction, appropriate protective equipment and strict observance of the rules, injuries are still a possibility.

Section 2 Extracurricular Activity Code of Conduct

Purpose of the Code of Conduct. Participation in extracurricular activities is a privilege. The privilege carries with it responsibilities to the school, team, student body, and the community. Participants are not only representing themselves, but also their school and community in all of their actions. Others judge our school on the student participants' conduct and attitudes, and how they contribute to our school spirit and community image.

The student participants' performance and devotion to high ideals and values make their school and community proud. Consequently, participation is dependent upon adherence to this Code of Conduct and the school district's policies, procedures, and rules.

Scope of the Code of Conduct.

Activities Subject to the Code of Conduct: The Code of Conduct applies to all extracurricular activities. Extracurricular activities means student activities or organizations which are supervised or administered by the school district which do not count toward graduation or grade advancement and in which participation is not otherwise required by the school.

Extracurricular activities include but are not limited to: all sports, cheerleading, dance team, Pep Club, Pep Band, vocal, band, speech and drama, One-Act, FBLA, FCCLA, Spanish Club, Art Club, Student Council, Student Advisory Board, National Honor Society, and other school sponsored organizations and activities. The Code of Conduct also applies to participation in school sponsored activities such as school dances and royalty for such activities.

A participant means a student who participates in, has participated in, or will participate in an extracurricular activity.

When: The Code of Conduct rules apply to conduct which occurs at any time during the school year, and also includes the time frame which begins with the official starting day of the fall sport season established by the NSAA and extends to the last day of the spring sport season established by the NSAA, whether or not the student is a participant in an activity at the time of such conduct.

The rules also apply when a student is participating or scheduled to participate in an extracurricular activity that is held outside the school year or the NSAA season. For example, if an FBLA or FCCLA student plans to participate in a conference in July and commits a Code of Conduct infraction in June, the student may be suspended from participating in the conference. Conduct during the summer months may also affect a student's participation under the team selection and playing time guidelines.

Where: The Code of Conduct rules apply regardless of whether the conduct occurs on or off school grounds. If the conduct occurs on school grounds, at a school function or event,

or in a school vehicle, the student may also be subject to further discipline under the general student code of conduct. A student who is suspended or expelled from school shall not be permitted to participate in activities during the period of the suspension or expulsion, and may also receive an extended activity suspension.

Grounds for Extracurricular Activity Discipline. Students who participate in extracurricular activities are expected to demonstrate cooperation, patience, pride, character, self respect, self-discipline, teamwork, sportsmanship, and respect for authority. The following conduct rules have been determined by the Board of Education to be reasonably necessary to aid students, further school purposes, and prevent interference with the educational process. Such conduct constitutes grounds for suspension from participation in extracurricular activities and grounds for other restrictions or disciplinary measures related to extracurricular activity participation:

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

tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.

8. Public indecency.
9. Sexual assault or attempting to sexually assault any person. Engaging in sexual conduct, even if consensual, on school grounds or at a school function or event.
10. Engaging in any activity forbidden by law which constitutes a danger to other students, interferes with school purposes or an extracurricular activity, or reflects a lack of high ideals.
11. Repeated violation of any of the school rules.
12. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
13. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to a school employee, school volunteer, or student. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion.
- ~~14. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school or of an extracurricular activity; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.~~
- ~~15.~~14. Willfully violating the behavioral expectations for those students riding [Plattsmouth Community\[Name\] Public Schools \(or contractor's\)](#) buses or vehicles used for activity purposes.
- ~~16.~~15. Failure to report for the activity at the beginning of the season. Reporting for one activity may count as reporting on time if there is a change in activity within the season approved by the coach or the supervisor.
- ~~17.~~16. Failure to participate in regularly scheduled classes on the day of an extracurricular activity or event.
- ~~18.~~17. Failure to attend scheduled practices and meetings. If circumstances arise to prevent the participant's attendance, the validity of the reason will be determined by the coach or sponsor. Every reasonable effort should be made to notify the coach or sponsor prior to any missed practice or meeting.
- ~~19.~~18. All other reasonable rules or regulations adopted by the coach or sponsor of an extracurricular activity shall be followed, provided that participants shall be advised by the coach or sponsor of such rules and regulations in writing.

20:19. Failure to comply with any rule established by the Nebraska School Activities Association, including, but not limited to, the rules relating to eligibility.

All terms used in the Code of Conduct have a less strict meaning than under criminal law and are subject to reasonable interpretation by school officials.

This Code of Conduct, and all school, coach, and sponsor level codes of conduct for extracurricular activities, are to be interpreted in accordance with free speech rights. Using social media sites, even while not on school grounds or at a school activity, to engage in conduct or speech that constitutes bullying, harassment, threats, advocates or depicts illegal activity (e.g., illegal drug use, alcohol use, or sexual activity), or causes a substantial disruption to school activities (or is reasonably forecast to create a substantial disruption) may result in discipline, including suspension or removal from the team or the activity, subject to free speech rights. These activities are to be reported to school administration. Consequences will be determined by coaches, sponsors and/or administration.

Drug and Alcohol Violations.

Meaning of Terms.

Use or consume includes any level of consumption or use. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation.

Under the influence means any level of impairment and includes even the odor of alcohol on the breath or person of a student, or the odor of an illicit drug on the student. Also, it includes being impaired by reason of the abuse of any material used as a stimulant.

Possession includes having control of the substance and also includes being in the same area where the substance is present and no responsible adult present and responsible for the substance. Possession includes situations where, for example:

- (1) Alcohol is in a vehicle in which the student is present. The student is considered to be in possession if the student is aware that the alcohol is in the vehicle, even though the student has not touched or consumed the alcohol; and
- (2) Alcohol is present at a party attended by the student. The student is considered to be in possession if the student is aware that alcohol is at the party and fails to immediately leave the party, even though the student has not touched or consumed the alcohol.

In these situations, a violation would not exist if the alcohol is in the control of a parent or guardian or other responsible adult (age 21 or older) such that students are not allowed to access the alcohol. A violation would also not exist if the student did not know or have a reasonable basis to know that alcohol would be present, and the student leaves the location where the alcohol is present as soon the student could safely do so. (Students are expected to leave immediately, but are not to do so in a manner that would endanger them. For example, you are not to leave in a car being driven by a person who

has been drinking just to get away from the alcohol party immediately when there is no other way to get home. Instead, you should call for a safe ride home and, while waiting, clearly distance yourself from the alcohol).

Consequences.

Students may be suspended from practices or participation in interscholastic competition or participation in co-curricular activities for violations of the Code of Conduct. The period of suspension or other discipline for such offenses shall be determined by the school administration.

The disciplinary consequence will be determined based on consideration of the seriousness of the offense, any prior violations, the student's compliance with the self-reporting obligations, the student's level of cooperation and willingness to resolve the matter, and the student's demonstration of a commitment to not commit future violations.

Because of the significance of drug and alcohol violations on the student participants, other students and the school, the following consequences are established for such violations:

Drugs and Alcohol.

An activity participant who violates the drug or alcohol rules (other than steroids) shall be prohibited from participating in any extracurricular activity for the following minimum periods:

1. First Violation: 45 days.
2. Second or Any Subsequent Offense: One calendar year.
3. Reduction for Self-Reporting: If the student has self-reported, the first violation shall be reduced to 21 days for the first violation. A commensurate reduction (approximately one-half, as determined by the administration) for a second or subsequent violation shall be given for self-reporting.
4. Reduction for Participation in Chemical Dependency Program: If the student and parents agree to participate in a school-approved program for chemical dependency, the consequence will be reduced to only the next activity in which the student was to participate (including at least one contest) in the case of a first violation, and to a commensurate reduction (approximately 80%, as determined by the administration, for a second or subsequent violation).
The program must be administered by a certified alcohol and drug abuse counselor and be approved by the school authorities. The student will need to successfully complete the approved chemical dependency program. Proof of successful completion of program must be submitted in writing to the Activities Director. Failure to participate and successfully complete the approved chemical dependency program may cause the participating student to be suspended from extracurricular activities for one calendar year. All costs associated with the program are to be borne by the student/parent or guardian.
5. More Serious Violations: In the event of more serious drug or alcohol violations, such as students engaging in use of especially serious drug offenses (cocaine, meth, etc.) or procuring alcohol for minors, the consequence of the violation is not limited

by the foregoing, and may be established in the good discretion of the administration.

Steroid Offenses. A student who possesses, dispenses, delivers, or administers anabolic steroids shall be prohibited from participating in any extracurricular activity for the following minimum periods:

1. First Violation: 60 consecutive days.
2. Second or Any Subsequent Offense: One calendar year.

When Suspensions Begin. All suspensions begin with the next scheduled activity in which the student is a participant, after the determination by school officials of the sanction to be imposed; provided that the school officials shall have the discretion to establish a time period for the suspension that makes the suspension have a real consequence for the student. During a suspension, participants may be required or permitted to practice at the sole discretion of the coach or activity sponsor. Suspensions in the Spring will be carried over to the Fall when the suspension has not been fully served or when determined appropriate for the suspension to have a real consequence for the student.

Letters and Post-Season Honors. A student who commits a Code of Conduct violation is:

1. Eligible to letter, provided the student meets the criteria of the coach or sponsor.
2. Not eligible to receive honors during the sport or activity in which they are participating at the time of the offense and/or in sports or activities in which they have been suspended due to a code violation. The coach/sponsor, with the Athletic Director's approval, may make an exception where the student has self-reported or otherwise demonstrated excellence in character allowing for such honors.

Self-Reporting. A student who violates the Code of Conduct must self-report. The self-report must be made to: the principal, athletic director, or the head coach or sponsor of an activity in which the student participates. The student's parent or guardian may initiate the self-reporting process, but the student will be later required to give a written statement of the self-report. The self-report must be made the earlier of: (1) before the end of the next school day after the conduct occurred and (2) before participation in an extracurricular or co-curricular activity.

In the event the student has received a criminal citation, charge, or ticket, and proclaims innocence of a violation, the student will be required to self-report such offense and provide information as to why they should be found innocent, not as it relates to the criminal offense, but as it relates to the Code of Conduct.

All students are expected to be honest and forthright with school officials. In the event the coach or activity sponsor or any school administrator asks a student participant for information pertaining to compliance (or lack of compliance) by the student or other student participants with the Code of Conduct or eligibility conditions for participation in activities, the student is expected to fully,

completely, and honestly provide the information. Students may be disciplined for a failure to be honest and forthright.

Determining a Violation Has Occurred. A violation of the Code of Conduct will be determined to have occurred based on any of the following criteria:

1. When a student is cited by law enforcement and school officials have a reasonable basis for determining that grounds for the issuance of the citation exist.
2. When a student is convicted of a criminal offense. Conviction includes, without limitation, a plea of no contest and an adjudication of delinquency by the juvenile court.
3. When a student admits to violating one of the standards of the Code of Conduct.
4. When a student is accused by another person of violating one of the standards of the Code of Conduct and school officials determine that such information is reliable.
5. When school officials otherwise find sufficient evidence to support a determination that a violation has occurred.

Procedures for Extracurricular Discipline. The following procedures are established for suspensions from participation in extracurricular activities:

1. Investigation. The school official(s) considering the suspension will conduct a reasonable investigation of the facts and circumstances and determine whether the suspension will help the student or other students, further school purposes, or prevent an interference with a school purpose.
2. Meeting. Prior to commencement of the suspension, the school official considering the suspension or their designee will provide the student an opportunity to give the student's side of the story. The meeting for this purpose may be held in person or via a telephone conference.
 - a. The student will be given oral or written notice of what the student is accused of having done, an explanation of the evidence the school has, and the opportunity to explain the student's version. Detail is not required where the activity participant has made a self-report or otherwise admits the conduct. Names of informants may be kept confidential where determined to be appropriate.
 - b. The suspension may be imposed prior to the meeting if the meeting can not reasonably be held before the suspension is to begin. In that case the meeting will occur as soon as reasonably practicable. The student is responsible for cooperating in the scheduling of the meeting.
3. Notice Letter. Within two school days (two business days if school is not in session), or such additional time as is reasonably necessary following the suspension, the Athletic Director or the Athletic Director's designee will notify the student and the student's parents or guardian. The student and parents or guardian will be informed of the opportunity to request an informal hearing.

4. Informal Hearing Before Superintendent. The student or student's parent/guardian may request an informal hearing before the Superintendent by sending a written request to the Superintendent. The Superintendent may designate the Athletic Director or another administrator not responsible for the suspension decision as the Superintendent's designee to conduct the hearing and make a decision.
 - a. The request for a hearing must be received by the Superintendent within five days of the Principal notifying the student of the discipline.
 - b. If a hearing is requested:
 - i. The hearing will be held within ten calendar days of receipt of the request; subject to extension for good cause as determined by the Superintendent or the Superintendent's designee.
 - ii. The Superintendent or the Superintendent's designee will notify the participants of the time and place of the hearing a reasonable time in advance to allow preparation for the hearing.
 - iii. Upon conclusion of the hearing, a written decision will be rendered within five school days (ten calendar days if school is not in session).
5. No Stay of Penalty. There will be no stay of the penalty imposed pending completion of the due process procedures
6. Opportunity for Informal Resolution. These due process procedures do not prevent the student or parent/guardian from discussing and settling the matter with the appropriate school officials at any stage.

Section 3 Attendance

Student participants are expected to meet the following attendance expectations:

1. Attend school regularly. Students who have "excessive absences" as determined by the Activities Director and the attendance policy are ineligible to participate in extracurricular activity contests or performances.
2. Be on time for all scheduled practices, contests and departure for contests. In the event a participant is unable to attend a practice or contests the participant should contact the coach or sponsor in advance.
3. On the day of a contest, performance or other activity, be in attendance for the full day. A student who is not in attendance the full day is ineligible for the contest, performance, or activity, unless otherwise excused. An exception must be approved by the Principal or Athletic Director.

Every attempt should be made to be in attendance the day of a contest. Sleeping in to rest up for the game will not be considered an extenuating circumstance, nor will going home ill and then returning to play in the contest later that day.

Section 4 Academic Standards

Participation in extracurricular school activities is encouraged and desirable for all students. At the same time, the primary mission and responsibility for each student is to establish a firm academic foundation. A student participating in extracurricular school activities must show evidence of sincere effort towards scholastic achievement. To be eligible for participation in extracurricular activities, students must:

1. Be enrolled on a full-time basis.
2. Maintain passing grades in all courses. A student who is not passing one or more classes at progress reporting times will be ineligible to participate in extracurricular activity contests or performances if the grade remains below passing one week after progress reporting time. The student will remain ineligible until the student is passing all classes.
3. Maintain an overall “C” average to participate in extracurricular activities, except school dances.
4. Academic requirements do not apply to:
 - (A) Instructional field trips which are a part of the scheduled course learning experience; or
 - (B) Activities or events which are a part of the student’s grade requirements.

Eligibility criteria for part-time students is governed by Policy 5004, NSAA bylaws, and state law.

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

[Adopted: June 13, 2005](#)

[Reviewed: July 14, 2008](#)

[Revised: July 13, 2009](#)

[Reviewed: July 12, 2010, July 11, 2011, Jan. 9, 2012, Apr. 8, 2013, Apr. 14, 2014 Revised: Feb. 9, 2015](#)

[Reviewed: Apr. 13, 2015](#)

[Revised: June 8, 2015](#)

[Reviewed: Apr. 11, 2016, Apr. 10, 2017, Jan. 15, 2018, April 9, 2018](#)

[Revised: Aug. 13, 2018](#)

[Reviewed: June 10, 2019](#)

[Revised: July 8, 2019](#)

[Revised: Aug. 10, 2020](#)

[Reviewed: May 10, 2021, May 9, 2022, May 8, 2023](#)

[Revised: August 14, 2023](#)

[Reviewed: May 13, 2024, May 12, 2025](#)

[Revised: June 9, 2025](#)

[Date of Adoption: —\[Insert Date\]](#)



Request to Repeat a Grade
August 2024

[Nebraska Revised Statute 79-2.161](#) establishes a procedure whereby a parent or guardian can request their child to repeat a grade for the following reasons:

- a) Academic needs (*Student in grades Kindergarten thru fourth*) – Academic needs means that a child is at least one year below grade level and behind the child's typically developing peers in reading, English, and language arts such that the child does not possess the necessary academic skills required to succeed in reading, English, and language arts at grade level for the next grade the student would otherwise advance to
- b) Excessive Absenteeism (*Student in grades K-12*) – Excessive absenteeism means that the child was absent fifty percent or more of the school year and includes excused absences, unexcused absences, and absences due to suspension or expulsion. Absences due to approved school-related activities, such as field trips, competitions, athletic events, and testing, are not included; and
- c) Illness (*Student in grades Kindergarten thru fourth*) - Illness means that the child experienced a severe mental or physical illness resulting in hospitalization of two or more weeks during the school year.

A parent or guardian intending to have their child repeat a grade shall request a meeting with school district superintendent or their designee to discuss the decision. The meeting should identify any alternative educational opportunities. If after meeting with the superintendent or their designee, the parent still wishes to retain their child, they must complete this form.

Parent/Guardian Name: _____

Name of Child: _____

Grade Level to be Repeated: _____

Current School District: _____

Date of Meeting with District: _____

Reason and Description for Requesting Repeating of Grade:

Academic Needs (K-4)

Excessive Absenteeism (K-12)

Illness (K-4)

Summary of Meeting with Superintendent or their Designee:

Please submit this form to the superintendent or their designee with whom you met initially about the request for retention. Upon completion of the form, and if all requirements are met, the school district shall honor the request to repeat a grade for the next school year.

Signature of Parent/Guardian Date

To be completed by district:

School of Attendance Name: _____

School of Attendance Code: _____

Student State ID (To be Provided by District): _____

Signature of Superintendent/Designee Date

Districts, please retain a copy of this form, and email nde.form@nebraska.gov for instructions on how to securely submit this form.

Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age (“eligible students”) certain rights with respect to the student’s education records. They are:

- 1) The right to inspect and review the student’s education records within 45 days of the day the District receives a request for access.

Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

- 2) The right to request the amendment of the student’s education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.

Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

- 3) The right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent.

