

Isanti Community School
Board of Education Regular Meeting
Tuesday, October 17, 2017

{{Name: Agenda Item}}

- I. CALL THE MEETING TO ORDER - ROLL CALL

- II. PUBLIC COMMENT ON AGENDA ITEMS

- III. BUSINESS AFFAIRS - CONSENT AGENDA
 - III.A. Approve minutes of the September regular board meeting

 - III.B. Treasurer Report

 - III.C. Outstanding Payables

- IV. REPORTS
 - IV.A. Superintendent
 - IV.A.1. Progress Plan Update

 - IV.A.2. Principal

 - IV.B. Committee Reports

- V. ACTION ITEMS
 - V.A. Teacher negotiations

 - V.B. Culture Sponsor

 - V.C. Early Graduation/Senior Status

V.D. Drug Testing Policy-Staff and Board

V.E. Authorize new bank accounts

V.F. Legal Updates

V.G. Christmas Party

V.H. Superintendent Search

V.I. Floor scrubber

V.J. SPED Vehicle

V.K. Phone System

V.L. Safety Plan

VI. DISCUSSION ITEMS

VII. COMING EVENTS

VII.A. Creative Learning Trip-Denver CO-Oct 24-25

VII.B. Regular Board Meeting-November 14

VII.C. NASB State Conference November 15-17-Omaha

VII.D. NIISA-Las Vegas, NV-Dec 3-6

VIII. ADJOURN

Santee Community School
Board of Education Committee of the Whole Meeting
Tuesday, October 17, 2017

I. CALL THE MEETING TO ORDER - ROLL CALL

II. DISCUSSION ITEMS

II.A. Preschool Presentation

II.B. Dean Jacobs Presentation

II.C. Athletic Report

II.D. Early Graduation/Senior Status

II.E. Superintendent Search/Evaluation

II.F. 3 Year Plan

II.F.1. Football Field Fence

II.F.2. Phone System

II.F.3. Gym Wall Mats

II.G. Special Ed Vehicle

II.H. Behavioral Programs

II.I. Bank Authorization

II.J. Safety Plan

II.K. Board/Student Retreat-Lincoln

III. ADJOURN

Public Meeting Minutes: September 11, 2017 at 5:00 PM - Board of Education Budget Hearing

Download (/Public/DownloadMinutes/Santee?meeting=26702)

View Options:

- Show Everything
- Action(s)
- Discussion
- Attachments
- Hide Everything

September 11, 2017 at 5:00 PM - Board of Education Budget Hearing Minutes

September 11, 2017 at 5:00 PM - Board of Education Budget Hearing

I. CALL THE MEETING TO ORDER - ROLL CALL

II. 2017-2018 BUDGET HEARING

III. ADJOURN

Discussion:

The hearing was closed at 5:26 PM.

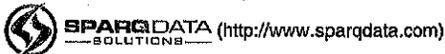
<< Back to the Public Page for Santee Community School (/Public/Organization/Santee)

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Public Meeting Minutes: September 11, 2017 at 5:10 PM - Board of Education Committee of the Whole Meeting

Download (/Public/DownloadMinutes/Santee?meeting=26704)

View Options:

Show Everything

Action(s)

Discussion

Attachments

Hide Everything

September 11, 2017 at 5:10 PM - Board of Education Committee of the Whole Meeting Minutes

September 11, 2017 at 5:10 PM - Board of Education Committee of the Whole Meeting

I. CALL THE MEETING TO ORDER - ROLL CALL

II. DISCUSSION ITEMS

II.A. 3 Year Plan

II.A.1. STEM Classroom

Discussion:

A video was shared with the Board from Creative Learning. Mrs. Nagel explained the vision for the Smart lab at Santee.

The design for Santee was shared with the group. They will custom build the room to fit our needs. The prices reflect different options. Mrs. Nagel explained the cost of the room, the costs for the district, the FTE, and ongoing curriculum and consumables.

The company would like three people to come to Colorado to see the classrooms.

A strong facilitator will be key to success in the lab.

Other schools and labs were discussed. Implementation for the Santee lab would be August 2019.

The Board would like to encourage more teachers to go. Stacy would be interested in going. What about taking some students? A second trip to North Dakota would also be possible.

II.A.2. Weight Room

Discussion:

Mr. Hoffman shared a bid for a weight room upgrade. Questions and concerns were raised.

II.A.3. Lawn Sprinkler Systems

II.A.4. Gym Wall Mats

Discussion:

The gym wall mats bid was discussed. Also, conference banners were discussed. The Board would like the Santee sign larger.

II.A.5. School Bus

Discussion:

Donnie shared information about a bus he found in Aberdeen.

II.B. 2017-2018 Teacher negotiations

Discussion:

The Board would like Ms. Daniels to work with the teacher association to find a middle ground.

II.C. Custodial Schedules

Discussion:

Options for overnight work was discussed for the custodial staff.

II.D. Teacherage Propane Upgrade

Public Meeting Minutes: September 11, 2017 at 5:30 PM - Board of Education Regular Meeting

 Download (/Public/DownloadMinutes/Santee?meeting=26705)

View Options:

 Show Everything

Action(s)

Discussion

Attachments

 Hide Everything

September 11, 2017 at 5:30 PM - Board of Education Regular Meeting Minutes

September 11, 2017 at 5:30 PM - Board of Education Regular Meeting

I. CALL THE MEETING TO ORDER - ROLL CALL

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Don Pike to approve the Consent Agenda as presented.

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

III.A. Approve minutes of the August regular board meeting

III.B. Treasurer Report

III.C. Outstanding Payables

IV. REPORTS

IV.A. Superintendent

Discussion:

Ms. Daniels reported on attendance, discipline reporting, the visit with the new ESU 1 administrator, the volleyball tournament in Winnebago.

IV.A.1. Progress Plan Update

IV.A.2. Principal

Discussion:

Mrs. Nagel shared information about the PLC work and collaboration schedule.

IV.B. Committee Reports

V. ACTION ITEMS

V.E. Approve lawn sprinkler systems

Action(s):

Motion Passed:

It was moved by Don Pike and seconded by Cindy Whipple to approve the lawn sprinklers..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

V.F. Approve gym wall mats

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Don Pike to approve gym wall mats..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*

V.G. Approve NVR for video camera system

Action(s):

Motion Passed:

It was moved by Don Pike and seconded by Rosella Whipple to approve NVR camera quote..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

V.L. Personnel

Action(s):

Motion 1 Passed:

It was moved by Don Pike and seconded by Rosella Whipple to move into closed session to protect reputation at 7:40 PM..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

Motion 2 Passed:

It was moved by Cindy Whipple and seconded by Don Pike to come out of executive session at 8:04 PM.

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

V.L.1. Approve H. Lancaster-Elementary Special Education

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Don Pike to approve H. Lancaster for elementary special education teacher..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

V.L.2. Extra Duty Assignments-Asst Football coach, class sponsors, SAT team members

Discussion:

Revisit this item in October.

V.L.3. Approve Substitute teacher FTE

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Don Pike to approve a FTE for full time teacher.

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*

V.L.4. Approve Paraprofessional substitute FTE

Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Abrams Learning Trends	Classroom License	Textbooks Elementary	\$ 101.97
Ace/Refrigeration Engineering	Walk In Cooler repairs	Repairmen	\$ 998.11
Alphabet Signs	Directory board letters	Supplies	\$ 128.50
Amazon Corporate Line	Apple superdrive	Computer Hardware	\$ 79.00
Amazon Corporate Line	Teacher Desk	Furniture & Equip. Office	\$ 377.30
Amazon Corporate Line	Double pedestal desk	Furniture & Equip. Office	\$ 460.31
Amazon Corporate Line	Headphones	Supplies	\$ 141.88
Amazon Corporate Line	Whiteboard for Kindergarten	Supplies	\$ 178.19
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 14.59
Amazon Corporate Line	FCS Books	Textbooks Secondary	\$ 68.98
Amazon Corporate Line	Textbook	Gen. Supplies Sec.	\$ 57.50
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 2.69
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 57.89
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 55.76
Amazon Corporate Line	Homecoming	Activity Supplies	\$ 399.14
Amazon Corporate Line	Adapters	Computer Hardware	\$ 51.11
Amazon Corporate Line	Fax drum	Supplies	\$ 141.98
Amazon Corporate Line	Storage crates	Gen. Supplies Sec.	\$ 19.79
Amazon Corporate Line	Storage Crates	Gen. Supplies Sec.	\$ 64.04
Amazon Corporate Line	Calculators	Gen. Supplies Sec.	\$ 134.10
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 48.65
Amazon Corporate Line	FCS books	Textbooks Secondary	\$ 262.78
Amazon Corporate Line	FCS books and supplies	Gen. Supplies Sec.	\$ 1,765.62
Amazon Corporate Line	FCS Books	Gen. Supplies Sec.	\$ 40.76
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 14.98
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 238.81
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 2.40
Amazon Corporate Line	Headlice shampoo	Nurse Supplies	\$ 316.95
Amazon Corporate Line	FCS Books	Textbooks Secondary	\$ 7.43
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 3.09
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 7.98
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 7.98
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 12.34
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 14.98
Amazon Corporate Line	FCS Supplies	Gen. Supplies Sec.	\$ 1.55
Amazon Corporate Line	Wash bags for uniforms	Activity Supplies	\$ 74.97
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 16.72
Amazon Corporate Line	FCS Workbook	Textbooks Secondary	\$ 58.49
Amazon Corporate Line	Storage contalner	Supplies	\$ 70.00
Amazon Corporate Line	Chargers	Computer Hardware	\$ 33.74
Amazon Corporate Line	Clarinet reeds	Gen. Supplies Sec.	\$ 58.98
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 31.34
Amazon Corporate Line	MAPS	Gen. Supplies Elem.	\$ 105.98
Amazon Corporate Line	Clarinet mouthpiece	Gen. Supplies Sec.	\$ 19.90
Amazon Corporate Line	Bookshelf	Supplies	\$ 73.26
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 9.33
Amazon Corporate Line	Tash can	Supplies	\$ 7.97
Amazon Corporate Line	Cups for shampoo	Nurse Supplies	\$ 48.45
Amazon Corporate Line	Tech	Computer Hardware	\$ 140.89
Amazon Corporate Line	Homecoming	Activity Supplies	\$ 48.44
Amazon Corporate Line	headphones	Gen. Supplies Elem.	\$ 70.24
Amazon Corporate Line	Headphones	Gen. Supplies Elem.	\$ 35.12
Amazon Corporate Line	Whiteboards	Supplies	\$ 356.38
Amazon Corporate Line	MAP Testing	Supplies	\$ 207.77
Amazon Corporate Line	FCS Supplies	Gen. Supplies Sec.	\$ 2.13
Amazon Corporate Line	Cases	Supplies	\$ 83.94
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 2.99
Amazon Corporate Line	Projector, adapters	Computer Hardware	\$ 415.99
Amazon Corporate Line	Classpack of headphones	Gen. Supplies Elem.	\$ 39.99
Amazon Corporate Line	Cases	Supplies	\$ 65.94
Amazon Corporate Line	FCS Workbooks	Textbooks Secondary	\$ 42.52
Amazon Corporate Line	Headphones	Gen. Supplies Elem.	\$ 98.93
Amazon Corporate Line	Wall mount	Supplies	\$ 29.24
Amazon Corporate Line	Toner for fax	Supplies	\$ 121.91

Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Karl Daniels	Taxi at NAFIS	Travel Expenses	\$ 20.00
Karl Daniels	Admin Days/Open Meeting Law	Travel Expenses	\$ 314.58
Karl Daniels	Aug.-NA Cons. Mtg, ESU Supt Mt	Travel Expenses	\$ 268.57
Karl Daniels	NAFIS and NIEA	Travel Expenses	\$ 441.82
Darrel Denney	Tower transportation	SPED Travel Expenses	\$ 98.33
Ecolab Pest Elimination	Pest Control	Technical Service	\$ 630.00
Ecolab Pest Elimination	Pest Control	Technical Service	\$ 157.59
Ecolab Pest Elimination	Pest Control	Technical Service	\$ 157.59
Ecowater	All filters changed, salt	Water And Sewer	\$ 2,372.15
Embassy Suites-Lincoln	Meeting in Lincoln	Travel Expenses	\$ 223.11
Educational Service Unit #1	ELG-Science in Winnebago	Reg. Inst.-Early Childhood-D&F	\$ 50.00
Educational Service Unit #1	Safe with you	GT Travel Expenses	\$ 20.00
Educational Service Unit #1	LAN Managers Meeting	Computer Tech Service	\$ 40.00
Educational Service Unit #1	NSSRS/EdFl Work session	Dues and Fees	\$ 20.00
Educational Service Unit #1	ACT Writing	Travel Secondary	\$ 50.00
Educational Service Unit #7	Afterschool conference	21st CCLC Dues and Fees	\$ 55.00
Educational Service Unit #8	Apex Seats	Distance Learning Fees	\$ 1,269.35
ETA hand2mind	Math supplies	Gen. Supplies Elem.	\$ 348.18
Ewell Education Services	Online subscription	Activity Supplies	\$ 165.00
Feather Hill Express	September Fuel	Gas And Oil	\$ 1,283.27
FISEF	FISEF Workshop	Dues And Fees	\$ 295.00
Fisher Scientific	Light bulbs	Gen. Supplies Sec.	\$ 8.60
Jason Folkers	9/1, 9/8, 9/11,9/15, 9/18-21,	Travel Secondary	\$ 430.14
Follett Software Co	Software renewal	Computer Software	\$ 156.43
Follett Software Co	677052, 677052F less credit	Library Books Elementary	\$ 226.08
Follett Software Co	677052, 677052F less credit	Library Book Secondary	\$ 226.09
Co-Line Welding, Inc.	Basketball hoops for playground	Activity Supplies	\$ 1,224.98
Gopher Sports	ErgoErgo Seats	Gen. Supplies Elem.	\$ 263.07
Irene Graves	Reimb for homecoming	Activity Supplies	\$ 50.94
Irene Graves	Ag teachers regional meeting	Travel Secondary	\$ 41.52
Hansen Locksmithing	Broken key in classroom door	Repairmen	\$ 226.83
Hansen Locksmithing	Replace locks, keys, cabinet l	Repairmen	\$ 1,430.00
Harris	Annual Maintenance Attendance	Dues and Fees	\$ 1,276.29
Harris	Annual support Attendance Ente	Dues and Fees	\$ 100.00
Harris	Create two new buildings	Computer Software	\$ 200.00
Harris	Additional users for attendanc	Dues and Fees	\$ 440.00
Robert Holdahl	Sub 9/18, 9/28-29, 10/5-6	Travel Secondary	\$ 219.35
Hometown Leasing	Copier Lease	Rentals And Leases	\$ 132.40
Leah Hrbek	Reimbursement	Travel Elementary	\$ 248.03
IXL Learning	Site License Upgrade	Computer Software	\$ 1,794.00
J.W. Pepper & Son, Inc.	353305, 3534477	Gen. Supplies Sec.	\$ 59.48
Tammy Kester	Aimsweb Training	Travel Elementary	\$ 11.50
Tammy Kester	Classroom Supplies	Gen. Supplies Elem.	\$ 42.85
Jalayne Keyes	Sept Tech Service	Computer Tech Service	\$ 4,670.00
Cecelia Klug	Milk	Food	\$ 10.77
Cecelia Klug	Buns	Food	\$ 11.92
Kuchar Electric	Daycare	Repairmen	\$ 940.51
Larry's Heating And Cooling	Replace filters on old buildin	Technical Service	\$ 928.20
Brenda Leader	Homecoming	Activity Supplies	\$ 177.90
Brenda Leader	Lab supplies	Gen. Supplies Sec.	\$ 16.00
Brenda Leader	NSCTA Conference	Travel Secondary	\$ 65.64
Learning A to Z	Reading	Textbooks Elementary	\$ 4,477.70
Learning A to Z	Writing	Textbooks Elementary	\$ 1,619.10
Stephanie Lowery	9/15, 9/18, 9/22, 9/28-29, 10/	Travel Elementary	\$ 80.25
Mastercard Service Center	Supplies for Alt Ed	Gen. Supplies Sec.	\$ 72.40
Mastercard Service Center	Fuel	Gas And Oil	\$ 41.00
Mastercard Service Center	Fuel	Gas And Oil	\$ 217.28
Mastercard Service Center	Garbage cans	Teacherage Supplies	\$ 648.62
Mastercard Service Center	VB tournament in Winnebago	Travel-Activlites	\$ 728.00
Mastercard Service Center	Letters for marquee	Supplies	\$ 129.47
Mastercard Service Center	VB in Winnebago	Activity Supplies	\$ 113.30
Mastercard Service Center	Hotel deposit for NAFIS	Travel Expenses	\$ 787.76
Mastercard Service Center	Airfare	Travel Expenses	\$ 318.90
Mastercard Service Center	Airfare	Travel Elementary	\$ 616.20

