

MINUTES OF THE REGULAR MEETING OF THE BOARD OF  
EDUCATION, SCHOOL DISTRICT #22, CASS COUNTY,  
WEEPING WATER, NEBRASKA  
April 20, 2020

President Adam DeMike called the meeting to order at 7:00 PM in the Weeping Water Public School virtual meeting.

Board members attendance at roll call were **Present:** Haley Dehne, Adam DeMike, Shawn Hammons, Brandon Nash, Mark Rathe, **Absent:** Jason Brack.

Respectfully submitted,

---

Board Secretary

1. AGENDA - The April BOE meeting will be done virtually due to COVID-19. The public can access the meeting by going to <https://www.facebook.com/weepingwaterps/live/>

**Present:** Haley Dehne, Adam DeMike, Shawn Hammons, Brandon Nash, Mark Rathe,  
**Absent:** Jason Brack.

a. Call the meeting to order

b. Roll Call

Also present were Superintendent Kevin Reiman, Secondary Principal Dr. Tiffanie Welte, Elementary Principal Bristol Wenzl, Asst. Principal/AD Mike Barrett.

c. Acknowledgement of Nebraska Open Meetings Act posted

The Board President acknowledged the posting of the Nebraska Meetings Act. It can be found at <https://ago.nebraska.gov/open-meetings>

d. Excuse absent board members

Shawn Hammons moved to approve the absence of board member Jason Brack. Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea

Yea: 5, Nay: 0, Absent: 1

e. Verify meeting publication

Haley Dehne moved to approve the meeting publication Shawn Hammons seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea

Yea: 5, Nay: 0, Absent: 1

f. Approval of consent agenda

Brandon Nash moved to approve the consent agenda, which includes the minutes of the last regular meeting, financial report and payment of general funds bills- Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

a. Approval of previous meetings minutes

b. Financial Reports

c. Payment of Bills

d. Next regular meeting date - May 18, 2020. At this time, there is a Directed Health Measure (DHM) limiting groups to 10 or less through May 31, 2020. Unless that DHM changes, the May board meeting will be done virtually and broadcast of the school's Facebook Page.

2. Communications

3. Action Items

a. Discuss, consider, and take all necessary action to accept the resignation of Paul Dewey

Shawn Hammons moved to accept the resignation of Paul Dewey effective the end of the 2019/2020 school year Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

b. Discuss, consider, and take all necessary action to accept the resignation of Quentin Coatney

Shawn Hammons moved to accept the resignation of Quentin Coatney effective the end of the 2019/2020 school year. Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

c. Discuss, consider, and take all necessary action to accept the resignation of Annise York

Brandon Nash moved to accept the resignation of Annise York effective the end of the 2019/2020 school year. Shawn Hammons seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

d. Discuss, consider, and take all necessary action to offer a teaching contract to Ashley Sjogren

Haley Dehne moved to offer a teaching contract to Ashley Sjogren for the 2020/2021 school year. Brandon Nash seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- e. Discuss, consider, and take all necessary action to offer a teaching contract to Ericka Coffey
- f.

Haley Dehne moved to offer a teaching contract to Ericka Coffey for the 2020/2021 school year. Brandon Nash seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- g. Discuss, consider, and take all necessary action regarding the ESCO project

Brandon Nash moved to table the selection of the energy service company to the May 18 Board of Education meeting. Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- h. Discuss, consider, and take all necessary action to purchase 55 student laptops

Shawn Hammons moved to accept the bid from Riverside Technologies Inc for the purchase of 55 laptops with 4 year warranty at a cost of \$37,840. Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- i. Discuss, consider, and take all necessary action to approve girls golf co-op with Elmwood-Murdock

Brandon Nash moved to approve a 2 year girls golf co-op with Elmwood-Murdock stating with the 2020/21 school year. Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- j. Discuss, consider, and take all necessary action to change to the 2019/2020 school calendar

Haley Dehne moved to to end the 2019/2020 student school year on Friday, May 15, 2020. Shawn Hammons seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- k. Discuss, consider, and take all necessary action to approve the resolution for changes to course/graduation policies

Brandon Nash moved to approve resolution for changes to course/graduation policies Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- l. Discuss, consider, and take all necessary action to give first round approval to policies to be reviewed

Brandon Nash moved to give first round approval to review the following policies: 4012 Staff Internet and Compute Use, 4014 Employment-Related Sexual Harassment, 4016 Jury Duty - Service as Witness in Court, 4017 Relations with Employee Collective Bargaining Associations Shawn Hammons seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- m. Discuss, consider, and take all necessary action to give first round approval to policies to be revised

Haley Dehne moved to to give first round approval for the revision of the following policies: 4013 Grievance Procedure, 4015 Prohibition Against Employment of Board Members - Allowing Non-Cer Shawn Hammons seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Nay,  
Brandon Nash: Yea, Mark Rathe: Nay  
Yea: 3, Nay: 2, Absent: 1

- n. Discuss, consider, and take all necessary action to give final round approval to policies to be reviewed

Haley Dehne moved to give final round approval for policies 4006 Insurance, 4007 Personnel Records, 4011 Family Medical Leave Act, 4011.1 Nebraska Family Military Leave Act, to be reviewed Shawn Hammons seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

- o. Discuss, consider, and take all necessary action to give final round approval to policies to be revised

Shawn Hammons moved to give final round approval to revisions made to policies 4005 Communication Between the Board and District Employees, 4008 Outside Employment, 4009 Restrictions on Employees Receiving Gratuities, 4010 Inclement Weather Haley Dehne seconded the motion. Motion Passed

Jason Brack: Absent, Haley Dehne: Yea, Adam DeMike: Yea, Shawn Hammons: Yea,  
Brandon Nash: Yea, Mark Rathe: Yea  
Yea: 5, Nay: 0, Absent: 1

#### 4. Reports

- a. Athletic Director's Report

- b. Principals' Report
- c. Superintendent's Report
- a. School breakfast and lunch program
- b. Summer School
- c. Summer camps / weights / open gym
- d. Community use of the facility
- 5. Discussion Items
- 6. Board Reports
- 7. Executive Session
- 8. Adjournment



# Cash Summary Report

Date Range: 03/01/2020 thru 03/31/2020

Fund	Beginning	Revenue	Expenditures	Other	Ending	Encumbrances	Payables	Unencumbered
<b>1</b>	<b>GENERAL FUND</b>							
	771,780.76	184,875.33	-433,365.24	0.00	523,290.85	0.00	0.00	523,290.85
<b>02</b>	<b>DEPRECIATION ACCOUNT</b>							
	667,894.46	0.00	0.00	0.00	667,894.46	0.00	0.00	667,894.46
<b>03</b>	<b>EMPLOYEE BENEFIT</b>							
	32,789.01	51,400.88	-52,143.73	0.00	32,046.16	0.00	0.00	32,046.16
<b>05</b>	<b>ACTIVITY FUND</b>							
	121,611.86	9,646.41	-12,571.16	0.00	118,687.11	0.00	0.00	118,687.11
<b>06</b>	<b>FOOD SERVICES FUND</b>							
	19,413.45	14,313.31	0.00	0.00	33,726.76	0.00	-15,731.81	17,994.95
<b>07</b>	<b>BOND FUND</b>							
	640,095.76	20,949.86	0.00	0.00	661,045.62	0.00	0.00	661,045.62
<b>08</b>	<b>BUILDING FUND</b>							
	331,128.99	2,424.64	0.00	0.00	333,553.63	0.00	0.00	333,553.63
<b>09</b>	<b>QUALIFIED CAPITL PURP UNDERTKG</b>							
	131,551.03	1,926.30	0.00	0.00	133,477.33	0.00	0.00	133,477.33
<b>10</b>	<b>COOPERATIVE</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>11</b>	<b>PERSONAL PROP TAX REIM FU</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>12</b>	<b>STUDENT FEES FUND</b>							
	11,802.18	0.00	-3,888.00	0.00	7,914.18	0.00	0.00	7,914.18
<b>13</b>	<b>STUDT FEES FD (Dont Use This O</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>14</b>	<b>BOND FUND #2</b>							
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Report Totals:</b>	<b>2,728,067.50</b>	<b>285,536.73</b>	<b>-501,968.13</b>	<b>0.00</b>	<b>2,511,636.10</b>	<b>0.00</b>	<b>-15,731.81</b>	<b>2,495,904.29</b>

## FISCAL BUDGET USE PER MONTH

MONTH END	FISCAL 18	FISCAL 18	FISCAL 19	FISCAL 19	FISCAL 20	FISCAL 20
	\$ USED	% USED	% USED	\$ USED	% USED	\$ USED
	18 Budget =	\$5,641,160.00	19 Budget=			20 Budget =
September	6.16%	\$347,914.55	6.61%	\$382,439.25	8.63%	\$509,636.00
October	6.47%	\$363,162.60	6.75%	\$386,813.85	8.10%	\$475,019.13
November	6.61%	\$372,634.16	6.91%	\$397,916.12	8.21%	\$484,224.73
December	6.27%	\$353,114.04	6.86%	\$396,306.16	7.82%	\$461,218.51
January	6.23%	\$351,201.04	6.36%	\$365,874.23	9.20%	\$542,851.08
February	6.81%	\$383,274.46	7.22%	\$415,992.95	8.24%	\$464,052.86
March	6.69%	\$377,264.10	7.16%	\$414,109.63	7.35%	\$433,365.24
April	6.37%	\$358,298.92	7.67%	\$437,834.07		
May	6.73%	\$376,169.30	7.72%	\$446,475.75		
June	6.84%	\$385,108.35	8.09%	\$467,499.35		
July	6.54%	\$368,981.05	6.93%	\$400,703.04		
August	11.84%	\$667,117.35	12.00%	\$691,092.75		
Cumulative	83.56%	\$4,704,239.92	90.28%	\$5,203,057.15	57.55%	\$3,370,367.55