One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests or otherwise allowed by law. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

- 4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

~~Kathleen Styles~~, Office of the Chief Privacy Officer
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

- A playbill, showing your student's role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone ~~listing~~number, and the name, address, telephone ~~listings (if not unlisted)~~ number, e-mail address and ~~work or~~ other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
2. School and dates of attendance;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
- ~~5. Student's date of birth and place of birth;~~
- ~~6.~~5. Student's extra-curricular participation;
- ~~7.~~6. Student's achievement awards or honors;
- ~~8.~~7. Student's weight and height if a member of an athletic team; and
- ~~9.~~8. Student's photograph; and
- ~~10.~~9. School or school district the student attended before he or she enrolled in [Name] Public Schools.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing.~~The period of time within which a parent or eligible student has to notify the District in writing that he or she does not want information about the student designated as directory information is as follows: two weeks from the time this information is first received. Please contact the Superintendent's office to indicate your refusal to have your child's information designated as directory information.~~

~~The District may disclose information about former students without meeting the conditions in this section.~~

OPTIONAL

~~In addition, notice is further given that FERPA permits the disclosure of personally identifiable information from students' education records, without consent of the parent or eligible student, if the disclosure meets certain conditions found in Sec. 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent or eligible student, Sec. 99.32 of the FERPA regulations requires the District to record the disclosure. Parents and eligible students have a right to inspect and review the record of disclosures. The District may disclose personally identifiable information from the education records of a student without obtaining prior written consent of the parents or the eligible student —~~

~~To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the District has outsourced institutional services or functions, provided that the conditions listed in Sec. 99.31(a)(1)(i)(B)(1) – (a)(1)(i)(B)(2) are met. (Sec. 99.31(a)(1))~~

~~To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of Sec. 99.34. (Sec. 99.31(a)(2))~~

~~To authorized representatives of the U.S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the Nebraska~~

~~Department of Education. Disclosures under this provision may be made, subject to the requirements of Sec. 99.35, in connection with an audit or evaluation of Federal or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of personally identifiable information to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (Sections 99.31(a)(3) and 99.35)~~

~~In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (Sec. 99.31(a)(4))~~

~~To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to Sec. 99.38. (Sec. 99.31(a)(5))~~

~~To organizations conducting studies for, or on behalf of, the District, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (Sec. 99.31(a)(6))~~

~~To accrediting organizations to carry out their accrediting functions. (Sec. 99.31(a)(7))~~

~~To parents of an eligible student if the student is a dependent for IRS tax purposes. (Sec. 99.31(a)(8))~~

~~To comply with a judicial order or lawfully issued subpoena. (Sec. 99.31(a)(9))~~

~~To appropriate officials in connection with a health or safety emergency, subject to Sec. 99.36. (Sec. 99.31(a)(10))~~

~~Information the District has designated as "directory information" under Sec. 99.37. (Sec. 99.31(a)(11))~~

The District's policy is for education records to be kept confidential except as permitted by the FERPA law, and the District does not approve any practice which involves an unauthorized disclosure of education records. In some courses student work may be displayed or made available to others. Also, some teachers may have persons other than the teacher or school staff, such as volunteers or fellow students, assist with the task of grading student work and returning graded work to students. The District does not either approve or disapprove such teaching practices, and designates such student work as directory information and/or as non-education records. Each parent and eligible student shall be presumed to have accepted this designation in the absence of the parent or eligible student giving notification to the District in writing in the manner set forth above pertaining to the designation of directory information. Consent will be

~~presumed to have been given in the absence of such a notification from the parent or eligible student.~~

Notice Concerning Designation of Law Enforcement Unit:

The District designates the Plattsmouth-[Name] Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

Adopted: August 13, 2018

Reviewed: June 10, 2019, August 10, 2020, May 10, 2021, May 9, 2022, May 8, 2023, May 13, 2024, May 12, 2025

Revised: July 14, 2025

StudentsAssociation Activities

Plattsmouth Community Schools~~The [Name] Public School District~~ is a member of the Nebraska School Activities Association, which is a voluntary organization of public and private schools of Nebraska organized for the purpose of promoting and regulating the competition between schools in what is generally known as the extracurricular activities.

All students participating in extracurricular activities shall follow the rules provided by the Nebraska School Activities Association and rules of the Plattsmouth Community [Name] Public Schools. The Superintendent or designee shall, as required by law, designate each school-sponsored interscholastic athletic team or sport as either: (1) boys; (2) girls; or (3) mixed.

Students who represent Plattsmouth Community [Name] Public Schools in any of its allied or extracurricular activities shall practice a high level of citizenship both in school and in community living.

Legal Reference: LB 89 (2025)

Date of Adoption: June 13, 2005

Reviewed: July 14, 2008, July 13, 2009, July 12, 2010, July 11, 2011, Mar. 12, 2012, Apr. 8, 2013, Apr. 14, 2014, Apr. 13, 2015, Apr. 11, 2016, Apr. 10, 2017, Apr. 9, 2018, June 10, 2019, August 10, 2020, May 10, 2021, May 9, 2022, May 8, 2023, May 13, 2024, May 12, 2025
Date of Adoption: — [Insert Date]
Revised: July 14, 2025

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

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

The ~~Plattsmouth Community Schools~~ ~~[Name] Public School District~~ does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048 (402) 296-3361 rhasty@pcsd.org

Employees and Others: Dr. Richard E Hasty, Superintendent, 1912 Old Hwy. 34 Plattsmouth, NE 68048, (402) 296-3361 rhasty@pcsd.org~~Students: [Name of Director], Director of Student Services [or other title], [Street Address], [City], NE [Zip Code] (____) _____ ([Email Address]).~~

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

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

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

~~The~~ ~~[Name] Public School District~~ Plattsmouth Community Schools 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 sex, disability, race (including skin color, hair

texture and protective hairstyles), color, religion, [military or](#) veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

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

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

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, [military or](#) veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

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

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

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or

- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

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

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

2. Anti-retaliation:

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

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

3. Grievance (or Complaint) Procedures:

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

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then

the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

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

i. Level 1 (Investigation and Findings):

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

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

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

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

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

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

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

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

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

iii. Level 3 (Appeal to the Board):

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

4. Confidentiality:

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

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

5. Training:

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

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.

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

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

7. Preventive Measures:

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

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Adopted: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011

Revised: Aug. 8, 2011

Reviewed: Jan. 9, 2012, Apr. 8, 2013, Apr. 14, 2014, Apr. 13, 2015

Revised: Aug. 10, 2015

Reviewed: Apr. 11, 2016, Apr. 10, 2017, June 10, 2019

Revised: September 14, 2020

Revised: Sept. 13, 2021

Reviewed: May 9, 2022, May 8, 2023, May 13, 2024, May 12, 2025

Revised: July 14, 2025

Date of Adoption: ~~_____~~ [Insert Date]

Students

Identification of Learners with High Ability

The Board of Education recognizes that the student population includes students with exceptional academic abilities. Efforts to refer and identify learners with high ability will be made at each grade level. Multiple criteria shall be used for identification purposes and identification efforts shall be inclusionary.

~~Learners with high ability shall be identified in the academic areas of mathematics, science, social studies, and language arts. Identification of learners in grades 3-11 with high ability in the specified academic areas shall be based on the criteria listed below. Students shall meet two of the following criteria to be identified as a learner with high ability.~~

- ~~1) Composite total test score of the 95th percentile or above on the NRT **OR**, 95th percentile or above in math, reading, language arts, science, or social studies; **PLUS** a composite total of 80% or above on the same test.~~
- ~~2) A score of above average or higher on a cognitive screening test.~~
- ~~3) Teacher nomination.~~

~~A listing of students who meet the district criteria for learners of high ability and the areas of high capability of each of those students will be made available to classroom teachers, by the school district administration, within the first thirty (30) days of each school year.~~

~~Within the first thirty (30) days of each school year, the school district administration shall make available to parents or guardians of identified learners with high ability information about how their child has been identified. The Superintendent or designee shall develop and implement such criteria to identify high ability learners, and shall take steps to offer accelerated or differentiated curriculum programs that will address the educational needs of the identified students at levels appropriate for the abilities of those students. The accelerated or differentiated curriculum programs shall meet the standards of quality established by the Nebraska Department of Education.~~

~~The administration shall implement the district wide plan for learners with high ability, as such plan is modified from time to time, in accordance with applicable laws and regulations.~~

Legal Reference: Neb. Rev. Stat. Sections 79-1106 to 79-1108.03

NDE Rule 3

Adopted: June 13, 2005

Revised: Nov. 13, 2006, July 14, 2008

Reviewed: July 13, 2009

Revised: July 12, 2010

Reviewed: July 11, 2011, Jan. 9, 2012, Apr. 8, 2013, Apr. 14, 2014, Apr. 13, 2015, Apr. 11, 2016, Apr. 10, 2017, 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, May 12, 2025

Revised: July 14, 2025

Date of Adoption: — [Insert Date]

StudentsFoster Care Student Transportation

In accordance with federal and state law, the District's written transportation procedures for foster care children are as follows:

Students to be Transported

DHHS will contact the District to inform the District of a foster care student living in the District and/or to be educated by the District. The District will communicate with DHHS on any further matters concerning said foster care student(s).

School of Origin

The District will work to develop a transportation plan for each foster care student needing transportation to the student's school of origin, as defined and required by federal law. Each student's situation will be different, so there is no single transportation plan for every foster care student. Transportation options may include: (1) the foster care family; (2) a bus or school vehicle; (3) transportation to a pickup location; or (4) some other form of transportation in accordance with state and federal law. Foster care students on an IEP may require other considerations and/or different transportation obligations.

When required by law, the District will coordinate the foster care student's transportation to the school of origin while any disputes regarding transportation until the disputes are resolved.

Costs

If the student can be transported by the District without the District incurring any additional costs, then the District will normally transport the student. However, if the District will need to incur additional costs to transport the student, then DHHS will cover any such additional costs associated with the foster care student's transportation. If the District and DHHS are unable to agree on a transportation plan, the District and DHHS will work together to resolve any differences.

Oversight, Implementation, and Administration

The District's Homeless Liaison is responsible for overseeing these procedures, updating them as needed, and otherwise ensuring that the District complies with the transportation requirements for foster care students.

Legal Reference: 20 U.S.C. § 6312.

Adopted: July 14, 2025

Instruction

Behavioral Intervention and Classroom Management

1. Purpose

The District is committed to creating a learning environment where every individual is valued, respected, and supported. This Policy emphasizes the shared responsibility of individuals for their actions and their ability to learn, grow, and thrive. This Policy further provides a framework for encouraging positive behavior, addressing challenges in a caring and constructive way, and ensuring safe and supportive school and classroom environments.

2. General Principles

As part of the District’s commitment to all students, the Board hereby implements a tiered-system of support to foster a positive school climate and culture, encourage appropriate student behavior, and provide the necessary supports for academic and behavioral success.

This Policy does not replace or alter the Student Discipline Act when behaviors warrant student disciplinary action under that Student Discipline Act.

3. Standards

Tier 1: Universal Supports			
	District Level	School Level	Classroom Level
Sound Infrastructure & Shared Leadership	Develop and maintain a district-wide behavior framework, ensuring alignment with the district's vision and goals. Establish a leadership team to oversee implementation and sustainability.	Create school-level leadership teams to implement the district behavior framework. Build systems to support staff in consistent implementation of universal behavior strategies.	Teachers set up clear, consistent behavior expectations aligned with school and district policies. Classroom routines and physical environments are structured to promote positive behaviors.
Layered Continuum of Support	Ensure all schools have access to evidence-based universal behavior practices and instructional tools for promoting positive behavior.	Develop a school-wide plan for teaching and reinforcing positive behavior expectations for all students.	Integrate the development of emotional and interpersonal skills into daily instruction and explicitly teach expected behaviors.
Data-Based Decision-Making	Implement a district-wide behavior data system for tracking	Use behavioral data to assess school culture,	Collect and reflect on classroom behavior data to identify patterns or

	student behavioral incidents, attendance, and other indicators of behavior. Analyze district trends to guide support for schools.	climate and adjust universal supports.	unanticipated signs of distress and adjust teaching practices as needed.
Communication and Collaboration	Share district-wide behavior policies, expectations, and data with all stakeholders, including families and the community.	Develop intervention teams to identify students in need of Tier 2 support and manage their plans.	Teachers collaborate with intervention teams to integrate targeted strategies into the classroom.
Tier 2: Targeted Supports			
	District Level	School Level	Classroom Level
Sound Infrastructure & Shared leadership	Provide a menu of evidence-based Tier 2 intervention and training for implementation.	Develop intervention teams to identify students in need of Tier 2 support and manage their plans.	Teachers collaborate with intervention teams to integrate targeted strategies into the classroom that align with school and district policies.
Layered Continuum of Support	Allocate resources to support targeted interventions, such as additional staff or training for small group supports.	Implement interventions such as mentoring programs, social skills groups, or targeted behavior coaching.	Provide additional supports like daily progress monitoring and structured break.
Data-Based Decision-Making	Use district-wide systems to track the effectiveness of Tier 2 interventions and adjust as needed.	Monitor progress using behavior data: point sheets, observations, or student self-assessments and input data in district-wide systems.	Document daily data on student progress to evaluate the impact of interventions.
Communication and Collaboration	Facilitate communication between schools, families, and community partners about available Tier 2 supports.	Engage families in the intervention process by providing regular updates and involving them in problem solving and goal setting.	Maintain open lines of communication with families about their child's progress and strategies to promote support the behavior goals at home.
Tier 3: Intensive, Individualized Supports			
	District Level	School Level	Classroom Level
Sound Infrastructure & Shared leadership	Ensure access to specialized staff to design and oversee intensive interventions.	Assemble a multidisciplinary team to develop and implement Functional Behavioral Assessments (FBAs) and Behavior	Collaborate with specialists to integrate individualized supports into classroom routines that align with school and district policies.

		Intervention Plans (BIPs).	
Layered Continuum of Support	Coordinate external services and resources for students requiring wraparound support beyond the school.	Provide interventions or sessions tailored to the student's unique needs and communicate with external services and resources to align supports for students.	Consistently implement accommodations and modifications, such as sensory supports or de-escalation plans, to address individual behaviors.
Data-Based Decision-Making	Regularly review data on Tier 3 interventions and outcomes to ensure its effectiveness.	Use detailed, frequent data collection to refine and adjust BIPs based on student progress.	Implement daily monitoring and adjust individualized strategies as data indicates.
Communication and Collaboration	Partner with community agencies to align supports for students with complex needs.	Conduct regular meetings with families to review and revise plans based on student progress.	Provide ongoing feedback to families and specialists about the student's daily performance, progress, and needs.

4. Addressing Dysregulated Behavioral and Classroom Removal

This Policy outlines a structured approach for managing dysregulated behavior that disrupts the learning environment or poses safety concerns. The aim is to ensure the safety and well-being of all students and staff, while supporting the student in developing self-regulation skills and reintegrating into the classroom.

A. Criteria for Removal

- i. *Safety Concerns*: Immediate removal may occur if a student poses a threat to their own safety, the safety of others, or the environment.
- ii. *Disruption to Learning*: Removal may be necessary if the student's behavior significantly disrupts instruction or the learning environment.
- iii. *Attempted Interventions*: Whenever possible, staff should use de-escalation techniques, behavior redirection, or other Tier 1 or Tier 2 interventions before considering removal. Severe behaviors that endanger safety may bypass prior interventions.

B. Procedure for Removal

- i. *Behavior Documentation*: The teacher or staff member documents the behavior leading to the removal, including antecedents, attempted interventions, and the incident itself. A clear, objective description of the behavior must be included.

- ii. *Safe Transition*: The student is escorted to a designated safe space, such as the office or a designated calming area, by trained personnel. Efforts are made to ensure the student remains calm and safe during the transition.
- iii. *Notification*: Parents or guardians are notified as soon as possible about the removal. A detailed account of the behavior and any interventions attempted are shared.

C. Post-Removal Actions

- i. *Restorative Meeting*: A meeting involving the student, parents or guardians, teacher or other designated staff member, and administrator may be scheduled to review the behavior, its impact, and steps to prevent recurrence. The meeting emphasizes restoring relationships and understanding the root cause of the behavior.
- ii. *Behavior Support Plan (if needed)*: For recurring incidents, a behavior support plan is developed or reviewed, including targeted interventions and supports aligned with the student's needs. The plan may include strategies such as check-ins, mentoring, or additional behavioral learning supports.

D. Transition Back to the Classroom

- i. *Reintegration Plan*: The student returns to the classroom with appropriate support, which may include a reintegration checklist, a designated buddy, or frequent check-ins with a trusted adult. Expectations and routines are explicitly reviewed with the student.
- ii. *Ongoing Support and Monitoring*: Follow-up meetings with the student, teacher or other designated staff member, and parents/guardians are scheduled to evaluate progress. Data from behavior observations are used to adjust interventions and supports as needed.
- iii. *Focus on Positive Growth*: A strengths-based approach is applied to recognize and reinforce improvements in behavior.

5. Communication and Collaboration

Families are partners in addressing the student's behavior and supporting reintegration. School staff will provide clear and transparent communication about any incident, the student's plan for return, and available resources. Collaboration will also occur between general education, special education, school psychologist, behavior specialists, school counselors, and/or social workers to ensure all supports align with the student's needs and strengths.

6. Required Training

The District will ensure that school employees are trained in behavioral awareness and intervention as required by this Policy and state law. The Superintendent is hereby delegated the authority and responsibility to develop or contract for such training and to ensure that the appropriate staff receive said training as required by state law.

7. Monitoring and Feedback

Parents, guardians, students, advocates and community members are encouraged to provide feedback on this Policy and the District's actions under this Policy. The Superintendent or designee is also directed to provide any feedback to the Board of Education as the Superintendent deems appropriate.

Legal Reference: Neb. Rev. Stat. § 79-262.01

Adopted: July 14, 2025



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

July 2025

Middle School

We request the disposal of 800 middle school library books.

Intensive Weeding Process

These books were identified through an *intensive weeding process*. The middle school library had not undergone an annual weeding process for over eight years before Mrs. Little began.

Annual Weeding Process

After this disposal, the annual weeding process will be able to continue with only a limited number of books being removed.

