

Regular Meeting of the Shelton Public Schools Board of Education
Monday, September 12, 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. Second read and consideration to adopt policy 7037 Resignation of Certified Staff, Policy 7038 Transporting Students In Employee Vehicles, 9021 Testing and Assessment Program
 - 5.b. Consideration to designate school equipment and technology as surplus for removal from the district inventory.
 - 5.c. Discussion and possible action regarding the district's Employee Assistance Program
6. Old Business
7. Adjournment

Budget Hearing of the Shelton Public Schools Board of Education
Monday, August 29, 2022
the Elementary Conference Room
7:30 PM

President Lewis called the Budget Hearing of the Shelton Public Schools Board of Education to order at 7:30 PM on Monday, August 29, 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: Present, Kay Johnson: Present, Chris Lewis: Present, Russ Muhlback: Present, Emmy Power: Present, Lisa Stewart: Present. Present: 6.

Administrator Gannon was present. There were no visitors present.

2. Request to address the Board of Education

There were no requests to address the Board.

3. Discussion regarding the proposed 2022-2023 Budget

Sept 26th will be the joint hearing at the Buffalo County Courthouse-this will take the place of the tax request hearing. There will be a special meeting on Sept 28th at 7:30 to approve the budget and set the final tax request. Dr. Gannon shared the proposed 2022-23 budget and discussion followed.

4. Adjournment

Motion made by Lisa Stewart seconded by Kay Johnson to adjourn at 8:28PM. Vote: Passed
Joe Berglund: Yea, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlback: Yea, Emmy Power:
Yea, Lisa Stewart: Yea
Yea: 6, Nay: 0

Respectfully Submitted,
Emmy Power, Secretary

Regular Meeting of the Shelton Public Schools Board of Education
Monday, August 15, 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, August 15, 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: Present, Kay Johnson: Present, Chris Lewis: Present, Russ Muhlbach: Present, Emmy Power: Present, Lisa Stewart: Present. Present: 6.

Administrators Gannon, Kenton, and Meyer were present. No visitors were present.

2. Routine matters

2.a. Review and approve minutes

Motion made by Lisa Stewart seconded by Kay Johnson to approve minutes from the 7/11/22 Special Hearings and Regular Board of Education meetings as presented. Vote: Passed
Joe Berglund: Yea, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlbach: Yea, Emmy Power: Yea, Lisa Stewart: Yea
Yea: 6, Nay: 0

2.b. Review and approve claims

Motion made by Emmy Power seconded by Joe Berglund to approve claims 55161-55237 in the amount of \$221,383.52 plus regular payroll. Vote: Passed
Joe Berglund: Yea, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlbach: Yea, Emmy Power: Yea, Lisa Stewart: Yea
Yea: 6, Nay: 0

3. Request to address the Board of Education

There were no requests to address the Board of Education

4. Reports

4.a. Financial Report

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

4.b. Board Report

Welcome back celebration for all staff and families at the park on Aug 18th.

4.c. Superintendent's Report

Dr. Gannon shared information from the sessions attended during Administrator Days. Most of the items on building/grounds summer project list are completed. Dr. Gannon gave a quarterly update on Superintendent goals. Aug 29th is the budget hearing and budget workshop.

4.d. Principal's Report

Pre-K-12 enrollment 272 students. Professional development days were 8/10 and 8/11. Great turn out at 7th grade and Freshman orientation. Elementary open house will be 8/15.

5. New Business

5.a. Discussion regarding the Employee Assistance Program through Wholeness Healing Center

Board reviewed staff survey responses and discussed alternatives to the wholeness healing center that staff may benefit from more.

5.b. Review policy updates provided by KSB: 2003 School Board Meetings, 2006 Agenda preparation and dissemination, 4023 Bidding For Construction, Remodeling, Repair, or Related Projects Financed With Federal Funds, 4024 Fiscal Management For Purchasing and Procurement Using Federal Funds, 3027 Title IX, 3021 School Meal Program and Meal Charges

Motion made by Chris Lewis seconded by Emmy Power to approve Policy 2003: School Board Meetings, Policy 2006: Agenda preparation and dissemination, Policy 4023: Bidding For Construction, Remodeling, Repair, or Related Projects Financed With Federal Funds, Policy 4024: Fiscal Management For Purchasing and Procurement Using Federal Funds, Policy 3027: Title IX, and Policy 3021: School Meal Program and Meal Charges as revised. Vote: Passed
Joe Berglund: Yea, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlback: Yea, Emmy Power: Yea, Lisa Stewart: Yea
Yea: 6, Nay: 0

5.c. Consideration to adopt policy 7037 Resignation of Certificated Staff, and policy 7038 Transporting Students in Employee Vehicles, 9021 Testing and Assessment Program

These policies were discussed and will be tabled for further review.

6. Old Business

6.a. Revisit the Shelton Safe Return Plan

Board member revisited the Shelton Safe Return Plan and updated to current standards.

6.b. Board Governance

No board governance topics were discussed.

7. Adjournment

Motion made by Lisa Stewart seconded by Emmy Power to adjourn at 9:20PM. Vote: Passed
Joe Berglund: Yea, Kay Johnson: Yea, Chris Lewis: Yea, Russ Muhlbach: Yea, Emmy Power:
Yea, Lisa Stewart: Yea
Yea: 6, Nay: 0

Respectfully Submitted,
Emmy Power, Secretary

Shelton Public Schools

Check Register Report by Check Number

Bank: [All]; Bank Account: [All]; Begin Check Number: 55245; End Check Number: 55321; Check Status: Paid; Created On: 9/9/2022 4:51:48 PM

Bank		Account Number			
Cornerstone Bank		031038968			
Paid Date	Check Number	Type	Vendor Name	Amount	Check Status
9/15/2022	55245	Payroll Liability	Aflac	\$1,962.20	Paid
9/15/2022	55246	Payroll Liability	Blue Cross Blue Shield	\$54,193.39	Paid
9/15/2022	55247	Payroll Liability	Colonial Life & Accident Insurance Co	\$39.75	Paid
9/15/2022	55248	Payroll Liability	Companion Insurance Company	\$109.50	Paid
9/15/2022	55249	Payroll Liability	Credit Management Services, Inc.	\$216.18	Paid
9/15/2022	55250	Payroll Liability	Dist. 19 Payroll Acct.	\$7,139.26	Paid
9/15/2022	55251	Payroll Liability	District 19 Payroll Acct.	\$46,229.12	Paid
9/15/2022	55252	Payroll Liability	General Collection Co.	\$482.70	Paid
9/15/2022	55253	Payroll Liability	Horace Mann Life Insurance Co	\$50.00	Paid
9/15/2022	55254	Payroll Liability	Payroll Account - Dist 19	\$350.00	Paid
9/15/2022	55255	Payroll Liability	Principal Life Insurance Co	\$781.10	Paid
9/15/2022	55256	Payroll Liability	Shelton School Payroll Acct.	\$40,915.90	Paid
9/15/2022	55257	Payroll Liability	Vision Service Plan	\$522.92	Paid
9/12/2022	55258	Accounts Payable	A.C. Technologies, LLC	\$169.00	Paid
9/12/2022	55259	Accounts Payable	AcroMat	\$758.68	Paid
9/12/2022	55260	Accounts Payable	Amplify Education, Inc.	\$225.75	Paid
9/12/2022	55261	Accounts Payable	Black Hills Energy	\$560.11	Paid
9/12/2022	55262	Accounts Payable	Blick Art Materials	\$14.97	Paid
9/12/2022	55263	Accounts Payable	Business Card	\$2,148.52	Paid
9/12/2022	55264	Accounts Payable	Carmela Garcia	\$73.50	Paid
9/12/2022	55265	Accounts Payable	Cash-wa Distributing Co.	\$34.45	Paid
9/12/2022	55266	Accounts Payable	Clipper Publishing Co., Inc.	\$1,788.95	Paid
9/12/2022	55267	Accounts Payable	Culligan	\$45.00	Paid
9/12/2022	55268	Accounts Payable	Dana F. Cole & Company, LLP	\$600.00	Paid
9/12/2022	55269	Accounts Payable	DAS State Accounting - Central Finance	\$193.54	Paid
9/12/2022	55270	Accounts Payable	Demco	\$10.26	Paid
9/12/2022	55271	Accounts Payable	Eakes Office Solutions	\$1,660.14	Paid
9/12/2022	55272	Accounts Payable	Educational Service Unit #10	\$10,338.97	Paid
9/12/2022	55273	Accounts Payable	Educational Service Unit #6	\$30.00	Paid
9/12/2022	55274	Accounts Payable	Erica Clark	\$73.50	Paid
9/12/2022	55275	Accounts Payable	ESU Coordinating Council	\$880.00	Paid
9/12/2022	55276	Accounts Payable	Ewell Educational Services	\$87.50	Paid
9/12/2022	55277	Accounts Payable	GWJ Co.	\$2,372.99	Paid
9/12/2022	55278	Accounts Payable	Heartland Disposal, Inc.	\$335.00	Paid
9/12/2022	55279	Accounts Payable	Hometown Leasing	\$653.27	Paid
9/12/2022	55280	Accounts Payable	Insect Lore	\$36.94	Paid
9/12/2022	55281	Accounts Payable	Integrated Security Solutions	\$482.00	Paid
9/12/2022	55282	Accounts Payable	International Academy of Science Acellus Education Center	\$12,500.00	Paid
9/12/2022	55283	Accounts Payable	Jamf	\$1,750.00	Paid
9/12/2022	55284	Accounts Payable	Janelle Gegg	\$73.50	Paid
9/12/2022	55285	Accounts Payable	JourneyEd.com, Inc.	\$925.60	Paid
9/12/2022	55286	Accounts Payable	K & K	\$1,352.97	Paid
9/12/2022	55287	Accounts Payable	Kalli Brannagan-Cornelius	\$1,324.75	Paid
9/12/2022	55288	Accounts Payable	Kari Willis	\$73.50	Paid
9/12/2022	55289	Accounts Payable	KSB School Law PC LLO	\$1,647.50	Paid
9/12/2022	55290	Accounts Payable	Language Testing International, Inc	\$65.00	Paid
9/12/2022	55291	Accounts Payable	Larry's Market	\$549.72	Paid
9/12/2022	55292	Accounts Payable	Loup Valley Lighting, Inc.	\$502.20	Paid

