

## **Agenda**

1. Call To Order  
**Speaker(s):** Board President
  - 1.1. Pledge of Allegiance  
**Speaker(s):** Board President
    - 1.1.1. Roll Call - Excuse Board Members not in attendance  
**Speaker(s):** Board President
  - 1.2. Public Comment Sign In Procedure
    - 1.2.1. Public Comment
  - 1.3. Consent Agenda (Action)  
**Speaker(s):** Board President
2. Board Development and Communication
  - 2.1. Board Members' Update
  - 2.2. Superintendent's Report  
**Speaker(s):** Superintendent
    - 2.2.1. Mr. Lane Carr--NDE AQuESST  
**Speaker(s):** Dr Tiffanie Welte
    - 2.2.2. District Audit Report  
**Speaker(s):** Mr. Jason Buckingham
    - 2.2.3. District Recruitment and Retention Process  
**Speaker(s):** Dr. Michael Rupprecht
    - 2.2.4. Superintendent Evaluation  
**Speaker(s):** Dr. Mark Adler
    - 2.2.5. Government Relations Update  
**Speaker(s):** Dr. Mark Adler
    - 2.2.6. NASB Updates and Information  
**Speaker(s):** Dr. Jay Irwin
    - 2.2.7. Enrollment Update  
**Speaker(s):** Dr. Mark Adler
3. Standards Based School Improvement
  - 3.1. Ralston High School Gym Bleacher Replacement (Action)  
**Speaker(s):** Mr. Jason Buckingham
4. Policy Review
5. Executive Session Disclosure
  - 5.1. Executive Session (Action)
6. Pre-Adjournment Information and Activities
  - 6.1. Announcements
  - 6.2. Board of Education Supplemental Meeting Information
  - 6.3. Future Board Calendar
  - 6.4. Adjourn



## **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. A time limit of five (5) minutes will be allotted for any speaker. At the discretion of the Board President or Chair, the speaker 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. If the number of people wishing to speak under the public participation portions of the agenda is large, the Board President or Chair may rule that a public hearing be scheduled or the discussion be limited on the issue in question.
7. 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.

**Ralston Board of Education  
PUBLIC COMMENTS  
Record of Appearance**

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.”

**Public Comments are limited to five (5) minutes per speaker.** Multiple speakers on the same topic are asked to not repeat what prior speakers have already stated.

**PLEASE PRINT**

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Subject of Public Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

Monday, November 12, 2018 6:00 PM

### Roll Call

The regular meeting of the Board was called to order at 6:00 pm. The board voted to excuse board member Mrs. Heather Johnson. In addition to the regular board members, those in attendance included Dr. Mark Adler, Dr. Mike Rupprecht, Mr. Jason Buckingham, Dr. Tiffanie Welte, Mr. Jeremy Maskel and Mrs. Marci Carroll. Motion made by Mike Overkamp and seconded by Deb Gerch:

Mrs. Gerch:	Yea
Mrs. Richards:	Yea
Mr. Overkamp:	Yea
Mrs. Rodgers:	Yea
Dr. Irwin:	Yea

### Consent Agenda

Consent agenda items include minutes from the October 22, 2018 meeting; October 2018 Financial Reports, October bills in the amount of \$854,828.30 for the General Fund, and \$22,912.50 for the Building Fund. Prior to the meeting Mrs. Deb Gerch and Dr. Jay Irwin reviewed the bills. Motion made by Jay Irwin and seconded by Tresha Rodgers:

Mrs. Richards:	Yea
Dr Irwin :	Yea
Mr. Overkamp:	Yea
Mrs. Rodgers:	Yea
Mrs. Gerch:	Yea

### Board Members' Update

Dr. Jay Irwin stated that he had shared an article regarding teaching tips related to the Thanksgiving holiday with the RPS social studies teachers. He also shared a document with fellow board members from the Centers for Disease Control and Prevention. This document contained information related to topics that are covered in family life education classes. Mr. Mike Overkamp enjoyed the Hands Helping Jazz Hands concert and complimented Mr. Pivonka on his incredible singing. He stated it was a wonderful program to watch. As a veteran, he also really enjoyed the Veterans Day program at the high school. Lastly, he expressed how impressed he was with the Eagle Scout program dedicating the project created by Tyler Richards. Tyler had spearheaded a project to have three bronze statues placed at Koch Park in Ralston as a tribute to first responders. Mr. Overkamp is looking forward to the NASB state convention and also the start of the winter sports season. Mrs. Deb Gerch saluted RMS who sent their band and singers to Hy-Vee for the Veterans Day program. The veterans truly enjoyed watching the youth of Ralston perform for them. Mrs. Tresha Rodgers also congratulated Tyler Richards on his huge Eagle Scout accomplishment and she also congratulated Dr. Cecilia Wilken for earning her degree recently at UNO. Although unable to attend, Mrs. Rodgers also heard that Mamma Mia was awesome and stated how much she loves and appreciates the RPS arts program. Mrs. Linda Richards thanked all veterans and current military members and stated how much we appreciate them. She also shared her appreciation of the RPS

communications team for getting the word out regarding all the awesome things going on in our buildings. Mrs. Richards concluded by thanking all the board members for their commitment and for attending the upcoming state conference.

## **BUSINESS ITEMS / BOARD DEVELOPMENT / COMMUNICATION**

### Superintendent's Report

Dr. Adler appreciated the festivities going on at all buildings regarding the Veterans Day celebrations. He also sent his congratulations to the new board members who were elected on November 6. He recognized Dr. Tiffanie Welte for receiving the Volunteer of the Year award which was presented at the Ralston Area Chamber Banquet. Dr. Adler also shared his pride for the Ralston Chamber scholarship recipients: Maggie Krist, Clarissa Tillman, Sonia Garcia-Martinez, Leah Dennell, Michelle Saqui-Cortes, Shawn Davis, Elizabeth Valerio-Boster and Jazmin Gomez. On a sad note, Dr. Adler acknowledged the passing of former RPS social worker, Marilee Cloonan and passed on his thoughts for her family.

### AdvancED School Improvement Professional Development

Dr. Rupprecht presented information regarding the upcoming AdvancED accreditation that will happen in February 2019. He explained the components of AdvancED and how the accreditation process works. There are 3 main parts of accreditation which include: 1) Must Meet High Standards, 2) a Commitment to Continuous Improvement, and 3) Quality Assurance. He explained that this review is based on our entire system, not individual schools and that the accreditation is based on a 5-year cycle. Lindsey Kelly then covered the accreditation timeline and communication efforts. The information covered was part one of four presentations, therefore Dr. Rupprecht will cover many other topics related to the accreditation process before next February.

### Blueprint Program Update

Dr. Josh Wilken updated the Board of Education on the progress being made within the blueprint program across the district. Dr. Wilken covered 5 focus areas of the program - #1 Student Experiences, #2 Structures and Systems, #3 Collaborative Partnership Development, #4 Capacity Building, #5 Next Steps. The entire board is very impressed with the progression of this program and the opportunities it gives our students.

### Superintendent Evaluation Process

Dr. Adler stated that the evaluation of the superintendent is done twice per year - during the summer and then again in December. He handed out an evaluation booklet to all board members for their review and then a link for them to complete the evaluation process.

### Government Relations Update

Mrs. Richards shared that the election is over and the work begins. She stated that invitations will be sent out soon to begin the engagement process with the senators regarding our district.

### Enrollment Update

Dr. Adler informed the board that enrollment numbers are holding tight. Dr. Adler shared that our special needs programs are all filled to capacity.

### NASB Update

The NASB state conference runs November 14-16 and there will also be a new board member conference on December 5 in La Vista.

### Transportation - School Van Replacement

Mr. Buckingham asked the board to review bids concerning the replacement of a school van which has been taken out of service. The board unanimously voted to approve the lowest bid which was provided by Woodhouse Automotive.

Mike Overkamp motioned to approve the bid from Woodhouse Ford for the purchase of a new van. Passed with a motion by Mike Overkamp and a second by Deb Gerch:

Mrs. Rodgers:	Yea
Mrs. Richards:	Yea
Mrs. Gerch:	Yea
Mr. Overkamp:	Yea
Dr. Irwin:	Yea

### Voluntary Separation Resolution

Mr. Buckingham outlined projections and budget allocations to support the voluntary separation program for the 2018/19 school year. The board voted to fund the resolution with a maximum amount set at \$250,000. Motion to approve the Voluntary Separation Resolution providing up to \$250,000 in funds for qualified separations in the 18-19 school year. Passed with a motion by Tresha Rodgers and a second by Jay Irwin:

Dr. Irwin:	Yea
Mrs. Richards:	Yea
Mrs. Rodgers:	Yea
Mrs. Gerch:	Yea
Mr. Overkamp:	Yea

### Policy Review

There were no policies reviewed.

### Adjournment

The meeting was adjourned at 8:40 pm with a motion by Jay Irwin and a second by Tresha Rodgers:

Mrs. Rodgers:	Yea
Mrs. Richards:	Yea
Mrs. Gerch:	Yea
Mr. Overkamp:	Yea
Dr. Irwin:	Yea

The next regular meeting is Monday, November 26 at 6:00 pm at the Virginia Moon Administration Building.

---

Mrs. Linda Richards, President

---

Mrs. Deb Gerch, Secretary

# A SCHOOL'S GUIDE TO THE AQuESTT SYSTEM OF SUPPORTS



[www.aquestt.com](http://www.aquestt.com)

[www.education.ne.gov/essa](http://www.education.ne.gov/essa)

[nep.education.ne.gov](http://nep.education.ne.gov)

## CHAMPIONS FOR EQUITY

The Nebraska Department of Education (NDE) is committed to leading and supporting the preparation of all Nebraskans for learning, earning, and living. Educational equity means all students have meaningful access to the educational resources they need at the right moment, at the right level, and with the right intensity. The NDE recognizes school success does not look the same everywhere. To be champions of equity, schools, Educational Service Units (ESUs), parents, community members, and the NDE must define success together for all students.

## AQuESTT

The NDE and stakeholders across the state created an accountability and support system, AQuESTT (Accountability for a Quality Education System, Today and Tomorrow), which centers around six tenets. With ESSA guidance, schools can focus more on providing supports to their students, instead of being labeled or punished.

In the past, the federal education law, *No Child Left Behind Act* (NCLB), created a high-stakes, punitive environment for schools. In 2015, NCLB was replaced with the *Every Student Succeeds Act* (ESSA), which allows states to focus on supports for schools to help them better serve their students. The AQuESTT system allows schools to focus more on educational equity for their students, and puts renewed emphasis on school improvement.

With ESSA guidance, schools can focus more on providing supports to students instead of being labeled or punished. AQuESTT serves as a comprehensive tool to classify schools, and more importantly identify schools needing support to achieve more educational equity in all six tenets for our students.

## A FOCUS ON STUDENT GROUP PERFORMANCE

School improvement conversations must start with students at the center. This means considering the differing needs of each student, and identifying themes or trends among student groups. Beginning in 2019, NDE will strengthen their support to schools with lower performing student groups. Schools will be designated for Targeted Support and Improvement, a cohort of schools that will intentionally focus on the more intensive strategies to reach student groups. This support exemplifies the NDE's focus on equity and will build off a school's assets, while ensuring learners and their needs are at the center.

To personalize supports for students, schools must look critically at their data, breaking it down by student characteristics such as race and ethnicity, English proficiency status, disability, and socioeconomic status. This analysis informs the evidence-based intervention strategies needed to ensure the narrowing of academic achievement gaps between student groups.

## PARTNERSHIPS

The work of providing equitable opportunities is not just the work of the NDE, ESUs, and schools receiving support. Because the focus is on all students, all schools must strive to continuously improve, regardless of the level of support they might be receiving, because of the challenges and rigor our current educational system demands. AQuESTT is the system which asks all schools, parents, and community members, in partnerships with the NDE and ESUs, to get serious about the success of all students and serve in roles like never before.

# THE SYSTEM IN ACTION

AQuESTT allows schools to focus more on educational equity for their students. The NDE, through the AQuESTT system, classifies schools into four categories: Excellent, Great, Good, and Needs Improvement. These classifications are based on a number of student and school indicators. (For more information see Indicators). This classification will now occur annually.

For the 2018-19 school year, the metrics to be used for classification are seen in the table below:

ESSA Indicator Categories	Academic Achievement	Academic Progress	English Language Proficiency and Progress	Graduation Rate	School Quality or Student Success
<b>AQuESTT Indicators</b>	Status	Growth, Improvement, Non-Proficiency	Progress Towards English Language Proficiency	4- and 7-Year Cohort Graduation Rate	Chronic Absenteeism, Science, Evidence-based Analysis

The next and newest step in the continuation of the AQuESTT system allows the NDE to use those classifications to funnel resources and supports to students, with the ultimate goal of ensuring all students across all backgrounds and circumstances, have equitable access and opportunities for success. These different levels of support are as follows:

LEVELS OF SUPPORT					
			Support	Timeline	
All Schools			<ul style="list-style-type: none"> <li>Tools and a continuous improvement framework (AQuESTT, EBA)</li> <li>Access to data to support continuous improvement planning process</li> </ul>	Continuous	
Targeted Support and Improvement (TSI)	Additional Targeted Support and Improvement (ATSI)		Support	Timeline	
A public school with one or more consistently underperforming student groups (2019, annually thereafter)	Any public school with one or more student group(s) performing at or below the performance level of students in state's lowest-performing public schools		<ul style="list-style-type: none"> <li>Comprehensive needs assessment</li> <li>Plan for improvement tailored to meet needs of student groups connected to continuous improvement plan</li> </ul>	2019; Annually subsequently	
Comprehensive Support and Improvement (CSI)			Support	Timeline	
Lowest 5 percent of Title 1 Schools <b>OR</b>	Any public high schools with graduation rate below 67%, <b>OR</b>	Public schools with consistently underperforming student groups for 3 years	<ul style="list-style-type: none"> <li>Comprehensive needs assessment</li> <li>Plan for improvement connected to continuous improvement plan</li> <li>Eligible for funding to support implementation of plan for improvement</li> </ul>	Winter 2018; Every three years subsequently	
Priority Schools			Support	Timeline	
Public schools coming from Needs Improvement category <b>AND</b>	Multiple data sources indicating prioritization of need		<ul style="list-style-type: none"> <li>Intervention team appointed to aid in improvement efforts</li> <li>Intensive approach for improvement</li> <li>NDE-facilitated support with ESU partners</li> </ul>	Continuous; At discretion of State Board of Education	

For more information on Comprehensive Support and Improvement, please visit: <https://aquestt.com/csisupport>.



DOUGLAS COUNTY SCHOOL DISTRICT NO. 54

RALSTON PUBLIC SCHOOLS

RALSTON, NEBRASKA

FINANCIAL STATEMENTS

AUGUST 31, 2018



**DANA F. COLE  
& COMPANY<sup>LLP</sup>**  
CERTIFIED PUBLIC ACCOUNTANTS

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
 RALSTON PUBLIC SCHOOLS  
 RALSTON, NEBRASKA  
 TABLE OF CONTENTS

	Page
INDEPENDENT AUDITORS' REPORT	1 - 3
MANAGEMENT'S DISCUSSION AND ANALYSIS	4 - 6
FINANCIAL STATEMENTS	
Government-Wide Financial Statements	
Statement of Activities and Net Position - Cash Basis	7 - 9
Fund Financial Statements	
Statement of Receipts, Disbursements, and Changes in Fund Balances - Cash Basis and Statement of Assets, Liabilities, and Fund Balances - Cash Basis - Governmental Funds	10 - 12
Statement of Net Position - Cash Basis - Fiduciary Funds	13
NOTES TO FINANCIAL STATEMENTS	14 - 27
SUPPLEMENTARY INFORMATION	
Schedule of Expenditures of Federal Awards	28 - 29
Notes to Schedule of Expenditures of Federal Awards	30
General Fund Components - Combining Schedule of Receipts, Disbursements, and Changes in Fund Balance - Cash Basis	31 - 33
General Fund - Schedule of Cash Disbursements for Operational Expenses	34 - 39
Schedules of Receipts, Disbursements, and Changes in Fund Balance - Cash Basis - Budget and Actual (Unaudited)	
General Fund	40 - 43
Depreciation Fund	44
Activities Fund	45
School Nutrition Fund	46
Bond Fund	47 - 48
Special Building Fund	49
Qualified Capital Purpose Undertaking Fund	50 - 51
Cooperative Fund	52
Student Fee Fund	53
Notes to Budgetary Schedules	54 - 55
Summary Financial Statement and Operating Statistics - Continuing Disclosure Undertaking (Unaudited)	56

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
TABLE OF CONTENTS

	Page
REPORTS REQUIRED BY <i>GOVERNMENT AUDITING STANDARDS</i> AND THE UNIFORM GUIDANCE	
Independent Auditors' Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with <i>Government Auditing Standards</i>	57 - 58
Independent Auditors' Report on Compliance for Each Major Program and on Internal Control Over Compliance Required by the Uniform Guidance	59 - 60
SCHEDULE OF FINDINGS AND QUESTIONED COSTS	61 - 62
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS	63



**DANA F. COLE  
& COMPANY<sup>LLP</sup>**  
CERTIFIED PUBLIC ACCOUNTANTS

## INDEPENDENT AUDITORS' REPORT

To the Board of Education  
Douglas County School District No. 54  
Ralston Public Schools  
Ralston, Nebraska

### Report on the Financial Statements

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, as of and for the year ended August 31, 2018, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis of accounting described in Note 1; this includes determining that the cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to error or fraud.