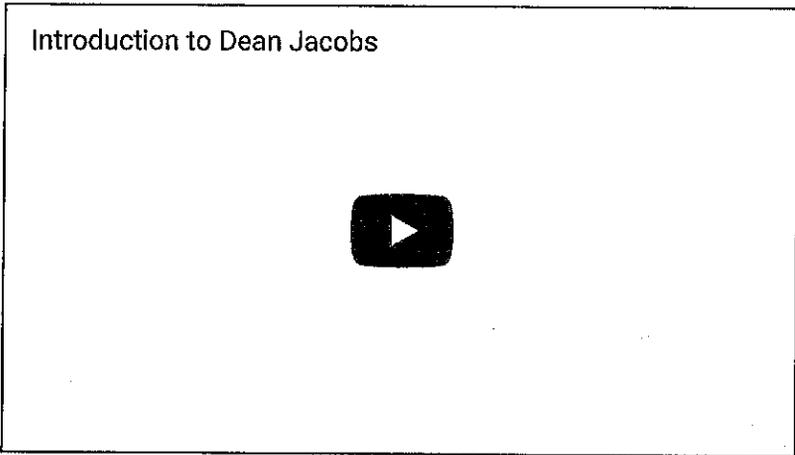
Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Wells Fargo-Anthony Hoffman Card	Flandreau VB	Gas And Oil	\$ 39.24
Wells Fargo-Anthony Hoffman Card	Late Fee	Dues and Fees	\$ 41.15
Wells Fargo-Anthony Hoffman Card	Meals for VB tournament in Fla	Travel-Activiites	\$ 17.38
Wells Fargo-Anthony Hoffman Card	PLC Minneapolis	Travel Expenses	\$ 116.85
Wells Fargo	Education Week	Supplies	\$ 44.00
Wells Fargo	Nurse Supplies	Nurse Supplies	\$ 21.05
Wells Fargo	NAFIS Reg Fee	Dues And Fees	\$ 500.00
Wells Fargo	Hotel for NAFIS	Travel Expenses	\$ 2,436.06
Wells Fargo	Travel from NAFIS	Travel Expenses	\$ 195.93
Wells Fargo	NAFIS Reg Fee	NAFIS	\$ 500.00
Wells Fargo	Airfare	Travel Expenses	\$ 715.12
Wells Fargo	Registration	Dues And Fees	\$ 650.00
Wells Fargo	Airfare	Travel Expenses	\$ 513.46
Wells Fargo	Registration	NIEA	\$ 3,250.00
Wells Fargo Vendor Fin Serv	Copier Lease	Rentals And Leases	\$ 249.57
Wheelchair Dynamics	Wheelchair van	Miscellaneous Expenses	\$ 3,875.00
Rosella Whipple	Parking, Taxi from NIEA	Travel Expenses	\$ 73.00
Woody Roberts Construction	Light poles	Building Improvement	\$ 800.00
		Total Outstanding Payables	\$ 179,854.72

photography is a discovery process where something extraordinary can be found within the confines of ordinary life.

Dean's goal is to share his stories with hopes to change his audiences' perspective about the people and cultures in the world, while also helping them remember their dreams. Ultimately, his mission is the same for everyone he meets; "Which story do you want to write about your life? It's your choice. If you can't find anything good, you be the change."

These days, when Dean is not traveling, he keeps busy as a contributing newspaper columnist, photojournalist, children's book author, and keynote presenter across the country.



true love.

Past and present generations have mastered what it means to accumulate stuff. I challenge you to be the ones who break the cycle. Be bold enough and courageous to have the wisdom to know what it means to have enough, and live it with gratitude. I challenge you to be gardeners of young people, to nurture the idea that happiness is not found in something, but to search and find it inside. Living on less; having more.

This could be our greatest legacy as a nation and a country. Standing on our own two feet we reach out into the world, not with our military and our money, but with our own hands and hearts, to touch and know the world we all share.

- Dean Jacobs



DEAN JACOBS

Promoting the Seven Wonders of Humanity:

- Dignity
- Respect
- Humility
- Curiosity
- Generosity
- Gratitude
- Kindness

ABOUT DEAN

Dean Jacobs, a native of Nebraska, left a secure job with corporate America to pursue a dream: a dream to travel around the world and to understand the world we share.

The experience of exploring in over 50 countries has exposed Dean to the goodness of humanity and the magnificence of the natural beauty throughout the world.

Dean brings his experiences to children and adults everywhere through school presentations and keynotes that focus on the goodness of humanity and the awe of nature. By offering his audiences the opportunity to see these qualities in others and themselves,

CONTACT

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Email:



Customer Request for Proposal By:
Santee Schools
206 Frazier Ave. E
Santee, NE 68760

10/12/2017

Quote #: SF101220171700

Proposal Provided By:
Great Plains Communications – TeleData Business Solutions Division
1600 Great Plains Centre
Blair, NE 68008

Seth Foner – Local PBX Technician
sfoner@gpcom.com
Office: 402-373-9040
Cell: 402-533-4817
Email: sfoner@gpcom.com

Tony Martin – Manager
tmartin@gpcom.com
Office: 402-456-6412
Cell: 402-533-8927

Santee Schools phone system proposal

Panasonic NS700 VOIP hybrid phone system with Voice Mail

- (1) NS700 Phone system with Voice Mail
- (5) KX-NT560 IP display phones
- (5) Plantronics Bluetooth Voyager Edge Headsets
- (5) KX-NT546 IP display phones
- (58) KX-NT543 IP display phones
- (1) IP PC softphone client license

Equipment	\$35,790.50
Labor	\$14,712.00

Total	\$50,502.50

Lease Option for NS-700 Panasonic phone system equipment

Down payment billed after installation (Labor)	\$14,712.00
Monthly charge	\$907.74
Minimum number of payments	48
Buyout option at 4 years	\$3,579.05

Warranty:

The Panasonic equipment is covered by a seven-year complete component warranty protecting the customer against normal hardware/software. Failures due to misuse, non-certified personnel attempting hardware/software manipulation, installation on non-EIA/TIA 568B compliant wiring or damage by acts of God are not covered under this warranty.



Disclaimer: This window sticker is only representative of the information contained on an actual vehicle sticker and may or may not match the actual window sticker on the vehicle itself. Please see your retailer for further information.

Vehicle Description

EXPLORER 2017 4DR 4WD XLT
4-DOOR 3.5L TI-VCT V6 ENGINE
 6-SPEED AUTO TRANSMISSION

VIN 1FM5K8D84HG C55053

Exterior
 SMOKED QUARTZ MET TINTED CC
Interior
 EBONY BLACK INTERIORUNIQUE
 CLOTH BUCKET W/PWR DRVR

Standard Equipment INCLUDED AT NO EXTRA CHARGE

EXTERIOR

- . EASY FUEL CAPLESS FILLER
- . FOG LAMPS-LED
- . LED SIGNATURE LIGHTING
- W/LED SIG & APPROACH LAMP
- . REAR SPOILER, BODY COLOR
- . TAILLAMPS-LED
- . VARIABLE INTERVAL WIPERS

INTERIOR

- . 2ND ROW 60/40 FOLD FLAT
- . CARPETED FLOOR MATS
- . CRUISE CONTROL
- . LEATHER SHIFT KNOB
- W/CRUISE AND AUDIO CONTR
- . PWR DRIVER SEAT - 10 WAY

FUNCTIONAL

- . CURVE CONTROL
- . INTELLIGENT ACCESS W/PUSH MYKEY
- . REAR VIEW CAMERA
- . SECURICODE KEYLESS KEYPAD

SAFETY/SECURITY

- . AIRBAGS - DUAL STAGE FRONT MOUNTED SIDE IMPACT
- . FRONT PASS. KNEE AIRBAG
- . INDIV TIRE PRESS MONIT SYS
- . PERIMETER ALARM

WARRANTY

- . 5YR/60,000 POWERTRAIN

- . DOOR HANDLES - BODY COLOR
- . EXHAUST TIPS - CHROME
- . HEADLAMPS - AUTOMATIC
- . MIRRORS - PWR/HTD/MAN FOLD
- . PRIVACY GLASS 2ND/3RD ROW
- . ROOF RACK SIDE RAILS
- . TRAILER SWAY CONTROL
- . 1TOUCH UP/DOWN DR/PASS WIN
- . 3RD ROW - 50/50 FOLD FLAT
- . CLOTH SEATING SURFACES
- . DUAL ILLUM VANITY MIRRORS
- . LEATHER WRAPPED STR WHEEL
- . POWERPOINTS
- . TILT/TELESCOPE STR COLUMN
- . BRAKES, 4-WHEEL DISC/ABS
- . HILL START ASSIST
- BUTTON START
- . POWER STEERING W/EPAS
- . REVERSE SENSING SYSTEM
- . SIRIUS XM - SVC N/A AK&HI
- . ADVANCETRAC WITH RSC
- . AIRBAGS - FRONT SEAT
- . AIRBAGS - SAFETY CANOPY
- . FRT-PASS SENSING SYSTEM
- . LATCH CHILD SAFETY SYSTEM
- . SOS POST CRASH ALERT SYS
- . 3YR/36,000 BUMPER / BUMPER
- . 5YR/60,000 ROADSIDE ASSIST

Price Information

STANDARD VEHICLE PRICE MSRP **\$35,925**

Included on this Vehicle

EQUIPMENT GROUP 201A 2,110
 DRIVER CONNECT PACKAGE
 8" LCD TOUCHSCREEN
 SYNC 3
 PREMIUM AUDIO W/9 SPEAKERS
 REMOTE START SYSTEM
 DUAL ZONE AUTO TEMP CONTROL
 10-WAY POWER PASSENGER SEAT
 HANDS-FREE, FOOT ACTV LFTGAT

Optional Equipment

2017 MODEL YEAR
 SMOKED QUARTZ MET TINTED CC 395
 EBONY BLACK CLOTH SEATS
 .18" 5-SPOKE PAINTED ALUM WHLS
 .3.5L TI-VCT V6 ENGINE
 .8-SPEED AUTO TRANSMISSION
 .P245/60R18 A/S BSW TIRES
 COLD WEATHER PACKAGE 650
 .HEATED STEERING WHEEL
 .FORWARD SENSING SYSTEM
 SELECTSHIFT TRANSMISSION
 FLEX-FUEL CAPABILITY
 FRONT LICENSE PLATE BRACKET

TOTAL VEHICLE & OPTIONS 39,080
 DESTINATION & DELIVERY 945

TOTAL MSRP \$40,025

Disclaimer: Option pricing will be blank for any item that is priced as 0 or "No Charge".



CITY MPG
16
HIGHWAY MPG
23

Estimated Annual Fuel Cost: \$

Vehicle Engine Information

Actual mileage will vary with options, driving conditions, driving habits and vehicle's condition. Results reported to EPA indicate that the majority of vehicles with these estimates will achieve between _ and _ mpg in the city and between _ and _ mpg on the highway. For Comparison Shopping all vehicles classified as _ have been issued mileage ratings from _ to _ mpg city and _ to _ mpg highway.



Ford Extended Service Plan is the ONLY service contract backed by Ford and honored by the Ford and Lincoln dealers. Ask your dealer for prices and additional details or see our website at www.Ford-ESP.com.

\$ 38,791 Kristy this is the explorer we talked about -3,350-Rebate
(35441) ← your price

be done with a few people. By building their own sweat lodge it would be for their use only. They could use it as a counseling session or to help their mind and body. The Sun Dance is held during the summer when it usually very hot. We could take students to a Sun Dance ground and explain why it is used and for what reason.

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A culture club at the school will help students learn more about their Native American culture and Dakota history. Students can spread what they learn to other students, family, and members of the community. Learning dances and ceremonies is very important because it keeps alive Dakota traditions and no one else in the world has these ways.

I hope that this is approved. Let me know if you have any questions. Thank you.

Regards,

Kameron Runnels Paraprofessional

potential documentary evidence and witnesses. This has been provided.

Potential witnesses identified to date include:

1. Kristy Mackeprang;
2. Ruth Bathke;
3. Kelly Bilbrey;
4. Sid Tuttle; and
5. Waylon LaPlante.

B. Higgins. A Committee Meeting has been scheduled for October 20th, 2017 at 9:00 A.M.

These Meetings are routinely held, and are not an indicator of what the Committee will do. There will be many Cases heard that day.

At the Hearing, the Investigator will give a recommendation to the Committee; the recommendation will either be that reasonable cause exists to support a discrimination charge, or it does not.

The School would be given 2 minutes to rebut what the Investigator recommends; however, the Committee almost always follows the Investigator's recommendation. Consequently, many Lawyers don't even attend since the Committee routinely follows the recommendation.

One benefit of attending is that I may get the opportunity to speak to the Investigator, but there is no guarantee. Another benefit is to see if the Investigator provides the basis for her recommendation.