9/12/2022	55293	Accounts Payable	Lowe, Peggy A.	\$13.20	Paid
9/12/2022	55294	Accounts Payable	Matheson Tri-Gas, Inc.	\$78.17	Paid
9/12/2022	55295	Accounts Payable	McGraw-Hill, LLC	\$141.89	Paid
9/12/2022	55296	Accounts Payable	MCI	\$65.71	Paid
9/12/2022	55297	Accounts Payable	Menards	\$464.35	Paid
9/12/2022	55298	Accounts Payable	Menards - Grand Island	\$229.65	Paid
9/12/2022	55299	Accounts Payable	N2Y,LLC	\$219.65	Paid
9/12/2022	55300	Accounts Payable	NASB ALICAP	\$96,411.86	Paid
9/12/2022	55301	Accounts Payable	National Art & School Supplies, Inc.	\$238.19	Paid
9/12/2022	55302	Accounts Payable	Nebraska Central Telephone Co	\$267.80	Paid
9/12/2022	55303	Accounts Payable	Nebraska Library Association	\$17.00	Paid
9/12/2022	55304	Accounts Payable	Nebraska Public Power Dist.	\$5,477.25	Paid
9/12/2022	55305	Accounts Payable	Nebraska Rural Community Schools Association	\$850.00	Paid
9/12/2022	55306	Accounts Payable	Nebraska Safety Center @ UNK	\$200.00	Paid
9/12/2022	55307	Accounts Payable	One Source The Background Check Company	\$80.00	Paid
9/12/2022	55308	Accounts Payable	Optum	\$150.00	Paid
9/12/2022	55309	Accounts Payable	Orkin	\$1,212.48	Paid
9/12/2022	55310	Accounts Payable	Perma-Bound	\$1,510.18	Paid
9/12/2022	55311	Accounts Payable	PowerSchool Group, LLC	\$3,500.00	Paid
9/12/2022	55312	Accounts Payable	Rasmussen Mechanical Services	\$2,436.70	Paid
9/12/2022	55313	Accounts Payable	Really Good Stuff LLC	\$49.94	Paid
9/12/2022	55314	Accounts Payable	School Mate	\$1,115.50	Paid
9/12/2022	55315	Accounts Payable	Spracklin Chiropractic	\$180.00	Paid
9/12/2022	55316	Accounts Payable	The Sherwin-Williams Co.	\$25.79	Paid
9/12/2022	55317	Accounts Payable	Thober, Jeffrey A.	\$24.84	Paid
9/12/2022	55318	Accounts Payable	Village Of Shelton	\$1,016.25	Paid
9/12/2022	55319	Accounts Payable	Ward's Science	\$366.04	Paid
9/12/2022	55320	Accounts Payable	Kevin Willis	\$7.57	Paid
9/12/2022	55321	Accounts Payable	Yanda's Music	\$178.00	Paid
Sub Total				\$313,857.81	
Grand Total				\$313,857.81	

Shelton Public Schools

Check Listing Report

Accounting Cycle: FY22-23; Begin Date: 09/01/2022; End Date: 09/30/2022; Bank: [All]; Sort By Element: FUND; Account Expression: ([FUND] = "01") ; Created On: 9/9/2022 4:46:39 PM

Check Date	Check Number	Payee	Type	Amount
09/12/2022	55258	A.C. Technologies, LLC	Accounts Payable	\$169.00
09/12/2022	55259	AcroMat	Accounts Payable	\$758.68
09/12/2022	55260	Amplify Education, Inc.	Accounts Payable	\$225.75
09/12/2022	55261	Black Hills Energy	Accounts Payable	\$560.11
09/12/2022	55262	Blick Art Materials	Accounts Payable	\$14.97
09/12/2022	55263	Business Card	Accounts Payable	\$2,148.52
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09/12/2022	55265	Cash-wa Distributing Co.	Accounts Payable	\$34.45
09/12/2022	55266	Clipper Publishing Co., Inc.	Accounts Payable	\$1,788.95
09/12/2022	55267	Culligan	Accounts Payable	\$45.00
09/12/2022	55268	Dana F. Cole & Company, LLP	Accounts Payable	\$600.00
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09/12/2022	55275	ESU Coordinating Council	Accounts Payable	\$880.00
09/12/2022	55276	Ewell Educational Services, Inc	Accounts Payable	\$87.50
09/12/2022	55277	GWJ Co.	Accounts Payable	\$2,372.99
09/12/2022	55278	Heartland Disposal, Inc.	Accounts Payable	\$335.00
09/12/2022	55279	Hometown Leasing	Accounts Payable	\$653.27
09/12/2022	55280	Insect Lore	Accounts Payable	\$36.94
09/12/2022	55281	Integrated Security Solutions	Accounts Payable	\$482.00
09/12/2022	55282	International Academy of Science Acellus Education Center	Accounts Payable	\$12,500.00
09/12/2022	55283	Jamf	Accounts Payable	\$1,750.00
09/12/2022	55284	Janelle Gegg	Accounts Payable	\$73.50
09/12/2022	55285	JourneyEd.com, Inc.	Accounts Payable	\$925.60
09/12/2022	55286	K & K	Accounts Payable	\$1,352.97
09/12/2022	55287	Kalli Brannagan-Cornelius	Accounts Payable	\$1,324.75
09/12/2022	55288	Kari Willis	Accounts Payable	\$73.50
09/12/2022	55289	KSB School Law PC LLO	Accounts Payable	\$1,647.50
09/12/2022	55290	Language Testing International, Inc	Accounts Payable	\$65.00
09/12/2022	55291	Larry's Market	Accounts Payable	\$549.72
09/12/2022	55292	Loup Valley Lighting, Inc.	Accounts Payable	\$502.20
09/12/2022	55293	Lowe, Peggy A.	Accounts Payable	\$13.20
09/12/2022	55294	Matheson Tri-Gas, Inc.	Accounts Payable	\$78.17
09/12/2022	55295	McGraw-Hill, LLC	Accounts Payable	\$141.89
09/12/2022	55296	MCI	Accounts Payable	\$65.71
09/12/2022	55297	Menards	Accounts Payable	\$464.35
09/12/2022	55298	Menards - Grand Island	Accounts Payable	\$229.65
09/12/2022	55299	N2Y,LLC	Accounts Payable	\$219.65
09/12/2022	55300	NASB ALICAP	Accounts Payable	\$96,411.86
09/12/2022	55301	National Art & School Supplies, Inc.	Accounts Payable	\$238.19
09/12/2022	55302	Nebraska Central Telephone Co	Accounts Payable	\$267.80
09/12/2022	55303	Nebraska Library Association	Accounts Payable	\$17.00
09/12/2022	55304	Nebraska Public Power Dist.	Accounts Payable	\$5,477.25
09/12/2022	55305	Nebraska Rural Community Schools Association	Accounts Payable	\$850.00
09/12/2022	55306	Nebraska Safety Center @ UNK	Accounts Payable	\$200.00
09/12/2022	55307	One Source The Background Check Company	Accounts Payable	\$80.00
09/12/2022	55308	Optum	Accounts Payable	\$150.00
09/12/2022	55309	Orkin Pest Control	Accounts Payable	\$1,212.48