### *Auditors' Responsibility*

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

### ***Opinions***

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position - cash basis of the governmental activities, each major fund, and the aggregate remaining fund information of the Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, as of and for the year ended August 31, 2018, and the respective changes in financial position - cash basis for the year then ended in accordance with the basis of accounting as described in Note 1.

### ***Basis of Accounting***

We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

### ***Other Matters***

#### ***Supplementary Information***

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's basic financial statements. The management's discussion and analysis on pages 4 - 6 and the supplementary information on pages 31 - 56 are presented for purposes of additional analysis and are not a required part of the basic financial statements. The schedule of expenditures of federal awards on pages 28 - 30 is presented for purposes of additional analysis as required by Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, and is also not a required part of the basic financial statements.

The supplementary information on pages 31 - 39 and the schedule of expenditures of federal awards are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information on pages 31 - 39 and the schedule of expenditures of federal awards are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

The management's discussion and analysis and the supplementary information included on pages 4 - 6 and 40 - 56, which are the responsibility of management, have not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

**Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated October 30, 2018, on our consideration of the Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's internal control over financial reporting and compliance.

Dana J Cole + Company, LLP

Lincoln, Nebraska  
October 30, 2018

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
MANAGEMENT'S DISCUSSION AND ANALYSIS

This section of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's annual audit report presents our discussion and analysis of the District's financial performance during the fiscal year ended on August 31, 2018. Please read it in conjunction with the District's financial statements, which follow this section.

**OVERVIEW OF THE FINANCIAL STATEMENTS**

This annual report consists of three parts: (1) Management's Discussion and Analysis; (2) the Basic Financial Statements; and (3) Supplementary Information.

The accompanying basic financial statements have been prepared on the cash basis of accounting; in that all expenses are recorded at the time of payment and income is reported at the time of receipt.

Separate financial statements are provided for governmental funds, proprietary funds, and fiduciary funds. Examples of governmental funds include: General Fund, School Nutrition Fund, Bond Fund, Special Building Fund, Qualified Capital Purpose Undertaking Fund, Cooperative Fund, and Student Fee Fund. Proprietary funds are used to account for the District's business-type activities. The District has no business-type activities. Fiduciary funds report assets held in a trustee or agency capacity for others and, therefore, cannot be used to support the District's own programs. The Activities Fund is a fiduciary fund.

The financial statements also include notes that explain some of the information in the financial statements and provide more detailed data about the financial statements of the District's commitments, risk management, and long-term debt obligations that are not reported in the financial statements.

**FINANCIAL HIGHLIGHTS**

The District's total net position was \$15,466,129 and \$14,363,089 at August 31, 2018 and 2017, respectively.

	2018	2017
Total cash and cash equivalents	<u>15,876,922</u>	<u>14,431,420</u>
Payroll withholdings	<u>410,793</u>	<u>68,331</u>
Net position		
Restricted for:		
Debt service	6,455,931	6,430,173
Unrestricted	<u>9,010,198</u>	<u>7,932,916</u>
Total net position	<u><u>15,466,129</u></u>	<u><u>14,363,089</u></u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
MANAGEMENT'S DISCUSSION AND ANALYSIS

**FINANCIAL HIGHLIGHTS (Continued)**

The results of this year's operation as a whole are reported in the statement of activities on pages 7 - 9. All disbursements are reported in the first column. Specific charges, grants, receipts, and subsidies that directly relate to specific disbursement categories are represented to determine the final amount of the District's activities that are supported by general receipts. The two largest general receipts are the local taxes assessed to community taxpayers and the state aid from the State of Nebraska.

Below is information from that statement, rearranged slightly, so you can see our total receipts for the year as compared with the prior year.

	Governmental Activities	
	2018	2017
<b>RECEIPTS</b>		
Program receipts		
Charges for services	1,550,200	2,477,335
Operating grants and contributions	5,425,143	5,856,635
General receipts		
Taxes	23,583,948	18,653,771
Interest	94,866	99,137
County fines and license fees	106,600	109,869
State aid	10,723,037	13,623,218
Other state receipts	1,881,107	1,516,586
Sale of bonds		2,540,445
Contributions and donations	25,000	
Other	24,398	50,300
Total receipts	<u>43,414,299</u>	<u>44,927,296</u>
<b>DISBURSEMENTS</b>		
Instruction	21,982,220	20,703,943
Federal programs	1,517,193	1,648,905
State programs	12,125	49,313
Support services	7,740,776	7,637,252
General and administrative	3,770,078	3,683,312
Cooperative expenses	1,562,857	1,490,185
Capital outlay and equipment	888,172	2,272,327
Debt services	2,999,685	2,896,928
Other expenses	173,577	169,113
School lunch	1,664,576	1,909,964
Total disbursements	<u>42,311,259</u>	<u>42,461,242</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
MANAGEMENT'S DISCUSSION AND ANALYSIS

**FINANCIAL HIGHLIGHTS (Continued)**

	Governmental Activities	
	2018	2017
CHANGE IN NET POSITION - CASH BASIS	1,103,040	2,466,054
NET POSITION - CASH BASIS, beginning	14,363,089	11,897,035
NET POSITION - CASH BASIS, ending	15,466,129	14,363,089

The District's total net assets increased by \$1,103,040, as compared to the prior year which increased by \$2,466,054.

During the 2017 - 2018 fiscal year, the District's General Fund receipts of \$37,258,048 were more than the budget by 3.02%, which was mainly attributable to funds from federal sources.

The District's General Fund disbursements in 2017 - 2018, \$35,460,312, were 6.09% less than this year's budget of \$37,761,353. This represents an increase of 3.21% over the previous year's actual spending of \$34,356,125.

No new bond issues were approved during the year ended August 31, 2018. Outstanding bond debt was decreased to \$17,330,000. The District has 10 remaining years of bond debt.

Assessed valuation for the District was \$1,612,439,630 for the 2017 - 2018 year.

The District's tax levy remained stable from the prior year as follows:

	2017 - 2018	2016 - 2017
General Fund	1.04999	1.04999
Bond Fund	0.17708	0.15490
Qualified Capital Purpose Undertaking Fund	0.02526	0.05140
Special Building Fund	0.00000	0.00000
Totals	1.25233	1.25629

**ECONOMIC FACTORS AND NEXT YEAR'S BUDGET**

For the upcoming fiscal year ending August 31, 2019, the District's budget is fairly consistent with this year.

**CONTACTING THE DISTRICT'S FINANCIAL MANAGEMENT**

This financial report is designed to provide a general overview of the District's finances for all those with an interest in the District's finances. If you have questions about this report or need additional financial information, contact the Business Office of the Douglas County School District No. 54, Ralston Public Schools, 8545 Park Drive, Ralston, Nebraska 68127. Our telephone number is 402.331.4700 and our fax number is 402.331.4843.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
STATEMENT OF ACTIVITIES AND NET POSITION - CASH BASIS  
FOR THE YEAR ENDED AUGUST 31, 2018

		<u>Program Receipts</u>		Net (Disbursements) Receipts and Changes in Net Position
	Disburse- ments	Charges for Services	Operating Grants and Contributions	<u>Primary Government</u>  Total Governmental Activities
<b>FUNCTIONS/PROGRAMS</b>				
<b>Governmental Activities</b>				
Regular instruction	12,631,211	36,520	91,829	(12,502,862)
Regular instruction (flex-spending)	112,665			(112,665)
Limited English proficiency	677,904			(677,904)
Poverty programs	2,926,994			(2,926,994)
Special education programs	5,497,840		1,891,973	(3,605,867)
Support services				
Pupils	1,002,140			(1,002,140)
Safety and security	43,122			(43,122)
Staff	1,811,644			(1,811,644)
School improvement	189,026			(189,026)
Maintenance and operation of building and plant	3,680,531			(3,680,531)
Regular pupil transportation open enrollment in learning community	544,149			(544,149)
Special education pupil transportation	470,164		224,203	(245,961)
General and administrative				
Board of Education	237,285			(237,285)
Executive administration	527,666			(527,666)
District legal services	78,248			(78,248)
Office of the Principal	2,216,902			(2,216,902)
Business services	682,192			(682,192)
Vehicle acquisition and maintenance	27,785			(27,785)
Categorical grants from corp- orations and other private interests	135,606		97,063	(38,543)

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
STATEMENT OF ACTIVITIES AND NET POSITION - CASH BASIS  
FOR THE YEAR ENDED AUGUST 31, 2018

		Program Receipts		Net (Disbursements) Receipts and Changes in Net Position
	Disburse- ments	Charges for Services	Operating Grants and Contributions	Primary Government Total Governmental Activities
FUNCTIONS/PROGRAMS (Continued)				
Governmental Activities (Continued)				
State programs	12,125		23,346	11,221
Federal programs	1,517,193		1,685,286	168,093
Summer school	137,920			(137,920)
Food program services	1,664,576	574,870	1,411,443	321,737
Cooperative expenses	1,562,857	889,225		(673,632)
Student fee expenses	35,593	49,585		13,992
Capital outlay	888,172			(888,172)
Debt service				
Principal	2,505,000			(2,505,000)
Interest	494,685			(494,685)
Other miscellaneous expenses	64			(64)
Total governmental activities	<u>42,311,259</u>	<u>1,550,200</u>	<u>5,425,143</u>	<u>(35,335,916)</u>
General Receipts				
Taxes				
Property taxes - general purpose				16,462,642
Property taxes - debt service				3,208,358
Motor vehicle taxes				3,393,699
Carline tax				16,042
Public Power District sales tax				503,207
County fines and license fees				106,600
State aid				10,723,037
Other state receipts				1,881,107
Interest				94,866
Contributions and donations				25,000
Other receipts				24,398
Total general receipts				<u>36,438,956</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
STATEMENT OF ACTIVITIES AND NET POSITION - CASH BASIS  
FOR THE YEAR ENDED AUGUST 31, 2018

	Disburse- ments	Program Receipts		Net (Disbursements) Receipts and Changes in Net Position	
		Charges for Services	Operating Grants and Contributions	Primary Government	Total Governmental Activities
Change in net position resulting from receipts and disbursements					1,103,040
NET POSITION, beginning of year					<u>14,363,089</u>
NET POSITION, end of year					<u><u>15,466,129</u></u>
<b>ASSETS</b>					
Cash and cash equivalents					8,452,769
Cash at County Treasurer					<u>7,424,153</u>
<b>TOTAL ASSETS</b>					<u><u>15,876,922</u></u>
<b>LIABILITIES</b>					
Payroll withholdings					<u>410,793</u>
<b>NET POSITION</b>					
Restricted for:					
Debt services					6,455,931
Unrestricted					<u>9,010,198</u>
<b>TOTAL NET POSITION</b>					<u><u>15,466,129</u></u>

See accompanying notes to financial statements.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
STATEMENT OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCES - CASH BASIS AND  
STATEMENT OF ASSETS, LIABILITIES, AND FUND BALANCES - CASH BASIS  
GOVERNMENTAL FUNDS  
FOR THE YEAR ENDED AUGUST 31, 2018

		Major Funds								
		General	School	Bond	Special	Qualified	Cooperative	Student	Reclassifi-	Total
		Fund	Nutrition	Fund	Building	Capital Purpose	Fund	Fee	cations	Governmental
			Fund		Fund	Undertaking		Fund		Funds
<b>RECEIPTS</b>										
Taxes										
	Property taxes - general purpose	16,462,640			2					16,462,642
	Property taxes - debt service			1,608,867		1,599,491				3,208,358
	Motor vehicle taxes	3,393,699								3,393,699
	Carline tax	13,430		1,306		1,306				16,042
	Public Power District sales tax	458,612		44,595						503,207
	Local license fees	36,520								36,520
	County receipts	106,600								106,600
	State receipts	14,532,241	14,011	106,332		105,093				14,757,677
	Federal receipts	1,777,115	1,397,432			68,251				3,242,798
	Sale of lunches and milk		574,870							574,870
	Interest income	14,781	468		8,056	3,310				26,615
	Cooperative receipts						889,225			889,225
	Contributions and donations	25,000								25,000
	Categorical grants from corporations and other private interests	97,063								97,063
	Other nonrevenue receipts	19,009	5,389					49,585		73,983
	<b>Total receipts</b>	<u>36,936,710</u>	<u>1,992,170</u>	<u>1,761,100</u>	<u>8,058</u>	<u>1,777,451</u>	<u>889,225</u>	<u>49,585</u>		<u>43,414,299</u>
<b>DISBURSEMENTS</b>										
	Regular instruction	12,631,211								12,631,211
	Regular instruction (flex-spending)	112,665								112,665
	Limited English proficiency	677,904								677,904
	Poverty programs	2,926,994								2,926,994
	Special education programs	5,497,840								5,497,840
	Support services									
	Pupils	1,002,140								1,002,140
	Safety and security	43,122								43,122
	Staff	1,811,644								1,811,644
	School improvement	189,026								189,026
	Maintenance and operation of building and plant	3,680,531								3,680,531
	Regular pupil transportation open enrollment in learning community	544,149								544,149
	Special education pupil transportation	470,164								470,164

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
STATEMENT OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCES - CASH BASIS AND  
STATEMENT OF ASSETS, LIABILITIES, AND FUND BALANCES - CASH BASIS  
GOVERNMENTAL FUNDS  
FOR THE YEAR ENDED AUGUST 31, 2018

	Major Funds								Total Governmental Funds
	General Fund	School Nutrition Fund	Bond Fund	Special Building Fund	Qualified Capital Purpose Undertaking Fund	Cooperative Fund	Student Fee Fund	Reclassifi- cations	
DISBURSEMENTS (Continued)									
General and administrative									
Board of Education	237,285								237,285
Executive administration	527,666								527,666
District legal services	78,248								78,248
Office of the Principal	2,216,902								2,216,902
Business services	682,192								682,192
Vehicle acquisition and maintenance	27,785								27,785
Categorical grants from corporations and other private interests	135,606								135,606
State programs	12,125								12,125
Federal programs	1,517,193								1,517,193
Summer school	137,920								137,920
Food program services		1,664,576							1,664,576
Cooperative expenses						1,562,857			1,562,857
Student fee expenses							35,593		35,593
Capital outlay	147,927			227,201	513,044				888,172
Debt service									
Principal			1,240,000		1,265,000				2,505,000
Interest			389,890		104,795				494,685
Other miscellaneous expenses					64				64
Total disbursements	<u>35,308,239</u>	<u>1,664,576</u>	<u>1,629,890</u>	<u>227,201</u>	<u>1,882,903</u>	<u>1,562,857</u>	<u>35,593</u>		<u>42,311,259</u>
EXCESS (DEFICIENCY) OF RECEIPTS OVER DISBURSEMENTS	<u>1,628,471</u>	<u>327,594</u>	<u>131,210</u>	<u>(219,143)</u>	<u>(105,452)</u>	<u>(673,632)</u>	<u>13,992</u>		<u>1,103,040</u>
OTHER FINANCING SOURCES (USES)									
Transfers in	325,081							(325,081)	
Transfers out		(325,081)						325,081	
Total other financing sources (uses)	<u>325,081</u>	<u>(325,081)</u>							
NET CHANGE IN FUND BALANCES	1,953,552	2,513	131,210	(219,143)	(105,452)	(673,632)	13,992		1,103,040
FUND BALANCES, beginning of year	<u>4,630,841</u>	<u>4,017</u>	<u>4,490,716</u>	<u>2,346,486</u>	<u>1,939,457</u>	<u>952,764</u>	<u>(1,192)</u>		<u>14,363,089</u>
FUND BALANCES, end of year	<u>6,584,393</u>	<u>6,530</u>	<u>4,621,926</u>	<u>2,127,343</u>	<u>1,834,005</u>	<u>279,132</u>	<u>12,800</u>		<u>15,466,129</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
STATEMENT OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCES - CASH BASIS AND  
STATEMENT OF ASSETS, LIABILITIES, AND FUND BALANCES - CASH BASIS  
GOVERNMENTAL FUNDS  
FOR THE YEAR ENDED AUGUST 31, 2018

