

Agenda

1. Call To Order
Speaker(s): Board President
2. Pledge of Allegiance
Speaker(s): Board President
 - 2.1. Roll Call - Excuse Board Members not in attendance
Speaker(s): Board President
3. Public Comment Sign In Procedure
 - 3.1. Public Comment
4. Consent Agenda (Action)
Speaker(s): Board President
5. Board Development and Communication
 - 5.1. Board Members' Update
6. Superintendent's Report
Speaker(s): Superintendent
 - 6.1. Government Relations Update
Speaker(s): Dr. Mark Adler
 - 6.2. Committee on American Civics
Speaker(s): Dr. Cecilia Wilken
 - 6.3. Ralston High School School--School Improvement Plan Update
Speaker(s): Ms. Jesse Tvrdy
 - 6.4. COVID-19 Pandemic Response Update
Speaker(s): Dr. Mark Adler
 - 6.5. Ralston Public Schools 1:1 Technology Initiative Draft Plan
Speaker(s): Dr. Mark Adler
 - 6.6. Sign Language Interpreter Contract Discussion
Speaker(s): Dr. Michael Rupprecht
 - 6.7. NASB Updates and Information
Speaker(s): Dr. Jay Irwin
 - 6.8. Enrollment Update
Speaker(s): Dr. Mark Adler
7. Standards Based School Improvement
8. Policy Review
9. Executive Session Disclosure
10. Pre-Adjournment Information and Activities
 - 10.1. Announcements
 - 10.2. Board of Education Supplemental Meeting Information
 - 10.3. Future Board Calendar
11. Adjourn

2009 Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board may require members of the public desiring to address the board to identify themselves.

Adopted on: March 25, 2019
Revised on:
Reviewed on: March 25, 2019

Ralston Board of Education Public Comment Procedures

The Ralston Board of Education appreciates the public's right to provide public comment. It is the practice of the Ralston Board to listen to the public comment, without discussion between the public and the Board. Should you have a question or ask for follow-up from the Board, the Board President or Chair of the meeting will direct the Superintendent to address the requests and provide additional information to you as appropriate. We ask that you refrain from personal comments about individuals and the use of vulgar or inappropriate language in addressing the Board.

The following will help guide the Public Comment agenda item at Board Meetings and Public Hearings:

1. Persons speaking during Public Comment will be called forward individually by the Board President or Chair to the location identified for such purpose.
2. The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around three (3) minutes. In the event more than 10 individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.
3. Each individual speaking to the Board will be required to identify himself or herself prior to giving public comment or when related business is on the agenda. A "Record of Appearance" card is provided for this purpose.
4. Persons wishing to appear will be heard in the order in which the Board President or Chair of the meeting determines appropriate.
5. In cases where more than one person wishes to speak on the same topic, their presentations to the Board may, at the discretion of the Board President or Chair, be grouped together by topic.
6. Persons speaking to the Board during public comment may make printed materials available to the Board but may not use any other form of media.

Public Participation at Board Meetings Form

**Ralston Board of Education
PUBLIC COMMENTS**

The purpose of "Public Participation" is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during "Public Comments."

The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around three (3) minutes. In the event more than 10 individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

April 15th, 2020

Ralston Public Schools Board of Education
Ralston Public Schools
8545 Park Drive
Ralston, NE 68127

Dear Members of the Board of Education:

I hereby resign my employment as a teacher effective at the conclusion of the 2019-20 contract year.

Sincerely,

Charisse Dube

Charisse A. Dube

Board of Education Regular Meeting
8545 Park Dr.
Omaha, Nebraska

In accordance with official COVID-19 guidelines from local government and health officials, to limit the number of people in a single space the April 13, 2020 Board of Education Meeting was held online via a ZOOM Conference Meeting.

Monday, April 13, 2020 6:00 PM

Roll Call

The regular meeting of the Board was called to order at 6:00 pm. In addition to the six board members, those in attendance included Dr. Mark Adler, Dr. Mike Rupperecht, Mr. Jason Buckingham, Dr. Cecilia Wilken, Mrs. Melissa Stolley, Mr. Jim Frederick and Mrs. Marci Carroll.

Consent Agenda

Consent agenda items include minutes from the March 23rd meeting; March Financial Reports, March bills in the amount of \$470,225.22 for the General Fund, and \$70,747.92 for the Building Fund. Prior to the meeting Mary Roarty and Heather Johnson reviewed the bills.

Recommend the following teacher(s) be hired for the 2020-21 school year:

Caleb Goeken - RHS Math. BA-Midland University. Previous Experience: Doniphan-Trumbull Public Schools (2018-20).

Alexis Nordenson – Seymour SPED. BA-UNO.

Recommend the following resignations be accepted:

Mary Torczon - RHS Hearing Impaired

Megan Rerucha - RMS Science

Elizabeth D. Jackson - BL/KW Reading Specialist

Kacie Lindeman – RHS Science

Motion to approve Consent Agenda made by Jay Irwin and seconded by Liz Kumru.

Mrs. L. Richards: Abstain

Mrs. R. Richards: Yea

Dr. Irwin: Yea

Mrs. Johnson: Yea

Ms. Roarty: Yea

Mrs. Kumru: Yea

Board Comments

Each board member shared their appreciation and gratitude to the entire RPS staff and administration for assisting students and families during the COVID-19 pandemic. They stated our teachers have been doing an amazing job of staying connected to students. Also, the board is grateful to the food service staff for providing meals students can pick up during the week. Appreciation was also given to custodial and maintenance staff who have been working hard to clean and sanitize the buildings.

Superintendent's Report

Dr. Adler echoed the comments from board members. He expressed his gratitude to the food service staff for their dedication to making sure our families have food at home. He mentioned the many ways educators are reaching out to students - car parades, online meetups, online office hours, emails, texts, phone calls, etc. Dr. Adler stressed how this is making a difference, keeping students connected in this difficult time. He also thanked Shawna Mayer and district volunteers for delivering Easter baskets, donated by the Nebraska Crossing Outlet Mall, to every RPS TeamMate mentee.

ELL Program Update

Dr. Josh Wilken shared information regarding the status of the district's EL Cohort Program. He first shared some data and metrics of the program. In the program's first year, 10 teachers enrolled in the program. In the second year, the district had an additional 13 register for a total of 23 teachers who have completed the program. Dr. Wilken stated the number of EL students has increased by 38% since the 2016-17 school year. The current student to staff ratio sits at approximately 36/1. Moving forward, Dr. Wilken mentioned RPS will now partner with Midland University to provide the EL program to our staff members.

Dr. Wilken then discussed the Sheltered Instruction Observation Protocol (SIOP). He mentioned how great professional development this was for our teachers. The District had previously sent two teachers to Washington DC for professional SIOP training. They were provided the "train the trainer" model to bring this level of professional development back and instruct other district staff members. Dr. Wilken is looking forward to the additional opportunities provided to our staff because we participated in this training.

COVID-19 (Coronavirus) Response Update

Dr. Adler provided an update to the board on updates and changes in scheduled events due to the directed health measure around COVID -19. • The 2020 RHS prom has been canceled.

- Alternate plans are being made for the senior honors night.
- RHS graduation will not be held on May 17th. Two alternate dates, June 14th and July 20th, have been reserved for the Ralston Arena.
- Additionally, a virtual graduation is currently in production through Cox Communications.
- The last day of school is still scheduled for May 21, 2020.
- Plans are being adjusted to allow RHS to host summer school classes. These classes could be virtual or in-person depending on current health guidelines.
- Food distribution for students to pick up meals continues to take place Monday-Thursday from 10 am to 1 pm at both RHS and RMS.
- The Heart of Learning Banquet has been postponed. Looking to reschedule for the fall.
- Annual home visits will take place between May 22 through June 12. This year they will be done virtually or via phone.
- More information to come on Pre-K Screenings and Kindergarten Orientation.
- The start date for certified staff for the 2020-2021 school year is Monday, August 3rd.
- To be prepared, district officials are working on an alternative calendar for the 2020-21 school year if health officials extend the directed health measures into the fall.
- All RPS buildings continue to be closed.
- The district information line continues to be open from 8 am-noon, Monday through Friday.

Government Relations Update

Members of the state legislature are not currently convening. Once the legislature reconvenes, the state budget will be one of the first items they will discuss.

NASB Update

Dr. Jay Irwin stated NASB is sending out weekly emails to districts. The state commissioner will provide updates on what to expect during the upcoming summer months.

Enrollment Update

Dr. Cecilia Wilken explained the District is still accepting enrollments and kindergarten enrollments continue to look promising.

SCHOOL BASED SCHOOL IMPROVEMENT

Food Service Management Company Contract

The board of education voted to accept the proposal from Sodexo to be the RPS food service provider for the 2020-21 school year. Motion made by Linda Richards and seconded by Jay Irwin.

Mrs. Kumru:	Yea
Ms. Roarty:	Yea
Mrs. L. Richards:	Yea
Mrs. Johnson:	Yea
Mrs. R. Richards:	Yea
Dr. Irwin:	Yea

RPS Covid-19 Classified Pay Board of Education Resolution

The board voted to approve a resolution to provide paid leave to all part time and full time classified staff members through May 22, 2020. Motion made by Linda Richards and seconded by Robin Richards.

Mrs. L. Richards:	Yea
Mrs. Johnson:	Yea
Mrs. R. Richards:	Yea
Dr. Irwin:	Yea
Ms. Roarty:	Yea
Mrs. Kumru:	Yea

Covid-19 Pandemic Resolution – Graduation Requirements

The board voted to approve a resolution to modify graduation requirements for the 2020 graduating students. Motion made by Jay Irwin and seconded by Mary Roarty.

Mrs. Kumru:	Yea
Mrs. L. Richards:	Yea
Mrs. Johnson:	Yea

Mrs. R. Richards: Yea
Dr. Irwin: Yea
Ms. Roarty: Yea

POLICY REVIEW

No Policies were reviewed.

Adjournment

The board voted to adjourn at 8:00 pm with a motion by Linda Richards and seconded by Liz Kumru.

Mrs. Johnson: Yea
Mrs. R. Richards: Yea
Ms. Roarty: Yea
Mrs. L. Richards: Yea
Mrs. Kumru: Yea
Dr. Irwin: Yea

The next regular meeting will take place online via a Zoom Conference Meeting on Monday, April 27, 2020, at 6:00 pm.

Mrs. Heather Johnson, President

Mrs. Liz Kumru, Secretary



Board of Education Legislative Goals 2019/2020

Ralston Public Schools Non-negotiables

- RPS will continue to cultivate a systems thinking approach to all school business and operations through our defined strategic planning process.
- RPS will continue to provide the programs and services that support the defined strategic priorities as well as AdvancED School Improvement (Cognia) and District Communications.
- RPS will continue to refine and grow our academic programs to meet the needs of all of our students.
- RPS will continue to deliver outstanding activity programs to allow our students a well rounded school experience.
- RPS will continue to evaluate the effectiveness and efficiency of all programs and services to meet the demands of a changing society.
- **RPS will refine and grow our outreach programs and service expectations to all stakeholders to include a focus on Social Emotional Learning**
- RPS will continue to offer a rich variety of research based instructional programs and curricular offerings to meet the needs of all learners.
- RPS will research and identify further opportunities and initiatives to help all of our students to be college or career ready.

Board of Education Legislative Goals

- Continued emphasis that our students and education are a priority in Nebraska as well as advocate for local control and decision making.
- Continued emphasis of State Equalization Aid (TEEOSA) and the infusion of further dollars into the aid formula.
- Oppose tax cuts that endanger any part of the State's revenue stream.
- Monitor any legislation that adjusts property valuation.
- Increase Special Education Funding.
- Continue to support and enhance Learning Community Programs that serve at-risk and diverse student populations in Ralston and within the Metro Area.
- Support legislation or the infusion of more funding for early childhood programs specifically programs serving students in high poverty high need areas. This may include the adjustment of the needs formula for pre-school students within TEEOSA
- Encourage further adjustments to the needs formula within TEEOSA specifically ELL and poverty. Are the current needs calculations in these areas addressing the increasing needs students and schools encounter?
- Support systems, initiatives, and funding options to cultivate additional opportunities to enhance college and career readiness specifically in vocational or certification focused areas.
- **Advocate for targeted programs and funding that support the "Whole Child" as it relates to students' social, emotional, and physical well being. (SEL)**
- Oppose any legislation that advances any initiative addressing charter schools or voucher systems that reduce funding and opportunities for public schools.

TENTATIVE* 2020 Legislative Session

Sun	Mon	Tues	Wed	Thur	Fri	Sat
January						
			1	2	3	4
5	6	7	8 DAY 1	9 DAY 2	10 DAY 3	11
12	13 DAY 4	14 DAY 5	15 DAY 6	16 DAY 7	17 RECESS	18
19	20 HOLIDAY	21 DAY 8	22 DAY 9	23 DAY 10	24 DAY 11	25
26	27 DAY 12	28 DAY 13	29 DAY 14	30 DAY 15	31 DAY 16	

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
						1
2	3 DAY 17	4 DAY 18	5 DAY 19	6 DAY 20	7 RECESS	8
9	10 DAY 21	11 DAY 22	12 DAY 23	13 DAY 24	14 RECESS	15
16	17 HOLIDAY	18 DAY 25	19 DAY 26	20 DAY 27	21 DAY 28	22
23	24 DAY 29	25 DAY 30	26 DAY 31	27 DAY 32	28 RECESS	29

Sun	Mon	Tues	Wed	Thur	Fri	Sat
March						
1	2 RECESS	3 DAY 33	4 DAY 34	5 DAY 35	6 DAY 36	7
8	9 DAY 37	10 DAY 38	11 DAY 39	12 DAY 40	13 RECESS	14
15	16 RECESS	17 DAY 41	18 DAY 42	19 DAY 43	20 DAY 44	21
22	23 DAY 45	24 DAY 46	25 DAY 47	26 DAY 48	27 RECESS	28
29	30 RECESS	31 DAY 49				

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
			1 DAY 50	2 DAY 51	3 DAY 52	4
5	6 DAY 53	7 DAY 54	8 DAY 55	9 DAY 56	10 RECESS	11
12	13 RECESS	14 DAY 57	15 DAY 58	16 DAY 59	17 RECESS	18
19	20 RECESS	21 RECESS	22 RECESS	23 DAY 60	24	25
26	27	28	29	30		

Federal & State Holidays

January 20 – Martin Luther King Jr. Day
February 17 - Presidents' Day

Legislative Recess Days

January 17
February 7, 14, 28
March 2, 13, 16, 27, 30
April 10, 13, 17, 20, 21, 22

*The Speaker reserves the right to revise the session calendar.

2020 LEGISLATIVE COMMITTEES

Committee on Committees Final Report Standing Committees

Updated 1/1/20

Agriculture (8)

Rm. 1524 - Tuesday

Halloran (C), Brandt (VC), Blood, Chambers, Hansen, B., Lathrop, Moser, Slama

Appropriations (9)

Rm. 1003 – Monday, Tuesday, Wednesday, Thursday, & Friday

Stinner (C), Bolz (VC), Clements, Dorn, Erdman, Hilkemann, McDonnell, Vargas, Wishart

Banking, Commerce and Insurance (8)

Rm. 1507 - Monday & Tuesday

Williams (C), Lindstrom (VC), Gragert, Howard, Kolterman, La Grone, McCollister, Quick

Business and Labor (7)

Rm. 1524 - Monday

Hansen, M. (C), Hansen, B. (VC), Chambers, Crawford, Halloran, Lathrop, Slama

Education (8)

Rm. 1525 - Monday & Tuesday

Groene (C), Walz (VC), Brewer, Kolowski, Linehan, Morfeld, Murman, Pansing Brooks

General Affairs (8)

Rm. 1510 - Monday

Briese (C), Lowe (VC), Arch, Blood, Brandt, Hunt, Moser, Wayne

Government, Military and Veterans Affairs (8)

Rm. 1507 - Wednesday, Thursday, & Friday

Brewer (C), La Grone (VC), Blood, Hansen, M., Hilgers, Hunt, Kolowski, Lowe

Health and Human Services (7)

Rm. 1510 - Wednesday, Thursday, & Friday

Howard (C), Arch (VC), Cavanaugh, Hansen, B., Murman, Walz, Williams

Judiciary (8)

Warner Chamber - Wednesday, Thursday, & Friday

Lathrop (C), Pansing Brooks (VC), Brandt, Chambers, DeBoer, Morfeld, Slama, Wayne

Natural Resources (8)

Rm. 1525 - Wednesday, Thursday, & Friday

Hughes (C), Bostelman (VC), Albrecht, Geist, Gragert, Halloran, Moser, Quick

Nebraska Retirement Systems (6)

Rm. 1507 - At call of Chair

Kolterman (C), Lindstrom (VC), Bolz, Groene, Kolowski, Stinner

Revenue (8)

Rm. 1524 - Wednesday, Thursday, & Friday

Linehan (C), Friesen (VC), Briese, Crawford, Groene, Kolterman, Lindstrom, McCollister

Transportation and Telecommunications (8)

Warner Chamber - Monday & Tuesday

Friesen (C), Geist (VC), Albrecht, Bostelman, Cavanaugh, DeBoer, Hilgers, Hughes

Urban Affairs (7)

Rm. 1510 - Tuesday

Wayne (C), Hunt (VC), Arch, Briese, Crawford, Hansen, M., Lowe

Select Committees

Committee on Committees (13)

Hilkemann (C)

District 1:

Bostelman

Hilgers

Pansing Brooks

Morfeld (VC)

District 2:

Howard

Lathrop

Lindstrom

Vargas

District 3:

Erdman

Friesen

Groene

Murman

Enrollment and Review (1)

Slama (C)

Reference (9)

Hilgers (C), Vargas (VC), Bolz, Chambers, Hughes, Kolterman, Lowe, McCollister, Scheer, Stinner (nonvoting ex officio)

Rules (6)

Crawford (C), Erdman (VC), Howard, Hansen, M., Lathrop, Scheer (ex officio)

Special Committees

Building Maintenance (6)

Erdman (C), Lowe (VC), Bostelman, Brandt, McDonnell, Stinner

Education Commission of the States (3)

Groene, Morfeld, Murman

Executive Board of the Legislative Council (9)

Hilgers (C), Vargas (VC), Bolz, Chambers, Hughes, Kolterman, Lowe, McCollister, Scheer, Stinner (nonvoting ex officio)

Justice Reinvestment Oversight (5)

Lathrop (C), DeBoer, McCollister, Pansing Brooks, Wayne

Legislative Performance Audit (7)

Geist (C), Crawford (VC), Friesen, Hansen, B., Hilgers, Scheer, Stinner

Legislature's Planning (9)

Vargas (C), McCollister (VC), Clements, DeBoer, Hansen, M., Hilgers, Scheer, Stinner, Williams

Midwestern Higher Education Commission (Midwest Compact) (2)

Kolowski, Slama

State-Tribal Relations (7)

Hilkemann (C), Wishart (VC), Albrecht, Brewer, Gragert, Hunt, Walz



2020 ADVOCACY HANDBOOK

FOR THE 2020 LEGISLATIVE SESSION

NASB'S LEGISLATIVE & LEADERSHIP INITIATIVES FOR 2020
AND A GUIDE FOR EFFECTIVE ADVOCACY

AS ADOPTED BY THE NASB DELEGATE ASSEMBLY ON NOVEMBER 22, 2019
FOR THE 106TH LEGISLATURE, 2ND SESSION

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

#liveNASB

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans.

