

Regular Meeting of the Shelton Public Schools Board of Education
Monday, April 11, 2022
the Elementary Conference Room
7:30 PM Central

1. Call to order and roll call
2. Routine matters
 - 2.a. Review and approve minutes
 - 2.b. Review and approve claims
3. Request to address the Board of Education
4. Reports
 - 4.a. Financial Report
 - 4.b. Board Report
 - 4.c. Superintendent's Report
 - 4.d. Principal's Report
5. New Business
 - 5.a. Information regarding the Buffalo County Comprehensive Plan Survey
 - 5.b. Consideration to approve the Interlocal Agreement for the purchase of natural gas and related services (CJUMP)
 - 5.c. Consideration to approve the consortium of funds for Title IIA and Title III funds with ESU 10
 - 5.d. Consideration to approve a contract for Sierra McQuade for the 7-12 ELA position for the 2022-2023 school year.
 - 5.e. Consideration to approve the resignation of Casey Petersen
 - 5.f. Discussion regarding classified salaries and comparison to similar districts
 - 5.g. Review and/or revise policies 5006-5010
6. Old Business
 - 6.a. Considerations to approve changes to the Shelton Return To School Plan

7. Adjournment

Regular Meeting of the Shelton Public Schools Board of Education
Monday, March 14, 2022
the Elementary Conference Room
7:30 PM

President Lewis called the Regular Meeting of the Shelton Public Schools Board of Education to order at 7:30 PM on Monday, March 14, 2022 in the Elementary Conference Room. The meeting was advertised in accordance to Policy 2003. An open meetings poster, agendas and procedures to address the Board of Education were available to visitors.

1. Call to order and roll call

Joe Berglund: Absent, Kay Johnson: Present, Chris Lewis: Present, Russ Muhlbach: Present, Emmy Power: Present, Lisa Stewart: Present. Present: 5, Absent: 1.

Three visitors were present. Administrators Gannon, Kenton, and Meyer were present.

Motion made by Chris Lewis seconded by Russ Muhlbach to excuse Joe Berglund from tonight's meeting. Vote: Passed

Joe Berglund: Absent, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlbach: Yea, Emmy Power: Yea, Lisa Stewart: Yea
Yea: 5, Nay: 0, Absent: 1

2. Routine matters

2.a. Review and approve minutes

Motion made by Chris Lewis seconded by Lisa Stewart to approve minutes from the February 14 Regular meeting and February 7 Board Retreat as presented. Vote: Passed

Joe Berglund: Absent, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlbach: Yea, Emmy Power: Yea, Lisa Stewart: Yea
Yea: 5, Nay: 0, Absent: 1

2.b. Review and approve claims

Motion made by Emmy Power seconded by Kay Johnson to approve Claims 54854-54904 in the amount of \$201,549.91 plus regular payroll. Vote: Passed

Joe Berglund: Absent, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlbach: Yea, Emmy Power: Yea, Lisa Stewart: Yea
Yea: 5, Nay: 0, Absent: 1

3. Request to address the Board of Education

There were no requests to address the Board.

4. Reports

4.a. Financial Report

Dr. Gannon gave an update on the financial status of the District.

4.b. Board Report

There were no committee meetings to report on.

4.c. Superintendent's Report

Dr. Gannon provided the Board with a matrix showing various classroom observations conducted throughout the year. Board discussed moving forward with the survey offered through NASB that Marcia Herring discussed at the Board Report. This is free of charge. Dr. Gannon and the board also discussed options to make up staff days from last week due to State Basketball.

4.d. Principal's Report

District Enrollment is 281 students. PT Conf Attendance: Elem = 85% & JH/HS = 53%. NSCAS tests will be taken this quarter. All Shelton winter activities had great success with State qualifiers in FFA, Speech, Wrestling, & Boys and Girls basketball. Congrats to all.

5. New Business

5.a. Consideration to approve a trip request from National Honor Society

Motion made by Lisa Stewart seconded by Emmy Power to approve the trip request from National Honor Society for 4/18 - 4/20/22 to Omaha. Vote: Passed

Joe Berglund: Absent, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlback: Yea, Emmy Power: Yea, Lisa Stewart: Yea

Yea: 5, Nay: 0, Absent: 1

5.b. Per ESSA III requirements, 6 month review of the Shelton Return to Learn Plan

Board reviewed the Return to School plan; will be discussed further at next month's meeting.

5.c. Consider revision to the facility use guidelines form

Motion made by Chris Lewis seconded by Lisa Stewart to approve the Shelton facility use guidelines form as revised. Vote: Passed

Joe Berglund: Absent, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlback: Yea, Emmy Power: Yea, Lisa Stewart: Yea

Yea: 5, Nay: 0, Absent: 1

6. Old Business

There was no old business to discuss.

7. Adjournment

Motion made by Emmy Power seconded by Lisa Stewart to adjourn at 9:28 PM. Vote: Passed
Joe Berglund: Absent, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlbach: Yea, Emmy
Power: Yea, Lisa Stewart: Yea
Yea: 5, Nay: 0, Absent: 1

Respectfully Submitted,
Emmy Power, Secretary

Petty Cash Reimbursement - 3-9-2022 - 3-22-2022					
Date	Check #	Vendor	Cost	Program	Amount
3/9/2022	3409	Capital One - FFA	\$ 61.82	FFA	\$197.82
3/17/2022	3410	Speech - Lunches for State	\$ 50.00	Speech	\$50.00
3/18/2022	3411	Bank of America		Board Misc	\$392.34
		Card #1495		HS SPED	\$119.90
		FFA	\$ 136.00	Sec. Periodical	\$19.99
		Board Misc - Pizza's PT	\$ 105.35	Fuel - Transportation	\$174.37
		HS SPED	\$ 119.90	ELEM SPED	\$9.99
		Sec. Periodical	\$ 19.99	Lunch	\$40.56
		Card #3923		GBB Fundraiser	\$787.03
		Trans fuel	\$ 127.84	Admin Supplies	\$9.95
		Elem SPED	\$ 9.99	Athletics	\$710.00
		Lunch - Meeting	\$ 40.56	Music	\$25.00
		GBB Fund	\$ 787.03		
		Card #8527			
		Board Misc	\$ 286.99		
		Admin Supplies	\$ 9.95		
		Athletics	\$ 690.00		
		Card #4738			
		Athletics	\$ 20.00		
		Trans fuel	\$ 46.53		
3/22/2022	3412	Hay Springs Public - All State	\$ 25.00		
		Total	\$ 2,536.95		\$2,536.95

~~GF~~
Activity
Lunch

\$776.054 \$1719.085 \$40.56

\$2,536.95

Shelton Public Schools

Check Register Report by Check Number

Bank: [All]; Bank Account: [All]; Begin Check Number: 54910; End Check Number: 54959; Check Status: Paid; Created On: 4/8/2022 2:37:04 PM

Bank	Account Number				
Paid Date	Check Number	Type	Vendor Name	Amount	Check Status
4/11/2022	54910	Payroll Liability	Aflac	\$2,115.86	Paid
4/11/2022	54911	Payroll Liability	Blue Cross Blue Shield	\$54,958.37	Paid
4/11/2022	54912	Payroll Liability	Colonial Life & Accident Insurance Co	\$39.75	Paid
4/11/2022	54913	Payroll Liability	Companion Insurance Company	\$109.50	Paid
4/11/2022	54914	Payroll Liability	Credit Management Services, Inc.	\$216.18	Paid
4/11/2022	54915	Payroll Liability	Dist. 19 Payroll Acct.	\$6,587.79	Paid
4/11/2022	54916	Payroll Liability	District 19 Payroll Acct.	\$44,288.45	Paid
4/11/2022	54917	Payroll Liability	Horace Mann Life Insurance Co	\$50.00	Paid
4/11/2022	54918	Payroll Liability	Payroll Account - Dist 19	\$600.00	Paid
4/11/2022	54919	Payroll Liability	Principal Life Insurance Co	\$940.69	Paid
4/11/2022	54920	Payroll Liability	Shelton School Payroll Acct.	\$39,291.99	Paid
4/11/2022	54921	Payroll Liability	Vision Service Plan	\$513.68	Paid
4/8/2022	54922	Accounts Payable	Black Hills Energy	\$7,025.96	Paid
4/8/2022	54923	Accounts Payable	Capital One Trade Credit	\$218.62	Paid
4/8/2022	54924	Accounts Payable	Cash-wa Distributing Co.	\$304.20	Paid
4/8/2022	54925	Accounts Payable	Clipper Publishing Co., Inc.	\$708.23	Paid
4/8/2022	54926	Accounts Payable	Computer Hardware, Inc.	\$51,885.60	Paid
4/8/2022	54927	Accounts Payable	Culligan	\$45.00	Paid
4/8/2022	54928	Accounts Payable	DAS State Accounting - Central Finance	\$453.03	Paid
4/8/2022	54929	Accounts Payable	Demco	\$229.70	Paid
4/8/2022	54930	Accounts Payable	Eakes Office Solutions	\$281.81	Paid
4/8/2022	54931	Accounts Payable	Educational Service Unit #10	\$22,899.10	Paid
4/8/2022	54932	Accounts Payable	Educational Service Unit 9	\$270.00	Paid
4/8/2022	54933	Accounts Payable	Frontline Technologies Group, LLC	\$5,219.18	Paid
4/8/2022	54934	Accounts Payable	Gannon, Shanna M	\$56.87	Paid
4/8/2022	54935	Accounts Payable	Heartland Disposal, Inc.	\$299.00	Paid
4/8/2022	54936	Accounts Payable	Holmes Plbg & Htg Supply Co.	\$402.00	Paid
4/8/2022	54937	Accounts Payable	Hometown Leasing	\$653.27	Paid
4/8/2022	54938	Accounts Payable	Instrumentalist Awards, LLC	\$77.00	Paid
4/8/2022	54939	Accounts Payable	J.W. Pepper & Son, Inc.	\$32.49	Paid
4/8/2022	54940	Accounts Payable	Jensen, Seth A	\$420.54	Paid
4/8/2022	54941	Accounts Payable	K & K	\$2,233.43	Paid
4/8/2022	54942	Accounts Payable	KSB School Law PC LLO	\$130.00	Paid
4/8/2022	54943	Accounts Payable	Larry's Market	\$41.69	Paid
4/8/2022	54944	Accounts Payable	Matheson Tri-Gas, Inc.	\$78.17	Paid
4/8/2022	54945	Accounts Payable	MCI	\$59.55	Paid
4/8/2022	54946	Accounts Payable	Menards	\$71.12	Paid
4/8/2022	54947	Accounts Payable	Nebraska Central Telephone Co	\$318.32	Paid
4/8/2022	54948	Accounts Payable	Nebraska Public Power Dist.	\$3,370.70	Paid
4/8/2022	54949	Accounts Payable	Optum	\$150.00	Paid
4/8/2022	54950	Accounts Payable	Perma-Bound	\$457.44	Paid
4/8/2022	54951	Accounts Payable	Roe, Rebecca S	\$70.20	Paid
4/8/2022	54952	Accounts Payable	rSchoolToday (DWC)	\$300.00	Paid
4/8/2022	54953	Accounts Payable	Shelton School Petty Cash	\$776.54	Paid
4/8/2022	54954	Accounts Payable	SYNCB/AMAZON	\$189.62	Paid
4/8/2022	54955	Accounts Payable	Village Of Shelton	\$974.91	Paid
4/8/2022	54956	Accounts Payable	Kevin Willis	\$208.24	Paid
4/8/2022	54957	Accounts Payable	Wood River High School	\$215.00	Paid

4/8/2022	54958	Accounts Payable	Woodward Disposal Service, Inc.	\$25.00	Paid
4/8/2022	54959	Accounts Payable	Yanda's Music	\$177.50	Paid
Sub Total				\$251,041.29	
Grand Total				\$251,041.29	

Shelton Public Schools

Check Listing Report

Accounting Cycle: FY21-22; Begin Date: 04/01/2022; End Date: 04/29/2022; Bank: [All]; Sort By Element: FUND;

Account Expression: ([FUND] = "01") ; Created On: 4/8/2022 2:32:13 PM

Check Date	Check Number	Payee	Type	Amount
04/08/2022	54922	Black Hills Energy	Accounts Payable	\$7,025.96
04/08/2022	54923	Capital One Trade Credit	Accounts Payable	\$218.62
04/08/2022	54924	Cash-wa Distributing Co.	Accounts Payable	\$304.20
04/08/2022	54925	Clipper Publishing Co., Inc.	Accounts Payable	\$708.23
04/08/2022	54926	Computer Hardware, Inc.	Accounts Payable	\$51,885.60
04/08/2022	54927	Culligan	Accounts Payable	\$45.00
04/08/2022	54928	DAS State Accounting - Central Finance	Accounts Payable	\$453.03
04/08/2022	54929	Demco	Accounts Payable	\$229.70
04/08/2022	54930	Eakes Office Solutions	Accounts Payable	\$281.81
04/08/2022	54931	Educational Service Unit #10	Accounts Payable	\$22,899.10
04/08/2022	54932	Educational Service Unit 9	Accounts Payable	\$270.00
04/08/2022	54933	Frontline Technologies Group, LLC	Accounts Payable	\$5,219.18
04/08/2022	54934	Gannon, Shanna M	Accounts Payable	\$56.87
04/08/2022	54935	Heartland Disposal, Inc.	Accounts Payable	\$299.00
04/08/2022	54936	Holmes Plbg & Htg Supply Co.	Accounts Payable	\$402.00
04/08/2022	54937	Hometown Leasing	Accounts Payable	\$653.27
04/08/2022	54938	Instrumentalist Awards, LLC	Accounts Payable	\$77.00
04/08/2022	54939	J.W. Pepper & Son, Inc.	Accounts Payable	\$32.49
04/08/2022	54940	Jensen, Seth A	Accounts Payable	\$420.54
04/08/2022	54941	K & K	Accounts Payable	\$2,233.43
04/08/2022	54942	KSB School Law PC LLO	Accounts Payable	\$130.00
04/08/2022	54943	Larry's Market	Accounts Payable	\$41.69
04/08/2022	54944	Matheson Tri-Gas, Inc.	Accounts Payable	\$78.17
04/08/2022	54945	MCI	Accounts Payable	\$59.55
04/08/2022	54946	Menards	Accounts Payable	\$71.12
04/08/2022	54947	Nebraska Central Telephone Co	Accounts Payable	\$318.32
04/08/2022	54948	Nebraska Public Power Dist.	Accounts Payable	\$3,370.70
04/08/2022	54949	Optum	Accounts Payable	\$150.00
04/08/2022	54950	Perma-Bound	Accounts Payable	\$457.44
04/08/2022	54951	Roe, Rebecca S	Accounts Payable	\$70.20
04/08/2022	54952	rSchoolToday (DWC)	Accounts Payable	\$300.00
04/08/2022	54953	Shelton School Petty Cash	Accounts Payable	\$776.54
04/08/2022	54954	SYNCB/AMAZON	Accounts Payable	\$189.62
04/08/2022	54955	Village Of Shelton	Accounts Payable	\$974.91
04/08/2022	54956	Willis Repair, LLC	Accounts Payable	\$208.24
04/08/2022	54957	Wood River High School	Accounts Payable	\$215.00
04/08/2022	54958	Woodward Disposal Service, Inc.	Accounts Payable	\$25.00
04/08/2022	54959	Yanda's Music	Accounts Payable	\$177.50
Sub Total				\$101,329.03