Memorandum

To: Santee Board
From: CMB/MLP
Date: October 10, 2017
Subject: Drug and Alcohol Policy: Termination of Classified Employees

I. Santee Drug and Alcohol Policy 4009 Permits Immediate Termination of Classified Employees

- A. Question: Does Santee's Drug and Alcohol Policy prohibit the immediate termination of a classified employee suspected of violating the Drug and Alcohol Policy?
- B. Short Answer: No.

The employee's supervisor is to first interview the employee, ideally with a second person present. The interview can be conducted immediately, and if there is a suspicion of intoxication or drug use, the employee may be terminated on the spot by the Superintendent.

Under Part IV, C of the Policy, employees "may" be tested. The word "may" in the law is "permissive", meaning that it is an option. The word "shall", by contrast, is mandatory, which means that it must be done. Therefore, testing is not required, and the option of termination under Part II, B is available.

II. Nebraska Law: Termination of Employment

A. Terminating Classified Employees:

1. Employment at Will. Nebraska is an "employment at will" State. This means 2 things:

- a. An employer may terminate an employee for any reason, or no reason.
- b. An employee may quit at any time, and does not need to give notice to the employer.

2. Exceptions to the Employee at Will Doctrine. There are 2 primary exceptions to the employee at will doctrine:

- a. Protections established by Law (example: laws against discrimination); and
- b. Rights created under Contract.

Contractual rights are created by:

- i. A written agreement.
- ii. An oral agreement;
- iii. Employee Handbooks; and
- iv. Board Policy.

B. Schools: Categories of Employees: In the school setting, there are 2 primary categories of employees:

1. Teachers and Administrators. These 2 categories are divided into:

Drug and Alcohol Use: Staff and Board

I. A Drug & Alcohol Free Workplace.

A. Introduction. The Board has adopted a ZERO TOLERANCE POLICY for students. The Board believes that School Employees need to serve as role models for students. As a result, the School hereby implements a ZERO TOLERANCE POLICY for Santee Employees for illegal drugs and alcohol when on School property, or while attending School sponsored events.

II. Maintaining a Drug and Alcohol Free Workplace.

A. Prohibition. The manufacture, distribution, possession, or use of a controlled substance, alcoholic beverage, or look-alike on School property, or at School sponsored events, is strictly prohibited.

B. Violation. Any School Employee violating this Policy will be subject to disciplinary action up to, and including, termination of employment. Referral to law enforcement authorities is also a potential consequence.

C. Authorized Use. If the legal use of authorized prescription drugs may impair job ability or performance, the Employee must notify his/her Supervisor. Failure to notify will result in disciplinary action.

D. Policy Notification and Recordkeeping. To institute this Policy, the following will take place:

1. The School will notify all Employees of this Policy.
2. Employees will sign and date an acknowledgment that they will comply with this Policy.
3. The signed acknowledgment will be maintained in the School's Records (an electronic signature is sufficient).

E. Obtaining Help. Employees who believe that they have a drug or alcohol problem are encouraged to seek help. The School and the Board will support those seeking help, and will maintain the seeker's confidentiality provided it does not impair the School's educational process.

randomly. The testing will be conducted at the Santee Health Center.

- C. **Employees Suspected of Violation.** An Employee suspected of violating this Policy will be interviewed by his/her Supervisor as soon as practicable. If practicable, the Supervisor should request a second Staff Member be present.

If reasonable cause exists, Employees:

1. May be tested; and
2. The Employee may be suspended, with pay, from his/her duties pending further investigation.

- D. **Reasonable Cause Defined.** Employees will be subject to drug and/or alcohol testing when there is reasonable cause to believe that the Employee is under the influence of drugs or alcohol at work or on duty. Reasonable cause includes:

1. Observable signs of intoxication, such as bloodshot eyes, slurred speech, or unsteady movement;
2. Credible information received from a reliable person with first-hand knowledge.

- E. **Drivers.** All drivers (including volunteers) will be required to submit to drug and alcohol testing. This will include testing at the following times:

1. Pre-employment;
2. Reasonable suspicion of drug or alcohol use;
3. Random testing;
4. Post-accident; and
5. Return-to-duty testing.

- F. **"Safety-Sensitive" Positions Testing.**

1. **Mandatory Testing.** Job offers to Applicants for positions identified as "safety-sensitive" will be conditioned on a negative test result of the Applicant's urine, breath, or blood.

Minimum: Suspension with pay: 5 days.

Maximum: Termination of employment.

Mandatory: If the Employee is not terminated, the Employee must be referred to an assistance or rehabilitation program.

b. **Second Offense.** Termination of employment.

V. **Reporting Criminal Drug Convictions.**

- A. **Criminal Drug Conviction Notification.** Employees must notify the Superintendent, in writing, of any criminal drug conviction for a violation occurring on School property, or at a School sponsored event, within 5 days of the Employee's conviction. If it involves the Superintendent, the Superintendent will notify the Board Secretary.
- B. **Notification to Federal Agencies.** The School will comply with all reporting requirements involving drug convictions.
- C. **Disciplinary Action Deadline.** After notice from the Employee of a conviction, the School will have 30 days to initiate disciplinary action.

VI. **Reporting Criminal Alcohol Convictions.**

- A. **Criminal Alcohol Conviction Notification.** If an Employee is convicted of any crime relating to the distribution of alcohol to minors, then the Employee must notify the School, in writing, within 5 business days of the conviction. If the conviction involves the Superintendent, the Superintendent will notify the Board Secretary.

VII. **Disciplinary Action.**

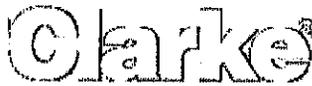
- A. **Administrative Authorization.** The Administration may adopt Rules and forms necessary to implement this Policy, including forms necessary or desirable to keep a record of incidents involving drugs and alcohol.
- B. **Initial Determination; Right to Appeal.** The Superintendent will make the initial determination of an Employee's discipline unless the action requires proceedings involving a permanent Employee whose Contract is affected by the School's action, or if the Superintendent is the offender. The Employee whose Contract is not affected by the Superintendent's decision may appeal the Superintendent's decision by filing a written

3. Slurred speech.
4. Abnormal physical mobility or difficulty with balance.
5. Rapid mood swings.
6. Difficulty orienting.
7. Testimony of reliable witnesses.

J. Under the Influence/Intoxication. The Employee is impaired and/or affected by drugs or alcohol in a detectable manner.

K. Distribution. The sale, transfer, handling, transmitting, administering, or giving of a controlled substance, drug paraphernalia, alcoholic beverage, or look-alike prohibited under this Policy, with or without an exchange of money or other valuables.

Date Adopted: _____, 2017



20"
\$5988.00
6320.00 max; D.P

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\$11193.00
\$11685.00 max; D.S.P

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Canada: 1-800-668-8400
Mexico: 52-55-2591-1002
info@clarkeus.com



National Account

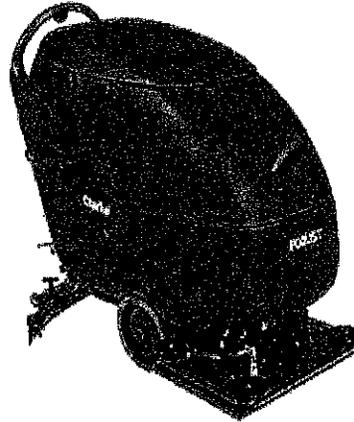
For National Account Customers with nationwide locations and centralized purchasing:

Call us at 1-800-486-8830 or email us.

Focus® II Compact Autoscrubber® 28"

Print Email

The new Focus® II models are the first 20" autoscrubbers® available with Clarke's revolutionary BOOST® Technology. If you demand high levels of cleaning with the ultimate in green benefits, BOOST technology offers 70% reduction in water and chemicals, 40% increase in pad life, and the added benefit of stripping floors chemical-free, compared to traditional disc models.



[view larger image](#)

[Request a Quote](#)

No other manufacturer comes close to matching Clarke's combination of serious cleaning ability and green benefits in autoscrubbers. The Focus II models are available in 2 different models. And all of the Focus II scrubbers feature important benefits such as low noise levels, improved user ergonomics, on-board chargers, breakaway squeegees and more.

The Focus II BOOST L20 has also been certified as "High Traction" by the The National Floor Safety Institute. Awarded on Oct. 29, 2008.



Select Models Only

Autoscrubbers®
» BOOST® Technology
» RA40™
» SA40™
» Vantage 14
» MA10™ 12E
» MA30™ 13B
» MA50™ 15B
» CA30™ 17E
» CA30™ 20B
» Focus® II Compact Autoscrubber®
» Focus® II Mid Size Autoscrubber®
» Focus® II MicroRider™
» Clarke Focus® II Rider
» Chemical Mixing System
» Clarke® Battery Maintenance System

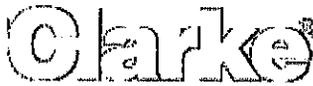
Stand on →

20" round
\$7,224
~~no~~ no dispensing system

Features Downloads Gallery

- 2 models to choose for your application
- Superior solution pick-up
- Quiet at 65 dB(A)
- Easy operation
- Environmentally friendly with efficient solution usage
- Green Certified Equipment by Clarke®

\$15,859.00
\$16,396.00 min/mg O.P



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Carpet Vacuums
Floor Machines and Burnishers
Sweepers
Wet/Dry & Specialty
Green Certified Equipment

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Canada: 1-800-668-8400
Mexico: 52-55-2591-1002
info@clarkeus.com



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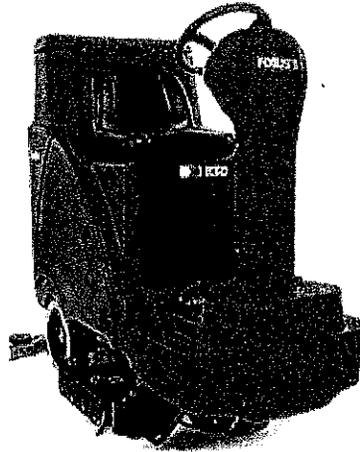
Call us at 1-800-486-8830 or email us.

Clarke Focus® II Rider

[Print](#) [Email](#)

Flexible cleaning

The Clarke Focus® II Rider lets you easily satisfy the job at hand. Available with a 28 or 34 inch disc deck or a 28 inch BOOST® deck, the Focus II Rider can easily clean university entryways or remove floor finish in healthcare facility hallways. A large 31 gallon tank and low-solution flow rates result in 84 minutes of continuous scrubbing without a dump and refill, while increased down pressure (up to 225 pounds) allows for one pass cleaning. When your application requires diverse cleaning performance, select from three solution flow rates, fine tune solution ratios and adjust between five speed settings.



[view larger image](#)

[Request a Quote](#)

Easy operation

Featuring an open machine design, you can access the Focus II Rider driver compartment from the left or right and quickly modify the tools-free adjustable seat for maximum comfort. The Focus II Rider takes operator comfort even further with a low-step height, anti-slip floor surface, recessed foot pedal and angled floorboard. Offering best-in-class maneuverability and water pickup, the Focus II Rider's turning radius is ideal for cleaning tight spaces while its heavy-duty steel side skirts provide enhanced wiping and water containment. An easily-adjustable squeegee increases water and debris pickup capabilities.

Chemical-free floor finish removal

Enhanced with BOOST® Technology, the Focus II Rider offers a 28 inch BOOST deck, delivering high levels of cleaning with the ultimate in green benefits. Say goodbye to costly chemicals, slippery floors and undesirable odors with easy floor finish removal without the use of chemicals. BOOST uses up to 70% less solution, extends equipment pad life by 40%, provides longer battery runtimes and cuts labor time in half.

Autoscrubbers®
» BOOST® Technology
» RA40™
» SA40™
» Vantage 14
» MA10™ 12E
» MA30™ 13B
» MA50™ 15B
» CA30™ 17E
» CA30™ 20B
» Focus® II Compact Autoscrubber®
» Focus® II Mid Size Autoscrubber®
» Focus® II MicroRider™
» Clarke Focus® II Rider
» Chemical Mixing System
» Clarke® Battery Maintenance System

Request

Warriors lodge youth center

10/17/17

The Warriors Lodge youth center would like the Santee Board of Education as well as the Santee Superintendent to review our request in hopes of approval.

On October 15, 2017 I was notified from the Omaha Nation youth center that the program would like to continue with their original in an alternating home and away series with the Warriors Lodge. I do apologize about the short notice and hope this late request does not hinder our request.

If approved for usage we would like to use the new gym or old gym for the nets in a home game volleyball match and the football field.

Schedule as follows,

5pm girls' volleyball vs Omaha nation

6pm boy's B team football vs Omaha Nation

7pm boy's A team Friday night lights vs Omaha Nation

The Warriors Lodge did get verbal contracts from parents and volunteers to assist and aide with the games with duties regarding security, chain gang, refs and cleaning up.

The gym would be in use from 4:45 pm to 5:45 pm. All coaches are notified all kids must have separate pairs of shoes to play or play in socks if they do not have second pair. Security will watch the north door for restrooms only. Absolutely no running of the hallways or kids running free will be tolerated. Security has been instructed to tell the kids to return to their parents or leave after the attempt has been made to secure our hallways. At 5:45 the last games will be done and cleanup will begin. Everyone will be escorted out the south doors to the football field where the football games will begin.

Please feel free to call me with any questions you may have and thank you for reading the Santee Youth Centers request.

A handwritten signature in black ink that reads "Deon Lapointe". The signature is written in a cursive, slightly slanted style.

Deon Lapointe,

Warriors Lodge Youth Center

605-660-5175



Disclaimer: This window sticker is only representative of the information contained on an actual window sticker, and may or may not match the actual window sticker on the vehicle itself. Please see your retailer for further information.