WELCOME - KNOW YOUR ROLE

106TH LEGISLATURE, 2ND SESSION

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NO ONE IS MORE QUALIFIED TO TALK ABOUT YOUR SCHOOL DISTRICT, YOUR COMMUNITY, AND YOUR NEEDS RELATED TO PROVIDING A QUALITY EDUCATION THAN YOU!

With your help, NASB is an advocate for public education and local school governance ... and YOUR collective voice in the Legislature

As NASB represents the state's 260+ member districts and ESUs, relationships and communication are the keys to the success of the Association's advocacy work. NASB advocates for the standing positions and legislative resolutions approved by delegates all from member boards at the annual NASB Delegate Assembly held in conjunction with the State Education Conference each November. It is here, and throughout the year where our focus is to work for and with you on all of the issues that impact public education.

Can YOU really make a difference? YES YOU CAN!

You are an elected official and a community leader. As a school board member, you are in an excellent position to educate and influence the legislative process, and are seen as a key resource on education policy for your district. We encourage all boards to include a legislative update as a part of each meeting, and to discuss/share key legislative information with key individuals in the community. Remember that advocacy is year-round, not just during the session itself. Bookmark the Government Relations page of www.NASBOnline.org for updates and information, and make sure to utilize NASB's *Legislative Notes*, summarizing all of the pertinent items related to public education in Nebraska. Another great resource is www.NebraskaLegislature.gov.

WHAT CAN NASB DO FOR YOU?

ASSIST YOU IN PREPARING TESTIMONY, TALKING POINTS, EMAILS, OR OP-ED'S
FACILITATE SENATOR INTRODUCTIONS, MEETINGS AND/OR VISITS AT HOME OR THE CAPITOL
FEATURE YOUR DISTRICT VISITS WITH SENATORS
BRIEF YOUR BOARD AT A MEETING IN YOUR COMMUNITY

2019

LEGISLATIVE SESSION HIGHLIGHTS

NASB took a position on 57 bills this session, and were closely following another 49.

NASB was represented in testimony in 12 of the 14 Committees.

School Board Members Came to Lincoln to Testify on the Following Bills on NASB's Behalf:

LB 147, LB 149, LB 314, LB 346, LB 506, LB 614, LB 634, LB 670, LB 727, LR 3 CA & LR 8 CA

NASB facilitated 1-on-1's with each member of the Revenue Committee and a school board member from their district.

NASB hosted calls with several senators throughout the session.

Legislative Lunches were held in Falls City, Fremont, Lincoln, O'Neill & Wayne.

NASB had 1-on-1 meetings with 38 of the 49 Senators this Session.

NASB produced a number of quick videos updating members on recent news or events that had just taken place at the Capitol, and posted on Facebook and Twitter.

We truly appreciate the level of engagement from local school board members this year. It has definitely made a difference, and has been recognized by your senators.

ADVOCACY, ENGAGEMENT & #liveNASB

106TH LEGISLATURE, 2ND SESSION

School Boards Make Nebraska a Great Place to LIVE!

Through Leadership, Innovation, Vision and Engagement Nebraska's School Boards are making a difference for students across the state.

LEADERSHIP

NASB will provide leadership to groups, individuals, and organizations and facilitate efforts to improve student achievement.

INNOVATION

Through innovation of programs and services, NASB will add value for our members and generate revenue to support growth.

VISION

NASB will develop a vision with other groups, individuals, and organizations to address how we fund schools and provide opportunities to bring a quality education to all children.

ENGAGEMENT

With engagement of its board and members, NASB will provide opportunities for school boards to be advocates for public education.

Advocacy is on-going. Stay up to speed on the Legislature year-round.

- ✓ Become Familiar With Your Senator & Their Staff -- Don't take for granted the access we have as Nebraskans to our Senators & Federal Representatives. It is not like that everywhere. Take advantage of it! Be involved. Build the relationship. Be ENGAGED!
- ✓ Have a "legislative update" agenda item at each board meeting, and share key legislative information with your board, and your community.
- ✓ Pass board policy specific to how you deal with legislative issues.
- ✓ Utilize NASB's Legislative links, communication, the *Legislative Notes* newsletter, track specific bills, follow along on social media, and study the annual Advocacy Handbook.
- ✓ Reach out to NASB's Legislative Team, and/or a member of the NASB Legislation Committee. Attend the various Legislative Lunches throughout the year across Nebraska.
- ✓ Stay up to speed with your local newspaper, social media, senator emails/newsletters, etc.

ASK YOURSELF: WHAT ARE YOU DOING FOR YOUR DISTRICT/COMMUNITY?

THE LEGISLATURE NEEDS TO KNOW SCHOOL BOARD MEMBERS WANT TO BE INVOLVED!

NASB LEGISLATIVE TEAM: JOHN SPATZ, COLBY COASH, MATT BELKA & VICKI WALTER-WINTERS

ADVOCACY, ENGAGEMENT & #liveNASB

106TH LEGISLATURE, 2ND SESSION

SHARE YOUR STORY ... KNOW YOUR DISTRICT'S DATA

UNDERSTAND THE DATA THAT WILL MAKE A DIFFERENCE

Below are examples of the data you should know from your schools to help tell your district's story:

NUMBER OF KIDS IN FREE/REDUCED LUNCH
SCHOOL LANDS PER PUPIL REIMBURSEMENT
CENSUS VS ENROLLMENT
NUMBER OF LANGUAGES SPOKEN IN YOUR DISTRICT
NUMBER OF ELL STUDENTS
TRANSPORTATION NUMBERS ... IF SEAT BELTS IN BUSES, IMPACT (\$)
WHAT PERCENTAGE OF YOUR BUDGET IS SPED
AVERAGE CLASS SIZE
STUDENT DISCIPLINE PROCEDURES
RETIREMENT OBLIGATION
SAFETY & SECURITY MEASURES IN THE PAST FEW YEARS
NUMBER OF OPTION KIDS
PERCENTAGE OF ADMINISTRATIVE COSTS

YOU HAVE POWER & VOICE!

The Legislature needs to know school board members want to be involved!

Remind them; You are their neighbor.

Voters also put you in office.

You are guardians for the States most precious resource ... Children.

You have an influential role in your community.

You know better than anyone the effect of a decision.

NASB LEGISLATIVE TEAM & RESOURCES

Colby Coash - Associate Executive Director, Director of Government Relations - ccoash@NASBonline.org

Matt Belka - Director of Marketing, Communications & Advocacy - mbelka@NASBonline.org

John Spatz - Executive Director - jspatz@NASBonline.org

Vicki Walter-Winters - Legal Administrative Assistant - vwinters@NASBonline.org

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NASB Twitter: www.twitter.com/NASBonline

NASB Facebook: www.facebook.com/NASBonline

NASB Videos: www.vimeo.com/NASBonline

Key Hashtags: #liveNASB #neleg

Nebraska Legislature: www.nebraskalegislature.gov

Senators Web Pages: www.nebraskalegislature.gov/senators

National School Board Association Advocacy: www.nsba.org/advocacy

YOUR NASB LEGISLATION COMMITTEE

106TH LEGISLATURE, 2ND SESSION



Brad Wilkins, Chair
NASB President-Elect
Ainsworth



Stacie Higgins
NASB President
Nebraska City



Kim Burry
NASB Vice President
Bayard



Member 1
Lou Ann Goding
Omaha



Member 2
Ben Perlman
Omaha



Member 3
Marque Snow
Omaha



Member 4
Connie Duncan
Lincoln



Member 5
Kathy Danek
Lincoln



Member 6
Linda Poole
Millard



Member 7
Sarah Centineo
Bellevue



Member 8
Beth Morrisette
Westside



Member 9
Skip Altig
North Platte



Member 10
Patti Gubbels
Norfolk



Member 11
Laura Schneider
Hastings



Member 12
Ryne Seaman
Seward



Member 13
Suzanne Sapp
Ashland-Greenwood



Member 14
Lisa Wagner
Central City



Member 15
Steve Koch
Hershey



Member 16
Jim Vlach
Lyons-Decatur



Member 17
Christopher Waddle
Giltner



Member 18
Ron Pearson
ESU 3



Appointed Member
Lisa Albers
Grand Island



Appointed Member
Jayson Bishop
Perkins County



Appointed Member
Linda Richards
Ralston



Appointed Member
Stephanie Summers
David City



Appointed Member
Annette Weise
Tri County

YOUR 2019-20 SENATORS

106TH LEGISLATURE, 2ND SESSION



Sen. Julie Slama
District 1
Peru



Sen. Robert Clements
District 2
Elmwood



Sen. Carol Blood
District 3
Bellevue



Sen. Robert Hilkemann
District 4
Omaha



Sen. Mike McDonnell
District 5
Omaha



Sen. Machaela Cavanaugh
District 6
Omaha



Sen. Tony Vargas
District 7
Omaha
Former School Board Member



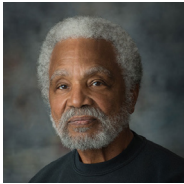
Sen. Megan Hunt
District 8
Omaha



Sen. Sara Howard
District 9
Omaha



Sen. Wendy DeBoer
District 10
Omaha



Sen. Ernie Chambers
District 11
Omaha



Sen. Steve Lathrop
District 12
Omaha



Sen. Justin Wayne
District 13
Omaha
Former School Board Member



Sen. John Arch
District 14
Papillion



Sen. Lynne Walz
District 15
Fremont



Sen. Ben Hansen
District 16
Blair



Sen. Joni Albrecht
District 17
Thurston



Sen. Brett Lindstrom
District 18
Omaha



Speaker Jim Scheer
District 19
Norfolk
Former School Board Member



Sen. John McCollister
District 20
Omaha



Sen. Mike Hilgers
District 21
Lincoln



Sen. Mike Moser
District 22
Columbus



Sen. Bruce Bostelman
District 23
Brainard



Sen. Mark Kolterman
District 24
Seward
Former School Board Member



Sen. Suzanne Geist
District 25
Lincoln

YOUR 2019-20 SENATORS

106TH LEGISLATURE, 2ND SESSION



Sen. Matt Hansen
District 26
Lincoln



Sen. Anna Wishart
District 27
Lincoln



Sen. Patty Pansing Brooks
District 28
Lincoln



Sen. Kate Bolz
District 29
Lincoln



Sen. Myron Dorn
District 30
Adams



Sen. Rick Kolowski
District 31
Omaha



Sen. Tom Brandt
District 32
Plymouth



Sen. Steve Halloran
District 33
Hastings



Sen. Curt Friesen
District 34
Henderson



Sen. Dan Quick
District 35
Grand Island



Sen. Matt Williams
District 36
Gothenburg



Sen. John Lowe
District 37
Kearney



Sen. Dave Murman
District 38
Glenvil

Former School Board Member



Sen. Lou Ann Linehan
District 39
Elkhorn



Sen. Tim Gragert
District 40
Creighton

Former School Board Member



Sen. Tom Briese
District 41
Albion

Former School Board Member



Sen. Mike Groene
District 42
North Platte



Sen. Tom Brewer
District 43
Gordon

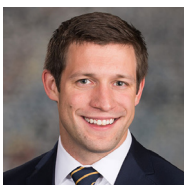


Sen. Dan Hughes
District 44
Venango

Former School Board Member



Sen. Sue Crawford
District 45
Bellevue



Sen. Adam Morfeld
District 46
Lincoln



Sen. Steve Erdman
District 47
Bayard

Former School Board Member

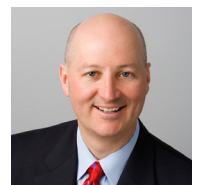


Sen. John Stinner
District 48
Gering

Former School Board Member



Sen. Andrew La Grone
District 49
Gretna



Gov. Pete Ricketts

MARK YOUR CALENDARS

106TH LEGISLATURE, 2ND SESSION

January 8	2020 Legislative Session begins
January 23	Day 10: All new bills must be introduced by this date
February 9	NASB Legislation Committee Meeting
February 9-10	Legislative Issues Conference Cornhusker Marriott-Lincoln
February 19-20	Priority Bill Designation
April 23	Day 60: Final Day of the 2020 Legislative Session
July 1	Call for Legislative Submissions for 2021 consideration due
July 18	Legislation Committee Meeting
November 20	2020 Delegate Assembly Omaha

NASB POSITIONS ENCLOSED

The Nebraska Association of School Boards is the only state organization created by school board members to represent the interests of school board members. Your Association's legislative agenda is initiated each year with the submission of local board proposals. The NASB Legislation Committee reviews all proposals, and then submits its recommendations to the NASB Board of Directors. The Board can then review and amend the submissions before presenting them to the NASB Delegate Assembly. The Delegate Assembly gives each member school district a voice in shaping the agenda of NASB. This publication represents the final agenda, set by the Delegate Assembly, for the 2020 Legislative Session. Standing Positions remain in effect until they are repealed by the Assembly. Legislative Resolutions are in effect for one year only.

WHAT DOES THIS REPRESENT?

The statements you read inside the pages of this book represent a set of belief statements which guide NASB's government relations efforts. These words guide our lobbying efforts at the State Capitol, with the State Board of Education and NDE, as well as with our representatives in Washington, D.C. While this work represents an effort to describe an issue or condition to be addressed, rarely is a bill written in such plain language. Actual legislative bills are a blend of several ideas (or perhaps a good idea, and a substantial price tag). Hence, when NASB analyzes how we will testify on a bill, we take into account a number of factors, including regular reviews by the Legislation Committee which offer guidance on the course corrections necessary to navigate the turbulent amendment process.

YOUR 2019 LEGISLATIVE RESOLUTIONS

106TH LEGISLATURE, 2ND SESSION

... as approved by the Legislation Committee on July 20, 2019
... and approved by the Board of Directors on August 10, 2019
... and adopted by the Delegate Assembly on November 22, 2019

Resolutions are statements of intended and desired legislative action on items of current needs or problems. Resolutions are in effect for one year and direct the organization and its staff in their legislative efforts with each annual session of the Legislature.

All resolutions submitted are presented for consideration and action. The Delegate Assembly shall receive, consider, and act upon legislative resolution proposals submitted to it by the Legislation Committee and the Board of Directors.

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

#liveNASB

CREATING A VISION FOR NEBRASKA'S FUTURE

NASB will lead and support the creation of a vision that revises tax policy and invests state resources for Nebraska's future.

EDUCATION PROGRAM OPPORTUNITIES

NASB believes that each student should have access to a challenging instructional program which is relevant and prepares him or her for work or further education.

EXPAND USE OF QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

NASB supports the expansion of the Qualified Capital Purpose Undertaking Fund to include modifications for student and staff security including cyber security.

HEALTHY CULTURES & RESILIENCY IN SCHOOLS

NASB will support leveraging its infrastructure and resources to support a healthy culture in schools. NASB will align with others to develop "resilient" school districts with programs to support both staff and students.

MENTAL & BEHAVIORAL HEALTH

NASB will support legislative efforts to provide services related to mental and behavioral health to school-age children across Nebraska.

SUPPORT OF EARLY CHILDHOOD PROGRAMS IN THE COMMUNITY

NASB will support early childhood education programs at the community level, which may include redefining economic development programs to include early childhood infrastructure development for communities and will support early childhood programs as an element in community comprehensive plans.

SUPPORT THE COLLECTION AND USE OF RELEVANT DATA

NASB encourages boards to use data to support its district strategic plan and goals. NASB supports collaborating with the state and other organizations in the collection and use of relevant data. NASB will identify data it can capture to help inform boards and, if necessary, support legislation to create data sources.

YOUR NASB STANDING POSITIONS

106TH LEGISLATURE, 2ND SESSION

... as approved by the Legislation Committee on July 20, 2019
... and approved by the Board of Directors on August 10, 2019
... and adopted by the Delegate Assembly on November 22, 2019

Standing positions are statements of policy and purpose which are developed and maintained over time. They are considered annually by the Delegate Assembly, and remain in effect until they are actively removed.

