

Board of Education Regular Meeting
Monday, February 14, 2022 7:00 PM
High School Library
P.O. Box 8400
Ravenna, NE 68869-8400

1. Call to Order and Roll Call - Open Meeting Law
2. Excuse Absent Board Members
3. The Pledge of Allegiance
4. Recitation of School Mission Statement: ***Preparing Students Today to Succeed Tomorrow: Family-Community-School***
5. Recitation of Board Mission Statement: ***Providing collaborative leadership to prepare students today to succeed tomorrow.***
6. Approval of Agenda
7. Financial Report
8. Consent Agenda
 - 8.1. Discuss, consider, and take all necessary action to minutes
 - 8.2. Discuss, consider, and take all necessary action to bills
 - 8.3. Discuss, consider, and take all action necessary to the banking resolution with Town & Country Bank
 - 8.4. Notice of Meeting Publication: The notice for this board meeting was published in the February 9th edition of the Ravenna News
 - 8.5. Discuss, consider, and take all action necessary regarding the resignation of Judi Dunning
9. Request to Address the Board and Correspondence
10. Blue Jay Celebration of Success: Dave Huryta - Technology Update
11. Board Report & Year One Goals Meeting Pulse

12. Information and Action Items

12.1. Discuss, consider, and take all action necessary to the 2022-23 Ravenna Public Schools Calendar

12.2. Discuss, consider, and take all action necessary to for the superintendent's compensation and contract for the 2022-23 school year

12.3. Discuss, consider, and take all action necessary for the future investment plan for RPS.

12.4. Discuss, consider, and take all action regarding the approval of Special Education Contract and Cooperative Service Agreements with ESU 10 for the 2022-2023 school year.

13. Discussion Items

13.1. Policy Review-1000 Series & 2000 Series

13.2. Policy Review-3000 Series

13.3. Discuss, consider, and take all action necessary for compensation for classified staff during 2022-23 school year

13.4. Discuss, consider, and take all action necessary regarding potentially paving the parking lot area that is currently white rock

13.5. Discuss, consider, and take all action necessary in reviewing the RPS 2021-2022 safe return to school plan, considering any and all community input

13.6. Discuss, consider, and take all action necessary to give the board an update on the work of Wilkins group on the facilities study, and master facilities plan

14. Elementary Principal's Report

15. Secondary Principal's Report

16. Superintendent's Report

17. Positive Comments

18. Adjournment

Proposal A				
Fund	Balance	CD Terms	Rate	Potential Interest
General	\$500,000.00	9-Month Flex	0.35%	\$1,311.93
General	\$1,526,000.00	23-Month CD	0.75%	\$22,011.64
Special Building	\$503,000.00	9-Month Flex	0.35%	\$1,319.80
Employee Benefit	\$100,500.00	23-Month CD	0.75%	\$1,449.65
				\$26,093.02
Proposal B				
Fund	Balance	CD Terms	Rate	Potential Interest
General	\$500,000.00	9-Month Flex	0.35%	\$1,311.93
General	\$1,526,000.00	23-Month CD	0.75%	\$22,011.64
Special Building	\$250,000.00	Checking		
Special Building	\$253,000.00	13-Month CD	0.55%	\$1,507.80
Employee Benefit	\$100,500.00	23-Month CD	0.75%	\$1,449.65
				\$26,281.02

			0% increase in wage		0.5% increase in wage
	2021-2022		5.84% increase in BC/BS		5.84% increase in BC/BS
Kitchen					
Gross Wage	\$ 112,795.63	\$	112,795.63	\$	113,359.61
Soc Sec/med	\$ 7,596.11	\$	7,596.11	\$	7,634.09
Retirement	\$ 10,858.60	\$	10,858.60	\$	10,912.89
Insurance	\$ 26,369.22	\$	27,909.18	\$	27,909.18
Total	\$ 157,619.56	\$	159,159.52	\$	159,815.77
		\$	1,539.96	\$	2,196.21
Total Compensation %			100.98%		101.39%
Custodial					
Gross Wage	\$ 209,676.07	\$	209,676.07	\$	210,724.45
Soc Sec/med	\$ 15,520.15	\$	15,520.15	\$	15,597.75
Retirement	\$ 18,674.85	\$	18,674.85	\$	18,768.22
Insurance	\$ 61,489.68	\$	65,080.68	\$	65,080.68
Total	\$ 305,360.75	\$	308,951.75	\$	310,171.10
		\$	3,591.00	\$	4,810.35
Total Compensation %			101.18%		101.58%
Bus Drivers 2710/2712					
Gross Wage	\$ 143,605.31	\$	143,605.31	\$	144,323.34
Soc Sec/med	\$ 10,981.89	\$	10,981.89	\$	11,036.80
Retirement	\$ 6,516.37	\$	6,516.37	\$	6,548.95
Total	\$ 161,103.57	\$	161,103.57	\$	161,909.09
		\$	-	\$	805.52
Total Compensation %			100.00%		100.50%
Total for ALL		\$	5,130.96	\$	7,812.08
Nurse					
Gross Wage	\$ 54,397.91	\$	54,397.91	\$	54,669.90
Soc Sec/med	\$ 4,153.67	\$	4,153.67	\$	4,174.44
Retirement	\$ 5,373.32	\$	5,373.32	\$	5,400.19
Insurance	\$ 8,659.90	\$	9,165.64	\$	9,165.64
Total	\$ 72,584.80	\$	73,090.54	\$	73,410.16
		\$	505.74	\$	825.36
			100.70%		101.14%
Office					
Gross Wage	\$ 183,321.93	\$	183,321.93	\$	184,238.54
Soc Sec/med	\$ 14,223.32	\$	14,223.32	\$	14,294.44
Retirement	\$ 18,112.21	\$	18,112.21	\$	18,202.77
Insurance	\$ 59,133.12	\$	62,586.49	\$	62,586.49

Total	\$	274,790.58	\$	278,243.95	\$	279,322.24
			\$	3,453.37	\$	4,531.66
				101.26%		101.65%

Technology				2022-2023		2023-2024
Gross Wage	\$	65,000.00	\$	67,500.00	\$	70,000.00
Soc Sec/med	\$	4,990.56	\$	5,163.75	\$	5,355.00
Retirement	\$	6,420.56	\$	6,669.00	\$	6,916.00
Insurance	\$	450.48	\$	450.48	\$	450.48
Total	\$	76,861.60	\$	79,783.23	\$	82,721.48
			\$	2,921.63	\$	2,938.25
				103.80%		

Paras*	SPED expenditure not included in general fund expenditure					
Gross Wage	\$	276,684.67	\$	276,684.67	\$	278,068.09
Soc Sec/med	\$	19,359.21	\$	19,359.21	\$	19,456.01
Retirement	\$	33,688.59	\$	33,688.59	\$	33,857.03
Insurance	\$	49,225.41	\$	52,100.17	\$	52,100.17
Total	\$	378,957.88	\$	381,832.64	\$	383,481.31
			\$	2,874.76	\$	4,523.43
Total Compensation %				100.76%		101.19%

2022-2023

1% increase in wage 5.84% increase in BC/BS	1.5% increase in wage 5.84% increase in BC/BS	2% increase in wage 5.84% increase in BC/BS	2.5% increase in wage 5.84% increase in BC/BS	3% increase in wage 5.84% increase in BC/BS
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\$ 113,923.59	\$ 114,487.56	\$ 115,051.54	\$ 115,615.52	\$ 116,179.50
\$ 7,672.07	\$ 7,710.05	\$ 7,748.03	\$ 7,786.01	\$ 7,823.99
\$ 10,967.19	\$ 11,021.48	\$ 11,075.77	\$ 11,130.07	\$ 11,184.36
\$ 27,909.18	\$ 27,909.18	\$ 27,909.18	\$ 27,909.18	\$ 27,909.18

\$ 160,472.03	\$ 161,128.28	\$ 161,784.53	\$ 162,440.78	\$ 163,097.03
\$ 2,852.47	\$ 3,508.72	\$ 4,164.97	\$ 4,821.22	\$ 5,477.47
101.81%	102.23%	102.64%	103.06%	103.48%

\$ 211,772.83	\$ 212,821.21	\$ 213,869.59	\$ 214,917.97	\$ 215,966.35
\$ 15,675.35	\$ 15,752.95	\$ 15,830.55	\$ 15,908.15	\$ 15,985.75
\$ 18,861.60	\$ 18,954.97	\$ 19,048.35	\$ 19,141.72	\$ 19,235.10
\$ 65,080.68	\$ 65,080.68	\$ 65,080.68	\$ 65,080.68	\$ 65,080.68

\$ 311,390.46	\$ 312,609.81	\$ 313,829.17	\$ 315,048.52	\$ 316,267.88
\$ 6,029.71	\$ 7,249.06	\$ 8,468.42	\$ 9,687.77	\$ 10,907.13
101.97%	102.37%	102.77%	103.17%	103.57%

\$ 145,041.36	\$ 145,759.39	\$ 146,477.42	\$ 147,195.44	\$ 147,913.47
\$ 11,091.71	\$ 11,146.62	\$ 11,201.53	\$ 11,256.44	\$ 11,311.35
\$ 6,581.53	\$ 6,614.12	\$ 6,646.70	\$ 6,679.28	\$ 6,711.86

\$ 162,714.61	\$ 163,520.12	\$ 164,325.64	\$ 165,131.16	\$ 165,936.68
\$ 1,611.04	\$ 2,416.55	\$ 3,222.07	\$ 4,027.59	\$ 4,833.11
101.00%	101.50%	102.00%	102.50%	103.00%

\$ 10,493.21	\$ 13,174.33	\$ 15,855.46	\$ 18,536.58	\$ 21,217.71
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e groups have been on previously arranged work agreements. How do you want to handle them moving forward

\$ 54,941.89	\$ 55,213.88	\$ 55,485.87	\$ 55,757.86	\$ 56,029.85
\$ 4,195.21	\$ 4,215.98	\$ 4,236.74	\$ 4,257.51	\$ 4,278.28
\$ 5,427.05	\$ 5,453.92	\$ 5,480.79	\$ 5,507.65	\$ 5,534.52
\$ 9,165.64	\$ 9,165.64	\$ 9,165.64	\$ 9,165.64	\$ 9,165.64

\$ 73,729.79	\$ 74,049.41	\$ 74,369.04	\$ 74,688.66	\$ 75,008.29
\$ 1,144.99	\$ 1,464.61	\$ 1,784.24	\$ 2,103.86	\$ 2,423.49
101.58%	102.02%	102.46%	102.90%	103.34%

\$ 185,155.15	\$ 186,071.76	\$ 186,988.37	\$ 187,904.98	\$ 188,821.59
\$ 14,365.55	\$ 14,436.67	\$ 14,507.79	\$ 14,578.90	\$ 14,650.02
\$ 18,293.33	\$ 18,383.89	\$ 18,474.45	\$ 18,565.02	\$ 18,655.58
\$ 62,586.49	\$ 62,586.49	\$ 62,586.49	\$ 62,586.49	\$ 62,586.49

\$	280,400.53	\$	281,478.82	\$	282,557.10	\$	283,635.39	\$	284,713.68
\$	5,609.95	\$	6,688.24	\$	7,766.52	\$	8,844.81	\$	9,923.10
	102.04%		102.43%		102.83%		103.22%		103.61%

2024-2025

2025-2026

\$	72,500.00	\$	75,000.00
\$	5,546.25	\$	5,737.50
\$	7,163.00	\$	7,410.00
\$	450.48	\$	450.48
\$	85,659.73	\$	88,597.98
\$	2,938.25	\$	2,938.25

es or budget authority

\$	279,451.52	\$	280,834.94	\$	282,218.36	\$	283,601.79	\$	284,985.21
\$	19,552.80	\$	19,649.60	\$	19,746.39	\$	19,843.19	\$	19,939.99
\$	34,025.48	\$	34,193.92	\$	34,362.36	\$	34,530.80	\$	34,699.25
\$	52,100.17	\$	52,100.17	\$	52,100.17	\$	52,100.17	\$	52,100.17
\$	385,129.97	\$	386,778.63	\$	388,427.29	\$	390,075.96	\$	391,724.62
\$	6,172.09	\$	7,820.75	\$	9,469.41	\$	11,118.08	\$	12,766.74
	101.63%		102.06%		102.50%		102.93%		103.37%

3.25% increase in wage	3.5% increase in wage	4% increase in wage
5.84% increase in BC/BS	5.84% increase in BC/BS	5.84% increase in BC/BS

\$ 116,461.49	\$ 116,743.48	\$ 117,307.46
\$ 7,842.98	\$ 7,861.97	\$ 7,899.95
\$ 11,211.50	\$ 11,238.65	\$ 11,292.94
\$ 27,909.18	\$ 27,909.18	\$ 27,909.18

\$ 163,425.16	\$ 163,753.28	\$ 164,409.54
\$ 5,805.60	\$ 6,133.72	\$ 6,789.98
103.68%	103.89%	104.31%

\$ 216,490.54	\$ 217,014.73	\$ 218,063.11
\$ 16,024.55	\$ 16,063.36	\$ 16,140.96
\$ 19,281.78	\$ 19,328.47	\$ 19,421.84
\$ 65,080.68	\$ 65,080.68	\$ 65,080.68

\$ 316,877.56	\$ 317,487.23	\$ 318,706.59
\$ 11,516.81	\$ 12,126.48	\$ 13,345.84
103.77%	103.97%	104.37%

\$ 148,272.48	\$ 148,631.50	\$ 149,349.52
\$ 11,338.80	\$ 11,366.26	\$ 11,421.17
\$ 6,728.15	\$ 6,744.44	\$ 6,777.02

\$ 166,339.44	\$ 166,742.20	\$ 167,547.71
\$ 5,235.87	\$ 5,638.62	\$ 6,444.14
103.25%	103.50%	104.00%

\$ 22,558.27	\$ 23,898.83	\$ 26,579.96
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rd?

\$ 56,165.84	\$ 56,301.84	\$ 56,573.83
\$ 4,288.66	\$ 4,299.05	\$ 4,319.82
\$ 5,547.95	\$ 5,561.39	\$ 5,588.25
\$ 9,165.64	\$ 9,165.64	\$ 9,165.64

\$ 75,168.10	\$ 75,327.91	\$ 75,647.53
\$ 2,583.30	\$ 2,743.11	\$ 3,062.73
103.56%	103.78%	104.22%

\$ 189,279.89	\$ 189,738.20	\$ 190,654.81
\$ 14,685.58	\$ 14,721.14	\$ 14,792.25
\$ 18,700.86	\$ 18,746.14	\$ 18,836.70
\$ 62,586.49	\$ 62,586.49	\$ 62,586.49

\$	285,252.82	\$	285,791.97	\$	286,870.25
\$	10,462.24	\$	11,001.39	\$	12,079.67
	103.81%		104.00%		104.40%

\$	285,676.92	\$	286,368.63	\$	287,752.06
\$	19,988.38	\$	20,036.78	\$	20,133.58
\$	34,783.47	\$	34,867.69	\$	35,036.13
\$	52,100.17	\$	52,100.17	\$	52,100.17
\$	392,548.95	\$	393,373.28	\$	395,021.94
\$	13,591.07	\$	14,415.40	\$	16,064.06
	103.59%		103.80%		104.24%









Past 3 Year Classified Compensation

2021-2022

2020-2021

	1% increase in wage	4% increase in wage
Paras	2.96% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$312,904.00	\$309,805.94
Soc Sec/med	\$23,937.15	\$23,700.15
Retirement	\$30,914.91	\$30,608.82
Insurance	\$48,259.87	\$46,854.24
Total	\$416,015.93	\$410,969.15
Difference	\$5,046.78	-\$51,793.10
Total Compensation %	101.23%	88.81%
	1% increase in wage	4% increase in wage
Kitchen	3% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$91,079.28	\$90,177.50
Soc Sec/med	\$6,967.57	\$6,898.58
Retirement	\$8,998.64	\$8,909.54
Insurance	\$29,382.07	\$28,526.28
Total	\$136,427.55	\$134,511.90
Difference	\$1,915.65	\$715.91
Total Compensation %	101.42%	100.54%
	2% increase in wage	4% increase in wage
Custodial	3% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$254,538.88	\$249,547.92
Soc Sec/med	\$19,472.23	\$19,090.42
Retirement	\$25,148.44	\$24,655.33
Insurance	\$71,715.44	\$69,626.64
Total	\$370,874.98	\$362,920.31
Difference	\$7,954.67	\$20,591.43
Total Compensation %	102.19%	106.02%
	0% increase in wage	4% increase in wage
Bus Drivers	3% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$104,261.37	\$104,261.37
Soc Sec/med	\$7,975.99	\$7,975.99
Retirement	\$2,553.40	\$2,553.40
Total	\$114,790.76	\$114,790.76

Difference	\$0.00	\$0.00
Total Compensation %	0%	105.13%

Technology	\$2,500 Base Salary Increase	\$2,500 Base Salary Increase
Gross Wage	\$67,500.00	\$65,000.00
Soc Sec/med	\$5,163.75	\$4,972.50
Retirement	\$6,619.60	\$6,422.00
Insurance	\$354.48	\$354.48
Total	\$79,637.83	\$76,748.98
Difference	\$2,888.85	\$2,824.68
Total Compensation %	103.76%	103.82%

Nurse	Other Work Agreement	Other Work Agreement
Gross Wage	\$54,241.20	\$53,492.40
Soc Sec/med	\$4,149.45	\$4,092.17
Retirement	\$5,359.03	\$5,283.87
Insurance	\$8,815.08	\$8,563.92
Total	\$72,564.76	\$71,432.36
Difference	\$1,132.40	\$3,526.70
Total Compensation %	101.59%	105.19%

Office	Other Work Agreement	Other Work Agreement
Gross Wage	\$184,588.32	\$176,024.40
Soc Sec/med	\$14,121.01	\$13,465.87
Retirement	\$18,237.32	\$17,391.21
Insurance	\$56,221.44	\$55,570.08
Total	\$273,168.09	\$262,451.56
Difference	\$10,716.53	-\$17,059.89
Total Compensation %	104.08%	93.90%

ion Increases

2019-2020

4.5% increase in wage

4.99% increase in BC/BS

\$332,710.21

\$25,452.33

\$32,871.79

\$71,727.92

\$462,762.25

4.5% increase in wage

4.99% increase in BC/BS

\$89,821.08

\$6,871.31

\$8,874.32

\$28,229.28

\$133,795.99

4.5% increase in wage

4.99% increase in BC/BS

\$233,914.61

\$17,894.47

\$23,110.76

\$67,409.04

\$342,328.88

4.5% increase in wage

4.99% increase in BC/BS

\$97,205.67

\$7,436.23

\$4,548.06

\$109,189.96

\$2,500 Base Salary Increase

\$62,500.00

\$4,781.25

\$6,295.53

\$347.52

\$73,924.30

4.5% increase in wage

4.99% increase in BC/BS

\$50,960.15

\$3,889.76

\$5,033.75

\$8,022.00

\$67,905.66

4.5% increase in wage

4.99% increase in BC/BS

\$196,547.81

\$14,450.41

\$18,341.05

\$50,172.18

\$279,511.45

Last 3 years Classified Raise Increases

2021-2022	Para's	1%
	Kitchen	1%
	Custodial	2%
	Head of Maint. Dan C	3%
	Drivers	0%
	Office Staff other work agreement in place	
2020-2021	Everyone but Office	4%
	Office Staff new work agreement in place for 2 years	
2019-2020	Everyone	4.50%

Ravenna Public Schools
Fund Balance Report
January 31st, 2022

Special Building

Last month ending balance	\$	198,035.95
Buffalo Co Taxes	\$	55,119.70
Sherman Co Taxes	\$	20,592.30
Settlement Checks	\$	-
Interest	\$	49.58
Check(s)	\$	(3,000.00)
Bank Statement Balance	\$	270,797.53
Outstanding Checks		
Flex 9 mo. CD 043	\$	500,000.00
Interest	\$	3,260.46
Total	\$	774,057.99

Depreciation Fund

Last month ending balance	\$	228,256.78
Interest		\$9.29
ESSERS II		\$0.00
Transfer		\$0.00
Check(s)		(\$26,800.00)
Bank Statement Balance	\$	201,466.07

Employee Benefit Fund

Last month ending balance	\$	14,776.06
Deposit for Employee Benefits	\$	-
Interest	\$	0.63
Check(s)	\$	-
Bank Statement Balance	\$	14,776.69
Flex 9 mo. CD 094	\$	100,000.00
Interest	\$	651.00
Total	\$	115,427.69

Qualified Cap

Last month ending balance	\$	216.24
Buffalo Co Taxes	\$	-
Sherm Co Taxes	\$	-
US Treas.		
Interest	\$	-
check(s) Transfer to GF	\$	-
Bank Statement Balance	\$	216.24

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Checking Account ID	01	Fund Number 01	General	
	12121	A-1REFRIGERATION	01/26/2022	199.60
01 2620 431 002 000		Cont/ser Repair Elem		199.60
Total	A-1REFRIGERATION			199.60
	30429	AdminPartners	01/02/2022	100.00
01 2310 810 000 000		Dues And Fees		100.00
Total	AdminPartners			100.00
	3368	ALPHA REHABILITATION	01/31/2022	459.46
01 2161 320 001 601		PROFESSIONAL ED SERVICES		142.53
01 2151 320 001 602		PROFESSIONAL ED SERVICES		316.93
Total	ALPHA REHABILITATION			459.46
	4905153979. Jan22	BLACK HILLS ENERGY	01/19/2022	197.46
01 2610 621 001 000		Fuel Secon		98.73
01 2610 621 002 000		Fuel Elem		98.73
	8985166782. Jan22	BLACK HILLS ENERGY	01/19/2022	6,282.97
01 2610 621 001 000		Fuel Secon		3,141.49
01 2610 621 002 000		Fuel Elem		3,141.48
Total	BLACK HILLS ENERGY			6,480.43
	cbmiles.jan22	Blauvelt, Cannon	01/28/2022	57.33
01 2410 580 001 000		Travel Secon		57.33
Total	Blauvelt, Cannon			57.33
	127204	BOOK SYSTEMS, INC	12/07/2022	295.00
01 2220 735 001 000		Computer Software		147.50
01 2220 735 002 000		Elem Software		147.50
Total	BOOK SYSTEMS, INC			295.00
	13251171	CASH-WA DISTRIBUTING	02/01/2022	217.90
01 1100 610 001 000		Gen Supplies Secon		217.90
Total	CASH-WA DISTRIBUTING			217.90
	001856306	CENTRAL COMMUNITY COLLEGE	01/10/2022	4,416.00
01 1100 565 001 000		Tuition to PostSecondary Schools		4,416.00
	001856818	CENTRAL COMMUNITY COLLEGE	01/11/2022	720.00
01 1100 810 001 000		FEES		720.00
Total	CENTRAL COMMUNITY COLLEGE			5,136.00
	2505020122	CHARTER COMMUNICATIONS	02/01/2022	17.73
01 1100 382 000 000		INTERNET SERVICES		17.73
Total	CHARTER COMMUNICATIONS			17.73
	357.Jan22	CITY OF RAVENNA	01/25/2022	482.83
01 2610 410 001 000		Water Sewer Secon		241.42
01 2610 410 002 000		Water Sewer Elem		241.41
	760.Jan22	CITY OF RAVENNA	01/25/2022	62.67
01 2610 410 001 000		Water Sewer Secon		31.34
01 2610 410 002 000		Water Sewer Elem		31.33
Total	CITY OF RAVENNA			545.50

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	6958263	Daktronics, Inc	11/23/2021	55.00
01 1100 735 001 000		Comp Software Secon		55.00
Total	Daktronics, Inc			55.00
	1300450	DAS State Accounting - Central Finance	01/12/2022	259.49
01 1100 382 000 000		INTERNET SERVICES		259.49
Total	DAS State Accounting - Central Finance			259.49
	12488	Diversified Drug Testing, LLC	01/13/2022	305.00
01 2710 330 000 000		TESTING		305.00
Total	Diversified Drug Testing, LLC			305.00
	2122-834	Douglas, Richard	01/28/2022	23.98
01 2710 610 000 000		Tires And Parts		23.98
Total	Douglas, Richard			23.98
	8403157-0	EAKES OFFICE PLUS	01/07/2022	863.04
01 2610 610 001 000		Supplies Secon		431.52
01 2610 610 002 000		Supplies Elem		431.52
	8420155-0	EAKES OFFICE PLUS	01/28/2022	159.98
01 2620 610 001 000		GENERAL SUPPLIES		79.99
01 2620 610 002 000		GENERAL SUPPLIES		79.99
	INV330750	EAKES OFFICE PLUS	01/15/2022	3,087.43
01 1100 610 001 000		Gen Supplies Secon		1,543.72
01 1100 610 002 000		Gen Supplies Elem		1,543.71
Total	EAKES OFFICE PLUS			4,110.45
	6089960	ECOLAB PEST ELIM DIV	01/25/2022	70.18
01 2620 431 001 000		Con/ser Repair Secon		35.09
01 2620 431 002 000		Cont/ser Repair Elem		35.09
Total	ECOLAB PEST ELIM DIV			70.18
	180300.Jan22	ESU #10	02/01/2022	18,452.50
01 2151 591 001 602		Speech Therapy		2,363.63
01 2151 591 002 602		Speech Therapy Elem		7,681.79
01 2152 591 002 602		PRE SCHL SPEECH (3-5)		1,181.81
01 2153 591 002 602		SPEECH (0-2)		590.91
01 2151 591 001 607		Audiology Secon		20.91
01 2151 591 002 607		Audiology Elem		20.91
01 2152 591 002 607		AUDIOLOGY SPED 3-5		5.24
01 2153 591 002 607		AUDIOLOGY SPED 0-2		5.24
01 2151 591 002 604		Deaf Ed Sped Elem.		434.95
01 2161 591 001 601		OT THERAPY SPED - School Age		604.85
01 2161 591 002 601		OT THERAPY-SPED School Age		604.85
01 2162 591 002 601		OT SPED 3-5		151.21
01 2163 591 002 601		OT SPED 0-2		151.20
01 2141 591 001 606		SCHOOL PSYCH		1,259.96
01 2141 591 002 606		Diagnostic Testing (School Psych)		1,259.96
01 2142 591 002 606		PSYCH SERVICES SPED 3-5		314.98
01 2143 591 002 606		PSYC SERVICES SPED 0-2		314.99
01 2171 591 001 600		PT SERVICES		412.73
01 2171 591 002 600		PT Therapy		412.73
01 2172 591 002 600		PT SPED 3-5		103.18