SHELTON PUBLIC SCHOOLS: GENERAL FUND MONTHLY COMPARISON

	2020-21	2021-22		2020-21	2021-22
Sept. Expenditures Reported @ Board Mtg	\$221,441.00	\$238,035.00	Mar. Expenditures Reported @ Board Mtg	202,274.00	\$101,329.00
Sept. Net Payroll	\$154,292.00	\$152,435.00	Mar. Net Payroll	151,673.00	\$244,426.00
Sept. EOM Expenditures	-	-	Mar. EOM Expenditures	-	-
Total Sept. Expenditures	\$ 375,733.00	\$ 390,470.00	Total Mar. Expenditures	353,947.00	\$345,755.00
Percent of Budget Spent	5.08%	5.21%	Accumulated Totals	\$ 2,559,255.00	\$ 2,174,543.00
Cash On Hand	\$ 1,279,562.89	\$1,454,002.00	Percent of Budget Spent	4.79%	4.62%
			Cash On Hand	\$ 670,187.00	\$ 911,789.00
Oct. Expenditures Reported @ Board Mtg	220,279.00	\$241,803.00	April Expenditures Reported @ Board Mtg	204,634.00	
Oct. Net Payroll	153,801.00	\$150,362.00	April Net Payroll	153,248.00	
Oct. EOM Expenditures			April EOM Expenditures	-	-
Total Oct. Expenditures	\$374,080.00	\$392,165.00	Total April Expenditures	357,882.00	-
Accumulated Totals	\$ 749,813.00	\$ 782,635.00	Accumulated Totals	\$ 2,917,137.00	\$ 2,174,543.00
Percent of Budget Spent	5.06%	5.24%	Percent of Budget Spent	4.84%	0.00%
Cash On Hand	\$ 1,238,265.00	\$1,201,721.00	Cash On Hand	\$ 651,643.00	
Nov. Expenditures Reported @ Board Mtg	\$225,593.00	\$94,208.00	May Expenditures Reported @ Board Mtg	251,846.00	
Nov. Total Payroll	\$157,908.00	\$267,463.00	May Net Payroll	154,483.00	
Nov. EOM Expenditures	-	-	May EOM Expenditures	-	-
Total Nov. Expenditures	\$383,501.00	\$361,671.00	Total May Expenditures	406,329.00	
Accumulated Totals	\$ 1,133,314.00	\$1,144,306.00	Accumulated Totals	\$ 3,323,466.00	\$ 2,174,543.00
Percent of Budget Spent	5.19%	4.83%	Percent of Budget Spent	5.50%	0.00%
Cash On Hand	\$ 946,507.90	\$909,822.00	Cash On Hand	\$ 1,435,584.00	
Dec. Expenditures Reported @ Board Mtg	217,069.00	\$86,223.00	June Expenditures Reported @ Board Mtg	230,250.00	
Dec. Total Payroll	152,404.00	\$245,586.00	June Net Payroll	145,871.00	
Dec. EOM Expenditures		-	June EOM Expenditures	-	-
Total Dec. Expenditures	369,473.00	331,809.00	Total June Expenditures	376,121.00	-
Accumulated Totals	\$ 1,502,787.00	\$ 1,241,631.00	Accumulated Totals	\$ 3,699,587.00	\$ 2,174,543.00
Percent of Budget Spent	5.00%	4.43%	Percent of Budget Spent	5.09%	0.00%
Cash On Hand	\$ 667,873.95	\$ 686,300.00	Cash On Hand	\$ 1,425,759.00	
Jan. Expenditures Reported @ Board Mtg	197,420.00	\$49,418.00	July Expenditures Reported @ Board Mtg	286,319.00	
Jan. Net Payroll	148,885.00	\$243,555.00	July Net Payroll	146,403.00	
Jan. EOM Expenditures	-		July EOM Expenditures	-	-
Total Jan. Expenditures	\$346,305.00	\$292,613.00	Total July Expenditures	432,722.00	
Accumulated Totals	\$ 1,849,092.00	\$ 1,534,244.00	Accumulated Totals	\$ 4,132,309.00	\$ 2,174,543.00
Percent of Budget Spent	4.69%	3.91%	Percent of Budget Spent	5.86%	0.00%
Cash On Hand	\$ 801,434.00	\$ 993,449.00	Cash On Hand	\$ 1,110,707.00	
Feb. Expenditures Reported @ Board Mtg	\$206,032.00	\$52,409.00	August Expenditures Reported @ Board Mtg	\$217,765.00	
Feb. Net Payroll	\$150,184.00	\$242,135.00	August Net Payroll	\$171,935.00	
Feb. EOM Expenditures		-	August EOM Expenditures	-	
Total Feb. Expenditures	356,216.00	294,544.00	Total August Expenditures	389,700.00	
Accumulated Totals	\$ 2,205,308.00	\$ 1,828,788.00	Accumulated Totals	\$ 4,522,009.00	\$ 2,174,543.00
Percent of Budget Spent	4.82%	3.93%	BUDGET	\$7,389,889.00	\$7,491,037.00
Cash On Hand	\$ 759,347.00	\$ 1,050,940.00	TOTAL % OF BUDGET SPENT =	62.21%	
			Cash On Hand	\$ 785,296.00	

DISTRICT 19 FINANCIAL STATUS AS OF March 31,2022

CASH RESERVES:

GENERAL FUND CASH RESERVE	(3/31/22 Interest + \$426.06)	\$427,327.85
SPECIAL BUILDING CASH RESERVE	(3/31/22 Interest + \$55.10)	\$60,812.66

TOTAL CASH RESERVE ACCOUNTS: \$488,140.51

SAVINGS:

GENERAL FUND CR SAVINGS 5882	(3/31/22 Interest + \$20.50)	\$166,333.32
		\$166,333.32

UNEMPLOYMENT SAVINGS #5891	(3/31/22 Interest + \$3.27)	\$26,564.84
VEH/BUS ACQ. Savings #9457	(3/31/22 Interest + \$110.06)	\$42,219.24
TECHNOLOGY ACQ SAVINGS # 5918	(3/31/22 Interest + \$6.31)	\$51,212.50
PARKING LOT DEPR. SAVINGS #5909	(3/31/22 Interest + \$8.67)	\$70,316.08
BAND UNIFORM SAVINGS #5900		\$0.10
HVAC Savings #9475	(3/31/22 Interest + \$220.04)	\$67,002.47

TOTAL DEPRECIATION SAVINGS: \$257,315.23

TOTAL SAVINGS: \$423,648.55

TOTAL OF DISTRICT FUNDS: \$911,789.06

<u>TAXES:</u>	<u>GENERAL</u>	<u>BUILDING</u>	<u>FUND TOTALS:</u>	
BUFFALO	\$137,586.60	\$34.24	GENERAL	\$593,661.17
HALL	\$3,927.19	\$0.00	DEPRECIATION	\$257,315.23
ADAMS	\$37.04	\$0.00	LUNCH	\$27,582.54
KEARNEY	\$1,948.26	\$0.00	SPECIAL BLDG	60,812.66
TOTAL TAXES	\$143,499.09	\$34.24		

Net Wages	\$ 151,948.88
General Fund Expenditures	\$ 101,329.03
Employee - Liabilities	\$ 92,477.58

Receipts for March 2022	\$ 230,356.10
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Transfer from GF Savings to GF Cash Reserve - Short on Funds	\$15,445.00
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Superintendent Report for April 2022

Summer Projects

Seth and I are beginning to put together a list of summer projects. Most are deep cleaning and routine maintenance. The project I am most concerned about is the drain in Mr. Roper's classroom. This concerns me because I am unable to get an estimated cost. Plumbers are unwilling to commit to anything because they aren't sure what the scope of the work is. They have to tear into the floor (they aren't sure how far down) and try to locate the source of the problem.

It could be a situation where if they don't locate the problem in Mr. Roper's room, they might then have to explore further down the line into Mr. Province's room. Because we have a small amount of funds in the special building, I am hesitant to begin a project with an unknown price tag.

I am going to visit with Mr. Ropers and Mrs. Rabbe to see if we need to explore any other options first.

Teacher Contracts

Teacher contracts have been sent out with a due date of April 15, 2022. Those should be available for board review and approval in the May meeting.

Staff Wellness Survey and Self-Reflection

The Staff Wellness Survey and Self-Reflection forms were sent out to all staff by NASB. Those are due back on April 15. NASB will analyze and compile the data. I am expecting to have results to review with the board in the May board meeting.

Respectfully Submitted,

Dr. Gannon

To: Board of Education
From: Jeff Kenton
Date: April 11, 2022
Re: Board Report

- Current Enrollment: 282 Students
- Kindergarten Registration was held on Friday, March 25th.
 - Expecting a class of 17
- All formal evaluations have been completed
- Shelton TeamMates attended the Red/White Spring Football Game
 - Thank you to Ms. Hubbert and all of the Mentors who volunteered to go.
- Sponsored Trips Schedule (I have this on a spreadsheet)
 - Art Honor Society (odd years out of state, even years to Omaha)
 - DC Trip (EF Tours, June 29th-July 2nd 2023)
 - FFA Washington Leadership Conference (Every other year if students are interested)
 - FFA National Convention (Every Other Year October 2023, or if students qualify)
 - FFA State Convention (March 29-31, 2023)
 - National Honor Society (Working Toward Out of State National Conference every 3 years)
 - Spanish Club (even years out of state, odd years to Omaha)
 - International Trip (EF Tours, once every four years)
- Feedback from Title I Survey
 - Some of the feedback we received from Title I Survey indicated that families have missed some of the family engagement activities that we have held in the past.
 - Moving forward we will work to bring back those activities during the 2022-2023 school year.

Respectfully Submitted,

Jeff Kenton

Buffalo County Planning & Zoning Commission

1512 Central Avenue, PO Box 1270 • Kearney, Nebraska 68848

Phone (308) 236-1998 • Fax (308) 236-1870 • Email: zoning@buffalocounty.ne.gov



March 22, 2022

Shelton Public Schools
Board of Education
210 9th Street
PO Box 610
Shelton, NE 68876

Dear School Board Members and Superintendent,

Since the last comprehensive plan, or the general plan for the improvement and development of the county outside of the jurisdiction of any city or village, which was created in 2000 and last revised in 2012, Buffalo County has recorded significant population growth. As a result of the population growth and the needs of Buffalo County residents, The Buffalo County Planning Commission, with the assistance of Hanna:Keelan Associates, P.C., a Lincoln, Nebraska-based community planning and research consulting firm, has begun the process of creating a new comprehensive plan, to assist the county in developing strategies to satisfy the future needs and desires of rural, unincorporated areas of Buffalo County, Nebraska. The Comprehensive Plan will include demographic and economic statistical analysis, as well as goals, policies and action strategies for both land development and preservation in rural Buffalo County.

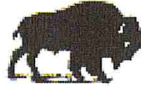
As part of the planning process, Hanna:Keelan Associates, P.C. has prepared a County-Wide Opinion Survey to strategize the future needs and desires of Buffalo County and its residents. Your organization plays an important role in the future development of Buffalo County!

Scott Stubblefield, on behalf of the Buffalo County Planning Commission, will do a short presentation, requesting your support to encourage participation with any Buffalo County residents, from both rural and developed areas. The Opinion Survey only takes a few moments and must be completed by Monday, May 16th.

Buffalo County Planning & Zoning Commission

1512 Central Avenue, PO Box 1270 • Kearney, Nebraska 68848

Phone (308) 236-1998 • Fax (308) 236-1870 • Email: zoning@buffalocounty.ne.gov



Please find, attached, the paper copy of the survey, which can be returned to the Buffalo County Courthouse Office of the Zoning Administrator, or it is available online at: <https://lp.constantcontactpages.com/sv/XNvy5Su/BuffaloSurvey>.

Thank you for your time and consideration!

Sincerely,

A handwritten signature in blue ink that reads "Dennise Daniels". The signature is written in a cursive style with a large loop at the end of the last name.

Dennise Daniels
Planning and Zoning Administrator

Enclosure



BUFFALO COUNTY, NEBRASKA COUNTY-WIDE OPINION SURVEY.

The **Buffalo County Planning Commission** is preparing a new Comprehensive Plan and review/update of the current County Zoning Regulations for Rural Buffalo County, Nebraska, to determine land development and preservation needs and public infrastructure/facilities/utilities improvements.

Please complete the following Survey. The Survey can also be completed online at <https://lp.constantcontactpages.com/sv/XNvy5Su/BufferoSurvey>

As a resident of Buffalo County, your opinion is very important in the preparation of a Comprehensive Plan that fits the needs and desires of Buffalo County residents. Complete this Survey online, or return to the Buffalo County Planning & Zoning Office, or your City/Village Office by **MONDAY, MAY 16th**. **Thank You for Your Participation! STAY TUNED FOR COMMUNITY MEETINGS CURRENTLY BEING PLANNED.**

1. Where do you live?

<input type="checkbox"/> Rural Buffalo County	<input type="checkbox"/> Amherst	<input type="checkbox"/> Elm Creek	<input type="checkbox"/> Gibbon	<input type="checkbox"/> Kearney
<input type="checkbox"/> Miller	<input type="checkbox"/> Pleasanton	<input type="checkbox"/> Ravenna	<input type="checkbox"/> Riverdale	<input type="checkbox"/> Shelton

2. If you live in Rural Buffalo County, do you live within one or two miles of a City/Village? ____Yes ____No

Please identify the closest Community: _____

3. Do you own property in Rural Buffalo County? ____Yes ____No

4. Do you feel the current Buffalo County Zoning & Subdivision Regulations are effective in managing growth and land development? ____Yes ____No ____No Opinion

Please explain why or why not:

5. Which of the following Land Use items do you support for the future of Rural Buffalo County?

	Very Supportive	Supportive	Not Supportive	No Opinion
General Agricultural Uses:				
Land Conservation Easements:				
Intensive Agricultural Uses:				
Residential Development (General):				
Planned Rural Residential Subdivisions:				
Parks/Recreation:				
Public Infrastructure/Facilities/Utilities:				
Commercial Development:				
Industrial Development:				
Zoning/Subdivision Ordinances/Regulations:				
Transportation Systems (Roads, Rail, Air, etc.):				
Personal Alternative Energy Systems (Solar, Wind, etc.):				
Commercial Alternative Energy Systems (Solar Farms, Wind Farms, etc.):				
Other (Identify):				

6. Please include any additional comments/suggestions regarding the future of Rural Buffalo County, Nebraska.

**INTERLOCAL AGREEMENT
FOR
THE PURCHASE OF NATURAL GAS AND RELATED SERVICES**

This Interlocal Agreement for Natural Gas and Related Services (Agreement) is made and entered into by and between separate political subdivisions of the State of Nebraska.

The Interlocal Agency created through this Agreement will be referred to as Nebraska Choice Joint Utilities Management Program (CJUMP).

The Nebraska Association of School Boards (NASB) is a corporation formed by Nebraska public school boards to stimulate and contribute to the continuing improvement of public elementary and secondary education including increased efficiency and economy for the ultimate benefit of Nebraska citizens. NASB will perform the functions related to the necessary administrative and management services required by this Agreement.

Nebraska law permits two or more public agencies to enter into arrangements defined under Nebraska statutes as Interlocal Cooperatives.

Participant shall mean (a) a public school as defined in §79-101, (b) an educational service unit established under the Educational Service Units Act, Neb. Rev. Stat. § 79-1201 through § 79-1249, and (c) a technical community college established under § 85-1501 through § 85-1542.