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
01-2-01100-110-000	FS Payroll	0.00	32,276.22	7,159.60	-32,276.22	0.00
01-2-01100-111-002	Elementary Teacher	551,242.00	353,124.87	44,353.47	198,117.13	64.06
01-2-01100-111-001	Secondary Teacher	1,071,189.00	555,019.50	79,423.38	516,169.50	51.81
01-2-01100-112-002	Elementary Para	0.00	378.75	0.00	-378.75	0.00
01-2-01100-112-001	Secondary Para Salaries	12,455.00	9,918.45	1,572.83	2,536.55	79.63
01-2-01100-113-002	Elementary	25,358.00	11,415.50	2,970.00	13,942.50	45.02
01-2-01100-113-001	Secondary Substitute	33,550.00	30,179.68	6,622.52	3,370.34	89.95
01-2-01100-132-002	Overtime Salaries	515.00	1.25	0.00	513.75	0.24
01-2-01100-132-001	Overtime Salaries	515.00	0.00	0.00	515.00	0.00
01-2-01100-220-000	FS Retirement	0.00	2,469.09	547.71	-2,469.09	0.00
01-2-01100-221-002	Elementary Teachers	47,689.00	26,491.16	3,388.96	21,197.84	55.55
01-2-01100-221-001	Secondary Teachers	84,460.00	42,469.23	6,076.40	41,990.77	50.28
01-2-01100-222-001	Secondary Para Social	1,339.00	758.79	120.31	580.21	56.67
01-2-01100-222-002	Elementary Para Social	0.00	29.09	0.00	-29.09	0.00
01-2-01100-223-001	Secondary Subs Social	2,781.00	2,309.84	506.71	471.16	83.06
01-2-01100-223-002	Elementary Subs Social	2,523.00	1,755.53	227.22	767.47	69.58
01-2-01100-230-000	FSHealth Insurance	0.00	3,127.68	669.67	-3,127.68	0.00
01-2-01100-231-002	Elementary Teacher	59,508.00	32,641.65	4,381.15	26,866.35	54.85
01-2-01100-231-001	Secondary Teacher	108,614.00	54,548.79	7,805.83	54,065.21	50.22
01-2-01100-232-001	Secondary Para	1,597.00	979.74	155.36	617.26	61.35
01-2-01100-232-002	Elementary Para	0.00	0.12	0.00	-0.12	0.00
01-2-01100-233-001	Secondary Subs	0.00	256.90	109.36	-256.90	0.00
01-2-01100-233-002	Elementary Subs	0.00	0.79	0.00	-0.79	0.00
01-2-01100-281-002	Elementary Teacher	159,650.00	131,683.11	17,991.92	27,966.89	82.48
01-2-01100-281-001	Secondary Teacher	301,172.00	134,117.54	18,762.21	167,054.46	44.53
01-2-01100-282-000	FS Health Insurance	0.00	5,013.80	1,002.76	-5,013.80	0.00
01-2-01100-282-001	Secondary Para Health	5,769.00	0.00	0.00	5,769.00	0.00
01-2-01100-291-000	Dist Cafeteria Plan Sec	2,781.00	325.00	65.00	2,456.00	11.69
01-2-01100-292-001	Secondary Teacher	1,545.00	870.00	870.00	675.00	56.31
01-2-01100-292-002	Elementary Teachers	1,545.00	870.00	870.00	675.00	56.31
01-2-01100-320-002	Elementary Professional	773.00	127.50	0.00	645.50	16.49
01-2-01100-320-001	Secondary Professional	1,030.00	127.50	0.00	902.50	12.38
01-2-01100-320-000	District Professional	59,740.00	0.00	0.00	59,740.00	0.00
01-2-01100-340-002	Elementary Other Prof	1,030.00	405.00	0.00	625.00	39.32
01-2-01100-340-001	Secondary Other Prof	1,030.00	540.00	0.00	490.00	52.43
01-2-01100-382-000	Distance Education & Leases	0.00	207.95	41.75	-207.95	0.00
01-2-01100-441-000	Leases	206.00	0.00	0.00	206.00	0.00
01-2-01100-490-002	Elementary Other	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01100-490-001	Secondary Other	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01100-530-000	District	11,330.00	2,700.55	373.75	8,629.45	23.84
01-2-01100-561-001	Secondary Tuition	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01100-561-000	District Tuition Pd/Reg	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01100-561-002	Elementary Tuition	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01100-580-002	Elementary Travel	515.00	1,162.61	228.44	-647.61	225.75
01-2-01100-580-001	Secondary Travel	515.00	1,104.49	505.13	-589.49	214.46
01-2-01100-610-002	Elementary Supplies	18,540.00	8,349.23	720.55	10,190.77	45.03
01-2-01100-610-001	Secondary Supplies	24,720.00	13,554.82	1,531.21	11,165.18	54.83
01-2-01100-640-002	Elementary Text	31,415.00	1,285.40	0.00	30,129.60	4.09
01-2-01100-640-001	Secondary	31,415.00	24.44	0.00	31,390.56	0.08
01-2-01100-733-001	Furniture & Equipment	1,030.00	3,362.73	560.72	-2,332.73	326.48
01-2-01100-733-002	Furniture & Equipment	2,060.00	4,152.16	160.64	-2,092.16	201.56
01-2-01100-734-002	Elementary Computer	5,665.00	5,775.00	0.00	-110.00	101.94
01-2-01100-734-001	Secondary Computer	2,060.00	4,715.00	0.00	-2,655.00	228.88
01-2-01100-810-002	Elementary Dues &	3,090.00	2,941.38	0.00	148.62	95.19
01-2-01100-810-001	Secondary Dues & Fees	4,120.00	3,895.70	209.50	224.30	94.56
01-2-01100-890-002	Elementary Misc.	773.00	437.76	0.00	335.24	56.63
01-2-01100-890-001	Secondary Other Misc	773.00	806.75	63.00	-33.75	104.37

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
<b>PROGRAM: 01100</b>		<b>2,683,189.00</b>	<b>1,488,708.02</b>	<b>210,047.06</b>	<b>1,194,480.98</b>	<b>55.48</b>
01-2-01150-110-001	LE Proficiency Salaries	0.00	5,225.11	1,846.33	-5,225.11	0.00
01-2-01150-220-001	LE Proficiency Social	0.00	399.71	141.24	-399.71	0.00
01-2-01150-230-001	LE Proficiency	0.00	318.39	182.37	-318.39	0.00
01-2-01150-320-001	LE Contracted Services	0.00	150.00	0.00	-150.00	0.00
01-2-01150-610-001	LE Proficiency Supplies	0.00	806.03	760.05	-806.03	0.00
<b>PROGRAM: 01150</b>		<b>0.00</b>	<b>6,899.24</b>	<b>2,929.99</b>	<b>-6,899.24</b>	<b>0.00</b>
01-2-01160-111-002	Poverty Elementary	36,050.00	51,265.43	9,656.91	-15,215.43	142.21
01-2-01160-211-002	Poverty Health Benefits	11,330.00	6,597.57	942.51	4,732.43	58.23
01-2-01160-221-002	Poverty Social Security	2,781.00	4,250.67	731.58	-1,469.67	152.85
01-2-01160-231-002	Poverty Retirement	3,580.00	5,562.14	953.89	-1,982.14	155.37
<b>PROGRAM: 01160</b>		<b>53,741.00</b>	<b>67,675.81</b>	<b>12,284.89</b>	<b>-13,934.81</b>	<b>125.92</b>
01-2-01190-110-002	Early Childhood	6,180.00	0.00	0.00	6,180.00	0.00
01-2-01190-111-002	Early Childhood -	25,493.00	26,437.83	3,776.84	-944.83	103.71
01-2-01190-112-002	Early Childhood - Para	12,360.00	7,245.87	1,131.89	5,114.13	58.62
01-2-01190-113-002	*Elem Sub Salaries	412.00	0.00	0.00	412.00	0.00
01-2-01190-211-002	Early Childhood - Health	1,030.00	0.00	0.00	1,030.00	0.00
01-2-01190-220-001	Early Childhood	474.00	0.00	0.00	474.00	0.00
01-2-01190-221-002	Early Childhood - Social	1,930.00	2,022.44	288.92	-92.44	104.79
01-2-01190-222-002	Early Childhood -Para	958.00	554.31	86.59	403.69	57.86
01-2-01190-223-002	*Substitute Soc Sec	36.00	0.00	0.00	36.00	0.00
01-2-01190-231-002	Early Childhood-	2,833.00	2,611.49	373.07	221.51	92.18
01-2-01190-232-002	Early Childhood-	1,596.00	715.73	111.81	880.27	44.85
01-2-01190-340-002	Early Childhood -	515.00	0.00	0.00	515.00	0.00
01-2-01190-580-002	Early Childhood -	566.00	0.00	0.00	566.00	0.00
01-2-01190-610-002	Early Childhood -	2,060.00	2,453.41	2,453.41	-393.41	119.10
01-2-01190-626-002	Early Childhood -	773.00	0.00	0.00	773.00	0.00
01-2-01190-670-002	Travel Or Mileage	566.00	0.00	0.00	566.00	0.00
01-2-01190-734-002	Early Childhood -	515.00	0.00	0.00	515.00	0.00
01-2-01190-810-002	Early Childhood - Dues	0.00	60.00	0.00	-60.00	0.00
<b>PROGRAM: 01190</b>		<b>58,297.00</b>	<b>42,101.08</b>	<b>8,222.53</b>	<b>16,195.92</b>	<b>72.21</b>
01-2-01200-111-001	SPED/ Secondary	92,700.00	62,826.33	8,684.59	29,873.67	67.77
01-2-01200-111-002	SPED ES Director	111,240.00	35,819.00	5,117.00	75,421.00	32.20
01-2-01200-112-002	SPED/ Elementary Para	65,920.00	30,434.65	4,714.56	35,485.35	46.17
01-2-01200-112-001	SPED/ Secondary Para	0.00	9,850.99	2,232.50	-9,850.99	0.00
01-2-01200-113-002	SPED/ Elementary Subs	1,545.00	1,417.50	0.00	127.50	91.75
01-2-01200-113-001	SPED/HS Subs	1,545.00	135.00	0.00	1,410.00	8.74
01-2-01200-132-002	Overtime Salaries	309.00	79.07	0.00	229.93	25.59
01-2-01200-221-002	SPED Elementary	8,755.00	2,740.15	391.45	6,014.85	31.30
01-2-01200-221-001	SPED Secondary	7,236.00	4,806.20	664.36	2,429.80	66.42
01-2-01200-222-001	SPED Secondary Para	0.00	753.61	170.79	-753.61	0.00
01-2-01200-222-002	SPED Elementary Para	5,047.00	2,334.28	360.65	2,712.72	46.25
01-2-01200-223-001	SPED Secondary Sub	0.00	10.33	0.00	-10.33	0.00
01-2-01200-223-002	SPED Elementary Sub	103.00	108.44	0.00	-5.44	105.28
01-2-01200-231-002	SPED Elementary	11,124.00	3,538.15	505.45	7,585.85	31.81
01-2-01200-231-001	SPED Secondary	9,373.00	2,358.72	336.96	7,014.28	25.17
01-2-01200-232-001	SPED Secondary Para	0.00	973.06	220.52	-973.06	0.00
01-2-01200-232-002	SPED Elementary Para	6,412.00	3,014.10	465.70	3,397.90	47.01
01-2-01200-281-002	SPED Elementary	33,990.00	16,907.52	2,415.36	17,082.48	49.74
01-2-01200-281-001	SPED Secondary	33,990.00	4,476.78	639.54	29,513.22	13.17
01-2-01200-282-001	SPED Secondary Para	0.00	202.72	28.96	-202.72	0.00
01-2-01200-282-002	SPED Elementary Para	6,180.00	0.00	0.00	6,180.00	0.00
01-2-01200-291-002	SPED Elementary	260.00	0.00	0.00	260.00	0.00
01-2-01200-291-001	SPED Secondary	260.00	0.00	0.00	260.00	0.00