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2173 591 002 600		PT SPED 0-2		103.18
01 1200 591 001 000		SPED SUPERVISION SEC.		380.83
01 1200 591 002 000		SPED SUPERVISION ELEM.		380.83
01 1291 591 002 603		PRE SPED Supervision (3-5)		76.56
01 1292 591 002 603		Pre Sped Services (0-2)		76.55
01 2181 591 002 605		VISION		104.01
01 1200 591 000 608		Vocational		(605.49)
01 2212 330 001 000		Purch Prof Ser Secon		20.00
01 2120 320 001 000		Purch Prof Ser Secon		20.00
Total ESU #10				18,452.50
	46545	FARMERS CO-OPERATIVE ASSOC	01/04/2022	1,868.55
01 2710 626 000 000		Gas And Oil		1,868.55
Total FARMERS CO-OPERATIVE ASSOC				1,868.55
	22010315	FM 92.3 KBEAR Country/KBRY FM	01/31/2022	120.00
01 2310 540 000 000		Advertising & Print		120.00
Total FM 92.3 KBEAR Country/KBRY FM				120.00
	20409992	Hamilton	01/16/2022	34.39
01 2510 382 001 000		Telephone Secon		17.20
01 2510 382 002 000		Telephone Elem		17.19
	20411678	Hamilton	01/16/2022	108.30
01 2510 382 001 000		Telephone Secon		54.15
01 2510 382 002 000		Telephone Elem		54.15
	20412111	Hamilton	01/16/2022	336.14
01 2510 382 001 000		Telephone Secon		168.07
01 2510 382 002 000		Telephone Elem		168.07
Total Hamilton				478.83
	660752213	Home Depot Pro, The	12/30/2021	11.10
01 2610 610 002 000		Supplies Elem		5.55
01 2610 610 001 000		Supplies Secon		5.55
	664763851	Home Depot Pro, The	01/24/2022	20.94
01 2620 610 001 000		GENERAL SUPPLIES		10.47
01 2620 610 002 000		GENERAL SUPPLIES		10.47
	664763869	Home Depot Pro, The	01/24/2022	113.17
01 2610 610 001 000		Supplies Secon		56.59
01 2610 610 002 000		Supplies Elem		56.58
	665044590	Home Depot Pro, The	01/25/2022	7.14
01 2620 610 001 000		GENERAL SUPPLIES		3.57
01 2620 610 002 000		GENERAL SUPPLIES		3.57
	666376090	Home Depot Pro, The	02/01/2022	422.50
01 2610 610 001 000		Supplies Secon		211.25
01 2610 610 002 000		Supplies Elem		211.25
Total Home Depot Pro, The				574.85
	12795338.Feb22	Hometown Leasing	01/15/2022	671.85
01 1100 443 001 000		LEASED EQUIP		335.93
01 1100 443 002 000		LEASED EQUIP		335.92
Total Hometown Leasing				671.85
	216960	Integrated Life Choices	01/31/2022	1,756.25
01 1200 569 001 000		TUITION-OTHER		1,756.25

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Total	Integrated Life Choices			1,756.25
01 1100 610 001 025	258649	ISLAND SUPPLY WELDING CO	01/11/2022	166.12
		Instr Materials		166.12
01 1100 610 001 025	259487	ISLAND SUPPLY WELDING CO	01/26/2022	57.52
		Instr Materials		57.52
Total	ISLAND SUPPLY WELDING CO			223.64
01 1100 610 001 018	363849389	J. W. PEPPER & SON INC.	12/10/2021	179.75
		Music Materials		179.75
01 1100 610 001 018	363854569	J. W. PEPPER & SON INC.	12/13/2021	70.00
		Music Materials		70.00
01 1100 610 001 018	363939348	J. W. PEPPER & SON INC.	01/14/2022	136.99
		Music Materials		136.99
Total	J. W. PEPPER & SON INC.			386.74
01 2710 610 000 000	2460.Jan22	K & B PARTS	01/31/2022	321.73
		Tires And Parts		321.73
Total	K & B PARTS			321.73
01 1100 810 001 018	Workshop. Feb2022	Kearney High School Choirs	02/07/2022	130.00
		FEES		130.00
Total	Kearney High School Choirs			130.00
01 2320 580 000 000	bkmiles.Jan22	Kjar, Bradley	02/01/2022	235.15
		Travel		80.15
01 2320 810 000 000		Dues And Fees		155.00
Total	Kjar, Bradley			235.15
01 2330 317 000 000	11425	KSB SCHOOL LAW, PC LLO	01/31/2022	3,293.59
		LEGAL SERVICES		3,293.59
Total	KSB SCHOOL LAW, PC LLO			3,293.59
01 1100 890 001 000	2122-748	LEWANDOWSKI, DONNA	01/14/2022	413.96
		Other Misc Exp Secon		413.96
Total	LEWANDOWSKI, DONNA			413.96
01 2730 431 000 000	4470	MC AUTOMOTIVE	12/28/2021	2,318.73
		REPAIRS & MAINT.		2,318.73
01 2730 431 000 000	4492	MC AUTOMOTIVE	01/04/2022	397.46
		REPAIRS & MAINT.		397.46
01 2730 431 000 000	4503	MC AUTOMOTIVE	01/06/2022	908.20
		REPAIRS & MAINT.		908.20
01 2730 431 000 000	4522	MC AUTOMOTIVE	01/14/2022	571.80
		REPAIRS & MAINT.		571.80
Total	MC AUTOMOTIVE			4,196.19
01 2620 610 001 000	33360	MENARDS	01/10/2022	20.59
		GENERAL SUPPLIES		10.30
01 2620 610 002 000		GENERAL SUPPLIES		10.29
01 2620 610 001 000	34053	MENARDS	01/22/2022	47.92
		GENERAL SUPPLIES		47.92
Total	MENARDS			68.51

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		
	4523249.Jan22	MNO Hometown Market	02/02/2022	32.53
01 2130 610 000 000		Health Supplies		32.53
Total	MNO Hometown Market			32.53
	0122-Abood	MOSAIC	02/01/2022	3,784.20
01 1200 569 001 000		TUITION-OTHER		3,784.20
Total	MOSAIC			3,784.20
	52744.Jan22	NE PUBLIC POWER DISTRICT	01/25/2022	123.74
01 2610 621 001 000		Fuel Secon		61.87
01 2610 621 002 000		Fuel Elem		61.87
	52749.Jan22	NE PUBLIC POWER DISTRICT	01/25/2022	47.37
01 2610 621 001 000		Fuel Secon		23.69
01 2610 621 002 000		Fuel Elem		23.68
	52754.Jan22	NE PUBLIC POWER DISTRICT	01/25/2022	31.58
01 2610 621 002 000		Fuel Elem		15.79
01 2610 621 001 000		Fuel Secon		15.79
	52759.Jan22	NE PUBLIC POWER DISTRICT	01/25/2022	2,951.03
01 2610 621 001 000		Fuel Secon		1,475.52
01 2610 621 002 000		Fuel Elem		1,475.51
	52765.Jan22	NE PUBLIC POWER DISTRICT	01/25/2022	58.14
01 2610 621 001 000		Fuel Secon		29.07
01 2610 621 002 000		Fuel Elem		29.07
	52769.Dec21	NE PUBLIC POWER DISTRICT	01/04/2022	44.97
01 2610 621 001 000		Fuel Secon		22.49
01 2610 621 002 000		Fuel Elem		22.48
	52769.Jan22	NE PUBLIC POWER DISTRICT	02/02/2022	50.82
01 2610 621 001 000		Fuel Secon		25.41
01 2610 621 002 000		Fuel Elem		25.41
Total	NE PUBLIC POWER DISTRICT			3,307.65
	dues.2022	NEBR ASSOC OF SCHOOL BOARDS	02/01/2022	4,365.00
01 2310 810 000 000		Dues And Fees		4,365.00
Total	NEBR ASSOC OF SCHOOL BOARDS			4,365.00
	22. stockmarketgame	Nebraska Council on Economic Education	02/01/2022	70.00
01 1100 810 001 026		FEES		70.00
Total	Nebraska Council on Economic Education			70.00
	1169-8-1ccf1	NEBRASKA DEPARTMENT OF EDUCATION	01/24/2022	85.00
01 1200 320 001 000		Purch Prof Ser Secon		85.00
	1223-8-1-6392	NEBRASKA DEPARTMENT OF EDUCATION	01/25/2022	85.00
01 1200 320 002 000		Purch Prof Serv Elem		85.00
Total	NEBRASKA DEPARTMENT OF EDUCATION			170.00
	2122-819Div.C	Nebraska Science Olympiad	02/02/2022	100.00
01 1100 810 001 000		FEES		100.00
	2122-819DivB	Nebraska Science Olympiad	02/02/2022	100.00
01 1100 810 001 000		FEES		100.00
Total	Nebraska Science Olympiad			200.00
	reimburseJan.22	Nielsen, Levi	12/02/2002	137.97

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 1100 610 001 031		Instruc Materials		137.97
Total	Nielsen, Levi			137.97
	76414	PRAIRIE HILLS WIRELESS, LLC	01/31/2022	60.00
01 1100 382 000 000		INTERNET SERVICES		60.00
Total	PRAIRIE HILLS WIRELESS, LLC			60.00
	fblanews2022	RAVENNA NEWS	01/07/2022	27.00
01 2310 540 000 000		Advertising & Print		27.00
	news.Jan22	RAVENNA NEWS	01/31/2022	198.45
01 2310 540 000 000		Advertising & Print		198.45
Total	RAVENNA NEWS			225.45
	trash.Feb22	RAVENNA SANITATION	01/20/2022	850.20
01 2620 420 001 000		CLEANING SERVICES/TRASH		425.10
01 2620 420 002 000		CLEANING SERVICES/TRASH		425.10
Total	RAVENNA SANITATION			850.20
	5239359	RENAISSANCE	01/13/2022	106.05
01 1100 735 001 000		Comp Software Secon		106.05
Total	RENAISSANCE			106.05
	ADmiles.Jan22	Schirmer, Anthony	01/28/2022	232.83
01 2212 580 001 000		Travel Secon		232.83
Total	Schirmer, Anthony			232.83
	4959.Jan22	SVANDA PHARMACY INC	01/31/2022	2.98
01 2130 610 000 000		Health Supplies		2.98
Total	SVANDA PHARMACY INC			2.98
	safetybox.2022	TOWN & COUNTRY BANK	01/12/2022	12.00
01 2310 810 000 000		Dues And Fees		12.00
Total	TOWN & COUNTRY BANK			12.00
	USBank. January2022	U.S. Bank	01/25/2022	3,666.72
01 2510 531 000 000		POSTAGE		12.41
01 1100 610 001 000		Gen Supplies Secon		22.85
01 3535 610 000 000		High Abilt Learn Supplies		223.60
01 3535 810 000 000		High Abilt Learn Registration		165.00
01 2510 610 000 000		Supplies		40.91
01 1200 735 001 000		Comp Software Secon		5.34
01 1200 610 002 000		Gen Supplies Elem		57.20
01 1100 610 002 000		Gen Supplies Elem		67.07
01 1100 735 002 000		Comp Software Elem		14.08
01 2620 610 001 000		GENERAL SUPPLIES		187.80
01 2620 610 002 000		GENERAL SUPPLIES		140.26
01 2580 650 001 000		Computer Supplies		496.40
01 2580 650 002 000		Computer Supplies		496.40
01 2510 610 000 000		Supplies		114.43
01 2510 443 000 000		Rental And Leases		1,410.00
01 1100 610 001 000		Gen Supplies Secon		212.97
Total	U.S. Bank			3,666.72

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
	338361	UNITED LABORATORIES	01/02/2022	369.41
01 2610 610 001 000		Supplies Secon		184.71
01 2610 610 002 000		Supplies Elem		184.70
Total	UNITED LABORATORIES			369.41
	4960080202201	Verizon Business	02/02/2022	146.47
01 2510 382 001 000		Telephone Secon		73.24
01 2510 382 002 000		Telephone Elem		73.23
Total	Verizon Business			146.47
	9898178841	VERIZON WIRELESS	01/25/2022	3.24
01 2510 382 001 000		Telephone Secon		1.62
01 2510 382 002 000		Telephone Elem		1.62
Total	VERIZON WIRELESS			3.24
	EAP.3rdQrt2022	WHOLENESS HEALING EAP	02/01/2022	800.00
01 2310 810 000 000		Dues And Fees		800.00
Total	WHOLENESS HEALING EAP			800.00
	2201-001932	WILKE'S TRUE VALUE	01/27/2022	13.94
01 1100 610 001 031		Instruc Materials		13.94
	2201-001973	WILKE'S TRUE VALUE	01/28/2022	10.42
01 2620 610 001 000		GENERAL SUPPLIES		5.21
01 2620 610 002 000		GENERAL SUPPLIES		5.21
	2201-002073	WILKE'S TRUE VALUE	01/29/2022	31.15
01 2620 610 001 000		GENERAL SUPPLIES		15.58
01 2620 610 002 000		GENERAL SUPPLIES		15.57
	2202-002521	WILKE'S TRUE VALUE	02/02/2022	5.58
01 2620 610 001 000		GENERAL SUPPLIES		2.79
01 2620 610 002 000		GENERAL SUPPLIES		2.79
	2202-002525	WILKE'S TRUE VALUE	02/02/2022	1.00
01 2620 610 001 000		GENERAL SUPPLIES		0.50
01 2620 610 002 000		GENERAL SUPPLIES		0.50
	2202-002947	WILKE'S TRUE VALUE	02/07/2022	5.24
01 2620 610 002 000		GENERAL SUPPLIES		5.24
	2202-002971	WILKE'S TRUE VALUE	02/07/2022	5.43
01 2620 610 001 000		GENERAL SUPPLIES		5.43
	RPS.Jan22	WILKE'S TRUE VALUE	01/23/2022	130.77
01 2620 610 001 000		GENERAL SUPPLIES		66.93
01 2620 610 002 000		GENERAL SUPPLIES		13.18
01 1100 610 001 031		Instruc Materials		30.74
01 1100 610 001 000		Gen Supplies Secon		19.92
Total	WILKE'S TRUE VALUE			203.53
	Usborne.books. Jan22	Wilke, Cynthia	01/14/2022	76.98
01 1200 610 002 000		Gen Supplies Elem		76.98
Total	Wilke, Cynthia			76.98
	571153	YANDA'S MUSIC	01/26/2022	42.00
01 1100 431 001 028		REPAIRS & MAINTENANCE - Contracted		42.00
	572057	YANDA'S MUSIC	02/01/2022	135.75
01 1100 431 001 028		REPAIRS & MAINTENANCE - Contracted		135.75
Total	YANDA'S MUSIC			177.75

Board Report - Detail

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Fund Number	01			<hr/> 70,526.35
Checking Account ID	01			<hr/> 70,526.35

**Ravenna Public Schools
GENERAL FUND
Ending January 31st, 2022**

Beginning Balance: **\$767,780.93**

Receipts:

Tax Collection (Sherman)	\$278,201.26
Tax Collection (Buffalo)	\$759,729.83
State of NE Sped	\$69,070.00
HAL	
G5 Grant	
ESSERSII	
ESU 10	
Sale of Prop/Equip.	
Medicaid (MAC)	
State Aid	\$3,785.00
State of NE (MIPS)	
Insurance	
Other	\$2,939.00
Interest	\$48.65

Total Receipts: **\$1,113,773.74**

Disbursements:

Board Bills (Jan)	\$570,610.93
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\$570,610.93

Ending Balance: **\$1,310,943.74**

Cash on Hand: **\$1,310,943.74**

Outstanding checks	\$79,130.93
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Bank Balance: **\$1,390,074.67**

Investments: **\$2,162,146.05**

Accounted for as Follows:

General Fund

General Fund Checking	\$1,310,943.74
CD #42554	\$137,146.05
CD # 70099 (9 mo)	\$2,025,000.00

Total Available: **\$3,473,089.79** **\$3,473,089.79**

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Checking Account ID	06	Fund Number 06	Lunch	
06 3100 630 000	54333732959	Bimbo Bakeries USA	01/10/2022	338.14
		FOOD		338.14
06 3100 630 000	54333733012	Bimbo Bakeries USA	01/17/2022	374.42
		FOOD		374.42
06 3100 630 000	54333733061	Bimbo Bakeries USA	01/24/2022	150.10
		FOOD		150.10
06 3100 630 000	54333733114	Bimbo Bakeries USA	01/31/2022	322.80
		FOOD		322.80
Total		Bimbo Bakeries USA		1,185.46
06 3100 630 000	13218233	CASH-WA DISTRIBUTING	01/04/2022	2,893.91
		FOOD		2,756.63
06 3100 610 000		GENERAL SUPPLIES		137.28
06 3100 630 000	13226135	CASH-WA DISTRIBUTING	01/11/2022	3,257.41
		FOOD		3,139.23
06 3100 610 000		GENERAL SUPPLIES		118.18
06 3100 630 000	13234532	CASH-WA DISTRIBUTING	01/18/2022	2,048.46
		FOOD		2,048.46
06 3100 630 000	13242501	CASH-WA DISTRIBUTING	01/25/2022	2,057.40
		FOOD		1,652.91
06 3100 610 000		GENERAL SUPPLIES		404.49
Total		CASH-WA DISTRIBUTING		10,257.18
06 3100 630 000	1206025	HILAND DAIRY CO	01/11/2022	856.36
		FOOD		856.36
06 3100 630 000	1206132	HILAND DAIRY CO	01/18/2022	799.50
		FOOD		799.50
06 3100 630 000	1206244	HILAND DAIRY CO	01/25/2022	632.77
		FOOD		632.77
Total		HILAND DAIRY CO		2,288.63
06 3100 630 000	4523249.Jan22	MNO Hometown Market	02/02/2022	53.71
		FOOD		53.71
Total		MNO Hometown Market		53.71
06 3100 630 000	461083183	SYSCO LINCOLN	01/06/2022	1,113.20
		FOOD		1,080.20
06 3100 610 000		GENERAL SUPPLIES		33.00
06 3100 630 000	461094428	SYSCO LINCOLN	01/13/2022	1,407.60
		FOOD		1,314.17
06 3100 610 000		GENERAL SUPPLIES		93.43
06 3100 630 000	461105698	SYSCO LINCOLN	01/20/2022	1,133.36
		FOOD		1,099.53
06 3100 610 000		GENERAL SUPPLIES		33.83
06 3100 630 000	461116459	SYSCO LINCOLN	01/27/2022	1,242.53
		FOOD		1,131.82
06 3100 610 000		GENERAL SUPPLIES		110.71
Total		SYSCO LINCOLN		4,896.69
06 3100 630 000	4178829	US Foods - Grand Island	01/04/2022	1,687.66
		FOOD		1,687.66
06 3100 630 000	4467453	US Foods - Grand Island	01/25/2022	1,297.16
		FOOD		1,297.16

Board Report - Detail

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Total		US Foods - Grand Island		2,984.82
Fund Number	06			21,666.49
Checking Account ID	06			21,666.49

**Ravenna Public School
Lunch Fund Report
January 31st, 2022**

Beginning Balance: \$ 31,155.42

RECEIPTS:

Deposit \$ 29,006.11

Interest \$ 1.73

Total Receipts: \$ 29,007.84

DISBURSEMENTS:

Lunch Bills \$ 23,232.27

Outstanding Checks \$ (2,257.60)

Total Disbursements: \$ 20,974.67

Bank Balance: \$ 39,188.59

Book Balance: \$ 36,930.99



Wilkins Architecture Design Planning LLC

2908 West 39th Street, Suite A
Kearney, NE 68845-
Tel: 308-237-5787 Fax: 308-236-6929
kroth@wilkinsadp.com
WilkinsADP.com

Mr. Brad Kjar
Ravenna Public Schools

Invoice

Invoice Date: Jan 29, 2022
Invoice Num: 4767
Billing Through: Jan 29, 2022

2157 Ravenna Public Schools - Facilities Assessment and Planning (2157:) - Managed by (Jacob Sertich)

Contract Amount: \$8,000.00 % Comp.: 0.00 Previously Billed: \$4,000.00 Amount Due: \$2,000.00

Project (2157:) Total Amount Due: \$2,000.00

2157 Ravenna Public Schools - Facilities Assessment and Planning - Reimb (2157:07RE) - Managed by (Jacob Sertich)

Reimbursable Expenses:

<u>Date</u>	<u>Employee</u>	<u>Description</u>	<u>Units</u>	<u>Amount</u>
1/10/2022	Jacob Sertich	829 - MILEAGE	64	\$41.22
Total Expenses:				\$41.22

Project (2157:07RE) Total Amount Due: \$41.22

Amount Due This Invoice: \$2,041.22

This invoice is due on 2/28/2022

Account Summary

Billed To Date	Paid To Date	Balance Due
\$ 6,187.75	\$ 4,146.53	\$ 2,041.22

Board of Education Regular Meeting

High School Library
P.O. Box 8400
Ravenna, NE 68869-8400

Monday, January 10, 2022 7:00 PM

Misti Fiddelke: Present
Ryan Osten: Present
Tara Schirmer: Present
Dawn Standage: Present
Marc Vacek: Present
Mike Voelker: Present

1. Call to Order and Roll Call - Open Meeting Law

2. Excuse Absent Board Members

3. The Pledge of Allegiance

4. Recitation of School Mission Statement: ***Preparing Students Today to Succeed Tomorrow: Family-Community-School***

5. Recitation of Board Mission Statement: ***Providing collaborative leadership to prepare students today to succeed tomorrow.***

6. Approval of Agenda

Motion to approve the agenda Passed with a motion by Ryan Osten and a second by Marc Vacek.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

7. Reorganization of the Ravenna School Board
2022 Board Election Certification(Attached)

7.1. Review of Conflict of Interest Policy, Conflict of Interest Statutes, & Board Code of Ethics

7.2. Annual Review of Ravenna Board of Education Policy on Complaints, Policy 2006

7.3. Election of Officers

7.3.1. President

Motion to elect Misti as president Passed with a motion by Tara Schirmer and a second by Dawn Standage.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

7.3.2. Vice-President

Motion to elect Tara as vice-president Passed with a motion by Ryan Osten and a second by Mike Voelker.

Tara Schirmer: Abstain (With Conflict), Misti Fiddelke: Yea, Ryan Osten: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

7.3.3. Secretary

Motion to elect Dawn as board secretary Passed with a motion by Marc Vacek and a second by Ryan Osten.

Dawn Standage: Abstain (With Conflict), Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Marc Vacek: Yea, Mike Voelker: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

7.4. Appointments

7.4.1. Treasurer

Motion to appoint Hilary Bolling as Treasurer for the Ravenna Public School Board Passed with a motion by Ryan Osten and a second by Marc Vacek.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

7.4.2. Authorized Representatives for Federal & State Programs

Motion to appoint Brad Kjar as School District's Representative for all State and Federal Programs Passed with a motion by Marc Vacek and a second by Ryan Osten.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

7.4.3. Bus Mechanic for Bus Inspections

Motion to appoint Ravenna COOP, Chris Stahl, Holiday Express Bus, & Todd VanWinkle as mechanics to perform all vehicle inspections Passed with a motion by Mike Voelker and a second by Tara Schirmer.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

7.5. Name Fund Depository For Ravenna Public Schools

Motion to appoint Town & Country Bank as Fund depository for Ravenna Public Schools Passed with a motion by Dawn Standage and a second by Mike Voelker.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

7.6. Designate Legal Newspaper for Ravenna Public Schools

Motion to designate "The Ravenna News" as the legal newspaper for Ravenna Public Schools Passed with a motion by Ryan Osten and a second by Tara Schirmer.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

7.7. Designate Method for Publicizing Meetings of the Ravenna Board of Education

Motion to publicize meeting of the Ravenna Board of Education in accordance with Board Policy 2008 Passed with a motion by Dawn Standage and a second by Tara Schirmer.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

7.8. Designate Legal Counsel for Ravenna Public Schools

Motion to designate KSB Law Firm as legal counsel for Ravenna Public Schools Passed with a motion by Mike Voelker and a second by Ryan Osten.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

7.9. Appoint Standing Committees

Motion to appoint standing committees of the board as recommended by Superintendent Kjar Passed with a motion by Dawn Standage and a second by Tara Schirmer.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

7.9.1. American Civics

7.9.2. Negotiations

7.9.3. Building & Grounds

7.9.4. Transportation

8. Financial Report

9. Consent Agenda

Motion to approve the consent agenda Passed with a motion by Marc Vacek and a second by Ryan Osten.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

9.1. Discuss, consider, and take all necessary action to minutes

9.2. Discuss, consider, and take all necessary action to bills

9.3. Notice of Meeting Publication: The notice for this board meeting was published in the January 5th Edition of the Ravenna News

10. Request to Address the Board and Correspondence

11. Blue Jay Celebration of Success - P.E. Teachers

12. Information and Action Items

12.1. Discuss, consider, and take all necessary action regarding the FINAL 2022-2023 Certified Negotiated Agreement(attached)

approve Passed with a motion by Mike Voelker and a second by Ryan Osten.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

12.2. Discuss, consider, and take all action necessary to the annual Fall school board policy review as recommended by KSB School Law: 2009, 6004, 6013, and 6020

Motion to approve the second and final reading of policies: 2009, 6004, 6013, and 6020 Passed with a motion by Dawn Standage and a second by Mike Voelker.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

12.3. Discuss, consider, and take all necessary action regarding COVID leave

Motion to approve the COVID leave with booster policy which has been approved and signed by the REA Passed with a motion by Tara Schirmer and a second by Ryan Osten.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

12.4. Discuss, consider, and take all necessary action regarding the proposed renovation of the Elementary and High School parking lot project

Motion to award the parking lot renovation project to T.L. Sund Constructors for the bid of \$219,029.50 as recommended by Paul Brungardt of Brungardt Engineering Passed with a motion by Ryan Osten and a second by Mike Voelker.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea
Yea: 6, Nay: 0

12.5. Discuss, consider, and take all action necessary to the superintendent's contract/compensation, elementary principal's contract/compensation, and secondary principal's contract/compensation (possible executive session)

13. Discussion Items

13.1. Policy Review-1000 Series & 2000 Series

13.2. Discuss, consider, and take all necessary action to Board Member Appointments to the Ravenna Public Schools Foundation

13.3. Discuss, consider, and take all action necessary in reviewing the RPS 2021-2022 safe return to school plan, considering any and all community input

13.4. Discuss, consider, and take all necessary action to set a date for the annual RPS board retreat

Hi Brad,

Great to hear from you. :)

StrengthsFinders are at our cost, \$50.00 per person, so no up-charge. Amber can re-build the team graphs, adding these members, as well as creating new individual graphs for your new members. if you send us a list of your current members and any new members and their email addresses, we'll get rolling with that. Anytime you add someone new, we'd be glad to build graphs and such at no charge.

