

Board of Education Regular Meeting

Monday, April 10, 2023 7:30 PM

Minden High School Media Center, 543 West 5th, Minden, NE 68959-0301

Andy Craig: Present
Justin Glanzer: Present
Cody Krull: Present
Kevin Raun: Present
Darcie Reed: Present
Rusty Rhynalds: Present

1. Call to Order

1.a. Open Meetings Act is Posted

1.b. Mission Statement

1.c. Roll Call

1.d. Pledge of Allegiance

2. Public Comment

2.a. Presentation by Shelia Sanford

2.b. Public Comment

3. Consent Agenda

Action(s):

Motion to approve the Consent Agenda. This motion, made by Andy Craig and seconded by Justin Glanzer, Passed.

Voting Detail:

Andy Craig: Yea
Justin Glanzer: Yea
Cody Krull: Yea
Kevin Raun: Yea
Darcie Reed: Yea
Rusty Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

3.a. Consider Minutes from Prior Meeting

3.b. Consider Financial Reports

3.c. Consider Expenditures and Claims for Payment

4. Reports

4.a. Board Committees

4.b. Principals

4.c. Superintendent

5. Policy Review and Updates

5.a. Consider and Discuss Amendments to Policy 4019
Fair Labor Standards Act

6. Action Items

6.a. Consider, Discuss, and Take Action on Co-op
Agreement for Softball

Action(s) :

Motion to approve a co-op agreement for softball
with Holdrege Public Schools and Adams Central
Public Schools. This motion, made by Andy Craig
and seconded by Darcie Reed, Passed.

Voting Detail:

Andy Craig: Yea

Justin
Glanzer: Yea

Cody Krull: Yea

Kevin Raun: Yea

Darcie Reed: Yea

Rusty
Rhynalds: Yea

Voting Summary: Yea: 6, Nay: 0

7. Next Meeting

**8. Adjournment per Board President Action at 8:30
p.m.**

Board Secretary

**MINDEN PUBLIC SCHOOLS
BOARD OF EDUCATION
March 13, 2023**

The agenda for the March 13, 2023 meeting was posted at the United States Post Office in Minden, Minden Exchange Bank, First Bank and Trust Company, Kearney County Courthouse, and the Minden city office. Agendas were mailed to the United States Post Office in Upland and Heartwell. The agenda was posted in the superintendent's office and notice was published in the local paper.

The board meeting began at 7:00 pm with all board members present.

Motion by Raun and second by Craig to approve the consent agenda consisting of minutes from the February 13 and February 28 meetings, financial reports, and claims for payment. Roll call: Craig, aye; Glanzer, aye; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Craig and second by Glanzer to approve with regret the resignations of Hugo Madera and Connie Hansen at the end of the 2022-23 school year. Roll call: Craig, aye; Glanzer, aye; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Krull and second by Reed to approve the contracts of Sarah Rosno as 4-8 Art Teacher, Erin Lempka as 4th Grade Teacher, Betsy Olson as 6th Grade Teacher, and Ivey Zimmerman as 4-12 Vocal Teacher for the 2023-24 school year, pending background checks. Roll call: Craig, aye; Glanzer, aye; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Craig and second by Glanzer to approve the 2023-24 capacity limits for Policy 5006 Option Enrollment. Roll call: Craig, aye; Glanzer, aye; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

Motion by Glanzer and second by Krull to approve resolution to call a special election of the District on May 9, 2023, for the question of authorizing the issuance of \$29,500,000 in general obligation bonds of the District to pay the costs of construction and acquisition of a new elementary school building, authorizing the levy of taxes to pay the same, and related matters. Roll call: Craig, aye; Glanzer, aye; Krull, aye; Raun, aye; Reed, aye; Rhynalds, aye. Motion carried.

At 7:41 pm, the meeting was adjourned per Board President action.

Secretary, Board of Education

MINDEN PUBLIC SCHOOLS
TREASURER'S REPORT
March 31, 2023

SCHOOL BALANCE - February 28, 2023		\$112,736.66
Current Months Receipts		\$756,132.23
Transfers from Investments		\$300,000.00
Total Beginning Balance and Receipts		\$1,168,868.89
Less: Disbursements		\$933,466.49
Transfer to Investments		\$0.00
Total Disbursements		\$933,466.49
SCHOOL BALANCE - March 31, 2023		\$235,402.40
 BALANCE PER BANK STATEMENT - March 31, 2023		 \$235,660.08
Deposits In Transit		\$0.00
LESS : Outstanding Checks		\$257.68
RECONCILED BANK BALANCE - March 31, 2023		\$235,402.40
(Balance - March 31, 2022 = \$201,245.05)		
 GENERAL FUND INVESTMENTS		 \$1,668,312.25
Money Market Minden Exchange	\$676,366.56	0.45% demand
Money Market First Bank	\$991,945.69	2.41% demand
(Balance March 31, 2022 = \$2,326,889.14)		
 DEPRECIATION FUND INVESTED		 \$169,741.47
Money Market Minden Exchange Bank	\$122,603.03	0.45% demand
Money Market First Bank	\$47,133.25	1.83% demand
Checking Minden Exchange Bank	\$5.19	
(Balance March 31, 2022 = \$64,216.69)		
 BUILDING FUND		 \$1,288,333.99
Money Market Minden Exchange Bank	\$512,444.04	0.45% demand
Money Market First Bank	\$159,836.48	2.41% demand
NE Liquid Asset Fund - Building Fund	\$616,048.97	4.41% demand
Checking Minden Exchange Bank	\$4.50	
(Balance March 31, 2022 = \$724,262.15)		
 BOND FUND		 \$1,155,555.34
Money Market Minden Exchange Bank	\$547,467.62	0.45% demand
NE Liquid Asset Fund - Bond Fund	\$608,087.72	4.41% demand
(Balance March 31, 2022 = \$1,155,873.99)		
 LUNCH FUND		 \$56,423.87
Money Market First Bank	\$3,984.85	1.24% demand
Checking First Bank	\$52,439.02	
(Balance March 31, 2022 = \$180,030.19)		
 FUNDS PLEDGED FOR DEPOSITS		
Minden Exchange Bank	\$6,900,000.00	Plus 250M FDIC
First Bank	\$2,065,000.00	Plus 250M FDIC

Scott W. Johnson, Treasurer

MINDEN PUBLIC SCHOOLS
TREASURER'S REPORT SUPPLEMENT
ACCOUNT RECONCILIATIONS
March 31, 2023

Bank	Account #	Beginning Balance	Plus: Receipts	Plus/(Minus) Transfers	Minus: Expenditures	Ending/ Reconciled Balance	Previous Year Ending Balance
General Fund							
MEB	401505	\$112,736.66	\$756,132.23	\$300,000.00	\$933,466.49	\$235,402.40	\$201,245.05
MEB	601096	\$976,063.79	\$302.77	(\$300,000.00)	\$0.00	\$676,366.56	\$1,040,550.58
FB&T	801472	\$989,943.83	\$2,001.86	\$0.00	\$0.00	\$991,945.69	\$1,286,338.56
	Subtotal	\$2,078,744.28	\$758,436.86	\$0.00	\$933,466.49	\$1,903,714.65	\$2,528,134.19
Depreciation Fund							
MEB	401919	\$5.19	\$0.00	\$0.00	\$0.00	\$5.19	\$5.19
MEB	613109	\$122,556.19	\$46.84	\$0.00	\$0.00	\$122,603.03	\$17,240.17
FB&T	807982	\$47,060.52	\$72.73	\$0.00	\$0.00	\$47,133.25	\$46,971.33
	Subtotal	\$169,621.90	\$119.57	\$0.00	\$0.00	\$169,741.47	\$64,216.69
Building Fund							
MEB	106690	\$4.50	\$0.00	\$0.00	\$0.00	\$4.50	\$4.50
MEB	603209	\$457,815.62	\$54,628.42	\$0.00	\$0.00	\$512,444.04	\$551,036.59
FB&T	801407	\$159,513.91	\$322.57	\$0.00	\$0.00	\$159,836.48	\$159,008.44
NLAF	9300655	\$615,571.63	\$477.34	\$0.00	\$0.00	\$616,048.97	\$14,212.62
	Subtotal	\$1,232,905.66	\$55,428.33	\$0.00	\$0.00	\$1,288,333.99	\$724,262.15
Bond Fund							
MEB	620112	\$446,943.10	\$100,524.52	\$0.00	\$0.00	\$547,467.62	\$1,153,473.28
NLAF	9300692	\$606,708.11	\$1,379.61	\$0.00	\$0.00	\$608,087.72	\$2,400.71
	Subtotal	\$1,053,651.21	\$101,904.13	\$0.00	\$0.00	\$1,155,555.34	\$1,155,873.99
Lunch Fund							
FB&T	990119	\$44,876.71	\$50,579.37	\$10,000.00	\$53,017.06	\$52,439.02	\$101,115.71
FB&T	801399	\$13,976.62	\$8.23	(\$10,000.00)	\$0.00	\$3,984.85	\$78,914.48
	Subtotal	\$58,853.33	\$50,587.60	\$0.00	\$53,017.06	\$56,423.87	\$180,030.19
Grand Total		\$4,593,776.38	\$966,476.49	\$0.00	\$986,483.55	\$4,573,769.32	\$4,652,517.21

2022/23 Projections vs. Actuals for General Fund

As of March 31, 2023

Income

2022/23 Budgeted Income = \$11,861,077.78

Month	Projected Income	Actual Income	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$2,274,954.72	\$2,102,125.68	(\$172,829.04)	(\$172,829.04)
October	\$604,914.97	\$381,105.06	(\$223,809.91)	(\$396,638.95)
November	\$205,196.65	\$104,976.68	(\$100,219.97)	(\$496,858.92)
December	\$185,032.81	\$160,106.37	(\$24,926.44)	(\$521,785.36)
January	\$1,808,814.36	\$2,044,396.70	\$235,582.34	(\$286,203.02)
February	\$959,561.19	\$823,406.24	(\$136,154.95)	(\$422,357.97)
March	\$743,689.58	\$757,067.57	\$13,377.99	(\$408,979.98)
April	\$529,004.07			
May	\$3,075,577.47			
June	\$1,069,869.22			
July	\$188,591.14			
August	\$215,871.62			