Removal Criteria

This year, Mrs. Little worked diligently to remove books based on the following criteria:

- 1) They are outdated.
- 2) They have not been checked out in over a decade.
- 3) They are in very poor physical condition.
- 4) They no longer align with state standards and our programs of study.

Disposal

The books are in such a state that the local library is not interested in them, and they would not be useful to PCSD families. They will either be thrown out or recycled.

List

A list of the books can be found at the district office.

Plattsmouth Community Middle School
“Home of the Blue Devils”

Mr. John Campin, Principal
jcampin@pcsd.org

Mr. Claude Michel, Assistant Principal
cmichel@pcsd.org

Board of Education,

Mr. Michel and I are requesting to sell all our old football, basketball, track and volleyball uniforms. There is approximately 200 pieces. The cost of each item would range from \$1 to \$5. The selling of the uniforms would be set up at our Open House events in August.

Thank you for your consideration.


Mr. Campin
PCMS Principal
jcampin@pcsd.org



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

Curriculum Disposal Request

Name: Tina Harvey
Grade level: 9-12
Date: 6/26/2025

The items below have been identified for disposal from the High School. Please let me know if you need any further information for this request.

Promethean Board - from Conestoga Head Start - Red Tag 138
Promethean Boards - Blue Tags 094839 and 094836
Desk (broken, beyond repair) - Blue Tag 11841



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

July 2025

High School

1. Miscellaneous old government study guides, test banks, etc. (12 items)
Reason: Very old, out of date
2. Geometry Workbooks (14 items)
Reason: leftovers from previous adoption
3. *Great American Short Stories Collection (50 items)
Reason: The new curriculum focuses on both fiction and nonfiction and includes historical stories/texts.
4. *Hamlet (47 novels)
Reason: Hamlet is no longer part of the curriculum. Other Shakespeare novels are used. Hamlet novels are available in the high school library.

Disposal

* The Plattsmouth Library has been contacted about these books and may be interested in them if this disposal request is approved.

If this disposal is approved, efforts will be made to recycle the books or share them with the public library or Under His Wings.



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

July 2025

High School

Board Agenda for approval to sell

1. Bolton Tool, Power Feed Bench Milling & Drilling Machine ZX45A/ZX45AD (no PCSD inventory tag)- parts not available, not part of curriculum, could be sold to benefit STS program
2. Bolton Bench Lathe BT1337G (no PCSD inventory tag) - not working, parts not available, could be sold to benefit STS program

Please let me know if you have any questions. Thanks!

--

Tina Harvey

Principal - Plattsmouth High School

402-296-3322 ext. 2157



Plattsmouth Community Schools

2025-2028 DISTRICT STRATEGIC PLAN

Dr. Richard E. Hasty, Superintendent of Schools

PLATTSMOUTH COMMUNITY SCHOOLS STRATEGIC PLAN - TABLE OF CONTENTS

Introduction..... 3

Strategic Process..... 4

Guiding Principles, Objectives, Strategies, and Performance Indicators..... 4

Implementation of the Strategic Plan..... 5

Guiding Principle Overview..... 6

 Climate and Culture..... 7

 District Resources..... 10

 High-Quality Expanded Learning Opportunities..... 14



PLATTSMOUTH COMMUNITY SCHOOLS

Dr. Richard E. Hasty

Superintendent

Board of Education

Brian Harvey, President

Ken Winters, Vice President

Joe Woracek, Secretary

Amanda Timm, Treasurer

Tony Foster

Keri Gradoville

Jacqueline Miller Pearson

Max Muller

Jeremey Shuey

Mission Statement

Working together to Achieve academic success, respectful Behavior, and Career readiness in a Safe environment.





Introduction

This strategic plan is a recognition by the Plattsmouth Community Schools Board of Education that its mission requires not only the commitment and contributions of the teachers, administrators, and staff of PCS, but also the commitment and contributions of our district's internal and external stakeholders: parents, students, community leaders, and citizens of our community. We all have a stake in the success of PCS and we should all have the opportunity to help shape the idea of what success looks like for our district. Therefore, it was central to this entire strategic planning process that we engage all stakeholder groups.

We would like to thank members of the Strategic Overview Committee for their considerable contributions to the creation of this strategic plan.

Plattsmouth Community Schools

Strategic Overview Committee

Administrators:

Dr. Richard E. Hasty, Superintendent
 Todd Halverson, High School Principal
 Kim Caniglia, Assistant High School Principal
 Tina Harvey, Assistant High School Principal
 John Campin, Middle School Principal
 Claude Michel, Assistant Middle School Principal
 Amber Johnson, Elementary Principal
 Troy Niehus, Elementary Dean of Students
 Juli Beck, Early Childhood/Head Start Director
 Amanda Wright, Special Education Director
 Dr. Cherie Larson, Director of Instructional Services

Other Members:

Jana Shuey, Teacher
 Sara Barada, Staff
 Fawn Horner, Staff
 Tami Petri, Staff
 Jaima Negrete, Teacher

Board Members:

Brian Harvey, President
 Nolan Siemonsma
 Tony Foster
 Jeremey Shuey

Sherri Johnson, Staff
 Leigh LaRosa, Teacher
 Becky Stoskopf, Teacher
 Mila Wehrbein, Student
 Kayla Briggs, Student





Strategic Process

Working with facilitators from the Nebraska Association of School Boards, the PCS superintendent and all building level administrators assessed progress of the current PCS 2018-2021 Strategic Plan. We then engaged parents and internal stakeholders in the need's assessment process. Internal stakeholders included the board of education, administrators, certified staff, classified staff, and students. By engaging a diverse group of internal and external stakeholders, we provide district and community stakeholders the opportunity to express their thoughts, ideas, and concerns regarding the current culture, but also the vision for the future of PCS.

This process allowed us and key stakeholders to closely examine the current status of the district. We examined the strengths and the district's most pressing needs today and the challenges we are sure to face in the future. To be clear, while the stakeholders reaffirmed that there is much to be proud of, they too shared that there are areas in which we must improve in order to fulfill our mission.

Collectively, the community and the staff are committed to doing all we can to improve the district. To ensure we provide a comprehensive plan, we address the identified areas of need to structure the PCS strategic plan. Through the priorities set forth, we will elevate our needs and priorities through the guiding principles, objectives, strategies, and performance indicators to guide decision-making and alignment of resources to support the methodologies employed in individual classrooms, programs enacted in building levels, district-wide initiatives implemented by district administration, and policy set by the Plattsmouth Community Schools' Board of Education.

Guiding Principles, Objectives, Strategies, and Performance Indicators

Our process enabled us to identify needs and establish priorities (Guiding Principles). To have an impact on student learning, however, a strategic plan must include a plan of action for affecting change. In the following strategic plan, each Guiding Principle is further defined in the form of an Objective. Each Objective states with specificity a goal that, when achieved, will have a direct impact on PCS' ability to meet our mission, **“working together to achieve academic success, respectful behavior, and career readiness in a safe environment.”** For each Objective, Strategies have been created that define the action necessary to meet the Objective. Each Strategy is expressed through manageable and measurable Performance Indicators.



Implementation of the Strategic Plan

This strategic plan represents our collective resolve to inspire and empower students. The Guiding Principles, Objectives, and Strategies set forth below are the building blocks of the path we have laid out to reach the 2024-2029 benchmarks for student learning. Meeting those benchmarks depends on more than just designing a path – we must be dedicated, at every level, to the consistent and effective implementation of the specific Strategies and measurable Performance Indicators and work to integrate the strategic plan into the regular day-to-day operations of the district.

To ensure the success and implementation of the PCS 2024-2029 Strategic Plan, district leadership will:

- a. Assign staff to manage and oversee Measures and Objectives
- b. Monitor and assess the implementation, making necessary and appropriate adjustments as needed
- c. Collect evidence to illustrate the progress and success of the implementation of the Strategies
- d. Commit resources needed to ensure the progress and success of the plan
- e. Align the plan to the board’s annual calendar and monthly meeting agenda to measure progress and success of the plan
- f. Communicate progress of the plan to internal and external stakeholders as appropriate

Progress Analysis

Once the strategic plan has been adopted, superintendent and school administrators will begin implementing strategies. At the end of every year there after the Association will administer a progress analysis to monitor the progress/successes the district has made. The district will continue following the strategic plan, sustaining the strategies where growth has been made and moving forward on other strategies. During the last year of the Strategic Plan, along with the progress analysis, the district will take a deeper dive to assess the impact of the strategic plan related to student learning within the district. Districts will reengage all internal and external stakeholders to gain perspective.





Guiding Principle Overview

Climate and Culture	Social-Emotional, Mental Health Well-Being, and Unity <i>(Primary focus for 2025-2026 - Year 1)</i>
District Resources	Facilities, Staffing, Finances, and Technology <i>(Primary focus for 2026-2027 - Year 2)</i>
High-Quality Expanded Learning Opportunities	Curriculum, Programs, Experiences, and Instruction <i>(Primary focus for 2027-2028 - Year 3)</i>



1

Climate and Culture

Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholders Communication and Relationships; Commitment to Continuous Improvement

Objective: Develop and sustain a respectful and safe learning environment for all staff and students to promote effective collaboration and positive connections while supporting social, emotional, and mental health and wellness.

Strategy 1.1: *Implement a plan that enables students and staff to connect through a culture that embraces cooperation, teamwork, and acceptance of others.*

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Create and commit to consistent expectations for staff and students.				
(b) Incorporate positive interventions that support respectful behavior.				
(c) Develop student outcomes and competencies to support a culture that embraces cooperation, teamwork, and acceptance of others.				
(d) Provide students with opportunities to develop their own capacity to make choices, set individual goals, monitor individual progress, and reflect upon their learning.				
(e) Monitor and evaluate the plan to address the culture and climate of PCS.				



1	<h1>Climate and Culture</h1>	Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholders Communication and Relationships; Commitment to Continuous Improvement
----------	------------------------------	---

Objective: Develop and sustain a respectful and safe learning environment for all staff and students to promote effective collaboration and positive connections while supporting social, emotional, and mental health and wellness.

Strategy 1.2: *Continue to implement social, emotional, and positive behavioral supports for all students integrated through the Multi-Tiered System of Supports (MTSS) framework.*

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Create a system to support and equip staff with tools and techniques to address social, emotional, and positive behavioral supports.				
(b) Provide essential staff, district guidance, resources, and training to support the implementation of social, emotional, and positive behavioral supports.				
(c) Integrate social, emotional, and positive behavioral supports through consistent curriculum, skills development, and community service.				
(d) Encourage open dialogue and feedback opportunities through the implementation of social, emotional and positive behavioral supports.				
(e) Communicate our MTSS framework with PCS families and our community.				
(f) Monitor and evaluate the effectiveness of the MTSS framework.				



1	<h1>Climate and Culture</h1>	Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholders Communication and Relationships; Commitment to Continuous Improvement
----------	------------------------------	---

Objective: Develop and sustain a respectful and safe learning environment for all staff and students to promote effective collaboration and positive connections while supporting social, emotional, and mental health and wellness.

Strategy 1.3: *Implement a social, emotional, and mental health and wellness program to promote a safe and healthy school climate and culture.*

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Explore and research programs available to public school districts.				
(b) Study and adopt a program for the entire PCS district.				
(c) Provide training for the program for all staff and students.				
(d) Implement the program.				
(e) Monitor and evaluate the effectiveness of the program.				



2	District Resources	Nebraska Framework: Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement
---	--------------------	--

Objective: To sustain effective and efficient use of resources focused on continuous improvement, student learning, safe facilities, and highly effective staff.

Strategy 2.1: *Provide a safe and well-maintained learning environment conducive to academic learning, prioritizing short-term and long-term goals regarding facilities and grounds.*

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Evaluate current facility needs, building utilization, and current/projected student enrollment.				
(b) Ensure current facilities and grounds are properly maintained.				
(c) Continue to communicate the identified needs and plans for addressing facilities and grounds, maintenance and upkeep, and renovations with stakeholders.				
(d) Evaluate the progress of short-term and long-term goals regarding facilities and grounds.				



2	<h2>District Resources</h2>	Nebraska Framework: Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement
----------	-----------------------------	--

Objective: To sustain effective and efficient use of resources focused on continuous improvement, student learning, safe facilities, and highly effective staff.

***Strategy 2.2:** Improve and/or upgrade technology availability, training, and educational resources.*

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Assess current technology availability, training, and educational resources.				
(b) Create a technology plan to support the teaching and learning process.				
(c) Assess the staffing needs required to support the technology program.				
(d) Allocate the resources needed to sustain integrated, updated technology to support instruction.				
(e) Improve and maintain district websites in a uniform format.				
(f) Provide teachers and students with the digital tools, resources, and support to maximize learning.				
(g) Provide the professional development for staff to integrate technology.				
(h) Monitor and evaluate the technology resources annually and make adjustments as needed.				



2

District Resources

Nebraska Framework: Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

Objective: To sustain effective and efficient use of resources focused on continuous improvement, student learning, safe facilities, and highly effective staff.

Strategy 2.3: *Develop internal and external partnerships to grow diverse district offerings. (Family and Community Partnerships)*

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Designate stakeholders to study programs and services to address the diverse student population.				
(b) Evaluate current operations, programs, facilities and grounds to ensure the district meets the needs of our diverse student population.				
(c) Budget and allocate resources to support staffing needs.				
(d) Allocate the staffing and resources to meet the academic and administrative needs for effective and efficient operations across the district.				
(e) Monitor and evaluate the effectiveness of resources to support diverse district offerings.				



2

District Resources

Nebraska Framework: Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement

Objective: To sustain effective and efficient use of resources focused on continuous improvement, student learning, safe facilities, and highly effective staff.

Strategy 2.4: Provide high-quality professional development to improve student learning as well as student and staff mental health and wellness.

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Provide a structured professional development plan to encourage the use of best practices, support programs and initiatives to enhance staff knowledge and skills.				
(b) Develop the capacity of staff to use data to guide instruction, revise school intervention strategies, assess program effectiveness, and prioritize learning needs.				
(c) Monitor and evaluate the effectiveness of resources and professional collaboration to support learning.				



3

High-Quality Expanded Learning Opportunities

Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement
School Improvement Goals: Grade-level groups of students will meet or exceed the norm group average growth target on the Fall NWEA Measure of Academic Progress assessment for reading and math.

Objective: To provide diversified, comprehensive learning experiences for all students through expanded learning opportunities, high-quality curriculum, and instruction in a safe, creative learning environment.

Strategy 3.1: Set high expectations to ensure a diverse learning opportunity vital to the success of students by adopting relevant, challenging, creative, and rigorous data-based curriculum and instruction aligned both horizontally and vertically to support the success of students' transitions grade to grade and level to level.

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Research, identify, and adopt a common curriculum in all subject areas to support consistent instruction and improved student academic learning.				
(b) Ensure that all curriculum at PCS is vertically and horizontally aligned with grade-level goals and established short and long-term plans for action.				
(c) Assess and identify curriculum areas that warrant attention based upon student performance and/or staff concerns related to the effectiveness of the curriculum.				
(d) Integrate career, college, and technical training curriculum and learning experiences throughout the district.				
(e) Utilize the curriculum renewal cycle policy to provide a systematic process to examine content and to ensure the curriculum is updated and aligned to the district adopted standards and meeting the learning needs of students.				
(f) Through the fidelity of the instructional framework, all teachers will engage students and elevate the depth of understanding to support student learning.				
(g) Evaluate the quality and rigor of the curriculum provided to ensure it supports diverse learning opportunities for students.				



3

High-Quality Expanded Learning Opportunities

Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement
School Improvement Goals: Grade-level groups of students will meet or exceed the norm group average growth target on the Fall NWEA Measure of Academic Progress assessment for reading and math.

Objective: To provide diversified, comprehensive learning experiences for all students through expanded learning opportunities, high-quality curriculum, and instruction in a safe, creative learning environment.

Strategy 3.2: Commit to maintaining the utilization of data to inform decisions at the classroom, building, and district levels.

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Develop the capacity of staff to effectively use purposeful data to guide instruction, revise school strategies and interventions, assess program effectiveness, and prioritize learning needs.				
(b) Align continuous improvement efforts across the district by providing data support for building-level improvement teams.				
(c) Collect, analyze, and report disaggregated data to support: <ul style="list-style-type: none"> ▪ Equitable student success across all areas ▪ Equitable staff success across all areas ▪ Equitable family engagement 				
(d) Utilize the integration of formative and summative assessments throughout the district to support next steps for learning and student success.				
(e) Implement a systemic approach to student assessment and data analysis, including the use of electronic systems for data analysis and storage.				
(f) Evaluate the impact of data-informed decision making on student performance.				



3

High-Quality Expanded Learning Opportunities

Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement
School Improvement Goals: Grade-level groups of students will meet or exceed the norm group average growth target on the Fall NWEA Measure of Academic Progress assessment for reading and math.

Objective: To provide diversified, comprehensive learning experiences for all students through expanded learning opportunities, high-quality curriculum, and instruction in a safe, creative learning environment.

Strategy 3.3: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Increase elective course offerings and college and career readiness programs, as well as class choice opportunities to enhance the learning experiences for PCS students.				
(b) Develop a targeted program designed to differentiate basic skills and higher-level thinking for High-Ability Learners (HAL) to provide differentiated options such as Honors Level courses.				
(c) Implement an academic plan that includes rigorous Advanced Placement courses and dual credit opportunities.				
(d) Consider alternative school options for students.				
(e) Provide mentorships, internships, and/or job shadowing opportunities, and more certification courses for secondary students.				
(f) Expand partnerships with post-secondary institutions to explore educational opportunities and options for partnering to increase curricular offerings for students.				
(g) Collaborate with community partners and post-secondary institutions to explore opportunities for partnering to increase curricular offerings for students and to maximize the use of community resources in the educational process.				
(h) Consider and assess the value of expanding course offerings at the middle and high school level to support all career pathways.				



(i) Evaluate the effectiveness of expansion of learning opportunities and the overall impact on learning and students' post-secondary opportunities.				
--	--	--	--	--

3	High-Quality Expanded Learning Opportunities	<p>Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement</p> <p>School Improvement Goals: Grade-level groups of students will meet or exceed the norm group average growth target on the Fall NWEA Measure of Academic Progress assessment for reading and math.</p>
----------	---	--

Objective: To provide diversified, comprehensive learning experiences for all students through expanded learning opportunities, high-quality curriculum, and instruction in a safe, creative learning environment.