As far as process we use with the team. You and I would meet for at least an hour to craft it out like I did last time with Ken. If we stay in a similar rhythm, we wouldn't have to redo anything, we would be building from last time, cutting down on our time. I'd still recommend a day with the board and an additional at least 1/2 day with Admin team, but totally trust your judgment on that.

For starters, I would wonder about this for an agenda. (With us meeting to discuss. I invited you to the google drive of everything Ken and I did last time) I do realize there's a new sheriff in town btw, congrats on that.

1. Team Development: Begin with team development in the morning, based off of strengths and creating an engaged board.

Bring a nice breakfast maybe as a thanks for serving.

2. Review of work we did last time: Beliefs / Mission Statement/3-Year Picture / 1 Year Plan

- In Tab 1

here: <https://docs.google.com/spreadsheets/d/1T4yEcbQemVV1Q2puak6jyP0noITJIOB1YUezvyZyyaY/edit#gid=0>

3. 3 Year Picture: Followed up with a tweak and build of your current 3 Year Picture.

4. 1 Year Plan: We would wrap up with 1 year measurable and Creating our goals again for the year.

As far as cost, I have another school I'm working with to develop an engaged teachers/students program and it sounds like there are quite a bit of financial resources available for consulting like this. You are probably aware, but just making sure that you know where to check for resources. I can find out, if you don't know.

I would be willing to do one power-packed day \$3,500, but would also recommend adding at least one more 1/2 day to a day more(\$1,500) for you and I to meet and talk rhythm to really knock out our goals and other key leadership pieces that come out of the session.

It is totally up to you though, I'm great with one if that's what you prefer.

Please let me know if you have any additional questions.

Thanks!

Scott Daniell

402-770-5091

Woo | Maximizer | Strategic | Communication | Competition



13.5. Discuss, consider, and take all action necessary regarding substitute compensation
My recommendation to the board is to increase sub-pay to \$130 a day. Nearly every school in the LPC is going to raise sub-pay in some way.

13.6. Discuss, consider, and take all action necessary to give the board an update on the work of Wilkins group on the facilities study, and master facilities plan @ 7:00 pm

14. Elementary Principal's Report

15. Secondary Principal's Report

16. Superintendent's Report

HVAC/HS Heating System Update:

Elementary Gym Scoreboards and Signs sold for a total of \$1,150

Artist of the Month: 10th Grader - Madi Autabee

17. Board Report

18. Positive Comments

19. Adjournment

Motion to adjourn at 10:56 PM Passed with a motion by Mike Voelker and a second by Tara Schirmer.

Misti Fiddelke: Yea, Ryan Osten: Yea, Tara Schirmer: Yea, Dawn Standage: Yea, Marc Vacek: Yea, Mike Voelker: Yea

Yea: 6, Nay: 0

CORPORATE AUTHORIZATION RESOLUTION

TOWN & COUNTRY BANK
PO BOX 40
423 GRAND AVENUE
RAVENNA, NE 68869

By:
Address
Address
City, State, Zip

Referred to in the document as "Financial Institution"

Referred to in this document as "Corporation"

I, _____, certify that I am Secretary (clerk) of the above named corporation organized under the laws of _____, Federal Employer I.D. Number _____, engaged in business under the trade name of _____, and that the resolutions of this document are a correct copy of the resolutions adopted at the meeting of the Board of Directors of the Corporation duly and properly called and held on _____ (date). These resolutions appear in the minutes of this meeting and have not been rescinded or modified.

AGENTS: Any Agent listed below, subject to any written limitations, is authorized to exercise the powers granted as indicated below:

Name and Title or Position	Signature
A. _____	X _____
B. _____	X _____
C. _____	X _____
D. _____	X _____
E. _____	X _____
F. _____	X _____

POWERS GRANTED (Attach one or more Agents to each power by placing the letter corresponding to their name in the area before each power. Following each power indicate the number of Agent signatures required to exercise the powers.)

Indicate A, B, C D, E, and/or F	Description of Power	Indicate number of signatures required
_____ (1)	Exercise all of the powers listed in this resolution	_____
_____ (2)	Open any deposit or share account(s) in the name of Corporation.	_____
_____ (3)	Endorse checks and orders for the payment of money or otherwise withdraw or transfer funds on deposit with this Financial Institution.	_____
_____ (4)	Borrow money on behalf and in the name of the Corporation, sign, execute and deliver promissory notes or other evidences of indebtedness.	_____
_____ (5)	Endorse, assign, transfer, mortgage or pledge bills receivable, warehouse receipts, bills of lading, stocks, bonds, real estate or other property now owned or hereafter owned or acquired by the Corporation as security for sums borrowed, and to discount the same, unconditionally guarantee payment of all bills received, negotiated or discounted and to waive demand, presentment, protest, notice of protest and notice of non-payment.	_____
_____ (6)	Enter into a written lease for the purpose of renting, maintaining, accessing and terminating a Safe Deposit Box in this Financial Institution.	_____
_____ (7)	Other _____	_____

LIMITATIONS ON POWERS The following are the Corporation's express limitations on the powers granted under this resolution.

EFFECTS ON PREVIOUS RESOLUTIONS This resolution supersedes resolution dated: _____ .
If not completed, all resolutions remain in effect.

CERTIFICATION OF AUTHORITY

I further certify that the Board of Directors of the Corporation has, and at the time of adoption of this resolution had, full power and lawful authority to adopt the resolution on page 2 and to confer the powers granted above to the persons named who have full power and lawful authority to exercise the same. (Apply seal below where appropriate.)

If checked, the Corporation is a non-profit corporation.

In Witness whereof, I have subscribed my name to this document of the Corporation on: _____ (date).

Attest by One other Officer

Secretary

RESOLUTIONS

The Corporation named on this resolution resolves that,

- (1) The Financial Institution is designated as a depository for the funds of the Corporation and to provide other financial accommodations indicated in this resolution.
- (2) This resolution shall continue to have effect until express written notice of its rescission or modification has been received and recorded by the Financial Institution. Any and all prior resolutions adopted by the Board of Directors of the Corporation and certified to the Financial Institution as governing the operation of this corporation's account(s), are in full force and effect, until the Financial Institution receives and acknowledges an express written notice of its revocation, modification or replacement. Any revocation, modification or replacement of a resolution must be accompanied by documentation, satisfactory to the Financial Institution, establishing the authority for the changes.
- (3) The signature of an Agent on this resolution is conclusive evidence of their authority to act on behalf of the Corporation. Any Agent, so long as they act in a representative capacity as an Agent of the Corporation, is authorized to make any and all other contracts, agreements, stipulations and orders which they may deem advisable for the effective exercise of the powers indicated on page one, from time to time with the Financial Institution, subject to any restrictions on this resolution or otherwise agreed to in writing.
- (4) All transactions, if any, with respect to any deposits, withdrawals, rediscounts and borrowings by or on behalf of the Corporation with the Financial Institution prior to the adoption of this resolution are hereby ratified, approved and confirmed.
- (5) The Corporation agrees to the terms and conditions of any account agreement, properly opened by any Agent of the Corporation. The Corporation authorizes the Financial Institution, at any time, to charge the Corporation for all checks, drafts, or other orders, for the payment of money, that are drawn on the Financial Institution, so long as they contain the required number of signatures for this purpose.
- (6) The Corporation acknowledges and agrees that the Financial Institution may furnish at its discretion automated access devices to Agents of the Corporation to facilitate those powers authorized by this resolution or other resolutions in effect at the time of issuance. The term "automated access device" includes, but is not limited to, credit cards, automated teller machines (ATM), and debit cards.
- (7) The Corporation acknowledges and agrees that the Financial Institution may rely on alternative signature and verification codes issued to or obtained from the Agent named on this resolution. The term "alternative signature and verification codes" includes, but is not limited to, facsimile signatures on file with the Financial Institution, personal identification numbers (PIN), and digital signatures. If a facsimile signature specimen has been provided on this resolution, (or that are filed separately by the Corporation with the Financial Institution from time to time) the Financial Institution is authorized to treat the facsimile signature as the signature of the Agent(s) regardless of by whom or by what means the facsimile signature may have been affixed so long as it resembles the facsimile signature specimen on file. The Corporation authorizes each Agent to have custody of the Corporation's private key used to create a digital signature and to request issuance of a certificate listing the corresponding public key. The Financial Institution shall have no responsibility or liability for unauthorized use of alternative signature and verification codes unless otherwise agreed in writing.

Pennsylvania. The designation of an Agent does not create a power of attorney; therefore, Agents are not subject to the provisions of 20 Pa.C.S.A. Section 5601 et seq. (Chapter 56; Decedents, Estates and Fiduciaries Code) unless the agency was created by a separate power of attorney. Any provision that assigns Financial Institution rights to act on behalf of any person or entity is not subject to the provisions of 20 Pa.C.S.A. Section 5601 et seq. (Chapter 56; Decedents, Estates and Fiduciaries Code).

FOR FINANCIAL INSTITUTION USE ONLY

Acknowledged and received on _____ (date) by _____ (initials)

This resolution is superseded by resolution dated _____ (date) by

Comments:

February 08, 2022

Mr. Brad Kjar
Mr. Paul Anderson
Board of Education Members
Ravenna Public Schools

To Each and Everyone of You,

It is with great pleasure that I announce that I will be retiring at the end of this school year, on May 13, 2022.

I have enjoyed my time here at Ravenna Public Schools and want to thank each of you for making this job more like belonging to a family. Through ups and downs and through trials and errors, I have had a wonderful experience being a ParaEducator, Substitute Teacher; and Elementary Librarian. Please know that David and I both have treasured our time spent in Ravenna, while making this our home and raising our children.

We will begin a fun travel experience in July of 2022 and continue to search for our next new home, somewhere in this great USA. Our Midwest life has served us well but now it is time to move on to greener pastures and milder winters.

Thanks again for all the support and kindness extended to us and we want all of you to know that Ravenna is a great place to live. Best wishes to you all and know that you have made a huge impact on our happiness while living here! What a great place to remember. God's blessing to all of you, Ravenna citizens and friends.

Respectfully yours,

Judith "Judi" Dunning
Elementary Librarian/Substitute Teacher
Ravenna Public Schools

PUBLIC PARTICIPATION

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

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

Year One Board Goals

1) We will continually strive to improve our facilities by;

developing and deploying a fiscally responsible plan to improve the facilities for the educational benefit of our students. (drainage west end of track, storage, locker room, paving parking lot, ditch and arch ways-west football field entry gates, ag building/youth center, roof evaluation)

improving and creating a safe traffic flow for the elementary school.

Developing and deploying a strategy to get our external landscaping reflecting the quality of our school.

2) We will improve the quality of our food service so that more kids will eat school lunch, while living within our financial limitations by;

developing an improvement plan for the food service program

developing and implementing an employee improvement process

3) We will continue to develop the board by;

increasing understanding around student performance measures. (Target, Measurements & Interventions)

conduct an annual board retreat.

Bring in NASB/outside resource to help us address a strategic issue.

Providing a mentoring program for new board members.

4) We will continue to establish timely, accurate and effective communication to all stakeholders by;

performing a quarterly audit of the district website.

developing a regular systemized communication strategy to parents and community members.

developing a 1.5 to 10 minute bi-annual video communication to all stakeholders.
(video agenda established, 2 done)

explore different avenues to improve communication through parent / teacher conferences.

explore communication applications for smart phones.

Who Is Responsible

Completed Date

Ken
Paul
Ken/Tara
Ken
Ken
Paul/Brad
Misti
Ken
Misti

Paul/Dave
Ken
Ken/Dave
Misti
Ryan/Dave



RAVENNA PUBLIC SCHOOLS

2022-2023 SCHOOL CALENDAR



08 – School Board Meeting
 08– Teacher PD Day
 09 – Teacher PD Day
 10 – Teacher PD Day
 11 – First Day of School

T-18 S - 15

AUGUST '22						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY '23						
S	M	T	W	Th	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				

10 – PD Day for Teachers
 No School for Students
 13 – No School
 13 – School Board Meeting

T-19 S-18

05 – Labor Day, No School
 12- School Board Meeting
 21 – Parent/Teacher Conf (4-8pm)
 2:00 Dismissal
 23 – Parent/Teacher (8 -11 am))
 No School for Students

T-21 S -20

SEPTEMBER '22						
S	M	T	W	Th	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	

MARCH '23						
S	M	T	W	Th	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	

08- Spring Break, No School
 09 – Spring Break, No School
 10 - Spring Break, No School
 13 – School Board Meeting
 16 – Parent/Teacher Conf 4-8 pm
 2:00 pm Dismissal
 17 – Teacher PD Day
 No School for Students
 T-2o S-19

10 – School Board Meeting
 31 – Fall Break, No School

T-20 S-20

OCTOBER '22						
S	M	T	W	Th	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 '23						
S	M	T	W	Th	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						

07 – Easter Break, No School
 10 – Easter Break, No School
 10 – School Board Meeting
 11 – Teacher PD Day
 No School for Students
 13 – RHS Track Meet, Noon Dismissal

T-18 S-17

01-Teacher PD Day,
 No School for Students
 10 – Veterans Day
 14 – School Board Meeting
 23 – Noon Dismissal
 24 – Thanksgiving, No School
 25- Thanksgiving, No School

T-20 S-19

NOVEMBER '22						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY '23						
S	M	T	W	Th	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			

08- School Board Meeting
 13 – Graduation
 17 – Last Day of School, Noon
 18 – Teacher Work Day
 T-14 S-13

Teacher Days = 185
 Student Days = 174

02 – Teacher PD Day,
 No School for Students
 12 – School Board Meeting
 21-Noon Dismissal
 22-30 – Winter Break, No School

T-15 S-14

DECEMBER '22						
S	M	T	W	Th	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

JUNE '23						
S	M	T	W	Th	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	

02 – Winter Break, No School
 03- Teacher PD Day
 No School for students
 09 – School Board Meeting
 16 – MLK Day, No School

T-20 S-19

JANUARY '23						
S	M	T	W	Th	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			

JULY '23						
S	M	T	W	Th	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					

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT RAVENNA PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Ravenna Public Schools**, legally known as **Buffalo County School District 10-0069**, and referred to as "the Board" and "the School District" respectively, and **Mr. Bradley D. Kjar**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 1 year(s) beginning on July 1, 2022, and expiring on June 30, 2023. During each year of this contract, the Superintendent shall render at least 230 working days of service in the performance of his duties as Superintendent. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Superintendent actually and necessarily completes his contractual duties. The Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Superintendent shall keep complete and accurate records of his working days and shall provide the Board of Education with a report of his accumulated working days at least quarterly.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December 2022 board meeting** (and each December thereafter) of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of his employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the School District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be **\$132,00.00 which shall be paid in 12 equal monthly installments beginning in the month of July 2022.** The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

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

Section 5. Professional Status. The Superintendent affirms that he is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, he will hold a valid and appropriate certificate to act as a Superintendent of schools in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

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

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints,

and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with his duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than 90 days or if the disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse him for mileage required in the performance of his official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. Health Insurance.** The Superintendent will have access to health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- b. Dental Insurance.** The Superintendent will be provided family dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. Life Insurance.** Term life insurance with a total death benefit of \$50,000.00 with the option to purchase an additional \$50,000 of coverage.
- d. Sick Leave.** The Superintendent shall be allowed to carry over any remaining sick leave balance from the 2021-2022 school year and will be provided 10 days of sick leave per year which may accumulate to a total of 40 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, he shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of his sick days and shall provide the Board of Education with a report of his accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of his employment with the District.
- e. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at his own expense. The Board will increase his salary by the amount of the premium cost.
- f. Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

- g. Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: American Association of Superintendents; Nebraska Council of School Administrators.
- h. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees that he will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$200 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- i. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the work day.
- j. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,000.00 or more.

Section 12. Principal Residence/Domicile in School District. The Superintendent shall have his domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain his domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in his first year of employment with the District and does not have his domicile and principal place of residence within the District at the time of his employment, the Superintendent shall move his domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such

employment, live and maintain his domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing his in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which he is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this contract.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make his evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by his carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide his with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to

the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising him of the alleged reasons for the proposed action and provided the opportunity to present his version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

Executed by the Board this ____ day of _____, 2022.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this ____ day of _____, 2022.

Superintendent

Superintendent Pay Transparency Notice – Proposed Contract

Mr. Bradley D. Kjar

Estimated cost to the district for the 2022-2023 school year and future years.

Years remaining on the contract after the 2022-2023 school year: 0

	2022-2023 Base Pay	2023-2024 Base Pay	Total Contract Cost Estimated
Base Pay:	\$132,000		\$132,000

Base pay for the 2022-2023 school year is below the array average of \$137,697.

Benefits and Payroll Cost Paid By the District

Insurances Life/Dental:	\$775.32		\$775.32
Districts Share of Retirement, FICA and Medicare:	\$24,100		\$24,100
Association Dues:	\$1,500		\$1,500
Travel Reimbursement:	\$6,500		\$6,500
Totals:	\$164,875.32		\$164,875.32

Proposal A				
Fund	Balance	CD Terms	Rate	Potential Interest
General	\$500,000.00	9-Month Flex	0.35%	\$1,311.93
General	\$1,526,000.00	23-Month CD	0.75%	\$22,011.64
Special Building	\$503,000.00	9-Month Flex	0.35%	\$1,319.80
Employee Benefit	\$100,500.00	23-Month CD	0.75%	\$1,449.65
				\$26,093.02
Proposal B				
Fund	Balance	CD Terms	Rate	Potential Interest
General	\$500,000.00	9-Month Flex	0.35%	\$1,311.93
General	\$1,526,000.00	23-Month CD	0.75%	\$22,011.64
Special Building	\$250,000.00	Checking		
Special Building	\$253,000.00	13-Month CD	0.55%	\$1,507.80
Employee Benefit	\$100,500.00	23-Month CD	0.75%	\$1,449.65
				\$26,281.02



76 Plaza Boulevard PO Box 850 Kearney NE 68848-0850
308.237.5927 Fax 308.237.5920

Our focus is on serving you!

DATE: January 7, 2022

TO: Superintendents

FROM: *JA* Jean Anderson, Special Education Director

SUBJECT: Special Education Contract and Cooperative Service Agreements
A Special Education Contract for the 2022-23 school year is enclosed for you to sign and return. The signature does not need to be notarized; however, your board should officially authorize the services at your next board meeting. This contract includes Speech Therapy Services. If your district contracts for this service, it will be indicated on the enclosed Schedule A. Also, enclosed are the cooperative service agreements for Special Education Supervision, Deaf Education Services, Psychology Services, Audiology Services, Physical Therapy, Occupational Therapy, Vision Services, Mental Health and Vocational Services if you contract for these services. Please sign and date all of the cooperative service agreements, the contract and return them along with Schedule A to me **no later than March 1, 2022**. The ESU board will approve the contract, and a copy will be returned to you.

Schedule A (enclosed) is the service and FTE provided for the 2021-22 school year and the anticipated service for the 2022-23 school year. If for any reason your district intends to change the service or FTE for 2022-23, **please make note of the change on Schedule A**, sign and return it to me as part of the contract. The cost of service will be approximately 5% above the current year. A description of all services provided is available upon request.

Schedule B (enclosed) is a brief description of how each service is billed and the rationale for the different billing categories we use. Again, if you have any questions, please do not hesitate to contact me.

To recap, you need to return to ESU 10:

1. The Special Education Contract (1 contract, **sign back page**)
2. Schedule A (1 form, **sign on front**)
3. Cooperative Program Agreements (1 to 9 forms, **sign on front**)

Approval by both boards indicate agreement and cannot be changed for the 22-23 school year after they have been approved.

Please feel free to contact me if you have any questions.

Enclosures

**EDUCATIONAL SERVICE UNIT 10
CONTRACT FOR
SPECIAL EDUCATION SERVICES**

THIS AGREEMENT, made and entered into this 1st day of July, 2022, by and between **EDUCATIONAL SERVICE UNIT 10** of the State of Nebraska hereinafter called "**SERVICING AGENCY**," and **RAVENNA PUBLIC SCHOOLS**, called "**DISTRICT**."

WITNESSETH:

The District does hereby agree to hire the Servicing Agency to service its age-eligible students with disabilities during the school year 2022-23, and the Servicing Agency agrees to act as such Servicing Agency, for the consideration and under the terms and conditions as hereinafter set forth:

1. A description of the program of special education and related services to be provided to District students shall be as set forth in Schedule "A" hereto attached, including full-time equivalency (FTE) provided in 2021-22 and anticipated in 2022-23 unless district notifies servicing agency otherwise.
2. The District shall pay the Servicing Agency for said special education and related services in accordance with Schedule A. This Schedule shall be in full force and effect during the school year of 2022-23, commencing not earlier than August 1, 2022, and ending not later than August 20, 2023. The total dollar amount of this contract will be submitted to the district on or before July 1, 2022, or as soon as the budgets are set for the Servicing Agency, whichever is later.
3. The District agrees that the costs for the actual services rendered will be reconciled by the Service Agency, and the amount payable for those special education services to be delivered by the Servicing Agency shall be paid in full. All programs and services will be billed based on the actual services delivered as outlined in Schedule A, based on the structure in Schedule B.
4. The District agrees that the amount payable for special education services the first month of the school year will be one-tenth (1/10) of the budgeted cost with payment due on or before October 17, 2022.
5. The Servicing Agency agrees to bill the District for the actual cost of special education services rendered and to reconcile prior overpayment or underpayment based on actual services rendered.
6. The Servicing Agency agrees to provide the District with the final billing, a complete reconciliation of the actual costs of services rendered, and the actual rate for cost of services. The final billing to the District shall serve as a final reconciliation of the amount of payment previously agreed upon in item two of this contract.
7. The District agrees that the final billing for special education services submitted to the District by the Servicing Agency for actual services rendered during the contract period shall be considered as an amendment to the original contract and shall be included in full by this reference. If the District does not dispute any of the amounts or services contained in the final billing within 30 days, the parties agree that it will be incorporated in full as an amendment to this contract.
8. Special education programs or services which extend beyond the regular school year will be provided by the Servicing Agency upon request by the District. Extended programs shall be covered by separate contract.
9. It is further agreed that in the event the District does not pay the Servicing Agency as herein set forth, the Servicing Agency may cancel this contract and refuse further service. In the event of such Cancellation, the Servicing Agency may recover any past due amounts and exercise any other rights that may exist by law.
10. The Servicing Agency shall record and supply to the District, upon request, information on each child for whom services are contracted, including time-and-effort logs detailing the services provided, the name of the provider, the duration of the services, and the date on which services were provided. The Servicing Agency agrees to confer with the District for purposes of evaluating such child's progress and the District's compliance with applicable laws.

11. The Servicing Agency shall assist the District with the preparation of plan and budget, financial reports and other procedures, artifacts, and obligations required by NDE Rule 51 or 52.
12. The District and the Servicing Agency agree to abide by the mandated procedures for identification, verification, placement, development of the individualized program, inspection and review of student records, and other requirements as specified in NDE Rules 51 and 52, Regulations and Standards for Special Education Programs, Nebraska State Department of Education, and the current Federal Regulations implementing IDEA.
13. The District hereby agrees that changes or modifications in the program or children served shall be mutually agreed upon before said change or modifications are implemented.
14. Should the Servicing Agency be unable to render the services contracted because of the Servicing Agency's inability to employ personnel who meet the criteria for employment of the Servicing Agency and/or the certification requirements of the State of Nebraska, or for other reasons which are determined by the Servicing Agency to be valid, the Servicing Agency has no obligation to provide services contracted for but not provided or reimburse the District for any additional cost incurred to procure those services. The Servicing Agency values its collaborative relationship with the District and will give reasonable efforts to assist the District in procuring those services. The District will be notified no later than September 1, 2022 of the Service Agency's inability to provide any services under this contract.
15. The District agrees that any act intentionally and unilaterally done which may cause litigation against the Servicing Agent shall be defended at the sole expense of the District and any damages assessed against the District for the Servicing Agency or either of them shall be borne entirely by the District. This paragraph shall not operate to indemnify or relieve the Servicing Agency of any liability otherwise attaching to it under any applicable state or federal law, nor to any action undertaken by the District in the provision of special education services or related services which are undertaken in consultation with the Servicing Agency or in a good faith effort by the District to comply with lawful obligations of the District.
- 16. The District agrees that in the event the District desires to change the services provided by this contract for a subsequent year whether by change in full-time equivalency, staffing, change in percentage FTE of any area of endorsement held by personnel presently assigned to the District, or to eliminate any program or service being provided pursuant to this contract, the District shall notify the Servicing Agency administrator in writing of such requested change on or before March 1 next preceding the starting date of the school year to be affected by any changes as are described in this paragraph.**
- 17. The District agrees that in the event that no such written notice is made to the Servicing Agency on or before March 1, that the Servicing Agency shall be entitled to assume that the District desires the same FTE in all areas of endorsement, certification or other qualification, and in all programs it had through this contract with the Servicing Agency, including in Schedule A. In the event the District should later notify the Servicing Agency of a diminished request for FTE in any area of endorsement, certification or other qualification, or in any program or service provided by this contract, the Servicing Agency shall use its best effort to find other employment for such affected personnel, provided, however, that in the event such personnel cannot be reassigned and to the extent that such personnel constitute a cost to the Servicing Agency that cannot be passed through by way of contract or otherwise, the District agrees to pay any cost incurred by the Servicing Agency for such personnel.**
18. This contract may be renegotiated or amended by mutual agreement.