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
01-2-01200-320-001	SPED Secondary	0.00	49,558.04	9,024.30	-49,558.04	0.00
01-2-01200-320-002	SPED Elementary	1,803.00	0.00	0.00	1,803.00	0.00
01-2-01200-340-001	SPED Secondary	515.00	0.00	0.00	515.00	0.00
01-2-01200-340-002	SPED Elementary Pupil	515.00	0.00	0.00	515.00	0.00
01-2-01200-569-002	SPED Elementary	61,800.00	0.00	0.00	61,800.00	0.00
01-2-01200-569-001	SPED Secondary	309,000.00	0.00	0.00	309,000.00	0.00
01-2-01200-580-002	SPED Elementary	206.00	0.00	0.00	206.00	0.00
01-2-01200-580-001	SPED Secondary	206.00	0.00	0.00	206.00	0.00
01-2-01200-591-002	SPED Elementary Other	773.00	0.00	0.00	773.00	0.00
01-2-01200-591-001	SPED Secondary Other	773.00	0.00	0.00	773.00	0.00
01-2-01200-610-002	SPED Elementary	1,545.00	1,110.12	0.00	434.88	71.85
01-2-01200-610-001	SPED Secondary	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01200-640-001	SPED Secondary	1,236.00	0.00	0.00	1,236.00	0.00
01-2-01200-640-002	SPED Elementary	1,236.00	3,623.16	0.00	-2,387.16	293.14
01-2-01200-650-001	Computer Equipment	515.00	0.00	0.00	515.00	0.00
01-2-01200-650-002	Computer Hardware ES	515.00	0.00	0.00	515.00	0.00
01-2-01200-730-002	Furn & Equipment ES	309.00	0.00	0.00	309.00	0.00
01-2-01200-730-001	Furn & Equipment HS	284.00	0.00	0.00	284.00	0.00
01-2-01200-810-001	SPED Secondary Dues	567.00	13.25	13.25	553.75	2.34
01-2-01200-810-002	SPED Elementary Dues	567.00	0.00	0.00	567.00	0.00
01-2-01200-890-002	SPED Elementary Misc.	206.00	0.00	0.00	206.00	0.00
01-2-01200-890-001	SPED Secondary Misc.	206.00	0.00	0.00	206.00	0.00
<b>PROGRAM: 01200</b>		<b>780,002.00</b>	<b>237,091.17</b>	<b>35,985.94</b>	<b>542,910.83</b>	<b>30.39</b>
01-2-02120-111-002	Guidance Elementary	36,050.00	10,337.71	1,476.81	25,712.29	28.68
01-2-02120-111-001	Guidance Secondary	36,050.00	10,337.70	1,476.81	25,712.30	28.68
01-2-02120-221-002	Guidance Elementary	2,781.00	765.70	109.39	2,015.30	27.53
01-2-02120-221-001	Guidance Secondary	2,781.00	765.70	109.39	2,015.30	27.53
01-2-02120-231-002	Guidance Elementary	3,605.00	1,021.16	145.88	2,583.84	28.33
01-2-02120-231-001	Guidance Secondary	3,605.00	1,021.16	145.88	2,583.84	28.33
01-2-02120-281-002	Guidance Elementary	11,330.00	6,597.57	942.51	4,732.43	58.23
01-2-02120-281-001	Guidance Secondary	11,330.00	6,597.57	942.51	4,732.43	58.23
01-2-02120-320-001	Guidance Secondary	6,995.00	2,360.00	0.00	4,635.00	33.74
01-2-02120-320-002	Guidance Elementary	4,120.00	0.00	0.00	4,120.00	0.00
01-2-02120-333-001	GUIDANCE MILEAGE	0.00	31.40	0.00	-31.40	0.00
01-2-02120-340-002	Guidance Elementary	1,545.00	0.00	0.00	1,545.00	0.00
01-2-02120-340-001	Guidance Secondary	1,545.00	0.00	0.00	1,545.00	0.00
01-2-02120-580-002	Guidance Elementary	206.00	113.98	113.98	92.02	55.33
01-2-02120-580-001	Guidance Secondary	206.00	113.98	113.98	92.02	55.33
01-2-02120-610-002	Guidance Elementary	1,030.00	54.46	20.53	975.54	5.29
01-2-02120-610-001	Guidance Secondary	1,030.00	644.96	484.88	385.04	62.62
01-2-02120-650-002	Guidance Elementary	515.00	0.00	0.00	515.00	0.00
01-2-02120-650-001	Guidance Secondary	515.00	0.00	0.00	515.00	0.00
01-2-02120-733-002	Guidance Elementary	257.00	0.00	0.00	257.00	0.00
01-2-02120-733-001	Guidance Secondary	257.00	329.01	0.00	-72.01	128.02
01-2-02120-810-002	Guidance Elementary	1,236.00	0.00	0.00	1,236.00	0.00
01-2-02120-810-001	Guidance Secondary	1,236.00	177.25	167.25	1,058.75	14.34
01-2-02120-890-002	Guidance Elementary	155.00	0.00	0.00	155.00	0.00
01-2-02120-890-001	Guidance Secondary	155.00	166.78	0.00	-11.78	107.60
<b>PROGRAM: 02120</b>		<b>128,535.00</b>	<b>41,436.09</b>	<b>6,249.80</b>	<b>87,098.91</b>	<b>32.23</b>
01-2-02130-116-001	Nurse Secondary	9,991.00	12,608.50	1,907.29	-2,617.50	126.20
01-2-02130-116-002	Nurse Elementary	9,991.00	12,608.48	1,907.30	-2,617.48	126.20
01-2-02130-226-002	Nurse Elementary Social	773.00	964.52	145.91	-191.52	124.78
01-2-02130-226-001	Nurse Secondary Social	773.00	964.54	145.90	-191.54	124.78
01-2-02130-236-002	Nurse Elementary	978.00	1,245.39	188.39	-267.39	127.34
01-2-02130-236-001	Nurse Secondary	978.00	1,245.47	188.40	-267.47	127.35
01-2-02130-320-002	Nurse Elementary	206.00	0.00	0.00	206.00	0.00

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
01-2-02130-320-001	Nurse Secondary	206.00	0.00	0.00	206.00	0.00
01-2-02130-610-002	Nurse Elementary	360.00	40.79	0.00	319.21	11.33
01-2-02130-610-001	Nurse Secondary	360.00	-5.88	-28.76	365.88	-1.63
01-2-02130-650-002	Nurse Elementary Other	257.00	0.00	0.00	257.00	0.00
01-2-02130-650-001	Nurse Secondary Other	257.00	0.00	0.00	257.00	0.00
01-2-02130-733-002	Nurse Elementary	206.00	0.00	0.00	206.00	0.00
01-2-02130-733-001	Nurse Secondary	206.00	0.00	0.00	206.00	0.00
01-2-02130-739-002	Nurse Elementary Other	155.00	0.00	0.00	155.00	0.00
01-2-02130-739-001	Nurse Secondary Other	155.00	0.00	0.00	155.00	0.00
<b>PROGRAM: 02130</b>		<b>25,852.00</b>	<b>29,671.81</b>	<b>4,454.43</b>	<b>-3,819.81</b>	<b>114.77</b>
01-2-02150-111-002	Speech Elementary	15,141.00	25,703.65	3,950.89	-10,562.65	169.76
01-2-02150-111-001	Speech Secondary	5,098.00	0.00	0.00	5,098.00	0.00
01-2-02150-221-001	Speech Secondary	412.00	0.00	0.00	412.00	0.00
01-2-02150-221-002	Speech Elementary	1,184.00	1,966.34	302.24	-782.34	166.08
01-2-02150-231-002	Speech Elementary	1,519.00	2,538.92	390.26	-1,019.92	167.14
01-2-02150-231-001	Speech Secondary	515.00	0.00	0.00	515.00	0.00
01-2-02150-281-001	Speech Secondary	798.00	0.00	0.00	798.00	0.00
01-2-02150-281-002	Speech Elementary	2,369.00	4,679.50	668.50	-2,310.50	197.53
01-2-02150-320-001	Speech Secondary	257.00	0.00	0.00	257.00	0.00
01-2-02150-320-002	Speech Elementary	515.00	0.00	0.00	515.00	0.00
01-2-02150-580-001	Speech Secondary	103.00	0.00	0.00	103.00	0.00
01-2-02150-580-002	Speech Elementary	103.00	0.00	0.00	103.00	0.00
01-2-02150-610-002	Speech Elementary	515.00	0.00	0.00	515.00	0.00
01-2-02150-610-001	Speech Secondary	257.00	0.00	0.00	257.00	0.00
01-2-02150-810-002	Speech Elementary	0.00	20.35	0.00	-20.35	0.00
<b>PROGRAM: 02150</b>		<b>28,786.00</b>	<b>34,908.76</b>	<b>5,311.89</b>	<b>-6,122.76</b>	<b>121.26</b>
01-2-02160-340-001	OT Secondary Pupil	1,030.00	320.00	0.00	710.00	31.07
01-2-02160-340-002	OT Elementary Pupil	3,605.00	1,360.00	64.00	2,245.00	37.73
<b>PROGRAM: 02160</b>		<b>4,635.00</b>	<b>1,880.00</b>	<b>64.00</b>	<b>2,955.00</b>	<b>36.24</b>
01-2-02170-340-001	PT Secondary Pupil	515.00	0.00	0.00	515.00	0.00
01-2-02170-340-002	PT Elementary Pupil	5,150.00	1,184.00	256.00	3,966.00	22.99
<b>PROGRAM: 02170</b>		<b>5,665.00</b>	<b>1,184.00</b>	<b>256.00</b>	<b>4,481.00</b>	<b>20.90</b>
01-2-02190-340-001	BD Secondary Services	257.00	0.00	0.00	257.00	0.00
01-2-02190-340-002	BD Elementary Services	257.00	0.00	0.00	257.00	0.00
01-2-02190-565-002	BD Elementary Tuition	515.00	0.00	0.00	515.00	0.00
01-2-02190-565-001	BD Secondary Tuition	515.00	0.00	0.00	515.00	0.00
<b>PROGRAM: 02190</b>		<b>1,544.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,544.00</b>	<b>0.00</b>
01-2-02220-111-002	Library Elementary	36,050.00	20,145.30	2,877.90	15,904.70	55.88
01-2-02220-111-001	Library Secondary	36,050.00	20,145.30	2,877.90	15,904.70	55.88
01-2-02220-221-002	Library Elementary	2,755.00	1,541.12	220.16	1,213.88	55.94
01-2-02220-221-001	Library Secondary Social	2,755.00	1,541.12	220.16	1,213.88	55.94
01-2-02220-231-002	Library Elementary	3,554.00	1,989.90	284.27	1,564.10	55.99
01-2-02220-231-001	Library Secondary	3,554.00	1,989.91	284.28	1,564.09	55.99
01-2-02220-281-002	Library Elementary	11,330.00	6,597.57	942.51	4,732.43	58.23
01-2-02220-281-001	Library Secondary	11,330.00	6,597.57	942.51	4,732.43	58.23
01-2-02220-440-002	Periodicals	0.00	206.10	0.00	-206.10	0.00
01-2-02220-610-002	Library Elementary	309.00	0.00	0.00	309.00	0.00
01-2-02220-610-001	Library Secondary	309.00	35.56	0.00	273.44	11.51
01-2-02220-640-002	Library Elementary	3,914.00	1,849.34	0.00	2,064.66	47.25
01-2-02220-640-001	Library Secondary	4,377.00	2,044.88	0.00	2,332.12	46.72
01-2-02220-650-002	Library Elementary	4,532.00	0.00	0.00	4,532.00	0.00
01-2-02220-650-001	Library Secondary	2,575.00	781.77	0.00	1,793.23	30.36
01-2-02220-730-002	Library Elementary	257.00	0.00	0.00	257.00	0.00