09/12/2022	55310	Perma-Bound	Accounts Payable	\$1,510.18
09/12/2022	55311	PowerSchool Group, LLC	Accounts Payable	\$3,500.00
09/12/2022	55312	Rasmussen Mechanical Services	Accounts Payable	\$2,436.70
09/12/2022	55313	Really Good Stuff LLC	Accounts Payable	\$49.94
09/12/2022	55314	School Mate	Accounts Payable	\$1,115.50
09/12/2022	55315	Spracklin Chiropractic	Accounts Payable	\$180.00
09/12/2022	55316	The Sherwin-Williams Co.	Accounts Payable	\$25.79
09/12/2022	55317	Thober, Jeffrey A.	Accounts Payable	\$24.84
09/12/2022	55318	Village Of Shelton	Accounts Payable	\$1,016.25
09/12/2022	55319	Ward's Science	Accounts Payable	\$366.04
09/12/2022	55320	Willis Repair, LLC	Accounts Payable	\$7.57
09/12/2022	55321	Yanda's Music	Accounts Payable	\$178.00
Sub Total				\$160,865.79

SHELTON PUBLIC SCHOOLS: GENERAL FUND MONTHLY COMPARISON

	2020-21	2021-22		2020-21	2021-22
Sept. Expenditures Reported @ Board Mtg	\$66,696.33	\$80,685.10	Mar. Expenditures Reported @ Board Mtg	48,567.85	\$101,329.00
Sept. Net Payroll	\$273,463.78	\$249,057.29	Mar. Net Payroll	245,764.55	\$244,426.00
Sept. EOM Expenditures	-	-	Mar. EOM Expenditures	-	-
Total Sept. Expenditures	\$ 340,160.11	\$ 329,742.39	Total Mar. Expenditures	294,332.40	\$345,755.00
Percent of Budget Spent	4.60%	4.40%	Accumulated Totals	\$ 2,438,395.14	\$ 2,409,387.00
Cash On Hand	\$ 1,279,562.89	\$1,454,002.00	Percent of Budget Spent	3.98%	4.62%
			Cash On Hand	\$ 670,187.00	\$ 911,789.00
Oct. Expenditures Reported @ Board Mtg	65,696.08	\$90,029.71	April Expenditures Reported @ Board Mtg	50,419.32	\$57,244.00
Oct. Net Payroll	248,186.42	\$243,908.31	April Net Payroll	247,496.55	\$244,969.00
Oct. EOM Expenditures			April EOM Expenditures	-	-
Total Oct. Expenditures	\$313,882.50	\$392,165.00	Total April Expenditures	297,915.87	302,213.00
Accumulated Totals	\$ 749,813.00	\$ 721,907.39	Accumulated Totals	\$ 2,736,311.01	\$ 2,711,600.00
Percent of Budget Spent	4.25%	5.24%	Percent of Budget Spent	4.03%	4.03%
Cash On Hand	\$ 1,238,265.00	\$1,201,721.00	Cash On Hand	\$ 651,643.00	\$ 715,126.00
Nov. Expenditures Reported @ Board Mtg	\$69,071.65	\$55,418.07	May Expenditures Reported @ Board Mtg	97,072.86	\$57,241.00
Nov. Total Payroll	\$247,544.39	\$247,510.19	May Net Payroll	248,495.94	\$247,243.00
Nov. EOM Expenditures	-	-	May EOM Expenditures	-	-
Total Nov. Expenditures	\$316,616.04	\$361,671.00	Total May Expenditures	345,568.80	304,484.00
Accumulated Totals	\$ 1,066,429.04	\$1,144,306.00	Accumulated Totals	\$ 3,081,879.81	\$ 3,016,084.00
Percent of Budget Spent	4.28%	4.83%	Percent of Budget Spent	4.68%	4.06%
Cash On Hand	\$ 946,507.90	\$909,822.00	Cash On Hand	\$ 1,435,584.00	\$ 1,725,023.00
Dec. Expenditures Reported @ Board Mtg	62,983.02	\$86,223.32	June Expenditures Reported @ Board Mtg	78,129.99	\$58,000.00
Dec. Total Payroll	253,402.33	\$245,585.81	June Net Payroll	239,391.20	\$239,179.00
Dec. EOM Expenditures		-	June EOM Expenditures	-	-
Total Dec. Expenditures	316,385.35	331,809.00	Total June Expenditures	317,521.19	297,179.00
Accumulated Totals	\$ 1,502,787.00	\$ 1,476,115.00	Accumulated Totals	\$ 3,399,401.00	\$ 3,313,263.00
Percent of Budget Spent	4.28%	4.43%	Percent of Budget Spent	4.30%	3.97%
Cash On Hand	\$ 667,873.95	\$ 686,300.00	Cash On Hand	\$ 1,425,759.00	\$ 1,678,362.00
Jan. Expenditures Reported @ Board Mtg	44,056.46	\$49,058.12	July Expenditures Reported @ Board Mtg	188,738.86	\$145,645.00
Jan. Net Payroll	246,539.75	\$243,555.00	July Net Payroll	240,197.24	\$235,091.93
Jan. EOM Expenditures	-	-	July EOM Expenditures	-	-
Total Jan. Expenditures	\$290,596.21	\$292,973.00	Total July Expenditures	428,936.10	309,177.00
Accumulated Totals	\$ 1,849,092.00	\$ 1,769,088.00	Accumulated Totals	\$ 3,828,337.10	\$ 3,622,440.00
Percent of Budget Spent	3.93%	3.91%	Percent of Budget Spent	5.80%	4.13%
Cash On Hand	\$ 801,434.00	\$ 993,449.00	Cash On Hand	\$ 1,110,707.00	\$ 1,370,190.00
Feb. Expenditures Reported @ Board Mtg	\$52,061.56	\$52,409.00	August Expenditures Reported @ Board Mtg	\$56,866.75	\$160,866.00
Feb. Net Payroll	\$242,909.18	\$242,135.00	August Net Payroll	\$269,254.70	\$247,959.00
Feb. EOM Expenditures		-	August EOM Expenditures	-	-
Total Feb. Expenditures	294,970.74	294,544.00	Total August Expenditures	326,121.45	408,825.00
Accumulated Totals	\$ 2,144,062.74	\$ 2,063,632.00	Accumulated Totals	\$ 4,154,458.55	\$ 4,031,265.00
Percent of Budget Spent	3.99%	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%	53.81%
			Cash On Hand	\$ 785,296.00	\$ 1,054,657.00

DISTRICT 19 FINANCIAL STATUS AS OF August 31,2022

CASH RESERVES:

GENERAL FUND CASH RESERVE	(8/31/2022 Interest + \$601.96)	\$443,921.31
SPECIAL BUILDING CASH RESERVE	(8/31/2022 Interest + \$64.83)	\$67,709.10

TOTAL CASH RESERVE ACCOUNTS: \$511,630.41

SAVINGS:

GENERAL FUND CR SAVINGS 5882	\$295,409.22
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\$295,409.22

UNEMPLOYMENT SAVINGS #5891	\$26,568.48
VEH/BUS ACQ. Savings #9457	\$32,324.14
TECHNOLOGY ACQ SAVINGS # 5918	\$51,219.52
PARKING LOT DEPR. SAVINGS #5909	\$70,325.71
BAND UNIFORM SAVINGS #5900	\$0.10
HVAC Savings #9475	\$67,179.54

TOTAL DEPRECIATION SAVINGS: \$247,617.49

TOTAL SAVINGS: \$543,026.71

TOTAL OF DISTRICT FUNDS: \$1,054,657.12

<u>TAXES:</u>	<u>GENERAL</u>	<u>BUILDING</u>
BUFFALO	\$32,733.49	\$0.65
HALL	\$11,205.61	\$0.00
ADAMS	\$0.00	\$0.00
KEARNEY	\$437.94	\$0.00
TOTAL TAXES	\$44,377.04	\$0.65

<u>FUND TOTALS:</u>	
GENERAL	\$739,330.53
DEPRECIATION	\$247,617.49
LUNCH	\$28,901.46
SPECIAL BLDG	67,709.10

Net Wages	\$ 154,975.89
General Fund Expenditures	\$ 160,865.79
Employee - Liabilities	\$ 92,983.38

Receipts for August 2022	\$ 45,684.07
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Calendar Committee

September 8, 2022 @ 3:30 in the Library

Plans for school if teams qualify for state

- Cross Country- October 21
 - In the past this has been fall break so we didn't have to call off school
- Volleyball- games would be scheduled for November 3-5 at 9:00 a.m. or 11:00 a.m.
 - We don't have school October 31 for teacher PD or November 1 for teacher work day. If girls qualify we would be out of school 4 out of 5 days this week.