Cash Flow

Month	Projected Cash Flow	Actual Cash Flow	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$1,062,480.12	\$935,527.49	(\$126,952.63)	(\$126,952.63)
October	(\$435,622.58)	(\$574,321.30)	(\$138,698.72)	(\$265,651.35)
November	(\$823,878.43)	(\$858,385.41)	(\$34,506.98)	(\$300,158.33)
December	(\$856,778.35)	(\$765,660.82)	\$91,117.53	(\$209,040.80)
January	\$767,003.20	\$1,155,534.84	\$388,531.64	\$179,490.84
February	(\$54,230.60)	(\$318,447.34)	(\$264,216.74)	(\$84,725.90)
March	(\$289,206.33)	(\$175,029.63)	\$114,176.70	\$29,450.80
April	(\$507,712.66)			
May	\$2,018,483.01			
June	(\$5,055.74)			
July	(\$836,663.12)			
August	(\$913,818.50)			

Expenses

2022/23 Budgeted Expenses = \$12,736,077.78

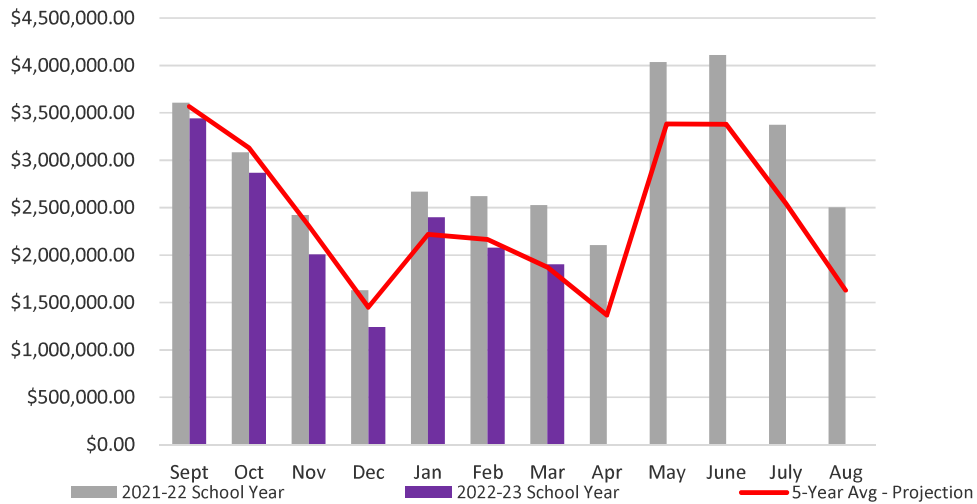
Month	Projected Expenses	Actual Expenses	Over/(Under) Projection	Running Balance Over/(Under) Projection
September	\$1,212,474.60	\$1,166,598.19	(\$45,876.41)	(\$45,876.41)
October	\$1,040,537.55	\$955,426.36	(\$85,111.19)	(\$130,987.60)
November	\$1,029,075.08	\$963,362.09	(\$65,712.99)	(\$196,700.59)
December	\$1,041,811.16	\$925,767.19	(\$116,043.97)	(\$312,744.56)
January	\$1,041,811.16	\$888,861.86	(\$152,949.30)	(\$465,693.86)
February	\$1,013,791.79	\$1,141,853.58	\$128,061.79	(\$337,632.07)
March	\$1,032,895.91	\$932,097.20	(\$100,798.71)	(\$438,430.78)
April	\$1,036,716.73			
May	\$1,057,094.46			
June	\$1,074,924.96			
July	\$1,025,254.26			
August	\$1,129,690.12			

General Fund Balance

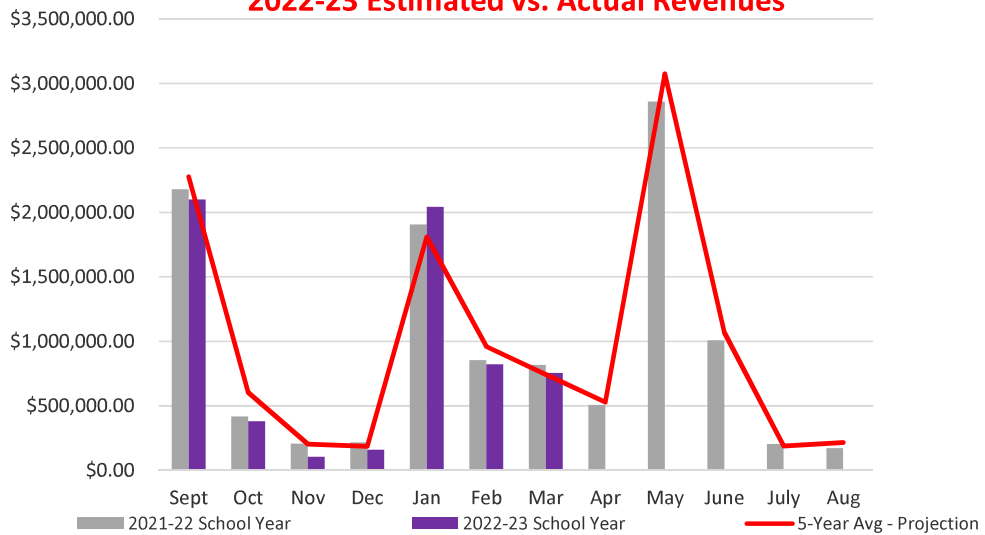
Beginning Reconciled GF Balance = \$2,504,496.82

Month	Projected GF Balance	Actual Reconciled GF Balance	Over/(Under) Projection
September	\$3,566,976.94	\$3,440,024.31	(\$126,952.63)
October	\$3,131,354.36	\$2,865,703.01	(\$265,651.35)
November	\$2,307,475.93	\$2,007,317.60	(\$300,158.33)
December	\$1,450,697.58	\$1,241,656.78	(\$209,040.80)
January	\$2,217,700.78	\$2,397,191.62	\$179,490.84
February	\$2,163,470.18	\$2,078,744.28	(\$84,725.90)
March	\$1,874,263.85	\$1,903,714.65	\$29,450.80
April	\$1,366,551.19		
May	\$3,385,034.20		
June	\$3,379,978.46		
July	\$2,543,315.34		
August	\$1,629,496.84		

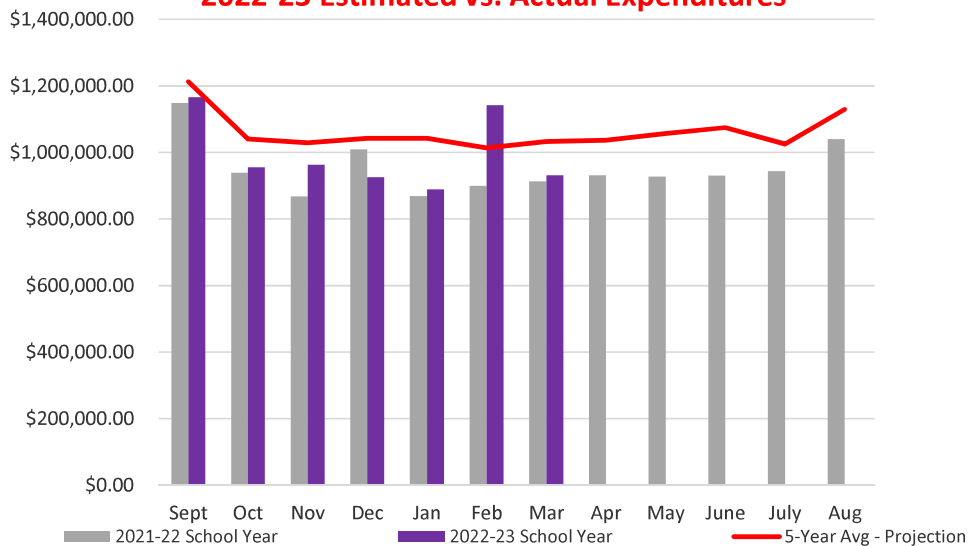
2022-23 Estimated vs. Actual General Fund Balance