***Strategy 3.4:** Implement a plan that will reinforce social, emotional, and mental health and wellness.*

PERFORMANCE INDICATORS	Program, Level, or Bldg.	Responsible	Progress Updates	Linked Evidence
(a) Provide a developmentally appropriate combination of formal, curriculum-based instruction with ongoing and informal opportunities to develop social-emotional skills from PreK-12 grade.				
(b) Ensure that staff at all levels have an explicit plan to help students become knowledgeable, responsible, and caring.				
(c) Ensure a variety of instructional/teaching methods are being implemented to actively promote multiple domains of intelligence.				
(d) Continue to build social-emotional skills to help students cope with ongoing life events and local circumstances.				
(e) Emphasize the promotion of positive attitudes and values about self, others, and school.				
(f) Evaluate the effectiveness of the emphasis of social-emotional learning and the impact it has on student learning and well-being.				



PCS LB 243 RESOLUTION

WHEREAS, the Nebraska Legislature enacted several measures this past legislative session, including LB 243, to adjust public school district revenue and finances; and,

WHEREAS, LB 243 generally limits a public school district's property tax request authority, subject to limited exceptions; and

WHEREAS, LB 243 includes an exception to generally allow a school district to otherwise exceed the default property tax request authority if at least seventy percent of the Board of Education votes in favor of the increased request; and

WHEREAS, a Board of Education of a school district with an average daily membership of more than four hundred seventy-one students but no more than three thousand forty-four students may increase its tax request by an additional six percent above the base growth percentage; and

WHEREAS, this School District's average daily membership is more than four hundred seventy-one students but no more than three thousand forty-four students; and

WHEREAS, due to rising enrollment, student and staffing needs, and the need to maintain its budgetary obligations, the Board of Education of Cass County School District 0001, a/k/a Plattsmouth Community Schools (the "School District") hereby desires to increase its base growth percentage by an additional six percent or other maximum amount as permitted by law; and

WHEREAS, public notice of this possible increase was published in a legal newspaper of general circulation in the School District at least one week prior to this Board meeting.

NOW, THEREFORE, BE IT RESOLVED that, pursuant to Section 5 of 2023 Neb. Laws 243, at least seventy percent of the Board of Education of the School District affirmatively votes to increase to the School District's overall property tax request authority by an additional six percent above the base growth percentage, or other maximum amount as permitted by law. The Superintendent or designee is hereby authorized and directed to take any action consistent with this Resolution to ensure that the School District's overall property tax request complies with this Resolution.

The foregoing Resolution having been read in its entirety, Member _____ moved for their passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:-

_____.

The following members voted against the same: _____

The following members were absent or not voting: _____.

The above Resolution having been approved to by at least seventy percent of the Members of the Board of Education, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings law.

DATED this 14th day of July 2025.

PLATTSMOUTH COMMUNITY SCHOOLS

BY: _____
President

ATTEST:

Secretary



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.

2025-2026 Contracted Services

This contract is entered into by and between Cynthia Duechting and the Plattsmouth Community School District for the 2025-2026 school year. Cynthia Duechting shall be responsible for providing English language (EL) services to the district as established with Dr. Cherie Larson, Director of Instructional Services. EL services will be provided for approximately 25-30 hours per week, Monday through Friday, at a rate of \$34.94 per hour, with the total service for the 2025-2026 school year not to exceed 1080 hours.

Cynthia Duechting will submit a statement to the District for each calendar month during the contract term for services provided during the immediately preceding calendar month. Payment is due within thirty days after submission of each statement.

Cynthia will begin on or around the week of August 7, 2025.

This contract will be binding upon the parties hereto.

Dated this _____ day of _____ 2025

Plattsmouth Community School District

By: _____
Superintendent

Cynthia Duechting
By: _____

Title: EL Program



**HOURLY SUPPORT STAFF
HANDBOOK 2025-2026**

TABLE OF CONTENTS SUPPORT STAFF HANDBOOK

Welcome.....	1
Mission Statement.....	2
District Calendar.....	3
Classified Pay Calendar.....	4- 7
Teamwork.....	8
Support Staff Evaluation.....	9
Performance Plan.....	10
Performance Plan Example.....	11
Support Staff Contract Provisions,Regulations and Guidelines...	12- 21
Applicable BOE Policies/Procedures.....	22
Internet Policy.....	23-26
Para-Educator/Teacher Associate Job Description.....	27-32
Protocol for Concerns.....	33
Thank You.....	34
Handbook Receipt-Sign and Return.....	35

Welcome to Plattsmouth Community Schools 2025-2026

As support staff, you touch the hearts and minds of students every school day. Your interactions with staff and students will establish the climate for learning for students with and without special needs.

Many times you will be the adult in the school building who connects with the student. You will be the one to motivate, to encourage, and to establish those high expectations.

You are needed----every day----by the students, the teachers, and the administration.

Never underestimate your importance to the effective operation of the school!

PLATTSMOUTH COMMUNITY SCHOOL DISTRICT

The mission of the Plattsmouth Community School
District is to work in partnership to ensure

Academic Success
Respectful Behavior
Career Readiness

All Means All: Inclusion is Essential

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



Plattsmouth Community Schools 2025-2026 Calendar

AUGUST 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						

SEPTEMBER 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				

OCTOBER 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	

NOVEMBER 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						

DECEMBER 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			

August

- 4-6 PD New Teachers
- 7-12 PD All Staff/No Students
- 13 First Day of School 1st-9th; PM Kind.
- 14 First Day of School for AM Kind., 10th, 12th
- 13-18 Early Childhood Home Visits
- 19 First Day for Early Childhood

September

- 1-4 No School - Staff & Students
- 5 No School - Teacher PD

October

- 1 P/T Conferences: HS 5-8 PM
- 7 P/T Conferences: ES/MS 4:30 PM-7:30 PM
- 8 End of 1st Qtr.= 39 student days, 46 teacher days
- 8 P/T Conferences: ES/MS 4:30 PM-7:30 PM, HS 5-8 PM
- 9 No Students - Teacher Planning
- 10 No School for Staff & Students; Teacher Comp. Day
- 13 No Students - PD for All Teachers

November

- 5 & 6 P-T Conferences: EC 4:30 PM-7:30 PM
- 7 P-T Conferences: EC: 8 AM-4 PM, No classes
- 10 No School for Staff & Students

December

- 1 No Students - Teacher Planning
- 18 End of 2nd qtr.= 44 student days, 47 teacher days
- End of 1st semester= 83 student days, 93 teacher days=(Oct. 10 is a comp. day)
- 19 No Students - Teacher Planning
- 20 No School - Staff & Students

January

- 1-4 No School - Staff & Students
- 5 No Students-PD for All Teachers
- 6 First Day of Second Semester
- 7 No School for Staff & Students

February

- 13 No Students at EC
- 16 No Students: 1/2 PD and 1/2 Planning for All Teachers
- 18 EC Home Visits 4:30 PM-7:30 PM
- 19 EC Home Visits 8 AM - 7:30 PM, No classes at EC
- 20 EC Home Visits 8 AM - 4 PM, No classes at EC

March

- 11 & 12 P/T Conferences: ES/MS 4:30 PM-7:30 PM, HS 5-8 PM
- 12 End of 3rd Qtr.= 46 student days, 50 teacher days
- 13 No Students - 1/2 PD and 1/2 Planning for All Teachers
- 16-20 No School - Spring Break (19/20 is a Teacher Comp. Day)

April

- 1-4 No School - Staff & Students

May

- 6 & 7 P-T Conferences: EC 4:30 PM-7:30 PM
- 8 P-T Conferences: EC 8 AM-4 PM, No classes at EC
- 11 EC Comp. Day, No classes at EC
- 17 High School Graduation
- 21 End of 4th Qtr.= 42 student days, 43 teacher days
- End of 2nd Semester=88 student days, 93 teacher days (Mar. 20 is a Comp. Day)
- 22 1/2 Day Teacher PD, 1/2 Day Teacher Planning
- 26-29 Inclement Weather Make-Up Days, if needed

JANUARY 2026						
S	M	T	W	T	F	S
					1	2
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

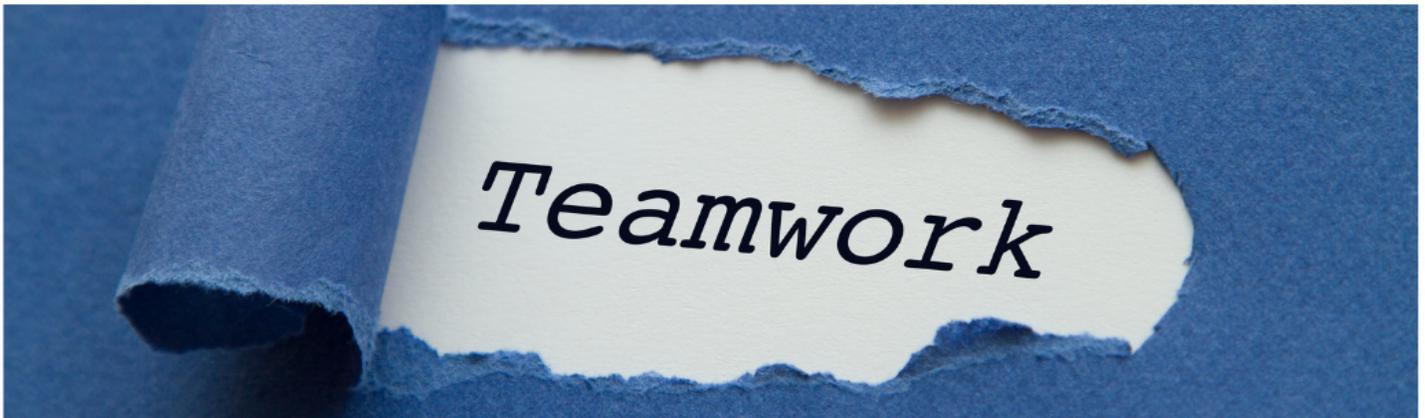
FEBRUARY 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026						
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 2026						
S	M	T	W	T	F	S
				1	2	3
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 2026						
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	



Our staff is encouraged to be consistent in their attendance. Relationships formed by daily interactions with students are an important part of their positions. When staff is absent, the disruption in a student's routine may affect both academics & behaviors. Sometimes being absent cannot be avoided, but if at all possible, we need everyone here to do the critical job of educating our youth.

Plattsmouth Community School District

SUPPORT STAFF EVALUATION FORM 2025-2026

EMPLOYEE NAME:

DATE OF EVALUATION:

BUILDING:

JOB TITLE:

WORK PERFORMANCE (any areas identified as "Does Not" meet District Expectations will require development of a performance plan)	DISTRICT EXPECTATIONS		SUPERVISOR COMMENTS Must make a comment for each area
	Does	Does Not	
Attendance/Punctuality: Arrives on time, rarely absent, follows proper reporting procedures when absence is unavoidable			
Personal Appearance: Cleanliness, grooming, appropriate apparel			
Attitude: Enthusiasm for work, willingness to meet job requirements, readily accepts suggestions, is loyal to job and employer			
Confidentiality: Handles confidential information properly			
Public Relations: Deals tactfully and courteously with members of the community, administrators, teachers, parents, and students			
Initiative: Sees things to do and does them, seeks ways of improving job performance			
Relationships with People: Ability to get along with others, good relations with coworkers, good team worker			
Environmental Health/Safety: Complies with district policies relative to safety and environmental programs, participates in training, identifies and reports unsafe conditions promptly, and uses equipment provided			
Overall Job Performance: Meeting the overall expectations of the assignment			

The employee's signature on this report does not represent either acceptance or approval of the appraiser's evaluation. The employee may attach to this form any statements of clarification or rebuttal.

Supervisor/Director/Principal Signatures

Employee Signature

Date

Goal for 2025-2026 School Year:

**PLATTSMOUTH COMMUNITY SCHOOLS
Performance Plan**

Name:

Date:

Building:

Title:

List the specific job skills to be improved:

1. Work Performance Area:

Improvement Goal:

2. Work Performance Area:

Improvement Goal:

Strategies for Improvement:

Evaluation Timeline (when and how):

The employee's signature on this report does not represent either acceptance or approval of the performance plan. The employee may attach to this form any statements of clarification or rebuttal.

Employee's Comments (optional):

Employee Signature

Date

Teacher Supervisor Signature

Date

Building Principal Signature

Date

PLATTSMOUTH COMMUNITY SCHOOLS
Performance Plan

Name:

Date:

Building:

Title:

List the specific job skill(s) to be improved:

1. Work Performance Area: Attendance/Punctuality

(refer to the work performance area from the evaluation form that is deficient)

Improvement Goal: XXX will demonstrate reliable and dependable attendance.

(describe the deficiency – what caused you to mark the area as not meeting district expectations – also list any formal or informal meetings that took place to address the issue)

From the time school began in XXX until XXX, there have been a total of 53 work days. XXX has missed 12 of those 53 work days (22.6%). The concern with absences has been discussed with XXX many times by both the classroom teacher and the principal. A meeting was held on XXX with XXX, the classroom teacher and the principal to go over the concerns again and to discuss this plan.

2. Work Performance Area: Attendance/Punctuality

Improvement Goal: XXX will clock in and out appropriately, including taking a 30 minute lunch daily unless instructed otherwise or getting prior permission by her supervisor.

Concerns were expressed about XXX not clocking out for a full 30 minute lunch break even though she was not working with children during a 30 minute period daily. These concerns were discussed during a meeting held on XXX with XXX, classroom teacher, and principal.

Strategies for Improvement:

(what exactly do you want the person to do – must be specific and measurable)

XXX will show a pattern of acceptable attendance and will demonstrate appropriate time card management.

Evaluation Timeline (when and how):

A support staff evaluation will be completed by XXX. This evaluation will reflect XXX's performance on the specific job skills noted in this improvement plan. If XXX does not show continued progress towards consistent attendance during the course of this plan, other disciplinary action may be taken, up to, and including termination. If XXX needs assistance with any parts of this plan, she is encouraged to seek help from the classroom teacher or principal.

The employee's signature on this report does not represent either acceptance or approval of the performance plan. The employee may attach to this form any statements of clarification or rebuttal.

Employee's Comments (optional):

Date	Employee's Signature	Teacher Supervisor Signature	Bldg. Prin. Initials
------	----------------------	------------------------------	----------------------

Distribute copies to: Employee, Supervisor, Building Principal, Asst SpEd Director

PLATTSMOUTH COMMUNITY SCHOOL DISTRICT
SUPPORT STAFF AGREEMENT PROVISIONS, REGULATIONS, AND GUIDELINES
July 1, 2025, to June 30, 2026

The Board of Education of the Plattsmouth Community School District feels that providing a quality education for students of the District is their goal. The Board recognizes that attainment of this goal is a joint responsibility of the Board, the administrators, the instructional staff, and the support staff. The provisions of this document shall be considered an addendum to each support staff employee's individual agreement and part of the agreement between the Plattsmouth Community School District and the support staff employee.

I. SUPPORT STAFF EMPLOYEES DEFINED

Support staff employees are employees who are not administrators or employees in positions that require a Nebraska Department of Education teaching license but are employed to fulfill their duties on an hourly basis. Support staff employees shall include, but not be limited to, hourly para educators, custodial employees, clerical/secretarial employees, van drivers, and temporary employees. Salaried employees are not covered by these provisions.

II. DUTIES OF EMPLOYEE

The duties of the Employee shall include such duties as may be set forth in the applicable job description for the position, the policies of the Board of Education, and as are assigned by the Superintendent and by the Employee's supervisor. The Employee agrees to perform the duties faithfully and to the best of the Employee's ability.

The Employee shall comply with the policies of the Board of Education, the rules and regulations of the District and the directives of supervisors. The Employee agrees that the policies of the Board of Education and rules and regulations of the District may be changed at any time, with or without notice to the Employee.

The days and hours of employment shall be as assigned by the Superintendent or the Employee's supervisor. **The employee is responsible for monitoring their own schedule and not exceeding the maximum allowed hours per week. Exceeding hours without written permission from an Administrator or Director will result in disciplinary action.** Regular, dependable attendance is an essential function of the Employee's position.

The Employee may be assigned to different positions and duties and in such event the Board shall retain the discretion to adjust the salary and benefits commensurate with such changed position or duties.

III. LENGTH OF AGREEMENT

The District may enter into written agreements with support staff employees. The agreement will state the terms of employment. The agreement and employment is on an "at will" basis and may be earlier terminated pursuant to Section 4. The agreement may be extended for like periods by written agreement. The agreement supersedes any prior contract between the parties. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska. This Employment Agreement constitutes the entire agreement and no representations, promises, agreements or undertakings made by or on behalf of the District, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modification only by a written instrument signed by the Employee and the Superintendent.

Support staff employees' annual days and hours of employment shall be based on the amount of time the school district needs the services of the employee. Support staff employees **shall not** work hours and days beyond those contracted unless the Superintendent approves the additional days and hours.

Lunch period schedules for all employees shall be established in each operating unit. Lunch periods shall be a minimum of one-half hour per day for employees working in excess of **SIX** consecutive hours per day. Employees must clock out for their lunch break and clock back in when they return to work. Employees tend to be more productive when they are provided a duty-free break. Therefore, any lunch period less than thirty minutes must be approved by the employee's supervisor, in writing, by filling out a timecard adjustment form. Para Educators assigned at PECC will work 8:00 am- 3:15 pm with a 30 minute clock out break unless otherwise assigned.

At the discretion of the employee's immediate supervisor, additional breaks may be given, but are not required. If an employee intends to remain on the clock for a break, he/she may not leave the campus where their work is performed. **When an employee leaves campus for a break, he/she must sign out at the office, clock out when they leave, and clock in when they return.**

IV. COMPENSATION

The Board shall determine the compensation to be paid for the support staff employees' positions, keeping in mind the responsibilities and experience of the employee, the educational philosophy of the school district, the financial condition of the school district, and any other considerations as deemed relevant by the Board.