We don't have all of the classifications for basketball and NSAA does not have the published schedule for state basketball games on the website, but we know tentative dates:

- Girls basketball- March 2-4 (we have school on 2-3)
- Boys basketball March 9-11 (we have spring break the 9-10)

Days off for state

- Stay in school for state cross country
- Stay in school for state wrestling
- Stay in school for football- if they make a playoff game early in the day could have a watch party at school
- Out of school for volleyball, girls basketball, boys basketball

Suggestions or recommendations for making up teacher contract days:

- Safe schools videos- 2 hours
- Driver training video- 2 hours
- Seizure safe schools training video- 2 hours
- Open house and orientations- 1.5
- Attend state competitions to cheer on the bulldogs- counts as a contract day
- Move P/T conferences to February 10th from 8-12- have school on February 9 as a make-up day to create more wiggle room for snow days

Considerations:

- Have school on October 28- some teachers planned vacations so this is not ideal
- Have school on November 1, 2022 and move work day to November 4
 - This is not ideal because the work day is part of the negotiated agreement and with the expectation that staff attend state competitions, they are not guaranteed their work time
- Virtual learning on snow days
- Consider coming to school December 22 if volleyball qualifies as a make-up day for staff and students
- Consider having school on February 9 and conferences from 8-12 on February 10 which also would count as a make-up contract day for staff

*Do we wait to see if girls qualify before putting out communication, or do we communicate early so everyone can plan?

Possible days off for state	Recommended Make-up time if needed
November 3 & 4	December 22 makeup for staff and students February 9 makeup day for students, February 10 makeup day for staff
March 2 & 3	?
March 9 & 10	No makeup needed because of spring break

Superintendent Report for September 2022

School Finance

- This month I submitted the ESSA Consolidated Grant.
- Missy and I will work next week to submit reimbursement requests for ESSER II, ESSER III, and Title IV dollars spent.
- Remember we have our special meeting to approve the budget and set our final tax request on September 28 at 7:30 in the conference room.

Data Collections

- This month Missy, the principals, and I will be working on the consolidated data collection in NDE Portal. This is due to NDE by October 15. This is a snapshot of various data points such as summer school attendance, PK Instructional program hours, Medicaid in Public Schools, Graduation cohort numbers, Title I Caseload count, etc.

Calendar Committee

- The calendar committee met Thursday morning at 7:30 a.m. to discuss school days for state competitions. The recommendation of the calendar committee is to take off school for volleyball, and girls and boys basketball if teams qualify for state. Other state competitions, we would remain in school and just send the coaches and students participating.
 - Attached is our agenda along with the recommendations of the committee on possible ideas for making up teacher contract days.

Thank you!

- A huge thank you to Mr. Dennis Holley for donating a bunch of science equipment to our high school science lab.

[Link to NASB ARea Members Meetings](#)

Respectfully submitted,

Dr. Gannon

To: Board of Education
From: Jeff Kenton
Date: September 12, 2022
Re: Board Report

PK-12 Enrollment

- 269 Students
 - JH/HS = 112
 - ELEM = 157

- Nebraska Reading Improvement Act (This is done yearly)
 - We have completed our beginning of the year reading assessments and have identified those students in grades K-3 who may have a reading difficulty.
 - All parents or guardians of K-3 grade students are kept informed of their child's reading progress and parents or guardians of students who are identified with a reading difficulty are notified in writing no later than 15 days after the identification.
 - Any student identified with a reading difficulty must be provided with a supplemental intervention program.
 - An individual reading improvement plan will be created in collaboration with the parent or guardian and will describe the reading intervention services and support the student will receive through the supplemental reading intervention program
- MAP Tests have been completed and we will share information from those tests at Parent Teacher Conferences
- Parent Teacher Conferences
 - Wednesday 4-8 pm and Thursday 8 am-noon
- ESU 10 Principal Triad Learning Walks
 - The objective of the triad is to engage teams of principals who support each other in identifying and executing evidence-based practices likely to impact problems of practice contributing to persistent equity gaps within our district
 - Engage network teams in data-rich (quantitative & qualitative) conversations that lead to improved equitable student outcomes
 - Give and receive growth-producing feedback with triad peers that is specific, timely, positive, and delivered properly

Respectfully Submitted,

Jeff Kenton

Policy 7037: Resignation of Certificated Staff

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements.

SELECT ONE OF THE FOLLOWING PARAGRAPHS

Staff members who submit their resignations to the board of education by April 15th **[insert whatever date your district uses]** will be released from the next school year's contract so long as the board is able to obtain the services of a suitable replacement. Staff members who refuse to fulfill their contractual obligations will be reported to the Professional Practices Committee of the Nebraska Department of Education.

Adopted on: _____
Revised on: _____
Reviewed on: _____

POLICY 7038 TRANSPORTING STUDENTS IN EMPLOYEE VEHICLES

[NOTE TO BE DELETED: PICK ONE OF THE OPTIONS BELOW IF YOU ADOPT THIS POLICY, AND DELETE THE OTHER]

[Option 1] With the permission of the superintendent, school employees may transport students in the employee’s personal vehicle even if those students do not live within the employee’s household. School employees who transport students in their personal vehicles and those children do not live within the employee’s household must comply with the board’s policies on pupil transportation and school vehicle use, including Pupil Transportation Driver Qualification Criteria.

[Option 2] School employees shall not use their personal vehicle to transport students except for those students who reside in the employee’s own household or if an emergency exists. If an emergency occurs, the employee will contact the administration and parents whenever practicable before providing the emergency transportation.

Adopted on: _____

Revised on: _____

Reviewed on: _____

POLICY: 9021 TESTING AND ASSESSMENT PROGRAM

I. Basic Testing and Assessment Program

The school district will use a basic testing and assessment program to evaluate the outcome of the educational program and to provide information needed in working with individuals. The program will be supplemented by such individual and supplementary tests as the needs of the educational program and the district indicate. The superintendent and designees will coordinate the program from Kindergarten through twelfth grade to provide continuity. Teachers are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. Teachers should consult with relevant board policies and district protocols assessment administration and security.

II. Accountability Reporting

At the board of education's regular July meeting, or as soon as assessment results are no longer embargoed, the superintendent of schools shall provide an annual written report as required by NDE Rule 10. The report shall be presented to the board and made available to the public. The report must contain the elements required by Rule 10, including but not limited to: student academic performance as reported to NDE (demographics, achievement, educational input characteristics, as defined in section 005.02 of Rule 10); school system demographics; school improvement goals and progress; and financial information about the school district. Building level results will be reported only to appropriate staff for review, goal setting, and intervention as needed.

This report shall not include any individual test scores or assessment, but individual student test scores or assessment results will be reported to the student's parents or legal guardian(s). If the school has fewer than ten students in the grades being reported, or if reporting would allow for the identification of students because they all had comparable scores, no public reports of student performance are provided for those grades.

A comprehensive evaluation of the district shall be conducted at least once every five years using instruments and guides approved by NDE.

Adopted on: _____

Revised on: _____

Reviewed on: _____

KAREN A. HAASE ^{NE, SD, IA, WY}
STEVE WILLIAMS ^{NE}
BOBBY TRUHE ^{NE, SD}
SARA HENTO ^{NE, SD}



COADY H. PRUETT ^{NE, CO}
JORDAN JOHNSON ^{NE}
TYLER COVERDALE ^{SD}
SHARI RUSSELL, Paralegal

M E M O R A N D U M

To: KSB Policy Service Subscribers
FROM: KSB School Law
DATE: May 25, 2022
RE: Annual Policy Updates

Attached are the 2022 KSB School Law policy updates. Below, we discuss the policy changes, the changes to our standard forms, and some issues that are raised by certain laws that do not necessarily require a policy change but do present new obligations or things to keep in mind as you enter the 2022-23 school year. We have broken these down into 3 sections: "Policy Changes;" "Forms Changes;" and "Other Issues to Consider."