	Major Funds							Reclassifi- cations	Total Governmental Funds
	General Fund	School Nutrition Fund	Bond Fund	Special Building Fund	Qualified Capital Purpose Undertaking Fund	Cooperative Fund	Student Fee Fund		
<b>ASSETS</b>									
<b>ASSETS</b>									
Cash and cash equivalents	5,828,467	6,530		2,132,658	193,182	279,132	12,800		8,452,769
County Treasurer's balances	1,163,819		4,619,511		1,640,823				7,424,153
Due from other funds	2,900		2,415					(5,315)	
<b>TOTAL ASSETS</b>	<u>6,995,186</u>	<u>6,530</u>	<u>4,621,926</u>	<u>2,132,658</u>	<u>1,834,005</u>	<u>279,132</u>	<u>12,800</u>	<u>(5,315)</u>	<u>15,876,922</u>
<b>LIABILITIES AND FUND BALANCES</b>									
<b>LIABILITIES</b>									
Payroll withholdings	410,793								410,793
Due to other funds				5,315				(5,315)	
<b>Total liabilities</b>	<u>410,793</u>			<u>5,315</u>				<u>(5,315)</u>	<u>410,793</u>
<b>FUND BALANCES</b>									
Restricted for:									
Debt services			4,621,926		1,834,005				6,455,931
Committed for capital projects				2,127,343					2,127,343
Assigned for:									
Capital outlay	1,809,804								1,809,804
Other		6,530				279,132			285,662
Unassigned	4,774,589						12,800		4,787,389
<b>Total fund balances</b>	<u>6,584,393</u>	<u>6,530</u>	<u>4,621,926</u>	<u>2,127,343</u>	<u>1,834,005</u>	<u>279,132</u>	<u>12,800</u>		<u>15,466,129</u>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<u>6,995,186</u>	<u>6,530</u>	<u>4,621,926</u>	<u>2,132,658</u>	<u>1,834,005</u>	<u>279,132</u>	<u>12,800</u>	<u>(5,315)</u>	<u>15,876,922</u>

See accompanying notes to financial statements.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
STATEMENT OF NET POSITION - CASH BASIS  
FIDUCIARY FUNDS  
AUGUST 31, 2018

	Activities Fund
ASSETS	
Cash and cash equivalents	<u>291,934</u>
LIABILITIES	
Due to student groups and others	<u>291,934</u>
NET POSITION	<u>- 0 -</u>

See accompanying notes to financial statements.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Governmental Accounting Standards Board (GASB) is the accepted standard setting body for establishing governmental accounting and financial reporting principles. The following is a summary of the significant accounting policies of the Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska (the District).

Reporting Entity

The Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's Board of Education is the basic level of government, which has financial accountability and control over all activities related to public school education in the District. The District receives funding from local, state, and federal government sources and must comply with the requirements of these funding source entities. However, the District is not included in any other governmental "reporting entity" as defined by the GASB pronouncement, since the District's board members are elected by the public and have decision-making authority, the authority to levy taxes, the power to designate management, the ability to significantly influence operations, and primary accountability for fiscal matters. In addition, there are no component units, as defined in Governmental Accounting Standards Board Statement No. 14, which are included in the District's reporting entity.

All significant activities and organizations on which the District exercises oversight responsibility have been included in the District's financial statements.

Basic Financial Statements - Government-Wide Statements

The District utilizes the provisions of Statement No. 34 of the Government Accounting Standards Board, *Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments*. Statement No. 34 established standards for external financial reporting for all state and local government entities, which includes government-wide financial statements, fund financial statements, and the classification of net position into the following components: restricted and unrestricted.

The statement of net position and statement of activities report information on the District as a whole. They include all funds of the District except for fiduciary funds. The effects of interfund activity have been removed from these statements. Governmental activities, which normally are supported by taxes and intergovernmental receipts, are reported separately from business-type activities, which rely to a significant extent on fees and charges for support. The District does not report any business-type activities.

The statement of activities demonstrates the degree to which the direct disbursements of a given function or segment are offset by program receipts. Direct disbursements are those that are clearly identifiable with a specific function or segment. Program receipts include (1) charges to customers or applicants who purchase, use, or directly benefit

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Basic Financial Statements - Government-Wide Statements (Continued)

from goods, services, or privileges provided by a given function or segment and (2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program receipts are reported instead as general receipts.

Basic Financial Statements - Fund Financial Statements

Separate financial statements are provided for governmental funds and fiduciary funds, even though the latter are excluded from the government-wide financial statements. Major individual governmental funds are reported as separate columns in the fund financial statements as applicable.

The financial transactions of the District are reported in individual funds in the fund financial statements. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund balance, receipts, and disbursements.

Fund Types

The accounts of the District are organized on the basis of funds, which are grouped into the following fund types:

Governmental Fund Types

**General Fund** - The General Fund is the general operating fund of the District and accounts for all receipts and disbursements of the District not encompassed within other funds. It may finance all facets of services rendered by the District, inclusive of operation and maintenance. General Fund receipts are classified according to source while its disbursements are classified according to specific functions. All property tax receipts and other receipts that are not allocated by law, budgetary requirement, or contractual agreement to some other fund are accounted for in this fund. General operating disbursements and the new replacement capital outlay costs that are not paid through other funds are paid from the General Fund. General Fund disbursements are limited by the Tax Equity and Educational Opportunities Support Act.

**Depreciation Fund** - The Depreciation Fund is established by the District in order to facilitate the eventual purchase of a costly capital outlay by reserving such monies from the General Fund. To allocate monies from the General Fund, the District will show the movement of monies as a disbursement from the General Fund and the Depreciation Fund will show the receipt as a "transfer from the General Fund." The District may divide this fund into more than one account to allocate a portion of this fund for

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fund Types (Continued)

Governmental Fund Types (Continued)

different valid purposes. The purpose of a depreciation fund is to spread replacement costs of capital outlay over a period of years to avoid a disproportionate tax effect in a single year to meet such an expense. This fund is restricted as part of the Allowable Reserve by the Tax Equity and Educational Opportunities Support Act. The Depreciation Fund is considered a component of the General Fund.

School Nutrition Fund - The School Nutrition Fund is used to accommodate the financial activities of the Child Nutrition Programs. These include the School Lunch, School Breakfast, After School Snack, Special Milk, Child and Adult Care Food, and the Summer Food Service Programs. The fund accounts for all receipts and disbursements of all Child Nutrition Programs. Receipts in this fund include the federal and state program cost reimbursements received by the District and General Fund support of the lunch program. All food purchases and other supplies are accounted for as disbursements of the School Nutrition Fund; accordingly, no inventories are maintained in this fund.

Bond Fund - The Bond Fund is used to record tax receipts and disbursements for the payment of bond principal and interest, and other related costs (i.e. investment interest, trustee fees, etc.). Receipts from a levy to retire bonds in the District are retained in a separate fund by the county treasurer, the financial institution serving as a fiscal agent, or the District. Funds are disbursed upon appropriate demand. All records of the transaction are maintained in this fund. Proceeds from bond issuance are deposited and recorded as a receipt in the Special Building Fund to be disbursed on the actual building project. The General Fund is used to make interest and bond retirement payments if the Bond Fund balance is not sufficient to meet these requirements.

Special Building Fund - The Special Building Fund is established for acquiring or improving sites and buildings, including the construction, alteration, or improvement of buildings. The primary sources of receipts for the Special Building Fund include the sale of bonds, the sale of property, and tax receipts. Regardless of the source, all receipts for this purpose are accountable through this fund. General Fund disbursements for the purpose of this fund are not allowable. Special Building Fund accounting provides a more effective means of identifying those disbursements associated with construction activities and provides a complete and consolidated record of all costs of the building program at the conclusion of a project(s). If more than one Special Building Fund activity is active at the same time, separate accounts for each project may be established within the single Special Building Fund. The tax levy for this

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fund Types (Continued)

Governmental Fund Types (Continued)

fund is restricted. The Board of Education may approve a budget with a levy limitation of \$0.14 per one hundred dollars of valuation, or a tax levy not to exceed \$0.175 per one hundred dollars of valuation may be established for this fund by a vote of the people within the District for a term not to exceed ten years.

Qualified Capital Purpose Undertaking Fund - The Qualified Capital Purpose Undertaking Fund (QCPUF) is established for a specific abatement project to address an actual or potential environmental hazard, accessibility barrier, life safety code violation, life safety hazard, or mold which exists within one or more existing school buildings or the school grounds of existing school buildings controlled by the District. Such determination shall not include abatement projects related to the acquisition of new property, the construction of a new building, the expansion of an existing building, or the remodeling of an existing building for purposes other than the abatement of environmental hazards, accessibility barriers, life safety code violations, life safety hazards, or mold. The period of years for such levy shall not exceed ten years and the levy for such project when combined with all other levies pursuant to Sections 79-10, 110.02 and 79-10, 110 R.R.S. shall not exceed \$0.03 per one hundred dollars of taxable valuation. General Fund disbursements for the purpose of these funds are not allowable.

For projects in place prior to April 19, 2016, the Qualified Capital Purpose Undertaking Fund maximum levy remains at \$0.052.

If taxable valuation is lower than the taxable valuation in the year when the District last issued QCPUF bonds and the \$0.03 maximum levy is insufficient to meet the combined annual principal and interest, the District can exceed the \$0.03 maximum levy for the difference to meet that year's principal and interest obligations.

Cooperative Fund - The Cooperative Fund is used by the District acting as the fiscal agent for any cooperative activity between the District and one or more public agencies as defined in Section 13-803(2) R.R.S. All public agencies, including the school district acting as the fiscal agent, shall show the payment for services to a cooperative in their General Fund.

Student Fee Fund - The Student Fee Fund is established to collect fees from students for participation in extracurricular activities, postsecondary education costs, and summer school or night school. The money is disbursed for the purposes for which it was collected from the students.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fund Types (Continued)

Fiduciary Fund Types

Activities Fund - The Activities Fund is used to account for the financial operations of quasi-independent student organizations, interschool athletics, and other self-supporting or partially self-supporting school activities not part of another fund. The Activities Fund shall not be used to record general operation receipts or disbursements, nor shall the Activities Fund be used as a clearing account for the General Fund. The District may divide this fund into more than one account to allocate a portion of this fund for different purposes.

Major Funds

The District reports all governmental funds as major funds. The General Fund and its components are considered one fund for reporting purposes.

Basis of Accounting

The District prepares its financial statements on the cash basis, which is in conformity with the accounting practices prescribed or permitted by the State of Nebraska Department of Education; consequently, these statements represent a summary of the cash activity of the various funds of the District and do not include certain transactions that would be included if the District prepared its financial statements in accordance with accounting principles generally accepted in the United States of America, as applicable to governmental units. Under the cash basis, receipts are recognized when collected rather than when earned and expenses are recognized when paid rather than when incurred. Consequently, these financial statements are not intended to present financial position or results of operations in conformity with accounting principles generally accepted in the United States of America, as applicable to governmental units.

Taxes and other receipts collected by the county treasurers are included in receipts of the District in the year collected by the counties, and the District funds held by the county treasurers at year end are included as assets of the District. This is in accordance with the requirements of the State of Nebraska Department of Education.

Capital Assets

Capital assets are not recorded as assets on the government-wide or fund financial statements, and depreciation is not recognized. Purchases of capital assets are recorded as disbursements by function in the financial statements.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Long-Term Obligations

Long-term debt is not reported as a liability in the government-wide or fund financial statements. Proceeds from long-term debt are reported as receipts and payments of principal are reported as disbursements in both the government-wide and fund financial statements.

Equity Classification

Government-Wide Statements

Equity is classified as net position and displayed in the following components:

Restricted net position consists of net assets with constraints placed on the use either by external groups, such as creditors, grantors, contributors, or laws and regulations of other governments, or through constitutional provisions or enabling legislation.

Unrestricted net position consists of net assets that do not meet the definition of restricted.

It is the District's policy to use restricted net assets first, prior to the use of unrestricted net assets, when a disbursement is paid for purposes in which both restricted and unrestricted net assets are available.

Fund Financial Statements

Governmental fund equity is classified as fund balance.

Fund Balance Classification

The governmental fund financial statements present fund balances based on classifications that comprise a hierarchy that is based primarily on the extent to which the District is bound to honor constraints on the specific purposes for which amounts in the respective governmental funds can be spent. The classifications used in the governmental fund financial statements are as follows:

Nonspendable

This classification includes amounts that cannot be spent because they either (a) are not in spendable form or (b) are legally or contractually required to be maintained intact. The District currently has no amounts classified in this category.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Equity Classification (Continued)

Fund Financial Statements (Continued)

Fund Balance Classification (Continued)

Restricted

This classification includes amounts for which constraints have been placed on the use of the resources either (a) externally imposed by creditors (such as through a debt covenant), grantors, contributors, or laws and regulations of other governments, or (b) imposed by law through constitutional provisions or enabling legislation.

Committed

This classification includes amounts that can be used only for specific purposes pursuant to constraints imposed by formal action of the Board of Education. These amounts cannot be used for any other purpose unless the Board removes or changes the specified use by taking the same type of action (ordinance or resolution) that was employed when the funds were initially committed. This classification also includes contractual obligations to the extent that existing resources have been specifically committed for use in satisfying those contractual requirements.

Assigned

This classification includes amounts that are constrained by the District's intent to be used for a specific purpose but are neither restricted nor committed. This intent can be expressed by the Board of Education or through the Board delegating this responsibility to the District administrator through the budgetary process.

Unassigned

This classification includes the residual fund balance for the General Fund.

The District would typically use restricted fund balances first, followed by committed resources, and then assigned resources, as appropriate opportunities arise, but reserves the right to selectively spend unassigned resources first to defer the use of these other classified funds.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Interfund Balances and Activities

In the process of aggregating the financial information of the government-wide financial statements, some amounts reported as interfund activity and balances in the fund financial statements have been eliminated or reclassified.

Budget Process and Property Taxes

The District is required by state law to hold public hearings and adopt annual budgets for all funds on the cash basis of accounting. Total disbursements for each fund may not exceed the total budgeted disbursements. The General Fund is also subject to a total non-special education disbursement limit. Appropriations for disbursements lapse at year end. Any revisions to the adopted budget of total disbursements to any fund require a public hearing. State statutes of the Nebraska Budget Act provide the prescribed budget practices and procedures that governing bodies are required to follow. The amounts that may be budgeted for certain specific funds are subject to various disbursements and/or tax levy limitations.

The property tax requirement resulting from the budget process is utilized to establish the tax levy in accordance with state statutes, which tax levy attaches as an enforceable lien on property within the District as of January 1. Taxes are due as of that date. One-half of the real estate taxes due January 1 become delinquent after the following April 1, with the second one-half becoming delinquent after August 1.