A. Salary Schedule

A salary schedule will be developed annually for all support staff employee positions. The basic compensation of each employee shall be set forth in the salary schedule. Initial placement on the salary schedule is at the discretion of the District.

B. Pay Day

Support staff employees will be paid semi monthly. Direct deposits are made on or about the third (3rd) and eighteenth (18th) day of each month. If the payday falls on a Saturday or Sunday direct deposits will be made on Friday.

C. Electronic Deposit

Employee checks will be direct-deposited into the employee's bank account. Direct deposit forms are available in the district office.

D. Deductions

The Employee authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Employee, or the value of property or money entrusted to the Employee or owed by the Employee to the District during the course of the Employee's employment.

E. Nebraska School Retirement Fund

State law requires all new employees scheduled to work an average of twenty (20) or more hours per week for three (3) calendar months of the plan year to join the Nebraska Public Employees' Retirement System. A regular employee means an employee hired by the public school or under contract in a regular fulltime or parttime position who works a fulltime or parttime schedule on an ongoing basis for twenty (20) or more hours per week. An employee hired as described in this section to provide service for less than twenty (20) hours per week, but who provides service for an average of twenty hours or more per week in each calendar month of any three calendar months of a plan year shall, beginning with the next full payroll period, commence contributions and shall be deemed a regular employee for all future employment with the same employer. The retirement contribution rate is established by law. The district matches the amount of employee deduction plus an additional .1 percent.

F. Overtime Compensation

Support staff employees will be compensated on an hourly basis, whether full time or part time. If an employee is required to work over their daily hours for a specific project, the employee is required to reduce the remainder of their work week to account for the overage, with in that specific work week (based on Monday-Sunday work week schedule) If that is not possible, and verified by the supervisor, the employee will be paid at the overtime rate. Overtime is not permitted without prior authorization of the superintendent. The work week for purposes of calculating hours is 12:01 a.m. Monday through midnight Sunday.

G. Time Cards

Each workday, support staff employees must clock in, unless prior approval is obtained from the superintendent. This can be accomplished by using badge readers, or a computer designated for clocking in and out in each building, along with the employee's key card. It is the responsibility of the employee to clock in when they begin work each day, clock out when they are not working, and to clock out and back in for a minimum half hour lunch each day, when they are scheduled to work a shift of six consecutive hours or more per day.

At the discretion of the employee's immediate supervisor, additional breaks may be given, but are not required. If an employee intends to remain on the clock for a break, he/she may not leave the campus where their work is performed. When an employee leaves campus for a break, he/she must sign out at the office, clock out when they leave, and clock in when they return. **Failure of the employee to maintain an accurate daily time record will result in disciplinary action. Falsification of a time record will be grounds for immediate termination.**

H. Missed Punches

If an employee forgets to punch in or out, they must fill out a timecard adjustment form as described below so that their timecard can be corrected. This must be done within **two** business days of the missed punch. **Under no circumstances should an employee quit clocking in and out because they missed a punch. The employee should continue to punch in or out as if they had not missed a punch.** Once the payroll clerk has received the timecard adjustment form and entered the missed punch, the timecard will be corrected.

I. Other Time card Adjustments

All support staff employees are given a schedule to work at the time of hire. The employee's supervisor must approve any deviation from the schedule (additional hours, no lunch, or a missed punch on the timecard), and a timecard adjustment form must be completed.

J. Timecard Adjustment Form Procedures

Timecard adjustment forms are available in the building offices or from the human resources page at pcsd.org. A timecard adjustment form must be filled out by the employee and signed by both the employee and his/her building administrator and received by the payroll clerk at the Administration Office **within two working days** of the date of connection. It is the employee's responsibility to view his/her timecard at the timekeeping website on a regular basis and let the payroll clerk know in writing with a timecard adjustment form if hours are incorrect. Employees who do not deliver their timecard adjustment forms to the payroll clerk within **two** working days of the connection are considered in neglect of duty and are subject to a reprimand and/or immediate dismissal.

V. PROBATIONARY PERIOD

The first ninety (90) working days of a newly hired support staff employee shall be considered a probationary period. New employees, regardless of experience, shall be subject to this probationary period. During the probationary period, **the newly hired employee is not eligible to be paid for leave of absence or other benefits, including sick and personal leave and holiday pay.** Probationary employees are subject to immediate termination without prior notification any time during the first ninety (90) working days.

Background checks will be conducted on all newly hired employees to ensure that all public school students are provided an environment that is safe and all staff with whom students may come into contact are of highest integrity.

VI. LEAVES OF ABSENCE

For personal and other leaves, a request for leave form is to be submitted to the employee's immediate supervisor at least five school days prior to the leave or such other advance notice as is practicable under the circumstances.

Personal leave will be charged in two-hour increments. Sick leave may be used in quarter hour increments. At no time, can sick or personal leave plus time clocked in and out be more than the employee's scheduled hours per day, per their contract.

Staff must utilize paid leave options prior to requesting any unpaid leave.

A. Personal Leave

Personal leave for support staff employees must be scheduled and approved by the employee's supervisor in advance. Under no circumstances will personal leave be awarded to an employee unless proper procedures have been followed.

Maximum personal leave available for 12-month employees shall be no greater than **40 days** in any agreement year. Maximum personal leave available for less than 12-month employees shall be no greater than **10 days** in any agreement year. One personal leave day shall mean the number of hours the employee is scheduled to work as noted in their employee contract.

All **permanent** hourly employees scheduled to work **five days a week and a minimum scheduled work day of three hours** per day or more shall have available personal leave based on length of service with the district (excluding substitute employees, seasonal employees, special projects, and volunteer time). The total days of leave described above are made available to employees as follows effective July 1, 2024:

Minimum 15 hours per week, 215 days per year	Years of Service*	Number of Personal Days
12 Month Employees	Years 0-4	5 Days
12 Month Employees	Years 5-9	10 Days
12 Month Employees	Years 10-14	15 Days
12 Month Employees	Years 15-19	20 Days
12 Month Employees	Years 20-24	25 Days
12 Month Employees	Years 25+	30 Days

Minimum 25 hours per week, 176 days per year	Years of Service*	Number of Personal Days
Less than 12 month Employees	Years 0-4	1 Day
Less than 12 month Employees	Years 5-9	2 Days
Less than 12 month Employees	Years 10-14	3 Days
Less than 12 month Employees	Years 15-19	4 Days
Less than 12 month Employees	Years 20-24	5 Days
Less than 12 month Employees	Years 25-29	6 Days
Less than 12 month Employees	Years 30+	7 Days

**Continuous years of service to the District, without a break in employment.*

Length of service for Personal Time Off is based upon the anniversary date of each employee's start date at the Plattsburgh Community Schools as evidenced by the payroll system. For example, on the sixth anniversary date of employment of November 1, the extra personal days will accumulate on that day. Likewise, the maximum number of sick

or personal leave days (i.e. 40 days of PTO for 12-month employees) **will cap on the anniversary date of employment.**

Classified staff will be limited to the use of five (5) personal/vacation days in any given month.

B. Sick Leave

Twelve-month employees will earn one sick leave day for each month that they work from July to June. Less than twelve-month employees will earn one sick leave day for each month that they work from August to May.

Sick leave shall be cumulative up to a maximum of **fifty (50) days**. Employees must call their supervisor as soon as possible before their scheduled work time, but not less than one hour prior to their scheduled work time, so that proper arrangements can be made. Failure to call the supervisor in a timely manner will be considered neglect of duty and may be grounds for immediate dismissal.

Sick leave is to be used for illness or a physical condition that prevents the employee from performing their duties. Sick leave may be used for self or for a member of the employee's immediate family. Immediate family shall mean wife, husband, father, mother, brother, sister, son, daughter, or other minor child in custody.

Sick leave may also be used for the serious illness or injury of extended family members that require the care of a physician or hospitalization that requires the employee to be present. Extended family shall mean grandparent, grandchild, aunt or uncle.

One day shall mean the number of hours the employee is typically scheduled to work, or the average hours actually worked, whichever is less. All sick leave days used by an employee will be counted toward the total days of leave provided to employees in compliance with the Family Medical Leave Act.

Extended Leave -Sick leave of more than three (3) consecutive days shall be substantiated by a licensed physician's verification, and a Family Medical Leave Act (FMLA) Application must be completed by the employee and submitted to the payroll clerk within two business days of the date of the sick leave days taken. A support staff employee who is unable to work because of personal illness or disability and who has exhausted all leave available shall be granted a leave of absence without pay for the current semester not to extend beyond one subsequent semester. This leave is only granted when requested by the employee and proper communication about the leave is shared with the building supervisor.

C. Jury Duty

Any support staff employee called for jury duty during working hours shall be provided such time. Any fees or remuneration the support staff employee receives during such leave (exclusive of mileage) shall be paid to the Plattsmouth Community School District, not to exceed the employee's per diem salary for each day of jury duty.

D. Bereavement - Bereavement leave is available only for employees who work five days a week and a minimum scheduled workday of three (3) hours per day.

1. Leave of not more than three (3) days will be granted in each case of death in the family of a support staff employee. One day shall mean the number of hours the employee is typically scheduled to work or the average number of hours actually worked, whichever is less. Members of the family are defined to be: wife, husband, son, daughter, father, mother, father-in-law, mother-in-law, aunt, uncle, aunt-in-law, uncle-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparents-in-law, niece, nephew, grandchild, or anyone for whom the employee has financial responsibility.
2. Bereavement leave is available if the employee calls his/her supervisor prior to their absence and submits a leave form in a timely manner. An obituary notice and/or something similar will be required and must be sent up to the payroll clerk before bereavement leave can be approved as paid leave.

E. Professional Leave

Professional leave may be granted to support staff employees for the purpose of attending meetings and conferences directly related to their assignments. Professional leave is permitted at full pay if the conference or meeting attendance is approved by the support staff employee's supervisor and planned in the budget. If a support staff employee wishes to be absent from duty for a brief period to attend a professional meeting, a written request for approval of such absence shall be filed by the support staff employee at least five (5) days prior to the first day of the anticipated absence. Support staff employees are encouraged to attend professional meetings on days that students are not in school. Support staff employees granted permission to attend professional meetings will be reimbursed for actual expenses upon submission of a detailed log and original detailed receipts.

F. Leave Regulations

The leaves set forth in this section are subject to the District's Family Medical Leave Act Policy. Non-probationary employees will be permitted to use approved sick leave hours or personal days to adjust their total hours for the week to their normal total scheduled hours. At no time will sick leave or personal leave hours be used to inflate the employee's hours so that they exceed the normal scheduled workweek.

Nature of Paid Leaves. Paid leave is available to non-probationary employees when the following specific conditions are met: (1) the employee is currently employed by the District; (2) the leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions for such leave to be taken that are applicable to the type of paid leave that has been requested.

Except as expressly provided above, earned and unused personal leave will be paid in the support staff employee's final check upon resignation, retirement or termination. No other leave will be paid upon resignation, retirement, or termination unless the employee meets the requirements of the sick leave incentive policy.

Emergency closings due to inclement weather or other conditions shall not be included as paid days unless the principal/supervisor requires the employee (i.e. a maintenance employee that is responsible for snow removal on an emergency closing day) to work on that day, regardless of whether or not the employee had prior approval for leave on the identified day.

To be paid for absence from work, employees must complete the on-line leave form found at www.pcsd.org - forms. Leave forms are due to the supervisor prior to planned absences or immediately upon returning from unplanned absences. **Under no circumstances will leave forms turned in after the payroll has been processed be approved for payment.** The employee and the supervisor must electronically sign the leave form. **Absence forms that are not submitted within two working days following an unplanned absence from work will be considered an inaccurate time card and will be subject to disciplinary action and/or immediate dismissal. It is the employee's responsibility to view his timecard at the timekeeping website and let the payroll clerk know if leave time has not been added correctly before the timecard is processed for payment. Leave issues not addressed prior to payment or leave forms turned in after a timecard has been processed for payment will not be paid.**

VII. RESIGNATION

Support staff employees who wish to resign during the school year shall give written notice of the intent to resign and shall state their intended final date of employment. Employees shall give two (2) calendar weeks notice of resignation. Written notice of intent to resign shall be given to the Superintendent and payroll clerk. An exit interview survey will be mailed to a resigning employee after their last pay check, along with Nebraska Retirement System paperwork. All keys and school property will be turned in to the payroll clerk's office or the supervisor's office on the employee's last day of service. The replacement cost of any item of school property that is not turned in will be deducted from the employee's final paycheck.

VIII. HEALTH

A. New Support Staff Employees

New support staff employees may be required to take a physical examination and drug screening to provide evidence of physical fitness to perform assigned duties. Such evidence shall be a statement from a licensed physician and/or licensed laboratory, submitted on or before the first working day of the contract year.

B. Other Examinations

Subsequent physical examinations and drug screening may be required at the discretion of the superintendent. In such case, the superintendent will specify the type of examination, the physician, and the District will pay for the examination in full.

C. Absence from Work

Regular, dependable attendance is an essential function of the Employee's position. When a support staff employee is unable to report to work because of health reasons or personal conflicts, the employee must notify his/her immediate supervisor or designee as soon as possible but no less than one hour prior to his/her scheduled work time so that adequate arrangements can be made. Excessive absences are disruptive to the work environment.

Failure to call the supervisor in a timely manner will be considered neglect of duty and may be grounds for immediate termination. Sick leave of more than three consecutive days shall be substantiated by a licensed physician's written verification and a Family Medical Leave Act (FMLA) application. A leave form must be completed by the employee and

submitted to the payroll clerk **within two business days of the sick leave days requested. Leave issues not addressed prior to processing of the related payroll, or leave forms turned in after a timecard has been processed for payment, will not be paid.**

X. HOLIDAYS

Specified holidays for twelve-month support staff employees are as follows: **Labor Day, Thanksgiving and the day after, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Good Friday, Memorial Day, and Independence Day.** A recognized holiday that falls on Saturday will be observed the preceding Friday. A recognized holiday that falls on a Sunday will be observed on the following Monday.

Specified holidays for less than 12-month support staff employees are as follows: **Your Birthday (1 day during the month of your birthday. For summer birthdays 1 day in either May or August), Labor Day, Thanksgiving and the day after, Christmas Day, New Year's Day, and the Friday of spring break.** A recognized holiday that falls on Saturday will be observed the preceding Friday. A recognized holiday that falls on a Sunday will be observed on the following Monday.

Support staff employees, including hourly para-educators, FSAs, custodial staff, and hourly administrative assistants, must work the regularly scheduled school-in-session day prior to the holiday and after the holiday to receive holiday pay unless approved by his/her supervising administrator. If an employee works less than the regularly scheduled school-in-session day before or after the holiday, their holiday pay will be prorated based on the hours worked on those two days. Sick leave for a medical procedure that requires multiple consecutive days of absence and is accompanied by a doctor's note stating the same (FMLA paperwork must be submitted), and bereavement leave that qualifies under Section V (D), may be used the day prior or the day after a holiday - leave form required.**

Holiday pay hours are based on the number of hours the employee is scheduled to work, per their individual employment contracts.

XI. INSURANCE-

Health, Major Medical, and Disability

Support staff employees who work at least 30 hours per week and a minimum of 215 work days per year may be eligible for group health and medical insurance programs as determined by the Board, the insurance carrier, and required by law. These employees will receive either a stipend towards their health insurance premium, which meets the affordability factor of the Affordable Care Act, or \$200.00 per month in-lieu-of insurance compensation added to their monthly paycheck. Support staff employees new to the district shall have the option to elect the health plan or in- lieu-of insurance compensation within their first 30 days of employment.

A. Group Term Life Insurance

Support staff employees who work at least 35 hours per week and a minimum of 215 work days per year will be provided group term life insurance in the amount of \$10,000. The employee may choose an additional \$10,000 or \$20,000 of coverage at a cost of \$2.55 per month for each additional \$10,000 of coverage. Premiums will be paid through payroll deduction.

B. Selection of Carriers

The Board shall select all insurance program carriers. The Board and the insurance carrier shall jointly establish the open enrollment period. If a change of carrier is being considered, support staff employees will be asked for recommendations and information, but such change remains the prerogative of the Board.

C. School Liability

All support staff employees shall be covered by a school-financed liability insurance covering job-related performance of duties.

XII. EVALUATIONS

Evaluation of support staff employees on their skills, abilities, and competence shall be an ongoing process. The goal of the formal evaluation of support staff employees shall be to maintain employees who meet or exceed the District's standards of performance, to clarify each employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the District, and to develop a working relationship between the supervisor and the employee.

At a minimum, newly hired employees shall be evaluated by their supervisor near the end of their 90-day probationary period and near the end of their work year. If the 90-day probationary period ends in March, April, or May, the probationary period evaluation will be combined with the end of the work year evaluation. Non-probationary employees shall be evaluated at least once per work year. If a staff member does not meet or exceed the District's standards of performance in all areas, a performance plan must be developed by the employee's direct supervisor (e.g. teacher supervisor). Failure to meet the performance plan may subject the employee to termination. Employees not meeting the expectations described above will be frozen from any vertical movement on the salary schedule and no pay increase will be granted until the performance plan has been successfully met. Successful completion of the performance plan will be evidenced by a performance evaluation in which the staff member meets or exceeds the District standards of performance in all areas.

XIII. TRANSFER

Determining the location where a support staff employee's assignment will be performed is the responsibility of the Superintendent and within the sole discretion of the District. In making position assignments, the Superintendent shall consider the qualifications of the employee and the needs of the District.

The employee, the employee's supervisor, or the Superintendent may initiate a transfer. The District will make every effort to provide notice to appropriate staff of vacancies occurring in the District by posting vacancy notices on the school district website. The posting vacancy notice will contain information regarding the job classification, location of work, starting date, hours to be worked, rate of pay, and minimum requirements. The website address is www.pcsd.org.

Any support staff employee may apply for a voluntary transfer to another assignment. The application shall be in writing to the Special Education Administrator. The District will consider all applicants for a vacancy, both internal and external.

It is possible an employee may be asked to move from his/her present position to another position. An involuntary transfer shall be made only after a meeting between the employee and his/her supervisor. If involuntarily transferred to a lesser-compensated position, the employee will continue to earn his/her current wage. The involuntarily transferred employee's wage will be frozen until the wage of the lesser-compensated position catches up to the wage of the employee.