Authority:

Participant has the authority to procure and is responsible to ensure adequate natural gas service for its facilities.

Participant has the authority to enter into any contracts to effectuate its responsibilities relating to procurement of natural gas and energy related services.

Participant desires to enter into this agreement to provide reliable, cost effective natural gas and energy related services for its facilities.

Participant contemplates on taking necessary and appropriate actions to support the objective of providing cost effective natural gas and energy related services for its facilities.

Article XV, Section 18 of the Constitution of the State of Nebraska and the Interlocal Cooperation Act of the State of Nebraska, Neb. Rev. Stat. § 13-801 et seq., (the "Act"), authorize any two or more public agencies to enter into agreements for joint or cooperative exercise of power, privilege or authority exercised or capable of exercise individually by such public agencies. Participants are public agencies within the meaning of the Act.

Purpose:

It is the purpose of this Agreement for participants to make the most efficient use of their powers by cooperating with each other in good faith on the basis of mutual advantage and timely providing services and facilities as identified in this Agreement and in any addendum to this Agreement that will accord best with the geographic, economic, population and other factors influencing the needs and development of local political bodies.

In furtherance of such objectives and purposes, (i) the Participants hereby create a joint entity under the Interlocal Cooperation Act to be known as "Nebraska Choice Joint Utilities Management Program" ("CJUMP"), being a separate public body corporate and politic of the State of Nebraska (the "Agency"), which shall be constituted and administered by a board of Trustees (the "Board of Trustees"); and (ii) the Participants hereby delegate to the Agency those powers as are hereinafter provided by this Agreement.

Participation:

Participant hereby agrees to participate in CJUMP under the terms of this Agreement and the Bylaws of CJUMP. Only those Participants who are members of the Nebraska Association of School Boards shall be eligible to participate in CJUMP. Final determination of membership into CJUMP must be approved by the CJUMP Board or a committee thereof.

Each Participant hereby agrees to participate with all other Participants to this Agreement through the Agency jointly to conduct the activities of the Agency.

Administration:

In order to carry out the purposes of CJUMP, CJUMP may exercise and enjoy all powers, privileges, and authority exercised and capable of exercise by an Interlocal created pursuant to the Act, including, but not limited to the power to issue bonds or other obligations on behalf of Participants as a body as a whole.

CJUMP shall be administered by a Board of Trustees consisting of two voting ex-officio members and 6 persons, who are elected officials or appointed officials of the member Participants. The members of the Board of Trustees, other than the ex-officio members, shall be elected by a vote of the Board of Directors of NASB. A person elected to the Board of Trustees shall serve for a three year term. A vacancy on the Board shall be filled by the vote of the Board of Directors of NASB. The person appointed to fill a vacancy shall serve for the remainder of the term of the vacating Trustee. Each board member shall be entitled to one vote in all matters that come before the board. No action of the Board of Trustees shall be taken unless 50% or more of the board members are present at the meeting. Unless provided otherwise in the Bylaws, upon a majority affirmative vote of the board members present, such action shall be effective immediately. The two ex-officio members to the board shall be the current President of NASB and the Executive Director of NASB or designee.

Initial nominations for members of the CJUMP Board shall be made by the Executive Director of NASB, who shall nominate at least one person for each of the elected positions and designate

nominations by the three staggered terms in office so as to allow three of the CJUMP Board members to be up for reelection each year. For subsequent elections, a CJUMP nominating committee comprised of: (1) the Chair of CJUMP, (2) the Executive Director of NASB, and (3) a person selected by the Board of Trustees will request nominations from the member participants and give its recommendation for Board of Trustees member nomination to the NASB Board of Directors for its approval.

The Board of Trustees shall be responsible for administering the cooperative undertakings of CJUMP.

The CJUMP Board may assign responsibilities for functions and services to appropriate parties and may designate a representative who shall be the primary contact point for Participants and other parties involved.

The CJUMP Board may retain the services of such legal counsel, auditors, consultants, marketers, program administrators, and other advisors as it deems necessary to carry out the business and purpose of the Interlocal.

The CJUMP Board shall adopt an annual budget providing for financing the costs of any joint or cooperative undertaking pursuant to this Agreement.

CJUMP shall be financed by monies collected from appointed CJUMP Program Administrator(s).

Any real and personal property may be acquired, held and disposed as set forth in this Agreement or any amendment hereto. CJUMP may lease, purchase or acquire by any means, from Participant or from any other source, such real and personal property as is required and necessary for effectuating the purposes of this Agreement. The title to all such property, personal or real, shall be held in the name of CJUMP. If a Participant should be required to purchase real or personal property at its facilities to best achieve the purposes of this Agreement, such real or personal property shall remain property of the Participant.

Participants may meet from time to time to discuss any matters pertinent to this Agreement or the functions of CJUMP and its board.

Term of Agreement and Service:

This Agreement shall become effective and binding upon its ratification by the governing board of each Participant.

The term of this Agreement is for three years from the date of the execution of this Agreement, provided that this Agreement shall be considered automatically renewed for successive three year terms unless all Participants and/or Board of Trustees gives notice as required herein that the Agreement shall not automatically renew.

A Participant may withdraw from this Agreement by providing written notice to CJUMP and to all other Participants at least 365 days prior to the end of the third year of this Agreement's initial term or any renewal term of this Agreement. Any termination from this Agreement is to be effective 12:01A.M. of the first day of the immediately succeeding contract term.

An action to dissolve CJUMP must be communicated to all Participants and give Participants at least 30 days notice prior to its effective date. It is understood that specific individual Participants (as defined in this Agreement) may change during the duration of CJUMP's existence.

Participant hereby delegates to CJUMP the duty to buy natural gas for Participant's total requirements for the term of this Agreement. Participant acknowledges that it will be required to execute any required forms of the Local Distribution Company's Choice Program to select a supplier for each year of the term of this Agreement.

Participants may be responsible for reaffirming their natural gas purchase participation on an annual basis in order to accommodate administrators and others involved in the procurement of products and services on behalf of CJUMP. Such reaffirmation shall include but not be limited to Delegation Forms and any other documents determined to be necessary by the natural gas supplier to the CJUMP participants.

The effective date on which natural gas service is to be procured through CJUMP shall be no later than the immediate succeeding June 1 after execution of this Agreement and the point in time thereafter in which a natural gas distribution switch with the Local Distribution Company can be made.

Participants shall not resell any Natural Gas Service procured by CJUMP under this Agreement, but Participant can require any tenant or occupant of a Participant's facility to reimburse the Participant for the use of natural gas in connection with such tenancy or occupancy.

In the event a Participant fails to perform its obligations pursuant to this Agreement, CJUMP shall give written notice to the individual Participant specifying such failure to perform and establish a reasonable period in which the Participant shall have to fulfill its obligations pursuant to this agreement. If the Participant's failure to perform its obligation is continuing, CJUMP may immediately terminate this agreement.

Any distribution of CJUMP funds, either partial or complete, shall be approved by the CJUMP Board of Trustees. Any collective distribution return to the Participants shall be allocated among such Participants in proportion to the annual usage of each Participant as compared to the total usage of the Interlocal Agency during the immediately preceding twelve month agreement period.

Upon termination of CJUMP's existence, any personal and real property as well as surplus funds shall be distributed among the existing Participants (as determined and recognized by the CJUMP Board of Trustees). Such distribution shall be allocated among such Participants in proportion to the annual usage of each Participant as compared to the total usage of the Interlocal Agency during the immediately preceding twelve month agreement period.

Termination of participation in this Agreement or termination of this Agreement by the Board of Trustees shall not impair, amend or change any previous contracts or agreements. Such contracts and agreements shall continue in full force, including all rates, terms, obligations and conditions, until the expiration of such contracts and agreements in accordance with their respective terms, or unless sooner released by the Board of Trustees.

Indemnification:

Each Participant shall indemnify and hold harmless the other parties and the Public Alliance for Community Energy and the Nebraska Municipal Power Pool and their respective board, officers, trustees, employees and agents, from any claims, expenses, (including attorneys' fees and litigation expenses), for any damages or losses it may suffer as a result of any claims made regarding the validity of this Agreement or the effect of this Agreement on the expenditure or revenue authority of a Participant, including but not limited to taxpayer or regulatory claims.

Assignment:

This Agreement shall be binding upon and inure to the benefit of the Participants and their successors or assigns; provided however, that this Agreement shall not be assigned or otherwise transferred to a third party without the prior written consent of the other Participants to the Agreement.

Notices:

All notices or other communications which are required or permitted herein shall be in writing and sufficiently delivered to each Participant.

Fiscal Year:

The Fiscal year shall end on May 31 of each year.

Place of Business:

The principal place of business for CJUMP shall be at the offices of the Nebraska Association of School Boards. The CJUMP Board may employ necessary staff and may purchase, lease, or rent real and personal property in order to carry out the business of CJUMP.

Governing Law:

This Agreement shall be governed by an interpreted in accordance with the statutory and decisional law of the State of Nebraska.

Entire Agreement:

This Agreement, including any associated exhibits and any amendments, constitutes the entire Agreement of the Parties with respect to the subject matter hereof. All prior agreements, representations of CJUMP, statements, and negotiations, written or oral, are hereby superseded. This Agreement may be amended only by a writing executed by all Participants.

IN WITNESS WHEREOF, each of the Participants has caused this Interlocal Agreement for Natural Gas and Related Services to be executed by its duly authorized officer as of the day and year shown below.

PARTICIPANT: _____

Date:

By:

Title:

Attest:

SEAL

**RESOLUTION FOR PARTICIPATION IN CJUMP
INTERLOCAL AGREEMENT**

WHEREAS, Participant has reviewed the attached Interlocal Agreement and desires to participate in the Nebraska Choice Joint Utilities Management Program (otherwise referred to as CJUMP) as authorized by the Interlocal Cooperation Act, Neb. Rev. Stat. §13-801 and

WHEREAS, Participant is allowed to participate in said cooperative undertakings; and

NOW THEREFORE, BE IT RESOLVED that the governing board hereby:

Declares the board will participate in CJUMP and hereby accepts the Participation Agreement which is attached to this Resolution.

After motion duly made by _____ and seconded by _____, the following members voted by roll call vote in favor of passage and adoption of the said Resolution:

The following members voted against the same:

The following members voted absent or not voting:

PASSED AND APPROVED this _____ day of _____, 20__.

Participant Name (*School, ESU or Community College*) _____

Signature from an Official of the Participant _____

Please print name and title _____



Our focus is on Serving you!

EDUCATIONAL SERVICE UNIT 10

76 Plaza Boulevard • PO Box 850

Kearney, NE 68848-0850

Ph. 308.237.5927 • Fax 308.237.5920

www.esu10.org

March 4, 2022

ESU 10 Superintendent,

The Nebraska Department of Education requests that ESU 10 inform our school districts about the opportunity to consort federal funds each spring. This packet contains the 2022-2023 Federal ESSA Consolidated Grant paperwork. Please sign and return the required documents by **April 20, 2022.**

Informational documents included in this packet:

- Title I Cover Letter
- Title I District Support Informational Letter
- Title IIA and Title IV Member Benefits Letter
- Title III Member Benefits Letter

Documents to be signed and returned by every ESU 10 school district to Denise O'Brien dobrien@esu10.org

- **ESSA Intent to Consort Participation Form**
- Title I Contract (if applicable)

Please let me know if you have any questions or need assistance completing the required paperwork. Thank you!

Denise O'Brien

Director of Teaching and Learning

dobrien@esu10.org

308-237-5927 ext. 260

Educational Service Unit 10
Kearney, NE



ESSA Title Funds
2022-2023 Consortium Participation Information

School District Shelton

*Is there a non-public affiliated with your district? YES ___ NO

Consortium Participation

I do plan to consort 100% of funds in the following title programs:

- Title II-A (Teacher and Principal Training) Yes No _____
- Title III-EL (English Learner) Yes No _____
- Title IV (Student Support & Academic Enrichment) Yes _____ No

I do not plan to consort any title funds with ESU 10.

Superintendent Signature

Date

Return by **April 20, 2022** to Denise O'Brien, dobrien@esu10.org

Educational Service Unit 10
76 Plaza Boulevard
PO Box 850
Kearney, NE 68848-0850
FAX: 308-237-5920

2022-2023 ESU 10 Title IIA & Title IV Consortium Membership Benefits

ESSA Grant Application

- ESU 10 personnel completes the ESSA Grant Application in the NDE Grant Management System
- ESU 10 conducts an annual survey of consortium member administrators to guide the programming decisions and use of Title IIA & Title IV funding

National Experts

- ESU 10 is able to provide high quality training from national education experts due to the pooling of resources through the Title IIA & Title IV Consortiums

ESU 10 Title IIA Trainings & Benefits

- Reduced registration fee for all teachers and administrators (only charged for the cost of lunch)
- Schools receive substitute reimbursement of \$125 per day for every teacher that attends trainings during the school year
- Teachers receive contracted services pay of \$150 per day (Maximum of \$750) for attending summer workshops
- Schools may request reimbursement for **Conference Registrations** attended outside of ESU 10 by administrators, teachers, and paraprofessional up to 10% of the dollars consorted

ESU 10 Sponsored Title IV Trainings & Benefits

- Reduced registration fee for all teachers and administrators (only charged for the cost of lunch)
- Schools receive substitute reimbursement of \$125 per day for every teacher that attends trainings during the school year
- Teachers receive contracted services pay of \$150 per day (Maximum of \$1,500) for attending summer workshops
- Schools may request reimbursement for **Conference Registrations** attended outside of ESU 10 by administrators and teachers for Title IV approved professional learning.
- Schools may request reimbursement for **Title IV approved digital learning licenses** up to a maximum of \$6,000

Schools must consort 100% of their Title IIA & Title IV funding to be a member of the ESU 10 Consortium

Please direct any ESU 10 Title IIA & Title IV Consortium questions to:

Denise O'Brien

dobrien@esu10.org

Teaching and Learning Director

Title IIA & Title IV Grant Administrator

ESU 10 Title III Consortium Member Benefits, 2022-2023



Consortium Goal:

- Support districts' efforts to improve English Learners' language acquisition and achievement in all content areas.

District Responsibilities:

- Submit an updated copy (print or electronic) of the district's ELD (English Language Development) Program Manual or ELD related policies. At minimum, the following must be submitted during the 2022-23 grant year:
 - An updated copy of a letter notifying parents that a child has been identified as an English Learner (EL) in an understandable language. (See Rule 15, Section 003.04)
 - A copy of the current EL Program Review written report. (See Rule 15, Section 008.04)
 - Additional documentation may be required.
 - The consortium will provide support for development of these items. Please contact Theresa Ritta-Olson (theresa.rittaolson@esu10.org) for assistance.
- Request reimbursement or payments for services and expenses that supplement local ELD programming according to Title III requirements. (Please note that these are typically approved on a case-by-case basis.)
- Districts are responsible for the Nebraska Rule 15 and Title III program requirements pursuant to federal formula grant guidelines. For a description of required and authorized activities, please visit the Nebraska Department of Education website: <https://www.education.ne.gov/natlorigin/>

ESU 10 Title III Consortium Services:

- Regional Coordinator and Bookkeeper
 - ESU 10 Title III Consortium districts will receive the services of the Title III Regional Coordinator for consultation, coordination, and bookkeeping.
 - These services include submission of the grant's consolidated application, payment documentation, reimbursement of expenditures, and professional development.
- ELD (English Language Development) Network
 - This is a forum for district personnel responsible for ELD programs and instruction to discuss pertinent issues, study pedagogy, share and explore resources, and network with colleagues.