Vehicle Description

EXPLORER 4-DOOR 2017 4DR 4WD XLT
 3.5L TI-VCT V6 ENGINE
 6-SPEED AUTO TRANSMISSION

VIN 1FM5K8D84HG C55053

Exterior
 SMOKED QUARTZ MET TINTED CC
Interior
 EBONY BLACK INTERIOR/UNIQUE
 CLOTH BUCKET W/PWR DRVR

Standard Equipment INCLUDED AT NO EXTRA CHARGE

EXTERIOR

- . EASY FUEL CAPLESS FILLER
- . FOG LAMPS-LED
- . LED SIGNATURE LIGHTING
- W/LED SIG & APPROACH LAMP
- . REAR SPOILER, BODY COLOR
- . TAILLAMPS-LED
- . VARIABLE INTERVAL WIPERS

INTERIOR

- . 2ND ROW 60/40 FOLD FLAT
- . CARPETED FLOOR MATS
- . CRUISE CONTROL
- . LEATHER SHIFT KNOB
- W/CRUISE AND AUDIO CONTROL
- . PWR DRIVER SEAT - 10 WAY

FUNCTIONAL

- . CURVE CONTROL
- . INTELLIGENT ACCESS W/PUSH
- . MYKEY
- . REAR VIEW CAMERA
- . SECURICODE KEYLESS KEYPAD

SAFETY/SECURITY

- . AIRBAGS - DUAL STAGE FRONT MOUNTED SIDE IMPACT
- . FRONT PASS. KNEE AIRBAG
- . INDIV TIRE PRESS MONIT SYS
- . PERIMETER ALARM

WARRANTY

- . 5YR/60,000 POWERTRAIN

- . DOOR HANDLES - BODY COLOR
- . EXHAUST TIPS - CHROME
- . HEADLAMPS - AUTOMATIC
- . MIRRORS - PWR/HTD/MAN FOLD
- . PRIVACY GLASS 2ND/3RD ROW
- . ROOF RACK SIDE RAILS
- . TRAILER SWAY CONTROL
- . 1TOUCH UP/DOWN DR/PASS WIN
- . 3RD ROW - 50/50 FOLD FLAT
- . CLOTH SEATING SURFACES
- . DUAL ILLUM VANITY MIRRORS
- . LEATHER WRAPPED STR WHEEL
- . POWERPOINTS
- . TILT/TELESCOPE STR COLUMN
- . BRAKES, 4-WHEEL DISC/ABS
- . HILL START ASSIST
- . BUTTON START
- . POWER STEERING W/EPAS
- . REVERSE SENSING SYSTEM
- . SIRIUS XM - SVC N/A AK&HI
- . ADVANCETRAC WITH RSC
- . AIRBAGS - FRONT SEAT
- . AIRBAGS - SAFETY CANOPY
- . FRT-PASS SENSING SYSTEM
- . LATCH CHILD SAFETY SYSTEM
- . SOS POST CRASH ALERT SYS
- . 3YR/36,000 BUMPER / BUMPER
- . 5YR/60,000 ROADSIDE ASSIST

Price Information

STANDARD VEHICLE PRICE MSRP \$35,925

Included on this Vehicle

- EQUIPMENT GROUP 201A 2,110
- DRIVER CONNECT PACKAGE
- 8" LCD TOUCHSCREEN
- SYNC 3
- PREMIUM AUDIO W/9 SPEAKERS
- REMOTE START SYSTEM
- DUAL ZONE AUTO TEMP CONTROL
- 10-WAY POWER PASSENGER SEAT
- HANDS-FREE, FOOT ACTV LFTGAT

Optional Equipment

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 DESTINATION & DELIVERY 945

TOTAL MSRP \$40,025

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HIGHWAY MPG 23

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Ford Extended Service Plan is the ONLY service contract backed by Ford and honored by the Ford and Lincoln dealers. Ask your dealer for prices and additional details or see our website at www.Ford-ESP.com.

\$ 38.791 Kristy this is the explorer we talked about
-3,350-Rebate
\$35441 ← your price

September 15, 2017

Santee Community School Administration

A few weeks ago I expressed my interest in starting a Dakota or Culture Club in the school. As we all know most of the traditions, customs, and language of the Dakota people are disappearing. Many of our young people do not participate in any kind of ceremonies or pow-wows. Our school has the opportunity to help students recognize and preserve their heritage. We can have a group of students learn and spread their knowledge of Dakota culture throughout the school and community.

The club can be open to all students, but high school students will help lead the group. Older students will need to elect officers, and try to meet once or twice a week or however it would be preferred. I will help run meetings and supervise the group. Once the culture club is up and running we can plan on what we would like to do.

In the past I was involved with the culture club here in the Santee Community School. We had a very active dance and drum group. I would like to start by creating a group of students who can learn or already know how to dance in pow-wows. If there is anyone who can sing and would help create a drum group that is the next thing we would do. After establishing these groups we can plan on attending different events or visit various establishments in the area.

There are a number of places where our group could perform or talk about our Dakota culture and history. Nursing homes have some of our tribe's elders, and visiting a home would help lift their spirit. Also, we could visit other schools in the area or state and have an exhibition showcasing the different dances in a pow-wow and what they mean. The culture club can perform at local celebrations in the county or region. Attending other pow-wows is another event we could go to.

One day the school can have a Dakota culture/history day if possible. People with knowledge of Dakota traditions and history could be invited to speak to students and staff throughout the day. They can explain the tribe's history, tribal government, and the ceremonies that are still held. If possible the school could hold a pow-wow and invite other native schools to attend. The culture club could help the seniors be honored differently by holding a pow-wow for them. The celebration would have honor songs for the students and the school could provide an eagle feather for each student. These are all possible events that the culture club could be involved in.

There are a couple of ceremonies that are very important for Dakota people. The sweat lodge and sun dance are very old ceremonies going back hundreds maybe thousands of years. The sweat lodge is used for people to pray in and help purify their body and mind. I thought maybe the culture club could help build a sweat lodge somewhere on the school grounds. I helped build a couple before, and I could get a person with more experience to help. Its not very hard and can

be done with a few people. By building their own sweat lodge it would be for their use only. They could use it as a counseling session or to help their mind and body. The Sun Dance is held during the summer when it usually very hot. We could take students to a Sun Dance ground and explain why it is used and for what reason.

There are many things the culture club can do but these some that could happen this year. Once we have a culture club going students must attend and participate in meetings, fundraisers, and events that we sponsor. If they miss some meetings or don't participate they will not be able to attend trips or events that require travel from school.

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I hope that this is approved. Let me know if you have any questions. Thank you.

Regards,

Kameron Runnels Paraprofessional

I. Santee Drug and Alcohol Policy 4009
Permits Immediate Termination of Classified Employees

A. **Question:** Does Santee's Drug and Alcohol Policy prohibit the immediate termination of a classified employee suspected of violating the Drug and Alcohol Policy?

B. **Short Answer:** No.¹

The employee's supervisor is to first interview the employee, ideally with a second person present. The interview can be conducted immediately, and if there is a suspicion of intoxication or drug use, the employee may be terminated on the spot by the Superintendent.

Under Part IV, C of the Policy, employees "may" be tested. The word "may" in the law is "permissive", meaning that it is an option. The word "shall", by contrast, is mandatory, which means that it must be done. Therefore, testing is not required, and the option of termination under Part II, B is available. The same is true for being put on paid leave; the employee "may" be placed on paid leave.

II. Litigation Update

A. **Sellon.** Trial has been scheduled to begin on November 20th, 2017.

U.S. Attorney Mickle has requested information from us relating to

¹ **Note:** A more detailed analysis is found in the attached Memorandum.

potential documentary evidence and witnesses. This has been provided.

Potential witnesses identified to date include:

1. Kristy Mackeprang;
2. Ruth Bathke;
3. Kelly Bilbrey;
4. Sid Tuttle; and
5. Waylon LaPlante.

B. Higgins. A Committee Meeting has been scheduled for October 20th, 2017 at 9:00 A.M.

These Meetings are routinely held, and are not an indicator of what the Committee will do. There will be many Cases heard that day.

At the Hearing, the Investigator will give a recommendation to the Committee; the recommendation will either be that reasonable cause exists to support a discrimination charge, or it does not.

The School would be given 2 minutes to rebut what the Investigator recommends; however, the Committee almost always follows the Investigator's recommendation. Consequently, many Lawyers don't even attend since the Committee routinely follows the recommendation.

One benefit of attending is that I may get the opportunity to speak to the Investigator, but there is no guarantee. Another benefit is to see if the Investigator provides the basis for her recommendation.

The Committee will issue a Letter within 10 days of the Hearing rendering its decision. One option it has is to issue a Right to Sue Letter. That means that the EEOC's work is finished, but that the Claimant can hire a Lawyer.

Memorandum

To: Santee Board
From: CMB/MLP
Date: October 10, 2017
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C. Disciplinary Options: Santee has 5 options for Classified Employees:

1. Ask the employee to submit to a drug or alcohol test;
2. Suspend the employee with pay pending investigation;
3. Require that the employee satisfactorily participate in a drug and/or alcohol abuse assistance or rehabilitation program before returning to work;
4. Call law enforcement; or
5. Terminate employment.

D. Distinguishing Features of 4009: Under Policy 4009, all employees are subject to disciplinary action for violating the Drug and Alcohol Policy. The Policy has several distinguishing features; these include:

1. A broad definition of drugs. If State Law prohibits a type of drug, then Santee Policy prohibits it;
2. Not only is the Policy non-discriminatory, Santee might be unique in that its own Board is tested¹; and
3. Santee is given several disciplinary options; this includes options geared to rehabilitate the employee.

¹ Winnebago Policy obligates Board Members to conduct themselves "in good faith". This is a general statement, and not found under a Drug and Alcohol Policy.

II. Nebraska Law: Termination of Employment

A. Terminating Classified Employees:

1. **Employment at Will.** Nebraska is an "employment at will" State. This means 2 things:

- a. An employer may terminate an employee for any reason, or no reason.
- b. An employee may quit at any time, and does not need to give notice to the employer.

2. **Exceptions to the Employee at Will Doctrine.** There are 2 primary exceptions to the employee at will doctrine:

- a. Protections established by Law (example: laws against discrimination); and
- b. Rights created under Contract.

Contractual rights are created by:

- i. A written agreement.
- ii. An oral agreement;
- iii. Employee Handbooks; and
- iv. Board Policy.

B. Schools: Categories of Employees: In the school setting, there are 2 primary categories of employees:

1. **Teachers and Administrators.** These 2 categories are divided into:

- a. Permanent ("Tenured") Certificated Employee: Teachers, Principals, and Certificated Supervisors who have served a probationary period.
 - b. Probationary Certificated Employee: Teachers or Administrators who have served under a contract with the School for less than 3 successive school years. This category also includes Superintendents regardless of length of service.
2. Classified. All other employees (this would include Business Manager, Paraprofessionals, Clerical Staff, Janitors, and Kitchen Help).

Drug and Alcohol Use: Staff and Board

I. A Drug & Alcohol Free Workplace.

A. Introduction. The Board has adopted a ZERO TOLERANCE POLICY for students. The Board believes that School Employees need to serve as role models for students. As a result, the School hereby implements a ZERO TOLERANCE POLICY for Santee Employees for illegal drugs and alcohol when on School property, or while attending School sponsored events.

II. Maintaining a Drug and Alcohol Free Workplace.

A. Prohibition. The manufacture, distribution, possession, or use of a controlled substance, alcoholic beverage, or look-alike on School property, or at School sponsored events, is strictly prohibited.

B. Violation. Any School Employee violating this Policy will be subject to disciplinary action up to, and including, termination of employment. Referral to law enforcement authorities is also a potential consequence.

C. Authorized Use. If the legal use of authorized prescription drugs may impair job ability or performance, the Employee must notify his/her Supervisor. Failure to notify will result in disciplinary action.

D. Policy Notification and Recordkeeping. To institute this Policy, the following will take place:

1. The School will notify all Employees of this Policy.
2. Employees will sign and date an acknowledgment that they will comply with this Policy.
3. The signed acknowledgment will be maintained in the School's Records (an electronic signature is sufficient).

E. Obtaining Help. Employees who believe that they have a drug or alcohol problem are encouraged to seek help. The School and the Board will support those seeking help, and will maintain the seeker's confidentiality provided it does not impair the School's educational process.

III. Awareness and Education Program.

The School's Drug and Alcohol Awareness Program includes:

- A definition of drug Abuse;
- Information on specific drugs, including their adverse effects;
- The dangers created by drug abuse in the workplace;
- The School's ZERO TOLERANCE POLICY on drug and alcohol use on School property and at School sponsored events;
- The availability of counseling, rehabilitation, and treatment services;
- Disciplinary actions and penalties which may be imposed for violations of the School's Policy; and
- Training for identifying signs of drug or alcohol abuse.

IV. Investigation & Testing.

- A. Testing of Board Members.** Board Members will be tested for drugs and alcohol 2 times per year during the School Year. The test dates will be selected by the Superintendent; the test dates will be selected randomly. The testing will be conducted at the Santee Health Center. A positive result will be shared with the Board only, and the Board Member will be asked to resign. If the Board Member refuses to resign, the Board will take disciplinary action.
- B. Testing of Employees.**
 - 1. Superintendent.** The Superintendent will be tested for drugs and alcohol 2 times per year during the School Year. The test dates will fall on Contract days. The test dates will be selected by the Board President; the test dates will be selected randomly. The testing will be conducted at the Santee Health Center.
 - 2. All Remaining Staff.** All other Santee Employees will be tested for drugs and alcohol 2 times per year during the School Year. The test dates will fall on Contract days. The test dates will be selected by the Superintendent; the test dates will be selected

randomly. The testing will be conducted at the Santee Health Center.

- C. **Employees Suspected of Violation.** An Employee suspected of violating this Policy will be interviewed by his/her Supervisor as soon as practicable. If practicable, the Supervisor should request a second Staff Member be present.

If reasonable cause exists, Employees:

1. May be tested; and
2. The Employee may be suspended, with pay, from his/her duties pending further investigation.

- D. **Reasonable Cause Defined.** Employees will be subject to drug and/or alcohol testing when there is reasonable cause to believe that the Employee is under the influence of drugs or alcohol at work or on duty. Reasonable cause includes:

1. Observable signs of intoxication, such as bloodshot eyes, slurred speech, or unsteady movement;
2. Credible information received from a reliable person with first-hand knowledge.

- E. **Drivers.** All drivers (including volunteers) will be required to submit to drug and alcohol testing. This will include testing at the following times:

1. Pre-employment;
2. Reasonable suspicion of drug or alcohol use;
3. Random testing;
4. Post-accident; and
5. Return-to-duty testing.

- F. **"Safety-Sensitive" Positions Testing.**

1. **Mandatory Testing.** Job offers to Applicants for positions identified as "safety-sensitive" will be conditioned on a negative test result of the Applicant's urine, breath, or blood.

- a. A positive drug test requires that the offer of employment be withdrawn.
- b. Refusal to submit to a drug test will be considered as a withdrawal of the Applicant's Job Application.

2. **Position Identification.** The School will identify those employment positions that are "safety-sensitive". Generally, any position that requires the following duties will be considered "safety-sensitive:"

- a. Direct medical care to students;
- b. Transporting any student by vehicle;

- - or - -

- c. Using machinery, tools, chemicals, substances, or devices which possess the potential to cause serious physical harm to the operator or others.

The Superintendent will be initially responsible for determining what employment positions are "safety-sensitive". The Board reserves the right to make the final determination.

3. **Notice.** Applicants for "safety-sensitive" positions will be notified in advance that their position is conditioned on passing a drug test.

- a. Applicants will be informed if they fail a drug test.
- b. Staff Members who permit an Applicant to begin work before notification of a negative drug test will be subject to disciplinary action.