ACCEPTED FOR RAVENNA PUBLIC SCHOOLS SCHOOL AS **DISTRICT**

THIS _____ DAY OF _____ 2022

BY _____
President or Secretary of Board

ACCEPTED FOR **EDUCATIONAL SERVICE UNIT 10** AS SERVICING AGENCY

THIS _____ DAY OF _____ 2022

BY _____

Secretary of the Board of Education, ESU 10

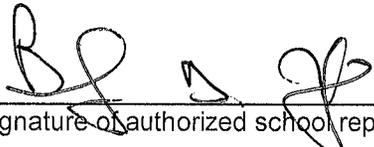
Schedule A

EDUCATIONAL SERVICE UNIT 10 BUDGET FORM
2022-2023
Agency Code--950010

District Name: Ravenna Public Schools

Contracted Reimbursable School Age Services	NDE Service Code	2021-22 Percent Per District	2022-23 Percent Per District
Speech Teacher School Age - Secondary	4001	0.5800	0.3920
Speech Teacher School Age - Elementary		1.1200	1.3400
SpEd Supervision School Age - Secondary	0001	0.0310	0.0300
SpEd Supervision School Age - Elementary		0.0310	0.0300
D/E Audiology School Age - Secondary	1003	0.0070	0.0070
D/E Audiology School Age - Elementary		0.0070	0.0070
Deaf Education Services School Age - Secondary	2014	-	-
Deaf Education Services School Age - Elementary		0.0300	0.0480
D/E Psychology School Age - Secondary	1002	0.0270	0.0310
D/E Psychology School Age - Elementary		0.0270	0.0310
Occupational Therapy School Age - Secondary	4006	0.0310	0.0320
Occupational Therapy School Age - Elementary		0.0310	0.0320
Physical Therapy School Age - Secondary	4005	0.0300	0.0314
Physical Therapy School Age - Elementary		0.0300	0.0314
Vision Services School Age - Secondary	2008	-	-
Vision Services School Age - Elementary		0.0095	0.0280
Vocational	4012	0.0450	0.0450
Licensed Mental Health Provider Service - Secondary		-	-
Licensed Mental Health Provider Service- Elementary		-	-

Contracted Nonreimbursable Preschool Services		2021-22 Percent Per District	2022-23 Percent Per District
Speech Teacher Ages 3 - 4	4001	0.1600	0.1750
Speech Teacher Birth - 2		0.1400	0.0930
SpEd Supervision Ages 3 - 4	0001	0.0310	0.0300
SpEd Supervision Birth - 2		0.0310	0.0300
D/E Audiology Ages 3 - 4	1003	0.0020	0.0020
D/E Audiology Birth - 2		0.0020	0.0020
Deaf Education Services Ages 3 - 4	2014	0.0300	0.0000
Deaf Education Services Birth - 2		-	-
D/E Psychology Ages 3 - 4	1002	0.0070	0.0080
D/E Psychology Birth - 2		0.0070	0.0080
Occupational Therapy Ages 3 - 4	4006	0.0078	0.0080
Occupational Therapy Birth - 2		0.0078	0.0080
Physical Therapy Ages 3 - 4	4005	0.0075	0.0078
Physical Therapy Birth - 2		0.0075	0.0078
Vision Services Ages 3 - 4	2008	-	-
Vision Services Birth - 2		-	-


signature of authorized school representative

Schedule B

Special Education Services are billed in 3 different ways. They are explained below including the rationale for the way the different services are billed.

FTE

Speech Language Pathology (SLP) is billed by FTE. The FTE amount is calculated by taking the total budget for the SLP program and dividing it by the amount of SLP FTE employed by the service unit for that fiscal year. Districts are billed based on the percentage of FTE they contract for.

Rationale for billing it this way: Historically, districts have requested a specific number of days of SLP time according to their districts' needs and duties of their SLP. Billing by FTE guarantees that they are able to secure the time they desire. SLPs spend more consistent time in a district than other disciplines.

ADM

Audiology, Physical Therapy, Occupational Therapy, School Psychology, and Supervision are billed as cooperative programs. This means that the programs are joined by school districts and the cost of the program is billed to the school district based on their Average Daily Membership (ADM) as submitted annually to NDE.

Rationale for billing this way: The needs in these programs ebb and flow as often as week by week so billing them in this manner means that districts can have their needs met as they come up without budget adjustments week by week. It allows for flexibility for districts and ESU staff to respond more immediately to whatever needs arise. Logically, a district with more students is going to have more needs so they have more time in the staff member's schedule. Because districts pay based on ADM, larger districts will have higher charges and smaller districts will have lower charges.

Per Student

Deaf Education (DHH) and Vision Education (VI) are billed on a per student cost according to the caseload of the provider. The budget or costs for the month are divided by the number of students on a service provider's caseload and that gives us the per student cost. The per student cost is multiplied by the number of students on the caseload in that specific district and then billed to the district.

Rationale for billing this way: Students who are DHH or VI are a very low incidence disability so there is not a need to bill by FTE and it is inequitable to bill by ADM. The low incidence of these disabilities and the size of ESU 10 districts make it unlikely that statistically it would fit the ADM pattern so we bill these programs on a per student basis to the districts who need the service.

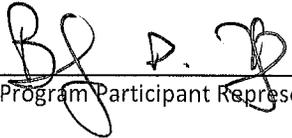
NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2022-2023

Cooperative Program Name: ESU 10 Audiology Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU Number	950010
Address:	P.O. Box 850 Kearney, NE 68848		
Phone:	308-237-5927		
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator		
Name / Title of Contact Person:	Jean Anderson, Special Education Director		
Address:	Same		
Phone:	Same		
Signature:		Date:	01 / 07 / 2022
	Administrative Agency		

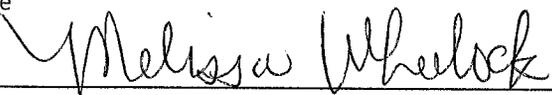
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number:	10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400		
Phone:	308-452-3249		
Name / Title of Cooperative Program Participant Representative:	Brad Kjar, Superintendent		
Name / Title of Contact Person:	Same		
Address:	Same		
Phone:	Same		
Signature:		Date:	2-7-2022
	Cooperative Program Participant Representative		

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2022-2023

Cooperative Program Name: ESU 10 Deaf Education Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person:	Jean Anderson, Special Education Director	
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 01 / 07 / 2022

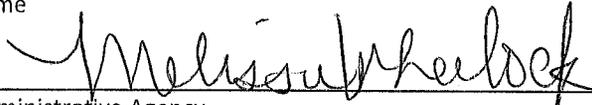
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative:	Brad Kjar, Superintendent	
Name / Title of Contact Person:	Same	
Address:	Same	
Phone:	Same	
Signature:	 Cooperative Program Participant Representative	Date: 2-7-2022

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2022-2023

Cooperative Program Name: ESU 10 School Psychology Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person:	Jean Anderson, Special Education Director	
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 01 / 07 / 2022

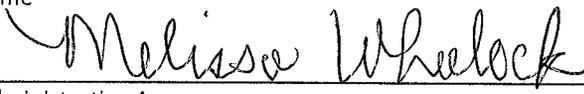
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative:	Brad Kjar, Superintendent	
Name / Title of Contact Person:	Same	
Address:	Same	
Phone:	Same	
Signature:	 Cooperative Program Participant Representative	Date: 2-7-2022

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2022-2023

Cooperative Program Name: ESU 10 Vision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person:	Jean Anderson, Special Education Director	
Address:	Same	
Phone:	Same	
Signature:		Date: 01 / 07 / 2022
	Administrative Agency	

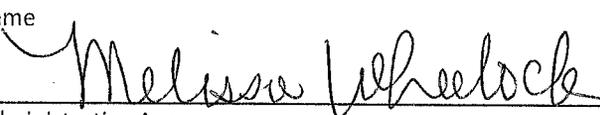
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative:	Brad Kjar, Superintendent	
Name / Title of Contact Person:	Same	
Address:	Same	
Phone:	Same	
Signature:		Date: 2-7-2022
	Cooperative Program Participant Representative	

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2022-2023

Cooperative Program Name: **ESU 10 Vocational Cooperative**

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person:	Jean Anderson, Special Education Director	
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 01 / 07 / 2022

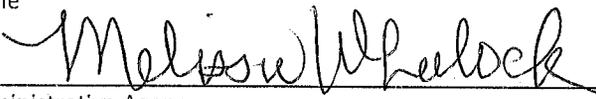
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative:	Brad Kjar, Superintendent	
Name / Title of Contact Person:	Same	
Address:	Same	
Phone:	Same	
Signature:	 Cooperative Program Participant Representative	Date: 2-7-2022

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2022-2023

Cooperative Program Name: ESU 10 Special Education Preschool Supervision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person:	Jean Anderson, Special Education Director	
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 01 / 07 / 2022

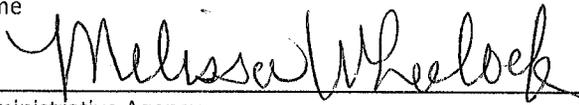
Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative:	Brad Kjar, Superintendent	
Name / Title of Contact Person:	Same	
Address:	Same	
Phone:	Same	
Signature:	 Cooperative Program Participant Representative	Date: 2-7-2022

NEBRASKA DEPARTMENT OF EDUCATION SPECIAL EDUCATION
COOPERATIVE PROGRAM AGREEMENT
SCHOOL YEAR 2022-2023

Cooperative Program Name: ESU 10 Supervision Cooperative

Part V:

NAME OF ADMINISTRATIVE AGENCY:	Educational Service Unit 10	School District or ESU ESU Number 950010
Address:	P.O. Box 850 Kearney, NE 68848	
Phone:	308-237-5927	
Name / Title of Administrative Agency Representative:	Dr. Melissa Wheelock, Administrator	
Name / Title of Contact Person:	Jean Anderson, Special Education Director	
Address:	Same	
Phone:	Same	
Signature:	 Administrative Agency	Date: 01 / 07 / 2022

Part VI:

Cooperative Program Participant:	Ravenna Public Schools	School District or ESU Number: 10-0069
Address:	41750 Carthage Rd., PO Box 8400 Ravenna, NE 68869-8400	
Phone:	308-452-3249	
Name / Title of Cooperative Program Participant Representative:	Brad Kjar, Superintendent	
Name / Title of Contact Person:	Same	
Address:	Same	
Phone:	Same	
Signature:	 Cooperative Program Participant Representative	Date: 2-7-2022

Contract for Occupational, SLP, and Physical Therapy Services

THIS CONTRACT is made between Family Physical Therapy and Sport Center and Sarpy County School District 0037, a/k/a Gretna Public Schools. The purpose of this contract is for the procurement of professional occupational, speech, and physical therapy services for the 2021-2022 school year. This agreement will become effective before school begins and stay in effect until contract is modified or one of the parties' defaults on their professional duties.

The following terms have been agreed upon by the parties:

1. Services.

- a. Family Physical Therapy and Sport Center agrees to provide education related occupational, speech and physical therapy services in accordance with Nebraska Department of Education 92 NAC 51, Regulations and Standards for Special Education Programs. The level of services will be determined by Family Physical Therapy and Sport Center and Gretna Public Schools.
- b. Education related occupational, speech and physical therapy services will be provided to children in the Gretna Public School District on a direct and consultative basis.
- c. Family Physical Therapy will provide the Evaluation Materials. Equipment for students will be purchased by the Gretna Public School District.
- d. Family Physical Therapy and Sport Center will provide its Occupational/Physical/Speech Therapists with malpractice insurance and will not hold the Gretna Public School District responsible for this coverage.

2. Compensation.

- a. Family Physical Therapy and Sport Center will charge \$60.00 per hour.
- b. An itemized bill will be sent to the Gretna Public School District prior to the 10th day of the month for services rendered in the preceding month. Payment will be due within 30 days or within a reasonable payment processing time following the next regular board meeting at which the payment may be included in the board meeting agenda.
- c. Mileage will be paid to Family Physical Therapy and Sport Center for mileage between schools and to/from student homes. The rate will be .535 per mile.

3. Termination. This contract can be terminated if either party defaults on their contractual obligations. Written notice will be mailed to the party at fault. The party will then have 30 days to correct the issue/issues brought forward. If issues aren't resolved the contract can be terminated with at least 30 days written notice.

4. Independent Contractor Status. Family Physical Therapy and Sport Center is an independent contractor, not a Gretna Public Schools' employee. Family Physical Therapy and Sport Center employees or subcontractors are not Gretna Public Schools' employees. Family Physical Therapy and Sport Center and Gretna Public Schools agree

to the following consistent with an independent contractor relationship, provided that the services are provided in a manner which meets the reasonable expectations of Gretna Public Schools.

- a. Family Physical Therapy and Sport Center has the right to perform services for others during the term of this Agreement.
 - b. Family Physical Therapy and Sport Center has the sole right to control and direct the means, manner and method by which the services required by this Agreement will be performed.
 - c. Gretna Public Schools shall not require Family Physical Therapy and Sport Center employees or subcontractors to devote full time to performing the services required by this Agreement.
 - d. Neither Family Physical Therapy and Sport Center nor Family Physical Therapy and Sport Center employees or subcontractors are eligible to participate in any employee pension, health, vacation pay, sick pay or other fringe benefit plan of Gretna Public Schools.
 - e. Neither party shall have the power to represent or bind the other party.
5. Taxes. Family Physical Therapy and Sport Center shall pay all Income taxes and FICA (Social Security and Medicare taxes) incurred while performing services under this Agreement. Gretna Public Schools will not:
- a. Withhold FICA from Family Physical Therapy and Sport Center's payments or make FICA payments on Family Physical Therapy and Sport Center's behalf;
 - b. Make state or federal unemployment compensation contributions on Family Physical Therapy and Sport Center's behalf, or
 - c. Withhold state or federal income tax from Family Physical Therapy and Sport Center's payments.

Family Physical Therapy and Sport Center shall indemnify and hold Gretna Public Schools harmless from any responsibility for the foregoing.

6. Criminal Background Checks. Family Physical Therapy and Sport Center represents and warrants that all of its employees, agents, vendors, contractors, subcontractors, volunteers, or consultants performing or providing any services or activities on any school site will have passed Background Check screening or re-screening in accordance with Gretna Public Schools' internal policies and directives, and any requirements of the Fair Credit Reporting Act, or other laws. Family Physical Therapy and Sport Center shall issue a photo ID badge approved by Gretna Public Schools to those approved to perform such services or activities. Family Physical Therapy and Sport Center shall immediately notify Gretna Public Schools in writing of any known arrests or violation of Gretna Public Schools' internal policies and directives in regard to an offense by an employee, agent, vendor, subcontractor or consultant performing services to any portion of any school under or pursuant to this Agreement. Access privileges to any portion of the school shall be considered revoked and any photo ID badge for the offender shall be surrendered to the school administrator within 24 hours of notice of a criminal offense. Family Physical Therapy and Sport Center shall enforce and ensure compliance with this provision at its

expense and specifically agrees to indemnify and hold Gretna Public Schools harmless from all claims by third parties for any injury or damage caused by the acts or omissions of its employees, agents, vendors, subcontractors or consultants performing services pursuant to this Agreement, or its failure to comply with this provision. Failure to comply shall be immediate grounds for termination of this Agreement. The Provider shall provide documentation of compliance to Gretna Public Schools on request.

7. Liability and Indemnity. The Provider agrees to assume total liability for all acts or omissions, damages or injury to persons or property by reason of any of its services provided pursuant to this Agreement. Neither Gretna Public Schools nor any of its employees shall have any responsibility or liability for any damage or loss to person or any property brought onto or placed in the school or any of its employees, agents, vendors, contractors, subcontractors, volunteers or consultants, or any other person or entity performing services or activities on any school site under or pursuant to this Agreement. The Provider further agrees to indemnify and hold Gretna Public Schools harmless from any and all liabilities, claims, or causes of action, whether relating to person or property, known or unknown, including costs and attorney fees that may arise from any of the services or activities of Family Physical Therapy and Sport Center under or in the performance of this Agreement. Any applicable insurance coverage procured and maintained by Gretna Public Schools shall be excess only.

8. Verification of Immigration Status. The Contractor agrees to use the federal immigration verification system to determine the work eligibility status of new employees physically performing services pursuant to this Agreement. The 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.

9. Venue. This Agreement shall be interpreted under the laws of the State of Nebraska.

<p>Gretna Public School District</p> <p>Name: <u>PAUL DUIN</u></p> <p>Signature: <u>Paul Duin</u></p> <p>Title: <u>Director of Special Education</u></p> <p>Dated: <u>11-19-2021</u></p>	<p>Family Physical Therapy and Sport Center</p> <p>Name: <u>Gacy Fispelke</u></p> <p>Signature: <u>[Signature]</u></p> <p>Title: <u>CFO</u></p> <p>Dated: <u>11-19-21</u></p>
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Family Physical Therapy & Sports Center, P.C.

Invoice

211 West 33rd Suite A
Kearney, NE 68847-3456

Date	Invoice #
2/2/2022	2775

Bill To
Gretna Public Schools Att: Paul Duin 11717 South 216th Street Gretna, NE 68028

Ship To
Fax: 402-408-2534 Paul Duin pduin@gpsne.org

P.O. Number	Terms	Rep	Ship	Via	F.O.B.	Project
Jan Billing	Due on receipt		2/2/2022			

Quantity	Item Code	Description	Price Each	Amount
6.75	OT Hours	Occupational Therapy hours of service (OT ages 0-2)	60.00	405.00
0	Mileage	Mileage for Billing Period (OT ages 0-2)	0.535	0.00
31.25	OT Hours	Occupational Therapy hours of service (OT ages 3-5)	60.00	1,875.00
8	Mileage	Mileage for Billing Period (OT ages 3-5)	0.535	4.28
238	OT Hours	Occupational Therapy hours of service (OT ages 5-21)	60.00	14,280.00
75	Mileage	Mileage for Billing Period (OT ages 5-21)	0.535	40.13
11.5	PT Hours	Physical Therapy hours of service (PT ages 0-2)	60.00	690.00
62	Mileage	Mileage for Billing Period (PT ages 0-2)	0.535	33.17
29	PT Hours	Physical Therapy hours of service (PT ages 3-5)	60.00	1,740.00
0	Mileage	Mileage for Billing Period (PT ages 3-5)	0.535	0.00
100.75	PT Hours	Physical Therapy hours of service (PT ages 5-21)	60.00	6,045.00
0	Mileage	Mileage for Billing Period (PT ages 5-21)	0.535	0.00
0	SLP Hours	Speech Therapy hours of service (SLP ages 0-2)	60.00	0.00
0	Mileage	Mileage for Billing Period (SLP ages 0-2)	0.535	0.00
0	SLP Hours	Speech Therapy hours of service (SLP ages 3-5)	60.00	0.00
0	Mileage	Mileage for Billing Period (SLP ages 3-5)	0.535	0.00
0	SLP Hours	Speech Therapy hours of service (SLP ages 5-21)	60.00	0.00
0	Mileage	Mileage for Billing Period (SLP ages 5-21)	0.535	0.00

Total \$25,112.58

Family Physical Therapy/Tree Top Therapy- GPS Billing Sheet

Therapist: Shaun Sila (OT)

Code Key: Indirect/Consult = Teacher/scheduling/note writing (T), Parents (P), Team (TM), Equipment (E), Travel (TR), Score testing (S), Report Writing (R), IFSP, IEP, MDT

Date:	Student:	Location/ School:	Indirect/Consult codes:	Direct :	Total Age: 0-3 (Part C)	0-3 Mileage	Total Age: 3-5 (Part B)	3-5 Mileage	School Age Grade K-12	School Age- Mileage
1/4	Student name....	GES & office	T -25	0.5			0.75			
		GES & office	T -25	0.5					0.75	
		GES & office	T -25	0.5					0.75	
		GES & office	T -25	0.5					0.75	
		GES & office	T -25	0.5					0.75	
		GES & office	T -25	0.5					0.75	
		GES & office	T -25	0.5					0.75	
		GES & office	T -25	0.5			0.75			
		GES & office	T -25	0.25			0.5			
1/5/22		PES & office	T, E -25	0.5					0.75	
		PES & office	T -25	0.5					0.75	
		PES & office	T -25	0.5					0.75	
		PES & office	T -25	0.5					0.75	
		PES & office	T, IEP -.50	1					1.5	
		PES & office	T -25	0.5					0.75	
		PES & office	T -25	0.5					0.75	
1/6		WES & office	T -25	0.5					0.75	
		WES & office	T -25	0.5					0.75	
		WES & office	T -25	0.5					0.75	
		WES & office	T -25	0.5					0.75	
		WES & office	T -25	0.5					0.75	
		WES & office	T, E -.50	0.5					1	
		WES	T -25						0.25	

None



		WES		0.5						0.5	
		WES		0.5						0.5	
		WES	T -25	0.25						0.5	
		WES		0.5						0.5	
		WES	T -25							0.25	
		WES	WES & office	0.5						0.75	
		WES		0.5						0.5	
		PES/office	T, IEP, MDT - .50							0.5	
1/17/22		WES/office	S - 1.25							1.25	
1/18		GES & office	T, P, IEP - 1.0	0.5						1.5	
		GES	T/P -25	0.25						0.5	
		GES & office	T -25	0.5						0.75	
		GES & office	T -25	0.5						0.75	
		GES & office	T -25	0.5						0.75	
		GES & office		0.5						0.5	
		GES & office		0.5						0.5	
		GES & office	T -25	0.5						0.75	
		GES & office		0.5						0.5	
		GES & office		0.5						0.5	
1/19		PES & office	T -25	0.25						0.5	
		PES & office	T -25	0.5						0.75	
		PES	E -25	0.25						0.5	
		PES & office	T -25	0.5						0.75	
		PES & office	T -25	0.75						1	
		PES & office	T, E - .50	0.25						0.75	
		WES/office	R, MDT, IEP - 1.50							1.5	
		GES/office	IEP -1.0							1	
1/20/22		WES	T -25							0.25	

		WES & office	T -.25	0.5					0.75	
		WES & office	T, MDT -.50	0.5					1	
		WES & office		0.5					0.5	
		WES & office	T -.25	0.5					0.75	
		WES		0.25					0.25	
		WES & office	T -.25	0.25					0.5	
		WES	T -.25	0.25					0.5	
		WES		0.5					0.5	
		WES	IEP, MDT, T -2.0						2	
1/21		PES & office	T -.25	0.5					0.75	
		PES & office	T -.25	0.5					0.75	
		PES & office	T -.25	0.5					0.75	
		PES & office	T -.25	0.5					0.75	
		PES	TMDT -.25						0.25	
		PES		0.25					0.25	
		WES/office	TMDT -.25						0.25	
1/23		WES/office	S, R, MDT, IEP - 3.0						3	
1/24/22		GES & office	T -.25	0.5					0.75	
		GES/office	E -.50						0.5	
		GES/office	E -.50						0.5	
		WES	T, TR, EP, MDT -2.75						2.75	
1/25		GES & office	T -.25	0.5					0.5	
		GES & office	T, E -.50						0.5	
		GES & office	T -.25	1					1.25	
		GES	T -.25						0.25	
		GES & office	T, E -.75	0.75					1.5	
		GES & office	T, E -.50	0.25					0.75	

		GES & office	T -.25	0.5					0.75	
		GES & office	T -.25	0.5					0.75	
		GES & office	T -.25	0.5					0.75	
		GES & office	T, MDT -.50	1.25			1.75			
		PES & office	T -.25	0.5					0.75	
		PES & office	T -.25	0.5					0.75	
		PES & office	T -.25	0.5					0.75	
		PES & office	T /MDT-.25	0.75					1	
		PES & office	T -.25	0.75					1	
		PES & office	T -.25	0.5					0.75	
		PES & office	T /MDT-.25	0.5					0.75	
		PES		0.25					0.25	
		PES/office	T/E -.25						0.25	
		GES/office	T/E -.25				0.25			
		PES	T/E -.25						0.25	
1/27/22		WES & office	T, E -.75	0.25					1	
		WES & office	T -.25	0.25					0.5	
		WES & office	T -.25	0.5					0.75	
		WES & office	T -.25	0.5					0.75	
		WES & office	T -.25	0.5					0.75	
		WES & office	T -.25	0.5					0.75	
		WES	T -.25						0.25	
		WES	T -.25						0.25	
1/28/22		PES & office	T -.25	0.5					0.75	
		PES & office	T -.25	0.5					0.75	
		PES		0.5					0.5	
		PES & office	T -.25	0.5					0.75	
		PES	T, E -.50	0.25					0.75	