2022-23 Estimated vs. Actual Revenues



2022-23 Estimated vs. Actual Expenditures



General Fund Expenditures

Account Description	Adopted Budget	Disbursed	Remaining Balance	Percent Spent
01100 - Regular Instruction	\$5,894,190.30	\$3,758,124.45	\$2,136,065.85	63.76%
01125 - Academic Intervention (Flex Funding)	\$95,156.21	\$62,270.37	\$32,885.84	65.44%
01200 - School Age SPED	\$1,232,846.57	\$730,553.38	\$502,293.19	59.26%
01291 - Preschool Age 3-5	\$15,184.18	\$5,066.76	\$10,117.42	33.37%
01292 - Preschool Age 0-2	\$100.00	\$0.00	\$100.00	0.00%
01300 - Summer School	\$21,244.67	\$563.91	\$20,680.76	2.65%
02120 - Guidance Counselor	\$345,576.70	\$220,278.40	\$125,298.30	63.74%
02130 - Health Services	\$76,640.59	\$50,598.89	\$26,041.70	66.02%
02141 - School Psychologist - School Age	\$73,381.56	\$48,840.23	\$24,541.33	66.56%
02151 - Speech Path & Deaf Ed	\$190,224.39	\$129,427.00	\$60,797.39	68.04%
02152 - Speech Path & Deaf Ed	\$800.00	\$0.00	\$800.00	0.00%
02161 - Occupational Therapy	\$41,000.00	\$23,955.00	\$17,045.00	58.43%
02171 - Physical Therapy	\$12,750.00	\$6,585.00	\$6,165.00	51.65%
02172 - Physical Therapy	\$500.00	\$735.00	(\$235.00)	147.00%
02173 - Physical Therapy	\$750.00	\$1,695.00	(\$945.00)	226.00%
02190 - Student Activities	\$172,817.83	\$123,249.35	\$49,568.48	71.32%
02211 - School Improvement	\$2,500.00	\$444.57	\$2,055.43	17.78%
02212 - Instruction & Curriculum Development	\$13,100.00	\$0.00	\$13,100.00	0.00%
02213 - Instructional Staff Training	\$0.00	\$7,284.38	(\$7,284.38)	
02220 - Media Center	\$266,724.50	\$169,672.75	\$97,051.75	63.61%
02230 - Technology Support	\$210,689.65	\$136,522.23	\$74,167.42	64.80%
02240 - Assessment Coordinator	\$17,874.57	\$6,916.01	\$10,958.56	38.69%
02310 - Board of Education	\$49,850.00	\$22,710.61	\$27,139.39	45.56%
02320 - Superintendent	\$304,209.46	\$203,434.16	\$100,775.30	66.87%
02330 - District Legal Services	\$50,000.00	\$13,928.52	\$36,071.48	27.86%
02410 - Principal	\$658,685.50	\$428,060.54	\$230,624.96	64.99%
02510 - Business Office	\$213,759.40	\$142,486.64	\$71,272.76	66.66%
02610 - Custodial	\$461,580.00	\$356,951.87	\$104,628.13	77.33%
02620 - Building Maintenance	\$913,529.88	\$434,292.97	\$479,236.91	47.54%
02630 - Grounds Maintenance	\$180,902.62	\$76,983.83	\$103,918.79	42.56%
02640 - Equipment Repair & Maintenance	\$23,294.89	\$12,937.07	\$10,357.82	55.54%
02650 - Non-Pupil Vehicle	\$5,250.00	\$8,207.54	(\$2,957.54)	156.33%
02660 - Security	\$41,000.00	\$360.00	\$40,640.00	0.88%
02670 - Safety	\$25,700.00	\$45,876.71	(\$20,176.71)	178.51%
02710 - School Bus Driving	\$312,680.01	\$131,010.33	\$181,669.68	41.90%
02712 - School Age SPED Driving	\$3,866.46	\$0.00	\$3,866.46	0.00%
02713 - Below Age 5 SPED Driving	\$15,403.00	\$6,158.13	\$9,244.87	39.98%
02730 - School Bus Driving Vehicle Maintenance	\$38,302.70	\$53,032.15	(\$14,729.45)	138.46%
02732 - School Age SPED Vehicle Maintenance	\$3,000.00	\$145.00	\$2,855.00	4.83%
03535 - High Ability Learners	\$46,148.17	\$28,368.88	\$17,779.29	61.47%
06200 - Title IA	\$144,015.00	\$102,964.93	\$41,050.07	71.50%
06406 - IDEA Preschool (619) Base Allocation	\$2,400.00	\$2,400.00	\$0.00	100.00%
06408 - IDEA Part B (611)	\$205,978.00	\$167,822.95	\$38,155.05	81.48%
06412 - IDEA Non-Public	\$3,582.97	\$2,043.00	\$1,539.97	57.02%
06421 - IDEA Part B (611) ARP	\$11,755.00	\$11,755.00	\$0.00	100.00%
06700 - Carl Perkins	\$0.00	\$914.20	(\$914.20)	
06998 - ESSER III	\$135,133.00	\$126,791.49	\$8,341.51	93.83%
08000 - Transfers (Outgoing)	\$202,000.00	\$129,400.00	\$72,600.00	64.06%
09000 - Reimbursed by Other Funds/Entities	\$0.00	\$3,085.51	(\$3,085.51)	
Total	\$12,736,077.78	\$7,994,904.71	\$4,741,173.07	62.77%

General Fund Revenues

Account Description	Adopted Budget	Received	Remaining Balance	Percent Received
01100 - Taxes Levied/Assessed	\$9,955,058.78	\$2,919,262.06	\$7,035,796.72	29.32%
01115 - Carline Taxes	\$3,500.00	\$0.00	\$3,500.00	0.00%
01120 - Public Power District Sales Tax	\$35,000.00	\$0.00	\$35,000.00	0.00%
01125 - Motor Vehicle Taxes	\$420,000.00	\$303,104.07	\$116,895.93	72.17%
01140 - Penalty & Interest on Delinquent Taxes	\$17,750.00	\$9,082.71	\$8,667.29	51.17%
01370 - Preschool Tuition and Fees	\$23,000.00	\$19,275.00	\$3,725.00	83.80%
01510 - Interest	\$5,000.00	\$7,498.52	(\$2,498.52)	149.97%
01910 - Rental of School Facilities & Equipment	\$8,000.00	\$4,750.00	\$3,250.00	59.38%
01911 - Local License Fees	\$3,750.00	\$26.34	\$3,723.66	0.70%
01920 - Contributions and Donations	\$35,000.00	\$1,200.00	\$33,800.00	3.43%
01921 - Police Court Fines	\$750.00	\$75.00	\$675.00	10.00%
01990 - Miscellaneous Local Revenue	\$300.00	\$0.00	\$300.00	0.00%
02110 - County Fines & License Fees	\$30,000.00	\$13,447.38	\$16,552.62	44.82%
03110 - State Aid	\$109,700.00	\$76,790.00	\$32,910.00	70.00%
03120 - Special Education - School Age	\$575,000.00	\$346,399.00	\$228,601.00	60.24%
03125 - SPED Transportation - School Age	\$2,000.00	\$0.00	\$2,000.00	0.00%
03130 - Homestead Exemption	\$0.00	\$19,410.98	(\$19,410.98)	
03131 - Property Tax Credit	\$0.00	\$381,567.19	(\$381,567.19)	
03166 - Flex Funding: School Age Support Services	\$0.00	\$39,705.00	(\$39,705.00)	
03180 - Pro-Rate Motor Vehicle	\$0.00	\$5,278.12	(\$5,278.12)	
03400 - State Apportionment	\$92,300.00	\$144,622.38	(\$52,322.38)	156.69%
03535 - High Ability Learners Payments	\$7,688.00	\$7,898.00	(\$210.00)	102.73%
04421 - IDEA Part B (611) ARP	\$11,755.00	\$0.00	\$11,755.00	0.00%
04505 - "ESSA Title I, Part A"	\$107,981.00	\$8,412.00	\$99,569.00	7.79%
04509 - "ESSA Title II, Part A"	\$26,034.00	\$0.00	\$26,034.00	0.00%
04516 - IDEA Preschool Base (619)	\$2,400.00	\$0.00	\$2,400.00	0.00%
04518 - IDEA Part B (611) Base & E-P Allocation	\$205,978.00	\$0.00	\$205,978.00	0.00%
04521 - IDEA Non-Public	\$3,500.00	\$0.00	\$3,500.00	0.00%
04525 - Carl Perkins Grant	\$2,000.00	\$914.20	\$1,085.80	45.71%
04708 - Medicaid in Public Schools (MIPS)	\$15,000.00	\$18,118.79	(\$3,118.79)	120.79%
04709 - Medicaid Administrative Activities (MAAPS)	\$15,000.00	\$10,465.80	\$4,534.20	69.77%
04998 - ESSER III	\$135,133.00	\$0.00	\$135,133.00	0.00%
05300 - Sale of Property	\$7,500.00	\$2,544.11	\$4,955.89	33.92%
05690 - Other Non-revenue Receipts	\$5,000.00	\$0.00	\$5,000.00	0.00%
Total	\$11,861,077.78	\$4,339,846.65	\$7,521,231.13	36.59%

Bank Statement Reconciliation

Description

Adjustment Date

Adjustment Amount

Minden High School

03/01/2023 through 03/31/2023

Bank Statement Reconciliation Summary

Statement Balance	\$ 368,258.71
- Outstanding checks	\$ 9,397.62
+ Outstanding Deposits	\$ 0.00
+ Outstanding Adjustments	\$ 0.00
- Outstanding Investment Transfers	\$ 0.00
Total	\$ 358,861.09
+ Investments	\$ 37,000.00
Book Balance	\$ 395,861.09

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
04/11/2023	3831	Ameritas Life Insurance Corp.	Ameritas Tsa	\$ 400.00
04/11/2023	3832	Ameritas Life Insurance Corp..	Vision Insurance	\$ 1,191.92
04/11/2023	3833	Blue Cross Blue Shield	Dental Insurance	\$ 714.75
04/11/2023	3833	Blue Cross Blue Shield	District Dental Insurance	\$ 190.79
04/11/2023	3833	Blue Cross Blue Shield	District HDHP Health Ins 2PT	\$ 3,867.51
04/11/2023	3833	Blue Cross Blue Shield	District HDHP Health Ins 9 Mo	\$ 2,643.68
04/11/2023	3833	Blue Cross Blue Shield	District HDHP Health Ins FAM	\$ 15,488.10
04/11/2023	3833	Blue Cross Blue Shield	District HDHP Health Ins SNG	\$ 1,258.70
04/11/2023	3833	Blue Cross Blue Shield	District Health Ins 2PT	\$ 32,936.20
04/11/2023	3833	Blue Cross Blue Shield	District Health Ins 9 Mo	\$ 11,069.98
04/11/2023	3833	Blue Cross Blue Shield	District Health Ins FAM	\$ 90,969.72
04/11/2023	3833	Blue Cross Blue Shield	District Health Ins SNG	\$ 5,827.20
04/11/2023	3833	Blue Cross Blue Shield	District Health Ins SPD	\$ 5,289.60
04/11/2023	3833	Blue Cross Blue Shield	District Health Ins Split	\$ 1,497.10
04/11/2023	3833	Blue Cross Blue Shield	Feba Bcbs Dental 2PT	\$ 714.12
04/11/2023	3833	Blue Cross Blue Shield	Feba Bcbs Dental FAM	\$ 1,530.93
04/11/2023	3833	Blue Cross Blue Shield	Feba Bcbs Dental SPD	\$ 75.21
04/11/2023	3834	Cavalry SPV I, LLC	Kearney County Court Cavalry	\$ 180.67
04/11/2023	3835	Fiduciary Trust Company	Flatwater Wealth TSA	\$ 1,000.00
04/11/2023	3836	Horace Mann Life Insurance Company	Horace Mann Life Insurance	\$ 1,175.00
04/11/2023	3837	Madison National Life Insurance Co., Inc.	Feba Life Insurance	\$ 255.65
04/11/2023	3837	Madison National Life Insurance Co., Inc.	Long-Term Disability	\$ 1,336.92
04/11/2023	3837	Madison National Life Insurance Co., Inc.	Term Life Policy	\$ 506.42
04/11/2023	3838	Minden Exchange Bank & Trust Co.	HSA Contribution	\$ 4,864.15
04/11/2023	3839	Minden Public Schools	District Court	\$ 495.00
04/11/2023	3839	Minden Public Schools	F/b Dependent Care	\$ 3,888.92
04/11/2023	3839	Minden Public Schools	F/b Medical Dental	\$ 3,997.53
04/11/2023	3839	Minden Public Schools	Increased Retirement Percent	\$ 13,943.67
04/11/2023	3839	Minden Public Schools	NE Retirement	\$ 94,611.31
04/11/2023	3840	Minden Public Schools.	Computer Lease Purchase	\$ 842.00
04/11/2023	3841	Mps Payroll	Federal Withholding	\$ 41,452.05
04/11/2023	3841	Mps Payroll	FICA	\$ 69,429.60
04/11/2023	3841	Mps Payroll	Medicare	\$ 16,237.42
04/11/2023	3842	Mps Payroll NE Income Tax	State Withholding - NE	\$ 18,943.83
04/11/2023	3843	Amazon Capital Services, Inc.	Building Maintenance Supplies	\$ 621.51
04/11/2023	3843	Amazon Capital Services, Inc.	Computer Technology Supplies	\$ 49.48
04/11/2023	3843	Amazon Capital Services, Inc.	Technology Supplies	\$ 570.80
04/11/2023	3844	Aurora Cooperative	Fuel	\$ 4,575.96
04/11/2023	3845	Black Hills Energy	Natural Gas	\$ 10,293.57
04/11/2023	3846	Century Link Long Distance	Telephone Services	\$ 5.97
04/11/2023	3847	CenturyLink - Regular Telephone	Telephone Service	\$ 482.32
04/11/2023	3848	City Of Minden	Utilities	\$ 15,876.30
04/11/2023	3849	Clearly Communications	Telephone Services	\$ 771.72
04/11/2023	3850	Communications Engineering, Inc.	MS/HS Intercom System	\$ 19,896.00