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

BELIEF STATEMENTS FOR AN EFFECTIVE BOARD

S-1 — BOARD DEVELOPMENT

NASB encourages boards of education to take part in board in-service and development programs and to budget funds for such programs. (1995)

S-2 — BOARD RECOGNITION

NASB believes the service of school boardsmanship is fundamental to participatory democracy and deserves recognition collectively and individually from state and local communities. (prior to 1995)

S-3 — BUSINESS AND EDUCATION PARTNERSHIPS

NASB encourages boards of education to develop mutually beneficial partnerships with business to ensure mutual understanding and cooperation. (1995)

S-4 — COLLABORATIVE SERVICES TO YOUTH

NASB urges collaborative linkages between schools and other public and private agencies that serve children. (prior to 1995)

S-5 — LEADERSHIP TEAM

NASB believes that each board of education should create an administrative leadership team, which should include all supervisory and managerial employees including the superintendent and board members. (prior to 1995, amended 2007)

S-6 — PARENT INVOLVEMENT

NASB urges boards of education to support partnerships between parents and schools that encourage parent involvement in the education process. (1997)

S-7 — POLICY

NASB considers it imperative that boards of education adopt clearly defined, flexible policies after input from the administration, parents, employees, and other interested parties. Policies, based on a clear understanding of the education process, should be thoroughly reviewed annually. The execution of policy is the responsibility of professional administrators and staff. (prior to 1995)

CONDITIONS OF CHILDREN

S-8 — ABUSE OF ALCOHOL, TOBACCO, & OTHER DRUGS

NASB supports efforts by boards of education and state and national officials to strictly enforce policies regarding the sale, use or possession of illegal drugs including methamphetamine, marijuana, THC products and synthetic equivalents of THC and marijuana, alcohol, tobacco, nicotine products, vapor products (including e-cigarettes), and any products intended by appearance or effect to replicate tobacco products on school property. The designation of “drug free zones” near schools is also urged. (prior to 1995, amended 2015)

S-9 — AT-RISK STUDENTS AND THE ACHIEVEMENT GAP

NASB recognizes that there are many children and youth who are experiencing special difficulties in achieving high education standards. NASB supports increased funding to help close the gap in educational opportunity and educational achievement, and urges boards of education to work with, and obtain increased funding from the state Legislature, as well as state and federal education agencies to assist at-risk children and youth in making adequate educational progress. (prior to 1995, amended 2009)

YOUR NASB STANDING POSITIONS

106TH LEGISLATURE, 2ND SESSION

CURRICULUM & INSTRUCTION

S-10 — EARLY CHILDHOOD EDUCATION

NASB supports quality early childhood education programs accessible to all children and advocates programs that provide age-appropriate activities to prepare children for school. (prior to 1995)

S-11 — ENROLLMENT OPTION; HOMEBOUND STUDENTS

NASB supports legislation stating that when an option student becomes homebound, the school district in which the student resides assumes full responsibility for educating the student. (1998, amended 2016)

S-12 — ENROLLMENT OPTION LIMITATION

NASB supports legislation returning option students to the resident school district if the option district must contract with another school district or agency for the educational services needed by the student. (1996, amended 2016)

S-13 — LIABILITY FOR MEDICATION ADMINISTRATION

NASB supports legislation that would limit the liability of a school district and school district representatives for the administering of prescription medication to students. (1999, amended 2013, 2016)

S-14 — NUTRITION EDUCATION/STUDENT WELLNESS

NASB believes that wellness programs for schools should emphasize healthy lifestyles and eating habits, mindful of all eating disorders, as well as obesity. (2004)

S-15 — SAFE SCHOOL ENVIRONMENT

NASB supports efforts to provide a school environment that is free from weapons, harassment, bullying, violence, drugs (including alcohol and tobacco), and other factors which threaten the safety of students and staff. (1997, amended 2012)

S-16 — STATEWIDE POVERTY/TRAUMA FUNDING

NASB recognizes the growing number of public school students across the state that are living in impoverished conditions and/or with traumatic experiences. NASB supports the use of research-based science to strengthen policy, program design and funding that targets those impacted by persistent poverty and/or trauma. (2017)

S-17 — STUDENT DISCIPLINE

NASB opposes legislative mandates related to student discipline. NASB supports student discipline as an essential, mutual responsibility of parents, teachers, and administrators, with final responsibility resting with school boards. (1999, amended 2019)

S-18 — ACCESS TO EQUAL EDUCATION OPPORTUNITIES

NASB supports equal educational opportunities for all students, regardless of their race, wealth or family circumstance, and urges the Legislature, the State Department of Education, and boards of education to remove all barriers that may prevent any child from having full access to such education opportunities. (1995, amended 2009)

S-19 — ACHIEVEMENT TEST SCORE USE

NASB opposes the use of test scores for the comparison of school districts or for the ranking of schools. (1998)

S-20 — ASSESSMENT OF STUDENT LEARNING

NASB supports multiple approaches to assess student learning, with decisions on assessment made at the local district level, and opposes a single “high-stakes” testing procedure. (2001)

S-21 — CULTURAL DIVERSITY

NASB urges all boards of education to support and implement curriculum which recognizes cultural diversity and enhances the knowledge of students about various ethnic and cultural backgrounds. (prior to 1995)

S-22 — CURRICULUM ADOPTION

NASB opposes legislative mandates addressing curriculum and testing. NASB supports the adoption of curriculum by local school boards and the State Board of Education. (2019)

S-23 — RESPONDING TO SPECIAL EDUCATION COSTS

NASB supports legislative efforts to give school districts that incur unforeseeable additional special education expenses assistance to alleviate cash flow problems. (2005)

S-24 — STUDENT EXPRESSION

NASB supports the authority of the local boards of education and school administration to regulate the content of school-sponsored publications and curriculum. (1997, amended 2009)

S-25 — TECHNOLOGY

NASB supports equal access to current technology for all school districts so they may engage all students in the curriculum, to equip them for an increasingly technological society and job market, and to provide them greater access to education services. (prior to 1995)

YOUR NASB STANDING POSITIONS

106TH LEGISLATURE, 2ND SESSION

FUNDING & FINANCE

S-26 — ACCOUNTING OF FUNDS

NASB supports transparent accounting and full disclosure of all funds received and expended for public education consistent with federal regulations. (2005)

S-27 — BUDGET LID: GROWTH FACTOR

NASB supports legislation which would establish an education expenditures “growth factor” which reflects the actual cost of providing a public education for school districts, learning communities, and ESUs. (2001, amended 2008)

S-28 — COMPENSATION FOR STATEWIDE STANDARDS & ASSESSMENTS

NASB supports adequate funding to compensate school districts/ESUs for the cost of implementing and managing the statewide learning standards and assessments. (2008, amended 2009, 2013)

S-29 — ELIMINATION OF BUDGET RESERVE LIMITS

NASB supports legislation that eliminates reserve limitation in the Tax Equity and Educational Opportunities Support Act and in debt service funds. (2000, amended 2001)

S-30 — ELIMINATION OF EXPENDITURE LIMITATION

NASB supports legislation eliminating the limitation on general fund expenditures. (2000, amended 2011)

S-31 — ESU CORE SERVICES FUNDING

NASB supports legislation to adequately fund Educational Service Units in a manner that allows successful implementation of statewide educational initiatives that are developed by law in conjunction with the Nebraska Department of Education. (2009, amended 2015)

S-32 — FINANCING CAPITAL IMPROVEMENTS

NASB supports adequate funding for school districts and ESUs for maintenance or replacement of our rapidly deteriorating facilities. (1997, amended 2015)

S-33 — FISCAL POLICY

NASB believes the Governor and Legislature must work together to create fiscal policy that will adequately fund public education statewide based upon the needs of students and not driven by a pre-set allocation of funds for education regardless of need. Nebraska demographics and student needs are dynamic, as are the changing education standards required to be competitive nationally and internationally. To

meet this challenge, fiscal policy would be built upon a broad base with the lowest possible rates to provide stability in the tax base and revenue stream, provide local government with the tools to generate adequate financial resources, yet equalize financial support among taxpayers, and assure the principle of uniform assessment. (prior to 1995, amended 2009)

S-34 — FOR-PROFIT ENTITIES OPERATING IN TAX-EXEMPT ZONES

NASB supports legislation to ensure equitable tax payments by for-profit business ventures operating on publicly owned or otherwise exempt property. (2003)

S-35 — FUNDING OF MANDATED PROGRAMS

NASB urges full funding by the state and federal governments at statutory levels of all programs, standards, activities, and services mandated to public schools and ESUs by the Legislature and Congress, and further urges that any unfunded mandates allow authority for supplementary appropriations or outside levy lid funding. (1997, amended 2012, 2017, 2019)

S-36 — FUNDING: SCHOOL DISTRICT INFRASTRUCTURE, SITE PURCHASES AND BUILDING OPERATING EXPENSES

NASB supports legislation that would provide an alternative to property taxes for financing facility development, maintenance, and operation. (2003)

S-37 — GENERAL FUND RESERVE LIMIT EXCEPTION

NASB supports legislation that would not allow school districts to be penalized or state aid to be adjusted, to a school disadvantage, when any type of error or correction is made in calculating the state aid formula. (1999, amended 2016)

S-38 — INCLUDING GIFTS, DONATIONS, OR FOUNDATION FUNDS AS RECEIVABLES

NASB opposes the inclusion of gifts, endorsements, donations, or foundation expenditures that are not regular operating expenses in the calculation of receivables in the state aid formula. (2000)

S-39 — K-12 SCHOOL TRUST LAND AND PERMANENT SCHOOL FUND

NASB opposes reduction of any assets of the school trust or diversion of the Permanent School Fund. (prior to 1995, amended 2010)

S-40 — LEGISLATION IMPLEMENTATION

NASB supports the concept that any legislative bill that limits financial resources, or requires additional financial resources,

YOUR NASB STANDING POSITIONS

106TH LEGISLATURE, 2ND SESSION

is done within a timeframe that will not negatively affect the school's ability to prepare their budget. (1997, amended 2015, 2017, 2019)

S-41 — LEGISLATIVE REVIEW OF STATUTORY DEADLINES

NASB urges legislative review of the conflicting mandatory deadlines that affect school revenues and expenditures. (2011)

S-42 — PROPERTY TAX REFORM/RELIEF

Any legislative discussion on property tax and distribution of state aid should include participation from school board and ESU board members. (2015)

S-43 — REVENUE REDUCTIONS FOR SCHOOL DISTRICTS AFFECTED BY PROPERTY VALUATION LOSSES

NASB supports legislation that would create a hold harmless effect for districts which experience a decrease in valuation. (2004)

S-44 — SCHOOL DISTRICT OPTIONS IN DEALING WITH LARGE, UNANTICIPATED REVENUES

NASB supports legislation giving school boards options in dealing with large, unanticipated revenue increases in order to minimize fluctuations in state aid. (2000)

S-45 — SPECIAL BUILDING FUND TAX LEVY EXCLUSION

NASB supports amending the Nebraska Statutes that address budgeting and spending lid restrictions to allow school districts the ability to utilize up to seven cents of the Special Building Fund tax levy outside of the budgeting and spending lid restriction so that districts can plan for and fund capital improvement projects, building repairs and upgrades, and school district infrastructure needs. (2007)

S-46 — STATE FUNDING SYSTEM

NASB supports a stable, predictable, equitable, and adequate statewide education funding system that honors the Legislature's commitment to provide for free instruction in the common schools of this state, as guaranteed by the Nebraska Constitution, by prioritizing education funding in the state budget, and that:

- Invests in the education of all Nebraska public school children;
- Establishes a state fund or funding mechanism that assists Nebraska public schools with the costs of maintaining and constructing facilities;
- Reduces our dependence on local property taxes by drawing revenue from multiple funding sources;
- Promotes the responsibility of locally elected school boards to make sound, transparent school budget decisions;
- Provides funding in a timely and predictable manner;

- Includes the principle of equalization;
- Funds the total excess allowable costs for special education and support services; and
- Recognizes that a long-term solution to education funding will require an ongoing, collaborative effort to execute a vision and strategic plan to grow and diversify our economy. (1997, amended 2009, 2018)

S-47 — USE OF A UNIFORM VALUATION CALCULATION TO DETERMINE LOCAL RESOURCES AND STATE AID

NASB supports a property tax assessment system that utilizes uniform accounting practices to determine the property valuation number from which local and state officials can calculate both the local resources available to fund schools from property taxes, and the resulting calculation of state aid payments to school districts. (2003)

S-48 — VOUCHERS AND TAX CREDITS

NASB opposes any attempt to amend or circumvent the Nebraska and United States Constitutions to permit the use of public funds for the support, either direct or indirect, of schools not controlled by the public at large. NASB opposes any state or federal legislation allowing either tax credits or vouchers for children, or the parents or guardians of children attending nonpublic schools. (prior to 1995)

GOVERNANCE & STRUCTURE

S-49 — ACCOUNTABILITY

NASB believes that boards of education are accountable to students, parents, taxpayers, and employees for providing education programs, striving for education excellence, identifying education needs, adopting clearly defined written policies, measuring the success of instruction programs, and interpreting and disseminating information to the public through a public relations plan. (prior to 1995)

S-50 — ALLIED SCHOOLS

NASB opposes legislation that would mandate the formation of an allied system of school districts. (2014, amended 2016)

S-51 — AMEND OPEN MEETINGS ACT FOR EVALUATIONS

NASB supports legislation to allow boards to go into executive session to discuss superintendent evaluations and/or for the narrowing down of superintendent candidates. (2017)

YOUR NASB STANDING POSITIONS

106TH LEGISLATURE, 2ND SESSION

S-52 — AUTHORITY OF SCHOOL BOARDS

NASB supports the authority of boards of education to effectively govern and execute their statutory responsibilities. (1997, amended 2015)

S-53 — CHARTER SCHOOLS

NASB believes that any charter schools, or the like, involved with any aspect of K-12 education be authorized by a public school district, be located within the boundaries of such public school district and be accountable to the authorizing district for their student achievement, finances and operations. (1998, amended 2015)

S-54 — DUTIES OF SCHOOLS

NASB believes that the primary function of Nebraska schools should be the education of students and that the Legislature should be discouraged from placing duties on school districts which are not directly related to education. (prior to 1995)

S-55 — EDUCATIONAL SERVICE UNIT GOVERNANCE

NASB supports governance of ESUs by elected boards and supports local determination of specific mechanisms of that governance. (2005)

S-56 — EDUCATIONAL SERVICE UNIT REORGANIZATION

NASB supports the continuation of ESUs as an effective means of delivering educational services to school districts and their students. Any reforms would provide for a statutory hold harmless provision in the distribution formula for Core Service funding when an Equity Unit reorganizes with any other ESU, and must be mindful of ESUs' essential role of delivering direct services and being responsible to the local school districts they serve. (2004, amended 2005)

S-57 — INTERACTIVE REMOTE COMMUNICATION TECHNOLOGY (TELEVIDEO)

NASB urges the legislature to provide updated rules and procedures so patrons are able to readily testify at legislative hearings via televideo (interactive remote communication technology) on a regular, ongoing basis to allow for a more equitable opportunity for the public to participate in the legislative process. (2017)

S-58 — ORGANIZATION

NASB opposes legislation that would mandate consolidation of districts or administration. NASB favors cooperation between school districts as well as ESUs to remove all barriers and penalties to promote orderly and voluntary reorganization into more efficient governing and administrative units to best serve the educational needs of Nebraska's children. (prior to 1995, amended 2008, 2015, 2017, amended 2019)

S-59 — PERSONAL LIABILITY

NASB opposes unnecessary laws which make individual members of a governing board of a political subdivision personally liable for damage judgements which result from lawsuits filed against the political subdivision. (prior to 1995, amended 2015)

S-60 — RESTRICTION OF RESOURCES AND BOARD RESPONSIBILITIES

NASB supports legislation allowing local boards to function as elected officials and to continue to establish policies, including finance policies, as representatives of the constituents who elected them. (1997)

S-61 — SCHOOL ACTIVITIES

NASB supports direct involvement by boards of education in the governance and activities of the Nebraska School Activities Association. (prior to 1995)

S-62 — SCHOOL CALENDARS

NASB opposes state mandated uniform opening and closing dates for local school districts. (prior to 1995)

PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

S-63 — ACTIVITY ASSIGNMENTS

NASB opposes legislation that would require a separate written employment contract for coaching or any other activity assignment that would require that a person be notified by a specified date of the termination of an assignment for the following year. (1999)

S-64 — COMPENSATION

NASB will support a concept of compensation for teachers which is not based solely upon the experience and education attainment of teachers as found on standard salary schedules. (1995)

S-65 — CRIMINAL BACKGROUND CHECKS

NASB supports legislation which would aid public schools and ESUs in obtaining criminal background history information on prospective and current employees, and personnel provided through any contract service provider or anyone working on school property. (1999, amended 2006)

YOUR NASB STANDING POSITIONS

106TH LEGISLATURE, 2ND SESSION

S-66 — EMPLOYEE BONUSES AND INCENTIVES

NASB supports legislation creating a comprehensive plan to recruit, retain and reward highly qualified individuals for teaching professions throughout the state, including offering incentives to encourage employees to sign a contract of employment. (2001, amended 2015)

S-67 — MEDICAL INSURANCE

NASB supports the concept of exploring alternatives to the costs of health insurance for the purpose of assuring the greatest allocation of our financial resources to education programs and services for children. (prior to 1995, amended 2003)

S-68 — RECOGNITION

NASB urges local school boards to develop and implement programs which recognize individuals for significant accomplishments and community service, experience, and competency. (prior to 1995, amended 2014)

S-69 — RETIREMENT

NASB supports legislation to assure a retirement system that is sound, adequate, and sustainable for school districts and ESUs. (prior to 1995, amended 2012)

S-70 — SCOPE OF BARGAINING

NASB believes negotiations with employees should be limited to matters of employee salaries and fringe benefits, and opposes any attempt to broaden the scope of negotiations to include matters of policy and management rights. (prior to 1995)

S-71 — STAFF DEVELOPMENT AND EVALUATION

NASB supports in-service training, enrichment programs, and continuing education for professional staff. Regular evaluations of performance, competency in the subject areas, and demonstrated ability to instruct or manage, in part as shown through student performance, should be conducted to promote professional growth. (1995)

STATE POLICY

S-72 — ADVISORY GROUPS

NASB requests that there be board of education representatives on all government commissions, councils, and committees which could have an impact on local school district policy or finance. (1995)

S-73 — CHOICE AND AFFILIATION

NASB supports the concepts of choice and affiliation among public schools as a means to maximize education opportunity. NASB believes any such program should result in the least amount of disruption and uncertainty for the affected school districts. (1995)

S-74 — CONSTITUTIONAL RIGHTS & RESPONSIBILITIES

NASB, and school board members, fully supports the U.S. Constitution and the rights and responsibilities embodied within it. NASB therefore supports education and behavior that teaches and models expression of these rights and responsibilities. (2009, amended 2015)

S-75 — CORPORATE SPONSORSHIPS IN SCHOOLS

NASB opposes restrictions on school districts' ability to exercise their best judgment in entering into corporate sponsorship agreements. (2004)

S-76 — EDUCATIONAL SERVICE UNITS

NASB supports Educational Service Units as an effective and efficient means to provide educational services to local school districts. ESUs should be responsible to the local school boards they serve. (1997)

S-77 — GUIDING THE P-16 EFFORT: 21ST CENTURY SKILLS

NASB urges state and local policymakers to forge a new working relationship in redesigning Nebraska's public education system for the 21st century, with a focus on improving student achievement and holding each level of the system accountable, from preschool through post-secondary education or training, in a manner that:

- a) Promotes multi-level communication and interaction between all P-16 partners to enhance student academic success;
- b) Offers all students a rigorous developmentally-appropriate curriculum designed to provide opportunities and choice, regardless of the post-secondary path they choose;
- c) Engages the assets of the full community;
- d) Utilizes data and technology to individualize education for students and to incorporate new learning into the design;
- e) Closes the achievement gap by focusing on quality teaching and learning opportunities;
- f) Implements standards-based education fully in a seamless curriculum, so one level of the system builds on the next and the end result is known and understood from the beginning;

YOUR NASB STANDING POSITIONS

106TH LEGISLATURE, 2ND SESSION

- g) Provides sufficient resources that are adequate and sustainable at every level of the system to meet the challenge, resisting unfunded or underfunded mandates; and
- h) Preserves the ability of local school boards and their communities to address local needs and challenges in a flexible manner using a variety of options.

(2009, amended 2016)

S-78 — INDEPENDENT SCHOOL DISTRICTS

NASB supports the independence of established PK-12 school districts and also supports the cooperation and equalization of opportunity among school districts within learning communities. NASB believes that any legislation introduced impacting school districts or learning communities should seek to give districts and learning communities equalized resources. Any legislation should also allow these independent districts to maintain their right to governance, district curriculum, and the allocation of resources. (2006, amended 2013)

S-79 — LOCAL CONTROL FOR PUBLIC PK-12 SCHOOLS

NASB believes public PK-12 systems should be organized to serve communities throughout Nebraska without arbitrary size limits or a single model, which would not fit our state's varied communities. NASB opposes legislating arbitrary size limits and will work to remedy such limits currently in statute. (2006, amended 2013)

S-80 — LOCAL DISTRICT ADVOCACY

NASB supports the right and obligation of local school districts to advocate for legislative action that impacts their individual interests. (1996)

S-81 — NDE AUTHORITY

NASB opposes attempts by the legislature to preempt the statutory authority of the Nebraska State Board of Education to be the policy-forming, planning and evaluative body for Nebraska schools. (2017)

S-82 — NONPUBLIC SCHOOLS STANDARDS

NASB believes that nonpublic schools should have the same state standards as the public schools, including school approval, accreditation, teacher certification and endorsement, and safety standards. (prior to 1995)

S-83 — POLICY LEADERSHIP & VISION ON THE FUTURE OF NEBRASKA'S PK-12 SCHOOLS

NASB supports efforts to bring policy makers of the executive and legislative branches, educators, school boards, learning community coordinating councils, and ESU boards, and citizens together to determine the best course for the future delivery of PK-12 education to the students of the state. NASB boards emphasize increasing student achievement through governance structures that are clear, efficient, and controlled by the local district. (2003, amended 2008, 2010, 2013)



2020 LEGISLATIVE ISSUES CONFERENCE

FEBRUARY 9-10 | CORNHUSKER MARRIOTT HOTEL LINCOLN

FINISHING STRONG IN THE SECOND HALF!