			0% increase in wage		0.5% increase in wage
	2021-2022		5.84% increase in BC/BS		5.84% increase in BC/BS
Kitchen					
Gross Wage	\$ 112,795.63	\$	112,795.63	\$	113,359.61
Soc Sec/med	\$ 7,596.11	\$	7,596.11	\$	7,634.09
Retirement	\$ 10,858.60	\$	10,858.60	\$	10,912.89
Insurance	\$ 26,369.22	\$	27,909.18	\$	27,909.18
Total	\$ 157,619.56	\$	159,159.52	\$	159,815.77
			1,539.96		2,196.21
Total Compensation %			100.98%		101.39%
Custodial					
Gross Wage	\$ 209,676.07	\$	209,676.07	\$	210,724.45
Soc Sec/med	\$ 15,520.15	\$	15,520.15	\$	15,597.75
Retirement	\$ 18,674.85	\$	18,674.85	\$	18,768.22
Insurance	\$ 61,489.68	\$	65,080.68	\$	65,080.68
Total	\$ 305,360.75	\$	308,951.75	\$	310,171.10
			3,591.00		4,810.35
Total Compensation %			101.18%		101.58%
Bus Drivers 2710/2712					
Gross Wage	\$ 143,605.31	\$	143,605.31	\$	144,323.34
Soc Sec/med	\$ 10,981.89	\$	10,981.89	\$	11,036.80
Retirement	\$ 6,516.37	\$	6,516.37	\$	6,548.95
Total	\$ 161,103.57	\$	161,103.57	\$	161,909.09
			-		805.52
Total Compensation %			100.00%		100.50%
Total for ALL		\$	5,130.96	\$	7,812.08
Nurse					
Gross Wage	\$ 54,397.91	\$	54,397.91	\$	54,669.90
Soc Sec/med	\$ 4,153.67	\$	4,153.67	\$	4,174.44
Retirement	\$ 5,373.32	\$	5,373.32	\$	5,400.19
Insurance	\$ 8,659.90	\$	9,165.64	\$	9,165.64
Total	\$ 72,584.80	\$	73,090.54	\$	73,410.16
			505.74		825.36
			100.70%		101.14%
Office					
Gross Wage	\$ 183,321.93	\$	183,321.93	\$	184,238.54
Soc Sec/med	\$ 14,223.32	\$	14,223.32	\$	14,294.44
Retirement	\$ 18,112.21	\$	18,112.21	\$	18,202.77
Insurance	\$ 59,133.12	\$	62,586.49	\$	62,586.49

Total	\$	274,790.58	\$	278,243.95	\$	279,322.24
			\$	3,453.37	\$	4,531.66
				101.26%		101.65%

Technology				2022-2023		2023-2024
Gross Wage	\$	65,000.00	\$	67,500.00	\$	70,000.00
Soc Sec/med	\$	4,990.56	\$	5,163.75	\$	5,355.00
Retirement	\$	6,420.56	\$	6,669.00	\$	6,916.00
Insurance	\$	450.48	\$	450.48	\$	450.48
Total	\$	76,861.60	\$	79,783.23	\$	82,721.48
			\$	2,921.63	\$	2,938.25
				103.80%		

Paras*	SPED expenditure not included in general fund expenditure					
Gross Wage	\$	276,684.67	\$	276,684.67	\$	278,068.09
Soc Sec/med	\$	19,359.21	\$	19,359.21	\$	19,456.01
Retirement	\$	33,688.59	\$	33,688.59	\$	33,857.03
Insurance	\$	49,225.41	\$	52,100.17	\$	52,100.17
Total	\$	378,957.88	\$	381,832.64	\$	383,481.31
			\$	2,874.76	\$	4,523.43
Total Compensation %				100.76%		101.19%

2022-2023

1% increase in wage 5.84% increase in BC/BS	1.5% increase in wage 5.84% increase in BC/BS	2% increase in wage 5.84% increase in BC/BS	2.5% increase in wage 5.84% increase in BC/BS	3% increase in wage 5.84% increase in BC/BS
--	--	--	--	--

\$ 113,923.59	\$ 114,487.56	\$ 115,051.54	\$ 115,615.52	\$ 116,179.50
\$ 7,672.07	\$ 7,710.05	\$ 7,748.03	\$ 7,786.01	\$ 7,823.99
\$ 10,967.19	\$ 11,021.48	\$ 11,075.77	\$ 11,130.07	\$ 11,184.36
\$ 27,909.18	\$ 27,909.18	\$ 27,909.18	\$ 27,909.18	\$ 27,909.18

\$ 160,472.03	\$ 161,128.28	\$ 161,784.53	\$ 162,440.78	\$ 163,097.03
\$ 2,852.47	\$ 3,508.72	\$ 4,164.97	\$ 4,821.22	\$ 5,477.47
101.81%	102.23%	102.64%	103.06%	103.48%

\$ 211,772.83	\$ 212,821.21	\$ 213,869.59	\$ 214,917.97	\$ 215,966.35
\$ 15,675.35	\$ 15,752.95	\$ 15,830.55	\$ 15,908.15	\$ 15,985.75
\$ 18,861.60	\$ 18,954.97	\$ 19,048.35	\$ 19,141.72	\$ 19,235.10
\$ 65,080.68	\$ 65,080.68	\$ 65,080.68	\$ 65,080.68	\$ 65,080.68

\$ 311,390.46	\$ 312,609.81	\$ 313,829.17	\$ 315,048.52	\$ 316,267.88
\$ 6,029.71	\$ 7,249.06	\$ 8,468.42	\$ 9,687.77	\$ 10,907.13
101.97%	102.37%	102.77%	103.17%	103.57%

\$ 145,041.36	\$ 145,759.39	\$ 146,477.42	\$ 147,195.44	\$ 147,913.47
\$ 11,091.71	\$ 11,146.62	\$ 11,201.53	\$ 11,256.44	\$ 11,311.35
\$ 6,581.53	\$ 6,614.12	\$ 6,646.70	\$ 6,679.28	\$ 6,711.86

\$ 162,714.61	\$ 163,520.12	\$ 164,325.64	\$ 165,131.16	\$ 165,936.68
\$ 1,611.04	\$ 2,416.55	\$ 3,222.07	\$ 4,027.59	\$ 4,833.11
101.00%	101.50%	102.00%	102.50%	103.00%

\$ 10,493.21	\$ 13,174.33	\$ 15,855.46	\$ 18,536.58	\$ 21,217.71
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e groups have been on previously arranged work agreements. How do you want to handle them moving forward

\$ 54,941.89	\$ 55,213.88	\$ 55,485.87	\$ 55,757.86	\$ 56,029.85
\$ 4,195.21	\$ 4,215.98	\$ 4,236.74	\$ 4,257.51	\$ 4,278.28
\$ 5,427.05	\$ 5,453.92	\$ 5,480.79	\$ 5,507.65	\$ 5,534.52
\$ 9,165.64	\$ 9,165.64	\$ 9,165.64	\$ 9,165.64	\$ 9,165.64

\$ 73,729.79	\$ 74,049.41	\$ 74,369.04	\$ 74,688.66	\$ 75,008.29
\$ 1,144.99	\$ 1,464.61	\$ 1,784.24	\$ 2,103.86	\$ 2,423.49
101.58%	102.02%	102.46%	102.90%	103.34%

\$ 185,155.15	\$ 186,071.76	\$ 186,988.37	\$ 187,904.98	\$ 188,821.59
\$ 14,365.55	\$ 14,436.67	\$ 14,507.79	\$ 14,578.90	\$ 14,650.02
\$ 18,293.33	\$ 18,383.89	\$ 18,474.45	\$ 18,565.02	\$ 18,655.58
\$ 62,586.49	\$ 62,586.49	\$ 62,586.49	\$ 62,586.49	\$ 62,586.49

\$	280,400.53	\$	281,478.82	\$	282,557.10	\$	283,635.39	\$	284,713.68
\$	5,609.95	\$	6,688.24	\$	7,766.52	\$	8,844.81	\$	9,923.10
	102.04%		102.43%		102.83%		103.22%		103.61%

2024-2025

2025-2026

\$	72,500.00	\$	75,000.00
\$	5,546.25	\$	5,737.50
\$	7,163.00	\$	7,410.00
\$	450.48	\$	450.48
\$	85,659.73	\$	88,597.98
\$	2,938.25	\$	2,938.25

es or budget authority

\$	279,451.52	\$	280,834.94	\$	282,218.36	\$	283,601.79	\$	284,985.21
\$	19,552.80	\$	19,649.60	\$	19,746.39	\$	19,843.19	\$	19,939.99
\$	34,025.48	\$	34,193.92	\$	34,362.36	\$	34,530.80	\$	34,699.25
\$	52,100.17	\$	52,100.17	\$	52,100.17	\$	52,100.17	\$	52,100.17
\$	385,129.97	\$	386,778.63	\$	388,427.29	\$	390,075.96	\$	391,724.62
\$	6,172.09	\$	7,820.75	\$	9,469.41	\$	11,118.08	\$	12,766.74
	101.63%		102.06%		102.50%		102.93%		103.37%

3.25% increase in wage	3.5% increase in wage	4% increase in wage
5.84% increase in BC/BS	5.84% increase in BC/BS	5.84% increase in BC/BS

\$ 116,461.49	\$ 116,743.48	\$ 117,307.46
\$ 7,842.98	\$ 7,861.97	\$ 7,899.95
\$ 11,211.50	\$ 11,238.65	\$ 11,292.94
\$ 27,909.18	\$ 27,909.18	\$ 27,909.18

\$ 163,425.16	\$ 163,753.28	\$ 164,409.54
\$ 5,805.60	\$ 6,133.72	\$ 6,789.98
103.68%	103.89%	104.31%

\$ 216,490.54	\$ 217,014.73	\$ 218,063.11
\$ 16,024.55	\$ 16,063.36	\$ 16,140.96
\$ 19,281.78	\$ 19,328.47	\$ 19,421.84
\$ 65,080.68	\$ 65,080.68	\$ 65,080.68

\$ 316,877.56	\$ 317,487.23	\$ 318,706.59
\$ 11,516.81	\$ 12,126.48	\$ 13,345.84
103.77%	103.97%	104.37%

\$ 148,272.48	\$ 148,631.50	\$ 149,349.52
\$ 11,338.80	\$ 11,366.26	\$ 11,421.17
\$ 6,728.15	\$ 6,744.44	\$ 6,777.02

\$ 166,339.44	\$ 166,742.20	\$ 167,547.71
\$ 5,235.87	\$ 5,638.62	\$ 6,444.14
103.25%	103.50%	104.00%

\$ 22,558.27	\$ 23,898.83	\$ 26,579.96
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rd?

\$ 56,165.84	\$ 56,301.84	\$ 56,573.83
\$ 4,288.66	\$ 4,299.05	\$ 4,319.82
\$ 5,547.95	\$ 5,561.39	\$ 5,588.25
\$ 9,165.64	\$ 9,165.64	\$ 9,165.64

\$ 75,168.10	\$ 75,327.91	\$ 75,647.53
\$ 2,583.30	\$ 2,743.11	\$ 3,062.73
103.56%	103.78%	104.22%

\$ 189,279.89	\$ 189,738.20	\$ 190,654.81
\$ 14,685.58	\$ 14,721.14	\$ 14,792.25
\$ 18,700.86	\$ 18,746.14	\$ 18,836.70
\$ 62,586.49	\$ 62,586.49	\$ 62,586.49

\$	285,252.82	\$	285,791.97	\$	286,870.25
\$	10,462.24	\$	11,001.39	\$	12,079.67
	103.81%		104.00%		104.40%

\$	285,676.92	\$	286,368.63	\$	287,752.06
\$	19,988.38	\$	20,036.78	\$	20,133.58
\$	34,783.47	\$	34,867.69	\$	35,036.13
\$	52,100.17	\$	52,100.17	\$	52,100.17
\$	392,548.95	\$	393,373.28	\$	395,021.94
\$	13,591.07	\$	14,415.40	\$	16,064.06
	103.59%		103.80%		104.24%









Past 3 Year Classified Compensation

2021-2022

2020-2021

	1% increase in wage	4% increase in wage
Paras	2.96% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$312,904.00	\$309,805.94
Soc Sec/med	\$23,937.15	\$23,700.15
Retirement	\$30,914.91	\$30,608.82
Insurance	\$48,259.87	\$46,854.24
Total	\$416,015.93	\$410,969.15
Difference	\$5,046.78	-\$51,793.10
Total Compensation %	101.23%	88.81%
	1% increase in wage	4% increase in wage
Kitchen	3% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$91,079.28	\$90,177.50
Soc Sec/med	\$6,967.57	\$6,898.58
Retirement	\$8,998.64	\$8,909.54
Insurance	\$29,382.07	\$28,526.28
Total	\$136,427.55	\$134,511.90
Difference	\$1,915.65	\$715.91
Total Compensation %	101.42%	100.54%
	2% increase in wage	4% increase in wage
Custodial	3% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$254,538.88	\$249,547.92
Soc Sec/med	\$19,472.23	\$19,090.42
Retirement	\$25,148.44	\$24,655.33
Insurance	\$71,715.44	\$69,626.64
Total	\$370,874.98	\$362,920.31
Difference	\$7,954.67	\$20,591.43
Total Compensation %	102.19%	106.02%
	0% increase in wage	4% increase in wage
Bus Drivers	3% increase in BC/BS	6.71% increase in BC/BS
Gross Wage	\$104,261.37	\$104,261.37
Soc Sec/med	\$7,975.99	\$7,975.99
Retirement	\$2,553.40	\$2,553.40
Total	\$114,790.76	\$114,790.76

Difference	\$0.00	\$0.00
Total Compensation %	0%	105.13%

Technology	\$2,500 Base Salary Increase	\$2,500 Base Salary Increase
Gross Wage	\$67,500.00	\$65,000.00
Soc Sec/med	\$5,163.75	\$4,972.50
Retirement	\$6,619.60	\$6,422.00
Insurance	\$354.48	\$354.48
Total	\$79,637.83	\$76,748.98
Difference	\$2,888.85	\$2,824.68
Total Compensation %	103.76%	103.82%

Nurse	Other Work Agreement	Other Work Agreement
Gross Wage	\$54,241.20	\$53,492.40
Soc Sec/med	\$4,149.45	\$4,092.17
Retirement	\$5,359.03	\$5,283.87
Insurance	\$8,815.08	\$8,563.92
Total	\$72,564.76	\$71,432.36
Difference	\$1,132.40	\$3,526.70
Total Compensation %	101.59%	105.19%

Office	Other Work Agreement	Other Work Agreement
Gross Wage	\$184,588.32	\$176,024.40
Soc Sec/med	\$14,121.01	\$13,465.87
Retirement	\$18,237.32	\$17,391.21
Insurance	\$56,221.44	\$55,570.08
Total	\$273,168.09	\$262,451.56
Difference	\$10,716.53	-\$17,059.89
Total Compensation %	104.08%	93.90%

ion Increases

2019-2020

4.5% increase in wage

4.99% increase in BC/BS

\$332,710.21

\$25,452.33

\$32,871.79

\$71,727.92

\$462,762.25

4.5% increase in wage

4.99% increase in BC/BS

\$89,821.08

\$6,871.31

\$8,874.32

\$28,229.28

\$133,795.99

4.5% increase in wage

4.99% increase in BC/BS

\$233,914.61

\$17,894.47

\$23,110.76

\$67,409.04

\$342,328.88

4.5% increase in wage

4.99% increase in BC/BS

\$97,205.67

\$7,436.23

\$4,548.06

\$109,189.96

\$2,500 Base Salary Increase

\$62,500.00

\$4,781.25

\$6,295.53

\$347.52

\$73,924.30

4.5% increase in wage

4.99% increase in BC/BS

\$50,960.15

\$3,889.76

\$5,033.75

\$8,022.00

\$67,905.66

4.5% increase in wage

4.99% increase in BC/BS

\$196,547.81

\$14,450.41

\$18,341.05

\$50,172.18

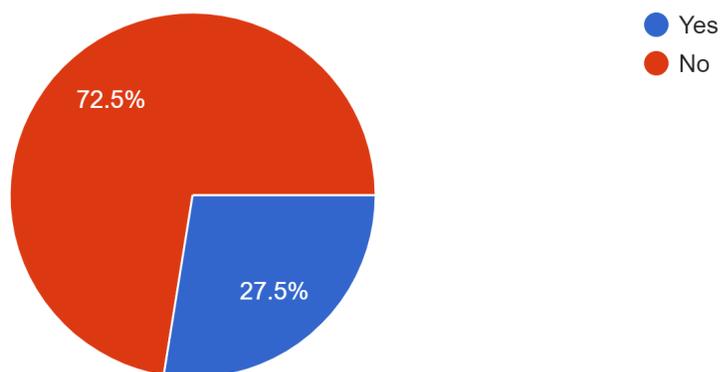
\$279,511.45

Last 3 years Classified Raise Increases

2021-2022	Para's	1%
	Kitchen	1%
	Custodial	2%
	Head of Maint. Dan C	3%
	Drivers	0%
	Office Staff other work agreement in place	
2020-2021	Everyone but Office	4%
	Office Staff new work agreement in place for 2 years	
2019-2020	Everyone	4.50%

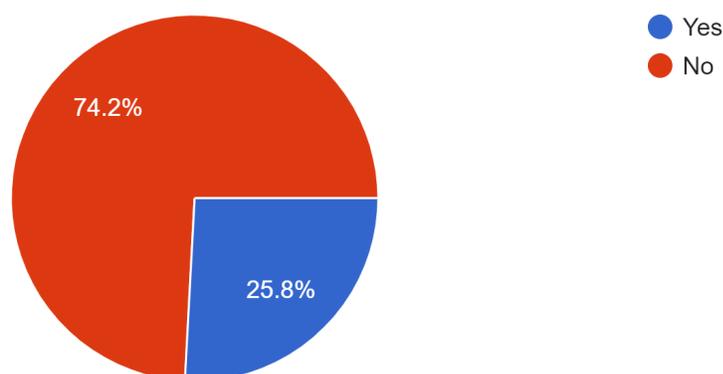
CDC guidance for K-12 schools and Two Rivers Health Department currently states that unvaccinated individuals(students or staff) should ...asks in the school setting. Do you agree with this?

178 responses



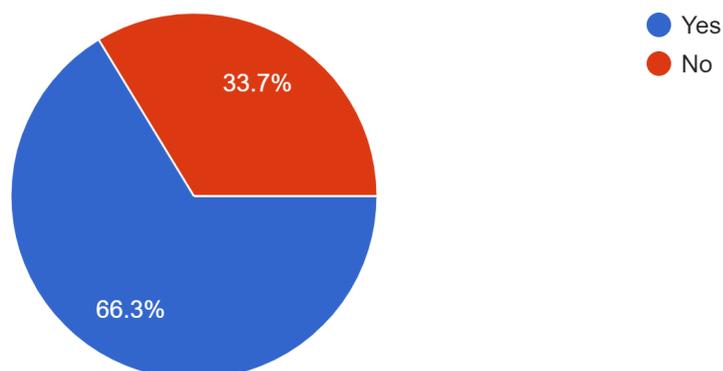
CDC guidance for K-12 school currently states that all individuals(students or staff) should wear masks while riding on school district transportation vehicles. Do you agree with this?

178 responses



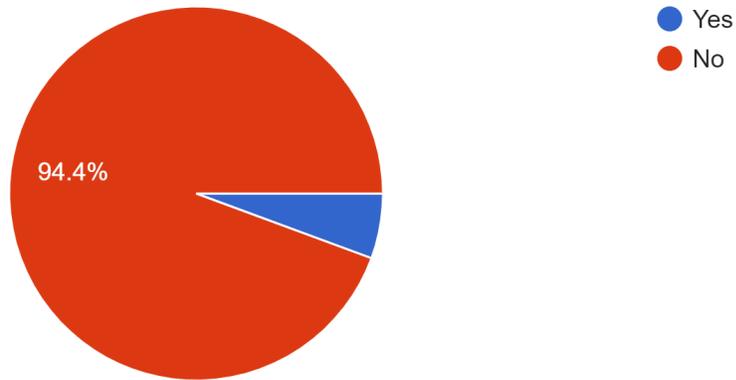
In the event that we are experiencing school spread of COVID-19 within the student body and/or staff do you believe it is appropriate to require mask wearing?

175 responses



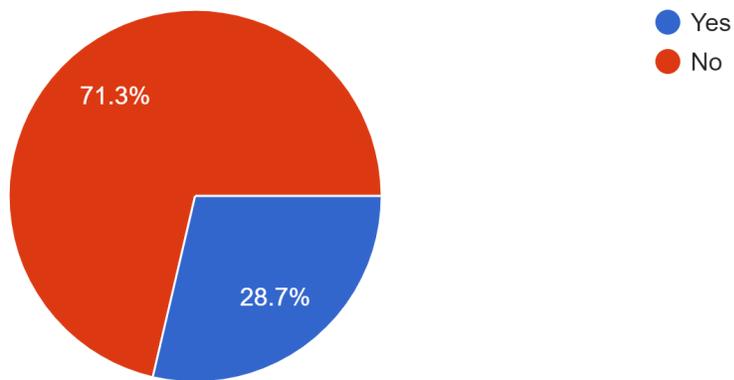
In the Green Operational Zone do you believe it is appropriate to require mask wearing?

178 responses



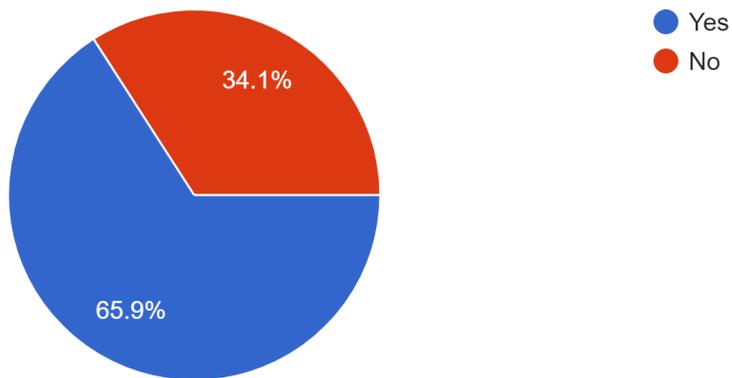
In the Yellow Operational Zone do you believe it is appropriate to require mask wearing?

178 responses



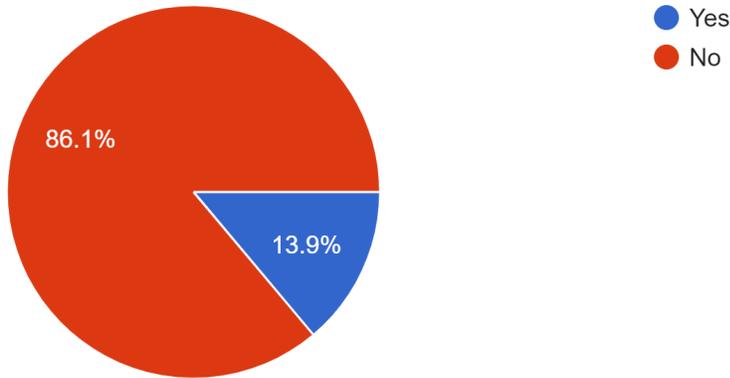
In the Orange Operational Zone do you believe it is appropriate to require mask wearing?

176 responses



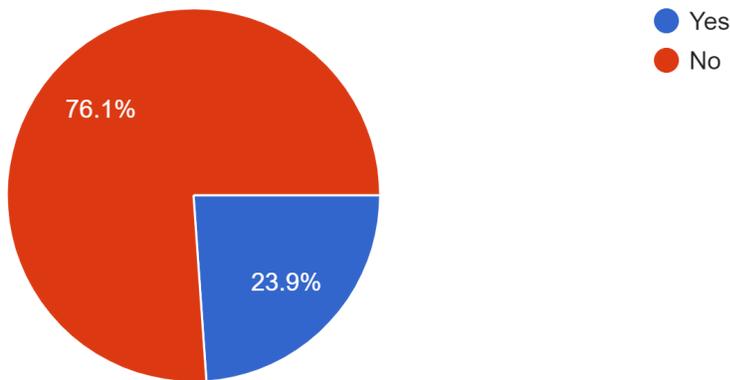
Do you believe the COVID-19 vaccination should be required for all students?

180 responses



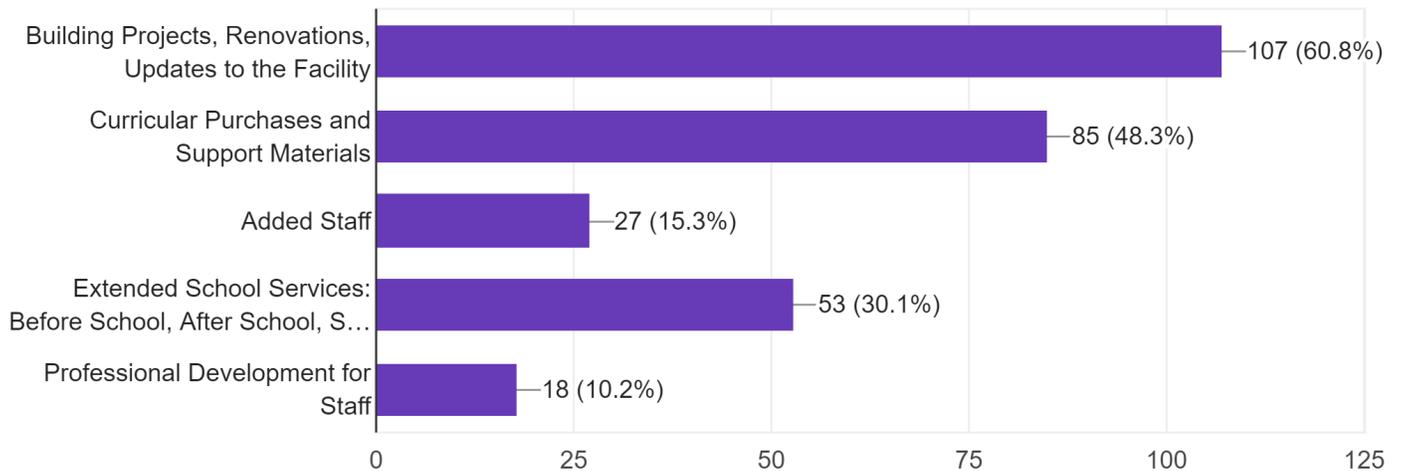
Do you believe the COVID-19 vaccination should be required for all staff members?

180 responses



If we are able to receive federal grant money for a safe return to school what would you like to see the district us those funds for?