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
04/11/2023	3851	Cornerstone Electric	HS Electrical Repair	\$ 235.60
04/11/2023	3852	Cummins Sales and Service	HS Backup Generator Inspection & Service	\$ 688.66
04/11/2023	3853	D & M Security, Inc.	EAST Fire Alarm Monitoring	\$ 75.00
04/11/2023	3854	DAS State Accounting - Central Finance	Internet Service	\$ 304.96
04/11/2023	3855	Dollar General	HS Custodial Supplies	\$ 15.86
04/11/2023	3855	Dollar General	MS Custodial Supplies	\$ 18.20
04/11/2023	3856	Eakes Office Solutions	Custodial Supplies	\$ 1,984.18
04/11/2023	3857	Educational Service Unit #10	Power School Hosting Fees	\$ 277.92
04/11/2023	3858	Educational Service Unit #11	IP Switch & Testing Protocol	\$ 1,116.86
04/11/2023	3859	Elan Financial Services	HS Web/Cloud Based Software	\$ 5.00
04/11/2023	3859	Elan Financial Services	MS Repairs	\$ 206.80
04/11/2023	3860	Engineered Controls, Inc.	HS HVAC Repairs	\$ 1,010.00
04/11/2023	3860	Engineered Controls, Inc.	Service Contract	\$ 1,770.00
04/11/2023	3861	Family Physical Therapy & Sports Center, P.C.	OT/PT/SLP Services	\$ 6,855.00
04/11/2023	3862	Harris School Solutions	Business Office Software Renewals	\$ 18,587.61
04/11/2023	3863	Holmes Plumbing & Heating	East HVAC Repairs	\$ 49.00
04/11/2023	3864	Hometown Leasing	Copier & Printer Lease #22795217	\$ 3,900.00
04/11/2023	3865	Kearney County Health Services	Bus Driver Drug Testing	\$ 35.00
04/11/2023	3866	Kearney Winnelson Co.	Building Maintenance Supplies	\$ 935.00
04/11/2023	3867	Kevin Krull	External Review Team Lodging	\$ 444.57
04/11/2023	3868	Kully Pipe & Steel Supply	HS Building Supplies	\$ 78.94
04/11/2023	3869	Lampe's Clean Air Specialists	HS HVAC Filters	\$ 797.65
04/11/2023	3869	Lampe's Clean Air Specialists	MS HVAC Filters	\$ 630.70
04/11/2023	3870	Landmark Implement Carquest	Grounds Tire Repairs	\$ 3.58
04/11/2023	3871	Mackin Book Company	MS Library Books	\$ 34.32
04/11/2023	3872	Mason's Market	2nd Grade Supplies	\$ 68.40
04/11/2023	3872	Mason's Market	FCS Supplies	\$ 113.65
04/11/2023	3872	Mason's Market	HS Ag Supplies	\$ 30.08
04/11/2023	3872	Mason's Market	HS Life Skills Supplies	\$ 173.37
04/11/2023	3872	Mason's Market	Kindergarten Supplies	\$ 39.32
04/11/2023	3872	Mason's Market	Preschool Supplies	\$ 10.76
04/11/2023	3872	Mason's Market	Water Softener Salt	\$ 1,510.11
04/11/2023	3873	Matheson Tri-Gas, Inc.	HS Building Supplies	\$ 39.84
04/11/2023	3874	Mid-States Automation & Control, Inc.	East HVAC Repairs	\$ 387.50
04/11/2023	3874	Mid-States Automation & Control, Inc.	HS HVAC Repairs	\$ 3,837.50
04/11/2023	3875	Miller Body Shop	2019 Ford Edge Repair	\$ 594.00
04/11/2023	3876	Minden Hardware	Ag Class Supplies	\$ 21.98
04/11/2023	3876	Minden Hardware	Bus Barn Supplies	\$ 40.47
04/11/2023	3876	Minden Hardware	East Custodial Supplies	\$ 10.99
04/11/2023	3876	Minden Hardware	East Repairs	\$ 12.75
04/11/2023	3876	Minden Hardware	Grounds Repairs	\$ 29.76
04/11/2023	3876	Minden Hardware	Grounds Supplies	\$ 44.98
04/11/2023	3876	Minden Hardware	HS Building Repairs	\$ 20.47
04/11/2023	3876	Minden Hardware	HS Custodial Supplies	\$ 9.98

Checks For Payment Listing

Date	Check Number	Payee	Reason	Amount
04/11/2023	3877	Minden Lumber & Concrete	Grounds Supplies	\$ 48.96
04/11/2023	3878	Minden Office Supply	Business Office Supplies	\$ 18.44
04/11/2023	3878	Minden Office Supply	MS Supplies	\$ 127.94
04/11/2023	3878	Minden Office Supply	MS Technology Supplies	\$ 14.69
04/11/2023	3878	Minden Office Supply	Nursing Supplies	\$ 11.02
04/11/2023	3879	Mps Lunch Fund M.s.	Transfer to Lunch Fund	\$ 50,000.00
04/11/2023	3880	Mps Petty Cash	Postage	\$ 82.10
04/11/2023	3881	Napa Auto Parts	Grounds Supplies	\$ 47.98
04/11/2023	3881	Napa Auto Parts	Van 13V1 Maintenance	\$ 15.48
04/11/2023	3882	Omaha World Herald	Employment Advertising	\$ 2,377.00
04/11/2023	3883	One Source	Background Checks	\$ 19.00
04/11/2023	3884	Perry, Guthery, Haase & Gessford, P.C., L.L.O	Legal Fees	\$ 585.60
04/11/2023	3885	Presto-X Company	Pest Control Services	\$ 157.07
04/11/2023	3886	Protex Central, Inc.	HS/MS Fire Alarm Services	\$ 360.00
04/11/2023	3887	Rasmussen Mechanical Service	HS HVAC Repairs	\$ 9,956.02
04/11/2023	3888	Rutt's Heating & Air Conditioning, Inc.	East Building Repairs	\$ 8,157.00
04/11/2023	3889	Schindler Elevator Corporation	Elevator Maintenance Agreement	\$ 256.50
04/11/2023	3890	Scholastic, Inc. Education	MS Textbooks	\$ 194.89
04/11/2023	3891	Syndicate Publishing, LLC	Board Meeting Notice & Minutes	\$ 11.62
04/11/2023	3891	Syndicate Publishing, LLC	Special Election Notice & Minutes	\$ 90.16
04/11/2023	3892	University of Nebraska - Lincoln (ASD)	ASD Conference	\$ 215.00
04/11/2023	3893	USI, Inc.	East Supplies	\$ 129.03
04/11/2023	3894	Verizon Wireless	Wireless Hot Spot Data Plan	\$ 160.04
04/11/2023	3895	Village Uniform	East Mop & Mat Service	\$ 139.15
04/11/2023	3895	Village Uniform	HS Mop & Mat Service	\$ 428.64
04/11/2023	3895	Village Uniform	MS Mop & Mat Service	\$ 332.11
04/11/2023	3896	Widdifield, James T	March Reimbursement	\$ 324.52
04/11/2023	3897	William Macgill Co	Nursing Supplies	\$ 146.96
04/11/2023	3898	Woodward's Disposal Service, Inc.	Shredding Service	\$ 60.00
04/11/2023	3899	Wright Express Fleet Services	Fuel	\$ 1,774.67
04/11/2023	3900	Yanda's Music	HS Band Music	\$ 213.00
04/11/2023	EFT	Minden Exchange Bank - EFT	Direct Deposit Fees	\$ 34.60
Subtotal				\$ 625,514.79
Net Payroll - April 2023				\$ 395,423.45
Total General Fund Disbursements - April 2023				\$ 1,020,938.24

Secretary Kevin Raun

Lunch Fund Checks and Liabilities

Check Number	Date	Payee	Reason	Amount
EFT	3/13/2023	US Foods	Commodities	\$ 2,331.61
5860	3/13/2023	Dollar General	Lunch Room Supplies	\$ 22.30
5861	3/13/2023	LinPepCo Partnership	Beverages	\$ 707.75
5862	3/13/2023	Hiland Dairy	Milk Products	\$ 4,544.08
5863	3/13/2023	Cash-wa Distributing Co.	East Warmer Oven	\$ 3,995.00
5863	3/13/2023	Cash-wa Distributing Co.	Commodities	\$ 19,192.48
5864	3/13/2023	Mason's Market	Commodities	\$ 58.02
5865	3/13/2023	Minden Office Supply	Lunch Room Supplies	\$ 38.59
5866	3/13/2023	Village Uniform	Kitchen Rag and Apron Service	\$ 232.66
5867	3/13/2023	Wordware, Inc.	POS Software Renewal	\$ 2,284.48
391	4/11/2023	Ameritas Life Insurance Corp..	EE Vision Insurance Premiums	\$ 43.08
392	4/11/2023	Blue Cross Blue Shield	Health & Dental Insurance Premiums	\$ 5,213.03
393	4/11/2023	Madison National Life Insurance Co., Inc.	EE FEBA Life Insurance Premiums	\$ 8.35
393	4/11/2023	Madison National Life Insurance Co., Inc.	EE Life Insurance Premiums	\$ 10.48
393	4/11/2023	Madison National Life Insurance Co., Inc.	Long Term Disability	\$ 15.53
394	4/11/2023	Minden Public Schools	EE & ER Retirement Contributions	\$ 2,661.39
394	4/11/2023	Minden Public Schools	Employee FEBA - Medical/Dental	\$ 208.34
395	4/11/2023	Mps Payroll	EE & ER FICA, Medicare, & Federal Income Tax	\$ 2,604.91
396	4/11/2023	Mps Payroll NE Income Tax	EE Nebraska Income Tax Withholding	\$ 316.03
Subtotal				\$ 44,488.11
Net Payroll - April 2023				\$ 10,313.79
Total Lunch Fund Disbursements				\$ 54,801.90