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
01-2-02220-730-001	Library Secondary	257.00	0.00	0.00	257.00	0.00
01-2-02220-810-002	Library Elementary	309.00	0.00	0.00	309.00	0.00
01-2-02220-810-001	Library Secondary	309.00	0.00	0.00	309.00	0.00
<b>PROGRAM: 02220</b>		<b>124,526.00</b>	<b>65,465.44</b>	<b>8,649.69</b>	<b>59,060.56</b>	<b>52.57</b>
01-2-02230-111-000	Technology Salaries	33,990.00	27,642.13	3,948.88	6,347.87	81.32
01-2-02230-211-000	Technology Health	11,330.00	9,896.36	1,413.76	1,433.64	87.35
01-2-02230-221-000	Technology Social	2,678.00	2,114.63	302.09	563.37	78.96
01-2-02230-231-000	Technology Retirement	3,502.00	2,730.42	390.06	771.58	77.97
01-2-02230-241-000	Technology Other	257.00	0.00	0.00	257.00	0.00
01-2-02230-320-001	Technology Professional	4,532.00	0.00	0.00	4,532.00	0.00
01-2-02230-320-002	Technology Professional	773.00	0.00	0.00	773.00	0.00
01-2-02230-340-002	Technology Elementary	6,901.00	6,175.00	0.00	726.00	89.48
01-2-02230-340-001	Technology Secondary	6,901.00	6,175.00	0.00	726.00	89.48
01-2-02230-580-001	Technology Secondary	206.00	0.00	0.00	206.00	0.00
01-2-02230-580-002	Technology Elementary	206.00	0.00	0.00	206.00	0.00
01-2-02230-610-001	Technology Secondary	2,060.00	1,129.40	0.00	930.60	54.83
01-2-02230-610-002	Technology Elementary	1,030.00	1,129.40	0.00	-99.40	109.65
01-2-02230-650-001	Technology Secondary	2,317.00	0.00	0.00	2,317.00	0.00
01-2-02230-650-000	Technology District	53,817.00	470.40	0.00	53,346.60	0.87
01-2-02230-650-002	Technology Elementary	1,287.00	0.00	0.00	1,287.00	0.00
01-2-02230-730-001	Technology Secondary	412.00	0.00	0.00	412.00	0.00
01-2-02230-730-002	Technology Elementary	412.00	0.00	0.00	412.00	0.00
01-2-02230-734-000	Computer Equip	0.00	960.73	0.00	-960.73	0.00
01-2-02230-810-001	Technology Secondary	1,854.00	30.00	0.00	1,824.00	1.62
01-2-02230-810-002	Technology Elementary	1,854.00	0.00	0.00	1,854.00	0.00
01-2-02230-810-000	Technology District	257.00	0.00	0.00	257.00	0.00
01-2-02230-890-001	Technology Secondary	206.00	252.00	0.00	-46.00	122.33
01-2-02230-890-002	Technology Elementary	206.00	0.00	0.00	206.00	0.00
<b>PROGRAM: 02230</b>		<b>136,988.00</b>	<b>58,705.47</b>	<b>6,054.79</b>	<b>78,282.53</b>	<b>42.85</b>
01-2-02310-315-000	BOE Accounting &	5,665.00	1,190.00	0.00	4,475.00	21.01
01-2-02310-317-000	BOE Legal Services	8,240.00	108.64	0.00	8,131.36	1.32
01-2-02310-340-000	BOE Other Professional	2,060.00	5,214.00	0.00	-3,154.00	253.11
01-2-02310-520-000	BOE Liability Insurance	2,060.00	0.00	0.00	2,060.00	0.00
01-2-02310-540-000	BOE Advertising &	7,725.00	3,681.46	172.52	4,043.54	47.66
01-2-02310-580-000	BOE Trave/Mileage	773.00	0.00	0.00	773.00	0.00
01-2-02310-610-000	BOE Supplies	3,090.00	317.63	9.05	2,772.37	10.28
01-2-02310-810-000	BOE Dues/Fees	6,695.00	4,351.46	50.00	2,343.54	65.00
01-2-02310-890-000	BOE Misc.	2,163.00	6,422.08	110.00	-4,259.08	296.91
<b>PROGRAM: 02310</b>		<b>38,471.00</b>	<b>21,285.27</b>	<b>341.57</b>	<b>17,185.73</b>	<b>55.32</b>
01-2-02320-105-000	Superintendent Salary	0.00	146,250.00	11,250.00	-146,250.00	0.00
01-2-02320-110-000	Superintendent	10,557.00	6,160.07	871.26	4,396.93	58.35
01-2-02320-111-000	Superintendent Salaries	162,740.00	22,500.00	0.00	140,240.00	13.83
01-2-02320-130-000	Superintendent	1,802.00	1,162.51	163.07	639.49	64.51
01-2-02320-220-000	Superintendent	978.00	530.07	74.83	447.93	54.20
01-2-02320-221-000	Social Security	0.00	1,721.26	0.00	-1,721.26	0.00
01-2-02320-225-000	Superintendent Social	12,463.00	11,188.15	860.63	1,274.85	89.77
01-2-02320-230-000	Superintendent	1,236.00	2,726.31	102.18	-1,490.31	220.58
01-2-02320-235-000	Superintendent	16,274.00	5,769.73	1,111.25	10,504.27	35.45
01-2-02320-280-000	Superintendent	4,120.00	0.00	0.00	4,120.00	0.00
01-2-02320-285-000	Superintendent Health	23,890.00	20,807.04	2,359.16	2,882.96	87.83
01-2-02320-295-000	Superintendent Other	360.00	0.00	0.00	360.00	0.00
01-2-02320-580-000	Superintendent	2,266.00	0.00	0.00	2,266.00	0.00
01-2-02320-610-000	Superintendent Supplies	515.00	7,275.37	0.00	-6,760.37	1,412.69
01-2-02320-650-000	Superintendent	1,030.00	991.77	0.00	38.23	96.29
01-2-02320-733-000	Superintendent	360.00	1,071.72	0.00	-711.72	297.70

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
01-2-02320-810-000	Superintendent	1,854.00	192.00	7.00	1,662.00	10.36
<b>PROGRAM: 02320</b>		<b>240,245.00</b>	<b>228,346.00</b>	<b>16,799.38</b>	<b>11,899.00</b>	<b>95.04</b>
01-2-02330-317-000	Gen Admin -Legal	0.00	50,282.20	94.50	-50,282.20	0.00
<b>PROGRAM: 02330</b>		<b>0.00</b>	<b>50,282.20</b>	<b>94.50</b>	<b>-50,282.20</b>	<b>0.00</b>
01-2-02410-110-002	Principal Secretary	50,470.00	23,467.09	3,352.43	27,002.91	46.50
01-2-02410-110-001	Principal Secretary	31,930.00	18,296.46	2,613.78	13,833.54	57.30
01-2-02410-111-002	Principal Elementary	48,410.00	44,625.00	6,375.00	3,785.00	92.18
01-2-02410-111-001	Principal Secretary	51,242.00	55,081.65	7,791.66	-3,839.65	107.49
01-2-02410-130-002	Principal Secretary	1,751.00	878.29	121.14	872.71	50.16
01-2-02410-130-001	Principal Secretary	5,407.00	3,485.54	488.94	1,921.46	64.46
01-2-02410-220-001	Principal Secretary	2,910.00	1,575.94	224.44	1,334.06	54.16
01-2-02410-220-002	Principal Secretary	4,120.00	1,862.42	265.73	2,257.58	45.20
01-2-02410-221-002	Principal Elementary	3,811.00	3,413.83	487.69	397.17	89.58
01-2-02410-221-001	Principal Secretary	3,991.00	4,213.73	596.06	-222.73	105.58
01-2-02410-230-001	Principal Secretary	3,734.00	2,151.56	306.47	1,582.44	57.62
01-2-02410-230-002	Principal Secretary	5,227.00	2,404.81	343.12	2,822.19	46.01
01-2-02410-231-002	Principal Elementary	4,815.00	4,407.97	629.71	407.03	91.55
01-2-02410-231-001	Principal Secretary	5,121.00	5,387.53	769.65	-266.53	105.20
01-2-02410-280-001	Principal Secretary	12,618.00	0.00	0.00	12,618.00	0.00
01-2-02410-280-002	Principal Secretary	8,498.00	0.00	0.00	8,498.00	0.00
01-2-02410-281-002	Principal Elementary	8,498.00	20,573.17	2,325.75	-12,075.17	242.09
01-2-02410-281-001	Principal Secretary	11,845.00	11,918.56	1,324.44	-73.56	100.62
01-2-02410-333-002	MILEAGE TO STAFF	0.00	860.66	207.00	-860.66	0.00
01-2-02410-580-002	Principal Elementary	1,030.00	862.00	0.00	168.00	83.69
01-2-02410-580-001	Principal Secretary	1,030.00	33.70	0.00	996.30	3.27
01-2-02410-610-002	Principal Elementary	515.00	219.58	0.00	295.42	42.64
01-2-02410-610-001	Principal Secretary	515.00	515.80	26.12	-0.80	100.16
01-2-02410-650-002	Principal Elementary	773.00	0.00	0.00	773.00	0.00
01-2-02410-650-001	Principal Secretary	773.00	0.00	0.00	773.00	0.00
01-2-02410-733-002	Principal Elementary	258.00	94.63	0.00	163.37	36.68
01-2-02410-733-001	Principal Secretary	258.00	661.17	0.00	-403.17	256.27
01-2-02410-810-002	Principal Elementary	2,163.00	504.64	0.00	1,658.36	23.33
01-2-02410-810-001	Principal Secretary	2,163.00	1,008.72	24.25	1,154.28	46.64
01-2-02410-890-002	Principal Elementary	515.00	516.36	81.24	-1.36	100.26
01-2-02410-890-001	Principal Secretary	515.00	335.84	100.00	179.16	65.21
<b>PROGRAM: 02410</b>		<b>274,906.00</b>	<b>209,356.65</b>	<b>28,454.62</b>	<b>65,549.35</b>	<b>76.15</b>
01-2-02490-110-001	Extra Duty Salary	29,355.00	6,612.04	81.90	22,742.96	22.52
01-2-02490-111-001	Extra Duty Secondary	10,300.00	78,246.58	11,168.26	-67,946.58	759.68
01-2-02490-112-001	Extra Duty Secondary	0.00	4,500.99	1,132.95	-4,500.99	0.00
01-2-02490-220-001	Extra Duty Social	0.00	505.84	6.27	-505.84	0.00
01-2-02490-221-001	Extra Duty Secondary	1,571.00	5,953.22	850.08	-4,382.22	378.94
01-2-02490-222-001	Extra Duty Secondary	0.00	346.13	87.72	-346.13	0.00
01-2-02490-231-001	Extra Duty Secondary	3,090.00	6,636.44	986.91	-3,546.44	214.77
01-2-02490-232-001	Retirement	0.00	444.57	111.91	-444.57	0.00
01-2-02490-340-001	Extra Duty Secondary	412.00	0.00	0.00	412.00	0.00
01-2-02490-520-001	Catastrophic Student Ins	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02490-580-001	Extra Duty Secondary	258.00	0.00	0.00	258.00	0.00
01-2-02490-610-002	Extra Duty Elementary	309.00	0.00	0.00	309.00	0.00
01-2-02490-610-001	Extra Duty Secondary	1,854.00	330.46	13.17	1,523.54	17.82
01-2-02490-730-001	Extra Duty Secondary	515.00	0.00	0.00	515.00	0.00
01-2-02490-810-001	Extra Duty Secondary	4,120.00	1,225.00	0.00	2,895.00	29.73
01-2-02490-810-002	Extra Duty Elementary	258.00	0.00	0.00	258.00	0.00
01-2-02490-890-002	Extra Duty Elementary	155.00	0.00	0.00	155.00	0.00
01-2-02490-890-001	Extra Duty Secondary	309.00	0.00	0.00	309.00	0.00