176 responses



Ravenna Public Schools

Return to School Plan 2021-22

UPDATED 7/8/2021

RAVENNA PUBLIC SCHOOLS Mission Statement:

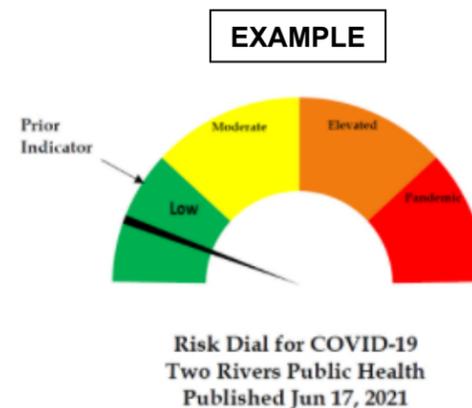
Preparing students today to succeed tomorrow: Family-Community-Schools

Ravenna Public Schools intends to be prepared to meet the health and safety needs of its students and staff during the 2021-22 school year, in light of the COVID-19 pandemic. This framework is structured to allow the district to be responsive to the current health climate and to articulate expectations for students, staff, and parents, amid changing school and community health conditions. The tiered structure of this framework coincides with the “Risk Dial for COVID-19” from the Two Rivers Health Department. This framework may be adjusted, as needed, to meet the needs of students, staff, and parents of Ravenna Public Schools.

Ravenna Public Schools recommends that all students and staff follow the C.D.C. guidance for COVID-19 prevention in K-12 Schools.

The risk dial illustration below is only an example. For the current risk dial, please visit our website www.ravennabluejays.org or Two Rivers Public Health Department www.trphd.org.

Risk Dial Zones



Description & Rationale for Use of Risk Dial Zones:

Two Rivers Health Department provides a Covid-19 “Risk Dial” for the geographic area it serves, which informs the public about the activity level of COVID-19 virus in its service area and the area medical services’ ability to respond to current demands. This “risk dial” will serve as a barometer for the school’s operational response to the virus. Ravenna Public Schools administration will use the “risk dial” in conjunction with the school’s monitoring of the virus activity within the school to determine which “risk dial operational zone” the school may operate in. The current “risk dial operational zone” will be clearly communicated to students, staff, and parents through the school’s website and through the school’s messaging system, along with specific guidance based on the school’s current operational zone when necessary. By fostering collaboration between the Two Rivers Health Department, the school’s nurse, and the school’s administration to closely monitor current health conditions relevant to the COVID-19 virus, the administration will be able to assess the safest and most non-restrictive educational environment for students, staff, and parents at Ravenna Public Schools and make a final decision on the operational zone for Ravenna Public Schools.

At this time Ravenna Public Schools plans to start school in the Green Operational Zone.

Risk Zone Indicators					
Green--DHM Phase IV--Low Risk		Yellow--DHM Phase III--Moderate Risk	Orange--DHM Phase II--Elevated Risk	Red--DHM Phase I--Pandemic	
<ul style="list-style-type: none"> No Directed Health Measures that limit the school building capacity A vaccine for the virus is available Masks are not required. Per CDC guidance they are recommended for unvaccinated. 		<ul style="list-style-type: none"> Limited confirmed case(s) in the immediate geographic area (Buffalo County) or within the school Consultation with Health Department Directed Health Measures Governor or Commissioner of Education Guidance Masks are not required. Per CDC guidance they are recommended for unvaccinated. 	<ul style="list-style-type: none"> Confirmed and increasing case(s) and transmission in the immediate geographic area (Buffalo County) and within the school Consultation with Health Department Directed Health Measures which limit building capacity Governor or Commissioner of Education Guidance Masks are required 	<ul style="list-style-type: none"> Widespread confirmed case(s) and transmission in the immediate geographic area (Buffalo County) or within the school Consultation with Health Department Directed Health Measures Governor or Commissioner of Education Guidance 	
Risk Zone Procedures					
Green--DHM Phase IV--Low Risk		Yellow--DHM Phase III--Moderate Risk	Orange--DHM Phase II--Elevated Risk	Red--DHM Phase I--Pandemic	
School/Academic Plan	<ul style="list-style-type: none"> School conducted as normal School open 	<ul style="list-style-type: none"> Increased social distancing School open 	<ul style="list-style-type: none"> Limited student contact Possible alternate learning schedule 	<ul style="list-style-type: none"> School buildings closed Remote learning for PK-12 students 	
Self-Screening & Temperature Checks	<p>All students and staff are encouraged to perform “self-screening” before reporting to school each day. If students or staff display any of the following symptoms, they are advised to stay home:</p> <ul style="list-style-type: none"> Flu-like or COVID-like symptoms Temperature of 100.4 or greater Difficulty breathing Sore throat New uncontrolled cough that causes difficulty breathing (for students or staff with chronic allergic/asthmatic cough, a change in their cough from baseline) <p>Students and staff with a temperature is 100.4 or greater will need to be fever free without the assistance of medication for 24 hours before returning to school.</p>	<p>All students and staff should perform “self-screening” before reporting to school each day. If students or staff display any of the following symptoms, they are advised to stay home:</p> <ul style="list-style-type: none"> Flu-like or COVID-like symptoms Temperature of 100.4 or greater Difficulty breathing Sore throat New uncontrolled cough that causes difficulty breathing (for students or staff with chronic allergic/asthmatic cough, a change in their cough from baseline) <p>Students and staff with a temperature is 100.4 or greater will need to be fever free without the assistance of medication for 24 hours before returning to school.</p> <p>Staff Temperature Check:</p>	<p>All students and staff should perform “self-screening” before reporting to school each day. If students or staff display any of the following symptoms, they are advised to stay home:</p> <ul style="list-style-type: none"> Flu-like or COVID-like symptoms Temperature of 100.4 or greater Difficulty breathing Sore throat New uncontrolled cough that causes difficulty breathing (for students or staff with chronic allergic/asthmatic cough, a change in their cough from baseline) <p>Temperature checks will be conducted twice per day.</p> <ul style="list-style-type: none"> Students with a temperature of 100.4 or greater will be required to stay home 24 hours and be fever free, without medication, before returning to school. 	<ul style="list-style-type: none"> Daily temperature checks are required for all essential personnel upon entry into the building. 	

	<p>Staff Temperature Check:</p> <ul style="list-style-type: none"> Staff are expected to take their own temperature every morning and perform a “self-screening.” <p>All students or staff who have a temperature of 100.4 or greater while at school will be sent to the school nurse and be required to be fever free without the assistance of medication for 24 hours before returning to school.</p> <p>A screening log will be maintained by the school district for all school district personnel and students. Information will be recorded on the screening log each time a temperature and symptoms check are performed.</p>	<ul style="list-style-type: none"> Staff will take their own temperature every morning and perform a “self-screening.” <p>All students or staff who have a temperature of 100.4 or greater while at school will be sent to the school nurse and be required to be fever free without the assistance of medication for 24 hours before returning to school.</p> <p>A screening log will be maintained by the school district for all school district personnel and students. Information will be recorded on the screening log each time a temperature and symptoms check are performed.</p>	<ul style="list-style-type: none"> Temperatures for tardy students will be taken in the office prior to going to class. <ul style="list-style-type: none"> Temperature checks in classroom indicating a temperature of 100.4 or greater will be verified by the school nurse through a second temperature check by the school nurse before sending a student home. Temperatures will be taken in the morning upon arrival and prior to the start of the school day and again before lunch, while in the lunch line. Elementary classes that have PE immediately before lunch will have their temperatures taken prior to PE. Temperatures will not be taken immediately after recess (preK-6) or open gym (7-12) to minimize false elevated temperature readings due to physical activity. <p>Staff Temperature Check:</p> <ul style="list-style-type: none"> Staff will take their own temperature every morning and again at lunch. <p>A screening log will be maintained by the school district for all school district personnel and students. Information will be recorded on the screening log each time a temperature and symptoms check are performed.</p>	
Custodial	<ul style="list-style-type: none"> Daily routine cleaning procedures of student attendance centers Routine infectious disease protocol <ul style="list-style-type: none"> Staff will comply with State and/or local health department requirements and CDC cleaning and disinfecting protocols Staff will follow manufacturer’s instructions regarding the use and maintenance of equipment & use & storage of chemicals for cleaning & sanitizing. Spray bottles with disinfectant or disinfectant wipes will be provided for all PK-12 classrooms. HVAC system will be adjusted to allow as much fresh air as feasibly possible to be introduced into the HVAC system while operating. Air filters in the HVAC system will be of the highest MERV rating possible to allow for maximum filtration and cleanliness of air. Windows of classrooms will be open whenever possible, to allow as much fresh air as possible to circulate through the room. 	<ul style="list-style-type: none"> Continue Level I cleaning and disinfecting procedures in addition to heightened disinfection of frequent high touch points and high traffic areas. School nurse, head of maintenance, and administration will identify and address any additional areas in need of intensive cleaning and disinfecting. Head of Maintenance and superintendent will determine routine cleaning schedules at each building and will modify cleaning schedules and work assignments of custodial staff to meet any heightened disinfection needs. Spray bottles with disinfectant or disinfectant wipes will be provided for all PK-12 classrooms. HVAC system will be adjusted to allow as much fresh air as feasibly possible to be introduced into the HVAC system while operating. Air filters in the HVAC system will be of the highest MERV rating possible to allow for maximum filtration and cleanliness of air. Windows of classrooms will be open whenever possible, to allow as much fresh air as possible to circulate through the room. 	<ul style="list-style-type: none"> Continue Level I & Level II cleaning and disinfecting procedures in addition to heightened disinfection of frequent high touch points and high traffic areas. School nurse, head of maintenance, and administration will identify and address any additional areas in need of intensive cleaning and disinfecting. Head of Maintenance and superintendent will determine routine cleaning schedules at each building and will modify cleaning schedules and work assignments of custodial staff to meet any heightened disinfection needs. Spray bottles with disinfectant or disinfectant wipes will be provided for all PK-12 classrooms. HVAC system will be adjusted to allow as much fresh air as feasibly possible to be introduced into the HVAC system while operating. Air filters in the HVAC system will be of the highest MERV rating possible to allow for maximum filtration and cleanliness of air. Windows of classrooms will be open whenever possible, to allow as much fresh air as possible 	<ul style="list-style-type: none"> The school will be secured and no unauthorized or essential personnel will be allowed to enter the school. Cleaning of buildings <ul style="list-style-type: none"> The school will be cleaned as directed by the Health Department, with heightened disinfecting and cleaning performed. Superintendent will determine staffing assignments and/or required procedure modifications.

			<p>to circulate through the room.</p> <ul style="list-style-type: none"> ● Closing affected buildings <ul style="list-style-type: none"> ○ Superintendent will shut down and secure affected building(s) for deep cleaning and disinfecting. Building access prohibited by all user will be closed until the area is cleaned and disinfected. ○ Superintendent will coordinate and communicate with staff, students, and parents regarding reopening procedures for affected areas, after consultation with Two Rivers Health Department. 	
Lunch and Breakfast	<ul style="list-style-type: none"> ● Breakfast and lunch served in the cafeteria. ● Social distancing spacing will be encouraged in the lunch line. ● Students will tell the point of sale cafeteria personnel their account number, rather than manually enter it using a keypad. ● All students will wash hands or use hand sanitizers before getting in the lunch line. ● All kitchen staff will adhere to all recommended safety measures while serving meals 	<ul style="list-style-type: none"> ● Breakfast/Lunch in cafeteria, provided adequate social distancing can be provided. If more space is required, high school gym space will be used. ● Students will tell the point of sale cafeteria personnel their account number, rather than manually enter it using a keypad. ● All students will wash hands or use hand sanitizers before getting in the lunch line. ● Extra sanitation procedures will be used. ● Some food items may be limited. ● All kitchen staff will wear gloves and face coverings while serving meals 	<ul style="list-style-type: none"> ● “Grab & Go” breakfast and lunch will be eaten in the classroom. ● Social distancing “X’s” on the floor to provide for adequate social distancing spacing in the lunch line. ● Students will tell the point of sale cafeteria personnel their account number, rather than manually enter it using a keypad. ● All students will wash hands or use hand sanitizers before getting in the lunch line. ● Extra sanitation procedures will be used in the kitchen and meal preparation area. ● Some food items may be limited to ease preparation time and to ensure meal items are easily consumed in a classroom setting. “Grab & Go Breakfast,” sack/boxed lunches may be used. ● All kitchen staff will wear gloves and face coverings while serving meals ● Parents will not be allowed to eat lunch with students. ● Microwaves will not be available for student use in the lunchroom. ● Vending machines will not be operational. 	<ul style="list-style-type: none"> ● Meals will be provided during any long-term school closure. ● Meals will be delivered to families by placing meals in a cooler located outside the residence of all students who choose to participate in the meal delivery program. ● Student accounts will be charged for the meals that are delivered, unless assistance is provided through the school meals program to allow for free meals during the closure.
Recess	<ul style="list-style-type: none"> ● Schools will continue to have recess as scheduled with handwashing or hand sanitizer upon entry to the playground area. 	<ul style="list-style-type: none"> ● Schedules will be modified to ensure adequate spacing on the playground at one time. ● Cleaning and sanitizing of playground equipment may be completed daily. ● Balls, jump ropes, and common play equipment are available, provided items are sanitized use by each recess group. 	<ul style="list-style-type: none"> ● Elementary will implement recess zones for assigned students to support physical distancing. ● Schedules will be modified to ensure adequate spacing on the playground at one time. ● Cleaning and sanitizing of playground equipment will be completed daily. ● Balls, jump ropes, and common play equipment are available, provided items are sanitized use by each recess group. ● No entry into the Gaga Ball Pit. 	<ul style="list-style-type: none"> ● The playground is closed.
PK-12 Field Trips	<ul style="list-style-type: none"> ● Regular field trip opportunities can be scheduled. 	<ul style="list-style-type: none"> ● No off-site field trips. 	<ul style="list-style-type: none"> ● No field trips will be available. 	
Specials	<ul style="list-style-type: none"> ● Students transition to music, art, PE, and media as normal. 	<ul style="list-style-type: none"> ● Specialists teachers transition to classrooms to provide instruction, as feasible. If teachers transitioning is not possible, student transitions to 	<ul style="list-style-type: none"> ● All specialist teachers transition to classrooms. 	

		music, art, PE and media will be allowed.		
Handwashing/Hand Sanitizer	<ul style="list-style-type: none"> PK-6 teachers schedule handwashing and use of hand sanitizer. 7-12 hand washing is encouraged and hand sanitizer available in all classrooms and commons areas. 	<ul style="list-style-type: none"> PK-6 teachers schedule handwashing and use of hand sanitizer 3 times a day. 7-12--Announcements supporting hand washing and hand sanitizer available in all classrooms and commons areas. 	<ul style="list-style-type: none"> PK-6 teachers schedule handwashing and use of hand sanitizer 3 times a day. 7-12--Announcements supporting hand washing and hand sanitizer available in all classrooms and commons areas. 	
Hallways	<ul style="list-style-type: none"> PK-6 students transition normally with staff support 7-12--Regular transitions with encouraged social distancing in hallway areas. 	<ul style="list-style-type: none"> PK-6 students transition normally and specialists come to classrooms, whenever feasible. When it is not feasible for teachers to come to classroom, students are allowed to transition to specialist teachers' classrooms. 7-12--Scheduled transitions through the hallways using a "one-way traffic pattern". 	<ul style="list-style-type: none"> PK-6 students transition and all specialists come to classrooms. PK-12 students may be in isolated classrooms with only limited and scheduled hallway access. 	
Lockers	<ul style="list-style-type: none"> Lockers will be used as normal 	<ul style="list-style-type: none"> 7-12 students will have limited and staggered use of lockers, in conjunction with scheduled transitions during class period breaks. 	<ul style="list-style-type: none"> 7-12 students will implement a limited and staggered use of lockers. 	
Beginning of the day staff	<p>PK-6</p> <ul style="list-style-type: none"> Teachers should be outside their room and ready to receive students by 7:50 AM. <p>Ravenna JR./SR. High</p> <ul style="list-style-type: none"> Students in the building prior to 7:40 AM need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 8:00 AM bell. Students who are dropped off or arrive with a ride before 8:00 should report to their 1st period classroom or the cafeteria until the start of school When the 8:00 bell rings, all students will report to their 1st period classroom. Teachers should be outside rooms and ready to receive students by 7:50 AM. 	<p>PK-6</p> <ul style="list-style-type: none"> Teachers should be outside their room and ready to receive students by 7:50 AM. <p>Ravenna JR./SR. High</p> <ul style="list-style-type: none"> Teachers should be outside rooms and ready to receive students by 7:50 AM. Students in the building prior to 7:50 AM need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 8:00 AM bell. Students who are dropped off or arrive with a ride before 8:00 should remain in the cafeteria or high school gym and socially distance themselves. When the 8:00 bell rings, all students will report to their 1st period classroom. 	<ul style="list-style-type: none"> Teachers will report based on the instructional schedule created and direction provided by the administration. <p>PK-6</p> <ul style="list-style-type: none"> Students must wear a mask to enter the building. Teachers should be outside their room, wearing a mask, and ready to receive conduct temperature checks by 7:50 AM. Students will enter the building, wearing a mask, when the doors open at 7:50 and report outside the door of their classroom, while wearing a mask, for temperature checks. <p>Ravenna JR./SR. High</p> <ul style="list-style-type: none"> Students must wear a mask to enter the building. Teachers should be outside their room, wearing a mask, and ready to receive conduct temperature checks by 7:50 AM. Students will enter the building, wearing a mask, when the doors open at 7:50 and report outside the door of their classroom for temperature checks. Students in the building prior to 7:50 AM need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 8:00 AM bell. Students who are dropped off or arrive with a ride before 8:00 should remain in the cafeteria or high school gym and socially distance themselves. When the 8:00 bell rings, all students will report to their 1st period classroom for temperature checks. 	
Beginning of the day	PK--6 th Grade	PK--6	<ul style="list-style-type: none"> Students will report based on the instructional 	

<p>students</p>	<ul style="list-style-type: none"> Students will enter the building when doors open at 7:40 and report to the cafeteria or gym social distancing is encouraged <p>Ravenna JR./SR. High</p> <ul style="list-style-type: none"> Students will enter the building when the doors open at 7:40 and report to their first period classroom or cafeteria until the bell rings for 1st period class 	<ul style="list-style-type: none"> Students may be required to wear a mask to enter the building. Students will enter the building when doors open at 7:50 and go directly to the hallway outside their classroom for temperature checks. <p>Ravenna JR./SR. High</p> <ul style="list-style-type: none"> Students may be required to wear a mask to enter the building. Students in the building prior to 7:50 need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 8:00 bell Students who are dropped off or arrive with a ride before 8:00 should remain in the cafeteria or high school gym and socially distancing themselves. When the 8:00 bell rings, all students will be released from their practice/meeting/cafeteria and will report outside their 1st period classroom 	<p>schedule created and direction provided by the administration.</p> <ul style="list-style-type: none"> Students must wear a mask to enter the building. <p>PK--6</p> <ul style="list-style-type: none"> Students will enter the building, while wearing a mask, when doors open at 7:50 and go directly to the hallway outside their classroom for temperature checks. <p>Ravenna JR./SR. High</p> <ul style="list-style-type: none"> Students will enter the building, while wearing a mask, when doors open at 7:50 and go directly to the hallway outside their classroom for temperature checks. Students in the building prior to 7:50 need to be in an approved meeting/practice and be supervised by a teacher/coach/sponsor until the 8:00 bell Students who are dropped off or arrive with a ride before 8:00 should remain in the cafeteria or high school gym and socially distancing themselves. When the 8:00 bell rings, all students will be released from their practice/meeting/cafeteria and will report outside their 1st period classroom for temperature checks. 	
<p>End of the day</p>	<ul style="list-style-type: none"> Regular dismissal. All students will be required to leave the building at the end of the day unless in an activity, assigned to Jay Time, or working under the direct supervision of a teacher. Parents are encouraged to wait in their cars and not enter the building to pick up their students when possible. 	<ul style="list-style-type: none"> Regular dismissal. All students will be required to leave the building at the end of the day unless in an activity, assigned to Jay Time, or working under the direct supervision of a teacher. Parents are encouraged to wait in their cars and not enter the building to pick up their students when possible. 	<ul style="list-style-type: none"> Dismissal from classrooms will be conducted in 10-minute time frame to allow for adequate social distancing. All students will be required to leave the building at the end of the day unless in an activity, assigned to Jay Time, or working under the direct supervision of a teacher. Parents are required to wait in their cars and not enter the building to pick up their students when possible. 	
<p>Building Access</p>	<ul style="list-style-type: none"> Visitors that enter the building must report to the office and to sign into the building. Ravenna Public Schools will not require a mask Non-Ravenna Public Schools event guidelines (community use) are at the discretion of the event sponsors. Parents will be allowed to eat lunch with students 	<ul style="list-style-type: none"> Parents and visitors to the school must be regularly scheduled and check into the school office upon arrival. Masks may be required at indoor activities. Masks are required for entry to outdoor activities and strongly encouraged. Attendees at outdoor activities can remove masks, provided they can socially distance. Wearing masks and maintaining social distancing at all events at all times is strongly encouraged. Non-Ravenna Public Schools event guidelines (community use) are at the discretion of the event sponsors. 	<ul style="list-style-type: none"> Masks are required at indoor activities. Masks are required for entry to outdoor activities and strongly encouraged. Attendees at outdoor activities can remove masks, provided they can socially distance. Wearing masks and maintaining social distancing at all events at all times is strongly encouraged. 	<ul style="list-style-type: none"> No campus access available beyond required personnel.
<p>Facemasks</p>	<ul style="list-style-type: none"> Facemask will not be required, but may be worn 	<ul style="list-style-type: none"> Facemasks and/or shields may be provided and may be required to be used by staff and students on 	<ul style="list-style-type: none"> Students and staff must wear a mask to enter the building for temperature screening upon 	<ul style="list-style-type: none"> Facemasks will be worn by all who enter the building.

		<p>school fleet vehicles, in classrooms, and during passing periods, and when social distancing of 6 ft. or more is not possible.</p> <ul style="list-style-type: none"> Teachers may use professional judgment and remove facemasks when necessary for instruction and are encouraged to maintain a distance of 6 ft. or more when the facemask is removed. Facemasks for symptomatic individuals (coughing, fever, congestion, runny nose) are required, unless a doctor's note is provided indicating the symptoms are due to some other medical condition. Facemasks may be required to be worn by NSAA Activity Participants, while they are not competing in the event (sitting the bench, waiting to perform), as per NSAA Guidelines. 	<p>morning arrival.</p> <ul style="list-style-type: none"> Facemasks and/or face shields provided and required to be worn by all staff and students on school fleet vehicles, in classrooms, and during passing periods, and when social distancing of 6 ft. or more is not possible. Teachers may use professional judgment and remove facemasks when necessary for instruction and are encouraged to maintain a distance of 6 ft. or more when the facemask is removed. Anyone who has difficulty breathing, is unable to remove their own facemask without assistance, or incapacitated in any manner should not wear a facemask. Facemasks are required to be worn by NSAA Activity Participants, while they are not competing in the event (sitting the bench, waiting to perform), as per NSAA Guidelines. 	
Restrooms	<ul style="list-style-type: none"> Regularly scheduled. 	<ul style="list-style-type: none"> Scheduled restroom breaks for elementary students are conducted, with a limited number of students using the bathroom at a time and with proper handwashing and hand sanitizer use. Restroom use during passing periods in grades 7-12 is discouraged. 7-12 students are encouraged to use the restroom with permission from their classroom teacher. 	<ul style="list-style-type: none"> Restroom use is prohibited during passing periods, except in case of an emergency or as a medical requirement. 	
Water Fountains/Bottle Fillers	<ul style="list-style-type: none"> Regularly scheduled water breaks. Students are encouraged to bring individual water bottles. 	<ul style="list-style-type: none"> Regularly scheduled water breaks. Students are encouraged to bring individual water bottles. Increased sanitation of water foundation is performed by custodial staff. 	<ul style="list-style-type: none"> The water fountain is closed for casual use and students are required to use personal water bottles or disposable cups. Increased sanitation of water foundation is performed by custodial staff. Scheduled refills of student water bottles are scheduled to provide for sanitation and social spacing during refilling. 	
Classroom Seating/Materials Usage/Sanitization	<ul style="list-style-type: none"> Regular classroom/teacher preferred arrangement is used. Social distancing will be utilized in seating arrangement, when possible. Regular classroom supply usage. Regular classroom cleaning. 	<ul style="list-style-type: none"> Desks separated as much as is feasible Row seating All desks facing in the same direction towards the front of the classroom. Require student individual supplies and avoid shared use of classroom materials by students whenever possible. Minimize furniture and center items. For K-12, where tables are utilized, space students as far apart as possible. Teachers should try to maintain 6 ft. of spacing between themselves and the students, whenever possible. PE and other "common use" equipment is cleaned between classes. Contaminated materials will be isolated for 	<ul style="list-style-type: none"> Students will be limited to specific classrooms. Locations in the building as determined and outlined in the alternate instruction schedule. Increased sanitization measures. Desks will be spaced at least 6 ft. apart. Students individual learning supplies will be kept separate from each other and classroom supplies should not be shared among students. Only items essential for learning may be brought into the school building. Teachers should try to maintain 6 ft. of spacing between themselves and the students, whenever possible. Assemblies of 25 or more students are not permitted. Assemblies of 25 or fewer students are permitted provided facemasks are worn. 	