4. All drug testing will be conducted in accordance with this Policy.

E. Refusal to Submit; Positive Test Result.

1. **Employees.** An Employee who refuses to submit to testing, or who tests positive for drugs or alcohol, will be subject to disciplinary action and referral to law enforcement. The following will serve as Mandatory Guidelines. The Guidelines will be followed unless exceptional extenuating circumstances exist:

- a. **First Offense.** The Employee will be issued a written reprimand, and will be subject to:

Minimum: Suspension with pay: 5 days.

Maximum: Termination of employment.

Mandatory: If the Employee is not terminated, the Employee must be referred to an assistance or rehabilitation program.

b. **Second Offense.** Termination of employment.

V. Reporting Criminal Drug Convictions.

- A. **Criminal Drug Conviction Notification.** Employees must notify the Superintendent, in writing, of any criminal drug conviction for a violation occurring on School property, or at a School sponsored event, within 5 days of the Employee's conviction. If it involves the Superintendent, the Superintendent will notify the Board Secretary.
- B. **Notification to Federal Agencies.** The School will comply with all reporting requirements involving drug convictions.
- C. **Disciplinary Action Deadline.** After notice from the Employee of a conviction, the School will have 30 days to initiate disciplinary action.

VI. Reporting Criminal Alcohol Convictions.

- A. **Criminal Alcohol Conviction Notification.** If an Employee is convicted of any crime relating to the distribution of alcohol to minors, then the Employee must notify the School, in writing, within 5 business days of the conviction. If the conviction involves the Superintendent, the Superintendent will notify the Board Secretary.

VII. Disciplinary Action.

- A. **Administrative Authorization.** The Administration may adopt Rules and forms necessary to implement this Policy, including forms necessary or desirable to keep a record of incidents involving drugs and alcohol.
- B. **Initial Determination; Right to Appeal.** The Superintendent will make the initial determination of an Employee's discipline unless the action requires proceedings involving a permanent Employee whose Contract is affected by the School's action, or if the Superintendent is the offender. The Employee whose Contract is not affected by the Superintendent's decision may appeal the Superintendent's decision by filing a written

Appeal with the Board Secretary within 5 business days of the Superintendent's decision. The Board may impose a lesser or alternative penalty if it is deemed that a lesser or alternative disposition benefits the School.

- C. **Employee Assistance.** The School may require that the Employee satisfactorily participate in a drug and/or alcohol abuse assistance or rehabilitation program in order to return to work. If that happens, the following applies:
1. The opportunity or requirement to participate in the assistance or program will be at the Employee's cost.
 2. Conditions for continuing employment may also include:
 - a. A stated period of sobriety following discharge from a program;
 - b. Participation in recovery programs;
 - c. Job reassignment;
 - d. Periodic testing; or
 - e. Professional Evaluations.
 3. If an Employee fails to fully comply with, or complete, the assistance or rehabilitation program, the Employee will be terminated.

D. **Employee Drug Violations.**

1. **Operating a Motor Vehicle.** If an Employee operates a motor vehicle in the course of his/her employment duties, or attempts to operate a motor vehicle while under the influence of prohibited drugs, law enforcement officials will be immediately notified.

VIII. **Testing.**

- A. **Drug & Alcohol Testing.** A drug or alcohol test used to deny employment, or which is to be used in any disciplinary or administrative action, will be subject to the following requirements:
1. A positive finding of drugs by a preliminary screening must be subsequently confirmed by gas chromatography-mass

spectrometry, or other approved scientific testing technique.

2. A positive finding of alcohol by a preliminary screening must be subsequently confirmed by either:
 - a. Gas chromatography with flame ionization detector or other approved scientific testing technique;
 - - or - -
 - b. A breath-testing device operated by a breath-testing-operator.
 - i. An Employee may immediately request further testing of any breath-testing results by a blood sample if the Employee voluntarily submits to a blood sample test taken by qualified medical personnel in accordance with the Rules and Regulations of the Nebraska Department of Health and Human Services. If the confirmatory blood test results do not confirm a violation of this Policy, any disciplinary action or administrative action will be rescinded, and no further action taken.
3. Breath test devices will only be administered by School personnel who are properly trained. The devices will be tested for accuracy, and calibrated as necessary, pursuant to the Nebraska Department of Motor Vehicles Guidelines.
4. Except for a breath test as provided in (2)(b) above, all confirmatory tests will be performed by a clinic, hospital, or laboratory which is certified pursuant to the federal Clinical Laboratories Improvement Act of 1967.

IX. Definitions.

A. Drugs and Controlled Substances. Any substance defined by:

1. Neb. Rev. Stat. § 28-401; and
2. Schedules I through V of Chapter 202 of the Comprehensive Drug Abuse Prevention and Control Act, 21 U.S.C. § 812. This includes "uppers," "downers," barbiturates, amphetamines, methamphetamines, LSD, heroin, hallucinogens, marijuana, and/or cocaine.
 - a. **Exception.** Prescription drugs used in accordance with the

directions of a licensed physician.

B. Alcohol and Alcoholic Beverages.

1. Any substance subject to the jurisdiction of the Nebraska Liquor Control Commission; and
2. The beverages and alcoholic liquors defined in the Nebraska Liquor Control Act (Neb. Rev. Stat. § 53-103).

C. Look-alike Controlled Substances. Any substance which is not a controlled substance, but which by its appearance (including color, shape, size, markings, or packaging) or by representations made, induce, or are intended to induce, persons to believe that the substance is a controlled substance.

D. Look-alike Alcohol. Any beverage containing alcohol or beverage that is represented to contain alcohol.

E. Conviction. A finding of guilt, an imposition of sentence, or both, by a Court of Law.

F. Criminal Drug Statute. A criminal statute involving manufacture, distribution, dispensation, use or possession of a controlled substance.

G. Drug-Free Workplace. A site of an entity for the performance of work done in connection with a specific federal contract or grant; and, at which Employees of the entity are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance.

H. Possession. When a controlled substance, drug paraphernalia, alcoholic beverage, or look-alike prohibited under this Policy is on an Employee's person, in his/her personal property, within School property assigned to him/her, or under his/her control, while on School property or at a School sponsored event.

I. Use. Where there is reasonable suspicion to believe an Employee has used a controlled substance, drug paraphernalia, alcoholic beverage, or look-alike prohibited under this Policy, or is under the influence of the same, while on School property or in attendance at a School sponsored event. Evidence to take into consideration may be:

1. Odor of drugs or alcohol.
2. Glassy eyes.

3. Slurred speech.
4. Abnormal physical mobility or difficulty with balance.
5. Rapid mood swings.
6. Difficulty orienting.
7. Testimony of reliable witnesses.

J. Under the Influence/Intoxication. The Employee is impaired and/or affected by drugs or alcohol in a detectable manner.

K. Distribution. The sale, transfer, handling, transmitting, administering, or giving of a controlled substance, drug paraphernalia, alcoholic beverage, or look-alike prohibited under this Policy, with or without an exchange of money or other valuables.

Date Adopted: _____, 2017

Kristy Mackeprang

From: Charles Bressman <cbressman@andersonbressman.com>
Sent: Saturday, October 14, 2017 9:53 AM
To: 'Kristy Mackeprang'
Subject: FW: Trial Preparation. Witnesses.

Hi Kristy.

Would you kindly add this to the Board Packet.

I plan to call US Atty Mickle this week to follow-up on my email to him, and will try to get that done Tuesday if time permits. But if you could get this in the Packet in the meantime, it would be appreciated.

Charlie

Charles M. Bressman, Jr.
Anderson, Bressman, Hoffman & Jacobs, P.C., L.L.O.
11440 W. Center Rd., Suite A
Omaha, NE 68144-4421
TEL: (402) 333-4774
cbressman@andersonbressman.com
<http://www.abhlaw.com>

From: Charles Bressman [mailto:cbressman@andersonbressman.com]
Sent: Friday, October 13, 2017 1:26 PM
To: 'Mickle, William (USANE)'
Subject: Trial Preparation. Witnesses.

Greetings Mick.

The Santee School Board has a Meeting this coming Tuesday.

I have let the Board know that Kristy and I have provided you with requested paperwork and information.

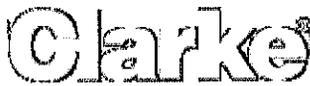
And I let it know that I thought that Kristy, Ruth Bathke, and former Principal Kelly Bilbrey were potential Witnesses, as well as former Board Members Tuttle and LaPlante.

President Moose asked me to ask you if we could provide you with any other information to assist you.

Also, if you intend to call Kristy and Ruth as Witnesses, pls let me know what I can do to facilitate the process. It would be helpful to the School to know when they are likely to be needed in Lincoln so that the School can find people to cover for them. Also, I did not know if you wanted to meet with them in advance for Trial Preparation. I have a brief Article and a Memorandum on How to Make a Good Witness that I would be happy to share with them if you think it advisable.

So, bottom line is: How can we help?!

Charlie



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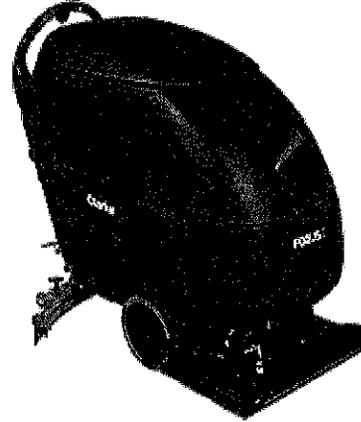
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Focus® II Compact Autoscrubber® 28"

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The new Focus® II models are the first 20" autoscrubbers® available with Clarke's revolutionary BOOST® Technology. If you demand high levels of cleaning with the ultimate in green benefits, BOOST technology offers 70% reduction in water and chemicals, 40% increase in pad life, and the added benefit of stripping floors chemical-free, compared to traditional disc models.



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No other manufacturer comes close to matching Clarke's combination of serious cleaning ability and green benefits in autoscrubbers. The Focus II models are available in 2 different models. And all of the Focus II scrubbers feature important benefits such as low noise levels, improved user ergonomics, on-board chargers, breakaway squeegees and more.

The Focus II BOOST L20 has also been certified as "High Traction" by the The National Floor Safety Institute. Awarded on Oct. 29, 2008.



Select Models Only

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» Focus® II MicroRider™
» Clarke Focus® II Rider
» Chemical Mixing System
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Stand on

20" round
\$ 7,224
no dispensing system

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- 2 models to choose for your application
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Focus® II MicroRider™

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The Clarke Focus® II MicroRider™ is a small, easily maneuverable machine that is designed to clean the areas that are inaccessible with larger riders—including those with limited access or tight corners. Yet, with a 26 or 28 inch deck, the Focus II MicroRider offers a wide cleaning path for maximum productivity in your larger cleaning areas.



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The low-profile SafetyGlide™ deck eliminates wasted time and money spent on side skirts, and irritating watermarks. Simply turn the steering wheel; as the machine turns, the deck automatically moves in line with the path of the rear squeegee, resulting in 100% water pick-up. With a spring-loaded safety design, you no longer have to worry about accuracy or accidental contact for edge cleaning. The deck ensures precise, straight edge cleaning without additional labor-intensive detail edge mopping.

Enhanced with BOOST® Technology, the Focus II MicroRider is available with a 28 inch BOOST deck, delivering high levels of cleaning with the ultimate in green benefits. Say goodbye to costly chemicals, slippery floors and undesirable odors. BOOST allows for easy floor finish removal without the use of chemicals. Plus, this efficient technology uses up to 70% less solution, extends equipment pad life by 40%, provides longer battery runtimes and cuts labor time in half.

Autoscrubbers®
» BOOST® Technology
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» SA40™
» Vantage 14
» MA10™ 12E
» MA30™ 13B
» MA50™ 15B
» CA30™ 17E
» CA30™ 20B
» Focus® II Compact Autoscrubber®
» Focus® II Mid Size Autoscrubber®
» Focus® II MicroRider™
» Clarke Focus® II Rider
» Chemical Mixing System
» Clarke® Battery Maintenance System

Features Downloads Gallery

Features and benefits:

- BOOST® Technology with chemical-free floor finish removal makes the rider a dual-function scrubber
- SafetyGlide™ scrub deck ensures quality cleaning results with 100% water pick-up
- Easy operation with Safe-T-Steering™ increases operator safety
- Quiet operation makes daytime cleaning and cleaning of noise-sensitive areas viable
- Optional Chemical Mixing System automatically delivers the correct mixing solution to the brush deck
- Comfortable driver compartment with customizable features can be optimized for virtually every operator

\$15,859.00
\$16,396.00 mixing op



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Clarke Focus® II Rider

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Flexible cleaning

The Clarke Focus® II Rider lets you easily satisfy the job at hand. Available with a 28 or 34 inch disc deck or a 28 inch BOOST® deck, the Focus II Rider can easily clean university entryways or remove floor finish in healthcare facility hallways. A large 31 gallon tank and low-solution flow rates result in 84 minutes of continuous scrubbing without a dump and refill, while increased down pressure (up to 225 pounds) allows for one pass cleaning. When your application requires diverse cleaning performance, select from three solution flow rates, fine tune solution ratios and adjust between five speed settings.



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Easy operation

Featuring an open machine design, you can access the Focus II Rider driver compartment from the left or right and quickly modify the tools-free adjustable seat for maximum comfort. The Focus II Rider takes operator comfort even further with a low-step height, anti-slip floor surface, recessed foot pedal and angled floorboard. Offering best-in-class maneuverability and water pickup, the Focus II Rider's turning radius is ideal for cleaning tight spaces while its heavy-duty steel side skirts provide enhanced wiping and water containment. An easily-adjustable squeegee increases water and debris pickup capabilities.

Chemical-free floor finish removal

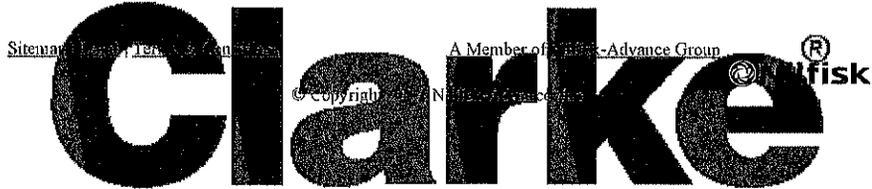
Enhanced with BOOST® Technology, the Focus II Rider offers a 28 inch BOOST deck, delivering high levels of cleaning with the ultimate in green benefits. Say goodbye to costly chemicals, slippery floors and undesirable odors with easy floor finish removal without the use of chemicals. BOOST uses up to 70% less solution, extends equipment pad life by 40%, provides longer battery runtimes and cuts labor time in half.