Keep in mind that most bills that were enacted into law go into effect three months after the legislature adjourns. This year the Unicameral adjourned on April 20th, so the effective date of most bills will be July 21, 2022. However, if a bill includes a specific effective date or an emergency clause, it goes into effect on the stated date or when passed and approved according to law.

To assist subscribers in implementing these policy changes and the other considerations laid out in this Memo, **KSB will hold a webinar on Thursday, June 9, 2022, at 10:00 a.m. Central Time.** In the webinar, we will give a brief overview of the changes and then answer questions from attendees regarding the policies and other considerations. We have included the link to the ZOOM conference in the cover e-mail that transmitted these updates. We will also record the webinar and will post it on the KSB School Law website in the Policy Updates section.

301 SOUTH 13TH STREET, SUITE 210
LINCOLN, NEBRASKA 68508

KSB SCHOOL LAW, PC, LLO
KSBSCHOOLLAW.COM
(402) 804-8000
ATTORNEYS LICENSED IN STATES INDICATED

141 NORTH MAIN AVENUE, SUITE 504
SIOUX FALLS, SOUTH DAKOTA 57104

Please feel free to contact us if you have any additional questions or if you would like to have a policy customized or "tweaked" to meet your individual circumstances.

Policy Changes

*Done
Linked
through
Sparg*

REVISION OF POLICY 2008: Meetings

Last session the Unicameral passed LB 83. Beginning July 31, 2022, school boards must place their meeting minutes on the school district website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes must be available on the website for at least six months.

This change is required.

REVISION OF POLICY 2010: Preparation for Board Meetings

Done

Last session the Unicameral passed LB 83. Beginning July 31, 2022, school boards must place their agendas on the district's website at least 24 hours before the school board meeting and leave them there for at least six months.

This change is required.

REVISION OF POLICIES

Done

3003.1 Bidding for Construction, Remodeling, Repair, or Related Projects Financed with Federal Funds AND 3004.1 Fiscal Management for Purchasing and Procurement Using Federal Dollars

During a recent round of federal fiscal review, NDE determined that it wants even more information in your federal purchasing/procurement policies and procedures. We have added new sections to both policies to address these concerns.

These changes are required.

Done

REVISION OF POLICY 3012: School Meal Program and Meal Charges

NDE recently conducted an administrative review of a policy subscriber's participation in the National School Lunch Program. During that review, NDE determined that the school's policy did not include a notice that households can apply for benefits at any time during the school year or any information about the school's online payment system. Of course, no law or regulation requires that such information be included in your meal charge policy. However, KSB decided to add this information to the policy to address these concerns. Please review the "Payment Options" paragraph and modify it as necessary so that it accurately reflects the payment options your district accepts.

These changes are "required."

Done

REVISION OF POLICY 3057: Title IX Policy

These revisions include updates to the definition of "domestic violence" in order to be consistent with the recently re-authorized federal Violence Against Women Act (effective October 1, 2022). These revisions also account for changes to the statutory reference at which other definitions (dating violence and stalking) will be codified in the U.S. Code.

Finally, this revision clarifies the step in the process at which the Title IX decision-maker facilitates the written exchange of questions between the parties (i.e., after an investigation and before a written determination of responsibility is issued).

All of these changes will also need to be included in your handbooks.

These changes are required.

Revisit

REVISION OF POLICY 4056: Resignation of Certificated Staff

This policy addresses the process for certificated staff to provide their resignation as early as possible to allow the district to find suitable replacements. Please note there are two paragraphs to choose from. Please make sure to select one.

The first option is our recommended option. We revised this option to make clear if you give a teacher a written request (whether it is a renewal

agreement, a new contract, or something else) with an acceptance date no earlier than March 15th, the return of that written request "locks in" that teacher for the following school year. They do not get to resign until April 15th or some later date. ?

Philosophically, we prefer not to release teachers after the April 15th deadline since the teachers' union would never agree to extend the notice deadline to teachers. However, this is a matter for the board to decide, so we still provide the second option which also defines "suitable replacement." You should be sure to check your negotiated agreement to be sure that there is not a provision in that document that gives teachers the right to resign late. If there is, you should revise this policy (or call us to revise it) to ensure that it is consistent with your negotiated agreement (or, better yet, negotiate out the later deadline in your negotiated agreement!).

This policy is not required but is highly recommended.

Revisit **NEW POLICY 4064: Transporting Students in Employee Vehicles**

While our policy service has several policies regarding transportation, none of them address employees transporting students in their personal vehicles. We drafted this policy at the request of a service subscriber. This policy provides two options for transportation. The first permits employees to transport students who do not live in the employee's household as long as the employee complies with board policy and NDE's pupil transportation requirements (including training). The second permits employees to transport only students who live within the employee's household and in emergency situations.

This policy is optional.

Revisit **REVISION OF POLICY 5012: Testing and Assessment Program**

NDE Rule 10 has always required each school to complete an annual report covering the required elements in sections 005 and 010 from Rule 10. The items reported in section 005 of Rule 10 must be submitted to NDE by June 30. Section 010 then requires these items, plus some additional items, to be included in an annual report and shared with the board and made available to the public. Rule 10 also requires a policy covering the annual report. These proposed changes align the policy with Rule 10.

These changes are required.

Talking to
next SPED meeting
then bring to BOE

6021: District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations

Over the last year, there has been a dramatic increase in Rule 51 complaints and requests for evaluation protocols and raw evaluative data. Many evaluators in Nebraska do not retain this information after their final report is completed. However, in certain circumstances, courts and administrative agencies enforcing the IDEA have determined that access to such records is necessary in order to permit meaningful parental participation. As a result, we've updated our evaluation criteria to require evaluators to retain and provide that information when the LEA determines it is necessary to do so.

This change is recommended.

NEW POLICY 6037: Selection and Review of Library Materials

It's no secret over the past several months that library media and materials have come under scrutiny in many districts. As we promised many of you, this is KSB's attempt to propose a policy with options for you and your board to consider. Ask, and ye shall receive!

We want to be clear that this policy is optional. Many districts have functioned for decades without a policy covering the procurement and review/challenges to library materials. However, we also know that in times of political pressure, it may help to have a process laid out for how materials are selected and then later challenged by concerned individuals. Within the policy, we have laid out 3 options for the selection of library materials and 2 options for review of those materials when someone has a concern. We also place limits on who can make such a request, how many items can be challenged at once, and how often items can be challenged.

Most importantly, we want to make clear that this policy applies only to library materials. Core curricular materials and curriculum-related supplements are not intended to be covered by this policy. Those are covered elsewhere, such as in your parent involvement policy, and parent and patron rights to access those materials are governed by state and

federal law. We also do not want patrons or parents to believe they can challenge actual curriculum materials--in most cases, they can review but cannot opt-out or ask for those to be removed. That is true regardless of the reason for their objection--religious, political, or otherwise.

This policy is entirely optional, and it contains options if you do choose to implement it.

Form Changes

Public Comment Rules (2000 Series Forms)

We have updated our public comment rules to reflect the requirement that anyone speaking during public comment provide their name, address, and the name of any organization they represent.

These form changes are required.

Library Materials Forms (6000 Series Forms)

We have included two new forms in the 6000 series to address the process for requested review of library materials. The first is a review request form which you can provide to parents and patrons who want to request a review of library material. The second is a sample letter you can use to provide your review determination to the requester after the review is completed.

When parents or patrons request a review of library material, there may be legal implications. Requests could touch upon the First Amendment, Title IX, IDEA, Section 504, Title VI, and many others. If you plan to provide an explanation for your determination, we strongly suggest that you work with your district's attorney on crafting the response.

Please note that unless you adopt new policy 6037 (Selection and Review of Library Materials), you should not include these forms on your website or make them available to the public.

This form is required, but only if the board adopts new policy 6037. The board does not need to approve the form.

Other Issues To Consider

LB 29: Juneteenth National Independence Day

LB 29 creates Juneteenth National Independence Day as a state holiday. This bill passed with an emergency clause, meaning Juneteenth will be recognized in 2022. We recommend reviewing your negotiated agreement, staff agreements, policies, and handbooks to determine how holidays are addressed. If you list "all federal" or "all state and federal holidays," that could lead to different results. Similarly, if your contracts list specific holidays, Juneteenth would need to be listed if the board wants it included.

LB 780: Child Labor and Employment Certificates

Current law requires students under the age of 16 to obtain an employment certificate signed by the superintendent of the school the student attends. LB 780 transfers this responsibility to the principal or any person authorized by the principal in writing. If the school doesn't have a principal, then any person authorized by the superintendent may sign the certificate.