- Professional Development
 - Relevant research-based workshops and trainings will be made available to consortium districts. This includes local, regional, and national level opportunities that suit districts' needs. Contracted services pay may be provided for off-contract participation.
- ELD Materials, Projects, and Resources
 - The consortium has several print materials and technology tools available for member district personnel to use or borrow.
 - We welcome specific requests for books, supplemental curriculum materials, or other media relevant to ELD learning and instruction.
 - Consortium districts may access Title III funds for purchase of various research-based materials, services, project needs, and resources to supplement local ELD programming according to Title III requirements.
 - Please contact ESU 10 for guidance as necessary.
- Field Consultation and Services
 - We are happy to work with districts directly to customize services to meet specific needs.

NDE Requirements:

- NDE requires consortia to secure commitments for the upcoming grant year.
- In the case of Title III, federal regulations require districts to join a consortium if their Title III English Learner (EL) allocations do meet the minimum of \$10,000. This allocation is based on the number of students coded as EL according to Rule 15 in the summer or fall download of NSSRS.
- Districts choosing not to participate in Title III are still required by the Office of Civil Rights and Nebraska Rule 15 to provide appropriate services for their English Learners.

ESU 10 Title IA District Support

Title IA Monitoring and Reporting Requirements

- Schoolwide Program: Consult and assist with grant management applications, rubrics and plan reviews, etc.
- Targeted Assistance Program: Consult and assist with management applications, rubrics and plan reviews, etc.
- NDE On-Site Title IA Review: Consult and assist with preparation and visit
- Attestation: Communicate yearly document requirements and assist with collecting and filing on site
- District Homeless Liaison Training (McKinney-Vento Training): Communicate with District administration on yearly training requirements and assist with collecting, maintaining, and reporting training completion
- Head Start LEA Agreement (if applicable): Communicate with District superintendents about receiving yearly agreements from their local Head Start and assist with collecting and filing on site
- Policies: Communicate with District administration on policy requirements and assist with collecting, maintaining, and reporting. (ex. homeless, family engagement policy, parent school compact, etc.)
- Time and Effort Logs: Communicate with District administration about collecting, maintaining, and reporting time and effort logs for any individual paid by Title I funds
- Daily Schedules: Communicate with District administration about collecting, maintaining, and reporting daily schedules for any individual paid by Title I funds
- District Website: Communicate Title IA related information that is required to be posted on the District website
- Non-Public Consultation: Receive from NDE, disburse to District, collect, and assist in submitting to NDE
- Other documentation as required.

Teacher Professional Development

- Title I Rules and Regulations: Communicate, consult, and assist with implementation, reporting, and other requirements
- Title I Teacher Trainings: Professional development in the areas of literacy and mathematics
- Teacher Resources: Provide Parent Institute Newsletter (September-May), books, articles, manipulatives, etc.
- Parent Involvement Activities: Encourage and showcase engagement activity ideas
- NWEA MAP: Professional development on reports, updates, and data analysis
- NSCAS Growth: Professional development on reports, updates, and data analysis
- Universal Benchmark Screeners: Consult and assist with data analysis
- Student Progress: Consult and support in the creation and data analysis of intervention plans in literacy and math
- NebraskaREADS: Communicate assessment updates and requirements from NDE.

CONTRACT

Educational Service Unit Number 10 (the "ESU") and Shelton Public Schools (the "District") (collectively, the "Parties") hereby enter into this Contract for the benefit of both Parties and to comply with applicable laws and regulations regarding Title 1A and other federal funds.

1. ESU's Support to the District. Due to changes in the interpretation and enforcement of certain federal funds, the ESU will no longer facilitate a Title 1A "Co-Op" for school districts within the ESU's service area. Instead, the ESU and District intend to contract for the ESU to assist the District with its obligations related to its Title 1A and other federal funds. As such, the ESU will continue to provide the same supports and assistance to the District as the ESU has historically provided, including the following:

- a. Assist the District with monitoring and reporting;
- b. Provide reasonable support of ESU staff members to assist the District with monitoring and reporting;
- c. Facilitate trainings for District staff to understand monitoring, reporting and other requirements;
- d. Coordinate timely communications and updates from the Nebraska Department of Education;
- e. Assist Districts with collecting, maintaining and reporting Time and Effort logs, Risk Assessments, A133 Audits, and the like;
- f. Make staff available for any monitoring visits that occur at the District;
- g. Other services or supports as agreed to by both Parties.

2. District's Payment to the ESU. In exchange for the ESU's supports, services and staff time, the District will pay to the ESU an administrative fee equal to 2% of allocated Title 1A funds. Such payment shall be made to the ESU by October 1, 2022. If the District fails to make such payment, then the ESU may, with or without notice, decline to provide the services and supports identified in this Contract.

3. Other Services. The Parties agree that this Contract is intended to be a guiding document, and not a detailed or itemized list of every service and support that the ESU will provide to the District. As such, the Parties agree to work together to identify what additional services and supports the ESU will provide to the District, and whether any such additional services and supports will necessitate an increased administrative fee to be paid by the District to the ESU. Both Parties agree that all such discussions will be conducted in good faith and in the best interests of both Parties.

4. Risk and Liability. Since the ESU will not operate the Title 1A "Co-Op" any longer, the District hereby expressly acknowledges and agrees that it will indemnify and hold harmless the ESU from any fine, penalty or other sanction related to the District's receipt, use, monitoring, or reporting of Title 1A or other federal funds. To the extent that the ESU incurs or has been advised that the ESU must pay any fine, penalty or other sanction related to the

District's receipt, use, monitoring, or reporting of Title 1A or other federal funds, then the District agrees to reimburse the ESU in the amount of such fine, penalty or sanction within 30 days of the ESU's payment of such fine, penalty or other sanction.

5. Termination. Either Party may immediately terminate this Contract upon written notice to the other Party.

6. Lawful Provisions. In the event that any provision of this Contract is deemed unlawful or contrary to any statute, regulation, or guidance by any applicable state or federal agency, such provision shall automatically be null and void but the remainder of this Contract shall remain in full force and effect.

EDUCATIONAL SERVICE UNIT NUMBER 10

ESU 10 Administrator signature

Signature: _____

Printed Name: _____

Title: _____

Date: _____

SHELTON PUBLIC SCHOOLS

Superintendent or School Board President signature

Signature: _____

Printed Name: _____

Title: _____

Date: _____



Our focus is on Serving you!

EDUCATIONAL SERVICE UNIT 10

76 Plaza Boulevard • PO Box 850

Kearney, NE 68848-0850

Ph. 308.237.5927 • Fax 308.237.5920

www.esu10.org

ESU 10 Title I-A Superintendent,

Thank you for collaborating with us as we navigated the Title I-A changes throughout this year! ESU 10 will continue to provide the same Title I-A support to your district through our Title I-A Contract. We have **adjusted our administrative fee from 7% to 2%** of your allocated Title I-A funds. You will receive a bill after Title I-A allocations are released. Below is the NDE Monitoring schedule for the next two years. The list indicates if your district is currently classified as schoolwide or targeted assistance. Please let us know if you have any questions.

At this time, direct any ESU 10 Title I questions to:

Denise O'Brien

dobrien@esu10.org

Director of Teaching and Learning

NDE Title I Monitoring Schedule

2022-2023: Title I Schoolwide Plans are due to NDE to be reviewed by peers. Only Schoolwide districts will participate in this review. Targeted Assistance districts will complete the self-review.

2023-2024: NDE Federal Programs Monitoring Visit for all districts.

Schoolwide

Anselmo-Merna
Ansley
Arcadia
Callaway
Elba
Litchfield
Loup City
Loup County
Overton
Ravenna
Riverside
Sandhills
Sargent
Shelton
Sumner-Eddyville-Miller

Targeted Assistance

Amherst
Arnold
Pleasanton

TEACHER'S CONTRACT

THIS CONTRACT is made by and between the Board of Education of Buffalo County School District No.19 referred to herein as the "Board" and "District" respectively, and **Sierra McQuade** a legally qualified teacher, referred to herein as the "Teacher".

WITNESSETH: The Board agrees to employ Teacher above named in the schools of the district for a school year, which shall begin on or about **August 10, 2022** and conclude on or about **May 22, 2023**. Teacher accepts such employment at a salary of **\$38,232** (Step 2/BA+9) under the following conditions:

The District will pay the teacher a signing bonus of \$2,000. The signing bonus will be paid in 12 equal installments. In the event that the teacher's employment is terminated, canceled, not renewed, or otherwise brought to an end, the District shall not be obligated to pay any remaining bonus that is due after the termination, cancellation, nonrenewal, or ending of the contract.

FIRST: Teacher's compensation shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of September and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: Teacher will abide by the District's and Administration's policies, rules, regulations and directives. Teacher's duties are subject to assignment by the Administration. Teacher agrees to devote full time during days of school to his/her position in all respects and to perform the assigned duties diligently and faithfully to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, Teacher may be assigned such "extra duty" assignments which shall be for such compensation as may be agreed upon by the District and the Teacher or at compensation based upon the negotiated extra-curricular pay schedule.

FOURTH: This contract may be canceled or amended during its term by majority of the Board members for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of Teacher's certificate by the State Board of Education; (b) breach of any material provision of this contract; (c) any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality; (i) physical or mental incapacity; or (j) any conduct that interferes substantially with the teacher's continued performance of duties. Cancellation or amendment under this contract shall be governed by applicable provisions of Nebraska statute.

FIFTH: Upon termination of this contract for just cause, or upon Teacher's release from this contract, the compensation paid or to be paid hereunder shall be an amount that bears

the same ratio to the yearly compensation herein specified as the number of days of service to the date of such termination bears to the number of days of service in the contract year. Teacher shall refund any unearned fractional portion of an installment paid but not earned prior to termination of the contract.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract, provided no resignation shall become effective until the close of the school year unless it is accepted by the Board, which shall fix the time that the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above-stated compensation with reference to withholding tax, social security and Teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: Teacher affirms that he/she is not under contract with another school board or board of education within this state covering a part or all of the same time of performance as is contemplated by this agreement. Teacher affirms that he/she holds or will hold a valid Nebraska Teaching Certificate at the beginning of the term of this contract. This contract is not valid until said certificate is registered in the office of the Superintendent of Schools, and Teacher shall not be compensated for any services performed prior to the date of the registration.

NINTH: The compensation set forth in this agreement shall be subject to such adjustments as the Board and Teacher or Teacher's duly authorized bargaining agent may agree upon from time to time.

TENTH: Teacher's failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before **April 4, 2022** shall constitute a rejection of this offer of employment.

ELEVENTH: Other Contract Terms:

Executed 3/31, 2022.

Sienna McGuade
Teacher

Executed _____, 2022.

Board President

Board Secretary

3/19/22

To Dr. Gannon, Mr. Kenton, Mrs. Meyer, and the Shelton Board of Education:

I am writing this letter to announce my resignation at the end of the school year.

Six years ago, after being hired at Shelton, I came to visit on a day off towards the end of the school year. Mrs. Roe introduced me to the upcoming seventh graders with whom I would be working. I knew from that day that I was going to love it here. Those sixth graders, now seniors, as well as many other students, have touched my life and made me proud to be an educator. I have taught at five schools in my 27 years, but Shelton has been my favorite. I am thankful for the opportunity to serve our students, and for the friends I have made on the staff and in the community.

Keep pushing the kids to excellence. I look forward to cheering for the Bulldogs in the future.

Sincerely,

Casey Petersen

Secretaries	Compensation				Benefits				Total
	Number	Scheduled	Hourly	Annual	FICA	Retirement	Health	Dental	
Blue Hill/H.S.	200	8	\$16.97	\$27,152.00	\$2,077.13	\$2,682.02	\$0.00	\$0.00	\$31,911.15
Blue Hill/Elem.	220	8	\$16.97	\$29,867.20	\$2,284.84	\$2,950.22	\$8,185.92	\$0.00	\$43,288.18
Deshler ²	210	8	\$21.00	\$35,280.00	\$2,698.92	\$3,484.89	\$0.00	\$0.00	\$41,463.81
				\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Franklin	185	8	\$22.01	\$32,574.80	\$2,491.97	\$3,217.67	\$0.00	\$0.00	\$38,284.45
Harvard	210	8	\$17.04	\$28,627.20	\$2,189.98	\$2,827.74	\$0.00	\$0.00	\$33,644.92
Kenesaw ¹	260	8	\$17.07	\$35,505.60	\$2,716.18	\$3,507.17	\$0.00	\$0.00	\$41,728.95
Lawrence	220	8	\$13.11	\$20,976.00	\$1,604.66	\$2,071.97	\$23,018.00	\$355.00	\$48,025.63
Nelson	220	8	\$13.50	\$33,883.00	\$2,592.05	\$3,346.89	\$23,257.00	\$355.00	\$63,433.94
Nelson	260	8	\$16.29	\$19,980.00	\$1,528.47	\$1,973.58	\$23,257.00	\$355.00	\$47,094.05
Red Cloud/Elem	260	8	\$15.90	\$33,072.00	\$2,530.01	\$3,266.79	\$8,185.92	\$0.00	\$47,054.71
Red Cloud/HS	240	8	\$14.00	\$26,880.00	\$2,056.32	\$2,655.15	\$8,185.92	\$0.00	\$39,777.39
Shelton/Elem	185	7.75	\$20.00	\$28,675.00	\$2,193.64	\$2,832.46	\$0.00	\$0.00	\$33,701.10
Shelton/Sec	198	7.75	\$17.50	\$26,853.75	\$2,054.31	\$2,652.56	\$0.00	\$0.00	\$31,560.62
Silver Lake/HS	260	8	\$16.00	\$33,280.00	\$2,545.92	\$3,287.33	\$6,662.52	\$0.00	\$45,775.77
Silver Lake/Elem	260	8	\$17.00	\$35,360.00	\$2,705.04	\$3,492.79	\$6,662.52	\$0.00	\$48,220.35
		Mean	\$16.96	\$27,997.91					\$39,685.31
		Median	\$16.97	\$29,271.10					\$41,596.38
1. Kenesaw, as part of employee compensation, contributes \$1,200 annually to an annuity. Kenesaw's contribution is not included as part of total compensation.									
2. Deshler Public Offers single BCBS Bronze Medical Insurance and Dental Insurance with this position. However, the current employ does not take the c									
3. Shelton Annuity \$6,500.									