Building Fund Liabilities

Check Number	Date	Payee	Reason	Amount
600	4/11/2023	CMBA Architects	New Elementary Pre-Bond Services-76.43% Complete	\$2,000.00
600	4/11/2023	CMBA Architects	New Elementary Pre-Bond Services-85.00% Complete	\$1,500.00
600	4/11/2023	CMBA Architects	Meal Costs	\$36.01
600	4/11/2023	CMBA Architects	Mileage/Travel Costs	\$281.44
Total Building Fund Disbursements - April 2023				\$3,817.45

Minden Public Schools
East Elementary/Minden Public Preschool
April 2023 Report to the Board of Education
Mrs. Sandy Pohl, Administrator

Preschool

Sara Anderson and Alyssa Schneider played an integral role during Week of the Young Child highlighting that “it is a time to recognize that children’s opportunities are our responsibilities and to commit ourselves to the promotion of excellence in early child learning”. Special activities were planned during the week for children to take part in such as Music Monday and Artsy Thursday. A special art show was also held at the Minden Opera House featuring artwork created by our youngsters. Mayor Evans visited the preschool to sign the official declaration of Week of the Young Child in Minden. Minden Public Preschool is accepting applications for the 2023-2024 school year. As of April 1st, fifty families had requested to be added to the list to receive applications. These fifty families do not include students in special education or returning students from the 2022-2023 school year which take enrollment priority.

Kindergarten

Kindergarten registration was held on April 6th. Fifty incoming students were invited to meet the kindergarten teachers, learn about East Elementary’s routines and daily happenings, as well as fill out necessary paperwork to be enrolled. Kindergarten teachers will be meeting with daycare providers and preschool teachers in order to discuss transition plans for children beginning school in the fall.

In kindergarten, students recently completed a unit on colonial townspeople which lends itself to perfect timing for students to visit Pioneer Village. The field trip will be a culminating activity including a scavenger hunt designed by teachers. The scavenger hunt scenario features students pretending to bring goods from their farm in the country to town to sell and barter for needed items.

Third Grade

The ESU 11 annual Invention Convention was hosted at the Prairie Museum. Mrs. Rowley sponsored the students’ creative thinking, public speaking skills, and commitment to designing a unique invention. East Elementary is proud of the following award winners and all the dedicated participants.

1st Place and Overall 3rd Grade Winner: Trace Forster

1st Place: Amellia Crites and Brooklyn Johnson

2nd Place: Charlotte Winkler

3rd Place: Jarvis Lennemann

Other Participants: Gentry Oberg, Kinley Deitloff, Jax Aschenbrenner, Ashton Ellebrecht, Dominic Cervantes, Brooke Wragge, and Rylan Gant

Intervention Information: Report by Mrs. Annie Stott

East Elementary's mClass **Reading Intervention Program Rate of Improvement Data:**
Beginning vs Middle of the School Year Performance

While teaching the fundamental skill of reading is NOT new to the teachers of East Elementary, teaching the fundamental skill of reading with immediate access to a detailed understanding of each student's foundational literacy skillset *is* a new advancement.

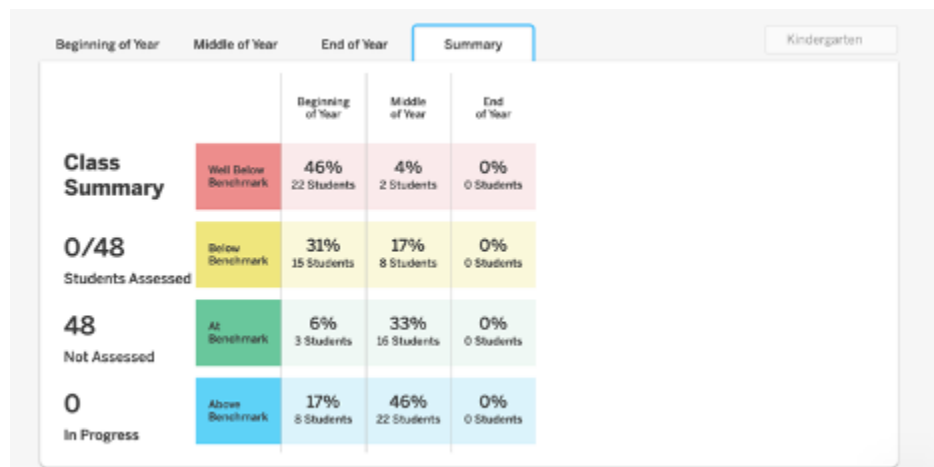
Due to DIBELS being one of the most widely used universal screening tools for the area of reading, the normative data (i.e. information that is used to create the cut scores / decision rules) is not only relevant to each grade level K-6, it is also highly applicable to responding to the strategic instructional needs for our students who perform at *all* levels of reading ability. Data is easily gathered during a one-on-one format, by use of any electronic device (i.e. iPad, tablet, phone computer, etc.). Each student, at each grade level, is then placed within four color-coded performance bands, constructed by research-based cut scores. Data can be displayed in several different ways – by specific performance band, by individual classroom/teacher, or by whole grade levels.

While the primary focus was to ensure teachers were using data to guide instructional decisions for our students who were performing below benchmark standards (yellow and red), we have expanded our instructional efficacy to include specialized instruction to our students who are performing at grade-level standards (green) and above (blue). **It was very important to our teachers that, to align with our school improvement goal, all students were making measurable progress in the area of reading.** Additionally, we wanted to monitor and support students who performed at the lower edges of our benchmark/grade level standards – to ensure their rate of growth was maintained instead of strained.

As grade level teams examined their mClass assessment data, they looked at what was going well, as well as, identified if there were any specific skills that needed more instructional support. We were able to weed out if the entire class would benefit from additional instruction versus only a small group of students. When viewing each grade level's data, it was easily apparent that we had a mixed group of needs. While some children were struggling with decoding/blending sounds, some needed support in the area of sight word recognition, some needed support in the area of reading fluency, while some needed to develop their comprehension skills. Although it's pretty easy to be mesmerized with the instant access to

simply viewing the literacy data – the best part is actually gaining access to the “prescription for improvement.” In a world where we already know that our teachers are investing every minute into being the best instructors they can be, **the intervention portion of this platform is where the magic lives.**

Once the data is gathered, the next step is to click of the “intervention” tab...this program then analyzes the data, groups the students into small groups of 3-6, and **then writes the 10-day lesson plan that is tightly aligned to our students’ needs.** On day 8, all intervention students are given a short assessment to recalibrate the next lesson plan. Although nothing is ever truly “effortless” – this intervention program permits teachers to put each student first, and puts the paperwork second. Our connection to each student continues to be paramount.



This chart shows data collected from our entire kindergarten class. At the beginning of the year, we found that an overwhelming 77% of our kindergarteners fell below benchmark standards in the area of reading. When the DIBELS data was compared to the MAP data that was collected shortly after, it was found that only 28% fell below benchmark standards according to MAP data standards. While it would have been easier to use the MAP data, we chose to use the DIBELS data so that we could be more “diagnostic” with our reading instruction. Two factors that are thought to have significantly contributed to the discrepancy between DIBELS vs MAP data were: 1) the element of time (DIBELS is restricted to short one-minute assessments whereas MAP does not have a time restriction), as well as, 2) being unsure how to answer questions the students had never heard before.

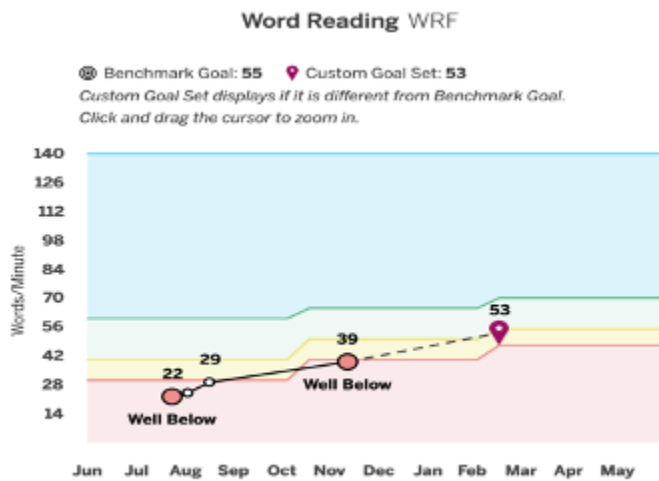
		Beginning of Year	Middle of Year	End of Year	
Class Summary		Well Below Benchmark	33% 15 Students	20% 9 Students	0% 0 Students
0/46 Students Assessed	Below Benchmark	22% 10 Students	28% 13 Students	0% 0 Students	
46 Not Assessed	At Benchmark	26% 12 Students	35% 16 Students	0% 0 Students	
0 In Progress	Above Benchmark	20% 9 Students	17% 8 Students	0% 0 Students	

		Beginning of Year	Middle of Year	End of Year	
Class Summary		Well Below Benchmark	33% 18 Students	24% 13 Students	0% 0 Students
0/54 Students Assessed	Below Benchmark	13% 7 Students	11% 6 Students	0% 0 Students	
54 Not Assessed	At Benchmark	28% 15 Students	33% 18 Students	0% 0 Students	
0 In Progress	Above Benchmark	26% 14 Students	31% 17 Students	0% 0 Students	

		Beginning of Year	Middle of Year	End of Year	
Class Summary		Well Below Benchmark	20% 8 Students	22% 9 Students	0% 0 Students
0/41 Students Assessed	Below Benchmark	12% 5 Students	12% 5 Students	0% 0 Students	
41 Not Assessed	At Benchmark	46% 19 Students	34% 14 Students	0% 0 Students	
0 In Progress	Above Benchmark	22% 9 Students	32% 13 Students	0% 0 Students	

Below, you'll find an example of how we are monitoring student progress. The colors on this graph align with the colored risk indicators found in the charts above. Although this student is performing in the well-below average range – we are still celebrating his progress! This type of

graph has been incredibly helpful when talking with parents about how their student is performing and how we are making strategic adjustments to help him improve his reading skills.