XIV. QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a support staff employee position shall have an opportunity to apply and qualify for a support staff employee position in the school district without regard to age, race, creed, color, sex, national origin, religion, or disability. Job applicants for classified employee positions shall be considered on the basis of the following:

- Training, experience, and skill;

- Nature of the occupation;

- Demonstrated competence; and

- Possession of, or the ability to obtain, the state or other license or certificate that would be required for the position.

Announcement of the position shall be through means the Superintendent believes will inform potential applicants about the position. Applications for employment may be obtained on the District website.

XV. EMPLOYEE DISMISSAL

The District believes support staff employees should perform their jobs, respect Board policy, and obey the law. Support staff employees are at-will employees. Support employees may be terminated at any time with or without just cause. It shall be the responsibility of the Superintendent or Superintendent's designee to dismiss a support staff employee. A support staff employee may be dismissed for any reason, including, but not limited to, incompetence, willful neglect of duty, immoral or improper conduct, insubordination, reduction in force, willful violation of Board policy or administrative regulations, a violation of the law, and actions which are, in the opinion of the Board, harmful to the welfare of the District, staff, or students. The Superintendent is authorized to suspend an employee, with or without pay, pending action on a dismissal or during investigation of charges against the employee or for disciplinary purposes.

XVI. TRAVEL

Reimbursement for authorized mileage will be paid to staff members that drive their own vehicles during their regularly scheduled working hours between two or more work sites, or for out-of-town travel, **only 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 who drive school vehicles must have a valid driver's license and proof of insurance. They will be provided a driver's certification form to verify this information and shall be given instruction on emergency evacuation and first aid. Staff members must not transport students in their personal vehicles. They 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.

XVII. TAX SHELTERED ANNUITY

The Board, at the request of the support staff employee and in accordance with the Internal Revenue Code and the Code of Nebraska, shall withhold and transfer an amount of salary monthly, said amount to be determined by the support staff employee, permitting the support staff employee to participate in a tax-deferred annuity program of the support staff employee's choosing within the parameters of TSA Consulting Group, the district's service provider. It is the responsibility of the employee to set their withholding or transfer amount in accordance with the requirements of the law; the district is not responsible for assuring that the employee is within the guidelines of the law.

XVIII. SUBSTITUTE SUPPORT STAFF COMPENSATION

Employees who serve as substitute workers for district support staff will be compensated at Step 1, the base hourly rate of the identified position. The substitute employee is not eligible for any benefits.

XIX. CONFIDENTIALITY CLAUSE

Employment with the Plattsmouth Community Schools is contingent upon the employee's agreement of total confidentiality regarding any school related matter. Any breach of confidentiality may result in immediate termination of employment.

XX. ROLE MODEL

Support staff serve as role models for students and their actions and conduct reflect on the school as a whole. Employees are, in all respects, to conduct themselves in a professional manner. Cell phones are not to be used for personal calls, texting, or for other purposes when students are present. Cell phones must be kept off, or on silent, during work hours. Cell phone calls or text messages may be made before work hours, after work hours, or during lunch breaks. The office will take phone messages for staff when they are with children, in case there is a family emergency. In an emergency situation, you will be notified immediately.

XXI. RELATIONSHIPS

It is important for staff to maintain an effective working relationship with the administration and all colleagues, including other support staff and teachers. Support staff should also 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.

XXII. 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 Plattsmouth 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 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.

XXIII. 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 of incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or 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 Driver's License if the employee's job requires that the employee has 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. 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.

Background checks will be conducted at least once every five years on all employees to ensure that all public school students are provided an environment that is safe and all staff with whom students may come into contact are of highest integrity.

XXIV. PROFESSIONAL ATTIRE

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

Date Approved by the Board of Education _____

Employee's Printed Name _____

Employee's Signature _____

Date _____

Applicable Board of Education Policies/Procedures

A complete list of all Board of Education policies can be accessed at the following link, <https://www.pcsd.org/Page/19> , or they can be found by going to the Plattsmouth Community Schools website (www.pcsd.org) and clicking on *About PCS*, scroll down and select *Board of Education* and then *Policies*. All of the most current policy updates can be found online.

POLICIES

1000 Community Relations

- 1100 Community Use of School Facilities and Equipment and Supplies

2000 Administration

3000 Business Operations

4000 Personnel

- 4001 Recruitment and Selection
- 4002 Equal Opportunity Employment
- 4003 Employee Antidiscrimination
- 4009 Drug and Substance Use and Abuse
- 4010 Smoking Prohibition
- 4019 Fair Labor Standards Act (Minimum Wage & Overtime)
- 4020 Employee Conduct and Appearance
- 4200 Qualifications of Non-Certificated Support Staff
- 4201 At Will Employees
- 4205 Benefits for Non-Certificated Support Staff
- 4210 Hiring and Dismissal
- 4220 Employment Agreement
- 4230 Assignment and Transfer
- 4240 Complaint Procedure
- 4260 Standards of Performance for Non-Certified Staff
- 4270 Evaluation
- 4280 Initial Training Period
- 4290 Compensation

5000 Students

- 5402 Child Abuse and Neglect
- 5419 Use of Restraints and Seclusion

6000 Instruction

- 6800 Internet Safety and Acceptable Use

8000 Internal Board Policies

9000 By-laws of the Board

Policy No. 6800 - Internet Safety and Acceptable Use

A. Internet Safety Policy

It is the policy of Plattsmouth Community Schools to comply with the Children's Internet Protection Act (CIPA) and Children's Online Privacy Protection Act (COPPA). 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; (e) obtain verifiable parental consent before allowing third parties to collect personal information online from students; and (f) 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 cyberbullying 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. Parental Consent. The District shall obtain verifiable parental consent prior to students providing or otherwise disclosing personal information online.

7. Adoption. This Internet Safety Policy was adopted by the Board at a public meeting, following normal public notice.

8. The District shall comply with the Nebraska Student Online Personal Protection Act and will endeavor to take all reasonable and necessary steps to protect the online privacy of all students.

A. Computer Acceptable Use Policy

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

I. 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 unless the User has entered into a lease agreement or other similar agreement with the School District that makes such use permissible under law.

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 e-mail to a minor child or spouse; sending an e-mail 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.
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.

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.

Legal Reference: Children's Internet Protection Act, 47 USC§ 254
Children's Online Privacy Protection Act, 15 U.S.C. § 6501
FCC Order adopted August 10, 2011
47 USC§ 254(h)(1)(b); 47 CFR 54.500(b) and 68 FR 36932 (2003) (E-rate restrictions)
Neb. Rev. Stat.§ 49-14,101.01 (Political Accountability and Disclosure Act)
LB 512 (2017)

PLATTSMOUTH COMMUNITY SCHOOL DISTRICT
Para-Educator/Teacher Associate
Job Description

It is the policy of Plattsmouth Community Schools to not discriminate on the basis of sex, handicap or disability, race, color, religion, marital status, veteran status, or national or ethnic origin in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Superintendent.

- A. Job Title:** Para-Educator – Teacher Associate
- B. Department:** Student Support
- C. FLSA Status:** Non-Exempt
- D. Essential Requirements:**
1. High School Diploma or equivalent (such as GED)
 2. Computer and business machines knowledge
 3. Organizational skills
 4. Work well with children
 5. First aid knowledge
 6. Skills in public relations
 7. 48 credit hours from an accredited college/university (preferred) or equivalency training provided by the district. Additional requirements for early childhood paraeducators to meet Rule 11 & Head Start requirements.
- E. Reports To:** Building administrators, special education administrators, and supervising teachers
- F. May Receive Guidance From:** Building administrators, special education administrators, and supervising teachers
- G. Essential Job Functions:**
1. Correct papers and record grades
 2. Assist in classroom activities
 3. Supervise students in all areas of the school and at lunch, activity periods and on playground to guide students to interact harmoniously with other students
 4. Assist students with personal needs such as toileting, diapering and other health needs
 5. Provide instructional support assistance to students and student groups
 6. Ability to handle confidential information with complete security
- H. Working Conditions:**
1. Inside and Outside
 2. Heated and air-conditioned building
 3. Stressful at times
 4. Potential risk of injury, due to aggressive student behavior or environmental conditions

I. Job Tasks:

1. Discuss assigned duties with classroom teachers in order to coordinate instructional efforts.
2. Prepare lesson materials, bulletin board displays, exhibits, equipment, and demonstrations.
3. Present subject matter to students under the direction and guidance of teachers, using lectures, discussions, or supervised role-playing methods.
4. Tutor and assist children individually or in small groups in order to help them master assignments and to reinforce learning concepts presented by teachers.
5. Supervise students in classrooms, halls, cafeterias, school yards, and gymnasiums, or on field trips. Follow the direction and guidance of certified staff to address behavior challenges.
6. Conduct demonstrations to teach such skills as sports, dancing, and handicrafts.
7. Distribute teaching materials such as textbooks, workbooks, papers, and pencils to students.
8. Distribute tests and homework assignments, and collect them when they are completed.
9. Enforce administration policies and rules governing students.
10. Grade homework and tests, and compute and record results, using answer sheets or electronic marking devices.
11. Assist students with activities of daily living such as walking, sitting, eating, drinking, toileting, etc.

J. Knowledge:

1. Education and Training - Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
2. English Language - Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
3. Mathematics - Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.

K. Skills

1. Instructing - Teaching others how to do something.

2. Speaking - Talking to others to convey information effectively.
3. Active Listening - Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
4. Learning Strategies - Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.
5. Reading Comprehension - Understanding written sentences and paragraphs in work related documents.
6. Writing - Communicating effectively in writing as appropriate for the needs of the audience.
7. Service Orientation - Actively looking for ways to help people.
8. Social Perceptiveness - Being aware of others' reactions and understanding why they react as they do.
9. Coordination - Adjusting actions in relation to others' actions.

M. Work Activities:

1. Training and Teaching Others - Identifying the educational needs of others, developing formal educational or training programs or classes, and supporting the instruction of others.
2. Getting Information & Maintaining Confidentiality - Observing, receiving, and otherwise obtaining information from all relevant sources. Ensuring that confidential information is only shared with necessary staff.
3. Communicating with Persons Outside Organization - Communicating with people outside the organization, representing the organization to customers, the public, government, and other external sources. This information can be exchanged in person, in writing, or by telephone or e-mail.
4. Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
5. Communicating with Supervisors, Peers, or Subordinates - Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
6. Thinking Creatively - Developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions.
7. Scheduling Work and Activities - Scheduling events, programs, and activities, as well as the work of others.

8. Evaluating Information to Determine Compliance with Standards - Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.
9. Updating and Using Relevant Knowledge - Keeping up-to-date technically and applying new knowledge to your job.
10. Interpreting the Meaning of Information for Others - Translating or explaining what information means and how it can be used.

N. Required Employee Abilities:

1. Oral Expression - The ability to communicate information and ideas in speaking so others will understand.
2. Written Expression - The ability to communicate information and ideas in writing so others will understand.
3. Speech Clarity - The ability to speak clearly so others can understand you.
4. Oral Comprehension - The ability to listen to and understand information and ideas presented through spoken words and sentences.
5. Written Comprehension - The ability to read and understand information and ideas presented in writing.
6. Near Vision - The ability to see details at close range (within a few feet of the observer).
7. Auditory Attention - The ability to focus on a single source of sound in the presence of other distracting sounds.
8. Fluency of Ideas - The ability to come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).
9. Problem Sensitivity - The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.

O. At Will Employment: Employment with the School District is not for any period of time, and employment may be terminated at any time at the convenience of the terminating party, with or without cause, and with or without notice. Employment with the School District is not governed by any express or implied contract of employment containing terms different from or inconsistent with those stated in this employment agreement. The terms of this employment agreement may not be modified except in a writing signed by the Superintendent of Schools.

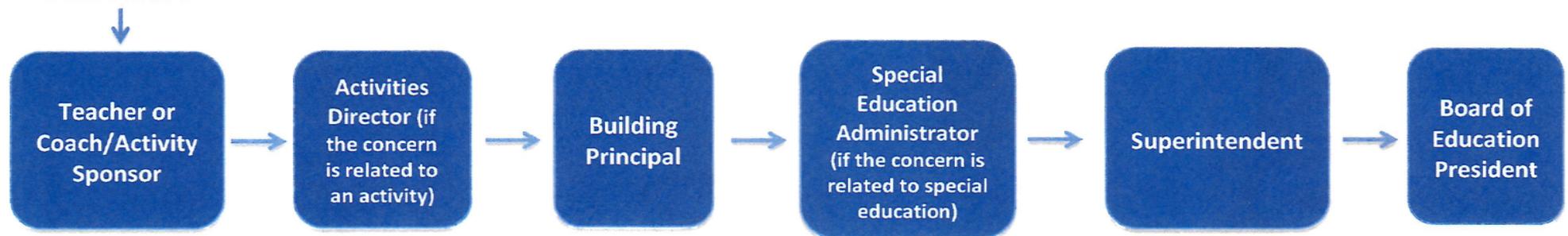
P. Essential Functions: The essential functions of the paraeducator position include (1) regular, dependable attendance on the job to complete the duties in the job description; (2) the ability to perform the identified tasks and to possess and utilize the identified

knowledge, skills, and abilities and to perform the identified work activities; and, (3) the ability to perform the following identified physical requirements:

Essential Physical Requirements Para-Educator	Item is not a requirement of the job	Occasional -- up to 33% of time	Occasional/Essential -- up to 33% of time, absolutely essential to the job	Frequent -- between 34% - 66%	Continuous -- over 66% of time
Stamina					
1. Sitting					X
2. Walking					X
3. Standing					X
4. Sprinting/Running		X			
Flexibility					
5. Bending or twisting at the neck more than the average person					
6. Bending or twisting at the trunk more than the average person					
7. Squatting/Stooping/Kneeling				X	
8. Reaching above the head		X			
9. Reaching forward					X
10. Repeating the same hand, arm or finger motion many times (For example: typing, data entry, etc.)		X			
Activities					
11. Climbing (on ladders, into large trucks/vehicles, etc.)		X			
12. Hand/grip strength		X			
13. Driving on the job		X			
14. Typing non-stop		X			
Use of Arms and Hands					
15. Manual dexterity (using a wrench or screwing a lid on a jar)				X	
16. Finger dexterity (typing or putting a nut on a bolt)				X	
Lifting Requirements					
17. Lifting up to 10 pounds (Mark all that apply)					
Floor to waist				X	
Waist to shoulder				X	
Shoulder to overhead		X			
18. Lifting 11 to 25 pounds (Mark all that apply)					
Floor to waist				X	
Waist to shoulder				X	
Shoulder to overhead		X			
19. Lifting 26 to 50 pounds (Mark all that apply)					
Floor to waist				X	
Waist to shoulder				X	
Shoulder to overhead		X			
20. Lifting 51 to 75 pounds (Mark all that apply)					
Floor to waist		X			
Waist to shoulder		X			
Shoulder to overhead		X			
21. Lifting 76 plus pounds (Mark all that apply)					
Floor to waist		X			
Waist to shoulder		X			
Shoulder to overhead	X				
22. Can load/items weighing over 50 pounds that are lifted or carried be shared, or reduced into smaller loads? YES, usually					
Pushing/Pulling					
23. 25 to 50 pounds				X	
24. 51 to 75 pounds				X	
25. 76 to 90 pounds				X	
26. Over 90 pounds		X			
Carrying					
27. 10 to 25 pounds				X	
28. 26 to 50 pounds				X	
29. 51 to 75 pounds				X	
30. 76 to 90 pounds		X			

PROTOCOL FOR ADDRESSING CONCERNS (Chain of Command)

Start here



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, 2021



Thank
You

**THANK YOU FOR YOUR
DEDICATION TO STUDENTS,
THEIR FAMILIES, AND THE
DISTRICT!**

Plattsmouth Community School District

Receipt of the 2024-2025 Support Staff Handbook

My signature below acknowledges receipt of the 2024-2025 Support Staff Handbook of the Plattsmouth Community School District. I understand that I am expected to read and understand these provisions. If I do not understand the provisions, it is my responsibility to ask my supervisor, the human resources manager, or the superintendent for clarification.

Acceptable Use of Computers and Networks Administrator, Faculty, and Staff Agreement

In order to make sure that all members of the Plattsmouth Community Schools community understand and agree to these rules of conduct for use of the email 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 School District (BOE Policy No. 6800), 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 privilege will be revoked. School disciplinary action and/or appropriate legal action will be taken.

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

Employee’s Name _____ Building _____

Employee’s Signature _____ Date _____

This form will be retained on file by authorized faculty designee
for the duration of applicable computer/network/internet use.

PLATTSMOUTH COMMUNITY SCHOOLS



SALARIED HANDBOOK

2025-2026



TABLE OF CONTENTS

SALARIED HANDBOOK

Mission Statement.....	3
Evaluation Form.....	4
Performance Plan	5
Performance Plan Sample.....	6
Contract Provisions, Regulations, and Guidelines	7-14
Applicable BOE Policies/Procedures	15
Internet Policy	16-19
Protocol for Concerns	20
Thank You.....	21
.....	



Plattsmouth Community School District

The mission of the Plattsmouth Community School District is to work in partnership to ensure

**Academic Success
Respectful Behavior
Career Readiness**

All Means All: Inclusion is Essential

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

Plattsmouth Community School District

STAFF EVALUATION FORM 2025-2026

EMPLOYEE NAME: _____ DATE OF EVALUATION: _____

BUILDING: _____ JOB DESCRIPTION TITLE: _____

WORK PERFORMANCE (any area(s) identified as "Does Not" meet District Expectations will require development of a performance plan)	DISTRICT EXPECTATIONS		SUPERVISOR COMMENTS Must make a comment for each area
	Does	Does Not	
Attendance/Punctuality: Arrives on time, rarely absent. Follows proper reporting procedures when an absence is unavoidable.			
Personal Appearance: Cleanliness, grooming, appropriate apparel.			
Attitude: Enthusiasm for work, willing to meet job requirements, readily accepts suggestions, is loyal to job and employer.			
Confidentiality: Handles confidential information properly.			
Public Relations: Deals tactfully and courteously with members of the community, administrators, teachers, parents and students.			
Initiative: Sees things to do and does them, seeks ways of improving job performance.			
Relationships With People: Ability to get along with others, good relations with coworkers, good team worker.			
Environmental Health/Safety: Complies with district policies relative to safety and environmental programs, participates in training seminars, identifies and reports unsafe conditions promptly and uses equipment provided.			
Overall Job Performance: Meeting the overall expectations of the assignment			Overall Job Performance Comments:

The employee's signature on this report does not represent either acceptance or approval of the appraiser's evaluation. The employee may attach to this form any statements of clarification or rebuttal.