LB 852: Behavioral Health Points of Contact and Mental Health First Aid Training

Behavioral Health Points of Contact

On or before August 1, 2023, each school district must designate one or more behavioral health points of contact for each school building or other division as determined by the school district. A behavioral health point of contact may be an administrator, a school nurse, a school psychologist, or another designated person affiliated with such school building or other division. Each behavioral health point of contact must have knowledge of community behavioral health service providers and other resources available for students and families. The school district must report the designated behavior health points of contact to NDE before each school year.

On or before August 1 of each year (beginning in 2023), NDE must provide each school district with a registry of state and local behavioral health resources available to work with students and families.

Each behavioral health point of contact must coordinate access to community behavioral health services for students and families and facilitate access to services during the school day at the school the student attends. Such facilitation must be approved by the student's parent or guardian unless the student is 18 years of age or married.

Mental Health First Aid Training

LB 852 also directs NDE to establish a mental health first aid training program for teachers and other school and ESU employees to be paid for by grant funds. The training must be provided by trainers who are certified by a national organization for behavioral health and must cover specifically listed topics. The Unicameral intends that this training will be funded with lottery funds.

LB 888: Standards for the Holocaust and Other Acts of Genocide

LB 888 requires the State Board of Education to adopt measurable academic content standards for education on the Holocaust and other acts of genocide as recognized by Congress or the United Nations as of January 1, 2022. Expect changes to Rule 10 in the near future.

LB 906: Vaccine Exemptions

LB 906 requires all employers, including school districts and ESUs, to allow for an exception to any COVID-19 vaccination requirement. The exception will apply to anyone who submits a form developed by the Nebraska Department of Health and Human Services. The form contains exemptions for medical contraindication/medical necessity and for a conflict with the person's sincerely held religious belief, practice, or observance. Anyone claiming the medical exemption must also submit a signed written statement from a health care practitioner. An employer may require an employee granted an exemption under this law to: (a) be periodically tested for COVID-19 at the employer's expense; and (b) wear or use personal protective equipment provided by the employer.

LB 908: Virtual Conferencing

LB 908 amends the Open Meetings Act to allow any public body, including school districts, to hold a meeting of limited scope by virtual conference if:

- The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;
- No action is taken by the public body at the virtual meeting;
- Reasonable advance publicized notice is published in a newspaper of general circulation within the school district's jurisdiction and, if available, on the newspaper's website, and including providing access to a dial-in number or link to the virtual conference; and
- In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used.

LB 1057: Change Provisions Relating to Class III School Districts

Current law provides the conditions under which a Class III school district may continue to operate when its fall school district membership or ADM falls below 35 students in grades 9 through 12. LB 1057 amends section 79-499 to provide the conditions under which a Class III school district may continue to operate when its fall school district membership or ADM falls below 45 students in grades kindergarten through 12.

LB 1057 also adds another wrinkle to school closures. If a Class III school district is the only public school district in the county and it falls below the threshold attendance numbers, the district holds an election of its voters to determine if the district should continue operating. LB 1057 adds a requirement that if such a vote is successful, the board must hold a public hearing and then vote whether to continue to operate the school district every four years thereafter. If either the vote of the people or the vote of the board fails, the district will be dissolved.

LB 1112: Adopt the Computer Science and Technology Education Act

Beginning with school year 2024-25, each school district, in consultation with the State Department of Education, must include computer science and technology education in the instructional program of its elementary and middle schools, as appropriate, and beginning in school year 2026-27, require each student attending a public school to complete at least one five-credit high school course or the equivalent of a one-semester high school course in computer science and technology prior to graduation. The computer science and technology education course offered by a school district may be made available in a traditional classroom setting, a blended-learning environment, or an online-based or other technology-based format that is tailored to meet the needs of each participating student.

On or before December 1, 2025, and on or before December 1 of each year thereafter, in order to promote and support computer science and technology education, each school district must provide an annual computer science and technology education status report to its school board and the State Department of Education, including, but not limited to, student progress in computer science and technology courses and other district-determined measures of computer science and technology education progress from the previous school year.

The State Board of Education is also required to adopt measurable academic content standards for computer science and technology education under the mathematics, science, or career and technical education standards.

Special Education Procedures

The current policy service special education procedures are compliant and do not need to be updated. If you undergo a Rule 51 audit and a representative of the Department of Education takes the position that these procedures are not compliant, you should contact one of us.

NDE does have a new technical assistance document out that lists the **required** procedures and then mixes in their minimum **suggested** procedures as well. As you know, we are reluctant to tie our subscribers down with a bunch of specific processes because if you adopt specific procedures and don't follow them perfectly, you'll have a Rule 51 violation even if you didn't actually violate the rule.

We are in the process of working with NDE to create a set of "best practices" resources that we are comfortable providing to districts. That additional resource will not be required but we are hopeful that the additional resource will be useful. We will keep our policy service subscribers updated on this resource as we develop it.

We have added our most recent special education procedures to this year's updates so that you can be sure to have the most current version.

Department of Education Regulation Updates: Title IX and Section 504

In March, the U.S. Department of Education's Office for Civil Rights announced that it has drafted proposed amendments to Title IX and has sent them to the Office of Information and Regulatory Affairs (OIRA) for internal review. Submission of the Notice of Proposed Rulemaking (NPRM) is the first formal step in the federal regulation revision process. The most recent communication from OCR indicates that these draft regulations will be released in June of 2022 (which we anticipate will include revisions to the Title IX regulations which were finalized in August of 2020). Unfortunately, the Department of Education has not yet shared a draft of those proposed changes. We will track these developments closely and will keep you updated on any changes to the Title IX regulations. Given the steps involved in federal rulemaking, it is extremely unlikely that these changes will be effective when the 2022-23 school year begins, although we may have to update our Title IX policy and procedure during the next school year.

The U.S. Department of Education has also announced that it intends to "strengthen" Section 504's regulations. As with the Title IX regulations, it will be months before any draft regulations are issued. We will also track these regulations when they are issued and will keep our subscribers updated on them.

LB 644 and Joint Tax Hearings

Last year, the Unicameral approved LB 644. You've no doubt heard about this bill by now. In short summary, it requires certain political subdivisions (including schools, but *excluding* ESUs) to participate in a joint public tax hearing with other political subdivisions in lieu of individual tax request hearings for each covered entity that exceeds its allowable growth

percentage. There are numerous deadlines, submission requirements, and obligations on covered political subdivisions.

While this law generally changes tax request hearings, it does not eliminate other obligations including the publication of budget statements, budget hearings, and board meetings at which you must approve the budget statement and tax resolution. We have worked with several school districts to plan for and set out a timeline of events to ensure all obligations are met. We would be happy to work with your district on that planning.

We will be talking a lot about LB 644 and the joint hearing requirements in the coming weeks and months. What we have learned is that many of the key dates for each district will depend mostly on how your county plans to process these requirements. We are working with representatives from other affected political subdivisions, including county officials who have substantial obligations under the new law. If you have not already done so, we strongly recommend that you communicate with your county officials in the county in which your district office is located.

CONCLUSION

It is all too easy to adopt policies that look good, but that do not actually reflect how the school operates or assist the school in accomplishing its goals. Every year we stress that it is very important to us to give you a working, useful set of policies and a continuing ***policy service***. For our Complete Service subscribers, there is no additional charge for revisions to our policies or consultation about them. Please don't hesitate to contact any one of us with questions about the updates or other policies. Our group e-mail address is ksb@ksbschoollaw.com.

Brand	Type	Make / Model	Other Info	Quantity	Condition
Lenovo	Chromebook	N42-20 8OUS0000US 14"	Chromebook - Intel Celeron N3060 Dual-core (2 Core) 1.60 GHz - 4 GB-16 GB Flash Memory - Chrome OS 1366 x 768 - Twisted nematic (TN) - Black	157	Good
Lenovo	Chromebook	N22-20 N3060	4 GB 11.6 in	72	Good
ByteSpeed	Windows 7 Desktop	2011 & older models	Intel core i3	15-20	Good
Apple	iPad (4th Generation)	MD510LL/A	16GB	50	Good
Apple	iPad 2		16 GB	3	Good
TFT	LCD monitors			6	
	other monitors			9	
	various keyboards			15	
	various usb mouse			15	
Promethean	clickers/ response system		sets of 30 with hub	7sets	excellent
SmartBoard	Smart Panels	Model 560		1	good
SmartBoard	Smart Panels	Model SB 660	on stand	2	good
ByteSpeed	Windows Laptops			11	?