Our End of the Year (EOY) benchmark will begin on the Tuesday we come back from Easter break. Our teachers are eager to collect this extra data point and to end our school year strong! We are also excited to be able to carry this information on into next school year. Not only will it help our 3rd graders with their 4th grade transition, it will also help us to make informed decisions when creating class rosters for next year.

**Minden Public Schools
C.L. Jones Middle School
April 2023**

**Report to the Board of Education
Mrs. Chelsey Jensen, Administrator**

The following information is a list of highlights at C.L. Jones Middle School:

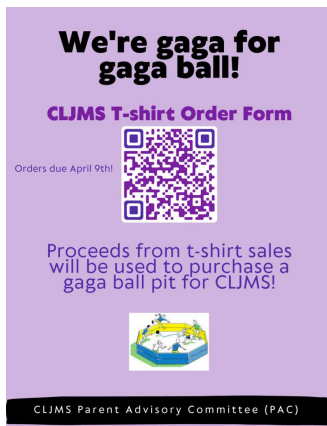
Whippet of the Month Awards-

The C.L. Jones Middle School staff nominates students that demonstrate outstanding character, behavior, and commitment to academic progress. These students were presented with a certificate of achievement and a Pizza Hut gift certificate for their hard work. Congratulations to Grayden Forster, Dallas Jorgensen, Harper Schilling, Drake Noetzelman, Sebastyan Sharkey, Stella Birkestrand, Jurzeeh Lennemann, Adelyn Whitten, Lindsey Foth, Bailee Fries, Luz Lopez, Charlize Eden.



Parent Advisory Committee Fundraiser-

The CLJMS PAC is selling tshirts to raise money for gaga ball pits for the CLJMS recess area. Tshirt orders are due April 9th. See the flyer below for ordering information.



Invention Convention-

Congratulations to Mrs. Rowley and the Invention Convention participants:

4th Grade

1st Place: Kinley Strong; Marissa Ramon

2nd Place: Samantha Jorgensen; Blakeleigh Harsin

2nd Place: Braxton Thull; Gage Seiler

3rd Place: Eli Kuehn; Brayden Dornhoff

Other Participants: Tehya Toline, Eliana Petty, Mason Strong, Jordan Cervantes, Angelina Araujo, Griff McCroden, Colten Johnson, Brylee Pearson, Dallas Jorgensen, Zoey Martinez, MaeLeigh Crowell, Josie Graham

5th Grade

1st Place: Laci Loseke; Zoe Sexton

2nd Place: Chloe Faz; Addie Jordan

3rd Place: Taya Tomsen

3rd Place: Camdon Schmidt; Huntley Oberg

Other Participants: Kinsey Morey, Wyndser Lupkes, Mckenzie Reith, Laynee Joyce, Charley Eden, Reagan Carey, Brantley Wright, Jaxon Sulzle, Mason Schwenka, Isaak VanPool, Lance Monter

6th Grade

1st Place and Overall 6th Grade Winner: Josa Ciemnoczowski; Katherine Marshall

1st Place: Luke Livingston

Other Participants: Tynlie Struss, Kaylie Lawless, Brinley Pohl, Ella Warburton, Corbyn Clarke, Owen Hostetter, Macy Jorgensen, Olivia Armstrong, Hallie Hartman, McKinley Segelke, Tatum Graham

7th Grade

2nd Place: Faith Carr

Kearney County Spelling Bee-

We were fortunate enough to reschedule our Kearney County Spelling Bee on March 14, 2023. Thank you, Mrs. Christensen for coordinating this event for our students. Congratulations to the following spelling bee winners:

4th Grade- Julia Grant-2nd, Dallas Jorgensen-3rd

5th Grade- Lexie Anderson-1st, Laynee Joyce-2nd, Alexis Carson-3rd

6th Grade- Reed Morlang-2nd

7th Grade- Madalyn Morey- 3rd

CLJMS Carnival-

Student Council held the middle school carnival on March 24, 2023 in the C.L. Jones Middle School gym. Each grade level was assigned a time to participate in the carnival games and face painting. Student Council members and Mr. Nichols did a fantastic job coordinating the events for the day and fun was had by all. Thank you to Mason's supermarket and Student Council families for their donations of beverages and popsicles!



CLJMS Movie Premier-

Our 7th and 8th grade Linguistics and Journalism students led the movie premier on March 14, 2023 in the high school theater. Thank you Mrs. Maulsby and the 7th/8th grade students for their hardwork on the movie and coordinating an evening of fun!

C.L. Jones Middle School Presents:



Tuesday, March 14, 2023

Minden High School Commons Area 6:15 pm - 7:15 pm	Minden Public Schools Auditorium 7:15 pm
Kid Carpet Photos, Snacks, KidZone Teammates Booth (facepainting)	"Night at the School" Short Film created by Journalism 8
Free Will Donation for Entry	"Battle of the Generations" Infomercial created by Journalism 7
VIP Room Access (Kaffe at 6:45 pm) \$1 per ticket, \$5 for 6 tickets	Intermission Kafes
Formal attire is requested, not required	"Nights at the School" Kaffe 2023-2024 Family Activities Pass
Social Media Posts #nightattheschool	"Night Away from School" Kaffe 450 Movie Theater Giftcard, 450 Alley Kase Giftcard

It's time to remember what it's like to be a kid.

Summer School-

Students in grades 4-8th grade at CLJMS and upcoming 4th graders are welcome to participate in our summer enrichment program from June 5-June 29th from 8:30-11:30am. Students interested in attending may get enrollment forms at the CLJMS office. We are looking forward to a summer of learning!

C.L. Jones Middle School
Summer Enrichment Learning Program 2023
Registration Form

Student Name: _____

Grade level currently for 2023-2024 School Year: _____

Parent/ Guardian Name: _____

Address: _____

Parent telephone:
(H) _____ (C) _____ (W) _____

This program is at no cost for participants. Registration is open to all students currently in grades 4-8 at C.L. Jones Middle School.

June 5 - June 29
Monday - Thursday
8:30 - 11:30am
C.L. Jones Middle School

Please return this completed registration form to your child's homeroom teacher or the C.L. Jones office by May 22, 2023.

C.L. Jones Middle School
520 West 3rd
Minden, NE
308-832-2338

Latina Youth Leadership Conference-

Mrs. Jacobsen and four students participated in the Latina Youth Leadership Conference on Monday, March 27, 2023 at the University of Nebraska- Kearney. The theme was “Poderosa”, or Powerful, in which students were able to attend workshops on women empowerment, self-defense, self-image, leadership and higher education.

Highlights from Mr. Nichols (Middle School Library/Media Specialist-

☐ School board report 2023

Highlights of student work from Journalism 8 with Mrs. Maulsby:

OUR SCHOOL LUNCHES

Written by Parker H.

There are over 31 million school lunches provided daily to students in the United States. Here in Minden, we get most of our school food from wholesale suppliers, and sometimes it comes from Cashway. We get new lunch and breakfast ideas from students, the internet, going out to restaurants, or our staff comes up with them.

Sheila Sanford, our head chef, said, “I do like it when you guys come up and say ‘Can we have (...)?’ or if you guys have a new idea, you’ll let us know about it. It’s not always possible, but we give it some thought.”

Sanford also says that it is easier for her to provide lunch for middle school students, rather than for the elementary or high school levels. A website called Raising Children says children from 9 to 11 years old need and enjoy a wider variety of healthy foods from all the 5 food groups. They also said preteens should try for 2 servings of fruit, 5 servings of vegetables, 2-3 servings of dairy, 4-5 servings of grains, and 2 servings of lean meats, eggs, nuts, or seeds per day.

When asked about her job here in Minden, Sanford said, “I think we have a good group of students here at Minden, and I enjoy providing food for all you guys.”



MPS ELEMENTARY SCHOOL BOND

Written by Logan V.



Minden’s East Elementary was established in 1925. This makes the school almost 100 years old! With this information in mind, the Minden Public School District put together a committee of people with varying degrees of knowledge. They are working together to pass a

bond for a new elementary school as soon as possible.

When asked about the project, Mr. Widdifield said he is hoping a bond can pass in May and the building could be finished for the ‘26-‘27 school year. The project would consist of many small projects along with the construction of a new school. Widdifield wants to take over Park Street, remove the activities buildings, and connect the new school to CLJMS. He also plans on changing the middle school entrance to “add security” and “give it a new look.”

Although we could use a new school, it will cause an increase in taxes for landowners in and around town. After speaking to students, I’ve heard a lot of needs and excitement. Students feel East Elementary is outdated and too small for the growing town of Minden. Joining the schools will also reduce bussing, create a central location, and make district-wide activities easier for all three schools.



MINDEN PUBLIC SCHOOLS
ACTIVITIES/ATHLETIC DEPARTMENT
Jason Strong, Asst. Prin./Act. Dir.

622 W. 3rd Street
Minden, NE 68959-1598
308-832-2254 School
308-832-1892 Fax

April 2023 BOARD MEETING
ACTIVITY DIRECTOR REPORT

The spring activity season is off to a great start! We hosted a track/field dual with Kearney Catholic on March 23rd as well as a JV Invite on April 4th and this was the first time we were able to use our new automated timing system. While we are still working a few bugs out with the system, we are quickly realizing that the system will not only provide accurate times for our athletes but it will also speed up our track meets! We are very appreciative of the Booster Club providing the funding for this piece of equipment! Our next home track meet is the Marsh Beck Invite on April 14th. This meet is scheduled to start at 2:30pm and all students will be dismissed at 1:10pm on April 14th. The Boys golf team is also off to a great start on their season as they have competed in a dual with Adams Central on March 30th and a triangular at Kearney on April 4th. The boys golf team is at home for two meets in the next week including April 11th for a JV invite and on April 13th for a varsity quad. Both of the next two home golf meets will be held at Minden Country Club.