Supervisor/Director/Principal Signature

Employee's Signature

Date

Goal for 2026-2027 School Year:

**PLATTSMOUTH COMMUNITY SCHOOLS
Performance Plan**

Name:

Date:

Building:

Title:

List the specific job skills to be improved:

1. Work Performance Area:

Improvement Goal:

2. Work Performance Area:

Improvement Goal:

Strategies for Improvement:

Evaluation Timeline (when and how):

The employee's signature on this report does not represent either acceptance or approval of the performance plan. The employee may attach to this form any statements of clarification or rebuttal.

Employee's Comments (optional):

Date

Employee's Signature

Teacher Supervisor Signature

Bldg. Prin. Initials

Distribute copies to: Employee, Supervisor, Building Principal, Asst SpEd Director

**PLATTSMOUTH COMMUNITY SCHOOLS
Performance Plan**

Name:

Date:

Building:

Title:

List the specific job skill(s) to be improved:

1. Work Performance Area: Attendance/Punctuality

(refer to the work performance area from the evaluation form that is deficient)

Improvement Goal: XXX will demonstrate reliable and dependable attendance.

(describe the deficiency - what caused you to mark the area as not meeting district expectations - also list any formal or in/annual meetings that took place to address the issue)

From the time school began in XXX until XXX, there have been a total of 53 work days. XXX has missed 12 of those 53 work days (22.6%). The concern with absences has been discussed with XXX many times by both the classroom teacher and the principal. A meeting was held on XXX with XXX, the classroom teacher and the principal to go over the concerns again and to discuss this plan.



2. Work Performance Area: Attendance/Punctuality

Improvement Goal: XXX will clock in and out appropriately, including taking a 30 minute lunch daily unless instructed otherwise or getting prior permission by her supervisor.

Concerns were expressed about XXX not clocking out for a full 30 minute lunch break even though she was not working with children during a 30 minute period daily. These concerns were discussed during a meeting held on XXX with XXX, classroom teacher, and principal.

Strategies for Improvement:

(what exactly do you want the person to do - must be specific and measurable)

XXX will show a pattern of acceptable attendance and will demonstrate appropriate time card management.

Evaluation Timeline (when and how):

A support staff evaluation will be completed by XXX. This evaluation will reflect XXX's performance on the specific job skills noted in this improvement plan. If XXX does not show continued progress towards consistent attendance during the course of this plan, other disciplinary action may be taken, up to, and including termination. If XXX needs assistance with any parts of this plan, she is encouraged to seek help from the classroom teacher or principal.

The employee's signature on this report does not represent either acceptance or approval of the performance plan. The employee may attach to this form any statements of clarification or rebuttal.

Employee's Comments (optional):

Date Employee's Signature Teacher Supervisor Signature Bldg. Prin. Initials

Distribute copies to: Employee, Supervisor, Building Principal, Asst SpEd Director

**PLATTSMOUTH COMMUNITY SCHOOL DISTRICT
SUPPORT STAFF CONTRACT PROVISIONS, REGULATIONS, AND GUIDELINES
July 1, 2025, to June 30, 2026**

The Board of Education of the Plattsmouth Community School District feels that providing a quality education for students of the District is their goal. The Board recognizes that attainment of this goal is a joint responsibility of the Board, the administrators, the instructional staff, and the support staff. The provisions of this document shall be considered an addendum to each support staff employee's individual contract and part of the agreement between the Plattsmouth Community School District and the support staff employee.

I. SALARIED EMPLOYEES DEFINED

Salaried employees are employees who are not administrators or employees in positions that require a Nebraska Department of Education teaching license but are employed to fulfill their duties on a salaried basis. Salaried employees shall include, but not be limited to, custodial employees and clerical/secretarial employees.

II. LENGTH OF CONTRACT

The District may enter into written agreements with salaried employees. The agreement will state the terms of employment.

III. COMPENSATION

The Board shall determine the compensation to be paid for the salaried employees' positions, keeping in mind the responsibilities and experience of the employee, the educational philosophy of the school district, the financial condition of the school district, and any other considerations as deemed relevant by the Board.

Pay Day

Support staff employees will be paid semimonthly. Direct deposits are made on or about the third (3rd) and eighteenth (18th) day of each month. If the payday falls on a Saturday or Sunday direct deposits will be made on Friday.

Electronic Deposit

Employee checks will be direct deposited into the employee's bank account. Direct deposit forms are available in the district office.

Nebraska School Retirement Fund

State law requires all new employees scheduled to work an average of twenty (20) or more hours per week for three (3) calendar months of the plan year to join the Nebraska Public Employees' Retirement System. A regular employee means an employee hired by the public school or under contract in a regular fulltime or parttime position who works a fulltime or part time schedule on an ongoing basis for twenty (20) or more hours per week. An employee hired as described in this section to provide service for less than twenty (20) hours per week, but who provides service for an average of twenty hours or more per week in each calendar month of any three calendar months of a plan year shall, beginning with the next full payroll period, commence contributions and shall be deemed a regular employee for all future employment with the same employer. The retirement contribution rate is established by law. The district matches the amount of employee deduction plus an additional .1percent.

Overtime Compensation

If an employee's annual salary is \$43,888 or more, he/she is considered "exempt" and is not eligible for overtime compensation. At the discretion of his/her supervisor, the employee may be required to work more than 40 hours per week without overtime compensation or comp time.

If an employee earning an annual salary less than \$43,888 is required to work over their daily hours for a specific project, the employee is required to reduce the remainder of their work week to account for the overage, with in that specific work week (based on Monday-Sunday work week schedule) If that is not possible, and verified by the supervisor, the employee will be paid at the overtime rate. Overtime is not permitted without prior authorization of the superintendent. The work week for purposes of calculating hours is 12:01 a.m. Monday through midnight Sunday.

Time Cards

If your annual salary threshold is under \$43,888, then you must clock in each workday due to FLSA requirements. This can be accomplished by using badge readers, or a computer designated for clocking in and out in each building, along with the employee's key card. It is the responsibility of the employee to clock in when they begin work each day, clock out when they are not working, and to clock out and back in for a minimum half hour lunch each day, when they are scheduled to work a shift of six consecutive hours or more per day. At the discretion of the employee's immediate supervisor, additional breaks may be given, but are not required. If an employee intends to remain on the clock for a break, he/she may not leave the campus where their work is performed. When an employee leaves campus for a break, he/she must sign out at the office, clock out when they leave, and clock in when they return. Failure of the employee to maintain an accurate daily time record will result in disciplinary action. Falsification of a time record will be grounds for immediate termination.

Missed Punches

If an employee forgets to punch in or out, they must fill out a timecard adjustment form as described below so that their timecard can be corrected. This must be done within two business days of the missed punch. Under no circumstances should an employee quit clocking in and out because they missed a punch. The employee should continue to punch in or out as if they had not missed a punch. Once the payroll clerk has received the timecard adjustment form and entered the missed punch, the timecard will be corrected.

Other Time card Adjustments

All salaried staff employees are given a schedule to work at the time of hire. The employee's supervisor must approve any deviation from the schedule (additional hours, no lunch, or a missed punch on the timecard), and a timecard adjustment form must be completed.

Timecard Adjustment Form Procedures

Timecard adjustment forms are available in the building offices or from the human resources page at pcsd.org. A timecard adjustment form must be filled out by the employee and signed by both the employee and his/her building administrator and received by the payroll clerk at the Administration Office within two working days of the date of connection. It is the employee's responsibility to view his/her timecard at the timekeeping website on a regular basis and let the payroll clerk know in writing with a timecard adjustment form if hours are incorrect. Employees who do not deliver their timecard adjustment forms to the payroll clerk within two working days of the connection are considered in neglect of duty and are subject to a reprimand and/or immediate dismissal.

IV. PROBATIONARY PERIOD

The first ninety (90) working days of a newly hired support staff employee shall be considered a probationary period. New employees, regardless of experience, shall be subject to this probationary period. During the probationary period, **the newly hired employee is not eligible to be paid for leave of absence or other benefits, including sick and personal leave and holiday pay.** Probationary employees are subject to immediate termination without prior notification any time during the first ninety (90) working days.

Background checks will be conducted on all newly hired employees to ensure that all public school students are provided an environment that is safe and all staff with whom students may come into contact are of highest integrity.

V. LEAVES OF ABSENCE

For personal and other leaves, a request for leave in the Frontline system is to be submitted to the employee's immediate supervisor at least five school days prior to the leave or such other advance notice as is practicable under the circumstances.

Salaried staff are limited to the use of ten (10) personal/vacation days in any given four-week period, except that the use of ten (10) days in any four-week period is limited to a maximum of five consecutive workdays in any four-week period, unless otherwise approved by the employee's supervisor. It is the employee's responsibility to monitor his/her own leave balances. For example, if an employee wants to use 10 personal/vacation days within a four-week period, the employee could use two five-day leave periods within four weeks, but there must be a gap between the two five-day leave periods, unless otherwise approved by the employee's supervisor. If an employee does not plan accordingly to follow the aforementioned rules relative to leaves of absence, any remaining personal/vacation days will not be carried over to the subsequent contract year. In this situation, at the beginning of the next contract year, the employees leave balance will be replenished to the amount noted in the chart below relative to the employee's years of service. The use of personal/vacation leave at a specific time during the year is not guaranteed and must be reviewed and approved by the employee's supervisor in order for the employee to use such leave. **Personal/Sick leave will be charged in two-hour increments.**

Staff must utilize paid leave options prior to requesting any unpaid leave.

A. Personal Leave

Personal leave for support staff employees must be scheduled and approved by the employee's supervisor in advance. Under no circumstances will personal leave be awarded to an employee unless proper procedures have been followed.

Maximum personal leave available for 12-month employees shall be no greater than **40 days** in any agreement year:

Minimum 40 hours per week, 260 days per year	Years of Service*	Number of Personal Days
12 Month Salaried Employees	Years 1 - 4	15 Days
12 Month Salaried Employees	Years 5 - 9	20 Days
12 Month Salaried Employees	Years 10 - 14	25 Days
12 Month Salaried Employees	Years 15 - 19	30 Days
12 Month Salaried Employees	Years 20 - 24	35 Days
12 Month Salaried Employees	Years 25+	40 Days

B. Sick Leave

Twelve-month employees will earn 12 sick leave days from July to June. Sick leave shall be cumulative up to a maximum of **fifty (50) days**.

Sick leave is to be used for illness or a physical condition that prevents the employee from performing their duties. Sick leave may be used for self or for a member of the employee's immediate family. Immediate family shall mean wife, husband, father, mother, brother, sister, son, daughter, or other minor child in custody.

Sick leave may also be used for the serious illness or injury of extended family members that require the care of a physician or hospitalization that requires the employee to be present. Extended family shall mean grandparent, grandchild, aunt or uncle.

One day shall mean the number of hours the employee is typically scheduled to work, or the average hours actually worked, whichever is less. All sick leave days used by an employee will to be counted toward the total days of leave provided to employees in compliance with the Family Medical Leave Act.

Extended Leave -Sick leave of more than three (3) consecutive days shall be substantiated by a licensed physician's verification, and a Family Medical Leave Act (FMLA) Application must be completed by the employee and submitted to the payroll clerk within two business days of the date of the sick leave days taken. A support staff employee who is unable to work because of personal illness or disability and who has exhausted all leave available shall be granted a leave of absence without pay for the current semester not to extend beyond one subsequent semester. This leave is only granted when requested by the employee and proper communication about the leave is shared with the building supervisor.

C. Jury Duty

Any support staff employee called for jury duty during working hours shall be provided such time. Any fees or remuneration the support staff employee receives during such leave (exclusive of mileage) shall be paid to the Plattsmouth Community School District, not to exceed the employee's per diem salary for each day of jury duty.

D. **Bereavement** - Bereavement leave is available only for employees who work five days a week and a minimum scheduled workday of three (3) hours per day.

1. Leave of not more than three (3) days will be granted in each case of death in the family of a support staff employee. One day shall mean the number of hours the employee is typically scheduled to work or the average number of hours actually worked, whichever is less. Members of the family are defined to be: wife, husband, son, daughter, father, mother, father-in-law, mother-in-law, aunt, uncle, aunt-in-law, uncle-in-law, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparents-in-law, niece, nephew, grandchild, or anyone for whom the employee has financial responsibility.
2. Bereavement leave is available if the employee calls his/her supervisor prior to their absence and submits leave in a timely manner. An obituary notice and/or something similar will be required and must be sent up to the payroll clerk before bereavement leave can be approved as paid leave.

E. **Professional Leave**

Professional leave may be granted to support staff employees for the purpose of attending meetings and conferences directly related to their assignments. Professional leave is permitted at full pay if the conference or meeting attendance is approved by the support staff employee's supervisor and planned in the budget. If a support staff employee wishes to be absent from duty for a brief period to attend a professional meeting, a written request for approval of such absence shall be filed by the support staff employee at least five (5) days prior to the first day of the anticipated absence. Support staff employees are encouraged to attend professional meetings on days that students are not in school. Support staff employees granted permission to attend professional meetings will be reimbursed for actual expenses upon submission of a detailed log and original detailed receipts.

F. **Activity Leave**

Twelve-month salaried employees shall be eligible for up to 24 hours of activity leave to attend a PCS-sponsored activity in which a son or daughter, or a student for whom the employee is a guardian or holds power of attorney, participates as a PCS student. These days will be taken from the individual employee's accumulated sick leave. Employees may be asked to work at the event if needed. In the event there is not coverage for the number of requests on a particular day, priority for activity leave will be based on the order in which the requests were submitted, with priority given to the earliest submission date(s). This leave shall be scheduled no less than 5 days in advance and not more than 2 staff per building request leave on the same day/same time. Activity leave must be used in four-hour increments.

G. **Leave Regulations**

The leaves set forth in this section are subject to the District's Family Medical Leave Act Policy. Non-probationary employees will be permitted to use approved sick leave hours or personal days to adjust their total hours for the week to their normal total scheduled hours. At no time will sick leave or personal leave hours be used to inflate the employee's hours so that they exceed the normal scheduled workweek.

Nature of Paid Leaves. Paid leave is available to non-probationary employees when the following specific conditions are met: (1) the employee is currently employed by the District; (2) the leave day is taken on a day the employee would otherwise be expected to be at work; and (3) the employee has met the conditions for such leave to be taken that are applicable to the type of paid leave that has been requested.

Except as expressly provided above, earned and unused personal leave will be paid in the support staff employee's final check upon resignation, retirement or termination. No other leave will be paid upon resignation, retirement, or termination unless the employee meets the requirements of the sick leave incentive policy.

Salaried Support Staff are not expected to work on days of emergency closings due to inclement

weather or other conditions, unless requested by the superintendent.

To be paid for absence from work, employees must complete the request on the Frontline website. Leaves are due to the supervisor prior to planned absences or immediately upon returning from unplanned absences. The Frontline website can be found using this link.

<https://login.frontlineeducation.com/login?signin=b42246b47e46a597cc3b26b2a02d3fde&productId=ABSMGMT&clientId=ABSMGMT#/login>

H. RESIGNATION

Support staff employees who wish to resign during the school year shall give written notice of the intent to resign and shall state their intended final date of employment. Written notice of intent to resign shall be given to the Superintendent and payroll clerk. An exit interview survey will be mailed to a resigning employee after their last paycheck, along with Nebraska Retirement System paperwork. All keys and school property will be turned in to the payroll clerk's office or the supervisor's office on the employee's last day of service. The replacement cost of any item of school property that is not turned in will be deducted from the employee's final paycheck.

I. INSURANCE-

Health, Major Medical, and Disability

Salaried employees new to the district working more than a thirty-hour week shall choose the single health/dental plan or cash-in-lieu within their first 30 days of employment. Health/dental coverage beyond single coverage will be at the employee's cost. Cash-in-lieu is \$2400 per year, paid out in \$100 increments at each pay period. The employee can elect LTD at his/her own expense.

a. Group Tenn Life Insurance

Salaried employees who work at least 35 hours per week and a minimum of 215 workdays per year will be provided group term life insurance in the amount of \$10,000. The employee may choose an additional \$10,000 or \$20,000 of coverage at a cost of \$2.55 per month for each additional \$10,000 of coverage. Premiums will be paid through payroll deduction.

b. Selection of Carriers

The Board shall select all insurance program carriers. The Board and the insurance carrier shall jointly establish the open enrollment period. If a change of carrier is being considered, support staff employees will be asked for recommendations and information, but such change remains the prerogative of the Board.

D. School Liability

All support staff employees shall be covered by a school-financed liability insurance covering job-related performance of duties.

J. EVALUATIONS

Evaluation of salaried employees on their skills, abilities, and competence shall be an ongoing process. The goal of the formal evaluation of support staff employees shall be to maintain employees who meet or exceed the District's standards of performance, to clarify each employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the District, and to develop a working relationship between the supervisor and the employee.

At a minimum, newly hired employees shall be evaluated by their supervisor near the end of their 90-day probationary period and near the end of their work year. If the 90-day probationary period ends in March, April, or May, the probationary period evaluation will be combined with the end of the work year evaluation. Non-probationary employees shall be evaluated at least once per work year. [staff member does not meet or exceed the District's standards of performance in all areas, a performance plan must be developed by the employee's direct supervisor (e.g. teacher supervisor). Failure to meet the performance plan may subject the employee to termination. Employees not meeting the expectations described above will be frozen at their current salary and no pay increase will be granted until the performance plan has been successfully met. Successful completion of the performance plan will be evidenced by a performance

evaluation in which the staff member meets or exceeds the District standards of performance in all areas.