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
<b>PROGRAM: 02490</b>		<b>53,536.00</b>	<b>104,801.27</b>	<b>14,439.17</b>	<b>-51,265.27</b>	<b>195.75</b>
01-2-02510-116-000	Gen Business Support	47,380.00	26,960.27	3,851.47	20,419.73	56.90
01-2-02510-226-000	Gen Business Social	3,657.00	2,062.48	294.64	1,594.52	56.40
01-2-02510-236-000	Gen Business	4,687.00	2,663.08	380.44	2,023.92	56.82
01-2-02510-270-000	Gen Business-Acct.	24,076.00	44,208.00	0.00	-20,132.00	183.62
01-2-02510-286-000	Gen Business Health	14,935.00	4,679.50	668.50	10,255.50	31.33
01-2-02510-320-000	Gen Business	1,545.00	0.00	0.00	1,545.00	0.00
01-2-02510-340-000	Gen Business Contract/	773.00	98.57	0.00	674.43	12.75
01-2-02510-351-000	Gen Business Data	6,180.00	5,957.05	0.00	222.95	96.39
01-2-02510-440-000	Gen Business	17,510.00	13,735.74	1,917.95	3,774.26	78.45
01-2-02510-521-000	Fidelity Bond Insurance	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02510-530-000	Gen Business	6,180.00	3,660.74	524.56	2,519.26	59.24
01-2-02510-531-000	Gen Business Postage	3,914.00	1,887.46	400.00	2,026.54	48.22
01-2-02510-580-000	Gen Business	206.00	0.00	0.00	206.00	0.00
01-2-02510-610-000	Gen Business Supplies	3,605.00	2,484.10	64.04	1,120.90	68.91
01-2-02510-650-000	Gen Business Computer	515.00	0.00	0.00	515.00	0.00
01-2-02510-730-000	Gen Business	258.00	0.00	0.00	258.00	0.00
01-2-02510-890-000	Gen Business Misc.	206.00	250.00	0.00	-44.00	121.36
<b>PROGRAM: 02510</b>		<b>136,657.00</b>	<b>108,646.99</b>	<b>8,101.60</b>	<b>28,010.01</b>	<b>79.50</b>
01-2-02610-110-000	Operation of Plant	192,095.00	99,191.29	13,841.64	92,903.71	51.64
01-2-02610-130-000	Overtime Salaries	0.00	2,212.75	603.97	-2,212.75	0.00
01-2-02610-220-000	Operation of Plant	15,244.00	7,757.44	1,105.10	7,486.56	50.89
01-2-02610-230-000	Operation of Plant	19,313.00	9,186.33	1,293.53	10,126.67	47.57
01-2-02610-280-000	Operation of Plant-	35,020.00	21,859.74	2,740.82	13,160.26	62.42
01-2-02610-340-000	Operation of Plant	1,545.00	1,542.48	0.00	2.52	99.84
01-2-02610-610-000	Operation of	30,900.00	27,041.83	2,249.34	3,858.17	87.51
01-2-02610-621-000	Operation of Plant -Fuel	16,480.00	4,314.04	1,513.48	12,165.96	26.18
01-2-02610-622-000	Operation of Plant-	103,000.00	63,056.39	10,918.73	39,943.61	61.22
01-2-02610-626-000	Operation of Plant-	1,030.00	143.01	0.00	886.99	13.88
01-2-02610-629-000	Operation of	11,330.00	6,297.15	736.35	5,032.85	55.58
01-2-02610-733-000	Operation of Plant-	3,090.00	20,205.63	941.22	-17,115.63	653.90
01-2-02610-890-000	Operation of Plant-Misc	773.00	0.00	0.00	773.00	0.00
<b>PROGRAM: 02610</b>		<b>429,820.00</b>	<b>262,808.08</b>	<b>35,944.18</b>	<b>167,011.92</b>	<b>61.14</b>
01-2-02620-340-000	Maintenance of	56,650.00	104,986.48	3,229.73	-48,336.48	185.32
01-2-02620-490-000	Other Property Services	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02620-520-000	Maintenance of	51,500.00	23,861.00	0.00	27,639.00	46.33
01-2-02620-733-000	Maintenance of	2,060.00	756.92	375.48	1,303.08	36.74
01-2-02620-890-000	Maintenance of	1,545.00	88.69	0.00	1,456.31	5.74
<b>PROGRAM: 02620</b>		<b>112,785.00</b>	<b>129,693.09</b>	<b>3,605.21</b>	<b>-16,908.09</b>	<b>114.99</b>
01-2-02650-430-000	Vehicle	6,592.00	3,771.25	0.00	2,820.75	57.21
01-2-02650-626-000	Vehicle	3,605.00	3,647.72	548.16	-42.72	101.19
01-2-02650-732-000	Vehicle	25,750.00	0.00	0.00	25,750.00	0.00
01-2-02650-890-000	Vehicle Acquistitions-	515.00	300.00	0.00	215.00	58.25
<b>PROGRAM: 02650</b>		<b>36,462.00</b>	<b>7,718.97</b>	<b>548.16</b>	<b>28,743.03</b>	<b>21.16</b>
01-2-02670-340-000	Safety/Security Dist.	1,545.00	1,600.95	18.00	-55.95	103.62
01-2-02670-610-000	Safety/Security Dist	515.00	4,284.60	0.00	-3,769.60	831.96
<b>PROGRAM: 02670</b>		<b>2,060.00</b>	<b>5,885.55</b>	<b>18.00</b>	<b>-3,825.55</b>	<b>285.70</b>
01-2-02710-110-000	Transportation - Salaries	71,070.00	29,913.00	4,797.06	41,157.00	42.09
01-2-02710-220-000	Transportation - Social	5,459.00	1,886.15	309.66	3,572.85	34.55
01-2-02710-230-000	Transportation-	7,056.00	1,386.18	223.76	5,669.82	19.65
01-2-02710-332-000	Transportation - Mileage	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02710-430-000	Transportation-Tires/Par	31,930.00	20,539.05	536.80	11,390.95	64.33

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
01-2-02710-510-000	Transportation -Contract	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02710-626-000	Transportation - Gas/Oil	18,540.00	13,324.65	2,007.00	5,215.35	71.87
01-2-02710-732-000	Transportation - Bus	46,350.00	0.00	0.00	46,350.00	0.00
01-2-02710-733-000	Transportation-	773.00	1,295.89	0.00	-522.89	167.64
01-2-02710-810-000	Transportation -	2,369.00	1,280.36	18.50	1,088.64	54.05
01-2-02710-890-000	Transportation - Misc.	515.00	455.15	0.00	59.85	88.38
<b>PROGRAM: 02710</b>		<b>186,122.00</b>	<b>70,080.43</b>	<b>7,892.78</b>	<b>116,041.57</b>	<b>37.65</b>
01-2-02712-110-000	SPED/Transportation -	14,420.00	18,134.78	2,835.84	-3,714.78	125.76
01-2-02712-220-000	SPED/Transportation -	1,133.00	1,387.71	218.95	-254.71	122.48
01-2-02712-230-000	SPED/Transportation-R	1,442.00	417.11	56.31	1,024.89	28.93
01-2-02712-332-000	SPED/Transportation-Mi	5,665.00	2,530.61	0.00	3,134.39	44.67
01-2-02712-430-000	SPED/Transportation -	1,236.00	0.00	0.00	1,236.00	0.00
01-2-02712-510-000	SPED/Transportation -	1,030.00	0.00	0.00	1,030.00	0.00
01-2-02712-626-000	SPED/Transportation -	206.00	1,724.76	199.85	-1,518.76	837.26
<b>PROGRAM: 02712</b>		<b>25,132.00</b>	<b>24,194.97</b>	<b>3,308.95</b>	<b>937.03</b>	<b>96.27</b>
01-2-03535-111-001	HAL - Secondary	1,288.00	729.16	104.17	558.84	56.61
01-2-03535-111-002	HAL - Elementary	1,288.00	729.17	104.17	558.83	56.61
01-2-03535-221-002	HAL -Elementary Social	103.00	55.79	7.97	47.21	54.17
01-2-03535-221-001	HAL - Secondary Social	103.00	55.79	7.97	47.21	54.17
01-2-03535-231-002	HAL - Elementary	129.00	72.03	10.29	56.97	55.84
01-2-03535-231-001	HAL - Secondary	129.00	72.03	10.29	56.97	55.84
01-2-03535-320-002	HAL -Elementary	155.00	0.00	0.00	155.00	0.00
01-2-03535-320-001	HAL - Secondary	155.00	0.00	0.00	155.00	0.00
01-2-03535-580-001	HAL - Secondary	51.00	0.00	0.00	51.00	0.00
01-2-03535-580-002	HAL - Elementary	51.00	0.00	0.00	51.00	0.00
01-2-03535-610-001	HAL - Secondary	206.00	284.00	84.00	-78.00	137.86
01-2-03535-610-002	HAL - Elementary	206.00	0.00	0.00	206.00	0.00
01-2-03535-650-001	HAL Secondary	201.00	0.00	0.00	201.00	0.00
01-2-03535-650-002	HAL - Elementary	201.00	0.00	0.00	201.00	0.00
01-2-03535-810-002	HAL - Elementary	309.00	225.00	0.00	84.00	72.82
01-2-03535-810-001	HAL - Secondary	1,133.00	741.80	61.80	391.20	65.47
01-2-03535-890-002	HAL - Elementary Misc	51.00	0.00	0.00	51.00	0.00
01-2-03535-890-001	HAL - Secondary Misc	51.00	179.80	0.00	-128.80	352.55
<b>PROGRAM: 03535</b>		<b>5,810.00</b>	<b>3,144.57</b>	<b>390.66</b>	<b>2,665.43</b>	<b>54.12</b>
01-2-06200-111-002	Title 1 - Salaries	38,050.00	28,073.84	5,581.30	7,976.16	77.87
01-2-06200-221-002	Title 1 - Social Security	2,781.00	2,449.01	426.97	331.99	88.06
01-2-06200-231-002	Title 1 - Retirement	3,579.00	2,478.18	190.28	1,100.82	69.24
01-2-06200-281-002	Title 1 Health Insurance	11,330.00	6,597.57	942.51	4,732.43	58.23
<b>PROGRAM: 06200</b>		<b>53,740.00</b>	<b>39,598.60</b>	<b>7,141.06</b>	<b>14,141.40</b>	<b>73.68</b>
01-2-06215-112-002	Title I Accountability-	0.00	4,583.29	715.96	-4,583.29	0.00
01-2-06215-222-002	Title I Accountability-	0.00	350.61	54.77	-350.61	0.00
01-2-06215-232-002	Title I Accountability	0.00	452.72	70.72	-452.72	0.00
<b>PROGRAM: 06215</b>		<b>0.00</b>	<b>5,386.62</b>	<b>841.45</b>	<b>-5,386.62</b>	<b>0.00</b>
01-2-06310-111-000	Title II - Salaries	11,021.00	21,136.07	999.04	-10,115.07	191.78
01-2-06310-221-000	Title II - Social Security	845.00	535.01	76.43	309.99	63.31
01-2-06310-231-000	Title II - Retirement	1,092.00	690.77	98.68	401.23	63.26
<b>PROGRAM: 06310</b>		<b>12,958.00</b>	<b>22,361.85</b>	<b>1,174.15</b>	<b>-9,403.85</b>	<b>172.57</b>
01-2-06401-111-002	Title IV - Pre-K Sped	10,300.00	0.00	0.00	10,300.00	0.00
01-2-06401-221-002	Title IV - Pre-K Sped	798.00	0.00	0.00	798.00	0.00
01-2-06401-231-002	Title IV - Pre-K Sped	1,030.00	0.00	0.00	1,030.00	0.00
01-2-06401-340-002	Title IV - Pre-K Sped	2,575.00	0.00	0.00	2,575.00	0.00

# MONTHLY EXPENSE SUMMARY MARCH 2020

Account	Description	19-20 Budget	Expenditure to Date	MARCH 2020 Expenses	Ending Balance	Percentage (%)
<b>PROGRAM: 06401</b>		14,703.00	0.00	0.00	14,703.00	0.00
01-2-06404-111-002	IDEA Part B - Salaries	25,338.00	0.00	0.00	25,338.00	0.00
01-2-06404-221-002	IDEA Part B - Social	1,906.00	0.00	0.00	1,906.00	0.00
01-2-06404-231-002	IDEA Part B -	2,523.00	0.00	0.00	2,523.00	0.00
01-2-06404-281-002	IDEA Part B - Health	3,935.00	101.22	14.48	3,833.78	2.57
<b>PROGRAM: 06404</b>		33,702.00	101.22	14.48	33,600.78	0.30
01-2-06406-340-000	IDEA Preschool Base -	8,240.00	3,120.00	720.00	5,120.00	37.86
<b>PROGRAM: 06406</b>		8,240.00	3,120.00	720.00	5,120.00	37.86
01-2-06407-110-002	IDEA Preschool	7,725.00	0.00	0.00	7,725.00	0.00
01-2-06407-220-002	IDEA Preschool	592.00	0.00	0.00	592.00	0.00
01-2-06407-230-002	IDEA Preschool	773.00	0.00	0.00	773.00	0.00
<b>PROGRAM: 06407</b>		9,090.00	0.00	0.00	9,090.00	0.00
01-2-06410-111-000	DIST IDEA - Salaries	21,370.00	14,698.20	2,187.90	6,671.80	68.78
01-2-06410-112-000	*IDEA Enr/Pov(611)*	5,091.00	0.00	0.00	5,091.00	0.00
01-2-06410-221-000	DIST IDEA - Social	397.00	1,124.41	167.37	-727.41	283.23
01-2-06410-222-000	*IDEA Enroll/Poverty*	1,638.00	0.00	0.00	1,638.00	0.00
01-2-06410-231-000	DIST IDEA - Retirement	2,217.00	1,451.87	216.12	765.13	65.49
01-2-06410-232-000	*IDEA Enroll/Poverty*	510.00	0.00	0.00	510.00	0.00
01-2-06410-282-000	IDEA Para Health Ins	5,974.00	0.00	0.00	5,974.00	0.00
01-2-06410-340-000	DIST IDEA - Contract	12,360.00	0.00	0.00	12,360.00	0.00
<b>PROGRAM: 06410</b>		49,557.00	17,274.48	2,571.39	32,282.52	34.85
01-2-06690-565-001	Secondary Education	0.00	538.97	0.00	-538.97	0.00
01-2-06690-569-001	Secondary Education	0.00	128.79	0.00	-128.79	0.00
<b>PROGRAM: 06690</b>		0.00	667.76	0.00	-667.76	0.00
01-2-06992-650-000	REAP - Computer	24,720.00	0.00	0.00	24,720.00	0.00
<b>PROGRAM: 06992</b>		24,720.00	0.00	0.00	24,720.00	0.00
01-2-08000-912-000	Fund Transfer to Lunch	5,150.00	0.00	0.00	5,150.00	0.00
01-2-08000-913-000	Fund Transfer to Activity	30,900.00	0.00	0.00	30,900.00	0.00
01-2-08000-914-000	Fund Transfer to	80,000.00	0.00	0.00	80,000.00	0.00
01-2-08000-915-000	Fund Transfer to EE	2,500.00	0.00	0.00	2,500.00	0.00
<b>PROGRAM: 08000</b>		118,550.00	0.00	0.00	118,550.00	0.00
01-2-09000-890-000	Non Programmed	0.00	4,940.46	452.92	-4,940.46	0.00
<b>PROGRAM: 09000</b>		0.00	4,940.46	452.92	-4,940.46	0.00
		5,899,026.00	3,395,221.92	433,365.24	2,503,804.08	57.55