Paid Leave									
Secretaries	Total Comp	Number of	Number	Accum.	Number	Accum.	Vacation	Accum.	Paid
Blue Hill/H.S.	\$31,911.15	200	5	30	0	0	0	0	0
Blue Hill/Elem.	\$43,288.18	220	5	30	0	0	0	0	0
Deshler2	\$41,463.81	210	7	20	1	0	0	0	6
Franklin	\$38,284.45	185	10	45	3	0	0	0	0
Harvard	\$33,644.92	210	10	0	10	0	0	0	0
Kenesaw1	\$41,728.95	260	10	42	3	0	10	0	7
Lawrence		220	8	45			10		7
Nelson		220	8	45			10		7
Nelson	\$47,094.05	260	8	45	0	0	10	0	7
Red Cloud/Elem	\$47,054.71	260	12	30	0	0	5	0	7
Red Cloud/HS	\$39,777.39	240	11	30	0	0	5	0	7
Shelton/Elem	\$33,701.10	185	5	15	1	0	0	0	0
Shelton/Sec	\$31,560.62	198	5	15	1	0	0	0	0
Silver Lake/HS	\$45,775.77	260	10	40	2	0	10	0	9
Silver Lake/Elem	\$48,220.35	260	10	40	2	0	10	0	9
1. Harvard allows 7 days to be used for sick, person, or holiday									

Bookkeeper	Compensation				Benefits				Total
	Number of	Scheduled	Hourly	Annual	FICA	Retirement	Health	Dental	
Blue Hill ¹	260	8	\$0.00	\$65,566.00	\$ 5,015.80	\$6,476.48	\$ -	\$ 354.48	\$77,412.76
Deshler	260	8	\$21.45	\$44,616.00	\$ 3,413.12	\$4,407.08	\$ -	\$ -	\$52,436.20
Franklin	260	8	\$0.00	\$46,701.28	\$ 3,572.65	\$4,613.06	\$ 22,664.16	\$ 354.48	\$77,905.63
Harvard	260	8	\$19.51	\$40,580.80	\$ 3,104.43	\$4,008.49	\$ 23,257.20	\$ 354.48	\$71,305.40
Kenesaw	260	8	\$17.30	\$35,984.00	\$ 2,752.78	\$3,554.43	\$ 16,878.96	\$ 354.48	\$59,524.64
Lawrence/Nelson	260	8	\$25.00	\$52,000.00	\$ 3,978.00	\$5,136.46	\$ 23,257.00	\$ 352.00	\$84,723.46
Red Cloud	260		\$0.00	\$58,000.00	\$ 4,437.00	\$5,729.12	\$ 16,878.96	\$ 354.48	\$85,399.56
Shelton	260	8	\$21.00	\$43,680.00	\$ 3,341.52	\$4,314.62	\$ 24,459.00	\$ -	\$75,795.14
Silver Lake	260	8	\$21.00	\$43,680.00	\$ 3,341.52	\$4,314.62	\$ 6,662.52	\$ 354.48	\$58,353.14

¹ Blue Hill offers all 4 tiers of medical insurance and single dental for the Bookkeeper position. She receives insurance coverage via her spouse who teaches at Blue Hill.

Median \$19.51 \$44,616.00
Mean \$13.92 \$47,867.56

	Health and Dental Insurance					
Bookkeeper/Sec	Health	Tier Coverage	Monthly	Dental	Tier Coverage	Monthly
Blue Hill	N/A	N/A	\$0.00	PPO Opt 2	Family	\$29.54
Deshler	50 DED/HSA 38	Family	\$0.00	A, B, 1/2 C	Family	\$0.00
Franklin	1050 Ded	Family	\$1,888.68	PPO Opt 2	Single	\$29.54
Harvard	800 Ded	Family	\$1,938.10	PPO Opt 2	Single	\$29.54
Kenesaw	1200 Ded	Ee & Spouse	\$1,406.58	A, B, 1/2 C	Single	\$29.54
Lawrence/Nelson	1050 Ded	Family	\$1,889.00	A, B, 1/2 C	Family	\$29.54
Red Cloud	900 Ded	Ee & Spouse	\$0.00	A,B,C 50% D	Single	\$0.00
Shelton	1050 Ded	Family	\$0.00	A,B,C, 50%D	Ee & Spouse	\$0.00
Silver Lake	4000 Ded	Employee	\$555.21	A, B, 1/2 C	Single	\$29.54

Head Maint.	Compensation				Benefits				Total
	Number of	Scheduled	Hourly	Annual	FICA	Retirement	Health	Dental	
Blue Hill	260	8	\$0.00	\$53,128.00	\$4,064.29	\$5,247.88	\$17,256.96	\$0.00	\$79,697.13
Deshler	260	8	\$0.00	\$51,000.00	\$3,901.50	\$5,037.68	\$0.00	\$0.00	\$59,939.18
Franklin	260	8	\$17.38	\$36,150.40	\$2,765.51	\$3,570.86	\$8,037.60	\$354.48	\$50,878.85
Harvard	260	8	\$21.34	\$44,387.20	\$3,395.62	\$4,384.48	\$23,257.20	\$354.48	\$75,778.98
Kenesaw	260	8	\$17.50	\$36,400.00	\$2,784.60	\$3,595.52	\$22,664.16	\$354.48	\$65,798.76
L-N /Transportati	260	8	\$18.36	\$38,188.80	\$2,921.44	\$3,772.21	\$23,258.00	\$354.00	\$68,494.46
Red Cloud	260	8	\$0.00	\$50,000.00	\$3,825.00	\$4,938.90	\$0.00	\$0.00	\$58,763.90
Shelton	260	8	\$23.45	\$48,776.00	\$3,731.36	\$4,818.00	\$24,459.00	\$0.00	\$81,784.36
Silver Lake	260	8	\$19.00	\$39,520.00	\$3,023.28	\$3,903.71	\$0.00	\$0.00	\$46,446.99
		Median	\$17.50	\$44,387.20					\$65,798.76
		Mean	\$13.00	\$44,172.27					\$65,286.96

Head Maint.	Total Compensation	Health and Dental Insurance					
		Health	Tier	Monthly	Dental	Tier	Monthly
Blue Hill	\$79,697.13	900 Ded.	Ee&Spo	\$1,438.08	A,B 1/2 C	Spouse	0
Deshler	\$59,939.18	900 Ded.	Family	\$0.00	A, B, 1/2 C	Family	\$0.00
Franklin	\$50,878.85	1050 Ded	Single	\$669.80	PPO Opt 2	Single	\$29.54
Harvard	\$75,778.98	800 Ded	Family	\$1,938.10	PPO option 2	Single	\$29.54
Kenesaw	\$65,798.76	1200 Ded	Family	1888.68	A, B, 50% C	Single	\$29.54
Red Cloud	\$58,763.90	N/A			N/A		
Shelton	\$81,784.36				1050 Ded.		
Silver Lake	\$46,446.99	4000 Ded	Single *				

*Did not take - Covered under wife's insurance

Head Maint.	Paid Leave								
	Total Comp	Number	Number	Accum.	Number	Accum.	Vacation	Accum.	Paid
Blue Hill	\$79,697.13	260	5	30	0	N/A	12	0	6
Deshler ¹	\$59,939.18	260	10	45	1	0	15	0	7
Franklin	\$50,878.85	260	10	45	3	0	10	0	12
Harvard	\$75,778.98	260	10	0	10	0	0	0	7
Kenesaw	\$65,798.76	260	10	42	3	0	10	0	7
Red Cloud	\$58,763.90	260	12	30	0	0	5	0	7
Shelton	\$81,784.36	260	13	35	15	0	0	0	11
Silver Lake	\$46,446.99	260	10	40	2	0	10	0	9

Note: None of the TVC schools give 1) Accumulative Personal Leave and Accumulative Leave.

¹Note: Deshler Public Schools gives 10 days paid vacation leave for the first 5 years of employee and 15 days beginning with the 6th year of employment and thereafter.

Custodians	Compensation				Benefits				Total
	Number of	Scheduled	Hourly	Annual	FICA	Retirement	Health	Dental	
Blue Hill	180	2.5	\$18.18	\$8,191.00	\$ 625.85	\$908.10	\$0.00	\$0.00	\$9,614.95
Deshler	260	8	\$0.00	\$0.00	\$ -	\$0.00	\$0.00	\$0.00	\$0.00
Deshler	260	8	\$15.55	\$32,344.00	\$ 2,474.32	\$3,194.88	\$0.00	\$0.00	\$38,013.19
Franklin	260	8	\$17.00	\$35,360.00	\$ 2,705.04	\$3,492.79	\$19,122.24	\$354.48	\$61,034.55
			\$0.00	\$0.00	\$ -	\$0.00	\$0.00	\$0.00	\$0.00
			\$0.00	\$0.00	\$ -	\$0.00	\$0.00	\$0.00	\$0.00
Harvard	260	8	\$0.00	\$0.00	\$ -	\$0.00	\$8,247.96	\$354.48	\$8,602.44
Harvard	195	8	\$13.75	\$21,450.00	\$ 1,640.93	\$2,118.79	\$8,247.96	\$354.48	\$33,812.15
Harvard (Transportation)	260	8	\$13.35	\$27,768.00	\$ 2,124.25	\$2,742.87	\$0.00	\$0.00	\$32,635.12
Kenesaw	260	8	\$12.50	\$26,000.00	\$ 1,989.00	\$2,568.23	\$8,037.60	\$354.48	\$38,949.31
Kenesaw ¹	260	5	\$14.33	\$18,629.00	\$ 1,425.12	\$1,840.14	\$8,037.60	\$354.48	\$30,286.33
Nelson	260	8	\$14.49	\$30,139.00	\$ 2,305.63	\$2,977.07	\$1,889.00	\$354.00	\$37,664.70
Nelson	260	8	\$13.45	\$27,976.00	\$ 2,140.16	\$2,763.41	\$1,889.00	\$354.00	\$35,122.58
Lawrence	260	8	\$13.14	\$23,018.00	\$ 1,760.88	\$2,273.67	\$1,889.00	\$354.00	\$29,295.55
Red Cloud/HS	260	8	\$15.00	\$31,200.00	\$ 2,386.80	\$3,081.87	\$0.00	\$0.00	\$36,668.67
Red Cloud/Elem	260	8	\$14.00	\$29,120.00	\$ 2,227.68	\$2,876.42	\$8,247.96	\$0.00	\$42,472.06
Shelton	260		\$23.45	\$0.00	\$ -	\$0.00	\$0.00	\$0.00	\$0.00
Shelton	260	8	\$16.20	\$33,696.00	\$ 2,577.74	\$3,328.42	\$24,459.00	\$0.00	\$64,061.17
Silver Lake	260	8	\$18.00	\$37,440.00	\$ 2,864.16	\$3,698.25	\$0.00	\$354.48	\$44,356.89
Silver Lake	240	5	\$15.50	\$18,600.00	\$ 1,422.90	\$1,837.27	\$0.00	\$0.00	\$21,860.17
Silver Lake	260	8	\$15.00	\$31,200.00	\$ 2,386.80	\$3,081.87	\$0.00	\$0.00	\$36,668.67
			\$12.24	\$21,197.00					\$29,575.18

1. Kenesaw, as part of employee compensation, contributes \$1,200 annually to an annuity. Kenesaw's contribution is not included as part of total compensation.

Blue Hill contracts custodial services.

Custodians	Health and Dental Insurance						Paid Leave									
	Health	Tier	Monthly	Dental Insurance	Tier	Monthly	Total Comp	Scheduled	Number	Accum.	Number	Accum.	Vacation	Accum.	Paid	
Blue Hill	N/A	N/A	\$0.00	N/A	N/A	\$0.00										
Deshler	Bronze (4,000)	Single	\$0.00		Single	\$0.00	Deshler	\$0.00	8	5	15	1	0	10	0	7
Deshler	Bronze (4,000)	Single	\$0.00	A, B, 1/2 C	Single	\$0.00	Deshler	\$38,013.19	8	5	15	1	0	10	0	7
Franklin	3600 HSA HD	Family	\$1,593.52	PP0 Opt 2	Single	\$29.54	Franklin	\$61,034.55	8	10	45	3	0	10	0	12
			\$0.00			\$0.00		\$0.00								
			\$0.00			\$0.00		\$0.00								
Harvard	800 Ded	Single	\$687.33	A, B, 1/2 C	Single	\$29.54	Harvard	\$8,602.44	8	10	0	0	0	10	0	7
Harvard	800 Ded	Single	\$687.33	A, B, 1/2 C	Single	\$29.54	Harvard	\$33,812.15	8	10	0	0	0	10	0	7
Harvard (Transportation) ¹	800 Ded	Single		Gets Family through wife who is a teacher			Harvard	\$32,635.12	8	10	0	-	0	10	0	5
Kenesaw	1200 Ded	Single	\$669.80	A, B, 50% C	Single	\$29.54	Kenesaw	\$38,949.31	8	10	42	3	0	10	0	7
Kenesaw ¹	1200 Ded	Single	\$669.80	A, B, 50% C	Single	\$29.54	Kenesaw ¹	\$30,286.33	5	10	42	3	0	10	0	7
Nelson	900 Ded.	Ee Sp	\$0.00	N/A	Single	\$0.00	Nelson	\$37,664.70	8	8	45	0	0	10	0	6
Nelson	900 Ded.	Family	\$0.00		Single	\$0.00	Nelson	\$35,122.58	8	8	45	0	0	10	0	6
Lawrence	900 Ded.	Ee Sp	\$0.00	N/A	Single	\$0.00	Lawrence	\$29,295.55	8	8	45	0	0	10	0	6
Red Cloud/HS	N/A		\$0.00	N/A		\$0.00	Red Cloud/HS	\$36,668.67	8	12	0	0	0	10	0	7
Red Cloud/Elem	900 Ded	Single	\$0.00	A,B,C,50% D	Single	\$0.00	Red Cloud/Elem	\$42,472.06	8	12	30	0	0	5	0	7
Shelton	1050 Ded	Family	\$0.00	A,B,C,50%D	Family	\$0.00	Shelton	\$0.00								
Shelton	1050 Ded	Family	\$0.00	A,B,C,50%D	Family	\$0.00	Shelton	\$64,061.17	8	12	35	1	0	15	0	11
Silver Lake	4000 Ded *	Single	\$0.00		Single	\$29.54	Silver Lake	\$44,356.89	8	10	40	2	0	10	0	9
Silver Lake	4000 Ded *	Single	\$0.00		Single *	\$0.00	Silver Lake	\$21,860.17	5	5	25	4	0	0	0	0
Silver Lake	4000 Ded *	Single	\$0.00		Single *	\$0.00	Silver Lake	\$36,668.67	8	10	40	2	0	10	0	9