Any salaried employee may apply for a voluntary transfer to another assignment. The application shall be in writing to the Superintendent. The District will consider all applicants for a vacancy, both internal and external.

It is possible an employee may be asked to move from his/her present position to another position. An involuntary transfer shall be made only after a meeting between the employee and his/her supervisor. If involuntarily transferred to a lesser-compensated position, the employee will continue to earn his/her current wage. The involuntarily transferred employee's wage will be frozen until the wage of the lesser-compensated position catches up to the wage of the employee.

K. QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in another district position shall have an opportunity to apply and qualify for another position in the school district without regard to age, race, creed, color, sex, national origin, religion, or disability. Job applicants for classified employee positions shall be considered on the basis of the following:

Training, experience, and skill;
Nature of the occupation;
Demonstrated competence; and
possession of, or the ability to obtain, the state or other license or certificate that would be required for the position.

Announcement of the position shall be through means the Superintendent believes will inform potential applicants about the position. Applications for employment may be obtained on the District website.

L. EMPLOYEE DISMISSAL

The District believes all employees should perform their jobs, respect Board policy, and obey the law. Salaried employees are at-will employees. Employees may be terminated at any time with or without just cause. It shall be the responsibility of the Superintendent or Superintendent's designee to dismiss an employee. An employee may be dismissed for any reason, including, but not limited to, incompetence, willful neglect of duty, immoral or improper conduct, insubordination, reduction in force, willful violation of Board policy or administrative regulations, a violation of the law, and actions which are, in the opinion of the Board, harmful to the welfare of the District, staff, or students. The Superintendent is authorized to suspend an employee, with or without pay, pending action on a dismissal or during investigation of charges against the employee or for disciplinary purposes.

M. TRAVEL

Reimbursement for authorized mileage will be paid to staff members that drive their own vehicles during their regularly scheduled working hours between two or more work sites, or for out-of-town travel, **only 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 who drive school vehicles must have a valid driver's license and proof of insurance. They will be provided a driver's certification form to verify this information and shall be given instruction on emergency evacuation and first aid. Staff members must not transport students in their personal vehicles. They 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.

N. TAX SHELTERED ANNUITY

The Board, at the request of the support staff employee and in accordance with the Internal Revenue Code and the Code of Nebraska, shall withhold and transfer an amount of salary monthly, said amount to be determined by the support staff employee, permitting the support staff employee to participate in a tax-deferred annuity program of the support staff employee's choosing within the parameters of TSA Consulting Group, the district's service provider. It is the responsibility of the employee to set their withholding or transfer amount in accordance with the requirements of the law; the district is not responsible for assuring that the employee is within the guidelines of the law.

O. CONFIDENTIALITY CLAUSE

Employment with the Plattsmouth Community Schools is contingent upon the employee's agreement of

total confidentiality regarding any school related matter. Any breach of confidentiality may result in immediate termination of employment.

P. ROLE MODEL

Employees serve as role models for students and their actions and conduct reflect on the school as a whole. Employees are, in all respects, to conduct themselves in a professional manner. Cell phones are not to be used for personal calls, texting, or for other purposes when students are present. Cell phones must be kept off, or on silent, during work hours. Cell phone calls or text messages may be made before work hours, after work hours, or during lunch breaks. The office will take phone messages for staff when they are with children, in case there is a family emergency. In an emergency situation, you will be notified immediately.

Q. RELATIONSHIPS

It is important for staff to maintain an effective working relationship with the administration and all colleagues, including other support staff and teachers. Salaried staff should also 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.

R. 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 Plattsmouth 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 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.

S. 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 of incarceration.
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or 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 Driver's License if the employee's job requires that the employee have a COL.

- 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.
 - i. 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.

Background checks will be conducted at least once every five years on all employees to ensure that all public school students are provided an environment that is safe and all staff with whom students may come into contact are of highest integrity.

T. PROFESSIONAL ATTIRE

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

Date Approved by the Board of Education

I have been offered a copy of the 2025-26 Salaried Staff Contract Provisions and understand that I can access the document under the human resources tab at www.pcsd.org.

Date

Employee's Printed Name

Employee's Signature

Applicable Board of Education Policies/Procedures

A complete list of all Board of Education policies can be accessed at the following link, <https://www.pcsd.org/Page/19> , or they can be found by going to the Plattsburgh Community Schools website (www.pcsd.org) and clicking on *About PCS*, scroll down and select *Board of Education* and then *Policies*. All of the most current policy updates can be found online.

POLICIES

1000 Community Relations

- 1100 Community Use of School Facilities and Equipment and Supplies

2000 Administration

3000 Business Operations

4000 Personnel

- 4001 Recruitment and Selection
- 4002 Equal Opportunity Employment
- 4003 Employee Antidiscrimination
- 4009 Drug and Substance Use and Abuse
- 4010 Smoking Prohibition
- 4019 Fair Labor Standards Act (Minimum Wage & Overtime)
- 4020 Employee Conduct and Appearance
- 4200 Qualifications of Non-Certificated Support Staff
- 4201 At Will Employees
- 4205 Benefits for Non-Certificated Support Staff
- 4210 Hiring and Dismissal
- 4220 Employment Agreement
- 4230 Assignment and Transfer
- 4240 Complaint Procedure
- 4260 Standards of Performance for Non-Certified Staff
- 4270 Evaluation
- 4280 Initial Training Period
- 4290 Compensation

5000 Students

- 5402 Child Abuse and Neglect
- 5419 Use of Restraints and Seclusion

6000 Instruction

- 6800 Internet Safety and Acceptable Use

8000 Internal Board Policies

9000 By-laws of the Board

A. Internet Safety Policy

It is the policy of Plattsmouth Community Schools to comply with the Children's Internet Protection Act (CIPA) and Children's Online Privacy Protection Act (COPPA). 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; (e) obtain verifiable parental consent before allowing third parties to collect personal information online from students; and (f) 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 cyberbullying 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. Parental Consent. The District shall obtain verifiable parental consent prior to students providing or otherwise disclosing personal information online.
7. Adoption. This Internet Safety Policy was adopted by the Board at a public meeting, following normal public notice.
8. The District shall comply with the Nebraska Student Online Personal Protection Act and will endeavor to take all reasonable and necessary steps to protect the online privacy of all students.

B. Computer Acceptable Use Policy

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

- I. 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 unless the User has entered into a lease agreement or other similar agreement with the School District that makes such use permissible under law.

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 e-mail to a minor child or spouse; sending an e-mail 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.
 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 e-mails that contain sexual jokes or images.
 3. to engage in violations of employee ethical standards and employee standards of performance, such as sending e-mails that are threatening or offensive or which contain abusive language; use of end messages on e-mails 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 e-mails 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.

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

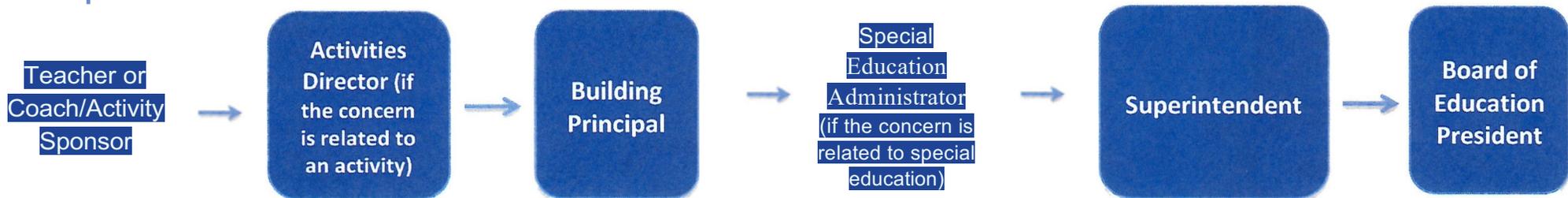
successfully completed District training on proper disabling circumstances and procedures, (b) with permission of the immediate supervisor of the staff member requesting said disabling, or (c) with the permission of the Superintendent. An authorized staff member may override the technology protection 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.

PROTOCOL FOR ADDRESSING CONCERNS (Chain of Command)

Start here



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.



Thank You

THANK YOU FOR
YOUR DEDICATION
TO STUDENTS,
THEIR FAMILIES,
AND THE DISTRICT!

Plattsmouth Community School District

**SCHOOL RESOURCE OFFICER (SRO) CONTRACT FOR
INTERLOCAL SERVICES AND COOPERATION BETWEEN
THE PLATTSMOUTH COMMUNITY SCHOOLS and THE CITY OF PLATTSMOUTH**

The Board of Education of **Cass County School District 13-0001, a/k/a Plattsmouth Community Schools** (“School District”) and **The City of Plattsmouth, Nebraska, a political subdivision of the State of Nebraska (“City”)**, agree to the following Addendum to the Contract (originally dated from August 1, 2021 to July 31, 2024) for the period of August 1, 2025, through July 31, 2026:

1. **Term.** This Addendum commences the 1st day of August, 2025, and terminates on the 31st day of July, 2026.
2. **Salary:** The compensation for the 2025-2026 contract year shall be \$87,708.50 (Total cost of \$116,944.94, with PCS cost to be 75% of that amount. The PCS cost for 2024-2025 was \$81,513.00).
3. **Other Terms:** Except as modified herein, the 2021-2024 Contract shall in all other respects continue and remain in effect.

<p>Executed this 14th day of July, 2025.</p> <p>The City of Plattsmouth, Nebraska, a political subdivision of the State of Nebraska</p> <p>By: _____ R. Paul Lambert, Mayor</p> <p>By: _____ Witness</p>	<p>Executed this 14th day of July, 2025.</p> <p>Cass County School District 13-0001, a/k/a Plattsmouth Community Schools</p> <p>By: _____ President Brian P. Harvey</p> <p>Attest: _____ Other Board member</p>
--	---

CONTRACT FOR INTERLOCAL SERVICES AND COOPERATION

This AGREEMENT is entered into this **1stth** day of **August, 2021**, by and between Plattsmouth, Nebraska, a political subdivision of the State of Nebraska ("City"), and the Plattsmouth Community Schools #13-001 ("School District").

WHEREAS, City and School District are authorized by the Inter-local Cooperation Act, Neb. Rev. Stat. §13-801, which provides that two (2) or more public entities may enter into an agreement for the joint and cooperative exercise of powers, privileges, or authorities capable of being exercised by either agency; and,

WHEREAS, City believes that the presence of a School Resource Officers ("SRO"), who is a commissioned Police Officer from the Plattsmouth Police Department ("Police Department") **will** be of assistance to the City, the police department, and the School District; and,

WHEREAS, School District desires to have an officer supplied by the Police Department to serve the schools of School District and aid in the education of the children of School District and City; and,

WHEREAS, City is willing to provide one officer for School District under the terms of this agreement ("Agreement").

NOW, THEREFORE, it is agreed as follows by the parties hereto:

1. **ASSIGNMENT OF OFFICER:** City will provide one (1) officer for assignment to School District. The primary assignment for the officer will be as a "School Resource Officer" assigned to the school buildings of the School District. The officer shall have the primary assignment and duty of acting as a School Resource Officer for the schools within School District to which the officer is assigned. School District recognizes that officers will be required to attend training as provided by the Police Department for such officer and all other necessary training for Police Officers of Plattsmouth, Nebraska, will have leave time available to him/her, and may be temporarily removed from the assignment to School District as an officer in the case of an emergency, or other law enforcement necessity, as determined by the Police Department in its sole discretion, which would require the immediate use of the officer in another capacity by the police Department.
2. **SCOPE OF DUTIES OF SCHOOL RESOURCE OFFICER:** Officers will assist School District in the education of students and faculty, assist in communication between School District, County, and Police Department, and take appropriate law

enforcement action when situations arise which require the exercise of police authority.

3. **TIME AND PLACE OF PERFORMANCE:** The Police Department will assure that the officer will be on the campus of his/her assigned school each day that school is in session. Officer's activities will remain at the assigned school except for the following additional duties: Follow-up home visits when needed as a result of school-related student problems; school-related off-campus activities when the Principal of a school within School District or the Superintendent of School District requests officer participation and such participation is approved by the Police Department; responses to off-campus, but school-related criminal activity; and, response to emergency law enforcement activities or required court appearances. Regular working hours may be adjusted on a situational basis with the consent of the officer's supervisor. These adjustments should be approved prior to their being required and should be to cover activities that are a normal part of the scheduled school day requiring the presence of a law enforcement officer.
4. **EMPLOYEE OF CITY:** City and School District agree that officer shall be the employees of City for all purposes.
5. **SUPERVISION OF SCHOOL RESOURCE OFFICER:** The Police Department shall retain exclusive control over the officer in accordance with the policies and procedures of the Police Department. If a conflict should arise in the performance of the officer's duty, the officer shall immediately report such conflict to officer's immediate supervisor in the Police Department, who will attempt to resolve such conflict with School District. If such conflict cannot be resolved at that level, the Plattsburgh Chief of Police and the Superintendent of School District shall attempt to resolve the conflict. In no event will School District require an officer to perform any action or duty which would result in a violation of a policy, procedure, rule, or regulation of the Police Department, or of any other local, state, or federal law or regulation.
6. **TERM OF AGREEMENT:** The term of this Agreement shall be for a period of three (3) years commencing on or about August 1, 2021 and ending on or about July 31, 2024.
7. **SCHOOL DISTRICT RESPONSIBILITIES:** School District shall provide the officer with access to an office within the assigned school and equipment necessary to perform the duties at the assigned school. The equipment shall include, but not be limited to, a telephone, fax, copier, filing cabinet, space capable of being secured, and access to a computer and/or secretarial assistance.

8. **COST OF PROGRAM:** The cost of the program shall be paid by School District as follows:

- a. Period 1: August 1, 2021 through July 31, 2022- \$59,500
- b. Period 2: August 1, 2022 through July 31, 2023 -\$61,594
- c. Period 3: August 1, 2023 through July 31, 2024-\$63,442

Additional Officer Request: If the school district desires employing officer(s) after hours or on weekend school events, the City may provide an officer to the school district at such officer's overtime rate (i.e., 1.5 times the officer's hourly wage shown on the attached wage scale) with a minimum time of two hours charged for each event. In the event that the officer provided by the city is the Chief of Police, a Police Captain, or another salaried officer, such officer's rate shall be calculated using the top of the Sergeants' wage scale.

The City will bill School District on a quarterly basis and payment is due fifteen (15) days after receipt of bill.

9. **TERMINATION:** Agreement may be terminated by either party upon written notice given ninety (90) days prior to the end of Period 1, 2 or 3.

10. **ENTIRE AGREEMENT:** This Agreement with its attachments contains the entire agreement between the parties hereto, and there are no other written or oral promises, contracts, or warrants which may affect it, except as contained herein. This Agreement cannot be amended except by written agreement by all of the parties hereto.

11. **SAVINGS:** The parties do hereby agree that should any paragraph, clause, phrase, sentence, or provision of this Agreement be declared null, void, illegal, invalid, or otherwise unenforceable, the remainder of this Agreement shall remain binding upon the parties hereto, and shall remain in full force and effect.

12. **RESIDENCY VERIFICATION:**

- a. City and School District agree to comply with the residency verification requirements of Neb. Rev. Stat. §4-108 through §4-114. City and School District is required and hereby agrees to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United

States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of a newly hired employee.

13. LIABILITY AND INDEMNIFICATION

- a. Nothing in the performance of this MOU shall impose any liability for claims made against the parties, and the parties agree to indemnify the other for intentional wrongdoing or negligence by the offending party, related to this MOU.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement to be effective on the day and year first written above.

City of Plattsmouth, Nebraska

Mayor

Date

Plattsmouth City Clerk

Date



Aug. 13, 2021

Plattsmouth Community Schools
#13-001

Date

*Approved by the Plattsmouth Community Schools Board of Education on Aug. 9, 2021.



Quote No. Q-00676327
Ref. No. Plattsmouth - Fortinet Firewall 601F

Date 4/27/2025
Exp. Date 5/27/2025

Sterling Account Manager

Angie Sexton
303 Centennial Dr
North Sioux City, SD 57049
P: (605) 242-4037
F: (605) 242-4001
angie.sexton@sterling.com

Customer Information

Plattsmouth High School
Zach Schroeder
1916 E Hwy 34
Plattsmouth, NE 68048
P: (402) 296-3361 x2822
F: +1.402.296.3342
zschroeder@pcsd.org

Terms	FOB	Contract	Estimated Lead Time
Net 30	Destination	Open Market	60 Business Days ARO

Line No.	QTY	Part Number	Description	Unit Price	Extension
1	1	FG-601F	FortiGate-601FFortinet, Inc. - FG-601F	\$10,666.74	\$10,666.74
2	1	FC-10-0601F-189-02-12	FortiGate-601F 1 Year FortiConverter Service for one time configuration conversion serviceFortinet, Inc. - FC-10-0601F-189-02-12	\$680.85	\$680.85
3	1	FC-10-0601F-928-02-60	FortiGate-601F 5 Year Advanced Threat Protection (IPS, Advanced Malware Protection Service, Application Control, and FortiCare Premium)Fortinet, Inc. - FC-10-0601F-928-02-60	\$28,085.28	\$28,085.28

TOTAL \$ 39,432.87

Quotation Comments

By accepting this quote for Fortinet Products, Buyer agrees to the pass-through terms located at <https://www.fortinet.com/content/dam/fortinet/assets/legal/EULA.pdf> and <https://www.fortinet.com/content/dam/fortinet/assets/legal/Fortinet-Service-Offering-Terms.pdf>

Ask your Sterling Account Manager about our Complete Ship Services: An efficient, convenient, and secure way to receive your order.

Terms and Conditions

All products and services sold, licensed, resold, distributed, and provided (as applicable) by Sterling are subject to Sterling's Return Guidelines (located at <https://sterling.com/contact/return-information/>) and the terms and conditions (if any) imposed by the applicable Sterling Partner (the original manufacturer, seller, licensor, or provider).

This quote is based on information and conditions available as of the date of this quote. If there are changes in vendor pricing due to recent tariff orders, Sterling reserves the right to revoke this quote and issue a new quote.

CAGE: 06APO | DUNS: 938836541 | UEID: YZTLALWM4UC7