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» MA50™ 15B
» CA30™ 17E
» CA30™ 20B
» Focus® II Compact Autoscrubber®
» Focus® II Mid Size Autoscrubber®
» Focus® II MicroRider™
» Clarke Focus® II Rider
» Chemical Mixing System
» Clarke® Battery Maintenance System

Features Downloads Gallery

Features and benefits:

- BOOST® Technology with chemical-free floor finish removal saves labor and cleaning costs while providing an environmentally-friendly solution
- Wide turning radius puts the rider at the top of its class for cleaning capacity
- Increased down pressure for one pass cleaning of heavy soils
- Quiet operation for application flexibility and daytime cleaning
- Optional Chemical Mixing System automatically delivers the correct mixing solution to the brush deck
- Flexible cleaning capabilities with 28 and 34 inch disc deck models and 28 inch BOOST® deck model



Santee Community School
Board of Education Regular Meeting
Tuesday, October 17, 2017

I. CALL THE MEETING TO ORDER - ROLL CALL

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

III.A. Approve minutes of the September regular board meeting

III.B. Treasurer Report

III.C. Outstanding Payables

IV. REPORTS

IV.A. Superintendent

IV.A.1. Progress Plan Update

IV.A.2. Principal

IV.B. Committee Reports

V. ACTION ITEMS

V.A. Teacher negotiations

V.B. Culture Sponsor

V.C. Early Graduation/Senior Status

V.D. Drug Testing Policy-Staff and Board

V.E. Authorize new bank accounts

V.F. Legal Updates

V.G. Christmas Party

V.H. Superintendent Search

V.I. Floor scrubber

V.J. SPED Vehicle

V.K. Phone System

V.L. Safety Plan

VI. DISCUSSION ITEMS

VII. COMING EVENTS

VII.A. Creative Learning Trip-Denver CO-Oct 24-25

VII.B. Regular Board Meeting-November 14

VII.C. NASB State Conference November 15-17-Omaha

VII.D. NIISA-Las Vegas, NV-Dec 3-6

VIII. ADJOURN

Public Meeting Minutes: September 11, 2017 at 5:00 PM - Board of Education Budget Hearing

Download (/Public/DownloadMinutes/Santee?meeting=26702)

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September 11, 2017 at 5:00 PM - Board of Education Budget Hearing Minutes

September 11, 2017 at 5:00 PM - Board of Education Budget Hearing

I. CALL THE MEETING TO ORDER - ROLL CALL

II. 2017-2018 BUDGET HEARING

III. ADJOURN

Discussion:

The hearing was closed at 5:26 PM.

<< Back to the Public Page for Santee Community School (/Public/Organization/Santee)

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Public Meeting Minutes: September 11, 2017 at 5:05 PM - Board of Education Tax Request Hearing

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Discussion

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September 11, 2017 at 5:05 PM - Board of Education Tax Request Hearing Minutes

September 11, 2017 at 5:05 PM - Board of Education Tax Request Hearing

I. CALL THE MEETING TO ORDER - ROLL CALL

II. 2017-2018 TAX REQUEST HEARING

III. ADJOURN

Discussion:

The hearing was closed at 5:28 PM

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Public Meeting Minutes: September 11, 2017 at 5:10 PM - Board of Education Committee of the Whole Meeting

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Action(s)

Discussion

Attachments

Hide Everything

September 11, 2017 at 5:10 PM - Board of Education Committee of the Whole Meeting Minutes

September 11, 2017 at 5:10 PM - Board of Education Committee of the Whole Meeting

I. CALL THE MEETING TO ORDER - ROLL CALL

II. DISCUSSION ITEMS

II.A. 3 Year Plan

II.A.1. STEM Classroom

Discussion:

A video was shared with the Board from Creative Learning. Mrs. Nagel explained the vision for the Smart lab at Santee.

The design for Santee was shared with the group. They will custom build the room to fit our needs. The prices reflect different options. Mrs. Nagel explained the cost of the room, the costs for the district, the FTE, and ongoing curriculum and consumables.

The company would like three people to come to Colorado to see the classrooms.

A strong facilitator will be key to success in the lab.

Other schools and labs were discussed. Implementation for the Santee lab would be August 2019.

The Board would like to encourage more teachers to go. Stacy would be interested in going. What about taking some students? A second trip to North Dakota would also be possible.

II.A.2. Weight Room

Discussion:

Mr. Hoffman shared a bid for a weight room upgrade. Questions and concerns were raised.

II.A.3. Lawn Sprinkler Systems

II.A.4. Gym Wall Mats

Discussion:

The gym wall mats bid was discussed. Also, conference banners were discussed. The Board would like the Santee sign larger.

II.A.5. School Bus

Discussion:

Donnie shared information about a bus he found in Aberdeen.

II.B. 2017-2018 Teacher negotiations

Discussion:

The Board would like Ms. Daniels to work with the teacher association to find a middle ground.

II.C. Custodial Schedules

Discussion:

Options for overnight work was discussed for the custodial staff.

II.D. Teacherage Propane Upgrade

III. ADJOURN

Discussion:

The meeting was adjourned at 7:05 PM.

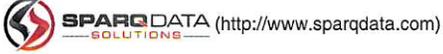
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Public Meeting Minutes: September 11, 2017 at 5:30 PM - Board of Education Regular Meeting

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Action(s)

Discussion

Attachments

Hide Everything

September 11, 2017 at 5:30 PM - Board of Education Regular Meeting Minutes

September 11, 2017 at 5:30 PM - Board of Education Regular Meeting

I. CALL THE MEETING TO ORDER - ROLL CALL

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Don Pike to approve the Consent Agenda as presented.

Roll call vote: Passed

- Stacy Johnson: Absent
- DeWayne Wabasha: Absent
- Cindy Whipple: Yea
- Rosella Whipple: Yea
- Steve Moose: Yea
- Don Pike: Yea

III.A. Approve minutes of the August regular board meeting

III.B. Treasurer Report

III.C. Outstanding Payables

IV. REPORTS

IV.A. Superintendent

Discussion:

Ms. Daniels reported on attendance, discipline reporting, the visit with the new ESU 1 administrator, the volleyball tournament in Winnebago.

IV.A.1. Progress Plan Update

IV.A.2. Principal

Discussion:

Mrs. Nagel shared information about the PLC work and collaboration schedule.

IV.B. Committee Reports

V. ACTION ITEMS

V.A. Adopt 2017-2018 Budget

Action(s):**Motion Passed:**

It was moved by Rosella Whipple and seconded by Cindy Whipple to approve the 2017-2018 school budget..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*

V.B. Set tax rate for 2017-2018

Action(s):**Motion Passed:**

It was moved by Rosella Whipple and seconded by Don Pike to to approve the tax rate presented at 1.05..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

V.C. Approve STEM classroom project

Action(s):**Motion Passed:**

It was moved by Rosella Whipple and seconded by Don Pike to approve the STEM classroom as presented for K-12 students..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*

V.D. Approve Weight Room project

Action(s):**Motion Passed:**

It was moved by Cindy Whipple and seconded by Don Pike to approve the weight room project as presented..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

V.E. Approve lawn sprinkler systems

Action(s):

Motion Passed:

It was moved by Don Pike and seconded by Cindy Whipple to approve the lawn sprinklers..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

V.F. Approve gym wall mats

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Don Pike to approve gym wall mats..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*

V.G. Approve NVR for video camera system

Action(s):

Motion Passed:

It was moved by Don Pike and seconded by Rosella Whipple to approve NVR camera quote..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

V.H. Approve school bus purchase

Action(s):

Motion 1 Passed:

It was moved by Rosella Whipple and seconded by Cindy Whipple to approve the school bus purchase as presented..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*

Motion 2 Passed:

It was moved by Don Pike and seconded by Rosella Whipple to sell the bus by sealed bids and the buyer will be responsible for removing the school name.

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

V.I. Approve activity meal rate of \$10 per meal

Action(s):

Motion Passed:

It was moved by Rosella Whipple and seconded by Cindy Whipple to approve the meal rate to change to \$10 per meal..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

V.J. Teacherage-Propane

Action(s):

Motion Passed:

It was moved by Rosella Whipple and seconded by Don Pike to approve reading meters monthly, charge fill rate and remove flat fee from rent..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*

V.K. 2017-2018 Negotiations

V.L. Personnel

Action(s):**Motion 1 Passed:**

It was moved by Don Pike and seconded by Rosella Whipple to move into closed session to protect reputation at 7:40 PM..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

Motion 2 Passed:

It was moved by Cindy Whipple and seconded by Don Pike to come out of executive session at 8:04 PM.

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

V.L.1. Approve H. Lancaster-Elementary Special Education

Action(s):**Motion Passed:**

It was moved by Cindy Whipple and seconded by Don Pike to approve H. Lancaster for elementary special education teacher..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*

V.L.2. Extra Duty Assignments-Asst Football coach, class sponsors, SAT team members

Discussion:

Revisit this item in October.

V.L.3. Approve Substitute teacher FTE

Action(s):**Motion Passed:**

It was moved by Cindy Whipple and seconded by Don Pike to approve a FTE for full time teacher.

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*

V.L.4. Approve Paraprofessional substitute FTE

V.M. Authorize Kari Daniels as a signer on all Farmers and Merchants State Bank accounts and Wells Fargo accounts

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Rosella Whipple to approve Kari Daniels as signer on all accounts at Farmer's and Merchants State Bank and Wells Fargo Bank.

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*
- Cindy Whipple: *Yea*

VI. DISCUSSION ITEMS

VI.A. Custodial schedules

VII. COMING EVENTS

VIII. ADJOURN

Action(s):

Motion Passed:

It was moved by Cindy Whipple and seconded by Rosella Whipple to adjourn the meeting at 8:20 PM..

Roll call vote: Passed

- Stacy Johnson: *Absent*
- DeWayne Wabasha: *Absent*
- Cindy Whipple: *Yea*
- Rosella Whipple: *Yea*
- Steve Moose: *Yea*
- Don Pike: *Yea*

Discussion:

The meeting was adjourned at 8:20PM.

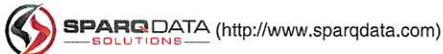
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Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Abrams Learning Trends	Classroom License	Textbooks Elementary	\$ 101.97
Ace/Refrigeration Engineering	Walk In Cooler repairs	Repairmen	\$ 998.11
Alphabet Signs	Directory board letters	Supplies	\$ 128.50
Amazon Corporate Line	Apple superdrive	Computer Hardware	\$ 79.00
Amazon Corporate Line	Teacher Desk	Furniture & Equip. Office	\$ 377.30
Amazon Corporate Line	Double pedestal desk	Furniture & Equip. Office	\$ 460.31
Amazon Corporate Line	Headphones	Supplies	\$ 141.88
Amazon Corporate Line	Whiteboard for Kindergarten	Supplies	\$ 178.19
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 14.59
Amazon Corporate Line	FCS Books	Textbooks Secondary	\$ 68.98
Amazon Corporate Line	Textbook	Gen. Supplies Sec.	\$ 57.50
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 2.69
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 57.89
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 55.76
Amazon Corporate Line	Homecoming	Activity Supplies	\$ 399.14
Amazon Corporate Line	Adapters	Computer Hardware	\$ 51.11
Amazon Corporate Line	Fax drum	Supplies	\$ 141.98
Amazon Corporate Line	Storage crates	Gen. Supplies Sec.	\$ 19.79
Amazon Corporate Line	Storage Crates	Gen. Supplies Sec.	\$ 64.04
Amazon Corporate Line	Calculators	Gen. Supplies Sec.	\$ 134.10
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 48.65
Amazon Corporate Line	FCS books	Textbooks Secondary	\$ 262.78
Amazon Corporate Line	FCS books and supplies	Gen. Supplies Sec.	\$ 1,765.62
Amazon Corporate Line	FCS Books	Gen. Supplies Sec.	\$ 40.76
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 14.98
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 238.81
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 2.40
Amazon Corporate Line	Headlice shampoo	Nurse Supplies	\$ 316.95
Amazon Corporate Line	FCS Books	Textbooks Secondary	\$ 7.43
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 3.09
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 7.98
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 7.98
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 12.34
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 14.98
Amazon Corporate Line	FCS Supplies	Gen. Supplies Sec.	\$ 1.55
Amazon Corporate Line	Wash bags for uniforms	Activity Supplies	\$ 74.97
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 16.72
Amazon Corporate Line	FCS Workbook	Textbooks Secondary	\$ 58.49
Amazon Corporate Line	Storage container	Supplies	\$ 70.00
Amazon Corporate Line	Chargers	Computer Hardware	\$ 33.74
Amazon Corporate Line	Clarinet reeds	Gen. Supplies Sec.	\$ 58.98
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 31.34
Amazon Corporate Line	MAPS	Gen. Supplies Elem.	\$ 105.98
Amazon Corporate Line	Clarinet mouthpiece	Gen. Supplies Sec.	\$ 19.90
Amazon Corporate Line	Bookshelf	Supplies	\$ 73.26
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 9.33
Amazon Corporate Line	Tash can	Supplies	\$ 7.97
Amazon Corporate Line	Cups for shampoo	Nurse Supplies	\$ 48.45
Amazon Corporate Line	Tech	Computer Hardware	\$ 140.89
Amazon Corporate Line	Homecoming	Activity Supplies	\$ 48.44
Amazon Corporate Line	headphones	Gen. Supplies Elem.	\$ 70.24
Amazon Corporate Line	Headphones	Gen. Supplies Elem.	\$ 35.12
Amazon Corporate Line	Whiteboards	Supplies	\$ 356.38
Amazon Corporate Line	MAP Testing	Supplies	\$ 207.77
Amazon Corporate Line	FCS Supplies	Gen. Supplies Sec.	\$ 2.13
Amazon Corporate Line	Cases	Supplies	\$ 83.94
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 2.99
Amazon Corporate Line	Projector, adapters	Computer Hardware	\$ 415.99
Amazon Corporate Line	Classpack of headphones	Gen. Supplies Elem.	\$ 39.99
Amazon Corporate Line	Cases	Supplies	\$ 65.94
Amazon Corporate Line	FCS Workbooks	Textbooks Secondary	\$ 42.52
Amazon Corporate Line	Headphones	Gen. Supplies Elem.	\$ 98.93
Amazon Corporate Line	Wall mount	Supplies	\$ 29.24
Amazon Corporate Line	Toner for fax	Supplies	\$ 121.91

Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Amazon Corporate Line	Curtains, office supplies	Supplies	\$ 147.92
Amazon Corporate Line	Pocket chart	Gen. Supplies Sec.	\$ 10.38
Amazon Corporate Line	Electric 3 hole punch	Supplies	\$ 216.96
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 7.94
Amazon Corporate Line	FCS Supplies	Gen. Supplies Sec.	\$ 25.48
Amazon Corporate Line	Play Doh for art	Gen. Supplies Elem.	\$ 25.27
Amazon Corporate Line	Art Supplies	Gen. Supplies Elem.	\$ 36.22
Amazon Corporate Line	FCS Supplies	Gen. Supplies Sec.	\$ 5.45
Amazon Corporate Line	Books for leadership team	Supplies	\$ 45.35
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 13.50
Amazon Corporate Line	Shampoo	Nurse Supplies	\$ 330.00
Amazon Corporate Line	FCS books	Textbooks Secondary	\$ 265.02
Amazon Corporate Line	FCS Textbooks	Textbooks Secondary	\$ 41.13
Amazon Corporate Line	SPED Earmuffs	Supplies	\$ 246.27
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 7.54
Amazon Corporate Line	Flags	Supplies	\$ 41.93
Amazon Corporate Line	FCS Classroom supplies	Gen. Supplies Sec.	\$ 1.37
Amazon Corporate Line	MAP Testing	Gen. Supplies Elem.	\$ 138.97
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 34.49
Amazon Corporate Line	Chair	Supplies	\$ 151.43
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 49.00
Amazon Corporate Line	Small dry erase boards	Gen. Supplies Elem.	\$ 146.14
Amazon Corporate Line	Picnic Table-Preschool	Reg. Inst.-Early Childhood-Supplies	\$ 77.78
Amazon Corporate Line	Daycare supplies	Growing Together Supplies	\$ 49.05
Amazon Corporate Line	Recycling	Gen. Supplies Elem.	\$ 38.95
Amazon Corporate Line	Tech	Computer Software	\$ 97.90
Amazon Corporate Line	Ziploc bags	Supplies	\$ 24.24
Amazon Corporate Line	FCS books	Textbooks Secondary	\$ 53.94
Amazon Corporate Line	FCS workbook	Textbooks Secondary	\$ 53.93
Amazon Corporate Line	Caps for chairs	Custodial Supplies	\$ 45.04
Amazon Corporate Line	Beads	Gen. Supplies Sec.	\$ 38.41
Amazon Corporate Line	FCS	Gen. Supplies Sec.	\$ 19.50
Amazon Corporate Line	Art Supplies	Gen. Supplies Elem.	\$ 5.28
Amazon Corporate Line	Replacement parts	Supplies	\$ 16.13
Amazon Corporate Line	Notebooks for teachers	Supplies	\$ 139.70
Amazon Corporate Line	Daily memo books	Supplies	\$ 190.00
Amazon Corporate Line	Ipad cases	Computer Software	\$ 62.64
Anderson & Bressman Law Firm	September Legal	Legal Service	\$ 17,913.20
Blue Cross Blue Shield	October Premiums	Insurance Elem	\$ 9,993.09
Blue Cross Blue Shield	October Premiums	Insurance Sec	\$ 13,305.42
Blue Cross Blue Shield	October Premiums	SPED Insurance	\$ 2,440.13
Blue Cross Blue Shield	October Premiums	Library Insurance	\$ 1,335.41
Blue Cross Blue Shield	October Premiums	Guidance Insurance	\$ 665.40
Blue Cross Blue Shield	October Premiums	Superintendent Insurance	\$ 1,231.03
Blue Cross Blue Shield	October Premiums	Principal Insurance	\$ 1,231.03
Blue Cross Blue Shield	October Premiums	B.M. Insurance	\$ 1,876.35
Blue Cross Blue Shield	October Premiums	Title I Insurance	\$ 1,773.82
Blue Cross Blue Shield	October Premiums	GT Insurance	\$ 1,773.82
Blue Cross Blue Shield	October Premiums	Insurance Poverty Plan	\$ 6,504.61
Blue Cross Blue Shield	October Premiums	SPED Insurance	\$ 5,579.68
Blue Cross Blue Shield	October Premiums	Ins Admin Asst	\$ 1,394.92
Blue Cross Blue Shield	October Premiums	Ins Receptionist	\$ 697.46
Blue Cross Blue Shield	October Premiums	Ins High School Secretary	\$ 697.46
Blue Cross Blue Shield	October Premiums	Insurance Cooks	\$ 697.46
Mari Biehl	Food for inservice	Food	\$ 76.62
Bloomfield Monitor	Ad	Advertising	\$ 16.00
Bsn Sports	Volleyball	Activity Supplies	\$ 325.96
Century Business Products Inc	Copler Lease	Rentals And Leases	\$ 835.41
CDW-G Government Inc	Management software on chrome	Computer Software	\$ 468.00
CDW-G Government Inc	Chromebooks less credit	Computer Hardware	\$ 828.00
CDW-G Government Inc	Management software on chrome	Computer Software	\$ 130.00
Crofton Journal	Budget Hearing/Tax Rate	Advertising	\$ 324.82
District IV Nebraska Ag Ed Association	17-18 Dues	Dues Fees	\$ 350.00
Dakota Computing	September Tech Service	Computer Tech Service	\$ 979.93

Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Kari Daniels	Taxi at NAFIS	Travel Expenses	\$ 20.00
Kari Daniels	Admin Days/Open Meeting Law	Travel Expenses	\$ 314.58
Kari Daniels	Aug.-NA Cons. Mtg, ESU Supt Mt	Travel Expenses	\$ 268.57
Kari Daniels	NAFIS and NIEA	Travel Expenses	\$ 441.82
Darrel Denney	Tower transportation	SPED Travel Expenses	\$ 98.33
Ecolab Pest Elimination	Pest Control	Technical Service	\$ 630.00
Ecolab Pest Elimination	Pest Control	Technical Service	\$ 157.59
Ecolab Pest Elimination	Pest Control	Technical Service	\$ 157.59
Ecowater	All filters changed, salt	Water And Sewer	\$ 2,372.15
Embassy Suites-Lincoln	Meeting in Lincoln	Travel Expenses	\$ 223.11
Educational Service Unit #1	ELG-Science in Winnebago	Reg. Inst.-Early Childhood-D&F	\$ 50.00
Educational Service Unit #1	Safe with you	GT Travel Expenses	\$ 20.00
Educational Service Unit #1	LAN Managers Meeting	Computer Tech Service	\$ 40.00
Educational Service Unit #1	NSSRS/EdFI Work session	Dues and Fees	\$ 20.00
Educational Service Unit #1	ACT Writing	Travel Secondary	\$ 50.00
Educational Service Unit #7	Afterschool conference	21st CCLC Dues and Fees	\$ 55.00
Educational Service Unit #8	Apex Seats	Distance Learning Fees	\$ 1,269.35
ETA hand2mind	Math supplies	Gen. Supplies Elem.	\$ 348.18
Ewell Education Services	Online subscription	Activity Supplies	\$ 165.00
Feather Hill Express	September Fuel	Gas And Oil	\$ 1,283.27
FISEF	FISEF Workshop	Dues And Fees	\$ 295.00
Fisher Scientific	Light bulbs	Gen. Supplies Sec.	\$ 8.60
Jason Folkers	9/1, 9/8, 9/11,9/15, 9/18-21,	Travel Secondary	\$ 430.14
Follett Software Co	Software renewal	Computer Software	\$ 156.43
Follett Software Co	677052, 677052F less credit	Library Books Elementary	\$ 226.08
Follett Software Co	677052, 677052F less credit	Library Book Secondary	\$ 226.09
Co-Line Welding, Inc.	Basketball hoops for playgroun	Activity Supplies	\$ 1,224.98
Gopher Sports	ErgoErgo Seats	Gen. Supplies Elem.	\$ 263.07
Irene Graves	Reimb for homecoming	Activity Supplies	\$ 50.94
Irene Graves	Ag teachers regional meeting	Travel Secondary	\$ 41.52
Hansen Locksmithing	Broken key in classroom door	Repairmen	\$ 226.83
Hansen Locksmithing	Replace locks, keys, cabinet l	Repairmen	\$ 1,430.00
Harris	Annual Maintenance Attendance	Dues and Fees	\$ 1,276.29
Harris	Annual support Attendance Ente	Dues and Fees	\$ 100.00
Harris	Create two new buildings	Computer Software	\$ 200.00
Harris	Additional users for attendanc	Dues and Fees	\$ 440.00
Robert Holdahl	Sub 9/18, 9/28-29, 10/5-6	Travel Secondary	\$ 219.35
Hometown Leasing	Copier Lease	Rentals And Leases	\$ 132.40
Leah Hrbek	Reimbursement	Travel Elementary	\$ 248.03
IXL Learning	Site License Upgrade	Computer Software	\$ 1,794.00
J.W. Pepper & Son, Inc.	353305, 3534477	Gen. Supplies Sec.	\$ 59.48
Tammy Kester	Aimswab Training	Travel Elementary	\$ 11.50
Tammy Kester	Classroom Supplies	Gen. Supplies Elem.	\$ 42.85
Jalayne Keyes	Sept Tech Service	Computer Tech Service	\$ 4,670.00
Cecelia Klug	Milk	Food	\$ 10.77
Cecelia Klug	Buns	Food	\$ 11.92
Kuchar Electric	Daycare	Repairmen	\$ 940.51
Larry's Heating And Cooling	Replace filters on old buildin	Technical Service	\$ 928.20
Brenda Leader	Homecoming	Activity Supplies	\$ 177.90
Brenda Leader	Lab supplies	Gen. Supplies Sec.	\$ 16.00
Brenda Leader	NSCTA Conference	Travel Secondary	\$ 65.64
Learning A to Z	Reading	Textbooks Elementary	\$ 4,477.70
Learning A to Z	Writing	Textbooks Elementary	\$ 1,619.10
Stephanie Lowery	9/15, 9/18, 9/22, 9/28-29, 10/	Travel Elementary	\$ 80.25
Mastercard Service Center	Supplies for Alt Ed	Gen. Supplies Sec.	\$ 72.40
Mastercard Service Center	Fuel	Gas And Oil	\$ 41.00
Mastercard Service Center	Fuel	Gas And Oil	\$ 217.28
Mastercard Service Center	Garbage cans	Teacherage Supplies	\$ 648.62
Mastercard Service Center	VB tournament in Winnebago	Travel-Activites	\$ 728.00
Mastercard Service Center	Letters for marquee	Supplies	\$ 129.47
Mastercard Service Center	VB in Winnebago	Activity Supplies	\$ 113.30
Mastercard Service Center	Hotel deposit for NAFIS	Travel Expenses	\$ 787.76
Mastercard Service Center	Airfare	Travel Expenses	\$ 318.90
Mastercard Service Center	Airfare	Travel Elementary	\$ 616.20

Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Mastercard Service Center	Quickbooks	Dues and Fees	\$ 13.95
Mastercard Service Center	Subscription	Computer Software	\$ 50.00
Mastercard Service Center	TPT Elementary	Gen. Supplies Elem.	\$ 102.49
Mastercard Service Center	Meeting In Omaha	Travel Expenses	\$ 48.99
Mastercard Service Center	Water Heater for Apt 1	Teacherage Supplies	\$ 663.00
Matheson Linweld	Rental	Gen. Supplies Sec.	\$ 34.16
Megan McGlone	Reimbursement	Gen. Supplies Elem.	\$ 24.21
MCGRAW-HILL SCHOOL EDUCATION HOLDINGS LLC	Online subscription	Gen. Supplies Sec.	\$ 495.00
Menards-Yankton	10/15/17 Balance-APPLY CREDITS	Custodial Supplies	\$ 3,346.47
Midwest Restaurant Supply	Clarke Carpetmaster 215	Custodial Supplies	\$ 578.99
Native Reflections Inc	FCS supplies	Gen. Supplies Sec.	\$ 493.90
North Central Public Power	Electricity	Electricity	\$ 3,764.13
Nebraska Council of School Administrator's	NASBO webed series	Dues and Fees	\$ 60.00
Kim Nelson	BMIT Workshop	Travel Secondary	\$ 94.70
Kim Nelson	Reimbursement for homecoming	Activity Supplies	\$ 59.32
Ken Newcomb	Payments returned	Supplies Sec	\$ 212.40
Niobrara Trading Post	Pizza for homecoming winners	Activity Supplies	\$ 184.00
Nebraska Rural Community Schools Association	Dues	NRCSA	\$ 850.00
One Source	Background checks	Data Processing	\$ 61.00
Oriental Trading Co	Homecoming supplies	Activity Supplies	\$ 182.78
Stacy Pedersen	Conference Travel	SPED Travel Expenses	\$ 208.41
Mike Pike	RR Remodel/Ramp at Alt ed/Door	Technical Service	\$ 1,800.00
Playtime Equipment/supply Inc	Storage tubs	Gen. Supplies Elem.	\$ 31.43
Protex Systems Inc	Batteries	Custodial Supplies	\$ 86.18
Quill Corporation	Supplies	Supplies	\$ 194.26
Quill Corporation	Envelopes	Supplies	\$ 45.99
Quill Corporation	Ink, coffee, message book, wip	Computer Software	\$ 1,196.93
Quill Corporation	Ink, coffee, message book, wip	Supplies	\$ 373.36
Quill Corporation	Counter	Supplies	\$ 174.99
Quill Corporation	Sticky notes, quarter wrappers	Supplies	\$ 105.65
Quill Corporation	Office Supplies	Supplies	\$ 194.16
Resources for Educators	Middle years	Supplies	\$ 248.50
Resources for Educators	High school years	Supplies	\$ 248.50
Resources for Educators	Home and School Connection	Supplies	\$ 248.50
Santee Utility Commission	Water and sewer	Water And Sewer	\$ 1,349.50
School Health Corporation	Nurse Supplies	Nurse Supplies	\$ 1,307.90
Santee Community School Imprest Account	Cake	Food	\$ 110.00
Santee Community School Imprest Account	Bond Interest	Bond Premiums	\$ 705.26
Santee Community School Imprest Account	Payroll Error	Dues and Fees	\$ 776.56
Santee Community School Imprest Account	NSCTA Conference	Travel Secondary	\$ 240.00
Servicemaster	Cleaned up water damage to bas	Teacherage Purchased Service	\$ 897.57
Skills USA	2017 registration	Dues Fees	\$ 160.00
Mary Snowdon	9/22, 9/27, 10/4-6	Travel Secondary	\$ 107.00
Social Studies School Service	Decision Making in World Histo	Gen. Supplies Sec.	\$ 127.46
School Specialty Classroom Direct	Tables for SPED room	Supplies	\$ 580.72
School Specialty Classroom Direct	Teacher memo books	Supplies	\$ 32.40
Santee Sioux Nation Grocery Store	Food	Food	\$ 951.60
Stadium Sports	Volleyball warm ups	Activity Supplies	\$ 176.50
Stadium Sports	Fan Gear	Activity Supplies	\$ 750.20
Stadium Sports	Volleyball uniforms	Activity Supplies	\$ 4,724.30
Starfall	Online subscription	Computer Software	\$ 70.00
Tangeman Plumbing	Washer drainline	Repairmen	\$ 263.00
Tangeman Plumbing	Elementary Boys RR	Repairmen	\$ 203.00
Tangeman Plumbing	Water heater at Supt.'s house	Repairmen	\$ 450.96
Tessier Sheet Metal Works	Gym AC	Repairmen	\$ 987.95
Thompson Company Inc	Lunch Oncore	Food	\$ 11,035.04
Thompson Company Inc	FFVP	FFVP	\$ 1,094.34
Tom's Family Foods	Afterschool Snacks	Food	\$ 247.12
Tri-State Cleaning Services	Parking lot striping	Technical Service	\$ 650.00
United Group Programs, Inc.	LTD Premiums	Liability Insurance	\$ 1,688.04
Paula Veldhouse	Storage Containers	Supplies and Materials	\$ 19.90
Verdigre Collision Repair	Repairs	Repairs and Maintenance	\$ 174.30
Verdigre Eagle	Ad	Advertising	\$ 22.75
Victor's Services	Tires, fluids	Repairs and Maintenance	\$ 682.19