NSAA Academic All-State Honors for Winter Activities:

Wrestling: Brenna Bules, Amelia Jacobson, Daulton Kuehn, Cade Harsin
Basketball: Sloane Beck, Kinsie Land, Carter Harsin, Seth Hauserman
Speech: Gracie Lee, Evan Porter

Winter Sports Season Awards:

All SWC Girls Basketball: Mattie Kamery, Sloane Beck, Kinsie Land
All SWC Boys Basketball: Caden Bradley, Brycen Schwenka

The Speech coaching staff asked their participants how being involved with the speech program has impacted them at their recent end of the season banquet. The responses they got showed how important this program is to our school. Below are some of the responses from the kids:

Speech has shaped me into the person I am today. It has given me the chance to socialize not only with those within our school, but with an entirely different range of other schools. (Which is something you would not have caught me DEAD doing 4-even 3 years ago) Competing and interacting with opponents and friends has influenced the way that I talk, the way that I present myself towards others, and has given me the skills that I need to carefully articulate my feelings and opinions. It's been transformative for my confidence and self-esteem. I am more self aware now, I pick up on others feelings easier, and I can understand the different viewpoints that come from others. The multitude and VARIETY of events gave me the chance to speak about things that I was passionate about, and allowed me to hear others thoughts and opinions as well. It gave me a bigger view of the world. There's something so incredible about seeing a phenomenal speech being performed and appreciating the hard work and effort that went into it; knowing how long and difficult the journey had been up to that point. If I was given the opportunity to do one thing from high school again, it would be speech. It has benefited all of us not only as students, but as people. Now I can look people in the eyes without feeling so embarrassed. I can be content with what I am given and learn to grow stronger from it. I can stand up in front of others without becoming paralyzed.

And I can finally talk to a stranger and feel at least semi-confident with my ability to get out of my head and stay present in the conversation.

One of the main items I have been working on over the past couple of months is to determine the future of the Minden Softball Program. When I met with Coach Bloomfield after the 2022 season, she was concerned that there may not be enough girls to continue the program moving forward. It was because of those concerns that I asked her to have a meeting for all girls in grades 8-11 interested in playing softball next year to determine how many girls were interested. Coach Bloomfield had this meeting in December and reported back to me that there were 7 girls who indicated they were definitely playing softball next year. In addition to the 7 who were going to play, there were an additional 5 other girls who were on the fence about playing softball from the incoming freshman class. After getting this information, I met again with Coach Bloomfield to gain some input on how the program moves forward. Coach Bloomfield suggested that we explore coop options with other schools in order to sustain the program. The other option would have been to try and play a JV only schedule knowing that we may not have enough players to play any games at all. The decision that made the most sense to me was to explore the coop possibility. In my mind, joining a coop would increase the roster size for softball which would translate to more competitive and higher quality practices and in turn a more competitive product on the field. In addition, joining a coop would allow for separate junior varsity and varsity teams. This means that players could play at the appropriate level based upon their skills which is beneficial for their own skill development, their own confidence, and overall safety. It was because of the reasons above that I reached out to Holdrege and Adams Central who had started their softball coop for the 2022 season. Both schools were very receptive and excited at the possibility of Minden joining. Their current coaching staff has been supportive and are welcoming to our Minden softball players. I arranged a player and coach meeting as well as a parent meeting in March to allow our players and parents a chance to meet the coaches and ask questions about how this coop would work. The overall acceptance of this softball coop has been positive and I look forward to seeing how our softball program can grow through our partnership with Adams Central and Holdrege. While there are some details to work out, we have already started discussing certain logistics and scheduling!

The FCCLA group also traveled to Lincoln for the State Leadership Conference and it was an exciting event for everyone involved. Congratulations to Cadence Shrader and Addison Klabunde for placing first in Chapter Service Project as well as to Carmin Gramke for placing first in Fashion Design. These students have qualified for the national event this summer in Denver as well!

Another item that I have been working on is filling open coaching and sponsor positions for next school year. I am pleased to announce that we have had a great deal of success filling coaching positions and we currently only have a couple openings left. Currently, we have one open high school assistant track/field coach position as well as a potential assistant softball coach position for next year.

Jason Strong

Minden High School Board Report April 2023



Resource Transition Trip

Each year the high school resource students attend a transition workshop at the service unit. Each grade level has their own workshop. At the workshop, the students participate in activities that will be of importance to them as they transition through high school and into the workforce or post secondary education.

The senior resource students attended a transition workshop in February. The students started the day by completing a transition assessment (Life Skills Inventory) where they heard statements and were asked to rate themselves honestly. The categories were: Communication Skills, Stress Management Skills, Anger Management Skills, Money Management Skills, Time Management Skills, and Career Skills. Scores revealed which categories need more focus.

The students then looked at the cost of moving into an apartment. They learned that they have to pay deposits for utilities, connection fees, application fees, and twice the amount of rent they were expecting. They had to figure out how many months of work they would need before they could move into the apartment. The importance of saving money was stressed.

The students also participated in a Minimum Wage simulation. They were handed a paycheck and had to take it to the bank. They quickly realized that taxes make a big difference in the amount they take home. They were given realistic looking bills when they cashed their paycheck. There were due dates they had to meet and late fees to pay if those dates were not met. The businesses where they needed to pay bills would only take exact change, so they had to take their \$100 bills to the bank and tell them what bills they needed. Several students were noticing that they did not have enough money, so they tried to figure out what bills they could pay late, knowing they'd have a late fee. A loan at 29% interest was offered to students as they were seeing they did not have enough money. Only a few students entertained the idea. After the simulation was over, the students talked about some of the pieces of the simulation that stressed them out the most. It was mentioned that a minimum wage job is not a bad thing, but it is not somewhere to stay. Saving money was again mentioned.

The male students registered for the Selective Service if they had not already done so.

Submitted by -
Becky Mousel
11th-12th grade Resource Teacher

High School Business Department

The fourth quarter of the school year has gotten off to a great start with the high school business department and FBLA program. The business department is offering five different classes during the second semester. Personal Finance and Information Technology are required for all sophomores, while Accounting, Advanced Accounting, and Entrepreneurship are all elective classes for upperclassmen. Below is some information about what each class has been learning throughout the semester thus far.

Personal Finance

Students have covered six chapters thus far in personal finance which include:

1. Checking Accounts
 - a. In our checking accounts chapter, students learned how to open a checking account, what fees may come with a checking account, what a debit card is and how to use it, how to write a check, how to fill out a deposit slip, how to use an ATM, how to utilize online and mobile banking, and how to balance and reconcile a checking account.
2. Savings Accounts / How to Save Your Money
 - a. In our savings chapter, students learned how to open a savings account, why they should save up for purchases rather than take out debt, how to create an emergency fund, how to maximize interest to counteract inflation, the difference between compound and simple interest, and how to calculate their net worth.
3. Types of Debt
 - a. In our types of debt chapter, students learned about credit cards, mortgages, auto loans, student loans, and payday loans. They also learn how interest is calculated on a loan through an amortization table and how a lower interest rate and shorter term loan can save you money over the life of a loan.
4. How to Manage Debt
 - a. In our how to pay off debt chapter we discuss interest rates, terms of loans, credit reports, credit scores, and the debt-snowball vs. high interest rate method of paying off debt. We also brought in Connor Peterson and Nichole Hazen from First Bank & Trust to discuss these topics in more detail.
5. College / Career Readiness
 - a. In our college / career readiness chapter we discuss the cost of college, the difference between public and private schools as well as two-year vs. four-year schools, different programs of study and their earnings potential, students loans, how to fill out the FAFSA, and alternatives to college such as the military, apprenticeships, taking a gap year, or going straight into the workforce.
6. Budgeting
 - a. In our budgeting chapter students learn about different budgeting strategies and what items actually cost such as a mortgage, utilities, groceries, gas, cell phones, etc. All of this leads up to them creating their own realistic budget based on the median monthly wages of a career they would like to pursue one day.

Information Technology I

Students have been learning from the Nebraska Microsoft IT Initiative curriculum through the Microsoft Certification website www.testout.com. This curriculum is offered through the Nebraska Department of Education to schools that are accepted into the program. The program provides free TestOut licenses for schools that are selected, like Minden, and provides a curriculum for students to learn about Microsoft Word, Excel, and PowerPoint. In addition, the program provides free certification exams for Word, Excel, and PowerPoint. Students have completed all of the modules for Microsoft Word and Excel, and will now be working in Microsoft PowerPoint.

Within Microsoft Word students have learned basic editing, character formatting, paragraph formatting, managing text flow, creating tables, working with themes and styles, using illustrations and graphics, utilizing headers and footers, and how to create citations for a research paper.

Within Microsoft Excel students navigate their way through a spreadsheet, manage large sets of data, format cells, enter simple and advanced formulas and functions, and display data nicely using charts and tables.

Within Microsoft PowerPoint students learn how to create professional slideshow presentations that will keep their audience engaged. This is done by learning about formatting, design strategies, animations, transitions, pictures, tables, SmartArt, and much more.

Accounting

Students have covered 17 chapters thus far in Accounting. Some of the learning highlights through this school year have been:

- Learning the basic accounting equation and how to break accounts into three separate categories: assets, liabilities, and owner's equity
- Journalizing entries into debit and credit parts
- Posting transactions to specific ledger accounts and updating account balances
- Preparing payroll records
- How to handle accounts deemed uncollectible
- Preparing financial statements such as a balance sheet, income statement, and statement of stockholders equity.

Advanced Accounting

Students have covered 16 chapters thus far in Advanced Accounting. Some of the learning highlights through this school year have been:

- How to account for purchases, purchases returns and allowances, sales, and sales returns in allowance for a merchandising business with two separate departments.
- Completed different financial statements such as the Departmental Margin Statement, Income Statement with Departmental Margin, Statement of Stockholders Equity, Balance Sheet, and Statement of Cash Flows
- Inventory planning and valuing your merchandise
- Corporate accounting such as accounting for bonds, dividends, and specific financial reporting schedules
- Budgetary planning and job order costing

Entrepreneurship

Entrepreneurship is a hands-on class where students get to create a fictitious business of their own. The first part in creating their business is finding a problem that needs a solution. Some business ideas that students are currently working on include: a sports bar in Minden, a product that helps set your shower / bath to the perfect temperature, a movie theater in Minden, a weight training / fitness app, and a product to help people sleep better. A big part of the class is continuing to pitch your ideas to the class as a whole for continuous feedback. Students are encouraged to iterate their product from pitch to pitch and even pivot to another idea if needed. This all leads up to the end of the semester where students get to pitch their product in a mock "Shark Tank" to see whose idea has the most potential!

FBLA

Future Business Leaders of America just wrapped up competing at the Nebraska FBLA State Leadership Conference in Kearney on April 5th. 11 students attended the conference with each of them competing in five different events of their choice. Events include pre-judged projects that students complete prior to the conference, performance events at the conference, and objective tests at the conference. Our students had a great showing and we were proud to have seven students place in their events (Top 8) and one student get awarded an honorable mention in their event. We will have four students representing Minden High School at the National Leadership Conference this summer in Atlanta, GA (Levi Loseke, Riley Jensen, Mattie Kamery, and Addison Brown).