2020 NEBRASKA UNICAMERAL LEGISLATURE
Alphabetical List

Capitol Mailing Address: Senator _____
 District # State Capitol
 PO Box 94604
 Lincoln NE 68509-4604

As of 1/1/2020

Senator	District	Capitol Phone	Room	City
Albrecht, Joni	17	(402) 471-2716	1404	Thurston
Arch, John	14	(402) 471-2730	1306	La Vista
Blood, Carol	3	(402) 471-2627	1021	Bellevue
Bolz, Kate	29	(402) 471-2734	1015	Lincoln
Bostelman, Bruce	23	(402) 471-2719	1118	Brainard
Brandt, Tom	32	(402) 471-2711	1528	Plymouth
Brewer, Tom	43	(402) 471-2628	1101	Gordon
Briese, Tom	41	(402) 471-2631	1019	Albion
Cavanaugh, Machaela	6	(402) 471-2714	11 th Floor	Omaha
Chambers, Ernie	11	(402) 471-2612	1302	Omaha
Clements, Robert	2	(402) 471-2613	1120	Elmwood
Crawford, Sue	45	(402) 471-2615	1012	Bellevue
DeBoer, Wendy	10	(402) 471-2718	1114	Bennington
Dorn, Myron	30	(402) 471-2620	11 th Floor	Adams
Erdman, Steve	47	(402) 471-2616	1124	Bayard
Friesen, Curt	34	(402) 471-2630	1110	Henderson
Geist, Suzanne	25	(402) 471-2731	2000	Lincoln
Gragert, Tim	40	(402) 471-2801	11 th Floor	Creighton
Groene, Mike	42	(402) 471-2729	1107	North Platte
Halloran, Steve	33	(402) 471-2712	1022	Hastings
Hansen, Ben	16	(402) 471-2728	11 th Floor	Blair
Hansen, Matt	26	(402) 471-2610	2010	Lincoln
Hilgers, Mike	21	(402) 471-2673	2108	Lincoln
Hilkemann, Robert	4	(402) 471-2621	2028	Omaha
Howard, Sara	9	(402) 471-2723	1402	Omaha
Hughes, Dan	44	(402) 471-2805	1117	Venango
Hunt, Megan	8	(402) 471-2722	1523	Omaha
Kolowski, Rick	31	(402) 471-2327	1018	Omaha
Kolterman, Mark	24	(402) 471-2756	2004	Seward
La Grone, Andrew	49	(402) 471-2725	11 th Floor	Gretna
Lathrop, Steve	12	(402) 471-2623	1103	Omaha
Lindstrom, Brett	18	(402) 471-2618	2015	Omaha
Linehan, Lou Ann	39	(402) 471-2885	1116	Elkhorn
Lowe, John S., Sr.	37	(402) 471-2726	2011	Kearney
McCollister, John S.	20	(402) 471-2622	1017	Omaha
McDonnell, Mike	5	(402) 471-2710	2107	Omaha
Morfeld, Adam	46	(402) 471-2720	1008	Lincoln
Moser, Mike	22	(402) 471-2715	1529	Columbus
Murman, Dave	38	(402) 471-2732	1522	Glenvil
Pansing Brooks, Patty	28	(402) 471-2633	1016	Lincoln
Quick, Dan	35	(402) 471-2617	1406	Grand Island
Scheer, Jim	19	(402) 471-2929	2103	Norfolk
Slama, Julie	1	(402) 471-2733	11 th Floor	Peru
Stinner, John P.	48	(402) 471-2802	1004	Gering
Vargas, Tony	7	(402) 471-2721	1000	Omaha
Walz, Lynne	15	(402) 471-2625	1403	Fremont
Wayne, Justin T.	13	(402) 471-2727	1115	Omaha
Williams, Matt	36	(402) 471-2642	1401	Gothenburg
Wishart, Anna	27	(402) 471-2632	1308	Lincoln

2020 NEBRASKA UNICAMERAL LEGISLATURE

Capitol Mailing Address: Senator _____
 District # State Capitol
 PO Box 94604
 Lincoln NE 68509-4604

As of 1/1/2020

District	Senator	Capitol Phone	Room	City
1	Slama, Julie	(402) 471-2733	11 th Floor	Peru
2	Clements, Robert	(402) 471-2613	1120	Elmwood
3	Blood, Carol	(402) 471-2627	1021	Bellevue
4	Hilkemann, Robert	(402) 471-2621	2028	Omaha
5	McDonnell, Mike	(402) 471-2710	2107	Omaha
6	Cavanaugh, Machaela	(402) 471-2714	11 th Floor	Omaha
7	Vargas, Tony	(402) 471-2721	1000	Omaha
8	Hunt, Megan	(402) 471-2722	1523	Omaha
9	Howard, Sara	(402) 471-2723	1402	Omaha
10	DeBoer, Wendy	(402) 471-2718	1114	Bennington
11	Chambers, Ernie	(402) 471-2612	1302	Omaha
12	Lathrop, Steve	(402) 471-2623	1103	Omaha
13	Wayne, Justin T.	(402) 471-2727	1115	Omaha
14	Arch, John	(402) 471-2730	1306	La Vista
15	Walz, Lynne	(402) 471-2625	1403	Fremont
16	Hansen, Ben	(402) 471-2728	11 th Floor	Blair
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25	Geist, Suzanne	(402) 471-2731	2000	Lincoln
26	Hansen, Matt	(402) 471-2610	2010	Lincoln
27	Wishart, Anna	(402) 471-2632	1308	Lincoln
28	Pansing Brooks, Patty	(402) 471-2633	1016	Lincoln
29	Bolz, Kate	(402) 471-2734	1015	Lincoln
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33	Halloran, Steve	(402) 471-2712	1022	Hastings
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35	Quick, Dan	(402) 471-2617	1406	Grand Island
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49	La Grone, Andrew	(402) 471-2725	11 th Floor	Gretna

Committee on American Civics Board Update

April 2020



Curriculum Adoption Timeline

- 2019-2020
 - Anticipated State Board approval of Nebraska Social Studies Standards
 - Develop Social Studies Curriculum Council
 - Prioritize the standards
 - Review curriculum materials
- 2020-2021
 - Adopt standards
 - Pilot & Preview
- 2021-2022
 - Implementation of new standards
 - Full implementation of curriculum material adoption



Curriculum Adoption Update

- 2019-2020: What we have done
 - Teachers prioritized and aligned the standards
 - Developed an instructional philosophy
 - Explored the C3 Framework
 - Reviewing curriculum materials and looking at what to pilot in May
- 2020-2021: Where we are going
 - Adopt standards
 - Pilot & Preview



Instructional Philosophy - DRAFT

Social Studies in Ralston Public Schools is focused on preparing students to be informed and engaged citizens who have the skills to communicate, understand, and effectively interact with people across cultures. This is provided through:

- Inquiry-based instruction
- Integration with other content areas
- Creation of relevance through bridging the past to the present
- Opportunities to think critically and problem solve
- Representation of multiple perspectives



C3 Framework Highlights

- College, Career, and Civic Life
- Connection with English Language Arts
- 4 Dimensions that allow for critical thinking about Social Studies content



School Improvement Plan Building

Building Vision

Guiding Mantra

Collective Commitments

Goal #1 Academic			
All students will meet or exceed essential standards in courses through equitable, engaging, and effective instruction while being provided strategic intervention as diagnosed by common formative and summative assessments.			
Strategy: Develop and operate highly effective Professional Learning Communities using the PLC Summit Model.	Data: ACT Scores , ACT Prep Results , Pre-ACT Results , (ELPA for EL students) , and an increase in students meeting and exceeding content standards on common department summative assessments .		
Action Step(s)	Timeline		Responsible Parties
Train staff on ELEOT observation tool and analyze baseline data	8/2019	Complete	ELEOT team; admin
Implement Learning walks using ELEOT observation tool	10/2019	Complete	All teachers; admin
Develop strategies, materials, visuals for cultivating higher order discourse (i.e., Kagan, word walls, discussion/thinking stems, Academic Conversation placemats). Resources: RHS Engagement Rubric for planning/feedback/reflection purposes; connect with K-8 teachers to understand what students are learning early; Dr. Cecilia Wilken could help with vertically aligning academic talk.	Starting 8/2019, cycling through until 5/2024	Ongoing	All teachers; instructional coach
Professional development on the implementation of higher-order thinking, critical thinking, and problem-solving strategies (SIC, PLC, coaching cycles, in-services)	Starting 8/2019, cycling through until 5/2024	Ongoing	All teachers; instructional coach PD led by Building Level Experts

Review Elliot Data each year to check for improvements	yearly	Ongoing	Department chairs, admin
Addition of teachers and Addition of second community liaison to support families and communication	2019-2021	2020	Admin
7-12 Aligned curriculum and related PD through Cengage Learning/National Geographic	2019	2020	ELL teachers and ELL Coordinator
Sheltered Instruction Observation Protocol (SIOP) training for EL teachers	2019-2021	In progress	Admin
PD for EL Teachers: Fountas and Pinnell (2018), Really Great Reading (2019), Standards and Common Formative Assessments (2019)	2019	2020	Admin
Creation of district-funded ESL Endorsement Cohort Program	2018-2020	2020	Admin
SIOP training to classroom/content area teachers	2020-21	In progress	Admin
Book Study PLC Starting a Movement. LINK	2019-2020	In progress	Leadership Team
Administration and Department Chairs Attend PLC Summit	2019-2021	In progress	Admin and Leadership Team
Develop a Guiding Coalition	2021	In progress	Leadership Team
Develop a Shared Vision and Core Value	2021	In progress	All Staff
Develop an intervention/extension opportunity for all students during the academic day	2021-2024		Leadership Team and Staff

<p>Goal #2 <i>Measurable Objective: Ralston High School will consistently demonstrate behaviors and responses that reflect an Engaged, Respectful, Responsible, and Safe SCHOOL CLIMATE as assessed by a variety of measurement tools such as The Devereux Student Strengths Assessment (DESSA), a social and emotional assessment, is a standardized, norm-referenced, strength-based measure of the social and emotional competencies of students., discipline and attendance records, and the HumanEx survey. The desired decrease in student disrespectful and disruptive behavior referrals, a 5% decrease in chronic absenteeism (10% of the year, and a 10% increase in school connectedness for students STUDENT HUMANEX TOP 4 QUAD DATA students as measured by the upper four quadrants and by 5% and a 5% increase in Social Emotional strengths as measured by the DESSA by 2023-2024.</i></p> <p><i>Rationale: Students must be taught the skills and behaviors necessary to become successful and socially responsible. A school setting should be organized in such a way that promotes positive behavior from all students. A safe and civil school setting helps improve safety for all students and staff. All Ralston Staff have adopted the philosophy that every child who comes through our doors are "All Our Students". All staff will be responsible for fostering and creating a positive climate and culture that aligns with our goal.</i></p>			
<p>Strategy: Implement a Social Emotional Learning (SEL) Program at Ralston High School: Choose Love: https://www.jesselewischooselove.org/</p>	<p>Data: Chronic Attendance Data, Referral Data, HumanEx Engagement/Satisfaction Quadrant Student and Staff, Chronic Tardy List</p>		
<p>Action Step(s)</p>	<p>Timeline</p>		<p>Responsible Parties</p>
<p><i>A District SEL committee completed research and the selection process for the best program for Ralston High School. A specific Social Emotional Learning Committee meeting every other Friday was implemented with representation from school counseling, administration, teaching and para staff. The committee developed a Social Emotional program for self-care for the staff and researched the "Choose Love" program and CASEL core competencies: https://casel.org/core-competencies/</i></p>	<p>8-2019</p>	<p>2-2020 Complete</p>	<p><i>Culture Committee: Kilzer/Athow</i></p>

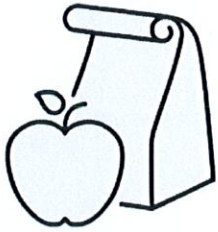
<p><i>The SEL Committee will train selected staff on selected SEL program Yr 1.</i></p> <ol style="list-style-type: none"> 1. <i>Use PD day to introduce and begin training for the SEL Committee.</i> 2. <i>Use designated PD in subsequent days (tie Energy Bus and Choose Love together) to focus on Self Care for Staff.</i> 3. <i>Utilize some SIC for specific implementation strategies and self-care programs: RamChallenges</i> 	1-2020	5-2020 <i>Inprogress</i>	<i>Kilzer/Athow</i>
<p><i>Staff will implement and utilize Energy Bus training and programming.</i> <i>Use designated PD days</i></p>	8-2019	In progress	<i>Kilzer/Blanchard</i>
<p><i>SEL programming will be implemented based on research beginning with the 2020-2021 school year.</i></p> <ol style="list-style-type: none"> 1. <i>Begin Year II implementation with 9th grade only and collaborate with middle school for 7-12 fidelity: Choose Love in both buildings</i> 2. <i>Start Year II in 9th-grade homerooms, core courses, PE, Health.</i> 3. <i>Year III implement in 9th and 10th-grade homerooms: core courses, PE, Health, Fine Arts, Language</i> 4. <i>Year IV implement in 9th, 10th, 11th homerooms, core courses, and electives</i> 5. <i>Year V implement 9-12 in all homerooms and classes, including the lunchroom, hallways, common areas, and parent training.</i> 	8-2020	5-2024	<i>RHS Staff</i>
<p><i>All Staff will consistently enforce all building-wide policies which impact student engagement.</i></p> <ol style="list-style-type: none"> 1. <i>Enforce as an administrative team in classrooms.</i> 2. <i>Have District-Wide De-escalation training to be more confident with those difficult confrontations.</i> 	8-2019	<i>Ongoing</i>	<i>RHS Staff: Tvrdy</i>
<p><i>Student Leaders will create and implement a survey for all teachers to utilize at the end of the course to assess student learning and engagement.</i></p>	8-2019	1-2020 Complete	<i>Student Leaders: Engel/Prochaska</i>

<ol style="list-style-type: none"> 1. Students Leaders create the survey by Sept 1st. 2. SEL Committee will review the survey and make recommendations. 3. The survey will be utilized in all classes by term 1. 			
<p>Implement a chronic unexcused absence/tardy Mentor U program with SWT in 2019.</p> <ol style="list-style-type: none"> 1. Identify students with chronic absence/tardies from 2018-2019. 2. Meet as a SWT team to discuss interventions and the final student target list. 3. Identify mentors to match with mentees and provide training. 4. Pizza party to engage mentors and mentees and identify future meeting times. 	8-2019	1-2020 Complete	SAT Team: Blanchard/Snodgrass/Athow
<p>Pedagogy Goal #3 By the end of the 2023-2024 academic year, school-wide systems, policies, and protocols will be created and implemented to ensure the integrity in grading and assessment practices that accurately measure student proficiency and provide quality accurate feedback to students, teachers, and families.</p>			
<p>Strategy: Implement best practices from book study “Starting a Movement” and PLC Summit Training</p>	<p>Data:</p>		
<p>Action Step(s)</p>	<p>Timeline</p>		<p>Responsible Parties</p>
<p>Research & define authentic assessment and establish criteria to evaluate assessments.</p>	8-2019	1-2021	Research team; Boster, Dunn, Behrens, Engel, Heimann

<i>Teachers will incorporate content-based standards into the learning targets and classroom materials (syllabi, class worksheets, etc.) as appropriate.</i>	8-2019	8-2020 Complete	RHS Staff
<i>Develop a rubric that will be used to evaluate assessments (SIC, PD)</i>	8-2020	5-2021	Research team & RHS Staff
<i>Train individuals on how to evaluate assessments using the new rubric</i>	8-2021	12-2022	Research team
<i>Individual & Department reflection & revision of assessments using the rubric</i>	8-2022	5-2023	RHS Staff; facilitated by Department Chairs
<i>Provide PD to develop authentic assessments that include level 1 and level 2 accommodations for SPED students.</i>	1-2021	12-2021 In progress	SPED Department & Boster, SAT committee
<i>Refine Our SAT Process to focus on 9th and 10th grade students</i> <ol style="list-style-type: none"> 1. Research Data to determine intervention need 2. Research and select an intervention to use 3. Design and refine SAT process to accommodate 	08-2019	8-2022	SPED Department & Boster, Dr. Wilken, Mrs. Stolley, Athow, and SAT committee
<i>Research grading scales used from department to department</i>	8-2022	Complete	Research team
<i>Develop student and teacher surveys to be used to measure/evaluate the authenticity of assessment</i>	2022	2022	
<i>Visits or discussions with other school districts with school-wide grading scales</i>	8-2022	2022	Research team
<i>Development of school-wide grading policies (grade scales/weights, late work, re-takes, absent work, extra credit): SIC, PD</i>	1-2023	5-2023	RHS teachers
<i>Implementation of school-wide grading policies</i>	8-2023	5-2024	RHS staff

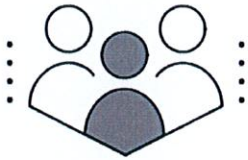
<i>Implement New Improved PLC Programming that focuses on common assessment data digs that accurately inform teachers and provide the platform to discuss and make instructional and curricular modifications to improve student achievement</i>	8-2022	8-2023	RHS staff
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Ralston Public School's Covid-19 Emergency Meal Response



590 Meals Served a Day

This average number keeps increasing each day.



29 Frontline Employees

Working to safely make and serve meals throughout our district.



8,137 Meals Served

Total Meals Served as of April 17th, 2020



2 Sites

These sites were selected based on location and proximity to students.



1 Bus Route

1 bus route covering 6 bus stops to insure our meals reach as many as possible.

For more information please visit Ralstonschools.org

This institution is an equal opportunity institution.





Notes on Proposed Plans for Ralston Public Schools In response to COVID-19

RHS Senior Honors Night

Alternate plan will include senior honors information along with the Virtual Graduation Video as well as a social media campaign

RHS Prom

No alternative plan at this time.

RHS Graduation Plans

UPDATE: As previously stated, Ralston Public Schools is working with Cox Communications to produce a virtual graduation. **The virtual graduation will take place on Saturday, June 20 at 2:00 PM on Cox YURView Channel 13 and streamed live on the internet. Each senior will also receive a DVD copy of the virtual graduation.**

The Ralston Arena is reserved for a potential in-person graduation ceremony for Sunday, June 14th, and for Monday, July 20th. These in-person graduation ceremonies would take place only if directed health measures by state and local health officials have been lifted.