Santee Community School
October 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Wells Fargo-Anthony Hoffman Card	Flandreau VB	Gas And Oil	\$ 39.24
Wells Fargo-Anthony Hoffman Card	Late Fee	Dues and Fees	\$ 41.15
Wells Fargo-Anthony Hoffman Card	Meals for VB tournament in Fla	Travel-Activites	\$ 17.38
Wells Fargo-Anthony Hoffman Card	PLC Minneapolls	Travel Expenses	\$ 116.85
Wells Fargo	Education Week	Supplies	\$ 44.00
Wells Fargo	Nurse Supplies	Nurse Supplies	\$ 21.05
Wells Fargo	NAFIS Reg Fee	Dues And Fees	\$ 500.00
Wells Fargo	Hotel for NAFIS	Travel Expenses	\$ 2,436.06
Wells Fargo	Travel from NAFIS	Travel Expenses	\$ 195.93
Wells Fargo	NAFIS Reg Fee	NAFIS	\$ 500.00
Wells Fargo	Airfare	Travel Expenses	\$ 715.12
Wells Fargo	Registration	Dues And Fees	\$ 650.00
Wells Fargo	Airfare	Travel Expenses	\$ 513.46
Wells Fargo	Registration	NIEA	\$ 3,250.00
Wells Fargo Vendor Fin Serv	Copier Lease	Rentals And Leases	\$ 249.57
Wheelchair Dynamics	Wheelchair van	Miscellaneous Expenses	\$ 3,875.00
Rosella Whipple	Parking, Taxi from NIEA	Travel Expenses	\$ 73.00
Woody Roberts Construction	Light poles	Building Improvement	\$ 800.00
		Total Outstanding Payables	\$ 179,854.72

ABOUT DEAN JACOBS

Since 2001 Dean Jacobs has traversed across the globe exploring over 50 countries on a low budget adventure, propelled by a desire to understand the world we share.

Dean was born in Wahoo, Nebraska and spent his early years living on a farm. When he was five, his family moved to Fremont, Nebraska. Growing up in the Midwest gave him an appreciation for the simple things in life.



Dean graduated from Wayne State College earning a degree in Biology, with minors in Earth Science and Art. After graduating, he worked in the administration of Wayne State College as the Assistant to the President before moving on to Purina Mills. Eventually this path led him to Pfizer Pharmaceuticals where he was employed in sales and marketing for 10 years.

After a great deal of soul searching, Dean left the security of corporate America and decided to pursue other dreams. This was the beginning of a process that would lead to a traveling adventure that would initially span twenty-two and half months and cover twenty-eight countries. He's still travelling and has visited over 50 countries around the globe.

"You give children hope. You help boys and girls (and fraternity boys!) realize it is reasonable to dream. You show the child who is afraid that their current life is all that is possible; there are alternatives.. Just imagine the tiny hearts that, for the first time, believe something wonderful could happen to them!"

Debra Mullen, University of Nebraska-Lincoln

HOW MANY OF YOU DREAM?



It may be a day dream, a night dream or any kind of dream. I had a dream. A dream to travel around the world. Not just a two week holiday, but a trip that would be more of a journey with time to explore and allow the essence of a place to sink into my skin.

As I traveled around the world, I consistently experienced in colorful ways the qualities of what it means to be human. We live in a culture that is in a full court press of consumerism. Everywhere you look you see an ad or commercial that tells you if you have this, or buy this, then you will be happy. If you have these clothes, these shoes, play these games you will be cool, accepted, liked and, if "you're lucky," even loved.

I can tell you from first hand experience, in countless ways, it is an empty promise. Yes, we need food, shelter, and a system for good health so we can be productive and contribute to society as a whole. But how much do we need and does it really contribute to a good life? The eyes do not lie. I continuously looked into the eyes of the people I met, those

photography is a discovery process where something extraordinary can be found within the confines of ordinary life.

Dean's goal is to share his stories with hopes to change his audiences' perspective about the people and cultures in the world, while also helping them remember their dreams. Ultimately, his mission is the same for everyone he meets; "Which story do you want to write about your life? It's your choice. If you can't find anything good, you be the change."

These days, when Dean is not traveling, he keeps busy as a contributing newspaper columnist, photojournalist, children's book author, and keynote presenter across the country.



true love.

Past and present generations have mastered what it means to accumulate stuff. I challenge you to be the ones who break the cycle. Be bold enough and courageous to have the wisdom to know what it means to have enough, and live it with gratitude. I challenge you to be gardeners of young people, to nurture the idea that happiness is not found in something, but to search and find it inside. Living on less; having more.

This could be our greatest legacy as a nation and a country. Standing on our own two feet we reach out into the world, not with our military and our money, but with our own hands and hearts, to touch and know the world we all share.

- Dean Jacobs



Promoting the Seven Wonders of Humanity:

- Dignity
- Respect
- Humility
- Curiosity
- Generosity
- Gratitude
- Kindness

ABOUT DEAN

Dean Jacobs, a native of Nebraska, left a secure job with corporate America to pursue a dream: a dream to travel around the world and to understand the world we share.

The experience of exploring in over 50 countries has exposed Dean to the goodness of humanity and the magnificence of the natural beauty throughout the world.

Dean brings his experiences to children and adults everywhere through school presentations and keynotes that focus on the goodness of humanity and the awe of nature. By offering his audiences the opportunity to see these qualities in others and themselves,

CONTACT

ADDRESS

PO Box 911
Fremont, NE 68026

TELEPHONE

(402) 719-7083

E-MAIL

dean@deanjacobs.org

Sign up for the Dean Jacobs Newsletter
Email: <input type="text"/>

General Fund 3 Year Plan			
Year 1		2017-2018	
Project Description	Estimated Cost	Contractor/Vendor	Notes
Emergency Lighting Upgrades	\$ 25,000.00	Kuchar Electric	
Wall mats for the new gym	\$ 7,500.00	Eggen Supply	
Weight Room Upgrades	\$ 67,000.00		
Elementary Carpet	\$ 65,000.00	Flooring Solutions	
Phone System	\$ 50,000.00	Great Plains	
Big Bus	\$ 90,000.00	Aberdeen	
STEM Classroom	\$ 50,000.00	Creative Learning Systems	
Technology Upgrades	\$ 50,000.00		
Teacherage Roofs	\$ 50,000.00	TBD	Bids from local contractors
Total Budget	\$ 404,500.00		
Year 2		2017-2018	
Project Description	Estimated Cost	Contractor/Vendor	Notes
Teacherage Front Porches	\$ 25,000.00	TBD	Mike Pike
Technology	\$ 75,000.00	TBD	
STEM Classroom	\$ 100,000.00		
MPR Floor	\$ 100,000.00		
Bleachers	\$ 50,000.00		
Teacherage AC/Furnace Upgrade	\$ 22,905.86	Larry's Heating and Cooling	
Intercom/Bell System	\$ 25,000.00	Sounds Unlimited	Omaha
Total Budget	\$ 397,905.86		
Year 3		2018-2019	
Project Description	Estimated Cost	Contractor/Vendor	Notes
Total Budget	\$ -		
Building Fund 3 Year Plan			
Year 1		2017-2018	
Project Description	Estimated Cost	Contractor/Vendor	Notes
Roof Repairs	\$ 50,000.00	Boone Brothers	We need to have an inspection completed
Learning Center Renovation	\$ 200,000.00		
Year 2		2018-2019	
Project Description	Estimated Cost	Contractor/Vendor	Notes
Career Center Renovation-Shop/FCS	\$ 750,000.00	Out to bid	With expansion of career focus, possible shop renovation, FCS facility addition, etc
Year 3		2019-2020	
Project Description	Estimated Cost	Contractor/Vendor	Notes



Customer Request for Proposal By:
Santee Schools
206 Frazier Ave. E
Santee, NE 68760

10/12/2017

Quote #: SF101220171700

Proposal Provided By:
Great Plains Communications – TeleData Business Solutions Division
1600 Great Plains Centre
Blair, NE 68008

Seth Foner – Local PBX Technician
sfoner@gpcom.com
Office: 402-373-9040
Cell: 402-533-4817
Email: sfoner@gpcom.com

Tony Martin – Manager
tmartin@gpcom.com
Office: 402-456-6412
Cell: 402-533-8927

Brief Overview of RFP:

Santee Schools is requesting a proposal of a new IP based phone system.

Network Overview:

The proposed Panasonic NS-700 systems are a Hybrid Digital IP (VoIP) equipped PBX chassis and software. The facility will be responsible for supplying CAT3 / CAT5 / CAT6 ANSI standard wiring to support this Hybrid based PBX. If any communications wiring needs done at the facility by Great Plains Communications, that is not included in this proposal, it will be done at our standard hourly rates.

Transport Facilities:

Our proposal has been equipped to handle up to 6 analog CO lines and ISDN PRI services for inbound and outbound Public Switched Telephone Network (PSTN) services for the location.

Equipment Vendors:

The Panasonic NS-700 platform is a hybrid analog / digital / IP solution that can be engineered to support up to 96 trunks and 288 stations but due to its scalability can easily fit the small business environment also. The systems flexible configuration allows it to function as a KSU (Key System Unit), to a full blown digital or IP PBX environment used to serve medium to large industry, hospitals, and businesses around the world.

Customer References:**Panasonic:**

- Shane Alexander, Bloomfield Schools (Bloomfield, NE) 402-373-4800
- Brad Hoelsing, Wausa Schools (Wausa, NE) 402-586-2255
- Greg Brockhaus, Brockhaus funeral home (Creighton, NE) 402-358-3236
- Arlene Lahaye, Office Manager, Northwest Rural Public Power District 308-638-4445
- Lavern Berry, GMC of Chadron (Chadron) 308-432-9004
- Tim McGinley, First National Bank Gordon (Gordon) 308-282-0050
- Hitchcock Co Courthouse – (Trenton) 308-334-5646
- Curtis Olson, Kugler Company – (McCook) 308-345-2280

NEC SL1100 Business Communications Systems:

- Kevin Maldy, Carhart Lumber (Bloomfield, NE) 402-373-4314
- Mike Crosley, Santee Sioux Land/Hay (Niobrara, NE) 402-857-3338
- Lee Ickes, Dollar Plus Santee Sioux (Niobrara, NE) 402-857-3338
- Margret Sandoz, Niobrara Schools (Niobrara, NE) 402-857-3322

More vendor specific references can be supplied upon request.

Santee Schools phone system proposal

Panasonic NS700 VOIP hybrid phone system with Voice Mail

- (1) NS700 Phone system with Voice Mail
- (5) KX-NT560 IP display phones
- (5) Plantronics Bluetooth Voyager Edge Headsets
- (5) KX-NT546 IP display phones
- (58) KX-NT543 IP display phones
- (1) IP PC softphone client license

Equipment	\$35,790.50
Labor	\$14,712.00

Total	\$50,502.50

Lease Option for NS-700 Panasonic phone system equipment

Down payment billed after installation (Labor)	\$14,712.00
Monthly charge	\$907.74
Minimum number of payments	48
Buyout option at 4 years	\$3,579.05

Warranty:

The Panasonic equipment is covered by a seven-year complete component warranty protecting the customer against normal hardware/software. Failures due to misuse, non-certified personnel attempting hardware/software manipulation, installation on non-EIA/TIA 568B compliant wiring or damage by acts of God are not covered under this warranty.

Project Assumptions:

- Timelines for installation and turn-up schedule will be determined at such a time GPC TeleData is awarded the phone system contract and must be agreed upon by both parties. Please allow 6 weeks for engineering, software and material delivery.
- A secure communications closet will be provided for PBX that is environmentally suitable for electronic/digital equipment to reside in accordance with manufacture recommendations.
- A dedicated 15 or 20 AMP 120VAC duplex outlets close enough to plug equipment into mounted on the backboard. (5' cordage) in the facility.
- GPC Business Solutions maintains the right to secure subcontractors for any portion of the project not excluding maintenance with prior notification to customer.
- Great Plains TeleData Business Solutions cannot guarantee the Manufacturers P/N availability and will substitute with comparable product with customer approval.
- This proposal is considered valid for **45 days** from date on this proposal. All vendor discounts are subject to availability. This proposal is considered void if a new or amended proposal with later date is issued at the customer's request.
- If the customer chooses the lease option on this quote. It is the customer's responsibility to call Great Plains Communications and Cancel the lease of the phone system and/or phones in the lease after the agreed term. If the customer does not cancel the lease after the agreed term, payment will continue until the customer calls and cancels the lease. No back payment of any kind will ever be issued.
- This proposal is based on GPC receiving a tax-exempt status form (Form 13) from Santee Schools for the pricing in the quote to be valid. If we don't have this form on file already.

Thank You,
Great Plains Communications, Business Solutions Division

April 10, 2017
SEA Negotiations

The Santee Education Association members have agreed on the following items for the 2017 negotiation season:

1. In our Master Contract **omit** Article III Association Rights
Payroll Deduction of Dues

“The Board agrees to deduct from the salaries of the teachers dues for the Association as well as for the Nebraska State Education Association and the National Education Association or any one of a combination of such organizations as said teachers individually and voluntarily authorize the Board to deduct. “

2. 2.5 % increase on base salary for 2017-2018 which is \$ 36,664.88
3. 2.5% increase on base salary for 2018-2019 which is \$37,581.50
4. 12 discretionary days
5. 2 year negotiated agreement for years Fall 2017- Spring 2019

Item for further discussion and checking on legality

1. Extra duty positions

Item agreed to put in Teacher Handbook

All Leave without Pay deductions will be withheld in the current pay cycle in which Oct. 17, 2017 the absence happens

Extra duty - Appendix B

Santee Negotiations Committee

Leah Hrbek
Tammy Kester
Shelly Avery

Shelly Avery

Tammy Kester

Shelly Moir

Board President

Don R. J.

Vice Pres.

SS Johnson
Secretary

Leah Hrbek

Shelly Moir

Don R. J.

SS Johnson

ARTICLE XV
Document Authorization

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed herein, all on the day and year first above written.

Santee Education Association

Santee Community School

Association

Board of Education

By [Signature]
President

By [Signature]
President

By [Signature]
Chief Negotiator

By [Signature]
Chief Negotiator

[Signature]

[Signature]

[Signature]

Extra duty Appendix B

[Signature]

[Signature]
[Signature]

[Signature]