TotalCare EAP
 Public Safety EAP
 Educators' EAP
 Higher Ed EAP
 HealthCare EAP
 Union AP

Counseling Help from Your EAP

If you're feeling overwhelmed by events lately, you aren't alone. Times are indeed tough. But remember, help is just a phone call away through your EAP, which has a variety of free, confidential counseling and support services available 24/7/365. Benefits are available to you and all eligible family members.

Get help for:



- Stress
- Loss & Grief
- Money & Debt Problems
- Relationship & Family Issues
- Elder & Child Care
- Legal Issues
- Health & Wellness
- Substance Abuse
- Much More!***



- ✓ All EAP counseling services start with a phone call, day or night.
- ✓ Experienced Masters and Ph.D. level clinical counselors provide immediate support.
- ✓ Often, you can resolve your issues just by talking to a counselor, but if not, they will refer you to video counseling or face-to-face counseling with a local counselor for additional help.
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That is why ESI is the only employee assistance provider to include an Employee Development Program as part of the EAP. This extra benefit adds online trainings and coaching programs from certified clinical coaches. Since its introduction in 2018, the ESI Employee Development Program has been helping participating employers improve productivity, develop supervisors and managers, and reduce overall turnover cost.

Now this program is even more effective. We have added over 8,000 online trainings to turbocharge the overall effectiveness of the program.

8,000+ Training Center Courses

1,000	HR Compliance Courses
400	Sales/Customer Service Courses
2,700	Business Skills Courses
900	Leadership/Management Courses
300	Information Technology
2,700	Software
700	Safety

Coaching Programs

- Personal Finances
- Budgeting
- Balancing Life at Work and at Home
- Resilience
- Effective Communication
- Home Purchasing
- Student Debt
- Yoga and Relaxation for Beginners
- Workplace Conflict
- Saving & Spending
- Basic Supervisory Skills
- Practical Aspects of Retirement
- Fitness
- Nutrition
- Weight Loss
- Stress
- Tobacco Cessation
- Drugs and Alcohol



TotalCare EAP
Public Safety EAP
Educators' EAP
Higher Ed EAP
HealthCare EAP
Union AP

Your EAP Benefits: One-on-One Personal & Professional Coaching

Your EAP offers exciting Peak Performance Coaching Benefits to help you grow and succeed both personally and professionally. Connect by phone for one-on-one coaching with ESI Masters and PhD level coaches. Plus, access online self-help resources and trainings. Best of all, these benefits are free for you and eligible family members!

Coaching is available in the following areas:

- ✓ **Certified Wellness Coaching** - lose weight, get fit, reduce stress, quit tobacco, and get nutrition help.
- ✓ **Certified Financial Coaching** - get help for budgeting, credit, debt, money management and more.
- ✓ **Balancing Life at Work and Home** - make the most of family life while learning to succeed at work.
- ✓ **Resilience** - recognize your personal strengths and improve resilience to face life challenges.
- ✓ **Effective Communication** - improve your interpersonal communication skills to be more effective.
- ✓ **Home Purchasing** - get help with the home buying process, credit and financing basics.
- ✓ **Student Debt** - learn about Federal Student Loan types, repayment plans, consolidation and more.
- ✓ **Yoga & Relaxation for Beginners** - get support and referrals to yoga, relaxation or meditation training programs.
- ✓ **Workplace Conflict** - improve interpersonal skills and learn methods for resolving conflict.
- ✓ **Retirement Coaching** - get help to address the practical and emotional aspects around retirement.
- ✓ **Succeeding as a Supervisor** - learn key management concepts and ways to develop and empower employees.

Plus, get online tools to support your goals:

- Access thousands of online videos, articles, calculators, self-assessments and other tools.
- Over 8,000 personal and professional trainings available in a variety of formats.
- Wellness tools and tips on diet, nutrition, fitness and smoking available in the Online Wellness Center.



To access a Coach, simply call 800.252.4555 and ask to speak to a Coach.

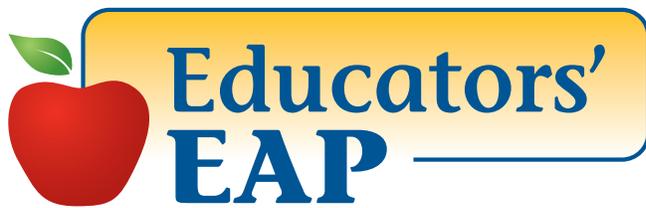


To access online support resources, simply login at www.theEAP.com.



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800.252.4555
www.theEAP.com



*More
benefits for educators.*



*More
services for administrators.*



*Better
results than any other EAP.*



The only EAP designed specifically for educators

Educators cope with unique on-the job stressors: budget cuts, students at risk, parental challenges and more.

In addition, one in five educators will face a significant personal problem this year. Family issues, debt, legal matters, child or elder care – problems serious enough to diminish their effectiveness at school.

Educators' EAP is the only EAP specifically designed for educators, with twice the number of solutions for personal problems and a targeted menu of benefits and resources addressing the unique professional issues they face.

Each year 20% of your staff suffers from a personal problem that inhibits productivity - theirs, yours, and all too often, that of their co-workers. It might be a child in trouble, an aging parent needing care, an unpaid debt, or a substance abuse problem. Whatever the source, the result is predictable: unplanned absence, work distraction, and diminished productivity.

We can help.

Educators' EAP offers a signature approach that distinguishes us from other EAPs.

We provide:

- An extensive menu of services for your employees to address their most pressing problems, as well as a broad array of life-enhancement benefits.
- Educator-specific resources, training, and tools on hot-button topics, such as parental issues, classroom management and budget boosters.
- A suite of management tools and resources for administrators and supervisors to help you to minimize, manage, contain, or prevent disruptive work force problems.



We offer your staff more

Educators' EAP offers the most comprehensive benefit package available. We start with all the traditional EAP counseling services designed to address significant life problems. We add Work/Life benefits to address the everyday problems involved in juggling work and family. And we go one step further to deliver an array of educator-specific resources and tools. Our benefits are designed to enhance quality of life for both your employees and their family members, too. Our EAP strongly enriches your existing benefit program.

We offer your supervisors more, too

You and your front-line supervisors need the tools and services to help deal with important compliance and liability issues. The 20% of your staff that will experience life problems account for most involuntary terminations. They file more workers' compensation claims, are absent more often, and incur more disability costs. We have redefined the EAP concept to include an entire menu of administrator-focused solutions to help you minimize costs and maximize productivity. Our EAP provides an important adjunct to your internal Human Resource staff.

Quality service, first and foremost

Delivering a premier level of service is our primary objective. To ensure this, we have developed the most rigorous quality assurance program of any EAP. The program includes concurrent review by a Clinical Director for all severe cases, a 24-hour problem resolution process, and comprehensive member satisfaction surveys. Our quality assurance program is a key reason why Educators' EAP can boast a member satisfaction rate of nearly 99% and a client retention rate that exceeds 97%.

Utilization

Traditional EAP

Educators' EAP

Educators' EAP serves 35% more employees than a traditional EAP.

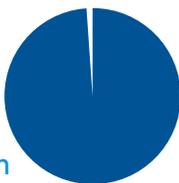
Quantity of Services

Traditional EAP

Educators' EAP

Our members receive 17% more services than with a traditional EAP.

Educators' EAP
Member Satisfaction



Almost 99% of staff who contact Educators' EAP are satisfied with the service they receive.

Educators' EAP employee benefits

solve problems and improve quality of life both on and off the job

Employee Assistance Counseling Benefits

When one of your staff is facing a significant personal problem, he or she can call for assistance at any time 24 hours a day, 7 days a week. Day or night, our lines are staffed by experienced counselors with a Master's or Ph.D. degree. And if a referral is needed, we have a provider network with over 25,000 counselors available. Some of the most common issues our counselors deal with are:

- Mental and behavioral health issues
- Alcohol and substance abuse
- Loss and grief
- Family violence
- Separation or divorce
- Stress management

Work/Life Counseling Benefits

With our Work/Life Counseling Benefits, your employees can access help and expert resources to address the challenges and concerns of daily living. Some of the most common Work/Life issues that our members face include:

- Child care and daycare
- Aging issues and elder care
- Health and wellness
- Legal problems and family law
- Debt and debt restructuring
- Financial planning
- Education and tuition planning
- Real estate and tenant/landlord concerns
- Estate planning, probate, and wills

Educator Resource Centers

Our online Resource Centers offer educator-specific tools, links, and articles on hot-button issues, challenges and opportunities facing you and your students. These include:

- Budget boosters for educators: Money-saving tools and tips
- Parental challenges
- Social networking for educators
- Managing the classroom
- Cyber-Safety Resource Center

Information Resource Benefits

Those who prefer a "self-help" option can visit **www.EducatorsEAP.com** to access resources on thousands of topics, or can call our 800 number to have information mailed within 48 hours. Topics include:

- Wills and other legal templates
- Home ownership and mortgages
- Cancer, diabetes, and other illnesses
- Taxes and the IRS
- Consumer rights and resources

Personal Development and Training

To help employees balance work, life, and career objectives, we offer more than 50 online training modules to develop skills in a host of work and life areas. A sampling of these tutorials includes:

- Achieving personal goals
- Managing stress
- Avoiding burnout
- Time management
- Recognizing and managing anger

Wellness Center

The Wellness Center is a comprehensive resource to create an individual or organization-wide wellness program. At the core of the program is an online individual health risk assessment. Members who take the assessment can then access hundreds of wellness articles and videos, locate training materials, and receive a complete nutrition assessment.