Compensated Absences

Vacation and sick leave are recorded when paid. The maximum number of unused sick days that can be accrued varies from 10 days to 100 days depending on the employee's position and number of years of service. Payment of unused sick days ranges from 45% of the employee's hourly wage to \$65 per day. Management believes the amounts attributable to accumulated annual leave will not have a material financial impact on the accompanying financial statements. Full-year employees, employees that work more than 261 days per year, can accrue unused vacation time. The liability for accumulated unpaid vacation benefits of the District have not been accrued in accordance with the basis of accounting disclosed above.

Use of Estimates

The preparation of financial statements in conformity with the cash basis of accounting used by the District requires management to make estimates and assumptions that affect certain reported amounts and disclosures; accordingly, actual results could differ from those estimates.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 2. CASH AND INVESTMENTS

For the following disclosures, deposits - including checking accounts, savings accounts, money market accounts, and certificates of deposit - are all classified as cash or cash and cash equivalents on the financial statements.

Custodial Credit Risk - Deposits

Custodial credit risk is the risk that in the event of a bank failure, the District's deposits may not be returned to it. As of August 31, 2018, all of the District's deposits with financial institutions were fully insured or collateralized by securities held in the District's name in the form of joint safekeeping receipts. State law requires all funds in depositories to be fully insured or collateralized, and the District's policy is to require depositories to provide pledged securities to cover deposits in excess of FDIC limits.

Investments

Nebraska statutes allow the District to make any investment allowed by the State Investment Officer. This includes bank certificates of deposit.

As defined by Governmental Accounting Standards Board Statement No. 3, the District had no investments as of August 31, 2018.

NOTE 3. RETIREMENT PLAN

**Plan Description**

The Douglas County School District No. 54, Ralston Public Schools, contributes to the Nebraska School Employees Retirement System, a cost-sharing multiple-employer defined benefit pension plan administered by the Nebraska Public Employees Retirement System (NPERS). NPERS provides retirement and disability benefits to plan members and beneficiaries. The School Employees Retirement Act establishes benefit provisions.

In 1945, the Nebraska Legislature enacted the law establishing a retirement plan for school employees of the State. During the NPERS fiscal year ended June 30, 2017, there were 265 participating school districts. These were the districts that had contributions during the fiscal year. All regular public school employees in Nebraska, other than those who have their own retirement plans (Class V school districts, Nebraska State Colleges, University of Nebraska, and Nebraska Community Colleges), are members of the plan.

**Benefits Provided**

Normal retirement is at age 65. For an employee who became a member before July 1, 2013, monthly benefit is equal to the greater of the following: (1) the sum of a savings annuity, which is the actuarial equivalent of the member's accumulated contributions and a service annuity equal to \$3.50 per year of service or (2) the average of the three 12-month periods of service as a school employee in which such compensation was the greatest, multiplied by total years of creditable service, multiplied by a formula factor (currently 2%) set by statute, and an actuarial factor based on age.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 3. RETIREMENT PLAN (Continued)

**Benefits Provided (Continued)**

For an employee who became a member on or after July 1, 2013, the monthly benefit is equal to the greater of the following: (1) the sum of a savings annuity, which is the actuarial equivalent of the member's accumulated contributions and a service annuity equal to \$3.50 per year of service or (2) the average of the five 12-month periods of service as a school employee in which such compensation was the greatest, multiplied by total years of creditable service, multiplied by a formula factor (currently 2%) set by statute, and an actuarial factor based on age.

Benefit calculations vary with early retirement. Employees' benefits are vested after five years of plan participation or when termination occurs at age 65 or later.

For school employees who became members prior to July 1, 2013, the benefit paid to a retired member or beneficiary receives an annual cost of living adjustment, which is increased by the lesser of the percentage change in the Consumer Price Index for Urban Wage Earners and Clerical Workers or two and one-half percent. The current benefit paid to a retired member or beneficiary is adjusted so that the purchasing power of the benefit being paid is not less than 75 percent of the purchasing power of the initial benefit.

For school employees who became members on or after July 1, 2013, the benefit paid to a retired member or beneficiary receives an annual cost-of-living adjustment, which is increased by the lesser of the percentage change in the Consumer Price Index for Urban Wage Earners and Clerical Workers or one percent.

**Contributions**

Contribution provisions are established by State law and may be amended only by the Nebraska legislature. The State contribution is considered a nonemployer contribution since school employees are not employees of the State. The contribution rates (as a percentage of covered payroll for the year) were as follows:

- Members (employees): Each member contributed 9.78% of monthly salary.
- School District: The School District contributed 101% of the member contributions.
- State: The State contributed 2% of estimated payroll for the plan year.

The District's contribution to the Plan for its year ended August 31, 2018, was \$2,164,798.

**Plan Fiduciary Net Position**

Detailed information about the Plan's fiduciary net position is available in the separately issued Nebraska Public Employees Retirement Systems Plan financial report. NPERS issues a publicly available financial report that includes financial statements and required supplementary information for NPERS. That report may be obtained by writing the NPERS, P.O. Box 94816, Lincoln, NE 68509-4816, by calling 1.800.245.5712 or via the internet at [http://www.auditors.nebraska.gov/APA\\_Reports](http://www.auditors.nebraska.gov/APA_Reports).

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 4. LONG-TERM DEBT

Long-term debt at August 31, 2018, consisted of the following:

In June 2010, the District issued the Taxable Build America Bonds, Series 2010. These bonds were issued for \$2,795,000 and mature serially through December 2025 for renovation and upkeep of buildings District-wide. Interest ranging from 1.60% to 5.75% is due semiannually. As part of the program, the District is credited a portion of the interest costs by the United States Treasury. The amount credited during the year ended August 31, 2018, was \$30,891. The balance at August 31, 2018, was \$1,070,000.

In October 2010, the District issued the General Obligation School Refunding Bonds, Series 2010, refunding the Series 2001 Bonds. These bonds were issued for \$21,025,000 and mature serially through December 2026. Interest ranging from 0.55% to 3.25% is due semiannually. On June 11, 2018, the District made an early payment of \$900,000. The balance at August 31, 2018, was \$12,785,000.

In June 2012, the District issued the Taxable Limited Tax Qualified School Construction Bonds, Series 2012, for building improvements District-wide. These bonds were issued for \$1,000,000 and mature in December 2027. Interest of 4.00% is due semiannually. As part of the program, the District is credited 100% of the interest costs by the United States Treasury. The amount credited during the ended August 31, 2018, was \$37,360. The balance at August 31, 2018, was \$1,000,000.

In November 2013, the District issued the Limited Tax Building Bonds, Series 2013, for building improvements District-wide. These bonds were issued for \$635,000 and mature in December 2018. Interest ranging from 0.40% to 1.55% is due semiannually. The balance at August 31, 2018, was \$140,000.

In September 2016, the District issued the Limited Tax Building Bonds, Series 2016, for building improvements District-wide. These bonds were issued for \$2,570,000 and mature in December 2026. Interest ranging from 0.80% to 2.00% is due semiannually. The balance at August 31, 2018, was \$2,335,000.

The following is a summary of long-term debt transactions for the year ended August 31, 2018:

Total long-term debt payable, September 1, 2017	19,835,000
Bond payments	(2,505,000)
Bond proceeds	- 0 -
Total long-term debt payable, August 31, 2018	<u>17,330,000</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 4. LONG-TERM DEBT (Continued)

The principal and interest maturities are as follows:

Years Ending August 31,	Principal	Interest	Total
2019	1,860,000	520,484	2,380,484
2020	1,755,000	475,776	2,230,776
2021	1,795,000	428,661	2,223,661
2022	1,840,000	376,245	2,216,245
2023	1,900,000	319,760	2,219,760
2024 - 2028	8,180,000	638,520	8,818,520
	<u>17,330,000</u>	<u>2,759,446</u>	<u>20,089,446</u>

NOTE 5. FEDERAL AWARD PROGRAMS

The District received funds under various federal grant programs, and such assistance is to be expended in accordance with the provisions of the various grants. Compliance with the grants is subject to audit by various government agencies which may impose sanctions in the event of noncompliance. Management believes that they have complied with all aspects of the various grant provisions and the results of adjustments, if any, relating to such audits would not have any material financial impact.

NOTE 6. RISK MANAGEMENT

The District is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. To manage its workers' compensation and property and casualty risks, the District has joined All Lines Interlocal Cooperative Aggregate Pool (ALICAP), currently operating as a common risk management and insurance program for its members. The District pays an annual contribution to ALICAP for its pooled self-insurance coverage of property, general liability, automobile liability and physical damage, school boards errors and omissions, crime, public employee dishonesty, workers' compensation, and associated coverages. Settled claims have not significantly exceeded the coverage limits offered by ALICAP in any of the past three fiscal years.

NOTE 7. INTERFUND ACTIVITY

Interfund transfers for the year consisted of the following:

School Nutrition Fund to the General Fund for support	<u>325,081</u>
---	----------------

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 8. LEASE COMMITMENTS

The District has entered into a 48-month lease for office equipment requiring monthly payments of \$1,573.

Future lease payments under the agreement are as follows as of August 31, 2018:

Year Ended August 31,	
2019	18,876
2020	18,876
2021	6,292

NOTE 9. TAX ABATEMENTS

The District is subject to property tax abatements granted by the City of Ralston, Nebraska, through Tax Incremental Financing (TIF) agreements with various developers. The incremental increase in valuation from the development is not included in the District's available valuation base until the TIF agreement has expired which is generally 15 years. The incremental taxes, including the District's share is returned to the developer, effectively rebating the taxes on the increased valuation.

Information relevant to the tax abatements impacting the District for the year ending August 31, 2018, are as follows:

Total TIF valuation 2017	61,374,800
District's total levy	1.049999
District share of tax abatement	644,435

NOTE 10. RECENTLY ISSUED AND ADOPTED ACCOUNTING PRONOUNCEMENTS

In January 2017, GASB issued Statement 84, *Fiduciary Activities*. This statement is effective for fiscal years beginning after December 15, 2018. The District did not early implement this statement. GASB 84 establishes criteria for identifying fiduciary activities for accounting and financial reporting purposes and how those activities should be reported. Certain fiduciary activities meeting the new criteria will be renamed as custodial funds and a statement of changes will be a required financial statement. When adopted, GASB 84 may have a significant effect on the District's financial reporting for the Activities Fund currently reported as an agency fund.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO FINANCIAL STATEMENTS

NOTE 11. SUBSEQUENT EVENTS

In preparing the financial statements, the District has evaluated events and transactions for potential recognition or disclosure through October 30, 2018, the date the financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS  
YEAR ENDED AUGUST 31, 2018

Federal Grantor/Pass-Through Grantor/ Program Title	Pass-Through Entity Identifying Number	CFDA Number	Expendi- tures
<u>U.S. Department of Health and Human Services</u>			
Medicaid Cluster Passed through Omaha Public Schools			
Medicaid in Administration		93.778	<u>87,665</u>
<u>U.S. Department of Education</u>			
Passed through Nebraska Department of Education			
Special Education Cluster (IDEA)			
IDEA Part B (611) Base Allocation	18-4404-00-03-028-0054	84.027	210,464
IDEA Preschool (619) Base Allocation	18-4406-00-03-028-0054	84.173	20,637
IDEA Enrollment/Poverty	18-4410-00-03-028-0054	84.027	484,575
IDEA Proportionate Share	18-4412-00-03-028-0054	84.027	<u>30,511</u>
Total Special Education Cluster (IDEA)			746,187
Title I, Part A	18-4200-00-03-028-0054	84.010	502,100
Title I, Accountability	18-4210-00-03-028-0054	84.010	28,762
Title II, Part A	18-4310-00-03-028-0054	84.367	109,632
Title III, Limited English Proficient Grant	18-4925-00-03-028-0054	84.365	24,905
Carl Perkins Basic Grant	18-4700-00-03-028-0054	84.048	31,219
Perkins reVISION Action Grant	18-4741-00-03-028-0054	84.048	49,211
SPED Planning Region Team (PRT)	18-4416-00-03-028-0054	84.181	4,903
McKinney - Vento Homeless Education	18-4991-00-03-028-0054	84.196	<u>2,271</u>
Total U.S. Department of Education			<u>1,499,190</u>
<u>U.S. Department of Agriculture</u>			
Child Nutrition Cluster Passed through Nebraska Department of Education			
National School Lunch Program		10.555	911,940
School Breakfast Program		10.553	371,720
Food Distribution Program	47600267200	10.555	155,933

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS  
YEAR ENDED AUGUST 31, 2018

Federal Grantor/Pass-Through Grantor/ Program Title	Pass-Through Entity Identifying Number	CFDA Number	Expendi- tures
<u>U.S. Department of Agriculture (Continued)</u>			
Child Nutrition Cluster (Continued)			
Passed through Nebraska Department of Social Services			
Summer Food Program		10.559	<u>57,107</u>
Total Child Nutrition Cluster			1,496,700
Passed through Nebraska Department of Education			
Child and Adult Care Food Program		10.558	15,404
Fresh Fruit and Vegetable Program		10.582	<u>41,261</u>
Total U.S. Department of Agriculture			<u>1,553,365</u>
TOTAL EXPENDITURES OF FEDERAL AWARDS			<u><u>3,140,220</u></u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS  
YEAR ENDED AUGUST 31, 2018

NOTE 1. BASIS OF PRESENTATION

The accompanying schedule of expenditures of federal awards (the Schedule) includes the federal award activity of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, under programs of the federal government for the year ended August 31, 2018. The information in the Schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, it is not intended to and does not present the financial position, changes in net assets, or cash flows of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Expenditures reported on the Schedule are reported on the cash basis of accounting.

NOTE 3. SUBRECIPIENTS

Of the federal expenditures presented in the Schedule, Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, provided no federal awards to subrecipients.

NOTE 4. INDIRECT COST RATE

The District has elected not to use the 10% de minimis indirect cost rate allowed under the Uniform Guidance.