**Weeping Water Public School APRIL 2020 Claims For Payment**

<b>Vendor Name</b>	<b>Check Description (Detail)</b>	<b>Check Amount</b>	<b>Account #</b>
Advanced Office Automations	Rizo Copies	\$ 15.56	02510-440-000
Ameresco	Contract Service	\$ 9,879.00	02620-340-000
Boystown	Pupil Contract Services	\$ 6,271.14	01200-320-001
Bristol Wenzl	Cell Phone Reimbursement	\$ 86.96	02410-890-002
CenterPoint Energy	Main Building Fuel	\$ 2,330.70	02610-621-000
Charlie Cover	Mileage	\$ 220.23	0110-333-001
Dana Cole & Co.	Sec. 125	\$ 65.00	01100-291-000
Doug Jorn	Reimburse	\$ 100.00	01100-610-001
Duncan Enterprises	Contract Service	\$ 600.00	02620-340-000
Edgenuity	Professional Dev. Web Training	\$ 6,496.89	01100-610-002
Edgenuity	Professional Dev. Web Training	\$ 6,496.89	01100-610-001
Egan Supply	Supplies	\$ 135.92	02610-610-000
Early Childhood Training	Gold Data Wksp	\$ 20.00	01190-810-002
ESU#3	Informal Dynamics Wksp- Hixson	\$ 75.00	02150-810-002
ESU#3	Social Emotional Wksp- L Barrett	\$ 75.00	01100-810-001
Express Lane	Transportation	\$ 98.26	02650-626-000
Futuramic Products	Supplies	\$ 9.00	01100-610-002
Futuramic Products	Supplies	\$ 9.00	01100-610-001
General Fire And Safety	Annual Maintenance	\$ 1,551.90	02620-340-000
Hayes Mechanical	Contract Service	\$ 3,065.30	02620-340-000
Hermitage Art	Graduation Programs	\$ 35.41	02490-610-001
Illuminate Education Inc.	Supplies	\$ 1,400.00	01100-610-002
Johns Appliance	Contract Service	\$ 1,066.99	02620-340-000
Just for Kids Therapy	Pupil contract services-preschool	\$ 256.00	06406-320-000
Just for Kids Therapy	Pupil contract services	\$ 240.00	02160-320-002
Just for Kids Therapy	Pupil contract services	\$ 112.00	02170-320-002
KSB Law	Legal Service	\$ 760.00	02330-317-000
Keckler Oil	Transportation	\$ 113.85	02650-430-000
Lincoln Journal Star	Advertisement	\$ 155.96	02310-540-000
Linda Twomey	Parent Mileage Reimbursement	\$ 502.55	02712-332-000
Madonna School	Pupil Contract Service Feb	\$ 1,627.92	01200-320-001
Matheson Tri-Gas	Supplies	\$ 208.71	01100-610-001
Meeske Auto	Transportation	\$ 363.86	02710-430-000
Meeske Hardware	Supplies	\$ 666.22	02610-610-000
Melody Cejka	Reimburse	\$ 52.25	01100-333-001
Meyer Laboratory, Inc.	Supplies	\$ 1,461.49	02610-610-000
Mid-America Pest Control	Contract Service	\$ 86.96	02620-340-000
NASB	Annual Board Retreat	\$ 651.78	02310-810-000
NASSP	Annual Membership Renewal NHS	\$ 385.00	02410-810-001
O'Keefe	Elevator Maintenance and repair	\$ 377.04	02620-340-000
OPPD	Electric Service	\$ 9,431.14	02610-622-000
Omaha World Herald	Advertisement	\$ 1,350.00	02310-540-000
Pitney Bowes Global Financial Services	Qtrly Meter Mtncce Fee	\$ 182.46	02510-440-000
Plattsmouth Journal	Annual Subscription	\$ 56.00	02220-810-001
Popplers	Supplies	\$ 49.40	01100-610-001
PowerSchool	UT Permform Teacher Renewal	\$ 2,369.20	01100-734-001
PowerSchool	UT Permform Teacher Renewal	\$ 2,369.21	01100-734-002
Prime	Contract Service	\$ 342.50	02620-340-000
Renaissance	Accelerated Reader Annual Renewal	\$ 2,072.75	01100-610-002
Schmidt Music	Supplies	\$ 138.08	01100-610-001
School Traditions	Supplies	\$ 51.00	02490-610-000
Shred It	Contract Service	\$ 48.94	02510-340-000
Stop N Shop	Sped Transportation	\$ 117.95	02712-626-000
Tiffanie Welte	Cell Phone Reimbursement	\$ 89.00	02410-890-001
Toshiba Financial Services	Copiers Contract Base & Overage	\$ 1,142.86	02510-440-000
Fiber Platform DBA Unite Private	WAN Lease	\$ 373.95	01100-530-000
Fiber Platform DBA Unite Private	Wan Lease	\$ 41.55	01100-382-000
US Bank CC Statement	CC Purchases	\$ 445.11	01100-610-002
US Bank CC Statement	CC Purchases	\$ 835.76	01100-610-001



**Paul Dewey**

1116 2<sup>nd</sup> Corso, Nebraska City, Ne 68410 (402) 209-1027

April 7<sup>th</sup>, 2020

Dr. Welte

Principal

Weeping Water Public Schools

204 West O

Dear Dr. Welte,

Please accept this letter of resignation from my position as the Special Education teacher for 7<sup>th</sup>-12<sup>th</sup> grade at Weeping Water Public Schools. My last day will be May 20<sup>th</sup>, 2020.

My students have been wonderful during my time here at Weeping Water, and everyone has been extremely helpful and supportive during my tenure with WWPS district.

I wish everyone all the best and if you need anything please be sure to contact me.

Paul Dewey



April 13, 2020

Weeping Water Public School

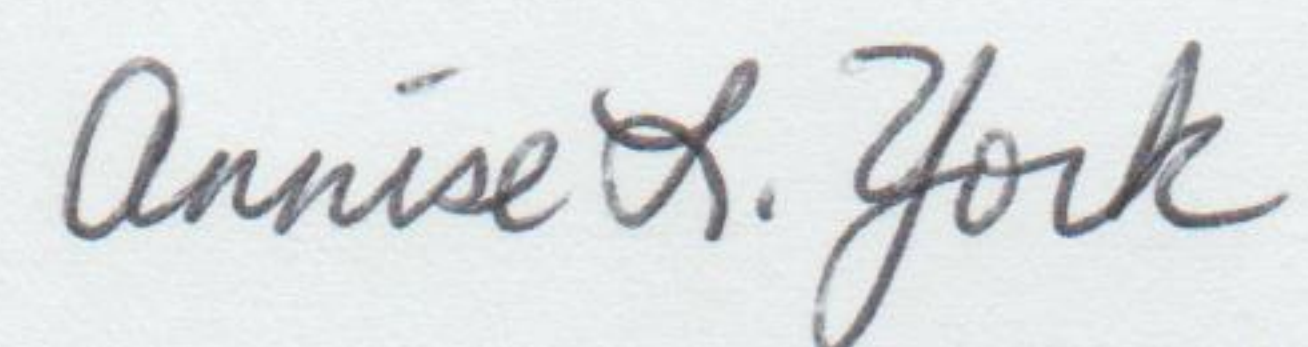
204 West O Street

Weeping Water, NE 68463

Dear Mr. Reiman and Dr. Welte,

Thank you for the opportunity to work for Weeping Water Public Schools this school year. I would like to formally let you know that I will not be signing a contract for the 2020-2021 school year. I have accepted a position with Louisville Public Schools. I appreciated serving the students and working with the staff. It was my pleasure to lead the FBLA members throughout the year as well. I was able to organize the Business Education curriculum and will leave things in order for my replacement.

Sincerely,

A handwritten signature in cursive script that reads "Annise L. York".

Annise L. York

TEACHER'S CONTRACT

THIS CONTRACT made by and between Weeping Water Public Schools, District 13-0022 and Ashley Sjogren, a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 6, 2020 and end on or about May 21, 2021 and shall consist of approximately 185 days of service and that the Teacher hereby agrees to accept such employment at a salary of \$ 37,150.00\*\* per year and under the following conditions: See Section 10

VIZ: 1.00\*\* BA/Step1\*\*

\*\* - pending confirmation of graduate hours

FIRST: The salary of the Teacher shall be payable in installments. The first installment shall be payable on the 20th day of September 2020 with the remaining installments to be payable on the 20th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District, and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-824 to 79-842, R.R.S.,

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to her days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

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

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

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-824 through 79-842 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District by ASAP shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed April 15th, 2020

Ashley Sjogren
Teacher

Executed \_\_\_\_\_, 2020
School District of Weeping Water No. 22, County of Cass

Attest: \_\_\_\_\_

Board Secretary

By: \_\_\_\_\_

Board President

# TEACHER'S CONTRACT

THIS CONTRACT made by and between Weeping Water Public Schools, District 13-0022 and Ericka Coffey, a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 6, 2020 and end on or about May 21, 2021 and shall consist of approximately 185 days of service and that the Teacher hereby agrees to accept such employment at a salary of \$ 37,150.00\*\* per year and under the following conditions: See Section 10

VIZ: 1.00\*\* BA/Step1\*\*

\*\* - pending confirmation of graduate hours

**FIRST:** The salary of the Teacher shall be payable in installments. The first installment shall be payable on the 20th day of September 2020 with the remaining installments to be payable on the 20th day of each month thereafter.

**SECOND:** The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District, and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

**THIRD:** In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

**FOURTH:** This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-824 to 79-842, R.R.S.,

**FIFTH:** That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to her days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

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

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

**EIGHTH:** The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

**NINTH:** Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

**TENTH:** Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-824 through 79-842 R.R.S. and any other applicable state statutes.

**ELEVENTH:** The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District by ASAP shall constitute a rejection by the Teacher of the offer of employment.

**TWELFTH:** Other Contract Terms:

Executed ....., 2020

Ericka M Coffey

Teacher

Executed ....., 2020

School District of Weeping Water No. 22, County of Cass

Attest: \_\_\_\_\_

Board Secretary

By: \_\_\_\_\_

Board President



**Probook x360 G3**

**Quote #CA041473 v1**

**Prepared For:**

**Weeping Water Public Schools**

Charles Cover  
204 West O Street

Weeping Water, NE 68463

**P:** (402) 699-3784  
**E:** ccover@weepingwaterps.org

**Prepared by:**

**Riverside Technologies, Inc.**

Courtney Albrecht  
748 N 109th Court  
Omaha, NE 68154

**P:** 866.804.4388  
**E:** courtneya@1rti.com

**Date Issued:**

**03.10.2020**

**Expires:**

**04.09.2020**

**Contract:**

Hardware		Price	Qty	Ext. Price
<b>RTI-4QP78AV</b>	<b>Probook x360 G3</b>	<b>\$489.00</b>	<b>55</b>	<b>\$26,895.00</b>
4QP78AV	HP IDS UMA Pentium N5000 4GB x360 11 G3 Base NB PC		55	
4SS11AV#ABA	OS Localization US		55	
X7B24AV	eStar Enable IOPT		55	
4SS05AV	Windows 10 Pro 64 MSNA		55	
4RY15AV	Integrated 5MP NoMic Webcam		55	
4QP87AV	Digital Active Pen		55	
4QP84AV	11.6 inch HD (1366x768) LED SVA 220 with Webcam slim Touchscreen		55	
4QP88AV	128GB Solid State M2 SATA-3 Three Layer Cell Drive		55	
4QP81AV	Heather Gray +Storm Gray Plastic Speckle		55	
4QP90AV	Intel 9260 ac 2x2 nvP 160MHz +Bluetooth 5 WW		55	
4QP73AV	3 Cell 48 WHr Long Life		55	
4QP71AV	45 Watt Smart nPFC Right Angle AC Adapter		55	
4QP94AV#ABA	C5 1.0m Sticker Conventional Power Cord US		55	
5KZ03AV#ABA	Clickpad spill-resistant for 2nd Camera US		55	
4QP92AV#ABA	1/1/0 Warranty US		55	
4QP97AV#ABA	Country Localization US		55	
5HS36AV	Intel Pentium Silver sz2 G8 Label		55	
UK716E	4yr warranty	\$199.00	55	\$10,945.00
			<b>Subtotal:</b>	<b>\$37,840.00</b>

Quote Summary	Amount
Hardware	\$37,840.00
<b>Total:</b>	<b>\$37,840.00</b>

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

[Return to Coops Main Menu](#)

**AGREEMENT FOR COOPERATIVE SPONSORSHIP:**

**Guidelines for Cooperative Sponsorships (PDF)**

Is this a **NEW** Cooperative Sponsorship or a **RENEWAL** of an existing Cooperative Sponsorship?