		<p>cleaning each day.</p> <ul style="list-style-type: none"> Assemblies of 50 or more students are not permitted. 		
Transportation	<ul style="list-style-type: none"> Regular transportation schedule and practices. Parents are encouraged perform a symptom screening and temperature reading for the students each morning before putting them on the bus, if the child's temperature is 100.4 or greater, or if they have flu-like or covid-like symptoms, they will not be allowed on the bus. Students are encouraged to use hand sanitizer upon entering the bus. Students who become sick during the day, may not use "group" transportation vehicles and will be transported home by a parent. Windows should be open, whenever it is deemed appropriate and safe by the driver, to maximize fresh air in the vehicle cabin. Transportation fleet vehicles should be aired out and disinfected daily. Drivers "self-monitor" symptoms and temperature. If they are sick or believe they may be sick, they should not transport students. 	<ul style="list-style-type: none"> Regular transportation schedule and practices. Parents will perform a symptom screening and temperature reading for the students each morning before putting them on the bus, if the child's temperature is 100.4 or greater, or if they have flu-like or covid-like symptoms, they will not be allowed on the bus. Students are encouraged to use hand sanitizer upon entering the bus. Facemasks may be required to ride in all school district vehicles. Students ride in assigned seats to provide maximum social distancing. Students who become sick during the day, may not use "group" transportation vehicles and will be transported home by a parent. If 6 ft. of social distancing is not possible on a bus or van, students may be required to wear masks while in transit. Windows should be open, whenever it is deemed appropriate and safe by the driver, to maximize fresh air in the vehicle cabin. Transportation fleet vehicles should be aired out and disinfected daily. Drivers "self-monitor" symptoms and temperature. If they are sick or believe they may be sick, they should not transport students. Drivers wear face masks. 	<ul style="list-style-type: none"> Parents who are able to transport their children to and from school will be encourage to do so. Parents will perform a symptom screening and temperature reading for the students each morning before putting them on the bus, if the child's temperature is 100.4 or greater, or if they have flu-like or covid-like symptoms, they will not be allowed on the bus. Temperature checks are performed by drivers for all riders, prior to getting on the bus. If the child's temperature is 100.4 or greater, they will not be allowed on the bus. Facemasks are required to ride in all school district vehicles. Students are encouraged to use hand sanitizer upon entering the bus. Students ride in assigned seats to provide maximum social distancing, preferably 6 ft. or greater. Students who become sick during the day, may not use "group" transportation vehicles and will be transported home by a parent. Bus routes, such as the "Town Route" may be broken up into smaller groupings sizes to allow for greater social distancing. Routes may be adjusted to reflect any modified learning schedule implemented by the school. Windows should be open, whenever it is deemed appropriate and safe by the driver, to maximize fresh air in the vehicle cabin. Transportation fleet vehicles should be aired out and disinfected after each route. Drivers "self-monitor" symptoms and temperature. If they are sick or believe they may be sick, they should not transport students. Drivers wear face masks. 	<ul style="list-style-type: none"> All district transportation is suspended.
Technology	<ul style="list-style-type: none"> 1-to-1 devices provided to all 1st-12 students, as needed, and at the discretion of the classroom teacher and building principal. 	<ul style="list-style-type: none"> 1-to-1 devices provided to all K-12 students, as needed, and at the discretion of the classroom teacher and building principal. Devices will be cleaned daily according to tech department guidance. 	<ul style="list-style-type: none"> 1-to-1 devices sent home daily 1st-12. Devices will be cleaned daily according to tech department guidance. 	<ul style="list-style-type: none"> Chromebooks are used to complete online/remote learning.
7-12 Activities	<ul style="list-style-type: none"> Activities and Athletics will be conducted in accordance with NSAA guidelines. 	<ul style="list-style-type: none"> Activities and athletics will be conducted in accordance with NSAA guidelines and DHM guidelines. Masks may be required at indoor activities. Masks are required for entry to outdoor activities and strongly encouraged. Attendees at outdoor activities can remove masks, provided they can socially distance. Wearing masks and maintaining 	<ul style="list-style-type: none"> Cancellations and postponements of activities and athletics are possible. Activities and athletics will be conducted in accordance with NSAA guidelines and DHM guidelines. Masks are required at indoor activities. Masks are required for entry to outdoor activities and strongly encouraged. Attendees at outdoor activities can remove masks, provided they can 	<ul style="list-style-type: none"> Cancellations and postponements of activities and athletics are likely. Any activities and athletics will be conducted in accordance with NSAA guidelines and DHM guidelines.

		social distancing at all events at all times is encouraged.	socially distance. Wearing masks and maintaining social distancing at all events at all times is strongly encouraged. <ul style="list-style-type: none"> Some Ravenna Public Schools events may require masks and seating may be limited depending upon the current district health measure. When limiting seating is used, family members of students participating in the event will have priority over others. 	
Student Attendance	<ul style="list-style-type: none"> All students in grades PK-12 will attend school in person. Accommodations will be made for students in K-12 who are unable to attend in person to utilize synchronous online learning through Zoom, Google Classroom, and other remote learning tools. Synchronous means that students log on to receive instruction with their class at certain set times during the school day. Students will only have this option with a medical excuse provided by a doctor with a specified period of time notated or in conjunction with their IEP (Individualized Education Plan). 	<ul style="list-style-type: none"> All students in grades PK-12 will attend school in person. Accommodations will be made for students in K-12 who are unable to attend in person to utilize synchronous online learning through Zoom and other remote learning tools. Synchronous means that students log on to receive instruction with their class at certain set times during the school day. Students will only have this option with a medical excuse provided by a doctor with a specified period of time notated or in conjunction with their IEP (Individualized Education Plan). 	<ul style="list-style-type: none"> If district health measures (DHM's) allow for regular occupancy of the school, all students in grades K-12 will attend school in person Monday-Friday. If district health measures (DHM's) require limited occupancy of classrooms spaces (50% or less), students will attend school on an A/B Schedule grouped by household on an "every other day basis." Group A will attend on Monday and Wednesday. Group B will attend on Tuesday and Thursday. Both Group A and Group B will engage in remote learning on Friday, through Zoom and Google Classroom. Accommodations will be made for students in K-12 who are unable to attend in person to utilize synchronous online learning through Zoom and Goggle Classroom. Synchronous means that students log on to receive instruction with their class at certain set times during the school day. Students will only have this option with a medical excuse provided by a doctor with a specified period of time notated or in conjunction with their IEP (Individualized Education Plan). 	<ul style="list-style-type: none"> Students will not be permitted on campus and remote learning will be provided by the school following the regular school calendar.
Special Education/504	<ul style="list-style-type: none"> Students will be served as per their IEP/504 Plan. Revisit the IEP/504 with the team before or early in the school year to discuss, whether or not there are underlying student medical conditions that make school attendance impractical or undesirable to parents, should there be an increase in active virus transmission. 	<ul style="list-style-type: none"> Revisit the IEP/504 with the team before or early in the school year to discuss, whether or not there are underlying student medical conditions that make school attendance impractical or undesirable to parents, should there be an increase in active virus transmission. At the IEP/504 team meeting, ask "Have the student's needs changed based on the lack of in-person instruction during the 4th quarter of the 2019-20 school year?" If the answer is "yes," bring the team together to determine how services can be modified to meet the student's need. If the answer is "no," carry out services to support goals. At the IEP/504 team meeting, develop contingency plans for support services in the event of a modified instruction schedule or school closure, due to a potential future increase in transmission of the virus. 	<ul style="list-style-type: none"> Discuss whether or not continued attendance under the selected alternate learning schedule is feasible for the student, given any underlying health concerns. If school attendance is not possible or desirable, as it may pose a substantial health risk to the student, conduct an IEP, change the student's placement, and coordinate delivery of services through the IEP process. If school attendance is possible during elevated transmission of the virus, discuss with the IEP/504 team any additional supports or modifications that need to be made to the students plan during the time that the school is engaged in an alternate learning schedule. 	<ul style="list-style-type: none"> Students will not be allowed on school grounds. Prior written notice will need to be provided to students' parents. IEP Team Meetings will need to be held to discuss services during an extended school closure.
Mental &	<ul style="list-style-type: none"> Continue universal supports offered to all 	<ul style="list-style-type: none"> Continue universal supports offered to all students 	<ul style="list-style-type: none"> Continue universal supports offered to all 	<ul style="list-style-type: none"> Continue to reach out to students through

Social/Emotional Health	<p>students through the school-wide MTSS Model</p> <ul style="list-style-type: none"> ● Increase staff awareness regarding the need to support the mental and social/emotional needs of students as they return to school. 	<p>through the school-wide MTSS Model</p> <ul style="list-style-type: none"> ● Designate a mental health liaison, who will work with the school and mental health providers to ensure students' mental health needs are being addressed. ● Provide staff re-fresher on trauma informed care early in the year, perhaps during pre-service or the first professional development day after the start of the school year. ● Conduct universal screener of students as early in the year as possible, to help identify potential students in need of assistance. ● Provide staff self-care and resiliency strategies to staff. ● Encourage staff to use Wholeness Healing Center of Grand Island, NE, if they are experiencing a need for emotional or psychological support. 	<p>students through the school-wide MTSS Model</p> <ul style="list-style-type: none"> ● Use Access at the secondary level and counseling time at the elementary level to teach students resiliency and coping strategies. 	<p>digital media to remind them that if they are struggling socially, emotionally, or psychologically, that the school can provide them with support.</p> <ul style="list-style-type: none"> ● If school is closed, assign staff to check in on them once every week through email or by phone.
Staff Attendance	<ul style="list-style-type: none"> ● All staff will report as normal. ● Any questions or concerns relative to work expectations should be directed to the building principal. 	<ul style="list-style-type: none"> ● All staff will report as directed. ● Any questions or concerns relative to work expectations should be directed to the building principal. 	<ul style="list-style-type: none"> ● All staff will report as directed. ● Teachers may be asked to teach remotely from home. ● Any questions or concerns relative to work expectations should be directed to the building principal. 	<ul style="list-style-type: none"> ● All staff will report as directed and provide remote instruction. ● Staff may be asked to teach remotely from home while providing instruction. ● Any questions or concerns relative to work expectations should be directed to the building principal.
Communication	<ul style="list-style-type: none"> ● Signage will be posted on all fleet vehicles, school entryways, and in conspicuous areas throughout the building indicating the common symptoms of COVID-19 and the steps to take when these symptoms are present. ● The school's current "risk dial operation zone" will be posted on the school's webpage. ● Updates will be sent out by school district administration via the school's messaging system regarding the school's "risk dial operational zone" and accompanying information to parents, students, and staff. 	<ul style="list-style-type: none"> ● Signage will be posted on all fleet vehicles, school entryways, and in conspicuous areas throughout the building indicating the common symptoms of COVID-19 and the steps to take when these symptoms are present. ● The school's current "risk dial operation zone" will be posted on the school's webpage. ● Weekly updates from the principal will be sent out via the school's messaging system regarding the school's "risk dial operational zone" and accompanying information to parents, students, and staff. ● Parents, students, and staff will be notified via the school's messaging system, whenever there is a confirmed case of the virus in the school. ● Any short-term closures, long-term closures, or adjustments to the learning schedule, due to the virus, will be communicated to students, staff, and parents by the principals via the school's messaging system. 	<ul style="list-style-type: none"> ● The school's current "risk dial operation zone" will be posted on the school's webpage. ● Weekly updates from the principal will be sent out via the school's messaging system regarding the school's "risk dial operational zone" and accompanying information to parents, students, and staff. ● Parents, students, and staff will be notified via the school's messaging system, whenever there is a confirmed case of the virus in the school. ● Any short-term closures, long-term closures, or adjustments to the learning schedule, due to the virus, will be communicated to students, staff, and parents by the principals via the school's messaging system. 	<ul style="list-style-type: none"> ● The school's current "risk dial operation zone" will be posted on the school's webpage. ● Weekly updates from the principal will be sent out via the school's messaging system regarding the school's "risk dial operational zone" and accompanying information to parents, students, and staff. ● District PSA's will be provided to parents, students, and staff via the school's messaging system. ● Principals will continue to conduct weekly staff meetings via Zoom.

Potential Scenarios & Potential Responses to Elevated Risk Levels

Ravenna Public Schools recognizes that while it is best practice to have responses planned and to be prepared for a wide range of scenarios, individual health situations are unique and private information. Ravenna Public Schools will work with the staff, students, and families to develop the best possible response to the scenarios that actually occur and reserves the right to act in the best interest of the health of all students and staff of Ravenna Public Schools.

1 or more <i>confirmed case(s)</i> if COVID-19 in the school of a student or staff member.	<ul style="list-style-type: none"> • The school may consult with the health department for guidance on operational procedures. • A more restrictive learning environment will be implemented, which <i>may</i> include elevating the “risk dial operational zone,” a short-term, or a long-term school closure. • The school district will communicate the situation with students, staff, and parents through the school’s messaging system. • The school nurse will provide guidance to the administration on both the closure and reopening of the school, if the school is closed. • The sanitization plan will be executed by the head of maintenance to sanitize and disinfect the school. • The school will immediately implement a remote learning plan for all grades PK-12, if the building is closed for a short-term or long-term school closure. • Reopening communications will be provided to students, staff, and parents through the school’s messaging system. • The staff member will follow medical guidance of their physician and/or Two Rivers Health Department • Quarantined teachers will teach virtually from home with a substitute in the classroom, unless the staff member is unable to do so due to illness. • If the quarantined teacher is unable to virtually teach, due to a confirmed case of the virus, the teacher will apply for FFCRA and/or illness leave, and a substitute teacher will be placed in the classroom. • The quarantined teacher continues to teach the class virtually by following the remote learning plan (based on the situation) and/or a sub may be provided. • The staff member must be fever free, without the assistance of medication, and be non-symptomatic before returning to work. • The student must self-quarantine for 10-14 days. • The student will be provided remote instruction, as tolerated by his/her medical condition. • The student must be fever free, without the assistance of medication, and be non-symptomatic before returning to work.
1 or more <i>confirmed case(s)</i> of COVID-19 in the immediate household of a staff member.	<ul style="list-style-type: none"> • The staff member will follow medical guidance of their physician and/or Two Rivers Health Department • Teachers will teach virtually from home with a substitute in the classroom, unless the staff member is unable to do so, due to caring for a family member. • If the teacher is unable to virtually teach, due to caring for an immediate family member, the teacher will apply illness leave, and a substitute teacher will be placed in the classroom. • The teacher will teach the class virtually by following the remote learning plan (based on the situation) and/or a sub may be provided. • The superintendent will coordinate and communicate a return date with the staff member.
1 <i>confirmed case</i> of COVID-19 in the immediate household of a student.	<ul style="list-style-type: none"> • The student will follow medical guidance of their physician and/or Two Rivers Health Department • Teachers will provide remote learning opportunities and send learning materials home to the student during the self-quarantine period. • The student must be fever free, without the assistance of medication, and be non-symptomatic before returning to school. • The building principal will coordinate and communicate a return date with the student’s parents.
<i>Confirmed exposure</i> of staff member or travel by a staff member to a state, country, or location impacted by the COVID-19 virus.	<ul style="list-style-type: none"> • The staff member will follow medical guidance of their physician and/or Two Rivers Health Department • The staff member must be fever free, without the assistance of medication, and be non-symptomatic before returning to work. • Teachers will teach virtually with a substitute in the classroom, following the remote learning plan. • If the teacher is unable to virtually teach due to caring for an immediate family member with COVID-19, the teacher will apply for FFCRA or other leave, and a substitute teacher will be placed in the classroom.
<i>Confirmed exposure</i> of student or travel by a student to a state, country, or location impacted by the COVID-19 virus.	<ul style="list-style-type: none"> • The staff member will follow medical guidance of their physician and/or Two Rivers Health Department • Teachers will provide remote learning opportunities and send learning materials home to student during self-quarantine period. • The student must be fever free, without the assistance of medication, and be non-symptomatic before returning to work.
Visitor who has entered our building and has a <i>confirmed case</i> of COVID-19.	<ul style="list-style-type: none"> • District officials will confer with the health department to determine whether a closure of the building is necessary. • The school district will communicate the situation with students, staff, and parents through the school’s messaging system. • A more restrictive environment (elevated risk dial operational zone) could be implemented or the building could be closed to allow for cleaning. The length of the closure will be determined through consultation with Two Rivers Health Department, the head of maintenance, the school nurse, and the superintendent to ensure a safe re-entry to the school for students and for staff. • The school nurse will provide guidance to the administration for building both school closure and reopening. • The sanitization plan will be executed by the head of maintenance to “deep clean” and sanitize the building. • If the school is closed, the school will execute the remote learning plan or modified attendance schedule. • Reopening communications will be provided to parents, students, and staff through the school’s messaging system.
Student or staff member has fever of 100.4 or greater.	<ul style="list-style-type: none"> • Student or staff will immediately be sent to the school nurse for a temperature check and symptoms screening. • The student or staff member will be required to go home and be fever free for 24 hours, without the assistance of medication, before returning to school. • Student or staff will be immediately asked to wear a mask to reduce the threat of transmission to others. • Parents of students will be contacted and informed of the student’s symptoms and be asked to pick up their student. • Student will remain in quarantine at the school, until the parents arrive to pick them up. • Students sent home will engage in remote learning with the teacher during their absence. • Teachers will teach remotely, if able and willing to do so. If they are not able or willing to do so, a substitute will be placed in the classroom.

	<ul style="list-style-type: none"> The student or staff member must be fever free, without the assistance of medication, and be non-symptomatic before returning to work.
Student or staff member is displaying COVID-like or flu-like symptoms	<ul style="list-style-type: none"> Student or staff will immediately be sent to the school nurse for a temperature check and symptoms screening. Student or staff will be immediately asked to wear a mask to reduce the threat of transmission to others. Parents of students will be contacted and informed of the student's symptoms and be asked to pick up their student. Student will remain in quarantine at the school, until the parents arrive to pick them up. Students sent home will engage in remote learning with the teacher during their absence, as health permits. Parents are asked to voluntarily keep their student home for 24-hours and communicate symptoms to the school for monitoring purposes. The student or staff member must be fever free, without the assistance of medication, and be non-symptomatic before returning to work.

Terms Defined for Potential Scenarios & Elevated Risk Levels

"Confirmed Case"	When the individual has had a positive test for COVID-19 conducted by a medical professional.	<ul style="list-style-type: none"> Resources for Confirmation-Medical professionals performing COVID-19 testing & Two Rivers Health Department.
"Confirmed Exposure"	When the individual's exposure has been validated by contact tracing performed by the medical community.	<ul style="list-style-type: none"> Resources for Confirmation-Medical professionals, contact tracers, & Two Rivers Health Department.
"Short Term Closure"	School building closed for to 2-5 school days.	<ul style="list-style-type: none"> Remote learning will be used by teachers and students during the closure.
"Extended Building Closure"	School building closed for 6 school days or more.	<ul style="list-style-type: none"> Remote learning will be used by teachers and students during the closure.

School Attendance & Calendar Options

Risk Level Operational Zone	Description of Response Strategy	Action & Rationale
LOW	School is in session on campus for students and staff in August as planned.	<ul style="list-style-type: none"> School and school activities resume as normal, with increased sanitation and moderate medical precautions in place at the school to keep everyone as safe as possible.
MODERATE/ ELEVATED	Alter the School Calendar During the School Year in Response to Required School Closures	<ul style="list-style-type: none"> Calendar adjustments to the beginning and ending of school year, vacation days, and professional development days can be altered as needed to meet instructional requirements for students in NDE Rule 10, to ensure students receive enough instructional time. Adjusting the calendar during the year in response to short-term or long-term closures caused by the COVID-19 virus is a strong option, provided the number of instructional days lost due to school closure isn't too large. This strategy could be effectively used for a limited number (3 long-term closures or 15 school days) or less of school closure.
ELEVATED	Short-Term Closure	<ul style="list-style-type: none"> Used when a student or staff member who has been on campus tests positive for COVID-19, a short-term closure (2-5 days) will be used to contact trace, deep clean, and ensure the necessary exclusion of students and staff from campus for 10-14 days or as directed by public health officials.

ELEVATED	Long-Term Closure	<ul style="list-style-type: none"> Used when a large number of students or staff members on campus have tests positive for COVID-19, a long-term closure (6 or more days) will be used to contact trace, deep clean, and consults with public health officials regarding re-opening procedures and/or evaluate whether or not to have the school remain closed.
ELEVATED	Traditional School Monday Through Friday Or “A/B Schedule” With Group A Attending in Person on Monday/Wednesday, Group B Attending on Tuesday/Thursday, & Groups A&B Learning Remotely on Friday	One of these alternate instruction plans will be used in the event that there is a directed health measures that requires social distancing in classrooms or limits the number of students in a classroom. The plan chosen will be based on the guidance regarding building occupancy provided in the district health measure and through consultation with the health department.
PANDEMIC	Remote Learning	<ul style="list-style-type: none"> Teachers will teach remotely and students will learn remotely. Students and staff will not be allowed on campus for learning or activities.

Academic Plans	Insert Link to Academic Remote Learning Plans Here for PK-6 & for 7-12
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Return to School Plan - Timeline

Date	Group	Focus
Thursday, July 8th	Administration, Teaching, Guidance, Activities Director, Nursing, Custodial, Food Service, Office Staff, REA Representatives, & Transportation	Reviewed draft of Return to School Plan
Thursday, July 8th	Two Rivers Health Department & Administrative Team	Discuss and modify draft of Return to School Plan based on Two Rivers Health Department’s Recommendations
Monday, July 12th	Ravenna Board of Education & Administrative Team	Discuss, consider, and take all action necessary to the draft of Return to School Plan
	RPS Staff, Administration, and Community	Digitally share the proposed Return to School Plan with RPS Staff for feedback and suggestions
	RPS Staff & Administration	Digitally share the proposed Return to School Plan with RPS Parents and the Community for feedback and suggestions
	Administrative Team	Finalize Return to School Plan & Present to the Board for Review

	Administrative Team	Publish final draft of Return to School Plan & Present to the Public

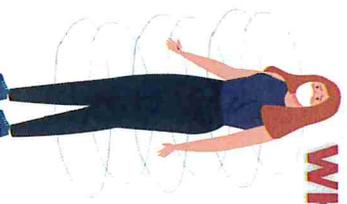
COVID-19 POSITIVE OR SYMPTOMATIC: Isolation Guidance

If you have tested positive or have symptoms of COVID-19, you need to stay home and isolate for 5 days!

WHAT TO DO: STAY HOME, MASK & MONITOR

GIVE SPACE TO PEOPLE YOU LIVE WITH & DO NOT HOST VISITORS

Stay in a separate part of your home when possible and use a different bathroom if you can.



WEAR A MASK FOR 10 DAYS

Over your mouth and nose. **Even at home**, if you live with other people.

WASH YOUR HANDS

With soap and water, for 20 seconds each time you wash them.

"HIGH TOUCH" SURFACES

Wipe down and sanitize shared spaces often.

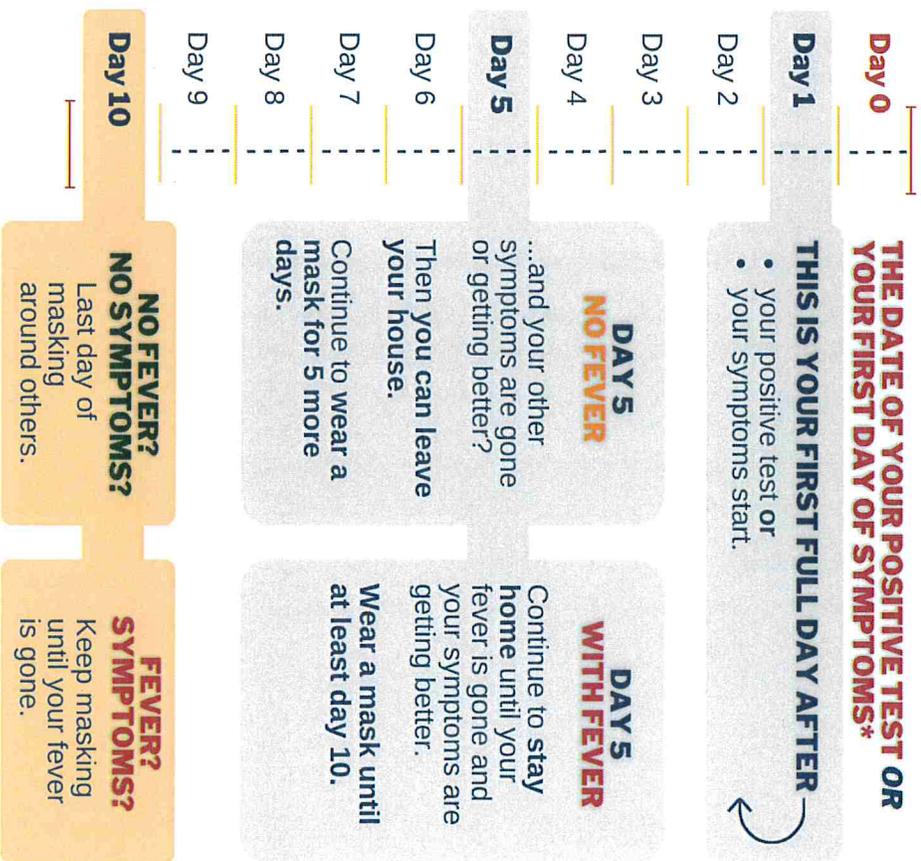
STAY HOME FOR 5 DAYS

Start counting on the date of your positive test, **OR** on the first day of symptoms.

If you start out asymptomatic but get symptoms during your 10-day Isolation period, begin the 10-day count again. The first day of symptoms is your new Day 0.