3. Silver Lake offers 4 tiers of insurance, pays for single premiums
*Turned down due to other insurance

SPED Para	Compensation				Benefits			Health	Dental	Total
	Number	Scheduled	Hourly	Annual	FICA	Retirement				
Deshler	179	7.5	\$11.00	\$14,767.50	\$1,129.71	\$1,458.70			\$17,355.92	
Deshler	179	7.5	\$15.50	\$20,808.75	\$1,591.87	\$2,055.45			\$24,456.07	
Deshler	179	7.5	\$13.50	\$18,123.75	\$1,386.47	\$1,790.23			\$21,300.44	
Deshler	179	4.5	\$11.64	\$9,376.02	\$717.27	\$926.14			\$11,019.43	
Deshler	179	7.5	\$13.45	\$18,056.63	\$1,381.33	\$1,783.60			\$21,221.55	
Deshler	179	7.5	\$12.63	\$16,955.78	\$1,297.12	\$1,674.86			\$19,927.75	
Deshler	179	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Deshler	179	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Deshler	179	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Franklin	179	7.75	\$11.50	\$15,953.38	\$1,220.43	\$1,575.84			\$18,749.65	
Franklin	179	7.75	\$11.50	\$15,953.38	\$1,220.43	\$1,575.84			\$18,749.65	
Franklin	179	7.75	\$11.50	\$15,953.38	\$1,220.43	\$1,575.84			\$18,749.65	
Franklin	179	7.75	\$13.21	\$18,325.57	\$1,401.91	\$1,810.16			\$21,537.64	
Franklin	145	7.75	\$14.62	\$16,429.23	\$1,256.84	\$1,622.85			\$19,308.91	
Franklin	179	7.75	\$14.39	\$19,962.53	\$1,527.13	\$1,971.86			\$23,461.52	
			\$14.39	\$0.00	\$0.00	\$0.00			\$0.00	
			\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
			\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
			\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
			\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	
Harvard	180	8	\$14.72	\$21,196.80	\$1,621.56	\$2,093.78			\$24,912.13	
Harvard	180	8	\$13.25	\$19,080.00	\$1,459.62	\$1,884.68			\$22,424.30	
Harvard	180	8	\$14.03	\$20,203.20	\$1,545.54	\$1,995.63			\$23,744.38	
Harvard*	180	8	\$16.65	\$23,976.00	\$1,834.16	\$2,368.30			\$28,178.47	
Harvard	180	8	\$16.23	\$23,371.20	\$1,787.90	\$2,308.56			\$27,467.66	
Harvard	180	8	\$16.45	\$23,688.00	\$1,812.13	\$2,339.85			\$27,839.99	
Harvard	180	8	\$15.15	\$21,816.00	\$1,668.92	\$2,154.94			\$25,639.86	
Harvard	180	8	\$13.75	\$19,800.00	\$1,514.70	\$1,955.80			\$23,270.50	
Harvard	180	8	\$13.86	\$19,958.40	\$1,526.82	\$1,971.45			\$23,456.67	
Harvard	180	8	\$14.45	\$20,808.00	\$1,591.81	\$2,055.37			\$24,455.18	
Kenesaw ¹	178	7.5	\$16.08	\$21,466.80	\$1,642.21	\$2,120.45			\$25,229.46	
Kenesaw ¹	178	7.5	\$11.71	\$15,632.85	\$1,195.91	\$1,544.18			\$18,372.94	
Kenesaw ¹	178	7.5	\$12.12	\$16,180.20	\$1,237.79	\$1,598.25			\$19,016.23	
Kenesaw ¹	178	7.5	\$11.36	\$15,165.60	\$1,160.17	\$1,498.03			\$17,823.80	
Kenesaw ¹	178	7.5	\$11.00	\$14,685.00	\$1,123.40	\$1,450.55			\$17,258.96	
Kenesaw ¹	178	7.5		\$0.00		\$0.00			\$0.00	
L/N	180	7.5	\$14.61	\$19,723.50	\$1,508.85	\$1,948.25	\$8,186.00	\$355.00	\$31,721.60	
L/N	180	7.5	\$11.75	\$17,390.00	\$1,330.34	\$1,717.75	\$8,186.00	\$355.00	\$28,979.08	
L/N	180	7.5	\$12.61	\$17,023.50	\$1,302.30	\$1,681.55	\$8,186.00	\$355.00	\$28,548.35	
L/N	180	7.5	\$14.13	\$19,075.50	\$1,459.28	\$1,884.24	\$8,186.00	\$355.00	\$30,960.02	
L/N	180	7.5	\$15.57	\$21,019.50	\$1,607.99	\$2,076.26	\$8,186.00	\$355.00	\$33,244.76	
L/N	180	7.5	\$12.02	\$16,227.00	\$1,241.37	\$1,602.87	\$8,186.00	\$355.00	\$27,612.24	
Red Cloud	183	5	\$11.00	\$10,065.00	\$769.97	\$994.20			\$11,829.17	
Red Cloud	183	7.5	\$13.25	\$18,185.63	\$1,391.20	\$1,796.34			\$21,373.16	
Red Cloud	183	7.5	\$11.50	\$15,783.75	\$1,207.46	\$1,559.09			\$18,550.29	
Red Cloud	183	7.5	\$11.00	\$15,097.50	\$1,154.96	\$1,491.30			\$17,743.76	
Red Cloud	183	7.5	\$11.50	\$15,783.75	\$1,207.46	\$1,559.09			\$18,550.29	
Red Cloud	203	7.5	\$10.00	\$15,225.00	\$1,164.71	\$1,503.90			\$17,893.61	
Red Cloud	183	7.5	\$12.63	\$17,334.68	\$1,326.10	\$1,712.28			\$20,373.06	
Red Cloud	183	7.5	\$14.00	\$19,215.00	\$1,469.95	\$1,898.02			\$22,582.97	
Red Cloud	183	7.5	\$11.00	\$15,097.50	\$1,154.96	\$1,491.30			\$17,743.76	
Red Cloud	183	7.5	\$11.00	\$15,097.50	\$1,154.96	\$1,491.30			\$17,743.76	
Shelton	178	7	\$17.00	\$21,182.00	\$1,620.42	\$2,092.32			\$24,894.74	
Shelton	178	7	\$18.21	\$22,689.66	\$1,735.76	\$2,241.24			\$26,666.66	
Shelton	178	7	\$13.83	\$17,232.18	\$1,318.26	\$1,702.16			\$20,252.60	
Shelton	178	7	\$14.29	\$17,805.34	\$1,362.11	\$1,758.78			\$20,926.22	
Shelton	178	7	\$19.17	\$23,885.82	\$1,827.27	\$2,359.39			\$28,072.48	
Silver Lake	180	7	\$15.00	\$18,900.00	\$1,445.85	\$1,866.90			\$22,212.75	
Silver Lake	180	7	\$16.00	\$20,160.00	\$1,542.24	\$1,991.36			\$23,693.60	
Silver Lake	180	6.5	\$16.00	\$18,720.00	\$1,432.08	\$1,849.12			\$22,001.20	
			Mean	\$12.18	Range				\$19,306.76	
			Median	\$13.25					\$21,221.55	

SPED Para	Total Comp	Paid Leave				
		Number	Accum.	Number	Paid	
Deshler	\$17,355.92	179	5	15	1	5
Deshler	\$24,456.07	179	5	15	1	5
Deshler	\$21,300.44	179	5	15	1	5
Deshler	\$11,019.43	179	0	0	0	0
Deshler	\$21,221.55	179	5	15	1	5
Deshler	\$19,927.75	179	5	15	1	5
Deshler	\$0.00	179	5	15	1	5
Deshler	\$0.00	179	5	15	1	5
Deshler	\$0.00	179	5	15	1	5
Franklin	\$18,749.65	179	10	45	3	0
Franklin	\$18,749.65	179	10	45	3	0
Franklin	\$18,749.65	179	10	45	3	0
Franklin	\$21,537.64	179	10	45	3	0
Franklin	\$19,308.91	145	8	45	2.5	0
Franklin	\$23,461.52	179	10	45	3	0
	\$0.00					
	\$0.00					
	\$0.00					
	\$0.00					
	\$0.00					
Harvard	\$24,912.13	180	7*			
Harvard	\$22,424.30	180	7*			
Harvard	\$23,744.38	180	7*			
Harvard*	\$28,178.47	180	7*			
Harvard	\$27,467.66	180	7*			
Harvard	\$27,839.99	180	7*			
Harvard	\$25,639.86	180	7*			
Harvard	\$23,270.50	180	7*			
Harvard	\$23,456.67	180	7*			
Harvard	\$24,455.18	180	7*			
Kenesaw ¹	\$25,229.46	178	6	12	2	0
Kenesaw ¹	\$18,372.94	178	6	12	2	0
Kenesaw ¹	\$19,016.23	178	6	12	2	0
Kenesaw ¹	\$17,823.80	178	6	12	2	0
Kenesaw ¹	\$17,258.96	178	6	12	2	0
Kenesaw ¹	\$0.00	178	6	12	2	0
L/N	\$31,721.60	180	8	45	5	5
L/N	\$28,979.08	180	8	45	5	5
L/N	\$28,548.35	180	8	45	5	5
L/N	\$30,960.02	180	8	45	5	5
L/N	\$33,244.76	180	8	45	5	5
L/N	\$27,612.24	180	8	45	5	5
Red Cloud	\$11,829.17	183	0	0	4	0
Red Cloud	\$21,373.16	183	0	0	4	0
Red Cloud	\$18,550.29	183	0	0	4	0
Red Cloud	\$17,743.76	183	0	0	4	0
Red Cloud	\$18,550.29	183	0	0	4	0
Red Cloud	\$17,893.61	203	0	0	4	0
Red Cloud	\$20,373.06	183	0	0	4	0
Red Cloud	\$22,582.97	183	0	0	4	0
Red Cloud	\$17,743.76	183	0	0	4	0
Red Cloud	\$17,743.76	183	0	0	4	0
Shelton	\$24,894.74	178	5	15	1	0
Shelton	\$26,666.66	178	5	15	1	0
Shelton	\$20,252.60	178	5	15	1	0
Shelton	\$20,926.22	178	5	15	1	0
Shelton	\$28,072.48	178	5	15	1	0
Silver Lake	\$22,212.75	180	5	25	4	0
Silver Lake	\$23,693.60	180	5	25	4	0
Silver Lake	\$22,001.20	180	5	25	4	0

1. Kenesaw, as part of employee compensation, contributes \$1,200 annually to an annuity. Kenesaw's contribution is not included as part of total compensation.

Other Para Positions	School	Compensation				Benefits		Health	Dental	Total
		Number	Schedule	Hourly	Annual	FICA	Retirement			
General Para1	Blue Hill	200	7.5	\$15.28	\$22,920.00	\$1,753.38	\$2,263.99		\$645.00	\$27,582.37
General Para	Blue Hill	200	7.5	\$14.34	\$21,510.00	\$1,645.52	\$2,124.71	\$8,186.00		\$33,466.23
General Para	Blue Hill	200	7.5	\$12.63	\$18,945.00	\$1,449.29	\$1,871.35	\$8,186.00		\$30,451.64
General Para	Blue Hill	200	7.5	\$13.16	\$19,740.00	\$1,510.11	\$1,949.88	\$8,186.00		\$31,385.99
General Para	Blue Hill	200	7.5	\$13.16	\$19,740.00	\$1,510.11	\$1,949.88	\$8,186.00		\$31,385.99
General Para	Blue Hill	200	7.5	\$12.63	\$18,945.00	\$1,449.29	\$1,871.35	\$8,186.00		\$30,451.64
General Para	Blue Hill	200	7.5	\$12.39	\$18,585.00	\$1,421.75	\$1,835.79	\$8,186.00		\$30,028.54
General Para	Blue Hill	200	7.5	\$12.39	\$18,585.00	\$1,421.75	\$1,835.79	\$8,186.00		\$30,028.54
General Para	Blue Hill	200	7.5	\$12.20	\$18,300.00	\$1,399.95	\$1,807.64	\$8,186.00		\$29,693.59
Elementary Media	Deshler	210	8	\$12.00	\$20,160.00	\$1,542.24	\$1,991.36			\$23,693.60
Guidance/Media	Deshler	185	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
General Para	Deshler	177	4	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Preschool Para	Deshler	179	8	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Preschool Para	Deshler	179	8	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
SPED Preschool	Franklin	179	7.75	\$11.50	\$15,953.38	\$1,220.43	\$1,575.84			\$18,749.65
PreSchool /ELL	Harvard	220	8	\$17.39	\$30,606.40	\$2,341.39	\$3,023.24			\$35,971.03
Elementary Aide	Kenesaw	178	7.5	\$16.45	\$21,960.75	\$1,680.00	\$2,169.24			\$25,809.99
Elementary Aide	Kenesaw	178	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Elementary Media	L-N	179	10	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
SPED Preschool put on ot	L/N (4 Days)	143	10	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
SPED Preschool put on ot	L/N (4 Days)	143	6	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
ELEM	Red Cloud	183	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Alternative Ed.	Shelton	178	7	\$17.85	\$22,241.10	\$1,701.44	\$2,196.93			\$26,139.48
Preschool	Shelton	178	7	\$14.29	\$17,805.34	\$1,362.11	\$1,758.78			\$20,926.22
Library	Shelton	178	7	\$18.21	\$22,689.66	\$1,735.76	\$2,241.24			\$26,666.66
Elem Para / SPED/Bus	Silver Lake	178	8	\$14.00	\$19,936.00	\$1,525.10	\$1,969.24			\$23,430.34
Preschool	Silver Lake	178	8	\$14.00	\$19,936.00	\$1,525.10	\$1,969.24			\$23,430.34
Elem Para /Bus	Silver Lake	180	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Preschool Para/Bus	Silver Lake	180	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Elem Para	Silver Lake	180	7.5	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00

1 Blue Hill General Para1 - Single medical insurance and single dental for the para position. One receives insurance coverage via spouse who teaches at Blue Hill.

Median \$12.30

Other Para Positions	School	Paid Leave									
		Total Comp	Number	Number	Accum.	Number	Accum.	Vacation	Accum.	Paid	
General Para1	Blue Hill	\$27,582.37	200	5	30	0	0	0	0	0	
General Para	Blue Hill	\$33,466.23	180	5	30	0	0	0	0	0	
General Para	Blue Hill	\$30,451.64	180	5	30	0	0	0	0	0	
General Para	Blue Hill	\$31,385.99	180	5	30	0	0	0	0	0	
General Para	Blue Hill	\$31,385.99	180	5	30	0	0	0	0	0	
General Para	Blue Hill	\$30,451.64	180	5	30	0	0	0	0	0	
General Para	Blue Hill	\$30,028.54	180	5	30	0	0	0	0	0	
General Para	Blue Hill	\$30,028.54	180	5	30	0	0	0	0	0	
General Para	Blue Hill	\$29,693.59	180	5	30	0	0	0	0	0	
Elementary Media	Deshler	\$23,693.60	210	5	15	1	0	0	0	5	
Guidance/Media	Deshler	\$0.00	185	5	15	1	0	0	0	5	
General Para		\$0.00	177								
Preschool Para		\$0.00	179								
Preschool Para		\$0.00	179								
SPED Preschool	Franklin	\$18,749.65	179	10	45	3	0	0	0	0	
PreSchool /ELL	Harvard	\$35,971.03	220	10	0	10	0	0	0	7	
Elementary Aide		\$25,809.99	178	6	12	2	0	0	0	0	
Elementary Aide		\$0.00	178	6	12	2	0	0	0	0	
Elementary Media	L-N	\$0.00	179	8	45	5	0	0	0	5	
SPED Preschool put on other	L-N	\$0.00	143	8	45	5	0	0	0	5	
SPED Preschool put on other	L-N	\$0.00	143	8	45	5	0	0	0	5	
ELEM	Red Cloud	\$0.00	183	0	0	4	0	0	0	0	
Alternative Ed.	Shelton	\$26,139.48	178	5	15	1	0	0	0	0	
Preschool			178								
Library	Shelton	\$26,666.66	178	5	15	1	0	0	0	0	
Elem Para / SPED/Bus	S.L.	\$23,430.34	178	5	25	4	0	0	0	0	
Preschool		\$23,430.34	178	5	25	4	0	0	0	0	
Elem Para /Bus	S.L.	\$0.00	180	10	40	2	0	10	0	9	
Preschool Para/Bus	S.L.	\$0.00	180	5	25	4	0	0	0	0	
Elem Para	S.L.	\$0.00	180	5	25	4	0	0	0	0	

1 Blue Hill offers all 4 tiers of medical insurance and single dental for the Bookkeeper position. She receives insurance coverage via her spouse who teaches at Blue Hill.