NEW     RENEWAL

**This Agreement is made between/among the School Boards of:**

School District No. , \_\_\_\_\_, Nebraska and

School District No. , Select School , Nebraska and

School District No. , Select School , Nebraska and

School District No. , Select School , Nebraska.

The parties agree as follows:

- 1. Joint Application.** The above-named governing boards shall jointly make an application to the Nebraska School Activities Association (NSAA) Board of Directors before (June 1 for fall activities, September 1 for winter activities or January 1 for spring activities) **2018**, for approval for cooperative sponsorship of a joint high school program.

***Please check the activity or activities for which the above-named governing boards are applying for cooperative sponsorship.***

<b>FALL</b>	<input type="checkbox"/> FB6	<input type="checkbox"/> FB8	<input type="checkbox"/> FB11	<input type="checkbox"/> VB	<input type="checkbox"/> BCC	<input type="checkbox"/> GCC	<input checked="" type="checkbox"/> GGO	<input type="checkbox"/> BTE	<input type="checkbox"/> SB	<input type="checkbox"/> UBO	<input type="checkbox"/> PP
<b>WINTER</b>	<input type="checkbox"/> BSW	<input type="checkbox"/> GSW	<input type="checkbox"/> WR	<input type="checkbox"/> BBB	<input type="checkbox"/> GBB	<input type="checkbox"/> SP	<input type="checkbox"/> DE				
<b>SPRING</b>	<input type="checkbox"/> BA	<input type="checkbox"/> BTR	<input type="checkbox"/> GTR	<input type="checkbox"/> GTE	<input type="checkbox"/> BGO	<input type="checkbox"/> BSO	<input type="checkbox"/> GSO	<input type="checkbox"/> UTR			
<b>OTHER</b>	<input type="checkbox"/> VM	<input type="checkbox"/> IM	<input type="checkbox"/> JO								

hereinafter "combined program," for students attending the above-named schools for years:

2018-2019

2019-2020

2020-2021

(Check all school years to be covered.)

- 2. Purpose.** The purposes for the above-named boards agreeing to apply for authority to cooperatively sponsor the combined program are as follows: (Specify conditions which have prompted the Boards to agree.)

a.

b.

c.

d.

3. **Agreement to Cooperate.** If the joint application is approved by the NSAA Board of Directors, the above-named governing boards agree that they will cooperatively sponsor the combined program in the school years specified, provided that nothing in this provision shall be deemed to require that the governing boards offer that combined program at all in any particular year.

4. **Terms and Conditions of Cooperative Sponsorship.** Any combined program shall be cooperatively sponsored upon the following terms and conditions:

a. **Team Name, Mascot and Team Colors.** The team shall be known as (Name) Elmwood-Murdock (Mascot) Knights, with School District No. 97 serving as host school district. The team colors are Black and Silver.

b. **Contracts.** Except as otherwise provided herein, contracts related to the cooperatively sponsored team with groups such as referee associations, with individuals, or with other schools or school districts, shall be made by the governing board of School District No. \_\_\_\_\_, after consultation with the governing board of the cooperating school district. **In the event this co-op qualifies for reimbursement for any state championships, the check should be written to the head school.**

c. **Allocation of Costs.** All costs of the combined program shall be allocated between/among the parties in the manner indicated below for each expenditure category listed:

I. Expenses for transportation, including daily transportation of participants to and from practice sessions and contests. (Specify method of allocation.)

II. Weeping Water will be responsible for getting their students to EM for practice or to meet the van/bus to travel to the events. All other transportation costs are EMs.

III. Expenses for transportation to "away contests." (Specify method of allocation.)

Weeping Water will be responsible for getting their students to EM to meet the van/bus to travel to the meets. All other transportation costs are EMs.

III. Expenses for spectator buses. (Specify method of allocation.)

No spectator buses will be used.

IV. Expenses for facilities, lights, heating, showers, towels, laundry, etc., of the host school, including maintenance of practice and competitive facilities. (Specify method of allocation.)

All costs will be Elmwood-Murdocks

V. Expenses for banquets and awards. (Specify method of allocation.)

All costs will be Elmwood-Murdocks

VI. Expenses for scouting, coaches' meetings and workshops. (Specify method of allocation.)

All costs will be Elmwood-Murdocks

VII. Expenses for payment of referees and other personnel necessary to stage the event. (Specify method of allocation.)

No expenses are anticipated, however if there are any, they will be EMs.

VIII. Expenses for purchasing of supplies and equipment. (Specify method of allocation.)

All costs will be Elmwood-Murdocks.

IX. Expenses for salary and fringe benefit costs for coaches and other activity personnel. (Specify method of allocation.)

X. Other expenses. (Specify method of allocation.)

In the event that the allocation of an expenditure item is not specified above, the costs of that item shall be shared EQUALLY between/among the cooperating parties.

d. Allocation of Gate Receipts. Funds from gate receipts shall be divided by the parties after payment of referees and other personnel in the following manner: (Specify method of allocation.)

**All receipts will go to Elmwood-Murdock**

In the event the gate receipts are insufficient to make the payments, the parties shall make up the difference in the following manner: (Specify method of allocation.)

**Any debt incurred will be EMs.**

e. Concessions. The provision of concessions at home contests shall be the responsibility of the home location school, and concession revenues shall not be covered by the provisions of this Agreement unless the parties specifically agree to the contrary herein.

f. Utilization of Resources. Personnel in charge of the program shall make every attempt to utilize the resources of each of the cooperating schools, such as equipment and uniforms.

g. Employment of Personnel.

I. The head coach of the combined program shall be employed by the school board of School District No. 64 .

II. Other joint program personnel, if any, shall be employed as follows:

POSITION	EMPLOYER
Head coach	Elmwood-Murdock

III. Recommendations for employment of personnel by each board shall be in accordance with the board's policies.

IV. Coaches and other personnel employed by a school district shall meet applicable state requirements.

h. Control and Supervision of Programs and Participants. The control and supervision of a combined program, and of the behavior of student participants in the program, shall be the responsibility of the host school district.

The control and supervision of student participants while in transport to and from the host school district shall be the responsibility of the home school district.

5. **Interdistrict Advisory Board.** An Interdistrict Advisory Board may be formed from members of the schools to work on the improvement of the various co-sponsored programs.
6. **Resolution of Disputes.** Any disputes relating to this Agreement, or items in this Agreement requiring clarification, will be investigated by the school superintendents from each school, and they will present their findings and recommendations to their respective boards.
7. **Term, Dissolution.** The term of this Agreement shall be for school years 2018 and 2019 . The Agreement shall terminate at the end of the last school year specified, unless extended by mutual agreement. If the parties determine to extend the Agreement beyond the period specified, they agree to submit a "Cooperative Program Renewal Agreement" form to the NSAA Board of Directors prior to June 1 for fall activities, September 1 for winter activities and January 1 for spring activities, preceding the school year or season in which the coop program is to be implemented. If the parties determine to dissolve the Agreement at an earlier date, they agree to submit an application requesting dissolution by April 1 of the school year prior to the school year in which dissolution is requested, i.e., April 1, 2018, for dissolution for the 2018-2019 school year. If the early dissolution of the Agreement is not approved, the combined program must be offered cooperatively, or not at all, during the remaining terms of the Agreement.
8. **Liability Insurance.** Nothing contained in this Agreement shall relieve any party to this Agreement from liability for its negligence or that of its officer, agents and employees. Each party shall carry a minimum liability insurance limit in the amount of \$ \_\_\_\_\_ for any one liability occurrence and carry a minimum aggregate liability insurance limit of \$ \_\_\_\_\_ for any accumulation of separate liability

**[Return to Main Application Form](#) | [Return to Coops Main Menu](#)**

The main application form was successfully saved. Please complete the following form, which is required of each school in the proposed cooperative agreement.

**COOPERATIVE SPONSORSHIP:**

*The following information is to be provided by each school before the application form can be submitted to the NSAA.*

**SCHOOL:**

- Please list the number of students enrolled in your high school.

	GRADE 9		GRADE 10		GRADE 11		GRADE 12	
	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys
<b>Current School Year:</b>								
<b>Anticipated Next Year:</b>								
<b>Anticipated Two Years Hence:</b>								

Board Member \_\_\_\_\_ introduced the following resolution and moved its adoption:

**Resolution Approving Cooperative Sponsorship Agreement**

WHEREAS, a proposed Agreement has been negotiated and drafted regarding the cooperative sponsorship of a joint high school \_\_\_ program.

WHEREAS, a copy of the proposed draft is attached and incorporated by reference.

NOW, THEREFORE, BE IT RESOLVED by the School Board of School District No. 0 as follows:

1. That the attached Cooperative Sponsorship Agreement do and hereby is approved;
2. That the Chair and Clerk are hereby authorized to execute the attached Cooperative Sponsorship Agreement and to make the required application to the Board of Directors of the Nebraska School Activities Association; and
3. That this resolution shall be effective only upon the adoption of a similar resolution by the Governing Board or School Board of the cooperating school(s) or school district(s).

The motion for adoption of the foregoing resolution was duly seconded by Board Member \_\_\_\_\_ and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.

**RESOLUTION**  
**GRADES, GRADUATION, CURRICULUM, AND RELATED MATTERS**

WHEREAS, the school district has been closed for the remainder of the 2019-20 school year and possibly beyond based on the statewide outbreak of COVID-19; and

WHEREAS, the school district has transitioned to an alternative learning platform consisting of written packets, online learning resources and other education and/or enrichment activities for the fourth quarter of the 2019-20 school year; and

WHEREAS, the school district wishes to address various educational matters and school activities impacted by the current circumstances;

NOW, THEREFORE, be it resolved that the following shall supersede any board policy for the remainder of the 2019-20 school year:

1. In order to be eligible for graduation, each high school senior student must complete a minimum of 230 high school credit hours, including 40 credit hours in English Language Arts, and 30 credit hours in each of Mathematics, Science, and Social Studies, and 5 credits in Geography, Health, Physical Education, and Technology.
2. Any senior student who was failing any required course as of the date the school was closed to student attendance will not automatically have that required coursework waived. Instead, these students shall be provided the opportunity to participate in credit recovery through an online learning system, which will be selected by the superintendent in consultation with the appropriate faculty and staff.
3. For all students in grades 9-12 or in any course which the district includes for purposes of calculating academic honors, students' grades for purposes of grade point average, class rank, and similar matters shall be calculated through the 1<sup>st</sup> semester of the 19-20 school year. Second semester grades shall be pass/fail and will not be included purposes of calculating academic honors, students' grades for purposes of grade point average, class rank, and similar matters.
4. The superintendent shall consult with teachers, administrators, and other faculty members, as appropriate, to determine course grades, the award of credit for classwork completed during the fourth quarter/second semester of the 2019-20 school year, and grade promotion.