NOTE 5. FOOD DISTRIBUTION

Nonmonetary assistance is reported in the Schedule at the fair market value of the commodities received and disbursed.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND COMPONENTS  
COMBINING SCHEDULE OF RECEIPTS, DISBURSEMENTS,  
AND CHANGES IN FUND BALANCE - CASH BASIS  
YEAR ENDED AUGUST 31, 2018

	General Fund	Depreciation Fund	Reclassifi- cations	Total
<b>RECEIPTS</b>				
Local sources				
Taxes				
Property taxes - general purpose	15,736,107			15,736,107
Learning Community Common Levy	726,533			726,533
Carline tax	13,430			13,430
Public Power District sales tax	458,612			458,612
Motor vehicle taxes	3,393,699			3,393,699
Interest	11,038	3,743		14,781
Local license fees and fines	36,520			36,520
Contributions and donations	25,000			25,000
Categorical grants from corporations and other private interests	97,063			97,063
Other local receipts	19,009			19,009
Total local sources	<u>20,517,011</u>	<u>3,743</u>		<u>20,520,754</u>
County sources				
County fines and license fees	<u>106,600</u>			<u>106,600</u>
State sources				
State aid	10,723,037			10,723,037
Special education	1,891,973			1,891,973
Special education pupil transportation	224,203			224,203
Homestead exemption	412,642			412,642
Property tax credit	580,673			580,673
Personal property tax credit	46,732			46,732
Personal property tax credit - railroads & public service	6,905			6,905
High-ability learners	23,346			23,346
Pro-rate motor vehicle	38,256			38,256
State apportionment	449,934			449,934
State early childhood	68,147			68,147
Other state receipts	66,393			66,393
Total state sources	<u>14,532,241</u>			<u>14,532,241</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND COMPONENTS  
COMBINING SCHEDULE OF RECEIPTS, DISBURSEMENTS,  
AND CHANGES IN FUND BALANCE - CASH BASIS  
YEAR ENDED AUGUST 31, 2018

	General Fund	Depreciation Fund	Reclassifi- cations	Total
RECEIPTS (Continued)				
Federal sources				
Title I, Part A	573,183			573,183
Title I, Accountability	49,089			49,089
Title II, Part A	96,546			96,546
IDEA Part B (611) Base Allocation	207,638			207,638
IDEA Preschool (619) Base Allocation	20,611			20,611
IDEA Enrollment/Poverty	544,396			544,396
IDEA Part B Proportionate Share	17,631			17,631
IDEA Special Projects	7,556			7,556
Medicaid in Public Schools	4,164			4,164
Medicaid Administrative Activities	87,665			87,665
Carl Perkins	101,069			101,069
Title III, Limited English Proficient Grant	66,415			66,415
Other federal categorical receipts	<u>1,152</u>			<u>1,152</u>
Total federal sources	<u>1,777,115</u>			<u>1,777,115</u>
Nonrevenue receipts				
Transfers from other funds	<u>325,081</u>	<u>300,000</u>	<u>(300,000)</u>	<u>325,081</u>
Total receipts	<u>37,258,048</u>	<u>303,743</u>	<u>(300,000)</u>	<u>37,261,791</u>
DISBURSEMENTS				
Regular instruction	12,931,211		(300,000)	12,631,211
Regular instruction (flex-spending)	112,665			112,665
Limited English proficiency	677,904			677,904
Poverty programs	2,926,994			2,926,994
Special education programs	5,497,840			5,497,840
Support services				
Pupils	1,002,140			1,002,140
Safety and security	43,122			43,122
Staff	1,811,644			1,811,644
School improvement	189,026			189,026
Maintenance and operation of building and plant	3,680,531			3,680,531

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND COMPONENTS  
COMBINING SCHEDULE OF RECEIPTS, DISBURSEMENTS,  
AND CHANGES IN FUND BALANCE - CASH BASIS  
YEAR ENDED AUGUST 31, 2018

	General Fund	Depreciation Fund	Reclassifi- cations	Total
DISBURSEMENTS (Continued)				
Support services (Continued)				
Regular pupil transportation open enrollment in learning community	544,149			544,149
Special education pupil transportation	470,164			470,164
General and administrative				
Board of Education	237,285			237,285
Executive administration	527,666			527,666
District legal services	78,248			78,248
Office of the Principal	2,216,902			2,216,902
Business services	682,192			682,192
Vehicle acquisition and maintenance	27,785			27,785
Categorical grants from corporations and other private interests	135,606			135,606
State programs	12,125			12,125
Federal programs	1,517,193			1,517,193
Summer school	137,920			137,920
Capital outlay		147,927		147,927
Total disbursements	<u>35,460,312</u>	<u>147,927</u>	<u>(300,000)</u>	<u>35,308,239</u>
RECEIPTS OVER DISBURSEMENTS	1,797,736	155,816		1,953,552
FUND BALANCE, beginning of year	<u>2,976,853</u>	<u>1,653,988</u>		<u>4,630,841</u>
FUND BALANCE, end of year	<u>4,774,589</u>	<u>1,809,804</u>		<u>6,584,393</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND  
SCHEDULE OF CASH DISBURSEMENTS FOR OPERATIONAL EXPENSES  
YEAR ENDED AUGUST 31, 2018

REGULAR INSTRUCTION

Regular salaries	7,242,318
Substitute salaries	260,184
Clerical and paraprofessional staff salaries	815,351
Payroll taxes	622,215
Retirement	787,440
Other employee benefits	1,787,606
Voluntary terminations	119,886
Purchased services	148,109
Supplies and materials	230,574
Textbooks	520,261
Capital outlay	353,496
Other expenses	43,771
Total regular instruction	<u>12,931,211</u>

REGULAR INSTRUCTION (FLEX-SPENDING)

Regular salaries	71,646
Other employee benefits	26,294
Supplies and materials	14,725
Total regular instruction (flex-spending)	<u>112,665</u>

LIMITED ENGLISH PROFICIENCY

Regular salaries	331,532
Substitute salaries	15,239
Clerical and paraprofessional staff salaries	91,137
Payroll taxes	32,048
Retirement	41,298
Other employee benefits	88,638
Purchased services	37,707
Supplies and materials	4,967
Textbooks	25,875
Capital outlay	8,625
Other expenses	838
Total limited English proficiency	<u>677,904</u>

POVERTY PROGRAMS

Regular salaries	2,055,398
Substitute salaries	40,850

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND  
SCHEDULE OF CASH DISBURSEMENTS FOR OPERATIONAL EXPENSES  
YEAR ENDED AUGUST 31, 2018

POVERTY PROGRAMS (Continued)	
Payroll taxes	154,678
Retirement	202,676
Employee benefits	473,392
Total poverty programs	<u>2,926,994</u>
SPECIAL EDUCATION PROGRAMS	
Regular salaries	2,554,095
Substitute salaries	32,480
Clerical and paraprofessional staff salaries	498,728
Payroll taxes	228,638
Retirement	299,808
Other employee benefits	542,577
Purchased services	1,255,231
Distance education and telecommunications	612
Supplies and materials	65,993
Other expenses	19,678
Total special education programs	<u>5,497,840</u>
TOTAL INSTRUCTIONAL PROGRAMS	<u>22,146,614</u>
SUPPORT SERVICES - PUPILS	
Regular salaries	602,800
Clerical and paraprofessional staff salaries	111,712
Payroll taxes	53,582
Retirement	70,345
Other employee benefits	137,234
Distance education and telecommunications	300
Supplies and materials	21,984
Other expenses	4,183
Total support services - pupils	<u>1,002,140</u>
SUPPORT SERVICES - SAFETY AND SECURITY	
Purchased services	<u>43,122</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND  
SCHEDULE OF CASH DISBURSEMENTS FOR OPERATIONAL EXPENSES  
YEAR ENDED AUGUST 31, 2018

SUPPORT SERVICES - STAFF

Regular salaries	732,421
Clerical and paraprofessional staff salaries	298,209
Payroll taxes	76,372
Retirement	96,756
Employee benefits	191,115
Purchased services	101,639
Distance education and telecommunications	181,512
Supplies and materials	50,776
Capital outlay	55,403
Other expenses	<u>27,441</u>
Total support services - staff	<u>1,811,644</u>

SUPPORT SERVICES - SCHOOL IMPROVEMENT

Regular salaries	110,754
Payroll taxes	8,140
Retirement	10,940
Employee benefits	19,764
Purchased services	25,219
Supplies and materials	1,048
Other expenses	<u>13,161</u>
Total support services - school improvement	<u>189,026</u>

SUPPORT SERVICES - BOARD OF EDUCATION

Regular salaries	75,113
Payroll taxes	5,229
Retirement	7,301
Employee benefits	27,885
Purchased services	30,324
Liability insurance	50,857
Supplies and materials	7,969
Other expenses	<u>32,607</u>
Total support services - Board of Education	<u>237,285</u>

SUPPORT SERVICES - EXECUTIVE ADMINISTRATION

Regular salaries	299,465
Clerical and paraprofessional staff salaries	30,582
Payroll taxes	19,064

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND  
SCHEDULE OF CASH DISBURSEMENTS FOR OPERATIONAL EXPENSES  
YEAR ENDED AUGUST 31, 2018

SUPPORT SERVICES - EXECUTIVE ADMINISTRATION (Continued)	
Retirement	31,583
Other employee benefits	77,351
Purchased services	40,074
Supplies and materials	16,962
Other expenses	12,585
Total support services - executive administration	<u>527,666</u>
SUPPORT SERVICES - DISTRICT LEGAL SERVICES	
Legal services	<u>78,248</u>
SUPPORT SERVICES - OFFICE OF THE PRINCIPAL	
Regular salaries	1,246,802
Clerical and paraprofessional staff salaries	392,787
Payroll taxes	121,804
Retirement	159,353
Other employee benefits	291,502
Other expenses	4,654
Total support services - Office of the Principal	<u>2,216,902</u>
SUPPORT SERVICES - BUSINESS SERVICES	
Regular salaries	252,848
Clerical and paraprofessional staff salaries	32,476
Payroll taxes	21,379
Retirement	28,124
Other employee benefits	281,470
Purchased services	59,564
Supplies and materials	1,152
Other expenses	5,179
Total support services - business services	<u>682,192</u>
SUPPORT SERVICES - VEHICLE ACQUISITION AND MAINTENANCE	
Purchased services	<u>27,785</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND  
SCHEDULE OF CASH DISBURSEMENTS FOR OPERATIONAL EXPENSES  
YEAR ENDED AUGUST 31, 2018

SUPPORT SERVICES - MAINTENANCE AND OPERATION	
OF BUILDING AND PLANT	
Regular salaries	1,203,125
Clerical and custodial staff	130,234
Payroll taxes	100,355
Retirement	126,738
Other employee benefits	431,002
Purchased services	1,589,337
Distance education and telecommunications	1,379
Supplies and materials	94,043
Capital outlay	3,614
Other expenses	704
	<hr/>
Total support services - maintenance and operation of building and plant	<u>3,680,531</u>
SUPPORT SERVICES - REGULAR PUPIL TRANSPORTATION	
OPEN ENROLLMENT IN LEARNING COMMUNITY	
Salaries of drivers	13,538
Payroll taxes	978
Retirement	1,337
Employee benefits	1,062
Purchased services	527,424
Distance education and telecommunications	1,156
Capital outlay	(1,346)
	<hr/>
Total support services - regular pupil transportation open enrollment in learning community	<u>544,149</u>
SUPPORT SERVICES - SPECIAL EDUCATION PUPIL	
TRANSPORTATION	
Salaries of drivers	234,709
Payroll taxes	16,272
Retirement	23,184
Other employee benefits	95,999
Purchased services	94,768
Distance education and telecommunications	5,232
	<hr/>
Total support services - special education pupil transportation	<u>470,164</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
GENERAL FUND  
SCHEDULE OF CASH DISBURSEMENTS FOR OPERATIONAL EXPENSES  
YEAR ENDED AUGUST 31, 2018

CATEGORICAL GRANTS FROM CORPORATIONS AND OTHER	
PRIVATE INTERESTS	
Regular salaries	90,336
Clerical and paraprofessional staff salaries	526
Payroll taxes	6,797
Retirement	8,975
Other employee benefits	19,007
Supplies and materials	9,529
Other expenses	<u>436</u>
Total categorical grants from corporations and other private interests	<u>135,606</u>
STATE PROGRAMS	
State grants	<u>12,125</u>
FEDERAL PROGRAMS	
Title I, Part A	502,100
Title I, Accountability	28,762
Title II, Part A	109,632
IDEA Part B (611) Base Allocation	210,464
IDEA Preschool (619) Base Allocation	20,637
IDEA Enrollment/Poverty	484,575
IDEA Proportionate Share	30,511
IDEA Special Projects	4,903
Carl Perkins	80,430
Title III, Limited English Proficient Grant	24,905
Other federal categorical expenditures	<u>20,274</u>
Total federal programs	<u>1,517,193</u>
SUMMER SCHOOL	<u>137,920</u>
TOTAL DISBURSEMENTS	<u><u>35,460,312</u></u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
GENERAL FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

		Original and Final Budget	2018 Actual	2017 Actual
	FUND BALANCE, beginning of year		<u>2,976,853</u>	<u>2,056,860</u>
RECEIPTS				
	Local sources			
	Taxes			
1110	Property taxes - general purpose	16,879,966	15,736,107	1,541,271
1111	Learning Community Common Levy		726,533	10,801,341
1115	Carline tax	2,900	13,430	6,381
1120	Public Power District sales tax	295,000	458,612	408,115
1125	Motor vehicle taxes	2,563,330	3,393,699	2,688,203
1230	Tuition from other districts			35,000
1410	Interest	10,000	11,038	12,081
1610	Local license fees and fines	37,000	36,520	47,007
1920	Contributions and donations		25,000	
1925	Categorical grants from corporations and other private interests		97,063	131,373
1990	Other local receipts	12,000	19,009	19,660
	Total local sources	<u>19,800,196</u>	<u>20,517,011</u>	<u>15,690,432</u>
	County sources			
2110	County fines and license fees	110,000	106,600	109,869
	State sources			
3110	State aid	10,723,037	10,723,037	13,623,218
3120	Special education	3,329,277	1,891,973	2,098,608
3125	Special education pupil transportation	230,000	224,203	228,757
3130	Homestead exemption		412,642	312,697
3131	Property tax credit		580,673	332,619
3132	Personal property tax credit		46,732	29,173
3134	Personal property tax credit - railroads & public service		6,905	

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
GENERAL FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

		Original and Final Budget	2018 Actual	2017 Actual
RECEIPTS (Continued)				
State sources (Continued)				
3135	High-ability learners	20,000	23,346	23,458
3155	Textbook loan			4,076
3165	Flex funding			10,500
3180	Pro-rate motor vehicle	25,000	38,256	33,399
3200	State apportionment	425,000	449,934	430,904
3540	State early childhood		68,147	79,434
3990	Other state receipts	90,000	66,393	89,146
	Total state sources	<u>14,842,314</u>	<u>14,532,241</u>	<u>17,295,989</u>
Federal sources				
4200	Title I, Part A	875,000	573,183	691,741
4210	Title I, Accountability		49,089	48,824
4310	Title II, Part A		96,546	93,746
4404	IDEA Part B (611) Base Allocation		207,638	207,516
4406	IDEA Preschool (619) Base Allocation		20,611	24,129
4410	IDEA Enrollment/Poverty		544,396	775,706
4412	IDEA Part B Proportionate Share		17,631	22,601
4415	IDEA Special Projects		7,556	12,875
4450	Medicaid in Public Schools	30,000	4,164	43,017
4455	Medicaid Administrative Activities	80,000	87,665	90,474
4700	Carl Perkins	28,500	101,069	33,253
4925	Title III, Limited English Proficient Grant		66,415	29,802
4990	Other federal categorical receipts		1,152	2,000
	Total federal sources	<u>1,013,500</u>	<u>1,777,115</u>	<u>2,075,684</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
GENERAL FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
RECEIPTS (Continued)			
Nonrevenue receipts			
5500 Transfers from other funds	<u>400,000</u>	<u>325,081</u>	<u>104,144</u>
Total receipts	<u>36,166,010</u>	<u>37,258,048</u>	<u>35,276,118</u>
 TOTAL FUNDS AVAILABLE		 <u>40,234,901</u>	 <u>37,332,978</u>
 DISBURSEMENTS			
1100 Regular instruction	16,998,828	12,931,211	12,143,382
1125 Regular instruction (flex-spending)		112,665	14,866
1150 Limited English proficiency		677,904	640,804
1160 Poverty programs		2,926,994	2,888,558
1200 Special education programs	6,162,572	5,497,840	5,389,876
Support services			
2100 Pupils	1,081,358	1,002,140	923,905
2150 Safety and security		43,122	46,841
2200 Staff	2,167,326	1,811,644	1,773,787
2213 School improvement		189,026	199,267
2600 Maintenance and operation of building and plant	3,793,736	3,680,531	3,713,321
2755 Regular pupil transportation open enrollment in learning community	400,000	544,149	521,729
2760 Special education pupil transportation	589,841	470,164	458,402
General and administrative			
2310 Board of Education	214,000	237,285	178,513
2320 Executive administration	538,327	527,666	539,078
2330 District legal services	691,694	78,248	158,369
2400 Office of the Principal	2,132,000	2,216,902	2,101,578
2510 Business services	766,859	682,192	680,348