Tilte I Para	Compensation				Benefits		Health	Dental	Total
	Number	Scheduled	Hourly	Annual	FICA	Retirement			
Deshler	179	7.5	\$12.20	\$16,378.50	\$1,252.96	\$1,617.84			\$19,249.29
Franklin	185	8	\$0.00	\$66,276.25	\$5,070.13	\$6,546.64			\$77,893.02
Kenesaw	180	4	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00
Red Cloud	183	7.5	\$11.00	\$15,097.50	\$1,154.96	\$1,491.30			\$17,743.76

Mean \$5.80

\$28,721.52

Median \$5.50

\$18,496.53

Tilte I Para	Paid Leave								
	Total Comp	Number	Number	Accum.	Number	Accum.	Vacation	Accum.	Paid
Deshler	\$19,249.29	179	5	15	1	0	0	0	5
Franklin	\$77,893.02	185	10	45	3	0	0	0	0
			10	42	3	0	0	0	0
Red Cloud	\$17,743.76	185	0	0	4	0	0	0	0

Head Cooks or Food	Compensation				Benefits				Total
	Number	Scheduled	Hourly	Annual	FICA	Retirement	Health	Dental	
Blue Hill	180	8	\$18.61	\$ 26,798.40	\$ 2,050.08	\$ 2,647.09	\$ 8,185.92		\$ 39,681.49
Deshler	182	8	\$19.00	\$ 27,664.00	\$ 2,116.30	\$ 2,732.59	\$ -	\$ -	\$ 32,512.89
Franklin	210	8	\$15.50	\$ 26,040.00	\$ 1,992.06	\$ 2,572.18	\$ -	\$ -	\$ 30,604.24
Harvard	220	8	\$18.44	\$ 32,454.40	\$ 2,482.76	\$ 3,205.78	\$ 17,801.28	\$ 354.48	\$ 56,298.70
Kenesaw	178	7	\$16.23	\$ 20,222.58	\$ 1,547.03	\$ 1,997.55	\$ 8,037.60	\$ 354.48	\$ 32,159.23
Lawrence	185	8	\$13.00	\$ 19,240.00	\$ 1,471.86	\$ 1,900.49	\$ 8,392.00	\$ 355.00	\$ 31,359.35
Nelson	185	8	\$14.47	\$ 21,415.60	\$ 1,638.29	\$ 2,115.39	\$ 8,186.00	\$ 355.00	\$ 33,710.28
Red Cloud	185	8	\$0.00	\$ 36,500.00	\$ 2,792.25	\$ 3,605.40	\$ 8,185.92	\$ -	\$ 51,083.57
Shelton	192	8	\$20.60	\$ 31,641.60	\$ 2,420.58	\$ 3,125.49	\$ -	\$ -	\$ 37,187.68
Silver Lake H.S.	182	7.5	\$0.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Silver Lake Elem.	182	7.5	\$0.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
			\$11.72						\$30,491.59
			\$14.99						\$32,336.06

		Paid Leave								
Head Cooks or	Total Comp	Number	Number	Accum.	Number	Accum.	Vacation	Accum.	Paid	
Blue Hill	\$39,681.49	180	5	30	0	0	0	0	0	
Deshler	\$32,512.89	182	7	20	1	0	0	0	5	
Franklin	\$30,604.24	210	10	45	3	0	0	0	0	
Harvard	\$56,298.70	220	10	0	0	0	10	0	7	
Kenesaw	\$32,159.23	178	6	12	2	0	0	0	0	
Lawrence	\$31,359.35	185	8	45	5	0	0	0	5	
Nelson	\$33,710.28	185	8	45	5	0	0	0	5	
Red Cloud	\$51,083.57	185	8	45	5	0	0	0	5	
Shelton	\$37,187.68	192	13	35	0	0	0	0	0	
Silver Lake H.S.	\$0.00	182	5	25	4	0	0	0	0	
Silver Lake Elem.	\$0.00	182	5	25	4	0	0	0	0	

Asst. Cook	Compensation				Benefits		Health
	Number	Scheduled	Hourly	Annual	FICA	Retirement	
Blue Hill	200	7	\$14.87	\$20,818.00	\$1,592.58	\$2,056.36	\$ 8,185.92
Blue Hill	200	7	\$11.19	\$15,666.00	\$1,198.45	\$1,547.46	\$ 8,185.92
Deshler	182	7.5	\$11.50	\$15,697.50	\$1,200.86	\$1,550.57	
Deshler	182	6.5	\$11.50	\$13,604.50	\$1,040.74	\$1,343.83	\$ -
Deshler	182	6	\$11.50	\$12,558.00	\$960.69	\$1,240.45	\$ -
Franklin	210	8	\$13.00	\$21,840.00	\$1,670.76	\$2,157.31	\$ -
Franklin	210	8	\$13.00	\$21,840.00	\$1,670.76	\$2,157.31	\$ -
Franklin	210	8	\$13.00	\$21,840.00	\$1,670.76	\$2,157.31	\$ -
Harvard	195	7	\$11.00	\$15,015.00	\$1,148.65	\$1,483.15	\$ -
Harvard	195	7	\$15.77	\$21,526.05	\$1,646.74	\$2,126.30	\$ -
Kenesaw	178	6	\$13.43	\$14,343.24	\$1,097.26	\$1,416.80	\$ -
Kenesaw	178	6	\$11.03	\$11,780.04	\$901.17	\$1,163.61	\$ -
Kenesaw	178	6	\$11.03	\$11,780.04	\$901.17	\$1,163.61	\$ -
Lawrence -NA	182	3	\$0.00	\$0.00	\$0.00	\$0.00	\$ -
Nelson- NA	182	3	\$0.00	\$0.00	\$0.00	\$0.00	\$ -
Red Cloud	185	3	\$10.00	\$5,550.00	\$424.58	\$548.22	\$ -
Red Cloud	185	7	\$11.00	\$14,245.00	\$1,089.74	\$1,407.09	\$ 8,185.92
Red Cloud	185	7	\$11.00	\$14,245.00	\$1,089.74	\$1,407.09	\$ 8,185.92
Shelton	176	6.5	\$11.50	\$13,156.00	\$1,006.43	\$1,299.52	\$ -
Shelton	176	6.5	\$11.50	\$13,156.00	\$1,006.43	\$1,299.52	\$ -
Shelton	176	6.5	\$11.50	\$13,156.00	\$1,006.43	\$1,299.52	\$ -
Silver Lake Elem.	182	6	\$0.00	\$0.00	\$0.00	\$0.00	\$ -

Mean \$10.38
Median \$11.50

Dental	Total
	\$32,652.86
	\$26,597.83
	\$18,448.93
	\$15,989.07
	\$14,759.14
	\$25,668.07
	\$25,668.07
	\$25,668.07
	\$17,646.80
	\$25,299.09
	\$16,857.29
	\$13,844.82
	\$13,844.82
	\$0.00
	\$0.00
	\$6,522.79
	\$16,741.84
	\$16,741.84
	\$15,461.96
	\$15,461.96
	\$15,461.96
	\$0.00

Asst. Cook	Paid Leave			
	Total Comp	Number	Number	Accum.
Blue Hill	\$32,652.86	200	5	30
Blue Hill	\$26,597.83	200	5	30
Deshler	\$18,448.93	182	5	15
Deshler	\$15,989.07	182	5	15
Deshler	\$14,759.14	182	5	15
Franklin	\$25,668.07	210	10	45
Franklin	\$25,668.07	210	10	45
Franklin	\$25,668.07	210	10	45
Harvard	\$17,646.80	195	7*	
Harvard	\$25,299.09	195	7*	
Kenesaw	\$16,857.29	178	6	12
Kenesaw	\$13,844.82	178	6	12
Kenesaw	\$13,844.82	178	6	12
Lawrence	\$0.00	182	8	45
Nelson	\$0.00	182	8	45
Nelson	\$6,522.79	185	8	45
Nelson	\$16,741.84	185	8	45
Nelson	\$16,741.84	185	8	45
Shelton	\$15,461.96	176	5	15
Shelton	\$15,461.96	176	5	15
Shelton	\$15,461.96	176	5	15
Silver Lake Elem.	\$0.00	182	5	25

ce

Tier	Monthly
Single	\$0.00

Single 0

Single	\$0.00
Single	\$0.00
Single	\$0.00

Position	School	Compensation					Paid Leave		
		Number of Days Per Year	Number of Routes Per day	Pay Per Route or Per Hour	Pay Per Activity Trip	Hourly Wage for Activity Trips (Wait Time)	Number of Sick Leave (Days)	Accum. Sick Leave (Days)	Number of Personal Leave (days)
Van Driver	Deshler	177	2	\$14.00	\$0.00	\$0.00			
Van Driver SPED	Franklin			\$14.23					
Van Driver SPED	Franklin			\$0.585 per mile					
Bus Driver Activity	Franklin					\$18.47			
Bus Driver Activity	Franklin					\$17.00			
Bus Driver	Franklin	175	2	15814.32 yearly					10 routes
Bus Driver	Franklin	175	2	15814.32 yearly					10 routes
Bus Driver	Franklin	175	2	15814.32 yearly					10 routes
Bus Driver	Franklin	177	1	7907.16 yearly					5 routes
Bus Driver	Franklin	177	1	7907.16 yearly					5 routes
Van Driver	Harvard	175	2	13.00 or their rate	13.00 or their rate	13.00 or their rate			
Bus Driver	Harvard	175	2	\$16.00	\$16.00	\$16.00			
Bus Driver	Harvard	175	2	\$0.00	\$0.00	\$0.00			
Bus Driver	Harvard	175	2	\$0.00	\$0.00	\$0.00			
Bus Driver	Kenesaw ¹	178	2	\$38.03	\$16.44	\$16.44			
Bus Driver	Kenesaw ¹	178	2	\$34.78	\$16.44	\$16.44			
Bus Driver	Kenesaw ¹	178	2	\$34.78	\$16.55	\$16.55			
Bus Driver/PK	Kenesaw1	178	2	\$0.00	\$0.00	\$0.00			
Bus Driver/Regular Route (8)	Law/Nel.	176	2	\$38.14	\$12.09	\$12.09	8	45	5
Shuttle Pay	Law/Nel.	176	2	\$34.51	\$12.09	\$12.09	8	45	5
Bus Driver	Shelton	178	2	\$40.50	\$15.50	\$15.50			
SPED Van Driver	Shelton	178	2	\$15.50					
Bus Driver (5)	Silver Lake	178	2	\$0.00	\$0.00	\$0.00			
Preschool Bus Driver	Silver Lake	178	2	\$0.00	\$0.00	\$0.00			
SPED Van Driver	Silver Lake	198	2	\$0.00	\$0.00	\$0.00			

\$15814.32 = \$45.18 per route

"

"

\$7907.16 = \$45.18 per route

\$7907.16 = \$45.18 per route

(Also our custodian)

A route = 2 hours even if less

1. Kenesaw, as part of employee compensation, contributes \$1,200 annually to an annuity. Kenesaw's contribution is not included as part of total compensation.
2. Blue Hill, Deshler, and Red Cloud contract student transportation.
3. L-N also pays a single insurance for bus drivers at 8186. per year and dental at 355.

Other Para Positions	School	Compensation				Benefits		Total
		Number	Scheduled	Hourly	Annual	FICA	Retirement	
Nurse	Blue Hill	36	8	\$25.83	\$7,439.04	\$569.09	\$734.81	\$8,742.94
Bus Monitor	Deshler	134	4	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bus Monitor	L-N	134	3	\$10.00	\$4,020.00	\$307.53	\$397.09	\$4,724.62
Bus Monitor	Kenesaw	134	7.5	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Media Para	Kenesaw	180	4	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Nurse	Kenesaw	36	8	\$26.99	\$7,773.12	\$594.64	\$767.81	\$9,135.58
Media / Medical	Harvard	180	8	\$16.43	\$23,659.20	\$1,809.93	\$2,337.01	\$27,806.14
Nurse	Red Cloud	36	8	\$21.25	\$6,120.00	\$468.18	\$604.52	\$7,192.70
Nurse	Shelton	78	7	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Nurse	L--N	144	8	26.27	\$30,263.04	\$2,315.12	\$2,989.32	\$35,567.49

Other Para Positions	School	Total Comp	Paid Leave							
			Number	Number	Accum.	Number	Accum.	Vacation	Accum.	Paid
Nurse	Blue Hill	\$8,742.94	36	0	0	0	0	0	0	0
Bus Monitor	Deshler	\$0.00	134	0	0	0	0	0	0	0
Bus Monitor	L-N	\$4,724.62	134	0	0	0	0	0	0	0
Bus Monitor	Kenesaw	\$0.00	134	0	0	0	0	0	0	0
Media Para	Kenesaw	\$0.00	180	10	42	3	0	0	0	0
Nurse	Kenesaw	\$9,135.58	36	0	0	0	0	0	0	0
Media / Medical	Harvard	\$27,806.14	180	7	0	0	0	0	0	0
Nurse	Red Cloud	\$7,192.70	36	0	0	0	0	0	0	0
Nurse	L--N	\$0.00	78	2.5	8	1	0	0	0	0

POLICY 5006: SCHOOL WELLNESS

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.*

1. Goals for Nutrition Promotion and Education

- a. The district will promote healthy food and beverage choices for all students, as well as encourage participation in school meal programs by such methods as implementing evidence-based healthy food promotion techniques through the school meal programs and promoting foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards.
- b. The health curriculum will include information on good nutrition and healthy living habits.
- c. Teachers will incorporate information on nutrition and wellness into the classroom curriculum as appropriate.
- d. The district will collaborate with public and private entities to promote student wellness.
- e. Water will be made available to students throughout the school day.

2. Goals for Physical Activity

- a. The school district's curriculums shall include instruction on physical activity and habits for healthy living.
- b. Students will be encouraged to engage in physical activities throughout the school day and will be provided with opportunities to do so.
- c. The district encourages parents and guardians to support their children's participation in physical activity, to be physically active role models, and to include physical activity in family events.

3. Goals for Other School-Based Activities Designed to Promote Student Wellness

- a. The district will participate in state and federal child nutrition programs as appropriate.

- b. The district will provide professional development, support, and resources for staff about student wellness.
 - c. Students will be provided sufficient time in which to eat school-provided meals.
 - d. The district's lunchrooms will be attractive and well-lighted.
 - e. The district will allow other health-related entities to use school facilities for activities such as health clinics and screenings so long as the activities meet the district's requirements and criteria for the use of facilities.
 - f. The district may partner with other individuals or entities in the community to support the implementation of this policy.
 - g. The district will strive to provide physical activity breaks for all students, recess for elementary students, and before and after school activities, as well as encourage students to use active transport (walking, biking, etc.)
 - h. The district will use evidence-based strategies to develop, structure, and support student wellness.
- 4. Standards and Nutrition Guidelines for All Foods and Beverages Sold to Students on the School Campus and During the School Day**
- a. The district will ensure that student access to foods and beverages meet federal, state and local laws and guidelines including, but not limited to:
 - i. USDA National School Lunch and School Breakfast nutrition standards
 - ii. USDA Smart Snacks in School nutrition standards.
 - b. The district will offer students a variety of age-appropriate, healthy food and beverage selections with plenty of fruits, vegetables, and whole grains aimed at meeting the nutrition needs of students within their calorie requirements in order to promote student health and reduce childhood obesity.
- 5. Standards for All Foods and Beverages Provided, But Not Sold to Students During the School Day**

The district may provide a list of healthy party ideas or food and beverage alternatives to parents, teachers, and students for classroom parties, rewards and incentives, or

classroom snacks. The district discourages the use of food and beverages as a reward or incentive for performance or behavior.