5. The superintendent shall consult with teachers, administrators, and other faculty members, as appropriate, to determine whether additional learning opportunities, including targeted educational opportunities, will be provided to all students to complete in an alternate learning environment during the remainder of the 2019-20 school year and the summer to meet state and school-required graduation requirements or to advance to the next grade.
6. The superintendent shall consult with teachers, administrators, and other faculty members to determine appropriate steps to provide senior students the opportunity to complete any applicable requirements of section 79-724 related to American Civics. If the Governor issues an Executive Order waiving the requirements of 79-724 based on the state of emergency which has been declared in Nebraska, the board of education hereby also waives any and all of those requirements. The board hereby declares that any failure to comply with section 79-724 during the 2019-20 school year will not be the basis for the non-renewal, termination or cancellation of any employee's contract.
7. The obligations owed by the school district to students who are eligible for special education services are governed by Rule 51 of the Nebraska Department of Education and the Individuals with Disabilities Education Act. All decisions made or authorized herein by the Board of Education shall comply with Rule 51 and the IDEA.
8. To the extent not addressed above, the superintendent is authorized to take any necessary or educationally appropriate action regarding the waiver or adjustment of grading guidelines, class rankings, graduation requirements, curriculum, and other related areas and to take any other educationally or administratively appropriate action, including taking actions that may otherwise conflict with board policy or that would otherwise exceed the authority given to the superintendent in board policy, if necessary to account for the shortened school year, this emergency, and the COVID-19 pandemic.

After the above resolution was read in its entirety, board member \_\_\_\_\_ moved for passage of the Resolution. Board member \_\_\_\_\_ seconded.

After discussion, and on roll call vote, the following board members voted \_\_\_\_\_ in favor of the Resolution: \_\_\_\_\_.

The following members voted against the Resolution:

\_\_\_\_\_.

The following members did not vote:

\_\_\_\_\_.

Having been consented to by a majority of the members of the school board, the board president declared the Resolution to have been passed and adopted.

Dated this \_\_\_\_ day of April 2020.

\_\_\_\_\_  
President of the Board of Education

ATTEST:

\_\_\_\_\_  
Secretary of the Board of Education

## **Board Policy 4012**

### **Staff Internet and Computer Use**

Internet access is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching and learning skills. The following procedures and guidelines are intended to ensure appropriate use of the Internet at the school by the district's faculty and staff. Staff should also refer to the district's policy on Staff and District Social Media Use.

#### **I. Staff Expectations in Use of the Internet**

##### **A. Acceptable Use While on Duty or on School Property**

1. Staff shall be restricted to use the Internet to conduct research for instructional purposes.
2. Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents, and patrons.
3. Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
4. Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

##### **B. Unacceptable Use While on Duty or on School Property**

1. Staff shall not access obscene or pornographic material.

2. Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.
3. Staff shall not use school computers or district internet access to use peer-to-peer sharing systems such as BitTorrent, or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
4. The only political advocacy allowed by staff on school computers or district internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
5. Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

## **II. School Affiliated Websites**

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated web page which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personality-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information on the Internet.

## **III. Enforcement**

### **A. Methods of Enforcement**

The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

1. The district uses a technology protection measure that blocks access to some sites that are not in accordance with the district's policy. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
2. Due to the nature of technology, the filter may sometimes block pages that are appropriate for staff research. The system administrator may override the technology protection measures that blocks or filters Internet access for staff access to a site with legitimate educational value that is wrongly blocked.
3. The district will monitor staff use of the Internet by monitoring Internet use history to ensure enforcement of this policy.

**B. Any violation of school policy and rules may result in that staff member facing:**

1. Discharge from employment or such other discipline as the administration and/or the board deem appropriate;
2. The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member;
3. When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

#### **IV. Off-Duty Personal Use**

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the

provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Adopted on: July 9, 2018

## Board Policy 4014

### Employment-Related Sexual Harassment

It is the policy of the school district to provide an environment free of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or communication constituting sexual harassment. Sexual harassment by any employees and students is unequivocally prohibited. Sexual harassment is misconduct that interferes with work productivity and wrongfully deprives employees of the opportunity to work and students of the opportunity to study and be in an environment free from unsolicited and unwelcome sexual overtones. Sexual harassment includes all unwelcome sexual advances, requests for sexual favors and other such verbal or physical misconduct. Sexual harassment is a prohibited practice and is a violation of the law.

The U.S. Equal Employment Opportunity Commission has issued guidelines interpreting Section 703 of Title VII as prohibiting sexual harassment. Sexual harassment is defined in those guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature constitutes sexual harassment when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

A person who feels harassed is encouraged to inform the person engaging in sexually harassing conduct or communication directly that the conduct or communication is offensive and must stop. If the person who feels harassed does not wish to communicate directly with the person whose conduct or communication is offensive, or if direct communication with the offending person has been ineffective, the person who feels harassed should report the conduct or communication to a supervisor, principal, the superintendent of schools, or a board of education member with whom he or she feels comfortable in reporting the issue.

Regardless of the means selected for resolving the problem, the good faith initiation of a complaint of sexual harassment will not affect the complainant's

employment, compensation or work assignments as an employee, or status as a student.

Sexual harassment of one student by another student or students is addressed in a separate policy.

Adopted on: May 14, 2014

## **Board Policy 4016**

### **Jury Duty/Service as Witness in Court**

An employee who has been called to serve as a juror will be granted paid leave. Employees must sign over to the district the compensation they receive for jury duty, but not compensation for expenses.

An employee who has been subpoenaed to testify as a witness in a court proceeding shall be entitled to one day of paid leave. To receive paid leave, the employee must sign over to the district his or her witness fee.

Adopted on: May 14, 2014

## **Board Policy 4017**

### **Relations with Employee Collective Bargaining Associations**

The board of education recognizes the right of staff members to belong to organizations for bargaining purposes pursuant to state statutes. The board will negotiate with employee associations that have been established in accordance with public employee bargaining statutes, and will meet with local collective bargaining unit representatives at mutually agreeable times to negotiate regarding mandatory subjects of bargaining.

To facilitate an amicable relationship between the district and any local employee associations, the district will allow associations to make reasonable use of district facilities for meetings outside the school's and the employees' work hours. With administrative approval, associations may use district equipment, post notices of meetings and other information on bulletin boards designated for this purpose, and use local building mail boxes for delivery of employment-related information. Associations must pay for all supplies used, damage caused, or the loss or theft of borrowed property.

Adopted on: May 14, 2014

## **4013 Grievance Procedure**

**Definition of Grievance.** A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

**Procedural Steps.** The procedure for handling grievances is as set forth below.

**Step 1 - Oral Notice to Principal.** The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

**Step 2 - Written Grievance to the Principal.** If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

**Step 3 - Written Appeal to the Superintendent of Schools.** If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

**Step 4 - Appeal to the Board of Education.** If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board

shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

**Written Presentation.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

**Grievance Meetings or Hearings.** All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

**Association Representation.** A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

**Reprisals.** No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

**Withdrawal of a Grievance.** A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

**Advanced Step Filing.** A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

**Time Limitations.** Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the

district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

**Requirement to Grieve.** This grievance procedure is not discretionary and cannot be waived except through the express written consent of the board. No administrator or board member, individually, has the authority to waive the requirements of this procedure. Any grievance covered by this procedure but not raised pursuant to the requirements herein, including any grievance abandoned, will be forfeited.

**Bad Faith or Serial Filings.** The purpose of the grievance procedure is to resolve complaints and grievances regarding covered matters at the lowest level possible within the chain of command. Grievances filed without any intention to attempt to resolve the issues raised; for the purpose of adding administrative burden; or for purposes inconsistent with the professional obligations of district staff members may be dismissed by the superintendent without providing final resolution other than noting the dismissal on a basis in this section.

**Separation from Student/Parent Grievances.** This policy stands separate from a grievance filed by a parent or student against. If action is taken against a teacher due to a parent or student grievance, the employee is not allowed to jump steps in this policy due to the appearance of repetition, whether actual or perceived. The employee must begin with the first step of this policy.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **4015 Prohibition Against Employment of Board Members**

Nebraska statutes prohibit board members from serving as a teacher on a regular teaching contract.

The board will allow a member of the board of education to be employed by the school district in a non-teaching capacity, including substitute teaching. Board members who are also employed by the district are strictly prohibited from discussing any issue with students, staff or parents in their capacity as an employee that may come before the board.

This policy does not prohibit the board from contracting with members of the board for services or products when the relationship is not one of employer/employee and such contracts are in compliance with the requirements of statute and board policy regarding conflicts of interest.

**4015**  
**Prohibition Against Employment of Board Members**

Nebraska statutes recognize the inherent conflict of interest that is created when a member of the board of education serves as a certificated employee of the district. Consequently, section 79-544 of the statutes prohibits a board member from being engaged in a contract to teach pursuant to sections 79-817 through 79-821 with the school district where he or she also serves on the board.

A conflict of interest is also created when a board member serves simultaneously as both a board member and an employee in any capacity, whether certified or non-certified. Therefore, a board member shall not be employed by the school district when serving on the board. If an employee is elected or appointed to the board, his or her employment shall be terminated upon being seated on the board. Because of the conflict that is created by a board member applying for employment while sitting on the board, a board member who wishes to apply for employment shall be required to resign from the board before applying.

This policy does not prohibit the board from contracting with members of the board for services or products when the relationship is not one of employer/employee and such contracts are in compliance with the requirements of statute and board policy regarding conflicts of interest.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **Board Policy 4006**

### **Insurance**

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a collective bargaining agreement.

Adopted on: May 14, 2014

## **4005**

### **Communication Between the Board and District Employees**

Employees have the same right to communicate with the board about matters of public concern as other patrons of the district. Regarding employment-related issues, employees must follow the applicable board policies and/or contractual procedures regarding the administrative chain of command, complaints, grievances and other applicable processes.

When appropriate, the superintendent shall inform employees of official board policies, directives, actions and concerns.

Adopted on: May 14, 2014

Revised on: \_\_\_\_\_

**4008**  
**Outside Employment**

1. An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.
2. Tutoring
  - a. Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day.
  - b. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher.
  - c. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or designee.
3. Employees shall attend to personal matters outside their assigned duty hours with the district whenever possible.
4. Employees may conduct business on behalf of the district during assigned duty hours, but at times that do not disrupt or interfere with teaching responsibilities or student activities.
5. Employees shall not misrepresent, either expressly or by implication, that any activity, solicitation, or other endeavor is sponsored, sanctioned, or endorsed by the district.
6. In any written or verbal presentation by an employee that might be perceived as being sanctioned, sponsored, or endorsed by the district, other than district-related instruction or presentation to district students or personnel, the employee shall communicate to the audience or recipients that the views expressed are those of the employee and not necessarily those of the district or board.
7. Sale of goods or services by employees.

- a. Employees shall not sell, solicit or promote the sale of goods or services to students.
  - b. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale.
  - c. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s).
  - d. Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.
8. No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.
  9. All written or artistic works, instructional materials, inventions, procedures, ideas, innovations, systems, programs, or other work product created or developed by any employee in the course and scope of performance of his or her employment duties on behalf of the district, whether published or not, shall be the exclusive property of the district; and the district has the sole right to sell, license, assign, or transfer any and all right, title, or interest in and to such property.
  10. Staff may not exploit their professional relationships for personal gain.

Adopted on: May 14, 2014

Revised on: \_\_\_\_\_

**4009**  
**Restrictions on Employees Receiving Gratuities**

An employee who, because of his or her employment by the school district, receives any bonus merchandise or gift with a value over \$ 50.00 must disclose the receipt of such gift to the superintendent, who will then report that gift to the board. The superintendent, at his or her discretion, may require that the gift become the property of the district. No certificated staff member may accept any gift which will impair the professional judgment of the recipient.

Employees are directed to discourage merchants from offering bonus paraphernalia in exchange for the school's patronage.

Adopted on: May 14, 2014

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **Board Policy 4010**

### **Inclement Weather**

Unless the superintendent directs otherwise, staff shall not be required to report when school is canceled due to inclement weather.

If school is canceled during the day because of inclement weather, classified and certified personnel may be released after students have been excused. Classified and certified personnel who miss work due to inclement weather when school is in session will not be paid for time missed or will be charged an applicable leave day.

Adopted on: May 14, 2014

Revised on: \_\_\_\_\_