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
GENERAL FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
DISBURSEMENTS (Continued)			
General and administrative (Continued)			
2520 Vehicle acquisition and maintenance	115,000	27,785	25,426
3400 Categorical grants from corporations and other private interests		135,606	126,457
3500 State programs		12,125	49,313
4000 Federal programs	1,972,812	1,517,193	1,648,905
6000 Summer school	137,000	137,920	133,400
Total disbursements	<u>37,761,353</u>	<u>35,460,312</u>	<u>34,356,125</u>
 FUND BALANCE, end of year		 <u>4,774,589</u>	 <u>2,976,853</u>
 ANALYSIS OF FUND BALANCE			
Cash			
Checking and savings accounts		4,018,663	2,480,741
Due from other funds		2,900	2,900
Payroll withholdings		(410,793)	(68,331)
Total cash		<u>3,610,770</u>	<u>2,415,310</u>
 County Treasurers		 <u>1,163,819</u>	 <u>561,543</u>
 TOTAL FUND BALANCE		 <u>4,774,589</u>	 <u>2,976,853</u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
DEPRECIATION FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE, beginning of year		<u>1,653,988</u>	<u>1,437,560</u>
<b>RECEIPTS</b>			
Transfer - General Fund (as expensed from the General Fund)	400,000	300,000	500,000
Interest received		3,743	2,260
Total receipts	<u>400,000</u>	<u>303,743</u>	<u>502,260</u>
 TOTAL FUNDS AVAILABLE		 <u>1,957,731</u>	 <u>1,939,820</u>
<b>DISBURSEMENTS</b>			
Capital outlay	<u>2,119,092</u>	<u>147,927</u>	<u>285,832</u>
 FUND BALANCE, end of year		 <u>1,809,804</u>	 <u>1,653,988</u>
<b>ANALYSIS OF FUND BALANCE</b>			
Cash in bank			
Checking and savings accounts		<u>1,809,804</u>	<u>1,653,988</u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
ACTIVITIES FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE, beginning of year		<u>276,308</u>	<u>266,122</u>
RECEIPTS			
Activities receipts	<u>725,000</u>	<u>601,498</u>	<u>631,229</u>
TOTAL FUNDS AVAILABLE		<u>877,806</u>	<u>897,351</u>
DISBURSEMENTS			
Activities expenses	<u>936,120</u>	<u>585,872</u>	<u>621,043</u>
FUND BALANCE, end of year		<u>291,934</u>	<u>276,308</u>
ANALYSIS OF FUND BALANCE			
Cash in bank			
Checking and savings accounts		<u>291,934</u>	<u>276,308</u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
SCHOOL NUTRITION FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE, beginning of year		<u>4,017</u>	<u>3,846</u>
<b>RECEIPTS</b>			
Sale of lunches	630,000	574,870	587,821
State reimbursement	13,500	14,011	12,531
Federal reimbursement	1,200,000	1,382,028	1,392,890
Child and adult care food program	9,500	15,404	10,131
Interest	500	468	1,160
Other receipts		5,389	9,746
Total receipts	<u>1,853,500</u>	<u>1,992,170</u>	<u>2,014,279</u>
<b>TOTAL FUNDS AVAILABLE</b>		<u>1,996,187</u>	<u>2,018,125</u>
<b>DISBURSEMENTS</b>			
Salaries	560,000	572,083	548,324
Payroll taxes and benefits	110,000	106,768	100,515
Purchased services		1,106	1,093
Food and supplies	1,146,846	982,720	1,244,481
Equipment purchases	40,000	1,369	14,135
Other expenses		530	1,416
Transfers to the General Fund		325,081	104,144
Total disbursements	<u>1,856,846</u>	<u>1,989,657</u>	<u>2,014,108</u>
FUND BALANCE, end of year		<u>6,530</u>	<u>4,017</u>
<b>ANALYSIS OF FUND BALANCE</b>			
Cash in bank			
Checking and savings accounts		<u>6,530</u>	<u>4,017</u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
BOND FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE, beginning of year		<u>4,490,716</u>	<u>4,312,165</u>
RECEIPTS			
Taxes			
Property taxes - debt purpose	2,826,737	1,608,867	2,325,974
Carline tax	450	1,306	2,135
Public Power District sales tax	67,000	44,595	92,041
Homestead exemption		40,096	59,806
Property tax credit		56,353	83,944
Personal property tax credit		4,544	7,012
Personal property tax credit - railroads & public service		671	
Pro-rate motor vehicle	6,500	4,668	6,115
Total receipts	<u>2,900,687</u>	<u>1,761,100</u>	<u>2,577,027</u>
TOTAL FUNDS AVAILABLE		<u>6,251,816</u>	<u>6,889,192</u>
DISBURSEMENTS			
Debt service			
Principal	2,180,425	1,240,000	1,980,000
Interest	389,890	389,890	418,476
Other	800		
Total disbursements	<u>2,571,115</u>	<u>1,629,890</u>	<u>2,398,476</u>
FUND BALANCE, end of year		<u>4,621,926</u>	<u>4,490,716</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
BOND FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
ANALYSIS OF FUND BALANCE			
Cash in bank			
Due from other funds		<u>2,415</u>	<u>2,415</u>
County Treasurers		<u>4,619,511</u>	<u>4,488,301</u>
TOTAL FUND BALANCE		<u><u>4,621,926</u></u>	<u><u>4,490,716</u></u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
SPECIAL BUILDING FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE, beginning of year		<u>2,346,486</u>	<u>2,464,238</u>
RECEIPTS			
Taxes			
Property taxes - general purpose		2	7
Interest		<u>8,056</u>	<u>5,524</u>
Total receipts		<u><u>8,058</u></u>	<u><u>5,531</u></u>
TOTAL FUNDS AVAILABLE		<u>2,354,544</u>	<u>2,469,769</u>
DISBURSEMENTS			
Buildings and sites	<u>2,464,238</u>	<u>227,201</u>	<u>123,283</u>
FUND BALANCE, end of year		<u><u>2,127,343</u></u>	<u><u>2,346,486</u></u>
ANALYSIS OF FUND BALANCE			
Cash in bank			
Checking and savings accounts		2,132,658	2,353,180
Due to other funds		<u>(5,315)</u>	<u>(5,315)</u>
Total cash		<u>2,127,343</u>	<u>2,347,865</u>
County Treasurers			<u>(1,379)</u>
TOTAL FUND BALANCE		<u><u>2,127,343</u></u>	<u><u>2,346,486</u></u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE, beginning of year		<u>1,939,457</u>	<u>841,998</u>
<b>RECEIPTS</b>			
Taxes			
Property taxes - debt services	403,153	1,599,491	757,071
Carline tax	100	1,306	694
Public Power District sales tax	13,000		30,538
Homestead exemption		40,117	19,761
Property tax credit		56,495	28,412
Personal property tax credit		4,544	2,336
Personal property tax credit - railroads & public service		671	
Pro-rate motor vehicle	1,300	3,266	1,828
Interest	3,000	3,310	7,857
Sale of bonds			2,540,445
United States Treasury interest	<u>75,000</u>	<u>68,251</u>	<u>70,255</u>
Total receipts	<u>495,553</u>	<u>1,777,451</u>	<u>3,459,197</u>
<b>TOTAL FUNDS AVAILABLE</b>		<u>3,716,908</u>	<u>4,301,195</u>
<b>DISBURSEMENTS</b>			
Debt service			
Principal	634,719	1,265,000	325,000
Interest payments	97,211	104,795	173,452
Other	1,550	64	74
Building acquisition and improvement	<u>1,474,351</u>	<u>513,044</u>	<u>1,863,212</u>
Total disbursements	<u>2,207,831</u>	<u>1,882,903</u>	<u>2,361,738</u>
FUND BALANCE, end of year		<u>1,834,005</u>	<u>1,939,457</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
ANALYSIS OF FUND BALANCE			
Cash in bank			
Checking and savings accounts		<u>193,182</u>	<u>1,896,458</u>
County Treasurers		<u>1,640,823</u>	<u>42,999</u>
TOTAL FUND BALANCE		<u><u>1,834,005</u></u>	<u><u>1,939,457</u></u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
COOPERATIVE FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE, beginning of year		<u>952,764</u>	<u>766,815</u>
RECEIPTS			
Tuition and other receipts	<u>1,550,000</u>	<u>889,225</u>	<u>1,676,134</u>
TOTAL FUNDS AVAILABLE		<u>1,841,989</u>	<u>2,442,949</u>
DISBURSEMENTS			
Special education instructional programs			
Regular salaries		1,015,163	974,560
Substitute salaries		1,540	7,587
Clerical and paraprofessional staff salaries		90,009	96,466
Payroll taxes		82,645	80,136
Retirement		107,297	104,363
Other employee benefits		217,374	187,079
Purchased services		10,957	4,621
Supplies		4,466	6,641
Capital outlay		3,245	
Other expenses		<u>30,161</u>	<u>28,732</u>
Total disbursements	<u>2,316,815</u>	<u>1,562,857</u>	<u>1,490,185</u>
FUND BALANCE, end of year		<u>279,132</u>	<u>952,764</u>
ANALYSIS OF FUND BALANCE			
Cash in bank			
Checking and savings accounts		<u>279,132</u>	<u>952,764</u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE -  
CASH BASIS - BUDGET AND ACTUAL  
STUDENT FEE FUND  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018  
(WITH COMPARATIVE ACTUAL AMOUNTS FOR 2017)

	Original and Final Budget	2018 Actual	2017 Actual
FUND BALANCE (DEFICIT), beginning of year		<u>(1,192)</u>	<u>13,553</u>
RECEIPTS			
Activities receipts	<u>22,447</u>	<u>49,585</u>	<u>20,894</u>
TOTAL FUNDS AVAILABLE		<u>48,393</u>	<u>34,447</u>
DISBURSEMENTS			
Extracurricular activity fees	<u>36,000</u>	<u>35,593</u>	<u>35,639</u>
FUND BALANCE (DEFICIT), end of year		<u>12,800</u>	<u>(1,192)</u>
ANALYSIS OF FUND BALANCE			
Cash in bank			
Checking and savings accounts		<u>12,800</u>	<u>(1,192)</u>

See accompanying notes to budgetary schedules.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO BUDGETARY SCHEDULES

NOTE 1. SCHEDULES OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE - CASH BASIS - BUDGET AND ACTUAL

Basis of Accounting

The accompanying schedules of receipts, disbursements, and changes in fund balance - cash basis - budget and actual are presented on the cash basis of accounting. This basis is consistent with the basis of accounting used in preparing the basic financial statements. All undisbursed appropriations lapse at the end of the budget year.

Budget Law

The District is required by state law to hold public hearings and adopt annual budgets for all funds on the cash basis of accounting. Total disbursements for each fund may not exceed the total budgeted disbursements. The General Fund is also subject to a total non-special education disbursement limit. Appropriations for disbursements lapse at year end. Any revisions to the adopted budget of total disbursements to any fund require a public hearing.

Funds Over Budget

For the year ended August 31, 2018, the School Nutrition Fund had disbursements of \$1,989,657 and budgeted disbursements of \$1,856,846, resulting in \$132,811 of excess disbursements over budgeted disbursements, due to a transfer to the General Fund of \$325,081.

Comparative Data

Comparative data for the prior year have been presented in the budgetary schedules in order to provide an understanding of the changes in the District's financial position and operation (cash basis).

Transfers

The District transferred \$300,000 from the General Fund to the Depreciation Fund for future capital outlay during the year ended August 31, 2018.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
NOTES TO BUDGETARY SCHEDULES

NOTE 1. SCHEDULES OF RECEIPTS, DISBURSEMENTS, AND CHANGES IN FUND BALANCE - CASH BASIS - BUDGET AND ACTUAL (Continued)

Reconciliation

The Nebraska Department of Education requires separate budgets for those funds considered as General Fund components for budget purposes.

A reconciliation of the General Fund financial reporting basis to the budgetary basis is as follows:

Net change in fund balance - financial reporting basis:

General Fund	<u>1,953,552</u>
Receipts - budgetary basis	
General Fund	37,258,048
Depreciation Fund	303,743
Disbursements - budgetary basis	
General Fund	(35,460,312)
Depreciation Fund	<u>(147,927)</u>
Receipts over (under) disbursements - budgetary basis	<u>1,953,552</u>

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SUMMARY FINANCIAL STATEMENT AND OPERATING STATISTICS  
CONTINUING DISCLOSURE UNDERTAKING  
(UNAUDITED)  
YEAR ENDED AUGUST 31, 2018

Taxable valuation (2017)	1,612,439,630
General obligation bonded debt (including leases and the bonds)	17,330,000
Current enrollment (average daily membership)	3,211
Total General Fund disbursements	35,460,312
Total number of employees	630



**DANA F. COLE  
& COMPANY<sup>LLP</sup>**  
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL  
OVER FINANCIAL REPORTING AND ON COMPLIANCE AND  
OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS  
PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Education  
Douglas County School District No. 54  
Ralston Public Schools  
Ralston, Nebraska

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, as of and for the year ended August 31, 2018, and the related notes to the financial statements, which collectively comprise Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's basic financial statements, and have issued our report thereon dated October 30, 2018.

#### Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's internal control. Accordingly, we do not express an opinion on the effectiveness of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies, and therefore, material weaknesses or significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

## Compliance and Other Matters

As part of obtaining reasonable assurance about whether Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*. The following was noted regarding the Nebraska Budget Act.

The District's School Nutrition Fund exceeded its budget by \$132,811 due to a transfer of \$325,081 to the General Fund.

### Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Dana F Cole + Company, LLP

Lincoln, Nebraska  
October 30, 2018



**DANA F. COLE  
& COMPANY<sup>LLP</sup>**  
CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR  
EACH MAJOR PROGRAM AND ON INTERNAL CONTROL OVER  
COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

To the Board of Education  
Douglas County School District No. 54  
Ralston Public Schools  
Ralston, Nebraska

Report on Compliance for Each Major Federal Program

We have audited Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's compliance with the types of compliance requirements described in the OMB Compliance Supplement that could have a direct and material effect on each of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's major federal programs for the year ended August 31, 2018. Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's major federal programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

*Management's Responsibility*

Management is responsible for compliance with the requirements of federal statutes, regulations, and the terms and conditions of its federal awards applicable to its federal programs.

*Auditors' Responsibility*

Our responsibility is to express an opinion on compliance for each of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's major federal programs based on our audit of the types of compliance requirements referred to above. We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Those standards and the Uniform Guidance require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for each major federal program. However, our audit does not provide a legal determination of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's compliance.

*Opinion on Each Major Federal Program*

In our opinion, Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended August 31, 2018.

**Report on Internal Control Over Compliance**

Management of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska, is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's internal control over compliance with the types of requirements that could have a direct and material effect on each major federal program to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each major federal program and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of Douglas County School District No. 54, Ralston Public Schools, Ralston, Nebraska's internal control over compliance.

*A deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

*Dana J Cole + Company, LLP*

Lincoln, Nebraska  
October 30, 2018

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF FINDINGS AND QUESTIONED COSTS  
YEAR ENDED AUGUST 31, 2018

SECTION I. SUMMARY OF AUDITORS' RESULTS

Financial Statements

Type of auditors' report issued:	Unmodified
Internal control over financial reporting:	
Material weakness identified:	___ Yes <u>X</u> No
Significant deficiencies identified that are not considered to be material weaknesses:	___ Yes <u>X</u> None reported
Noncompliance matter to the financial statements disclosed:	___ Yes <u>X</u> No

Federal Awards

Internal control over major programs:	
Material weakness identified:	___ Yes <u>X</u> No
Significant deficiencies identified that are not considered to be material weaknesses:	___ Yes <u>X</u> None reported
Type of auditors' report issued on compliance for major programs:	Unmodified
Any audit findings disclosed that are required to be reported in accordance with 2 CFR Section 200.516(a):	___ Yes <u>X</u> No
Identification of major programs:	
Child Nutrition Cluster	10.553/10.555/10.559
Dollar threshold used to distinguish between type A and type B programs:	\$750,000
Auditee qualified as a low-risk auditee:	___ Yes <u>X</u> No

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SCHEDULE OF FINDINGS AND QUESTIONED COSTS  
YEAR ENDED AUGUST 31, 2018

SECTION II. FINANCIAL STATEMENT FINDINGS

None noted.

SECTION III. FEDERAL AWARD FINDINGS AND QUESTIONED COSTS

None noted.

DOUGLAS COUNTY SCHOOL DISTRICT NO. 54  
RALSTON PUBLIC SCHOOLS  
RALSTON, NEBRASKA  
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS  
YEAR ENDED AUGUST 31, 2018

The prior audit findings are as follows:

FINANCIAL STATEMENT FINDINGS

2017-001 BUDGET COMPLIANCE

The District's Qualified Capital Purpose Undertaking Fund had disbursements over budget in the amount of \$737,892 and the Student Fee Fund had disbursements over budget in the amount of \$639. We recommended that the District amend the budget before funds are expended in excess of appropriated disbursements for that fund.