PK-8 Promotion

Advancing all students. Beginning of next year, District educators are looking into ways to provide students additional learning opportunities if needed to help strengthen their skill level to provide a smooth transition into their new grade.

Options for School Opening for the 2020-2021 School Year

District leaders have started work on multiple plans in the event that school will not be allowed to open as normal for the Fall of the 2020-2021 school year. Plans may include adjustment of enrollment each day, alternative start dates and calendars, and various types of instruction to include the use of technology. Some factors adjusted could include:

- Adjustment of length of day
- Adjustment of recessed days
- Adjustment of instructional days
- Adjustment of start date in August
- Adjustment of daily student enrollment numbers

1:1 Technology Initiative

District leaders are developing plans to begin the implementation of a 1:1 technology initiative starting in the Fall of the 2020/2021 school year. The plan will begin with issuing all Ralston High School students technology devices as well as outlining further implementation into the lower grades over the next few years. Professional development for staff along with aligned policies and procedures will also be addressed. Update on planning and execution of the initiative will take place at 4/27 BOE meeting.



Ending Date for the 2019-2020 School Year

- Stays the same - May 21, 2020
- Carry over 3 days into next year

District Buildings - Reduction in Staff and Patron Access

For the health and safety of our staff, Ralston Public Schools has decided to further limit staff and patron access to our buildings. All of our buildings are currently closed to the public. After Friday, April 10th and until further notice, only essential staff will have access to our school buildings. Essential staff includes Select District Administration, Building Principals, Food Service Staff, Custodians, and District Maintenance staff.

Special Recognition for RHS Seniors

To our Ralston High School seniors and their families, we want to take the month of May to celebrate you and all your accomplishments. You are very special to us! We have some exciting things planned for you and your family. Look for details listed in the information below.

SPECIAL EVENT - SAVE THE DATE

We are asking all seniors and their families to keep the evening of May 14th open. District and City Leaders are finalizing the plans for a safe, fun event for you and your family to celebrate your graduation together. The District will provide additional information very soon. This will be an evening your family will not want to miss!

Social Media Tributes

Starting on April 23rd, Ralston Public Schools will be posting senior tributes to the District's Facebook and Twitter social media pages. Senior families are encouraged to answer four questions and email two photos (one baby or "little" picture and one a senior picture) to RPSphotos@ralstonschools.org. This information will help create individual senior tributes to post throughout the remainder of April and during May.

The questions are:

- What is your student's preferred name?
- Did they attend a Ralston elementary school?
- What do they plan to do next?
- What is their favorite Ralston High School memory?

Please follow the District on social media to view these tributes and learn all about our Class of 2020.



Senior T-Shirt and Yard Sign

As a way to honor the Class of 2020, the Ralston Schools Foundation has decided to purchase each senior a specially designed yard sign and the official senior t-shirt. These items will be handed out to students during an **upcoming event on Thursday, May 14th. More details to come as District and City Leaders are finalizing the plans.**

Senior Families, please keep this evening open and keep checking your email for more information. This will be an evening your family will not want to miss!

RHS Summer School

RHS will be able to offer a Summer School program for students entering grades 9-12. Due to the health status of our community, Summer School plans had to be adjusted from the original plan so Summer School will look a little different from previous years. Additional information is listed below. Please look for specific details on the registration process in a message from RHS this Friday.

RHS Summer School Session 1

Date: June 1 - July 1

Time: AM Session: 8 to 11 am

PM Session: 11:30 am to 2:30 pm

How: Online courses designed by RHS staff members conducted through Zoom and Google Classroom. Classes will be a combination of online face to face time and individual time to work.

Classes Offered: Speech (AM), Composition (PM), Government (PM), FLE (PM), and the second half of Spanish 1 (AM).

RHS Summer School Session 2

Date: July 6 - July 31

Time: 9 am to 12 pm

How: This session could be in person, virtual, or a combination. (This decision will depend on the health status of our community and direction from state government and local health professionals.)

Classes Offered: Medical Terminology, Human Growth, Critical Issues, the second half of Spanish 2, and the second half of French 2.

- Looking into a variety of options

- Move to July

- Online Course. RPS Educators to teach core courses via an online platform. Scheduled time, number of days a week. Limit the number of students per online class. Students submit work for grade.

Bridge's to Middle School School

We are planning to hold Ralston's Bridges to Middle School as normal at this time. Our team will navigate student transition in an alternative manner if we are unable to hold Bridges to Middle School like normal.



Elementary Jumpstart

We are planning to hold Ralston's Elementary Jumpstart for students in Kindergarten to 5th grade in person. In the event that we are not able to hold this, our team is working to identify some alternative ways to provide access to text to our students over the summer and how to increase intervention support in the fall.

Home Visits

- Virtual
- Teachers conducting phone visits with students in June
- Alternative video to share via email if they don't have access to Zoom

Heart of Learning

- Currently postponed
- Reschedule for the fall
- Developing a social media campaign to honor retirees as well as Heart of Learning winners during May.

Report Cards

- Working through issues with transfer of term 3 to term 4

Kindergarten Orientation

- August 7, 2020
- Individual sessions will be held 1-on-1 with students and their families to allow them time to see the classroom, building, and make connections with the team.

PK Screenings

- Date in July

Updated 4-24-2020



**Ralston High School
Class of 2020
Graduation Plan**

Rationale:

This plan is submitted with the concern that the COVID-19 pandemic will not allow for the gathering of large groups for quite some time. The proposed plan will have multiple checkpoints and fallback options to try and provide an honorable recognition program or two in support of the Ralston High School Class of 2020. Currently, the Ralston Arena has been reserved for Sunday, June 14th and for Monday, July 20th for a regular in person graduation ceremony. Additionally, it is suggested that a professionally done virtual graduation is also conducted and provided to students and families as a keepsake for years to come. **The virtual graduation will take place on Saturday, June 20 at 2:00 PM on Cox YURView Channel 13 and streamed live on the internet. Each senior will also receive a DVD copy of the virtual graduation.** Details of the graduation plan are outlined below.

Graduate Dates

- Sunday, June 14th at Ralston Arena
- Monday, July 20th at Ralston Arena
- Professionally Prepared Virtual Graduation Saturday, June 20, 2020 at 2:00 PM

Cap and Gowns

- Adjust order to a souvenir gown that can be issued to students prior to graduation and the students then get to keep them after graduation (Need approximately 3 weeks advanced notice)

Virtual Graduation Details

Mr. Brian Paul at Cox Media has contracted to develop a professionally made virtual graduation program for the Ralston High School Class of 2020. Details of the plan are outlined below

- RHS Class of 2020 Virtual Graduation will be aired on the local Cox Channel
- Entire graduation ceremony will be captured and organized
- Speeches by administration, Board of Education, and students will be included
- Each student will be highlighted with a photo slideshow to include name and accolades
- Entire show is edited together by Cox Media and approved in advance by administration
- Up to 500 DVD's delivered back to RHS for distribution to students, staff, and families
- Digital file delivered to RHS for duplication and use on social media



1:1 District Technology Initiative

We are investigating making a significant change in the method of lesson delivery and student learning at Ralston High School for the 2020-2021 school year. Basically, we have long desired to move to a 1 student, 1 piece of technology model. While we do have an extensive amount of technology in each of our buildings, we believe this change will further increase the ability of our staff to provide blended learning experiences that will be even more engaging.

We are in the initial phases of this project, and pending BOE approval, we will roll out the plan for implementing a 1 to 1 technology environment at Ralston High as follows:

1. Purchase of Machines

- We currently have well over 500 machines in our high school for student use, we plan on purchasing an additional 550 to allow each RHS student the ability to have their own appropriate device. For most students, this would be a Chromebook, some students may have different devices based upon their learning needs.
- CARES funding has made our ability to make these purchases possible. We are awaiting greater detail on the timing of accessibility to the federal funds, however we have moved forward with our current tech purchase for RMS, MEA and WW
- In addition to purchase, we have the additional machines placed on reserve with our vendor. We can convert from reserve to purchase within a short time frame.
- Potential of movement of machines across the district, limited need for computer labs at RHS
- Procedure for replacement of machines (Sustainability)
- Plan to eventually expand to 7-12 in the near future

2. Training of Staff

Staff Capacity Building

- Expectations for technology use and care
- Understanding of technology related procedures
- Basic technology troubleshooting
- Developing and managing a positive virtual classroom environment
- Structure for Teaching & Learning
- Tools and resources for...
 - Video Conferencing
 - Material Management
 - New Content Delivery
 - Practice & Review



- Research & Exploration
- Discussion
- Assessment

Student Capacity Building

- Expectations for technology use and care
- Understanding of technology related procedures
- Basic technology troubleshooting
- Staying organized in virtual classrooms
- Tools and resources for learning

Structure Development

- Remote learning
- In classroom integration
- *Curriculum Adoption Process* integration
- Community of Inquiry - incorporation of social, cognitive, and teaching presence

3. Development of Policy and Procedure

- Includes self-insurance program
- Rules and regulations for students and staff about acceptable use
- Damage/lost machine procedures
- Eventual Student ownership of machines (Norfolk)

Updated 4-24-2020

NEGOTIATED AGREEMENT

For the 2020-21 School Year

SIGN LANGUAGE INTERPRETERS OF THE
RALSTON EDUCATION ASSOCIATION

And

RALSTON BOARD OF EDUCATION

AGREEMENT

This contract for the 2020-21 academic year is entered into by the Board of Education of the School District of Ralston, hereinafter referred to as the Board, and the Sign Language Interpreters of the Ralston Education Association, hereinafter called the Bargaining Unit.

I. RECOGNITION

During the life of this contract, the Board hereby recognizes the Bargaining Unit as the exclusive bargaining agent for all employees of the district who are employed on a Sign Language Interpreter's contract. The Board recognizes the Bargaining Unit as the exclusive and sole collective bargaining agent for all Sign Language Interpreters (SLI's) employed by the District.

Sign Language Interpreter shall mean an individual who has passed the EIPA written test and attained one of the competency skill levels as measured by the following assessments:

(A) Written competency

1. Educational Interpreter Performance Assessment (EIPA) written test.
 - a. MANDATORY of all new hires regardless of skill certification.
 - b. Exceptions: Interpreters meeting Rule 51 Performance levels and documented professional development (PD) hour requirements as set by NDE. Anyone failing to meet PD requirements will be required to take the written EIPA and retest the performance EIPA tests to ensure employment.

AND

(B) Skill competency

1. Educational Interpreter Performance Assessment (EIPA).
 - a. Competency level 4.0, or
 - b. Interpreters who meet Rule 51 requirements as set by NDE (see exceptions above)
2. Registry of Interpreters of the Deaf Certification (RID)/National Interpreters Certificate (NIC).
3. National Association of the Deaf (NAD). Competency level 4.0.
4. Quality Assurance Screening Test (QAST). Competency level 4.0

II. COMPENSATION

(A) Salary Schedule and Base Salary:

The Board agrees to pay Sign Language Interpreters who are members of the Bargaining Unit according to the salary schedule (Appendix A). Interpreters who meet Rule 51

requirements as set by NDE with a minimum EIPA competency level of 3.5 shall be paid according to the salary schedule listed in Appendix B.

(B) Initial Placement:

Newly hired Sign Language Interpreters shall be credited with all previous sign language interpreter experience in schools whose standards are the same as those of the Suburban Schools Program. He/She will be placed on the salary step schedule according to his/her years of experience as a certified Sign Language Interpreter and education level achieved. 140 days on duty during the regular school year and not less than six hours per day shall be counted as a creditable school year.

(C) Vertical Advancement:

Vertical advancement will accrue with the completion of each creditable school year worked.

(D) Longevity

Years of Service to the Ralston School District will accrue from initial hire date. Longevity compensation will be paid to Sign Language Interpreters with consecutive years of service to the district. As of Sept. 1, 2015, SLI's in their 6th, 11th, 16th, 21st, and 26th year of employment will receive an additional 25 cents per hour above their established hourly wage. Longevity compensation remains in effect each year until the next plateau is reached.

(E) Horizontal Advancement:

1. Salary credit will be given to Sign Language Interpreters as they move across the Salary Schedule due to increased education level, and/or increased EIPA score. (See Appendix A and B).
2. Any change in education or certification tests that will impact a sign language interpreter's compensation must be completed no later than September 1st of the salaried year. All testing after September 1st will not be honored until the beginning of the next school year.
3. Any change in education or certification levels must be authenticated through HR before November 1st of the salaried year. All changes after November 1st will not be honored until the beginning of the next school year.
4. Any change to a Sign Language Interpreter's compensation due to horizontal advancement shall be credited on December 1st, and movement on the salary scheduled shall take place accordingly. Payment is retroactive to September 1st.

(F) Part-Time/Job-Sharing:

Part-time and job-sharing employees will receive prorated salary and benefits at the same fraction as their employment. The employee shall have the option to pay for the additional coverage not provided. Salary advancement shall be credited at the rate of one year of experience for each year of .5 FTE or greater.

(G) Duty Hours/Days:

The full time SLI workday may begin and end at different times from school to school and will be paid for a minimum of 7.5 hours per day and 180 days per school year. If an SLI is unable to complete his/her 180 days of service to the district, the district may employ a qualified individual to serve for less than 180 days, subject to the terms of this agreement. The standard workday may be prorated based on the needs of the students served. Thirty (30) minutes of this time shall be a paid, duty-free lunch.

Interpreters shall also be granted two paid holidays (Fringe Benefits, Section G) for a total of 182 paid days.

In the event the district in which a SLI is assigned (Ralston or another district) reduces the number of student days and the interpreter is not able to make up the days, the SLI will not be docked for unworked hours/days

(H) Over Time:

Covered SLI 's will be compensated at the rate of one and one half times their regular hourly rate for any time over forty (40) hours worked in anyone week. Paid sick leave and paid personal leave will be considered as hours worked. A duty free lunch (30 minutes) will not be considered as hours worked.

(I) Minimum Compensation:

Compensation for a minimum of two (2) hours at the appropriate pay scale will be paid to any Sign Language Interpreter who reports for duty at any time other than the regularly scheduled time unless the time scheduled for work starts 15 minutes or less before or after the regular school day and the time worked is two (2) hours or less in duration. Payment for time beyond two (2) hours shall be calculated based on the employee's timecard.

(J) District Closure:

In the event the building in which the SLI works closes due to snow or other emergency, the days/hours will be rescheduled unless the district decides not to reschedule, or other unforeseeable situations arise that are out of the interpreters control, the SLI will not be

docked. Whenever possible, the district shall provide professional development activities for SLIs on days that are rescheduled due to snow or other emergencies.

(K) Leave of Absence:

SLIs may submit to the human resource office a written request for a one-year leave of absence from the Ralston Public Schools. The leave of absence must coincide with the district's academic calendar, and must be approved by the Superintendent. During the leave of absence, the employee will not earn a salary, nor will he or she be eligible for any benefits. Likewise, the employee will not be credited with a year of service for longevity purposes, nor will he/she be advanced on the salary schedule. A leave of absence shall not, however, constitute a break in service to the district.

Upon the employee's return to the district, he or she will return to his or her place on the district salary schedule and shall be credited with any unused benefits prior to his or her absence from the district.

(L) Separation:

Any SLI who voluntarily leaves the district may return within six months from their last day of employment provided the district has a vacancy for a sign language interpreter. SLIs who return to the district within six months will be reinstated with a salary and benefits package including longevity (years of service) at the same level he or she had prior to the break in service.

Any SLI wishing to return to the district after 6 months from their last day of employment shall forfeit all salary and benefits (including longevity) provided by the district prior to his/her break in service.

(M) Professional Development:

All SLIs are expected to meet the professional development requirements established by the Nebraska Department of Education, Rule 51. If necessary, SLIs may be asked to provide documentation of their professional development activities.

III. INSURANCE BENEFITS

(A) Term Life Insurance:

The Board will provide and pay for a \$20,000 group term life insurance policy for each employee under the age of 70 years old. At age 70 the life insurance benefit will reduce to \$13,000 and at age 75, the benefit reduces to \$10,000. A SLI shall be permitted to purchase

additional term insurance at his or her own expense as may be permitted by the terms of the insurance policy.

(B) Disability Income Insurance:

SLI's will pay premiums as a payroll deduction for participation in the group long-term disability program. The Board of Education will increase each SLI's compensation by an amount equal to the premium for disability insurance. SLI's will receive 66 2/3 percent short and long-term disability insurance coverage based on the employee's daily salary.

(C) Health and Accident Insurance:

The Board shall provide single health and accident insurance for each SLI; provided, however, that the Board reserves the right to select a different carrier than Educators Health Alliance (EHA), provided only that the coverage and benefits are comparable to those provided in said EHA and could only change at the beginning of a new contract year.

1. The board will provide each eligible SLI with EHA \$1,050 Deductible PPO Group Health coverage, including individual PPO dental insurance coverage (100% A, 75% B with 50% C coverage) SLI's must work six (6) hours or more per day to be considered eligible. SLI's will pay 4% per month of the monthly premium. New SLI's are not covered by Health Insurance until September.
2. If hired after the start of the school year, coverage begins on the first day of the month following employment.
3. If the SLI works less than six (6) hours, he/she will pay a prorated portion of the premium.
4. A qualifying SLI may elect to receive \$2,750 in lieu of individual coverage through the district PayFlex plan. The amount of the payment will be prorated for a part-time SLI who elects this option. Any qualifying SLI who elects to receive such payments in lieu of health insurance coverage will sign a waiver of insurance that will be placed in the SLI's file.
5. SLI's have the option to purchase additional dental insurance at the employee's expense.
6. The board will be responsible for the processing of all health and accident insurance premiums and contributions to PayFlex accounts in such a manner that will not create a tax liability for SLI's.

IV. FRINGE BENEFITS

(A) Eye Examination:

The Board shall reimburse SLI's for the out of pocket cost of a comprehensive eye care exam or corrective lens' and frames beginning in the second year and every year thereafter of continuous employment up to a maximum amount of \$50.00 per examination.

(B) Hearing Exam:

The Board shall reimburse SLI's for the out of pocket cost of a hearing exam beginning in the second year and every year thereafter of continuous employment up to a maximum amount of \$50.00 per examination.

(C) Sick Leave:

Sick leave shall be awarded at the hourly equivalent of 7.5 hours per day, prorated to the SLI's FTE status. Each SLI will be awarded 10 days of paid sick leave per year (75 hours), which may be accumulated up to a total of 90 days (675 hours). After three consecutive days of absence due to an illness, the School District administration may require that the SLI submit a physician's written certification attesting to the SLI's sickness or disability. An SLI may take accumulated sick leave to care for the SLI's sick spouse, child (including stepchild), parent, mother-in-law, father-in-law or a person who resides in the SLI's home for whom the SLI is legally responsible (e.g. a foster child or a foreign exchange student.)