WATCH FOR SYMPTOMS OF COVID-19

For a full list visit www.cdc.gov



Learn more at [Coronavirus Disease \(COVID-19\)](https://www.cdc.gov/coronavirus/2019-nCoV/) | CDC

version - December 30, 2021

More resources at: www.netracing.org



907 W. Oklahoma • PO Box 484 • Grand Island, NE 68802 • Phone: 308-384-2881

November 15, 2021

Ravenna Public Schools
Attn: Brad Kjar

brad.kjar@ravennabluejays.org

Ravenna, NE

RE: Main Gym – Remove existing air handlers and install rooftop units

- 2 Lennox KGA180S4BM 10 ton heat/cool rooftop units with 180,000 BTUH 230 volt, 3 phase with a five year compressor and 10 year heat exchanger warranty
- 2 Lennox down flow roof curbs
- 2 Lennox hail guards
- 2 Lennox fresh air economizer kits
- Ductwork with 1" duct liner to re-connect with existing in ceilings
- Roof penetrations and sealing
- Roof support if needed
- Electrical connections
- Gas connections
- Lift rental
- Protection of gym floor
- One year parts and labor warranty
- Labor with Davis Bacon Wages

Installed For The Sum Of: \$169,815.00

Bid does NOT include sales tax

******Bid does NOT include 100% company vaccination if needed******

Customer Signature

Date



HEATING

LENNOX

COOLING



907 W. Oklahoma • PO Box 484 • Grand Island, NE 68802 • Phone: 308-384-2881

November 15, 2021

Ravenna Public Schools
Attn: Brad Kjar

brad.kjar@ravennabluejays.org

Ravenna, NE

RE: Replace Elementary Gym System with (2) high efficiency split systems

- 4 Lennox EL296UH110XE60C Elite Series 96% AFUE high efficiency furnaces with 10 year heat exchanger warranties
- 4 Lennox TSA-060-230 5 ton 13.50 SEER commercial air conditioners
- 4 Lennox CX35-50/60C 5 ton A-coils
- 2 Twinning kits
- PVC vents for furnace thru roof or sidewall
- Refrigeration lines
- Duct revisions with 1" duct liner
- Drain connections
- 2 12" fresh air pipes to each return air drops with motorized dampers
- Gas connections
- Electrical connections
- 2 Honeywell 8000 Red Link programmable thermostats
- 8 Wireless zone sensors
- Condenser pads
- Remove existing systems
- One year parts and labor warranty
- Labor with Davis Bacon Wages

Installed For The Sum Of: \$78,950.00

Bid does NOT include sales tax

******Bid does NOT include 100% company vaccination if needed******

Customer Signature

Date



HEATING



COOLING



907 W. Oklahoma • PO Box 484 • Grand Island, NE 68802 • Phone: 308-384-2881

November 15, 2021

Ravenna Public Schools
Attn: Brad Kjar

brad.kjar@ravennabluejays.org

Ravenna, NE

RE: Wrestling room and locker rooms

- 2 Lennox EL296UH110XE60C Elite Series 96% AFUE high efficiency furnaces with 10 year heat exchanger warranties
- 2 Lennox TSA-060-230 5 ton 13.50 SEER commercial air conditioners
- 2 Lennox CX35-50/60C 5 ton A-coils
- 1 Twinning kit
- PVC vents for furnace thru roof or sidewall
- Refrigeration lines
- Duct revisions with 1" duct liner
- Drain connections
- 2 10" fresh air pipes to each return air drops with motorized dampers
- Gas connections
- Electrical connections
- 2 Honeywell 8000 Red Link programmable thermostats
- 3 Wireless zone sensors
- Condenser pads
- Remove existing systems
- One year parts and labor warranty
- Labor with Davis Bacon Wages

Installed For The Sum Of: \$39,500.00

Bid does NOT include sales tax

******Bid does NOT include 100% company vaccination if needed******

Customer Signature

Date



HEATING



COOLING

Monday morning session (9:30 a.m. CT)

(measures listed in the order we believe they will be heard)

- **LB 473** (DeBoer) Adopt the Extraordinary Increase in Special Education Cost Act [*NCSA Supports*]
- **LR 13CA** (Brewer) Constitutional amendment to limit the percentage of funding for schools that comes from property taxes [*monitoring*]

LB 473 is similar to LB 1023 introduced by Senator DeBoer in 2020. LB 1023 was not advanced from committee.

LB 473 creates the Extraordinary Increase in Special Education Cost Act in order to assist school districts with large unexpected special education costs which will allow them to more easily meet the needs of all students.

On or after September 21st of each school fiscal year, a school district may apply to NDE for a payment from the Extraordinary Increase in Special Education Cost Fund (the Fund) to cover an extraordinary increase in special education costs.

A school district would qualify for the payment if the special education budget of expenditures for the then current school fiscal year exceeds the special education budget of expenditures for the immediately preceding school fiscal year by an amount equal to or greater than 7% of the special education budget of expenditures for the immediately preceding school fiscal year.

Each qualifying applicant school district would receive a payment from the Fund equal to the difference of the amount by which the special education budget of expenditures for the then current school fiscal year exceeds the special education budget of expenditures for the immediately preceding school fiscal year minus 2.5% of the special education budget of expenditures for the immediately preceding school fiscal year.

If there are not sufficient unobligated funds available in the Fund for one or more payments calculated at the time the payments are calculated, payments would be proportionally reduced for each school district that, at the time such payments are calculated, has applied for a payment and has not yet received the payment.

The fund would be administered by NDE and would consist of money appropriated by the Legislature. NDE would make a payment to each qualifying applicant school district for an extraordinary increase in special education costs. The department would reimburse the Fund for each such payment from the appropriation for special education and support services reimbursements in the school fiscal year immediately following the school fiscal year in which the payment was made.

The bill provides intent language to appropriate \$3 million to the Fund for fiscal year 2021-22.

LR 13CA (Brewer) is a constitutional amendment that would amend Article VII, Section 1, which applies to public education. The current provision states that, "The Legislature shall provide for the free instruction in the common schools of this state of all persons between the ages of five and twenty-one years."

LR 13CA would amend this provision to state that no more than 33% of the funding for such free instruction in the common schools shall come from property taxes.

In his Statement of Intent, Senator Brewer explains the reason for introducing the measure:

This amendment places a limit in Nebraska's constitution restricting how much property taxes can be used to fund public education in Nebraska. There presently is no limit which is the root-cause of why property taxes are so high in Nebraska.

Monday afternoon session (1:30 p.m. CT)

(measures listed in the order we believe they will be heard)

- **LB 623** (Vargas) Adopt the Remote Instruction Act [*NCSA opposes*]
- **LB 558** (Vargas) Adopt the Alternative Certification for Quality Teachers Act [*monitoring*]
- **LB 389** (Sanders) Require the issuance of teaching certificates and permits to military spouses [*monitoring*]

LB 623 creates the Remote Instruction Act. By August 1, 2022, each school district must adopt a remote learning plan, which will include (1) the school district's rules and procedures for offering remote instruction (2) a description of the specific remote learning options offered by the district to students for enrollment and (3) the rights of students

concerning enrollment in remote learning options. The plan, rules, and procedures must be clear and definite to provide clear notice to all interested parties of the rights and obligations created by the plan.

Remote learning plans must ensure that students receiving remote instruction will have access to the appropriate electronic devices and Internet connectivity sufficient to allow the student to fully participate in remote instruction. School districts may meet the requirements by offering remote learning options with other school districts through an inter-local agreement or by working with an ESU or other outside provider.

A student that is enrolled in a remote learning option through an inter-local remote learning option will be considered a student of the school district in which the student resides. No student will be compelled to attend a remote learning option at a physical location mandated by the district. Each remote learning plan will provide students and instructors with access to the services of an information technology officer or help desk that will provide assistance to students, instructors, and administrators who experience technical issues relating to remote learning options.

Collective-Bargaining

It is very important to note that LB 623 proposes to amend the Nebraska Industrial Relations Act. The bill requires a collective-bargaining agreement to include the provisions for the placement of a certificated teacher into an environment where the certificated teacher is required to provide instruction through a remote learning option and any professional development outside of school hours required for teachers who provide such instruction.

It further provides that certificated teachers will not to be required to provide synchronous instruction without explicit provision in the collective-bargaining agreement, unless a certificated teacher otherwise consents to provide synchronous instruction in writing.

Fiscal Impact

Without question the bill will have a fiscal impact on NDE, schools, and ESUs. NDE estimates the need for \$517,320 for FY 2021-22 and \$538,345 for FY 2022-23 for five new FTE to approve/provide feedback on the school districts' remote learning plans, to develop remote learning plans resources and templates, and for approving/providing professional learning related to remote instruction.

The ESUCC estimates the need for 18.5 new FTE to meet the requirements of the Remote Instruction Act with a cost of \$1,850,000 for FY 2021-22 and \$1,905,500 for FY 2022-23.

LB 558 is somewhat similar to LB 668 sponsored by Senator Vargas in 2019, which was not advanced from committee.

LB 558 creates the Alternative Certification for Quality Teachers Act. Citing a 2016 survey conducted by NDE, the bill notes the survey showed the state continues to have hundreds of unfilled teaching positions across the state.

The bill provides that, in addition to certificates issued under existing law, a certificate to teach in the public schools may be granted by the State Board of Education to any person in good standing who possesses a valid teaching certificate from another state and who annually completes the requirements to maintain certification.

Issuance of a certificate to teach in the public schools must be subject to a criminal history record information check and any rules and regulations adopted and promulgated by the board to carry out provisions of the bill.

LB 389 amends certification law (§ 79-813) to authorize the State Board of Education to issue a certificate or permit to any applicant who:

1. Is a military spouse;
2. Holds a valid certificate or permit currently in force in another state to teach, administer, or provide special services;
3. Has held such certificate or permit for at least one year;
4. Is in good standing in all states where a certificate or permit to teach, administer, or provide special services is held;
5. Does not have any pending investigations or complaints against any such certificate or permit;
6. Meets all residency and background check requirements otherwise required for a Nebraska certificate or permit; and
7. Pays any applicable fees.

The Commissioner of Education would be required to verify that the applicant meets the requirements noted above. The applicant would not be required to meet the human relations training requirement to obtain the certification or permit.

The certificate or permit would be valid for at least three years and would include the same or similar endorsements to teach in all subject areas for which the applicant had been certified to teach in such other state if a similar endorsement is offered in Nebraska.

A preliminary permit would be issued to an applicant upon submission of the application, payment of the applicable fees, and the successful completion of the criminal history record information check. The preliminary permit would remain in force until the commissioner completes the review of all requirements and either issues a certificate or permit or notifies the applicant of the reason the certificate or permit cannot be issued.

The State Board is required to adopt rules and regulations to:

1. expedite the processing of an application by an applicant whose spouse is serving on active duty at the time of the submission and
2. specify the documentation necessary to establish the applicant's status as a spouse of a person who is serving on active duty at the time of such submission.

Note: Section 38-118.01 defines "military spouse" as the spouse of an active duty service member in the armed forces of the United States.

Tuesday morning session (9:30 a.m. CT)

(measures listed in the order we believe they will be heard)

- **LB 154** (Wayne) Require tracking of student discipline as prescribed [*monitoring*]
- **LB 322** (Williams) Adopt the School Safety and Security Reporting System Act [*NCSA Supports*]
- **LB 673** (Murman) Adopt the Education Behavioral Awareness and Support Act and change the determination and certification of state aid to schools [*monitoring; NCSA supports LB 529, which includes behavioral awareness training*]

LB 154 represents a second attempt on the same legislative proposal by Senator Wayne. The first attempt was LB 495 (2019), which was not advanced from committee.

LB 154 provides that, by August 1, 2022, the State Board of Education must implement a statewide system for tracking individual student discipline, using the student identifier system of the department, that can be aggregated to track student discipline by type of discipline and demographic characteristics, including race, poverty, high mobility, attendance, disability, and limited English proficiency. The board must require each school district to report, by individual student, any:

1. Act resulting in an in-school suspension, a short-term suspension, a long-term suspension, a one-semester expulsion, a two-semester expulsion, an assignment to an alternative school or alternative-learning program, the use of physical contact with the student, or the restraint or seclusion of the student;
2. Offense constituting grounds for a long-term suspension, an expulsion, or a mandatory reassignment, regardless of consequences assigned; and
3. Act resulting in law enforcement involvement, including any incident reported to law enforcement or to an on-site school resource officer, and any school-related citation or arrest.

The bill provides that "school-related citation or arrest" would include a citation or arrest of a student for any activity conducted on school grounds; in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by such employee's designee; or at a school-sponsored activity or athletic event.

Finally, LB 154 requires each school to designate at least one "discipline data coordinator" for the purposes of gathering and reporting the discipline data required under the bill.

LB 322 creates the School Safety and Security Reporting System Act. The bill was requested by NCSA in partnership with NDE and specifically Dr. Jolene Palmer, State School Security Director. The bill is modeled after a similar program in Colorado, which has proven to be very successful.

The bill requires NDE to establish a statewide, anonymous reporting system to support threat assessment teams and reduce risk and incidents of violence resulting in harm to self, others, or school property. The reporting system would be called the Safe2HelpNE report line.

Report Line

The Safe2HelpNE report line would be multi-modal to allow students, school staff, parents, and community members to anonymously report concerns and information about a threat or possible harm to people or property by telephone call, text, web site, or email without charge. The Safe2HelpNE report line would be available to any public or nonpublic school that has a threat assessment team and that maintains a current list of the contact information for at least five team members designated to receive alerts from report line staff at any time of the day or night.

The identity of any individual who contacts the Safe2HelpNE report line would be confidential and would not be revealed.

Staff

The report line would be staffed seven days per week and 24 hours per day by professionals trained to receive concerns, use de-escalation techniques to minimize law enforcement involvement, and alert the appropriate threat assessment team for review, assessment, and action to protect people and property. The staff would also be trained in threat assessment and management processes, suicide prevention, recognizing mental illness and emotional disturbance, and applicable confidentiality and privacy laws. The staff of the Safe2HelpNE report line would have access to clinical consultation and support seven days per week and 24 hours per day from a licensed mental health professional.

The Safe2HelpNE report line staff would immediately alert the appropriate threat assessment team of any concern directly regarding a student, school staff member, or school property or that is likely to impact a student, school staff member, or school property. If there is an immediate life safety concern, emergency services would be contacted prior to any threat assessment team. Each alert would be assessed by the threat assessment team receiving the alert.

Threat Assessment Team

Each threat assessment team would report the team's response to any alert received from the Safe2HelpNE report line to NDE in the manner prescribed by the department. NDE would track all concerns received by the Safe2HelpNE report line and any action taken by the staff of the report line or by a threat assessment team.

Any information or material in the possession of the threat assessment team must remain separate from educational records and must be considered security records.

NDE would provide training for the members of any threat assessment team serving a public or nonpublic school. The training would provide the knowledge and skill to allow threat assessment teams to work collaboratively to conduct threat assessments, increase awareness of threats among school staff, students, and the public, and interrupt violence in the planning stage to thwart potential harm to people and property.

Funding

The bill provides intent language that the Legislature would appropriate money from the General Fund for the Safe2HelpNE report line for ten years. At the end of the ten years, NDE must electronically report cost-benefit data and recommendations regarding the continued viability of the report line to the Education Committee of the Legislature.

LB 673 is somewhat similar to LB 998 introduced by Senator Murman, which did not pass in the 2020 Session, and AM1803 to LB 147, introduced by Senator Groene, in the 2019 Session, which also did not pass.

LB 673 consists of two major parts. One part relates to use of "reasonable physical intervention" by teachers and other school personnel. The other part relates to behavioral awareness training for school personnel.

Use of Reasonable Physical Intervention

This portion of the bill incorporates very similar language contained in amendment (AM) 1803 filed, but not adopted, to LB 147 (2019). The only real difference is that the relevant provisions in LB 673 include a reference to the Political Subdivision Tort Claims Act, as noted below.

Under LB 673 teachers and other school personnel may use "reasonable physical intervention" to safely manage the behavior of a student to:

1. Protect the student, another student, a teacher or other school personnel, or another person from physical injury; or
2. Secure property in the possession of the student if the possession of the property by the student poses a threat of physical injury to the student, another student, a teacher or other school personnel, or another person.

Restriction: Physical intervention by a teacher or other school personnel may not be used for the purpose of inflicting bodily pain as a penalty for disapproved behavior.

Contacting Parent: Following the use of physical intervention, a teacher or other school personnel must contact and notify the affected parent or guardian that physical intervention had been used.

Liability: LB 673 provides that no teacher or other school personnel is subject to professional or administrative discipline and no teacher, other school personnel, or school district may be held criminally or civilly liable for the use of physical intervention IF the physical intervention was reasonable. Nothing should be construed to limit any defense that may be available under any provision of law, including, but not limited to:

- any defense relating to self-protection,
- the protection of others, or
- the Political Subdivisions Tort Claims Act.

District Policy: Each school district would be required to have a policy that describes the process of removing a student from a class and returning a student to a class. The policy must:

- Describe how and when a student may be removed from a class and returned to a class;
- use a discipline process that is "proactive, instructive, and restorative";
- require appropriate communication between administrators, teachers or other school personnel, students, and parents or guardians.

The policy must be made available to the public.

Removal of Student: LB 673 provides that, unless prohibited by I.D.E.A. or a 504 plan (Rehabilitation Act), an administrator or administrator's designee must immediately remove a student from a class upon request by a teacher or other school personnel if the teacher or other school personnel has followed school policy in requesting the removal of the student.

When a student is removed from a class, the goal must be to return the student to the class as soon as possible after appropriate instructional or behavioral interventions or supports have been implemented to increase the likelihood the student will be successful.

For a student with a pattern of disruptive behavior, the school must provide additional interventions or supports.

The bill provides that no teacher or other school personnel may be subject to professional or administrative discipline and no teacher, other school personnel, or school district may be held criminally or civilly liable for the removal of a student from a class IF the teacher or other school personnel acted in a "reasonable manner" and in accordance with school policy.

Behavioral Awareness and Intervention Training

LB 673 sets a goal that, prior to the end of school year 2023-24, each school district will ensure that administrators, teachers, paraprofessionals, school nurses, and counselors receive behavioral awareness and intervention training.

Each school district may provide the training, or similar training, to any other school employees at the discretion of the school district. In addition, all school employees will have a basic awareness of the goals, strategies, and school-wide plans included in such training.

Annual Training: Beginning in school year 2021-22, each school district must offer behavioral awareness and intervention training annually. Administrators, teachers, paraprofessionals, school nurses, and counselors who have received the training from the school district in which they are employed must receive a behavioral awareness and intervention training review at least once every three years.

The bill provides that any protections and defenses found in the Student Discipline Act may not be made contingent on whether or not an employee of a school district has completed behavioral awareness and intervention training.

Behavioral awareness and intervention training must include, but not be limited to, evidence-based training on a continuum that includes:

1. Recognition of detrimental factors impacting student behavior, including, but not limited to, signs of trauma;
2. Positive behavior support and proactive teaching strategies, including, but not limited to, expectations and boundaries;
3. Verbal intervention and de-escalation techniques;
4. Clear guidelines on removing students from and returning students to a class;
5. Behavioral interventions and supports that will take place when a student has been removed from a class; and
6. Physical intervention for safety.

In addition to the requirements noted above, training must:

- be consistent with the Student Discipline Act,
- include an awareness of the protections for school personnel found in the act,
- include an awareness of the requirement for written consent of a parent or guardian (§ 79-258), and
- include the identification and role of each employee designated as the behavioral awareness and intervention point of contact.

LB 673 appears to transfer the remaining funds in the Nebraska Education Improvement Fund (lottery) to the Behavioral Training Cash Fund. These funds along with any General Fund appropriations would fund the Behavioral Training Program.

LB 673 includes the emergency ("E") clause, which would require at least 33 affirmative votes on Final Reading for passage.

Tuesday afternoon session (1:30 p.m. CT)

(measures listed in the order we believe they will be heard)

- **LB 198** (Vargas) Change provisions relating to the Student Discipline Act *[monitoring]*
- **LB 136** (Vargas) Change procedures regarding short-term suspension of students *[monitoring]*
- **LB 518** (Morfeld) Change provisions relating to long-term suspension, expulsion, or mandatory reassignment under the Student Discipline Act *[monitoring]*
- **LB 642** (Day) Provide for reimbursements to school districts and educational service units for mental health expenditures *[NCSA Supports]*

LB 198 is identical to LB 515 (2019), which was passed in 2020 by a narrow 26-7 vote but vetoed by the Governor. In his [veto message](#), dated April 17, 2020, Governor Ricketts stated:

It is not wise public policy to turn school discipline matters into court proceedings or arbitration. The bill disregards the safety of teachers and other students. Student discipline must balance the rights of students and the need for a safe learning environment. While well intentioned, LB 515 misses that mark. School districts have contacted me to share their concerns that the bill will adversely affect their staff and students. These concerns are serious and cannot be ignored.

LB 198 represents a third attempt by Senator Vargas to provide comprehensive modifications to the Nebraska Student Discipline Act.

Important provisions under LB 198:

-- Any student who is suspended must be given an opportunity to complete any classwork and homework missed during the period of suspension, including, but not limited to, examinations. Each school district must develop and adopt guidelines that provide the student with the opportunity to complete classwork and homework. The guidelines may not require the student to attend the school district's alternative programs for expelled students in order to complete classwork and homework. The guidelines must be provided to the student and a parent or guardian at the time of suspension.

-- At the conclusion of an expulsion, a school district must reinstate the student and accept non-duplicative, grade-appropriate credits earned by the student during the term of his/her expulsion from any Nebraska accredited institution or institution accredited by one of the six regional accrediting bodies in the United States.

-- The existing ground for disciplinary action relating to attempt to cause personal injury is amended to provide that personal injury must be considered caused by accident when the damage or consequences of the act that caused the injury were unintentional, unforeseen, or unexpected.

-- If a principal makes a decision to discipline a student by long-term suspension, expulsion, or mandatory reassignment, such decision as to the recommended discipline must be made within two school days after learning of the alleged student misconduct.

-- If a student is suspended pending the outcome of a hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension under the district guidelines (noted above), which may not require the student to attend the school district's alternative programs for expelled students in order to complete classwork or homework.

-- If a hearing is requested within five school days after receipt of the notice, the superintendent must recommend appointment of a hearing examiner within two school days after receipt of the hearing request.

-- Hearing Examiner Selection:

- The student or the student's parent or guardian may request designation of a hearing examiner other than the hearing examiner recommended by the superintendent, if notice to the superintendent of this request is given within two school days after receipt of the superintendent's recommended appointment.
- Upon receiving the request, the superintendent must provide one alternative hearing examiner who is not an employee of the school district or otherwise currently under contract with the school district and whose impartiality may not otherwise be reasonably questioned.
- The superintendent may also provide an additional list of hearing examiners that may include hearing examiners employed by or under contract with the school district.
- The student or the student's parent or guardian must, within five school days, select a hearing examiner to conduct the hearing who was recommended, provided as an alternative hearing examiner and must notify the superintendent in writing of the selection.
- The superintendent must appoint the selected hearing examiner upon receipt of such notice.
- Individuals whose impartiality may be reasonably questioned may include individuals who: (i) Have a personal bias or prejudice concerning a party; (ii) Have personal knowledge of evidentiary facts concerning the proceeding; (iii) Have served as legal counsel to the school district; or (iv) Have a spouse who is an employee of, or is under contract with, the school district.
- A qualified hearing examiner must be an individual who has knowledge of the Student Discipline Act, training in its statutory requirements, or experience conducting student hearings.
- Expenses and fees of any hearing examiner, in connection with the hearing, must be paid by the school district.

-- The principal or legal counsel for the school, the student, and the student's parent, guardian, or representative have the right to receive a copy of all records and written statements referred to in the Student Discipline Act as well as the statement of any witness in the possession of the school board or board of education no later than 48 hours prior to the hearing.

LB 136 would afford new protections for students who have been short-term suspended at least twice during the same semester for a total of nine or more school days.

Currently, students typically have no appeal rights in response to a short-term suspension. If a student has been short-term suspended more than once in a semester for a combined minimum of nine school days, LB 136 would provide the students with the right to appeal the short-term suspension.

NCSA legal counsel, Mr. Justin Knight, believes that, contrary to the intent of the bill, LB 136 could actually lead to more long-term suspensions and/or expulsions. If administrators need to follow the long-term suspension procedures for short-term suspensions, administrators may choose to recommend longer student discipline consequences to avoid potentially having multiple hearings in the same semester.

Overall, LB 136 would impose additional burdens on administrators and could result in additional costs to school districts due to the potential for increased student discipline hearings.

LB 518 adds a new ground of student discipline. There are currently eleven grounds for disciplinary action in the Nebraska Student Discipline Act.

Under the bill, the new grounds would involve engaging in any kind of "surreptitious electronic surveillance" on any property of a public school or during remote learning occurring on a school district-approved platform, without the knowledge of the person or persons being observed.

The bill defines "surreptitious electronic surveillance" as a person intruding upon the privacy of other persons by secretly listening to, monitoring, or recording, or attempting to listen to, monitor, or record, by means of any mechanical, electronic, or other listening device, any conversation engaged in by the other persons, unless authorized to do so by all participants engaging in the conversation.

The new ground for disciplinary action would not apply to any electronic surveillance:

- authorized by a court order issued to a public officer, based upon a showing of probable cause to believe that criminal activity is occurring on the property of the public school under surveillance;
- by a party or witness to a conversation who has a reasonable belief that there is an ongoing criminal act in the process of being committed;
- by a law enforcement agency pursuant to a criminal investigation;
- which is necessary as part of a system of security used to protect and ensure the safety of persons on the property of the public school; or
- in a class or laboratory when authorized by the teacher of the class or laboratory.

Further Analysis:

NCSA counsel, Mr. Justin Knight, states that many districts already have a policy that prohibits secret recordings on school property. LB 518 would formalize this prohibition in state statute, in addition to prohibiting "surreptitious electronic surveillance" during remote learning. However, it is not entirely clear how LB 518 would comport with Nebraska's one-party consent statute (Neb. Rev. Stat. § 86-290). Under 86-290, a person cannot secretly record a conversation in Nebraska without the consent of at least one party to the conversation. Presumably, LB 518 would preempt 86-290 for purposes of school discipline, but there could be confusion as to what law applies in different situations (especially in remote learning settings off school property). All in all, LB 518 would give schools the ability to discipline students who secretly record others, but it would be helpful if the bill clarified how it complied with 86-290 and the associated caselaw.

LB 642 requires NDE to reimburse each qualifying school district and ESU for allowable mental health expenditures in the immediately following school fiscal year a pro rata amount based on the reimbursement percentage as determined by the department.

The reimbursement percentage must equal the ratio of the appropriations by the Legislature for reimbursements divided by the total allowable mental health expenditures for the preceding school fiscal year, except that if the ratio is greater than 80%, the reimbursement percentage would equal 80%.

To qualify, a school district or ESU must:

1. Designate an employee of the school district or ESU as a community-based mental health resource liaison and provide the appropriate training and resources for the employee to assist students, families, teachers, and schools in locating the resources necessary to address the mental health needs of individual students in the district or ESU; and

2. Submit allowable mental health expenditures in a manner prescribed by NDE.

The bill provides that an allowable mental health expenditure is covered if it:

- Directly related to meeting the mental health needs of an individual student or group of students;
- Directly related to a focused strategy approved by the department to reduce the mental health needs of students by improving the overall educational environment; or
- Directly related to the training or work of the community based mental health resource liaison; and
- Not an allowable reimbursable cost under the Special Education Act.

The bill would appropriate \$12 million for the program.



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