6. Food and Beverage Marketing

Marketing and advertising is only allowed on school grounds or at school activities for foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards, except as follows:

- a. This requirement does not apply to marketing that occurs at events outside of school hours such as after school sporting or any other events, including school fundraising events.
- b. The district will not immediately replace menu boards, coolers, tray liners, beverage cups, and other food service equipment with depictions of noncompliant products or logos to comply with the new USDA Smart Snacks in Schools nutrition requirements. All previously purchased products will be used, and all existing contracts honored.
- c. All equipment that currently displays noncompliant marketing materials will not be removed or replaced (e.g., a score board with a Coca-Cola logo). However, as the district reviews and considers new contracts, and as scoreboards or other such durable equipment are replaced or updated over time, any products that are marketed and advertised will meet or exceed the USDA Smart Snacks in School nutrition standards

7. Public Participation

Parents, students, representatives of the school food authority, teachers, school health professionals, board members, school administrators, and members of the general public shall be allowed to provide their input to the school district during the wellness policy adoption and review process.

8. Competitive Foods (Includes Food and Beverages Sold in Vending Machines, School Stores, Fundraisers or in Competition with the National School Lunch and Breakfast Programs)

- a. Except as otherwise allowed by the Nebraska Department of Education (NDE), all foods and beverages sold during the school day as part of a fundraiser or for any other purpose in competition with the National School Lunch and Breakfast Programs must meet the nutrition standards of those programs.
- b. Fundraiser food or beverages are NOT exempt from the USDA Smart Snacks in School nutrition standards. Therefore, if food is sold as a fundraiser:

(1) It shall not be sold in competition with school meals in the food service area during the meal service.

(2) It shall not be sold or otherwise made available to students anywhere on school premises during the period beginning one half hour prior to the serving period for breakfast and/or lunch and lasting until one half hour after the serving of breakfast and/or lunch.

(3) The sale of food items during the school day shall meet the USDA Smart Snacks in School nutrition requirements

(4) This restriction does not apply to food sold during non-school hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)

9. Triennial Assessment

The school board shall assess and review this policy at least every three years to determine:

- a. Compliance with this policy;
- b. How this policy compares to NDE model wellness policies;
- c. Progress made in attaining the goals of this policy.

The school board will update or modify this policy as appropriate.

10. Public Notice

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of this policy at least annually to the public and other stakeholders identified in this policy by one or more of the following methods: on its webpage, in its newsletter, in the student and employee handbooks, newspaper advertisements, direct mailings, electronic mail, and public postings.

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of the Triennial Assessment and progress reports towards meeting the goals in this policy using one or more of those same methods.

11. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at its central office.

12. Operational Responsibility

The superintendent is responsible for coordinating the implementation of this policy and for monitoring the district's progress in meeting the goals established by this policy. The superintendent will periodically report to the board on the district's progress in implementing this policy.

* These strategies include, but are not necessarily limited to, those cited in the Alliance for a Healthier Generation's Model Wellness Policy (Updated 9/2016 to Reflect the USDA Final Rule) found at https://www.healthiergeneration.org/_asset/wtqdwu/14-6372_ModelWellnessPolicy.doc.

Adopted on: 09/15/14

Revised on: 09/14/15, 07/10/17

Reviewed on: 07/20/15, 7/08/18, 7/15/19

POLICY 5007: CONFIDENTIALITY IN COUNSELING AND GUIDANCE

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors is confidential but not legally privileged. The counselor will attempt to respect the privacy of student disclosures, but will share all relevant information with other education professionals as appropriate or as directed. The counselor will also contact parents and law enforcement officials as appropriate, provided that a counselor who has reasonable cause to believe that a child has been subjected to child abuse or neglect shall review and follow the district's policy on reporting child abuse and neglect.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor is in doubt about what information to release, he or she should discuss the matter with the building principal or with the superintendent.

Adopted on: 09/15/14

Revised on: 09/14/15

Reviewed on: 7/20/15

POLICY 5008: SUICIDE PREVENTION TRAINING

The following employees are required to complete at least one hour of suicide awareness and prevention training every year:

- School nurses
- Teachers
- Counselors
- School psychologists
- Administrators
- School social workers
- Community coaches
- Para-educators
- Bus drivers
- Kitchen staff
- Custodians
- Secretarial and clerical staff

These employees must complete the online training provided by the Nebraska Department of Education no later than November 30th of each school year or within 30 days of their initial employment. Failure to complete this training shall constitute just cause for the termination or nonrenewal of an employee's contract.

Adopted on: 09/14/15
Revised on: 11/14/16
Reviewed on: _____

POLICY 5009: WORKPLACE INJURY PREVENTION AND SAFETY COMMITTEE

The school district is committed to providing and maintaining a safe work environment, and to taking reasonable precautions for the safety of the students, employees, visitors, and all others having business with this school district. Every employee district should show concern for the safety of fellow employees, students, and members of the public. The district shall have a safety committee as required by Nebraska law. ~~Members of the safety committee shall be established through the collective bargaining process.~~

The committee shall adopt and maintain a written injury prevention program. The committee shall participate in the development of safety education, training, and the establishment of safety rules, policies and procedures pursuant to this policy, the district's written injury prevention program, or as otherwise provided by law. Training for employees shall be conducted annually.

The workplace injury prevention and safety committee shall maintain minutes of all meetings and file them in the district office. The committee shall implement accident investigation, record keeping procedures, safety rules, safety and health training, and policies. The district shall maintain records for at least three years, or longer if directed by the Department of Labor.

The committee shall meet at least once every three months or more frequently in the event of an employee complaint or of a job-related injury or death. The workplace injury prevention and safety committee shall keep written minutes of all meetings, and provide a copy to the superintendent or designee who shall maintain the minutes in the district's administrative offices for a period of at least three years, unless otherwise instructed by the Department of Labor.

The workplace injury prevention and safety committee shall develop an injury prevention plan and present it to the board. The plan should be developed and presented in the spirit of employees working together in a cooperative, non-adversarial effort to promote safety at the work sites within the district.

The superintendent or designee shall assure that the safety training for employees is reviewed annually or more frequently, if needed. He or she shall provide the following, as set forth in the initial written Employer's Injury Prevention Plan:

1. Initial safety orientation on rules, policies, and job specific procedures for new employees or employees who are assuming new and different duties within the school district, if appropriate.
2. Job specific training for employees before they perform potential hazardous work.
3. Periodic refresher training and dissemination of information on an annual basis, or more frequently if so designated by the administrator, for employees regarding the injury prevention plan of the unit and safety

rules, policies, and procedures pertaining to safety within the school district.

In the event of a death in the workplace, the workplace injury prevention and safety committee shall forward to the Department of Labor within 15 working days a copy of any review of the matter made by the workplace injury prevention and safety committee.

The superintendent or designee shall establish or cause to be established record-keeping procedures to control and maintain all accident and injury records pertaining to accidents and injuries within the district or activities under the control of the district. Such records shall be kept for at least three years, or longer if so advised by the Department of Labor.

The workplace injury prevention and safety committee will confer with the district's crisis team and shall review the district's All-Hazard School Safety Plan upon its adoption by the crisis team.

Adopted on: 12/12/16

Revised on: 07/10/17

Reviewed on: 11/14/16

POLICY 5010: STUDENT ASSISTANCE TEAM PROCESS

Pursuant to the Rules of the Nebraska Department of Education, the school district uses general education student assistance teams (SATs) **or a comparable problem solving team (“Team”)**. **The SAT or Team will use and document ~~consider and create~~ problem-solving and intervention strategies to assist classroom teachers in the provision of general education to meet the needs of students who may be ~~to meet the needs of students who may be~~ struggling in the general curriculum or who are struggling to comply with the student code of conduct or to meet acceptable behavioral and social norms.**

If the SAT or Team feels that all viable alternatives have been explored, a referral for multidisciplinary evaluation shall be completed. The referral shall comply with the requirements of the Rules of the Nebraska Department of Education.

All teaching staff must:

- 1) Support the SAT process by appropriately referring students who may benefit from the SAT process; and
- 2) Faithfully and consistently implementing the intervention strategies recommended by the SAT.

The failure to support the SAT process is a serious matter and may constitute just cause for terminating or canceling a teacher’s employment.

Adopted on: ____ 12-12-16 _

Revised on: _____

Reviewed on: ____ 11-14-16 _

Shelton Public Schools

Return To School Plan

The purpose of this document is to outline the protocols Shelton Public Schools will follow for in-person learning in the 2021-22 school year. The return to school protocols were created to create a safe and predictable environment that can be used by parents, students, staff, and community during the COVID-19 pandemic. **The district realizes that COVID-19 is unpredictable and as a result, these protocols may need to be modified as needed to ensure the safety of all staff, students, and patrons.**

Participants in the focus group used to develop Return to School Plan include:

Megan Schnerigner- School Psychologist
Matt Walter- K-12 PE/7-12 History
Ryan Province- 7-12 Business/Athletic Director
Seth Jensen- Head Custodian/ Transportation
Tabitha Burmood- Guidance Counselor
Jeanne Pope- Technology and Assessment Coordinator
Jackie Cornelius- School Nurse
Joni Thornburg- Elementary Teacher
Sue Bombeck- Head of Nutrition Services
Sandy Sutton- Office Manager
Jeff Kenton- K-12 Principal
Jenette Meyer- K-12 Assistant Principal

Maintaining Health and Safety

Mitigation strategies listed below are required in the District's plan. By checking the box before each time, Shelton agrees to include information in the plan to address the components listed below:

- ✓ Universal and correct wearing of masks
- ✓ Modifying facilities to allow for physical distancing (e.g., including using of cohorts/podding)
- ✓ Handwashing and respiratory etiquette
- ✓ Cleaning and maintaining healthy facilities, including improving ventilation
- ✓ Contact tracing in combination with isolation and quarantine, in collaboration with the State, local, territorial, or Tribal health departments
- ✓ Diagnostic and screening tests
- ✓ Efforts to provide vaccinations to school communities
- ✓ Appropriate accommodations for children with disabilities with respect to health and safety policies
- ✓ Coordination with state and local health officials. Including the needs for support and technical assistance to implement strategies consistent to the greatest extent possible, with relevant CDC guidance.

Universal and Correct Wearing of Masks

Green, yellow, orange, and red will be based on the percent of students and staff absent due to any illness for a three day period. Anyone with an alternate diagnosis from a doctor or a COVID negative test will not be counted in the illness percentages. In the event that a new variant becomes a threat, this plan and protocols will be revisited.

0% people absent due to illness	2% people absent due to illness	4% people absent due to illness	5% people absent due to illness
In the green zone, students and staff are not required to wear masks but may do so if they choose.	In the yellow zone, students and staff will be encouraged to wear masks, but not required.	In the orange zone students will socially distance when possible and masks are recommended but not required.	In the red zone, students and staff will be highly recommended to mask at all times in school and at school activities.

Modifying Facilities to Allow For Physical Distancing

Students will not be cohorted or socially distanced unless there is a significant increase of COVID-19 cases in our area.

In the green zone, students and staff will not be required to socially distance.	In the yellow zone, students and staff will be encouraged to maintain social distance when eating food, singing, or while not wearing masks.	In the orange zone, students and staff will be encouraged to maintain social distance whenever possible.	In the red zone, students and staff will be encouraged to maintain social distance when eating food or singing if unmasked.
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Handwashing and Respiratory Etiquette


In the green zone, students and staff will be encouraged to frequently wash/sanitize hands. Hand sanitizer will be available in all classrooms and common areas.	In the yellow zone, students and staff will be encouraged to frequently wash/sanitize hands. Hand sanitizer will be available in all classrooms, common areas, and as students enter the building.	In the orange zone, students and staff will be encouraged to frequently wash/sanitize hands. Hand sanitizer will be available in all classrooms, common areas, and as students enter the building.	In the red zone, students and staff will be encouraged to frequently wash/sanitize hands. Hand sanitizer will be available in all classrooms, common areas, and as students enter the building.
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Cleaning and Maintaining Healthy Facilities

In the green zone, students and staff will have access to disinfectant spray in the classroom to clean and sanitize classroom furniture and materials as needed.	In the yellow zone, staff and students will disinfect desks and other high touch surfaces between classes. Custodians will spray classrooms with the disinfectant sprayer daily.	In the orange zone, staff and students will disinfect desks and other high touch surfaces between classes. Custodians will spray classrooms with the disinfectant sprayer daily.	In the red zone, staff and students will disinfect desks and other high touch surfaces between classes. Custodians will spray classrooms with the disinfectant sprayer daily.
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Contact Tracing And Quarantine

Shelton Public Schools will work with local health departments to assist with contact tracing as needed. Students and staff testing positive for COVID-19 will use the following protocol:

Isolation					Return To School
Day 1 First day of experiencing symptoms	Day 2	Day 3	Day 4	Day 5 Fever free without fever reducing medications for 24 hours and symptoms are resolving.	Day 6  Wearing a mask for the next 5 days. Athletes will also need to wear a mask during practice and at games during this time.

Students or staff who come in direct contact with someone who has tested positive for COVID-19 at school will be notified and should monitor at home for symptoms. If students or staff begin to experience symptoms they will stay home and follow the isolation protocol.

If a household member is positive all members of the household must wear a mask for 10 days when around others and monitor for symptoms.

Diagnostic and Screening Testing

Shelton Public Schools will not provide or conduct testing for COVID-19.

Appropriate Accommodations For Children With Disabilities

Students' IEP teams will determine appropriate accommodations for students with disabilities and communicate those to the students' educational team as appropriate.

Efforts To Provide Vaccinations to School Communities

Shelton will work with local health departments to provide a location for health departments to administer COVID-19 vaccinations as well as use district communication platforms to share information regarding vaccine clinics to the school community. Students and staff will not be required to be vaccinated.

Coordination With State and Local Health Officials

Shelton Public Schools will work in cooperation with state and local health officials. The superintendent will attend webinars put on by the Governor, Education Commissioner, and Two Rivers Health Department to stay abreast of current information.

Ensuring Continuity of Services

Shelton will ensure continuity of services by providing in person instruction. The school calendar will continue to serve as a guide to indicate when school is in session. Students will be expected to attend school in-person on the days when school is in session unless they are home due to illness.

In addition, Shelton has purchased high quality instructional materials that offer virtual access for students who need to learn from home at any point during the school year. These high quality instructional materials also provide opportunities for acceleration to support students who may have gaps in their knowledge. All students will have equitable access to rigorous grade level content.

Beginning in the fall of the 2021-22 school year, 7th graders will complete a study skills course that not only supports their transition to secondary education, but also teaches them important skills for both in-person and virtual learning. The purpose of this course is to give students the necessary skills to be well organized, prepared to ask questions in

class, study in effective ways, and have ownership of their progress and learning.

Students' health needs will be met by offering all students a free grab and go breakfast every morning, free lunches throughout the school year, as well as free meals offered during the summer months. In addition, students will receive guidance counseling services that support stress and anxiety management on a weekly basis by the school guidance counselor.

Staff emotional and mental health needs will be met through the district Employee Assistance Program (EAP), which offers up to five free sessions of various mental health services. Staff may access these services as needed throughout the year. Some of the services offered include counseling, stress and anxiety management, and holistic wellness services.

Public Comment Requirements

In July of 2021, a parent survey will be conducted to gather input on the return to school plan. The feedback to the survey was used to make adjustments to the return to school plan. Both the survey and any revisions to the back to school program will be documented and will be retained for future reference.

Uniform Format

Shelton ensures this plan is in an understandable and uniform format by using the template provided by the Nebraska Department of Education. This plan will be posted on the website in both English and Spanish to ensure that it is easy for all parents and students to access. Any parent who wishes to have the plan explained to them verbally may schedule a meeting with district administrators and a translator will be provided if needed.