# **Superintendent Evaluation Overview 2018/2019**

## **Commendations**

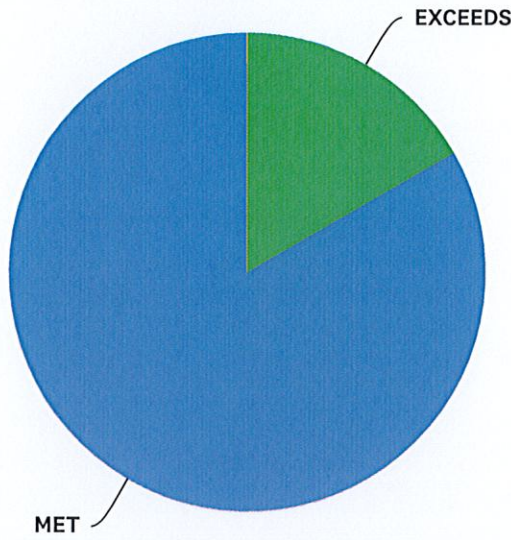
- **Board of Education Development and Training**
- **Response to Board of Education Questions and Concerns**
- **Stakeholder and Sub Group Engagement**
- **Blueprint Program**
- **Delegation**
- **District Communications**

## **Growth Focus Areas**

- **District Recruitment and Retention Process**
- **Involvement of Staff in Strategic Planning Process**
- **Visibility in District Buildings**
- **Alternative Funding Sources**

## Q2 Provides regular updates regarding district matters.

Answered: 6 Skipped: 0

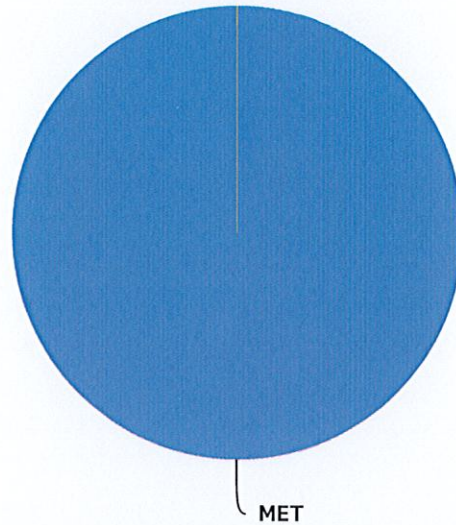


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Updates are always timely and good information. As with most communication, there is always room for growth.	11/25/2018 11:46 AM
2	Communicates effectively and sends updates as needed	11/19/2018 6:40 PM

### Q3 Provides opportunities to learn about the functions of schools and programs through site visits, presentations, and reading materials to the Board.

Answered: 6 Skipped: 0

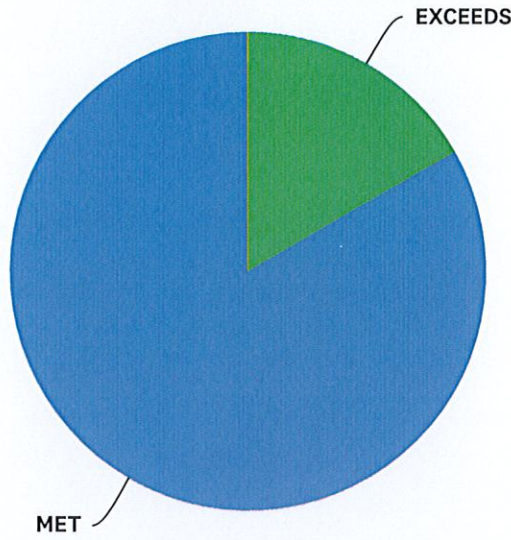


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Provides education opportunities at Board meetings	11/19/2018 6:40 PM

### Q4 Provides adequate meeting materials and background information.

Answered: 6 Skipped: 0

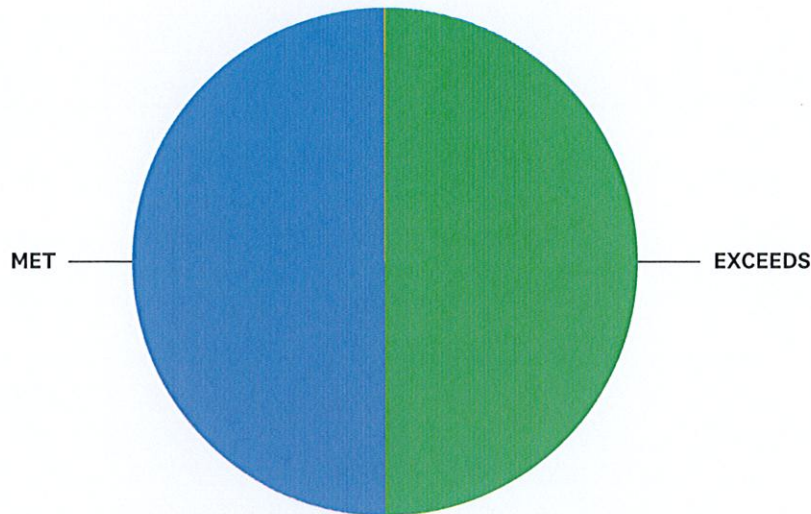


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	A definitie strength with complete transparancy on those things with which the board should be concerned.	11/26/2018 8:47 AM
2	Is prepared for Board Meetings	11/19/2018 6:40 PM

### Q5 Responds to Board Member questions thoroughly and shares information with the entire board in a timely manner and as appropriate.

Answered: 6 Skipped: 0

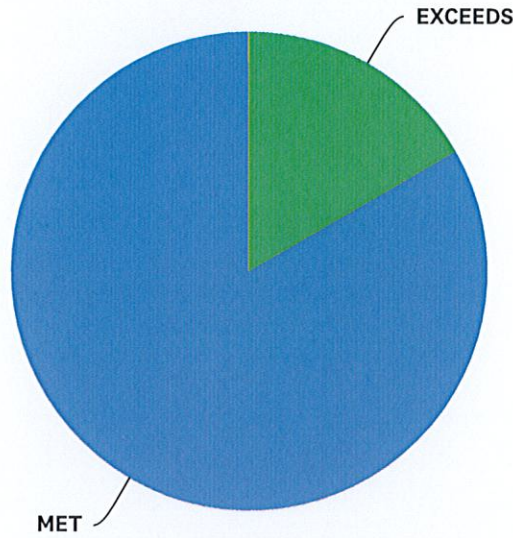


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	I have never made a call to Dr. Adler without an immediate reply or a promise to get more information if he does not have an immediate answer.	11/26/2018 8:47 AM
2	You responsiveness continues to be a huge strength. You provide excellent feedback whenever questions are asked or issue are raised. You are always available and that is great!	11/25/2018 11:46 AM
3	Is responsive and follows up if requested	11/19/2018 6:40 PM

### Q6 Invites Board participation in district activities.

Answered: 6 Skipped: 0

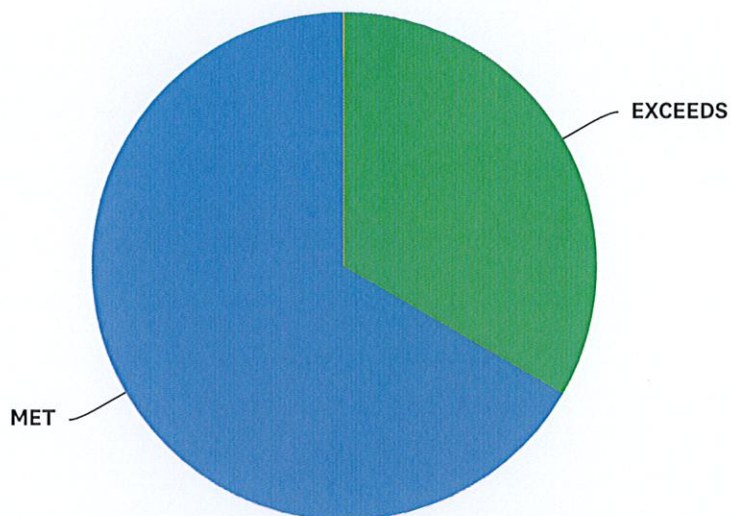


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	I appreciate the invitations to all district activities. I feel like you are constantly working to provide opportunities for the Board's involvement in the district.	11/25/2018 11:46 AM
2	Board calendar	11/19/2018 6:40 PM

### Q7 Assists in the development, recommendation, and administration of policies.

Answered: 6 Skipped: 0

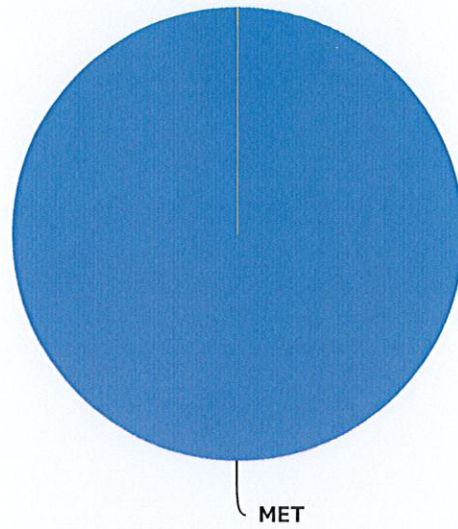


ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Reviews annually and updates	11/19/2018 6:40 PM

### Q8 Encourages and suggests opportunities for Board development.

Answered: 6 Skipped: 0



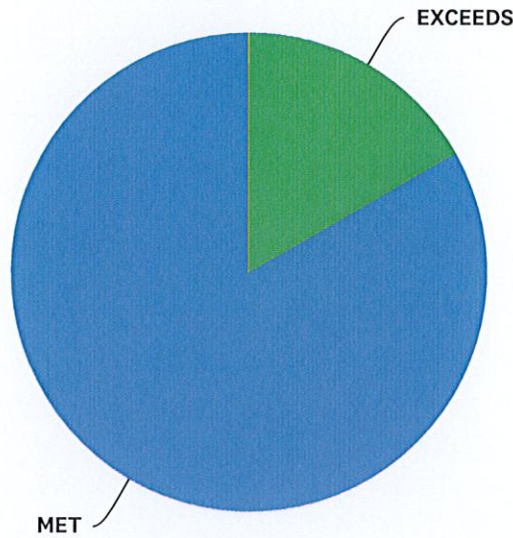
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q9 Works collaboratively with the Board to establish goals and plans for the future.

Answered: 6 Skipped: 0

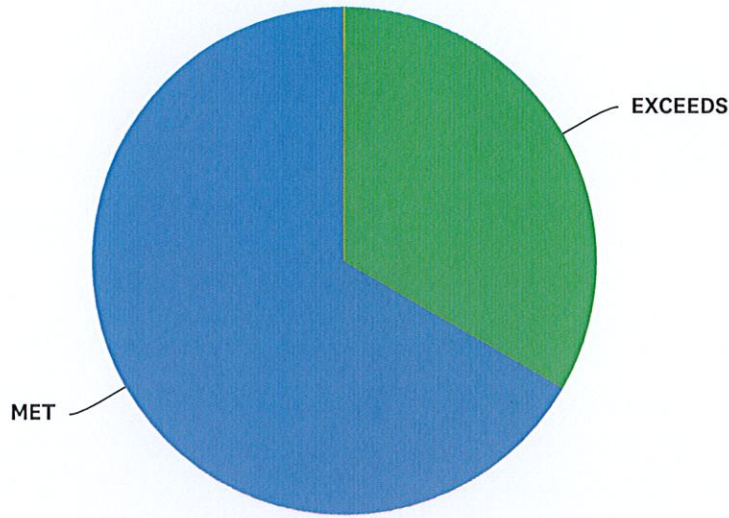


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Responsive to Board and works well with others	11/19/2018 6:48 PM

### Q10 Openly accepts Board input and is responsive to Board directions.

Answered: 6 Skipped: 0

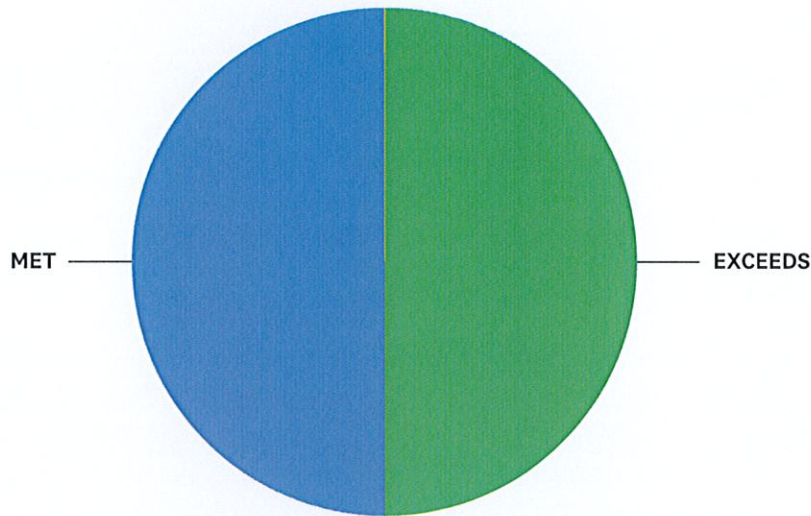


ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	You are always open to hear Board input and if a request can't be met, good explanations are given so the Board can understand the constraints whether they be administrative, financial, or legislative as to why something can't be done.	11/25/2018 11:51 AM
2	Is responsive to Board input	11/19/2018 6:48 PM

### Q11 Alerts the Board about significant media contacts with district personnel and other newsworthy district activities, reports, and incidents.

Answered: 6 Skipped: 0

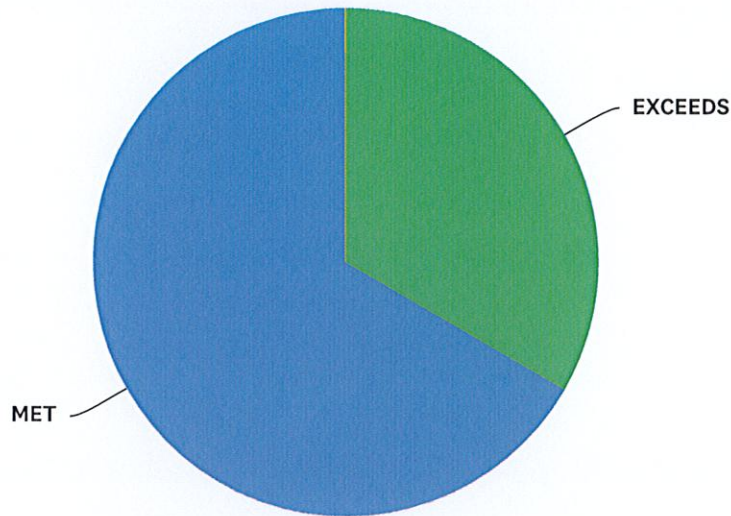


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Alerts are always timely and filled with good information.	11/25/2018 11:51 AM
2	Does a great job of leveraging our Communications Team- we do a great job sending communication	11/19/2018 6:48 PM

**Q12 Implements meeting responsibilities by preparing the agenda, attending and participating in Board meetings, serving as ex-officio member of all committees, and offering professional guidance, recommendations, or assistance.**

Answered: 6 Skipped: 0

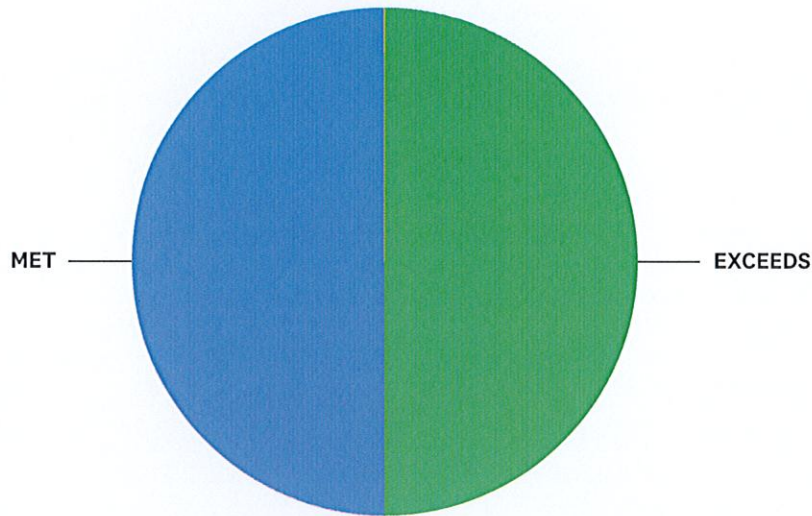


ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
	There are no responses.	