State Leadership Conference Awards:

Levi Loseke:

Mobile Application Development (1st Place)

Website Design (2nd Place)

Levi Loseke, Riley Jensen, & Mattie Kamery:

Network Design (2nd Place)

Addison Brown:

Introduction to Event Planning (2nd Place)

Meredith Johnson:

Introduction to Public Speaking (4th Place)

Nathan Althouse:

Impromptu Speaking (6th Place)

Introduction to Financial Math (7th Place)

Alex Johnson:

Accounting I (Honorable Mention)

High School Math Department Board Report, April 4th, 2023

The 2022-2023 school year is the first year for the high school math department to see the effects of the addition of Algebra 1 and Pre-Algebra into the middle school. We didn't see a very large increase in enrollment in the advanced track (2 went straight to Geometry and the other classes have similar enrollment numbers to the average year), however, we didn't expect one in this first year. What we have seen is a better Algebraic foundation being laid with the students who were accelerated in 8th grade. We have a greater number of students master concepts that typically cause students to struggle. Without a solid foundation, students get frustrated with the difficulty of learning math their junior and senior years and abandon their intentions to take four years of college preparatory math. The last four graduating classes have only had 62% of the students who start in Algebra 1 complete the fourth year of college preparatory math. Our hope is that this stronger foundation will increase the retention of students in the college preparatory track for the duration of high school.

There are not a lot of opportunities for students to showcase their math skills outside of the math classroom while in school. However, one highlight for the department came on March 27 when Mr. Swedberg took five students (Ashtian Nielsen, Mason Taylor, Titus Shelton, Luke Johnson, and Carson Wright) to Harvard's Math Day at Harvard High School for a series of math competitions. The first competition of the day was a written test that challenged the students' abilities to use deduction. The second was a fast math competition where a long order-of-operation problem was shown on a screen for only a few seconds and then it would go to the next problem. The last competition was a math quiz bowl double-elimination tournament where the teams were seeded based off of how the students did on the written and fast math competition. On the written test, Ashtian Nielsen had the highest overall score with Mason Taylor a close second. Both mathletes scored higher than the top score for past years. In the fast math competition, Mason Taylor also tied for the fifth highest score. In the quiz bowl, the team went undefeated to win the tournament with the closest competition coming in an 8 to 4 victory (15 questions per round). It was really exciting to take these very talented students to a competition where they get to have their skills acknowledged by people outside of the classroom. It is also encouraging for us as a staff to see our dedication to inductive and deductive reasoning over rote procedure pay off. Most schools at the competition have some kind of math club in which they practice for math competitions on a regular basis. Due to the ACT being administered the week before the competition, we don't practice outside of what we do within our classrooms. We strive to present and assess the state standards in such a way that students can successfully apply the concepts to challenging problems like they see at math competitions.

Savannah Brandt
Stephanie Crocker
Riley Swedberg



Mrs. Brandt's Classroom:

Pre-Algebra students are currently working on right triangles and real numbers. We began with learning the perfect squares and how square roots work. Then, we learned the relationship between the legs and hypotenuse of a right triangle and began using the Pythagorean Theorem to solve real world problems. We will finish out the unit, with the basics of Sine, Cosine, and Tangent.

Algebra 1B students started working with rational expressions and equations. They learned when to use cross multiplication and have started solving quadratic and linear equations in the same lesson.

Algebra II is currently working on advanced topics in algebra. They have graphed and solved rational functions and equations all in one week. Now that they have become proficient with their algebra skills, we can begin graphing more interesting shapes in the Conic Sections Unit.

Mrs. Crocker's Classroom:

General Math students have been working through a data unit. They have collected, analyzed and displayed data. We ended the unit with Frog Olympics, collecting data through three events (high jump, long jump, and triple jump), calculating measures of central tendency, and displaying our results.

Algebra 1a students are solving and graphing inequalities in one and two variables. We will end the year with an introduction to solving systems of equations, which is the first unit of Algebra 1b.

Applied Geometry students are currently calculating surface area and volume of figures. Throughout the year we have taken the geometry concepts and applied them to the real world such as architectural and interior designing, art, and nature (basalt columns, lines of symmetry, reflections, etc).

Geometry students are using trigonometric functions to solve triangles and applying their skills to real life situations. This great group of students love geometry so much that they could write you a formal proof (a written argument) of why writing proofs was their favorite unit of the year! (:

Mr. Swedberg's Classroom:

Mr. Swedberg's Pre-Calculus class has wrapped up all Trigonometry concepts and is now starting to be introduced into the basics of Calculus. The students were really challenged by the Trigonometry concepts as they require a level of deduction that is significantly higher than what they are used to. Students who are used to learning by memorizing procedures and then following the procedures are forced to learn using deduction as most parts of Trigonometry can not be simplified to set procedures. Most students handled this challenge very well and did not have to shift their style of thinking to be successful.

Mr. Swedberg's College Prep Math class also covers Trigonometry and it is still the focus every day. The students have really been challenged to use properties and identities to connect mathematical statements together. As their deductive skills improve, their attention is turned to applying the properties to real-life scenarios, such as the bearings of a plane being redirected by wind. The course will finish by covering advanced counting principles used in probability.

The Consumer Math class spent most of the first semester covering basic financial concepts in which the students were familiar (i.e. checking accounts, income, etc). However, the second semester

opens up a whole new world of finance that can really produce good class discussion and questions from the students. These topics include home ownership, insurance, and credit cards to name a few. These topics also provide opportunities for them to hear from guest speakers who have a lot of real world experience in the area. So far, a human resource administrator shared about benefit packages employers offer, a real-estate agent shared about all the things to consider with closing costs when buying a home, and an insurance agent shared about things to consider when purchasing vehicle insurance.

The 2022-2023 Algebra I class has been very encouraging for the future of the math department in Minden. The units on quadratic functions and rational expressions typically cause a lot of students to struggle. This year, however, a high majority of the students are understanding the concepts at a very high level. The likely reason for this improvement is that most students have been through these challenging units once and then were able to go back and clean up the foundational skills for the units during the first semester. With a stronger foundation, the students are able to learn at a higher rate with a higher level of success. (See pictures at the end of this report)

Art Club

Sixteen MHS Art Club students attended a trip to Omaha, Nebraska on March 24th. First, students took in glassblowing and pottery demonstrations at the Hot Shops. While at the Hot Shops, the group was given a tour and learned about being a working artist. Additionally, students learned about how the artists that rent studios at the Hot Shops work to afford to pursue their passions and how they price their art. The most important takeaway from our tour guide was that ideas are the most valuable thing students have. Next, the group had lunch together. Then, students went to Gallery 1516 and saw a contemporary quilt exhibition. The next stop on the trip was The Bemis Center for Contemporary Arts which featured an array of contemporary art and a collaborative exhibition. Lastly, students got to wrap up their trip with a treat at the Brownie Bar. Overall, it was an immersive experience where students got to view diverse artworks and learn more about career opportunities in the visual arts.

(See pictures at the end of this report)

Harvard Math Day

2023 Team



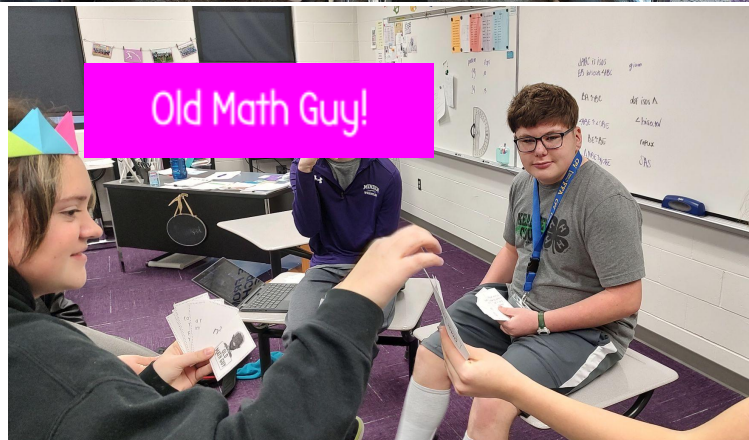
Ashtian Nielsen
1st Place Written Test

Mason Taylor:
2nd Place Written Test

Mason Taylor:
5th Place Fast Math



Check out some of the learning activities you will see happening in our math classes!



Art Club Trip



Click the link to
watch the short
clip!

[https://photos.
app.goo.gl/tbP
uMkM3YLSwRe
bq5](https://photos.app.goo.gl/tbPuMkM3YLSwRebq5)



Superintendent Report

Meeting: April Board Meeting

Date: 4/10/23

Mr. Widdifield

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Topics:

External Visit: We had an outstanding review by our external team. The external team could tell we do this together and take pride in what we do. I could not be more proud of our students, staff, administration, parents, community, and school board.

Government Relations: Jeremy and I will attend an NCSA legislative meeting on Wednesday. The discussions will be interesting. We could visit with Senator Halloran.

Reporting: We are starting the last round of reporting for this year. We will have several reports for NDE coming up this month and going into June.

Summer Projects: We are working on setting up summer projects. Thanks to the board for being proactive with these projects knowing that it will save us money by keeping our facilities and equipment in good condition.

Thank You: "Thank You" to the staff, administration, students, parents, board members, and foundation board members for helping us with our external review. We could not accomplish everything we do without the help of everyone in our district.

Personnel - All EmployeesFair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Sunday until 11:59 Saturday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in lieu of overtime pay may be implemented in accordance with law through July 31, 2023. After July 31, 2023, all overtime will be paid in the form of financial compensation. Up to 40 hours of compensatory time in an employee's balance earned as of August 1, 2023, may be converted to additional vacation time and added to the employee's vacation leave balance. This additional vacation leave is subject to any and all carryover restrictions in place at the time of conversion. Any hours in excess of 40 hours will be paid to the employee at their current hourly rate of pay. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made, and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay for a partial day or a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from the pay of a partial day or of a full day or more will be made for absences for illness, injury, or personal reasons when accrued leave is not used or not available and for absences due to any budget-required furlough.

Legal Reference: Fair Labor Standards Act, 29 U.S.C. Sec. 201 et seq.
29 CFR Sections 541.303; 541.602; 541.603; 541.710; 553.20-.28; and
771.105

Date of Adoption: May 12, 2008

Date Reaffirmed: June 14, 2021