(D) Sick Leave Payments to a SLI Receiving Workers Compensation:

When a SLI who is unable to work because of a work-related injury receives Workers Compensation payments, the District shall pay the portion of the SLI's salary not covered by workers compensation until the employee has exhausted his or her sick leave. The SLI's sick leave will be reduced by the proportion of the SLI's salary paid by the district while the employee is on worker's compensation. Once an SLI begins to receive Worker's Compensation benefits, accumulation of sick leave, vacation time and personal leave all cease until the employee returns to work.

(E) Unused Sick Leave

Upon leaving the district, each SLI shall be paid 45 percent of his or her daily rate (less taxes and other required withholdings) up to a limit of 90 days (675 hours) for unused sick leave. A SLI will be eligible for this program after he/she has completed eight (8) consecutive, full years of employment. Part-time SLI's will be reimbursed at the average percentage rate of their employment.

(F) Personal Leave:

SLI's are eligible for 2 days (15 hours) of personal leave (personal business that cannot be scheduled outside of work time) also accrued by standard hours worked and may be used by the hour. SLI's are eligible to carry one personal day forward to the next year. At no time, may an SLI accumulate more than three days of personal leave during one contract year.

(G) Holidays:

SLIs shall be granted a total of two paid holidays while employed by the district. The two paid holidays shall be Christmas and New Years Day.

(H) Bereavement Leave:

A SLI shall have paid leave for bereavement up to seven (7) days in the event of each death of the employee's spouse, child, stepchild, parent or stepparent. In the event of the death of one of the previously mentioned individuals, the seven (7) days of bereavement need not be taken consecutively. Up to five (5) days shall be granted in the event of each death of the employee's sister, brother, mother-in-law, father-in-law or grandchild: three (3) days in the event of each death of the employee's grandparent, grandparent-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, niece, nephew, or a person who resides in the employee's household for whose care the employee is legally responsible; one (1) day in the event of each death of the employee's aunt, uncle, or cousin. SLI's shall have one (1) day of paid leave (total) per contract year for persons not named above.

(I) Judicial Leave:

A SLI will have paid leave when subpoenaed to testify in a court proceeding under the following conditions:

1. The SLI is under compulsion of subpoena and the SLI is not a party to the proceeding;
2. The paid leave is limited to the time that the SLI is under compulsion of subpoena to remain at the proceeding (the SLI must return to work as soon as practicable upon being released from the subpoena); and
3. Any pay received less parking and allowance for lunch, shall be reimbursed to the district.

(J) Association Leave:

The SLI's fall within the Ralston Education Association, Association leave contract language.

(K) Payroll Deduction:

The Board will provide payroll deduction of dependent life insurance premiums, short and long-term disability premiums, and for other purposes agreed upon by the employee and the District in writing. In addition, the Board reserves the right to perform payroll deductions that are court-ordered, regardless of approval by the employee.

(L) Grievance Procedure:

Definition: A grievance is an allegation by an SLI, group of SLI's or the Bargaining Unit that there has been a violation of an expressed provision of this contract, and/or of Ralston Board of Education Policies. The purpose of the grievance procedure shall be to secure, at the most immediate level, a solution to a problem regarding the interpretation of the negotiated contract or BOE policy, in order to ensure fair and equitable treatment of SLI's.

Bargaining Unit Representation: A grievant has the right to have a SLI representative at each level of the grievance procedure. If a grievant chooses not to involve a Bargaining Unit representative, the Bargaining Unit may have a representative present at any meetings, appeals or other proceedings relating to a grievance which has been formally presented.

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. The Bargaining Unit may assume the grievance at the point it is discontinued by the individual.

Written Presentation: All grievances shall set forth in writing the facts giving rise to the grievance, the provision(s) of the contract alleged to have been violated, the name(s) of the grievant(s), and the remedy sought by the grievant(s). All grievances shall be signed and dated by the aggrieved SLI at each step of the grievance procedure. If a grievant withdraws the grievance and the Bargaining Unit pursues the grievance, a Bargaining Unit representative shall sign and date the grievance. All written answers submitted by the District shall be signed and dated by the appropriate District representative. The Bargaining Unit shall be notified in writing of any settlement. A settlement shall not be inconsistent with the terms of the negotiated contract or Board policy.

Grievance Meetings: All meetings conducted under this procedure in Steps 1 and 2 shall be limited to the parties (and their respective representatives) involved in the grievance.

Reprisals: No reprisals of any kind shall be taken against any SLI who utilizes this grievance procedure.

Informal Resolution: A SLI and the SLI's supervisor should try to resolve problems through free and informal communication. Nothing herein shall be construed as limiting the right of any SLI to discuss his or her grievance informally with his or her immediate supervisor and to have the grievance resolved informally.

Step 1 - Written Grievance to the Principal/Supervisor. Generally a grievance will be filed with the grievant's immediate supervisor. However, the grievance shall be filed initially at the level at which the grieved action or event occurred. The grievant shall present the grievance to his or her principal/supervisor in writing within ten (10) contract days from the date that the grievant knew or should have known of the incident giving rise to the grievance. A meeting between the principal/supervisor and grievant shall be held within seven (7) contract days of receipt of the written grievance. The principal/supervisor shall

submit his or her determination in writing to the grievant within seven (7) contract days of the meeting.

Step 2 - Written Appeal to the Superintendent. If the determination of the principal/supervisor is not satisfactory to the grievant, the grievant or the Bargaining Unit may appeal it to the Superintendent. Said appeal shall be presented, in writing, to the office of the Superintendent within seven (7) contract days of receipt of the supervisor's determination. The Superintendent shall hold a meeting within seven (7) contract days of receiving the written appeal. The Superintendent or a designated representative shall make a written determination regarding the grievance within seven (7) contract days of the date of the meeting.

Step 3 - Appeal to the Board of Education. If the determination of the Superintendent is not satisfactory to the grievant, the grievant or the Bargaining Unit may appeal it to the Board within seven (7) contract 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 issue a written decision to the grievant and Bargaining Unit within seven (7) contract days of the hearing.

Time Limitations: The time limitations are of the essence of the grievance procedure. 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 appealed to step 2 in a timely manner, it shall be deemed to have been settled in accordance with the District's step 1 determination. 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 contract, the grievance shall automatically proceed to the next step.

V. MISCELLANEOUS

(A) Payment of Changed Compensation:

Payment of the increased compensation and fringe benefits premiums will become effective September 1st.

(B) Duration of Agreement:

This contract shall continue in effect until a successor contract is adopted. Vertical and horizontal placement and health insurance shall remain in effect until a successor contract is reached. At such time as a successor contract is reached, salary schedule placement, salary adjustments and all other terms of the successor contract shall be retroactive to the beginning of the contract year covered by the successor contract.

(C) Severability:

In the event that any provision of this contract, or any party hereof, is for any reason found by a court of competent jurisdiction to be in violation of State or Federal Constitutions, statutes or regulations, or otherwise unenforceable, the remainder of this contract, and each other provision or party thereof, shall remain in full force and effect.

(D) Totality of Agreement and Management Rights:


The parties acknowledge that this contract represents all of the understandings and agreements arrived at through collective bargaining; and that it shall constitute the entire agreement between the parties for the life of the contract. Nothing herein shall preclude the parties from mutually agreeing to alter, amend, supplement, delete, enlarge or modify any of the provisions of this contract.

WITNESS our hands this ____ day of _____ 2020.

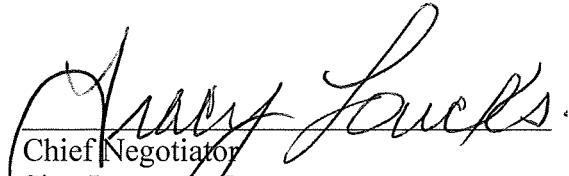
BOARD OF EDUCATION

SIGN LANGUAGE INTERPRETERS

President
Ralston Board of Education



Representative
Sign Language Interpreters –
Ralston Education Association



Chief Negotiator
Sign Language Interpreters -
Ralston Education Association

Appendix A

Step	Non Cert.	4.0-4.49	4.0-4.49+AS	4.0-4.49+BS	4.5-5.0	4.5-5.0+AS	4.5-5.0+BS
1	\$19.04	\$20.09	\$20.09	\$20.09	\$20.65	\$20.65	\$20.65
2		\$20.65	\$20.65	\$20.65	\$21.23	\$21.23	\$21.23
3		\$21.23	\$21.23	\$21.23	\$21.82	\$21.82	\$21.82
4		\$21.82	\$21.82	\$21.82	\$22.44	\$22.44	\$22.44
5		\$22.44	\$22.44	\$22.44	\$23.07	\$23.07	\$23.07
6		\$23.07	\$23.07	\$23.07	\$23.72	\$23.72	\$23.72
7		\$23.72	\$23.72	\$23.72	\$24.39	\$24.39	\$24.39
8		\$24.39	\$24.39	\$24.39	\$25.08	\$25.08	\$25.08
9		\$25.08	\$25.08	\$25.08	\$25.79	\$25.79	\$25.79
10		\$25.79	\$25.79	\$25.79	\$26.52	\$26.52	\$26.52
11		\$26.52	\$26.52	\$26.52	\$27.27	\$27.27	\$27.27
12		\$27.27	\$27.27	\$27.27	\$28.05	\$28.05	\$28.05
13		\$28.05	\$28.05	\$28.05	\$28.85	\$28.85	\$28.85
14		\$28.85	\$28.85	\$28.85	\$29.67	\$29.67	\$29.67
15			\$29.67	\$29.67	\$30.52	\$30.52	\$30.52
16			\$30.52	\$30.52		\$31.39	\$31.39
17				\$31.39		\$32.28	\$32.28
18				\$32.28			\$33.21
19							\$34.16

Appendix B

(Pre 2016 certification)

Step	3.5-3.99	3.5-3.99+AS	3.5-3.99+BS	4.0-4.49	4.0-4.49+AS	4.0-4.49+BS	4.5-5.0	4.5-5.0+AS	4.5-5.0+BS
1	\$19.54	\$19.54	\$19.54	\$20.09	\$20.09	\$20.09	\$20.65	\$20.65	\$20.65
2	\$20.09	\$20.09	\$20.09	\$20.65	\$20.65	\$20.65	\$21.23	\$21.23	\$21.23
3	\$20.65	\$20.65	\$20.65	\$21.23	\$21.23	\$21.23	\$21.82	\$21.82	\$21.82
4	\$21.23	\$21.23	\$21.23	\$21.82	\$21.82	\$21.82	\$22.44	\$22.44	\$22.44
5	\$21.82	\$21.82	\$21.82	\$22.44	\$22.44	\$22.44	\$23.07	\$23.07	\$23.07
6	\$22.44	\$22.44	\$22.44	\$23.07	\$23.07	\$23.07	\$23.72	\$23.72	\$23.72
7	\$23.07	\$23.07	\$23.07	\$23.72	\$23.72	\$23.72	\$24.39	\$24.39	\$24.39
8	\$23.72	\$23.72	\$23.72	\$24.39	\$24.39	\$24.39	\$25.08	\$25.08	\$25.08
9	\$24.39	\$24.39	\$24.39	\$25.08	\$25.08	\$25.08	\$25.79	\$25.79	\$25.79
10	\$25.08	\$25.08	\$25.08	\$25.79	\$25.79	\$25.79	\$26.52	\$26.52	\$26.52
11	\$25.79	\$25.79	\$25.79	\$26.52	\$26.52	\$26.52	\$27.27	\$27.27	\$27.27
12	\$26.52	\$26.52	\$26.52	\$27.27	\$27.27	\$27.27	\$28.05	\$28.05	\$28.05
13	\$27.27	\$27.27	\$27.27	\$28.05	\$28.05	\$28.05	\$28.85	\$28.85	\$28.85
14		\$28.05	\$28.05	\$28.85	\$28.85	\$28.85	\$29.67	\$29.67	\$29.67
15		\$28.85	\$28.85		\$29.67	\$29.67	\$30.52	\$30.52	\$30.52
16			\$29.67		\$30.52	\$30.52		\$31.39	\$31.39
17			\$30.52			\$31.39		\$32.28	\$32.28
18						\$32.28			\$33.21
19									\$34.16



MULLEN IN THE MIDDLE

ONE DISTRICT'S STORY ON ADJUSTING TO OUR 'CURRENT' NORMAL

By Superintendent Chris Kuncl & NASB Region 15 Director Barb Svoboda

Wow, how quickly things can change! It just seems like yesterday that we were about to leave for the Boys State Basketball tournament when the news came out that they were limiting spectators.



Mullen Public Schools

Board of Education

- Bryan Starr, President
- Jason Coble
- Mike French
- Travis Hampton
- Liza Simonson
- Barb Svoboda

Chris Kuncl, Superintendent

Enrollment = 160
NASB Region #15

MPS covers 1,383.8 square miles, which is larger than the state of Rhode Island

www.mullenpublicschools.org
Go Broncos!

Well here we are, almost a month in. While this change has been difficult on all of us, we want to share a little of our story and shine some light on how Mullen Public Schools decided to come up with a plan that best meets the needs of our student population for remote learning.

But first, let us explain a few of the hurdles we had to overcome that other districts across Nebraska might not have to be worried about.

We are the only school in Hooker County, and also serve students who option in from four surrounding counties. The district covers 1,383 square miles, larger than the state of Rhode Island.

We have six "bus" routes which are mostly run with Suburbans across country roads, not actual school buses. Our yearly route mileage to and from school (this does not include any activity mileage) for the 18-19 school year was 133,826. The activity mileage for the same year was an additional 45,772.

Also, it just so happens to be CALVING season. Normally, most of our kids would be doing middle of the night checks and working on school work during the day. With students at home, they immediately got

APRIL 2020

UPCOMING EVENTS

Continue to check NASB's COVID-19 page for updates for you and your Board at www.NASBonline.org

NEW BOARD MEMBER FOLLOW UP
JUNE 11 | KEARNEY

ANNUAL NASB MEMBER GOLF OUTING
JUNE 11 | KEARNEY

NASB SUMMER CONFERENCE
LEGAL - POLICY - ADVOCACY - NETWORKING
JUNE 11-12 | KEARNEY

ALICAP SUMMER WORKSHOPS
JUNE 23 | LINCOLN
JUNE 24 | KEARNEY
JUNE 25 | GERING

CALL FOR LEGISLATIVE PROPOSALS
DUE JULY 1

NASB ORIENTATION
JULY 22 | LINCOLN

CANDIDATE WEBINARS
JULY 27 | SEPTEMBER 21 | OCTOBER 12

AREA MEMBERSHIP MEETINGS
AUGUST & SEPTEMBER

FACILITIES AND CONSTRUCTION WORKSHOP
SEPTEMBER 24 | KEARNEY

#liveNASB

CONTINUED ON PAGE 2

CONTINUED FROM PAGE 1

put to work around the clock. Calving season is exhausting, so extra help is welcome.

Here are a few more stories from our districts as we moved to remote learning.

Due to lack of sufficient internet in our area, specifically outside of town, one family has students who have to drive 7-8 miles from home to the top of a big hill where they can get cell service and a hotspot to use their Chromebooks.

Another family is needing to have content downloaded to a zip drive and other materials printed off because there is not enough band width for things like Zoom, if more than one person is trying to use the internet.

We are reminded that “school” is so much more than assignments and learning. “I miss my students. I miss the personal connection. To read the room. To adapt lessons to their needs,” said Spanish teacher, Dominique Werner. “On the positive, this is forcing me to think outside the box and come up with new ways to teach my content. I’m doing videos from around my house of daily items to try and mimic what students see and hear in the classroom.”

Another family who consists of a teacher and three students are finding ways to all get their work done. “This has been an adjustment, but I feel that our family has figured it out and learned that we just need to be patient. We are making the best of it and I feel like our kids are still getting educated.”

Finally, a fun anecdote from parents who are both working full time. Their first task when they receive their daughter’s 4th grade enrichment packet is to send a copy to Grandma, a retired teacher. The two then Facetime to do “school” together. It brings out the inner teacher in Grandma, and is an awesome way to connect with her granddaughter.

Now back to explaining our process.

On the morning of March 16, we met as a K-12 staff to talk about the new COVID-19 concerns sweeping the state. That morning, we decided to shut down the building and not allow students to return until the state and health districts deemed it safe to return. At that meeting, we tasked our K-5 staff and our 6-12 staff the responsibilities to develop a plan to provide the best possible remote education for our students. While planning for this undertaking, we kept in mind our internet issues, our special education population, student apathy, and parental support.

We determined that we would be able to meet the needs of more than a majority of our 6-12 students in our district if we continued an online learning plan that was graded. This would allow students to earn their credits and be provided with the knowledge to continue into the Fall semester of 2020-21. From a K-5 standpoint, we did not

feel that we could adequately meet the needs of all our younger population utilizing strictly online learning, which led us to enrichment packets.

No school district in Nebraska is the same as another, similar maybe, but not the same. As a school, we developed a plan that we feel is in the best interest of all our student’s specific needs.

Why grade, versus enrichment?

We believe it’s important to require grades because it sets expectations for student learning. Our belief is that without any expectations of student learning, we are just going to see an incredibly inequitable result.

As an instructional staff, our teachers have changed the entire forum on how they teach lessons, and their dedication has proven to net some great results! After the first few weeks, it appears more than a majority of our students are completing their work and being given grades that are very similar if not higher than they were graded during the third quarter. This speaks volumes to the work that the Mullen staff is doing during these uncertain times.

Our SPED students are doing a phenomenal job and their required needs are being met by our staff as well. While the teachers and students are getting most of the accolades, we have to say “Thank You” to all of the parents that are at home with your children, not just in our district, but across Nebraska, providing schedules, motivating your kids to get their work completed, and encouraging your kids to focus on their education. This has truly been a collaborative effort and it is very much appreciated.

While this is a great start, we understand there is always room for improvement, and that adjustments may need to be made as we move forward. This situation is not ideal, and there is nothing more we would want than to finish the year with our students in the building. It’s difficult for all of us right now as educators and as parents, but in the end, our kids are still experiencing a high quality education that will allow them to progress in their skills to their next grade level.



WHAT ARE YOU DOING FOR GRADUATION?