Lifestyle Benefits

By harnessing the aggregate power of hundreds of thousands of members, we negotiate special rates and discounts that we pass on to our members and their families to help them access programs and services designed to enhance their quality of life. Some of the benefits that we offer include:

- Fitness programs
- Weight loss
- Smoking cessation programs
- Retirement and college savings planning

Adoption and Special Needs

This benefit offers important family and child care programs. Adoption counseling includes consultation with an experienced adoption counselor, a MSW Social Worker, who assists the employee through the various stages and types of adoptions. Members receive our Adoption Guide. Counselors offer referrals to adoption agencies and adoption support organizations.

We also offer assistance to members who have children with a broad range of special needs, such as autism, physical disabilities, developmental disabilities, diabetes, and language disorders, to name but a few. Our counselors will conduct a needs assessment, discuss the pertinent options, and make referrals to community resources.

*All employee benefits are just
a phone call or a click away...*



www.EducatorsEAP.com

All employees - and any members of their immediate family - are entitled to telephone counseling services 24 hours a day, 7 days a week. And when members call, experienced counselors - not call center staff - provide immediate help.

Our counselors are the industry's best. To qualify, a counselor must have either a Master's or Ph.D. degree in a counseling discipline and a minimum of five years of clinical experience. Our counselors are also characterized by a caring and empathetic approach and commitment to excellent service.

For face-to-face counseling, a member is referred to a local counselor for additional help. We've built a referral network of more than 25,000 private practice providers located throughout the U.S. and Canada to supplement our proprietary counseling services. In addition, our www.EducatorsEAP.com web site is available day and night, offering private access to thousands of articles, assessments, videos, and information resources.

Educators' EAP administrator services *are designed to minimize costs and maximize productivity*

While most EAPs focus on employee services, we strongly believe that helping your employees is only one part of the equation. We have redefined the EAP concept to include an entire menu of administrator-focused solutions to help you improve productivity and deal with important compliance issues. Educators' EAP is the only EAP to offer this menu of HR tools and resources designed to minimize costs and maximize productivity.

HR Consultation

When complex staff issues arise, we provide direct access to our human resource consultants and clinicians. Certified Senior Professionals in Human Resources (SPHR) and senior clinical counselors provide assistance on individual personnel issues.

Administrative Referral Program

The Administrative Referral is a formal process to address unacceptable staff performance and document remedial actions. When a supervisor is confronted with an employee performance problem, your Human Resource Department can refer the employee to a case manager for counseling. Employers who utilize this program find that most employees can be restored.

Trauma Response Service

In the event your organization experiences a serious traumatic event, a trained response team is available. We provide on-site intervention by a senior counselor with special expertise in dealing with traumatic events.





Educators' Compliance and Professional Training Academy

Educators' EAP is the only EAP to offer a complete curriculum of online compliance and management training programs. Our Academy includes dozens of trainings and tutorials covering the full range of employee compliance issues, critical employment practice issues, and management training. Staff can log on to the web site and take courses whenever they wish.

Educators' EAP provides an important adjunct to your internal Human Resources staff

Some of these compliance courses include Violence in the Workplace, Sexual Harassment and Blood Borne Pathogens training. Administrators can sharpen their management skills with courses in such topics as Coaching Skills, Team Building, Problem Solving, Leadership and Stress Reduction.

All online courses can be taken at no charge. For an additional fee, Educators' EAP professional trainers are available to conduct custom on-site or web-conference training programs for managers and supervisors on the key human resource issues.

www.EducatorsEAP.com

Drug Free Workplace and DOT Compliance Programs

Most employers recognize the value of maintaining a drug free workplace. Drug Free Workplace compliance requires creating a Drug Free Workplace policy, conducting drug and alcohol awareness training, and offering treatment options for employees abusing drugs in the workplace. Our consultants guide and assist in the development of a comprehensive program.

The Omnibus Transportation Testing Act mandates alcohol and drug testing for "safety-sensitive" employees, such as school bus drivers. Our entire program is available to individual schools or school districts, via the Internet, where employers have access to up-to-date policies and procedures. There are links to all necessary resources, including drug testing sites and substance abuse professionals. In addition, we include the online training programs needed to ensure that managers and supervisors meet federal training requirements.





*More benefits for educators.
More services for administrators.
Better results than any other EAP.*

1-800-535-4841

www.EducatorsEAP.com

Your EAP Benefit Summary

For Employees and Family Members

Each of us encounters personal problems from time to time. And that is why we partner with ESI EAP to provide you with the best possible solutions for issues you or one of your family members may face. Your EAP is here to help.



THE FOLLOWING FREE BENEFITS ARE AVAILABLE.

> COUNSELING BENEFITS

Help from experienced Masters or Ph.D. level counselors for personal issues such as: relationships/ family, depression/anxiety, grief and more.

> PEAK PERFORMANCE COACHING

Personal and professional coaching is available from senior-level ESI coaches. Get one-to-one telephonic coaching and support, as well as online self-help resources and trainings.

> TRAINING AND PERSONAL DEVELOPMENT BENEFITS

Over 8,000 free online personal and professional development trainings in a variety of easy to use formats. Some of the topics covered are: debt, budgeting, communication, working remotely, stress management and emotional intelligence.

> SELF-HELP RESOURCES

Self-help Resources give you access to a collection of thousands of tools, videos, financial calculators and informative articles covering virtually every issue you might face, including adoption, relationships, legal, financial, cancer and more.

> WORK/LIFE BENEFITS

Assistance for financial, legal, and child & elder care.

> PERSONAL ASSISTANT

Help for everyday issues, including finding a local medical or dental provider, summer camp options and more.

> WELLNESS BENEFITS

Videos and resources to improve you and your family's overall health, including fitness, diet and tobacco cessation.

> LIFESTYLE SAVINGS BENEFIT

Includes thousands of discounts, rewards and perks in a variety of categories: Health & Wellness, Auto, Electronics, Apparel, Restaurants, Beauty & Spa, Flowers & Gifts, Sports & Fitness and more! Available benefits are accessible from ESI's Member website.

Contact the EAP toll-free at **1.800.252.4555**. All calls are **CONFIDENTIAL** and answered by a Masters or Ph.D. level counselor; your counselor will work with you on a plan beginning with the first call. Or go to **www.theEAP.com** and create a username and password.



www.theEAP.com | 1.800.252.4555

We're Here for You and Your Family Members!

Timestamp	Does the new EAP option	As Mrs. Thober shared at	Any other comments regarding the EAP you wish to share?
9/8/2022 9:47:58	Yes	Maybe	
9/8/2022 9:52:01	Yes	No	
9/8/2022 9:52:28	Maybe	Yes	
9/8/2022 10:02:05	No	No	
9/8/2022 10:03:18	Maybe	No	
9/8/2022 10:06:29	No	Maybe	
9/8/2022 10:10:25	No	Maybe	I am not great at using resources -- I wish I could be better with online programs! I already use
9/8/2022 11:12:10	Maybe	No	
9/8/2022 11:20:32	Yes	Maybe	
9/8/2022 11:39:51	Yes	No	
9/8/2022 11:47:56	Maybe	Yes	
9/8/2022 12:00:35	Yes	Yes	I thought the new EAP that was presented in staff meeting had some great options. I was unsure the cost to us or how that worked, but covering family, online availability of services, the range of services looked good to me.
9/8/2022 19:27:16	No	Maybe	
9/8/2022 21:10:13	Yes	Maybe	
9/9/2022 11:56:34	Yes	No	This program includes the whole family which I feel is a great opportunity to focus on all aspects of health for the whole family. The EHA program includes spouse on challenges, but it does not offer near what the EAP does, nor is there any 1-on-1 help/care.