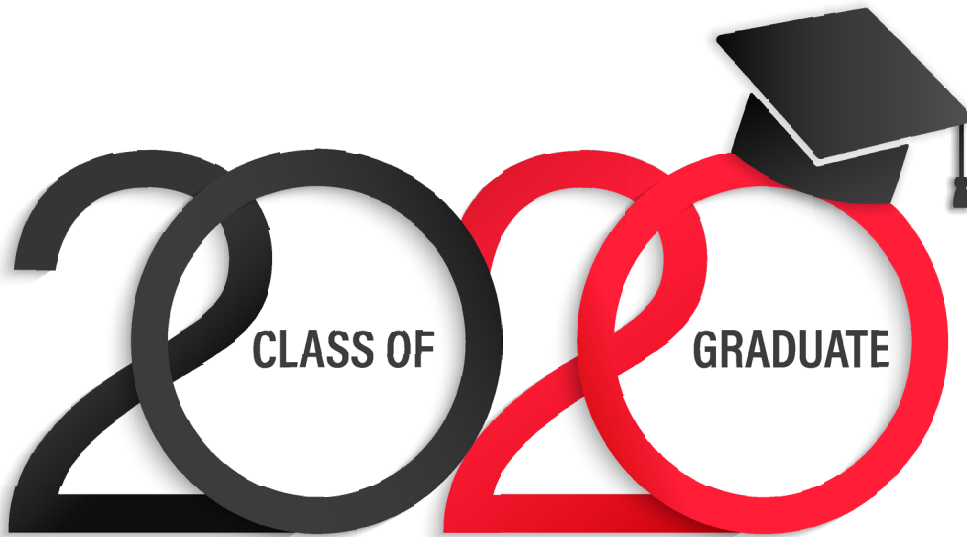
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ENGAGEMENT

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"Norfolk has set July 26th for our graduation ceremony. Our hope is to hold a traditional ceremony, however, at this point, we are planning three options: a traditional ceremony, an alternate ceremony with limited attendance, and a virtual ceremony, depending on the DHM's at that time. We believe what is most important is for graduating Seniors and their families to know that we will have some kind of ceremony on July 26th."

"David City is proceeding with our May 16th graduation date. We will be recording the speeches of the students honored to speak, the superintendent, principal, and board president. Our IT team will take those speeches, our traditional Senior slide show, and pictures taken of the Seniors in their cap and gown and compile them for a broadcast to be streamed via Striv. Then, with approval from our county sheriff, we will have all the Seniors meet in their vehicles at a predetermined location and proceed with a processional/parade down a designated route through town to be led and followed up by county deputies. The idea is that the Seniors will be in their cap and gown possibly listening to Pomp & Circumstance broadcast over an unused FM station. Upon return to the beginning location of the parade, the Seniors will be handed their diploma through their car window."

"Bellevue has rescheduled graduation for August 1st."

"Central City is hoping to have graduation July 5th and will do what we can with any restrictions at that time."

"Omaha will be doing a virtual celebration in late May for students but have set tentative dates for early August pending conditions at that time."

"Mullen sent a Google survey to our 14 Seniors with three simple questions. Nearly all of them voted to postpone graduation until July 18th. It was more important to them to hold out for something that resembles a normal ceremony than to do it virtually in May."

"Bayard will recognize the Class of 2020 through a virtual ceremony to be streamed on the schools Striv account on May 16th. In addition, we are planning a community reception to honor the Class of 2020 on September 12th in coordination with Chimney Rock Pioneer Days."

"North Platte has set our graduation for Saturday, July 25th. Hopefully, we can do all our 300 Seniors at this time. We also have plans, if needed, to do the ceremony on Friday, Saturday, and Sunday if we are limited on the number of those allowed to attend the ceremony or ceremonies based on CDC guidelines. We also plan to send out a virtual graduation on our website on our original graduation date of May 10th. The superintendent will open with a few words, followed by the board president and high school principal, then show all of the Seniors graduation pictures with their name below, and the class song playing in the background."

"At Mitchell we are looking at a July 18th date."

"Ralston has two back-up dates, one in June and one in July. We're also pursuing a "virtual" graduation, which would feature speeches from administration and the board, and a slide show featuring every graduating student and their accomplishments, which will run on a local cable channel and be available to families via DVD."

"Lincoln has set a tentative date for July 26th, depending on the path of the virus. We did receive a question about graduates who will be leaving at the beginning of June for military service. We may have them take photos in their cap and gown and run a video at a ceremony."

"Nebraska City surveyed Senior families and they want a traditional ceremony even if it's late summer. A date has not yet been set but will be soon. With prom cancelled, we will be using some of the post prom funds to do things around town to honor our graduates."

"The Dundy County Stratton board has agreed to revisit the discussion monthly to see what limitations are still enforced. We very much want to have some type of ceremony for our Senior class. They deserve it."

"Hershey will be holding two ceremonies, the original one planned May 9th and another on August 1st. For the May 9th recognition, Seniors and immediate family members are invited to park in the school lot to receive their diploma and a balloon, wearing cap and gown. Balloons will be released at the end to resemble the release of graduation caps. August 1st will be an in-person graduation depending on DHM's at that time. Our board spent a considerable amount of time discussing this, and feel it is important that Seniors get their diplomas as previously planned May 9th."

"Giltner has decided to postpone graduation to a later time in the summer. Being a smaller district, we believe our students will appreciate the chance to still have a more traditional graduation, if possible."



NASB's COVID-19 Resources page continues to be updated with information to help you and your board. Newer items that have recently been added include:

A Video Thank You - From Your NASB Board of Directors

Resources on Public Meetings During COVID-19

Topics, Discussion Points & Questions Boards Should Be Asking Their Superintendent

A Policy Update During COVID-19

YouTube Videos with NASB Region Director Dr. Bob Rauner & Dr. Josue Gutierrez in English & Spanish

AS WELL AS ...

A Letter From Commissioner Blomstedt to Nebraska's 1,700 Locally Elected School Board Members

A SafeSchools Update and Workers Comp Q&A from ALICAP

Leveraging Our Strengths as a Board/Superintendent Leadership Team

The Federal Families First Coronavirus Response Act

NDE Resources ... Including Graduation Requirements, Continuity of Learning, etc.

DHHS COVID Tracking Site

Mental Wellness - Tips for Families during COVID-19

How to Speed up Your Internet to get the Most out of your Wi-Fi

School Leaders Risk Management Association Checklist for Boards

NPERS - Information for School Plan Members & Employers

No Kid Hungry Emergency Relief Grants Available

EHA Links & Updates -- Legal Resources -- NSAA Statement

And more ...



Included on NASB's Covid-19 Resources page are a number of quick videos to help answer some of the questions you may all have as well. Please click on the below links to view each video!

THANK YOU - FROM YOUR NASB BOARD OF DIRECTORS

[HTTPS://VIMEO.COM/406552146](https://vimeo.com/406552146)

A SAFESCHOOLS UPDATE FROM MEGAN BOLDT

[HTTPS://VIMEO.COM/402984480](https://vimeo.com/402984480)

A WORKERS COMP Q&A FROM MEGAN BOLDT

[HTTPS://VIMEO.COM/403746445](https://vimeo.com/403746445)

LEVERAGING OUR STRENGTHS AS A BOARD/SUPT LEADERSHIP TEAM FROM MARCIA HERRING

[HTTPS://VIMEO.COM/399264050](https://vimeo.com/399264050)

A POLICY UPDATE DURING COVID-19 FROM JIM LUEBBE

[HTTPS://VIMEO.COM/405915663](https://vimeo.com/405915663)

THE FEDERAL FAMILIES FIRST CORONAVIRUS RESPONSE ACT

[HTTPS://VIMEO.COM/403750045](https://vimeo.com/403750045)

TOOLS FOR SCHOOL BOARDS TO COPE WITH OUR CURRENT SITUATION FROM EHA'S LINDA KENEDY

[HTTPS://VIMEO.COM/402366802](https://vimeo.com/402366802)



While the Legislature is still in an indefinite recess, the Senators are still working and communicating with each other and with NASB. At this time, there is no timetable for a return to finish the last 17 days, but there are a few updates.

A LETTER FROM SENATOR GROENE ...

Recently Senator Groene sent out an email to all Superintendents and Board Presidents regarding the Federal Cares Act distribution of funds to districts. In his letter he shared his desire that any savings from school closing as well as new federal dollars should be used for property tax relief. He also indicated his intention to seek legislation to transfer federal money to property tax relief, and attached an estimate of what each school should expect.

Senator Groene indicated the dollars will be distributed directly to districts, however our conversations with NDE have contradicted that assertion. NDE is under the impression that these federal dollars will be allocated to districts through NDE. We continue to work to get clarity on this issue.

PRIORITIES ONCE THEY RETURN ...

Senators are starting to talk about bills that would need to pass this year as a result of the pandemic and leave other issues until next session. The education community discussion has centered around broadband access, lottery funds allocation (LB 920), and pay for noncertified employees as a priority for passage this year.

Despite the trying times, Senators Linehan and Groene continue to push a new version of school finance through LB 1106. Once we have a better idea of when the Legislature will reconvene, we will be reaching out to you to assist in advocating on this issue within the Legislature and the media.

FINALLY SOME GOOD NEWS ...

The ballot initiative regarding property taxes has been suspended. According to the organizers, "With public gatherings and even personal contact limited, there is no reasonable expectation that we can finish the task, (to get the names of nearly 120,000 registered voters by July in order to put the issue on the November ballot) without needless risk to the health and safety of the general public."

THANK YOU ...

Thank you all for your continued work in your communities and districts at this interesting time in our history. We encourage you to keep your focus there for the time being, and as we get closer to knowing when the Legislature will be reconvening, NASB will let you know how best to respond. Please let us know if you have any questions.

Colby, Matt, Vicki & John
Your NASB Legislative Team



LEVERAGING OUR STRENGTHS AS A BOARD-SUPERINTENDENT LEADERSHIP TEAM

School districts across the nation are facing an unprecedented time of uncertainty and there is no playbook of answers for school district leaders to know what to do. While there are numerous factors that currently lie beyond our control, there is one element superintendents and boards can control, and that is how they lead together and leverage one another's strengths as a leadership team. The NASB Board Leadership Team has put together five leadership suggestions with links to additional resources in support of your work in creating cohesive board-superintendent leadership during this time of uncertainty.

I. DO THE NEXT RIGHT THING

You are in the midst of crisis management, which warrants the need for strong leadership. But the core principles of good governance have not changed. Do not forfeit governance protocols and procedures -- code of conduct, chain of command, board policies, and state and federal laws -- for expediency or fear of the unknown. Do the next right thing.

II. ALWAYS DO YOUR BEST

Your superintendent must manage your district right now. Continue to refer complaints, requests, and concerns to the superintendent and maintain open and candid communication with the superintendent. At some point, we will all return to a semblance of normalcy and the lingering questions that will stay with us are: Did we stay *strong and unified as a board/superintendent leadership team* and did we communicate smartly and timely with our internal and external stakeholders? Are the access points the community has to our work and the information they need --- meeting notices, agendas, meeting minutes --- available and up-to-date on our websites? Essentially --- did we provide our best and do our best, so everyone else could do their best?

<https://vimeo.com/405929301>

III. PROVIDE A UNIFIED MESSAGE

It is important for the board and superintendent to share a consistent, positive, and calm message with the community. Your community needs to see the board and superintendent continuing to work as a consistent and stable team doing the right thing --- particularly when it comes to the *Open Meetings Act* and growing demand for transparency during the uncertainty. A strong and transparent board-superintendent leadership team allows the community the ability to provide public comment and witness the work the board and the superintendent are carrying out during this time.

<https://ago.nebraska.gov/news/attorney-general-guidance-executive-order-no-20%E2%80%94403-coronavirus-%E2%80%9494-public-meetings-requirement>

IV. IN THE ABSENCE OF COMPLETE INFORMATION – NEGATIVITY FILLS THE VOID

Part of your responsibility as a community leader is to stay informed with accurate and timely information. Read and have a clear understanding of the information shared by *Governor Ricketts*, the *Federal government's response, emergency measure changes to the Open Meetings Act*, directives and information provided by the *Nebraska Department of Education*, and other laws governing board meetings.

<https://governor.nebraska.gov/>

https://nasb.envisiams.com/docs/default-source/covid19/fb807f8c-1906-4488-8bc1-1e8b27c19ce7.pdf?sfvrsn=5531e890_2

<https://ago.nebraska.gov/news/attorney-general-guidance-executive-order-no-20%E2%80%94403-coronavirus-%E2%80%9494-public-meetings-requirement>

<https://www.education.ne.gov/publichealth/resources/>

V. ASK SMART QUESTIONS

We may not have all the answers right now, but we have to ask ourselves and our superintendent the hard questions in order to anticipate and prepare to meet our current and future challenges with foresight and intention. Set aside the time needed to pause as a board-superintendent leadership team to take a strategic view of what you've been through, how you are handling the current moment's *continuity of learning*, and what needs to happen to *prepare for the upcoming school year*. (see Page 7)

https://nasb.envisiams.com/docs/default-source/covid19/statement-on-continuity-of-learning-3-25-2020.pdf?sfvrsn=6664c2b8_2

As community leaders, we must ensure that our school districts continue creating cultures of excellence. Covid-19 did not take away the needs of our students to achieve and thrive; the ability of our school districts to meet the needs of our students continues, no matter what, continues to be grounded in the trust, communication, and relationship of the board-superintendent leadership team.

Thank you for the work you are doing for Nebraska's students. Your NASB Board Leadership Team - Marcia, Kori, Melissa and Karla – are here for you. Please call us if we can support you in any way 402-423-4951.



As we maneuver through the uncharted territory of governance during a pandemic, NASB is working to support our members with effective information and direction. Topics the board may wish to consider discussing with the superintendent may include:

- Board Meetings
- Communications
- Grading
- Graduation
- Budget and Staffing
- Families First Coronavirus Response Act (FFCRA)
- Summer School Services
- Development of a Pandemic Plan for the Future
- AQuESTT
- Instruction and Learning
- Enrollment
- Spring Activities/Events
- Family Leave Act
- Unemployment Insurance
- Technology
- Preparing for the 2020-21 School Year

Download the full list of questions at NASB's COVID-19 Resources page at:

<http://members.nasbonline.org/index.php/news-resources/covid-19-resources>

MONTHLY BOARD REMINDERS FOR MAY

PLANNING

- Monitor progress of district goals, link goals to discussion and action items
- Strategic Plan Progress Report

BUDGET

- State Aid Certification and Distribution (May 1, 2020/LB 79-1022)
- Board/Administrators Budget Work Session

POLICY

- Review board adopted student conduct policies and protocols (79-262) and review administrative procedures and responsibility for reporting to law enforcement (79-293)

COVID-19 UPDATE

- Ratify decisions/action of the Superintendent under the Emergency Authority Resolution
- Review District Continuity Plan
- Review Rule 10 Affidavit

AQuESTT

- Superintendent update from NDE regarding AQuESTT EBA/Classification for 2020-21 school year

School Nurse Mentor Program

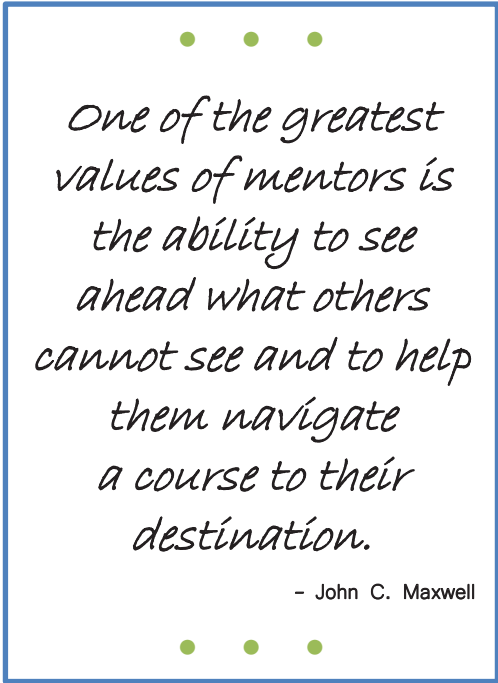
Are you interested in mentoring a new school nurse?
If so, we want to hear from you!

Program Description:

This is a new school nurse mentor program available to school nurses across the state of Nebraska.

School nursing is a challenging and rewarding profession. School nurses must maintain a broad knowledge base, have confidence in his/her assessment skills and be comfortable practicing independently. Because school nurses wear many hats and must be familiar with school and district policies, as well as, nursing best practice, it is important for new school nurses to have support from those who are experienced.

This mentor program has been created to provide new school nurses with support, encouragement, information, and resources to build their confidence, knowledge and expertise in the school nursing profession.



Expectation:

For this program, a mentor is a school nurse who has practiced in a school setting for a minimum of five years and will commit *one year* to mentoring a school nurse who is typically in his/her first or second year of school nursing.

HOW TO APPLY:

Applications for mentors are now being accepted for the 2020/2021 school year. If you are interested, please fill out and return the application (linked below). If you would like more information, please contact

Kim McClintick, MSN, RN - School Nurse Coordinator - Children's Hospital & Medical Center - 402-955-6875 - kmclintick@childrensomaha.org
Andrea Riley, BSN, RN - School Health Program Manager - DHHS, Division of Public Health - 402-471-1373 - andrea.riley@nebraska.gov

https://nasb.envisiams.com/docs/default-source/default-document-library/school-nurse-mentor-program-introduction.pdf?sfvrsn=d8c37112_2

NUCA SCHOLARSHIP APPLICATIONS: DUE JULY 1



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The National Utility Contractors Association of Nebraska (NUCA of Nebraska) is offering \$1,000 scholarships for high school seniors graduating from Nebraska high schools that are enrolling into a construction-related degree program (2-year or 4-year programs) which would include engineering, architecture, surveying, welding, mechanic or anything in the technical programs and trades.

Please have them fill out the linked scholarship application at:

https://nasb.envisiams.com/docs/default-source/default-document-library/nuca-of-nebraska-scholarship-application.pdf?sfvrsn=c1c99663_2

APPLICATIONS ARE DUE JULY 1, 2020



One Source has worked to enhance safety throughout Nebraska schools for over 15 years. We understand the importance of protecting the safety of students and staff, starting with comprehensive screening.

Mention this ad for 50% off your setup fee!

education@onesourcebackground.com
800.608.3645 ext. 5600
onesourcebackground.com



... SEARCH, STRENGTHS & AWARDS

GALLUP STRENGTHSFINDER

People look to their leaders for four critical things during challenging times: trust, compassion, stability and hope.

Deliberative – you inspire trust because you are cautious and considerate about sensitive topics.

Empathy – you can tell how someone feels and use your intuition to decide what to do.

Discipline – you create structure/routine and you make plans in advance.

Positivity – you give people and situations a glass-half-full reaction. You are hopeful and optimistic.

AWARDS OF ACHIEVEMENT

Reminder to check your points and let Lisa know if you have any questions at lsteinkuhler@NASBonline.org

EDUCATION LEADERSHIP SEARCH SERVICE

Contact Shari at sbecker@NASBonline.org with questions on openings or for a proposal to facilitate a search for your next Superintendent/ESU Administrator.

- Shari -

... ADVOCACY & GOVERNMENT RELATIONS

See the latest update on Page 5.
- Call Colby & Matt with any questions! -
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... ALICAP & INSURANCE

ALICAP's Renewal Packet has been mailed out to the current membership and is due back to the NASB-ALICAP office by May 1st.

If you'd like your renewal questionnaire emailed to you, please contact mboldt@NASBonline.org

Thanks, Megan!

... BOARD LEADERSHIP

Check out "At the Board Table" on Pages 6&7 to see all that the Board Leadership team is up to, including Monthly Board Reminders, and what you can expect from your Association.

Marcia, Kori, Melissa & Karla

... ENERGY PURCHASING

Our economy will certainly see a great deal of disruption in the year ahead. While districts need to have adequate supplies of natural gas assured for next winter, it's also important to lock these in at reasonable prices. One of the primary reasons for the creation of NJUMP and CJUMP was to provide price certainty to school districts and ESUs in their purchase of Natural gas. It provides a great assistance to your business managers at budget time to have a solid estimate of their utility costs.

Contact Jim to learn more!



Paul Grieger
(800) 528-5145
pgrieger@dadco.com



Cody Wickham
(866) 809-5596
cwickham@dadco.com



Andy Forney
(866) 809-5443
aforney@dadco.com

Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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... POLICY

As school safety plans and emergency plans become more complex, it's worth keeping them in mind when reviewing policies related to superintendent's and principal's duties. Depending on the size of your district and the number of school sites you have, these duties within the planning process can vary significantly from one district to another. As part of the update of those plans this summer, consider reviewing both these policies at the same time.

Contact Jim to learn more!

... TECHNOLOGY

Did you know that you can incorporate Zoom Meetings by including a link and password in your Meeting Header and Meeting Notes? Contact Nicole or Darion to learn more about how to accomplish this!

Darion - dmiller@NASBonline.org
 Nicole - nkobus@NASBonline.org

... MEMBER ENGAGEMENT

Hi Members: Thanks for all you are doing right now to support your schools. We hope to be able to see you all (in person) at events soon! We are in the process of making some decisions for the NASB Summer Conference and golf outing in June. Stay tuned for further details.

Missing you, Sharon



Virtual meetings are now standard with everyone home. Follow these video conferencing tips on staying connected and professional.

ENSURE YOUR TECHNOLOGY WORKS CORRECTLY

BE ON TIME

CHOOSE A QUIET LOCATION

PLACE KIDS/PETS IN ANOTHER ROOM

WEAR APPROPRIATE CLOTHING

FRAME THE CAMERA CORRECTLY

HAVE THE RIGHT LIGHT

LOOK INTO THE CAMERA

PAY ATTENTION

SAY YOUR NAME

HAVE AN AGENDA/BE PREPARED

MUTE YOURSELF WHEN NOT SPEAKING

UNMUTE YOURSELF BEFORE YOU TRY SPEAKING!

SPEAK UP

STAY ON TRACK

Board Notes is published on a monthly basis as a member service. Advertising is available in every issue. To advertise or become an Affiliate, please contact Matt Belka for further information. Articles or advertising contained herein do not necessarily represent the views or policies of NASB.

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Join NASB, as we travel the state for various workshops, meetings and events throughout the year.
To learn more, and register, visit the Events tab of www.NASBonline.org

<http://members.nasbonline.org/index.php/events>

*To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.
If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.*

THANKS FOR ALL YOU DO FOR YOUR BOARD, YOUR COMMUNITY AND THE ENTIRE STATE BY SERVING PUBLIC EDUCATION IN NEBRASKA.
NOW MORE THAN EVER, WE ARE SEEING THE IMPORTANCE IN SCHOOL BOARDS STEPPING UP AS LEADERS OF THEIR COMMUNITIES!

WATCH: [HTTPS://VIMEO.COM/406552146](https://vimeo.com/406552146)

PLEASE BOOKMARK AND CONTINUE TO VISIT NASB'S COVID-19 PAGE REGULARLY AT WWW.NASBONLINE.ORG

THIS PAGE IS CONTINUALLY BEING UPDATED WITH ITEMS SPECIFIC TO YOU AND YOUR BOARD. ITEMS INCLUDE:

A LETTER FROM COMMISSIONER BLOMSTEDT TO NEBRASKA'S 1,700 LOCALLY ELECTED SCHOOL BOARD MEMBERS

RESOURCES ON PUBLIC MEETINGS DURING COVID-19

TOPICS, DISCUSSION POINTS & QUESTIONS BOARDS SHOULD BE ASKING THEIR SUPERINTENDENT

YOUTUBE VIDEOS WITH NASB REGION DIRECTOR DR. BOB RAUNER & DR. JOSUE GUTIERREZ IN ENGLISH & SPANISH

A SAFESCHOOLS UPDATE AND WORKERS COMP Q&A FROM ALICAP

A POLICY UPDATE DURING COVID-19

NDE RESOURCES ... INCLUDING GRADUATION REQUIREMENTS, CONTINUITY OF LEARNING, ETC.

MENTAL WELLNESS - TIPS FOR FAMILIES DURING COVID-19

NO KID HUNGRY -- EHA LINKS & UPDATES -- LEGAL RESOURCES -- NSAA STATEMENT -- AND MORE ...

JUNE



NEW BOARD MEMBER FOLLOW-UP | JUNE 11 | KEARNEY

ANNUAL NASB MEMBER GOLF OUTING | JUNE 11 | KEARNEY COUNTRY CLUB

NASB SUMMER CONFERENCE | JUNE 11-12 | KEARNEY

LEGAL - POLICY - ADVOCACY - NETWORKING

Board Presidents: Check your inbox each month for the monthly 'NASB Update' to include in your meeting agenda.
Please contact mbelka@NASBonline.org with any questions, or if you are not receiving them.

YOUR NASB BOARD OF DIRECTORS & STAFF



YOUR NASB LEADERSHIP TEAM



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President
Nebraska City



Brad Wilkins
President-Elect
Ainsworth



Kim Burry
Vice President
Bayard



Steve Blocher
Past President
West Point

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HTRS



Region 2
Sarah Centineo
Bellevue



Regions 3, 6 & 7
Shavonna Holman
Omaha



Regions 3, 6 & 7
Tracy Casady
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Regions 3, 6 & 7
Nancy Kratky
Omaha



Regions 4 & 5
Bob Rauner
Lincoln



Regions 4 & 5
Kathy Danek
Lincoln



Region 8
Jay Irwin
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Region 9
Alan Moore
ESU 3



Region 10
Paul Brune
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Region 11
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Lyons-Decatur Northeast



Region 12
Lisa Wagner
Central City



Region 13
Marilyn Bohn
Ravenna



Region 14
Sandy Noffsinger
Dundy County Stratton



Region 15
Barb Svoboda
Mullen



Region 16
Patti Gubbels
Norfolk



Region 17
Richard Dohma
Ponca



Region 18
Doug Keener
Mitchell



Region 19
Stacy Jolley
Millard

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Melissa Lusk
Board Leadership
Development Associate



Sallie Horky Svatora
Chief Operating Officer



Colby Coash
Associate Executive Director/
Dir. of Government Relations



Makenzie Brookhouser
Events Manager &
Accounting Associate



Rachel Horstman
Business Manager



Anne Silkmitter
Education Leadership Search
Service Associate



Vicki Walter-Winters
Legal Admin. Assistant





ACCOUNTING

Watts and Hershberger, P.C.
Jim Watts - 402-483-7512
jw1cpa@aol.com - gowh.com
(CPA, Accounting)

ARCHITECTS

BVH Architecture
Cleve Reeves - 402-475-4551
creeves@bvh.com - bvh.com
(Architecture)
* GOLD LEVEL AFFILIATE

CMBA Architects
Brad Kissler - kissler.b@cmbaarchitects.com
Jim Brisnehan - brisnehan.j@cmbaarchitects.com
Troy Keilig - keilig.t@cmbaarchitects.com
308-384-4444 - cmbaarchitects.com
(Architecture, Master Planning, Interiors, Bond
Promotion/Community Engagement)
* GOLD LEVEL AFFILIATE

Carlson West Povondra Architects
Jamie Eckmann - 402-551-1500
jeckmann@cwparchitects.com
cwparchitects.com
(Architecture, planning, feasibility studies)
* GOLD LEVEL AFFILIATE

DLR Group
Vanessa Schutte - 402-393-4100
vschutte@dlrgroup.com - dlrgroup.com
(Architecture, engineering, Ed. facility planning)

AWARDS & PLAQUES

Awards Unlimited
Tim Moravec - 402-474-0815
tmoravec@awardsunlimited.com
awardsunlimited.com
(Trophies, awards, plaques, etc.)

BUILDING CONTROLS/SERVICES

Control Management Inc.
Nathan Haug - 402-571-9454
nathan@cmiomaha.com - cmiomaha.com
(Building Automation, Security and Energy
Optimization for New and Existing Systems)

BUILDING CONTROLS/SERVICES

Johnson Controls
Jason Peck - 308-708-9479
jason.peck@jci.com - jci.com
(HVAC, Building Automation, Service
Agreements, Security and Fire, among others)
* GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

Ayars & Ayars, Inc.
Darl Naumann - 402-435-8600 - 402-570-9214
dnaumann@ayarsayars.com - ayarsayars.com
(Design-build leader building beneficial
relationships, processes, and projects)
*GOLD LEVEL AFFILIATE

BD Construction
Marsha Wilkerson - 308-234-1836
mwilkerson@bdconstruction.com
BDconstruction.com
(Site Selection, Facility Planning, Engineering,
Permitting, Build to Suit)
*GOLD LEVEL AFFILIATE

Boyd Jones Construction
Emily Bannick - 402-550-1808
ebannick@boydjones.biz - boydjones.biz
(Construction Management, Pre-Bond,
Pre-Construction, Facility Evaluation,
Early Stage Planning)
* GOLD LEVEL AFFILIATE

Cheever Construction
Douglas Klute - 402-477-6745
dklute@cheeverconstruction.com
cheeverconstruction.com
* Silver Level Affiliate

Front Runner Fab., Inc.
Bryan Dubas | 308-550-0151
info@thecastermaster.com
(Bleacher design, sales, installation)

W. A. Klinger
Matt Thompson - 712-233-3233
mthompson@waklinger.com - waklinger.com
(Pre-Construction, Construction Management,
Design-Build, and General Contracting Services.)
* GOLD LEVEL AFFILIATE

ENERGY SERVICES

Ameresco, Inc.
David Goebel - 308-392-3283 - 402-370-8822
dgoebel@ameresco.com - ameresco.com
(Capital Improvements, Energy Efficiency &
Renewable Energy Solutions for Buildings)
* GOLD LEVEL AFFILIATE

Optimized Systems
Mike Taylor - 402-981-1005
mike.taylor@optimized-systems.com
Optimized-Systems.com
(Energy Optimization & Management,
Commissioning, Metering, Energy Studies,
Mechanical System Assessments, Troubleshooting)
* Silver Level Affiliate

TRANE
Dave Raymond - 402-596-8000 - 402-452-7762
dave.raymond@trane.com - trane.com/omaha
(Building Construction & Energy Services)
* GOLD LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

Sheppard's Business Interiors
Ken Sigmon - 402-393-8888
ksigmon@sbi-omaha.com - sbi-omaha.com
(Furniture, Space Planning, Asset Management)

FINANCIAL SERVICES

D.A. Davidson & Co.
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pgrieger@dadco.com
Cody Wickham - 402-392-7989
cwickham@dadco.com
Andy Forney - 402-392-7988
aforney@dadco.com
dadavidson.com
(Bonds/Election Services, Lease Purchase)
* GOLD LEVEL AFFILIATE

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tbuchanan@fnni.com
Carl Dietz - 308-289-3920 carldietz@fnni.com
Matt Fisher - 308-380-3831 mfisher@fnni.com
fncapitalmarkets.com
(Public Finance, Election Guidance)
* GOLD LEVEL AFFILIATE

NASB AFFILIATES

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FINANCIAL SERVICES

First Nebraska Credit Union
Michele Byrnes - 402-492-9100
marketing@firstnebraska.org - firstnebraska.org
(Taking care of your financial needs!)

Nebraska Liquid Asset Fund - NLAF
Barry Ballou - 402-705-0350
balloub@pfm.com - NLAFpool.org
(Liquid Asset Fund, financing programs)
* GOLD LEVEL AFFILIATE

Piper Sandler
Jay Spearman - 402-599-0307
jay.spearman@psc.com
(Lease Purchase, Construction Notes, Voted
Bonds, Refunding Bonds, QCPUF Bonds)
* GOLD LEVEL AFFILIATE

Wells Fargo Bank
Andrew J. Detlefsen - 402-434-6701
andrew.j.detlefsen@wellsfargo.com - wellsfargo.com
(Financial Services, Banking)
* Silver Level Affiliate

FOOD SERVICE

Lunchtime Solutions
Deni Winter - 605-235-0939 Ext 106
deni@lunchtimesolutions.com
lunchtimesolutions.com
(Progressive Food Service Management)
* GOLD LEVEL AFFILIATE

Opaa! Food Management of Nebraska
Greg Frost - 816-210-9359
gfrost@opaafod.com - opaafod.com
(Contract Food Service Management)

INSURANCE SERVICES

Blue Cross Blue Shield of Nebraska
Cortney Ray - 402-458-4823
cortney.ray@nebraskablue.com
nebraskablue.com
(Group health insurance)
* GOLD LEVEL AFFILIATE

National Insurance Services
Steve Ott - 800-627-3660
sott@nisbenefits.com - nisbenefits.com
(Group LTD, Life, Vision, Special Pay Plans, HRA's)

Public Risk Management
Sheri Shonka - 402-884-3751 - 877-649-4612
sheri.shonka@prme.com - alicap.org
(ALICAP, Insurance services)
* GOLD LEVEL AFFILIATE

LEGAL SERVICES

Mueller Robak, LLC
William Mueller - 402-434-3399
mueller@muellerrobak.com
(Lobby firm)

MECHANICAL CONSTRUCTION

VideoTronix Inc.
David Harvey - 402-210-2839
david.harvey@vtisecurity.com - vtisecurity.com
(IP Video Surveillance, Networks,
Access Control, Storage)

MENTORING

TeamMates Mentoring
Hannah Miller - 319-610-8538
hannah@teammates.org - teammates.org
(Together we transform lives)
* GOLD LEVEL AFFILIATE

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
Julie Kutilek - 402-614-4606 - 800-266-1250
julie@creativesitesllc.com
(Playground equipment, Site furnishings)
* GOLD LEVEL AFFILIATE

Crouch Recreation
Eric Crouch - 402-496-2669
eric@crouchrec.com - crouchrec.com
(Playgrounds, Shelters, Scoreboards, Safety
Surfacing & Site Amenities Manufacturers Rep)
* GOLD LEVEL AFFILIATE

Fisher Tracks, Inc.
Jordan Fisher - 800-432-3191 - 515-432-3191
jfisher@fishertracks.com - fishertracks.com
(Installation, Refurbishment & Design Build of
All-Weather Running Tracks)

SAFETY & SECURITY SERVICES

One Source
The Background Check Company
Neal Josten - 402-933-9999 Ext 5600
njosten@onesourcebackground.com
onesourcebackground.com
(Employment, Volunteer, Contractor Screening)
* GOLD LEVEL AFFILIATE

TEACHING & LEARNING

Curriculum Leadership Institute
Rhonda Renfro - 620-794-1431
president@cliweb.org
Stacey Bruton - 620-794-1431
info@cliweb.org - www.cliweb.org
(ALL students deserve the respect of high expectations!)
* GOLD LEVEL AFFILIATE

TECHNOLOGY CONSULTING

PRISM advisors
Jason Richards - 402-593-8911
jprichards@prism-advisors.com
prism-advisors.com
(PEOPLE, PROCESS & SYSTEMS. IT strategic
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* GOLD LEVEL AFFILIATE

TECHNOLOGY/SOFTWARE

Midwest Alarm Services
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(Life Safety Systems provider)

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Craig Caples - 402-423-4951
ccaples@sparqdata.com - sparqdata.com
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Public Document Management, Document
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* GOLD LEVEL AFFILIATE

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Mary Walsh-Sterup
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mary@cnrehab.com - cnrehab.com
(Providing PT, OT and Speech therapy
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IN THIS EDITION

- MULLEN IN THE MIDDLE: ONE DISTRICT'S STORY ON ADJUSTING TO OUR 'CURRENT' NORMAL
- WHAT ARE YOU DOING FOR GRADUATION?
- NASB COVID-19 PAGE UPDATES
- LEGISLATIVE UPDATE
- AT THE BOARD TABLE
- BOARD-SUPERINTENDENT DISCUSSION
- SCHOOL NURSE MENTOR PROGRAM
- NUCA SCHOLARSHIP APPLICATIONS: DUE JULY 1
- TRAINING, NETWORKING, ENGAGEMENT & EVENTS
- ... AND MUCH MORE!

AS WELL AS "THIS MONTH IN ..."

- ... ADVOCACY & GOVERNMENT RELATIONS
- ... ALICAP & INSURANCE
- ... BOARD LEADERSHIP
- ... ENERGY PURCHASING
- ... MEMBER ENGAGEMENT
- ... POLICY
- ... SEARCH, STRENGTHS & AWARDS
- ... TECHNOLOGY

Student / Staff Count 2019-2020 School Year

Elem. School	Grade																		Total *Student / Staff
	PS		KG		1		2		3		4		5		6		Staff	Students *	
	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud			
All Student Counts Are Actual SIMS Enrollment Figures																			
BLUM	2	26	2	42	3	51	3	49	3	50	3	52	2	45	2	51	21	340	
KW	2	22	1	23	1.5	26	1.5	23	1.5	31	1.5	28	1.5	30	1.5	19	10	180	
MEAD	2	36	2	46	2	41	2	46	2	41	2	37	2	50	2	41	14	302	
MOCK	1	20	3	47	2	55	3	52	2	49	3	49	2	50	2	51	17	353	
SEY	1	18	2	32	1.5	32	1.5	34	1.5	34	1.5	33	1.5	31	1.5	39	11	235	
WW	2	37	2	44	2	39	2	31	2	33	2	46	2	48	2	37	14	278	
Totals By Gr	10	159	12	234	12	244	13	235	12	238	13	245	11	254	11	238	87	1688	
*Does not include PS																			
Blum. & Sey. SPED staff & KW Hearing Impaired for K-6 is added to staff Total																			
Sec. School	7		8		9		10		11		12		TOTAL		Staff	Stud	Staff	Students *	
	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud					
RMS		245		222									0	467					
RHS						242		249		256		170	0	917					
Totals	Staff	*Stud	Ratio		*Stud 18-19	Change for 19-20													
BLUM	23	366	16/1		390	-24													
KW	12	202	17/1		194	8													
MEAD	16	338	21/1		344	-6													
MOCK	18	373	21/1		383	-10													
SEY	12	253	21/1		247	6													
WW	16	315	20/1		287	28													
Totals	97	1847	19/1		1845	2													
RMS	36	467	13/1		453	14													
RHS	70	917	13/1		1039	-122													
Sec. Total	106	1384	13/1		1492	-108								April 27 2020					
Dist. Total	203	3231	16/1		3337	-106								9:55 AM					

Bill Review Schedule for 2020

January 13

Jay
Mary

February 10

Heather
Linda

March 9

Robin
Liz

April 13

Mary
Heather

May 11

Linda
Liz

June 8

Robin
Jay

July 13

Mary
Heather

August 10

Jay
Liz

September 14

Heather
Linda

October 12

Robin
Liz

November 9

Mary
Jay

December 14

Robin
Linda