## Q13 Works to cultivate a collaborative working relationship with the Board.

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	While this is always a work in progress, the relationship between is always a positive and collaborative one.	11/25/2018 11:51 AM
2	Is very collaborative and has a great relationship with Board	11/19/2018 6:48 PM

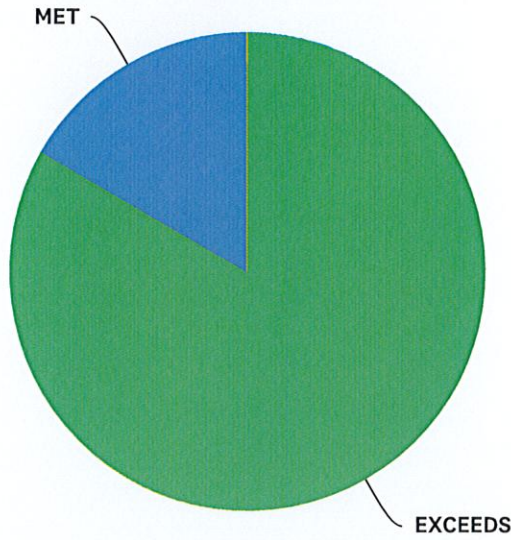
# Q14 Additional Comments:

Answered: 0 Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

### Q15 Projects a positive image of the school district.

Answered: 6 Skipped: 0

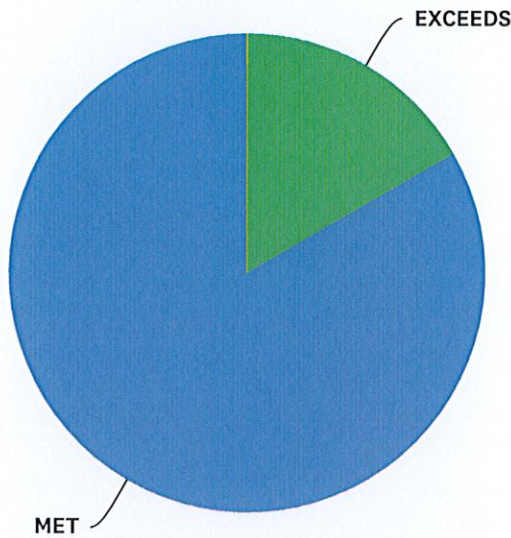


ANSWER CHOICES	RESPONSES	
EXCEEDS	83.33%	5
MET	16.67%	1
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Dr. Adler is well respected among his peers and is a positive presence across the state.	11/26/2018 8:49 AM
2	The district would not ask for a more positive image to represent us.	11/25/2018 11:58 AM
3	Is very positive and pleasant to be around. Mark is well respected.	11/19/2018 6:58 PM

### Q16 Continually identifies all stakeholder groups and establishes effective lines of communication.

Answered: 6 Skipped: 0

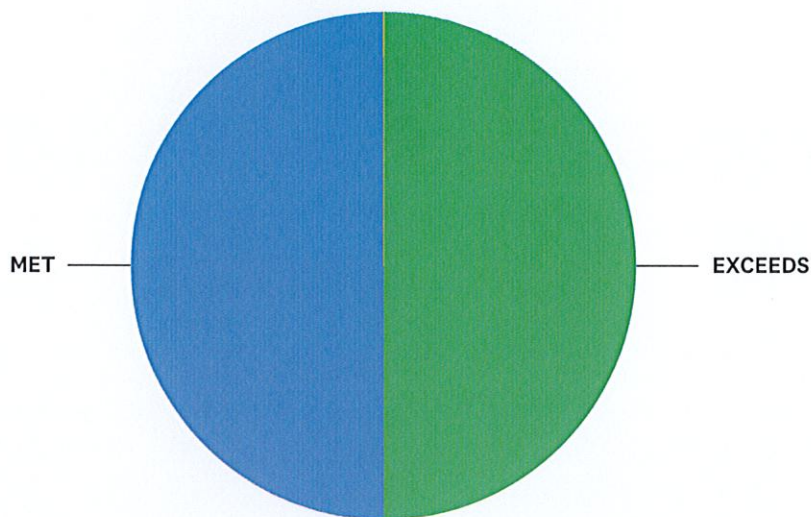


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	The community engagement process has been a huge help in moving this goal forward. This will be a continued work in progress.	11/25/2018 11:58 AM
2	Community forums, surveys, and in process of identifying business partners - leveraging Communication and Josh for career academy	11/19/2018 6:58 PM

### Q17 Maintains good media relations.

Answered: 6 Skipped: 0

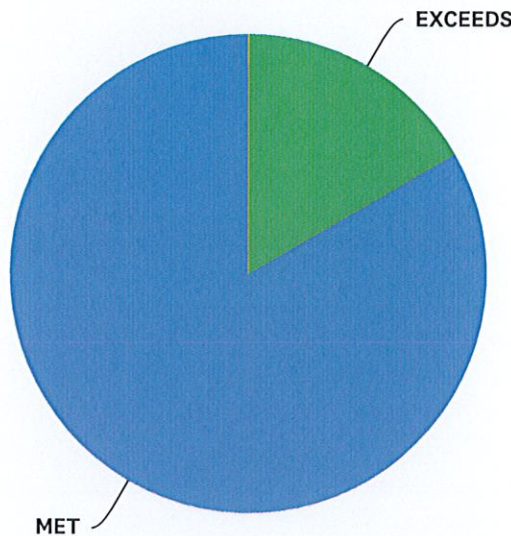


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Jeremy is doing awesome!	11/26/2018 10:45 AM
2	The hiring of Jeremy Maskel has been a huge bolster to this goal. This too will be a continued work in progress, but I feel a good strength in the district.	11/25/2018 11:58 AM
3	Portrays a positive image for our District	11/19/2018 6:58 PM

## Q18 Encourages collaborative relationships with neighborhoods, business, industry, government, and labor.

Answered: 6 Skipped: 0

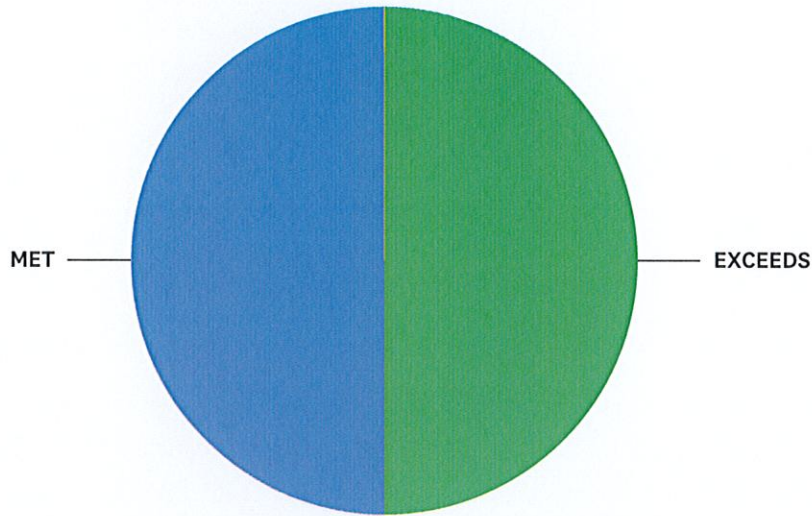


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	As Blueprint moves on to it's next phases, this will continue to be a great area of need. There have been many good things happening with this, and I know the future will provide for better and increased opportunities.	11/25/2018 11:58 AM
2	Great job with Blueprint	11/19/2018 6:58 PM

### Q19 Is “approachable” by all stakeholders.

Answered: 6 Skipped: 0



**ANSWER CHOICES**

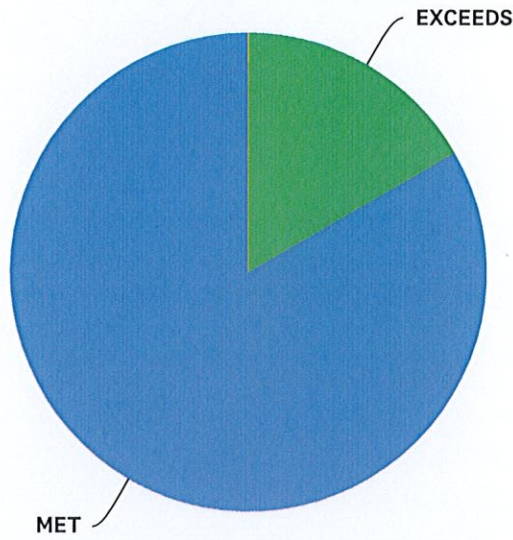
**RESPONSES**

EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	You make all stakeholders in the district feel like they are welcome to approach you at all times.	11/25/2018 11:58 AM
2	Very easy to talk to and is approachable	11/19/2018 6:58 PM

### Q20 Prepares a quality annual report and shares it with the community.

Answered: 6 Skipped: 0



**ANSWER CHOICES**

**RESPONSES**

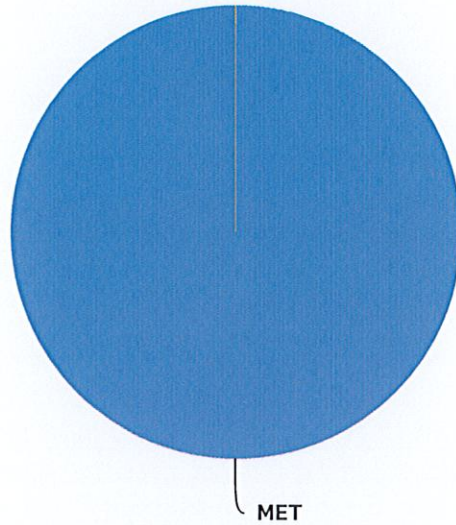
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

## Q21 Provides regular opportunities for community and parent input relating to education and community partnerships.

Answered: 6 Skipped: 0

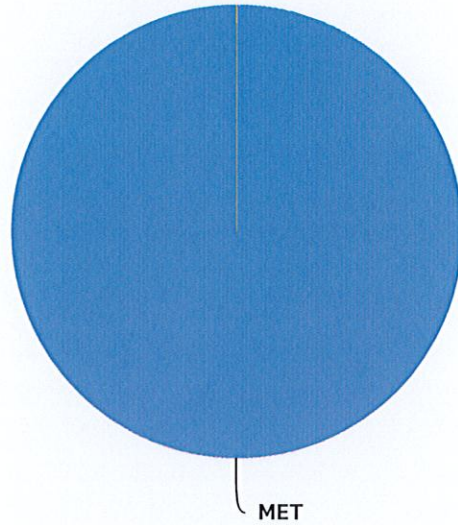


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	The continued focus on the next steps of the community engagement process will be key in moving this goal forward.	11/25/2018 11:58 AM

### Q22 Provides outreach programs, initiatives, or activities that engage and embrace stakeholder needs where possible.

Answered: 6 Skipped: 0

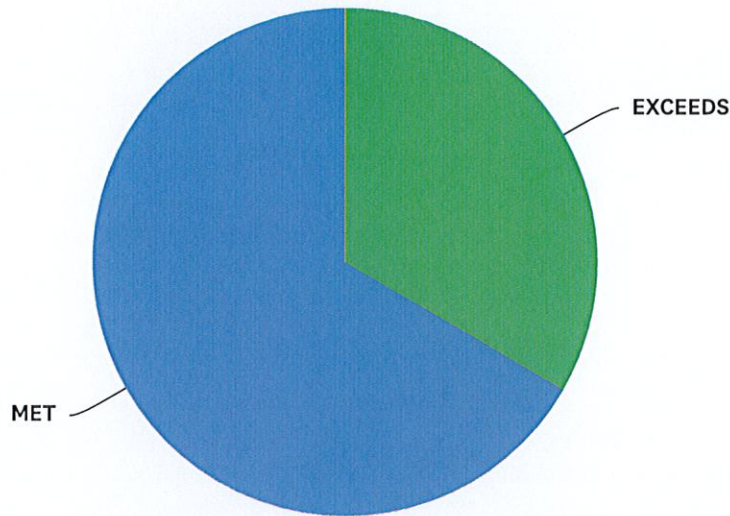


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE  
There are no responses.

### Q23 Seeks out and participates in community programs or activities where possible and appropriate.

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Your continual focus in being a part of the Ralston and Greater Omaha community is always apparent.	11/25/2018 11:58 AM

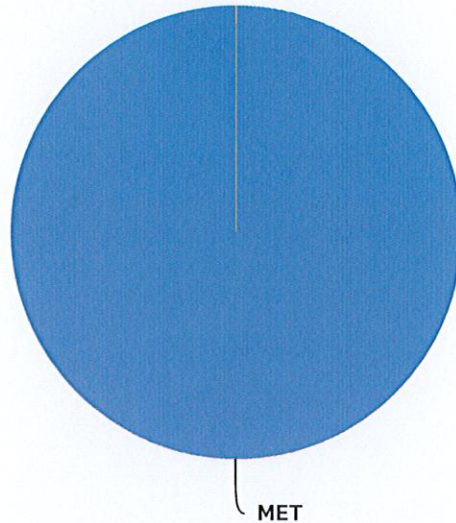
## Q24 Additional Comments:

Answered: 0 Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

### Q25 Communicates effectively with staff regarding current and new trends in education, programs, procedures, and policies.

Answered: 6 Skipped: 0



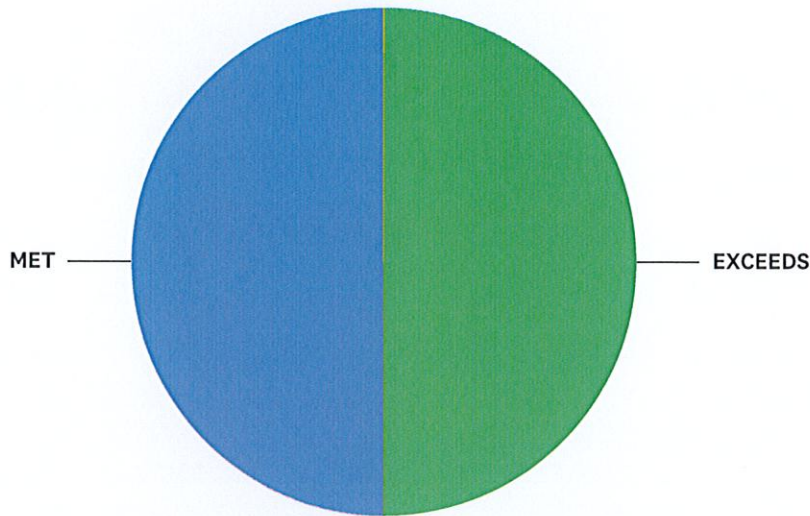
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q26 Demonstrates objectivity, empathy, and accountability in personnel matters.

Answered: 6 Skipped: 0

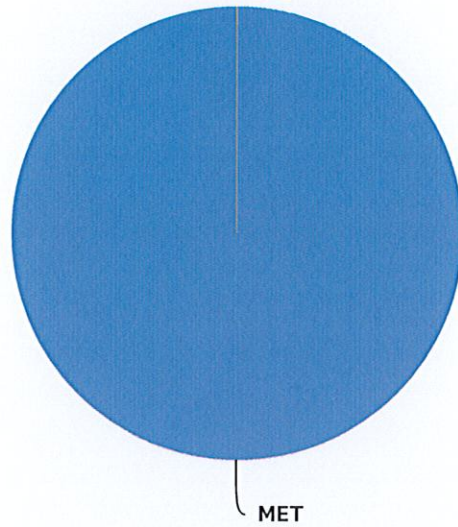


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Is very empathetic and understanding of others	11/19/2018 7:03 PM

# Q27 Ensures evaluation of personnel will be consistent with policies and law.

Answered: 6 Skipped: 0



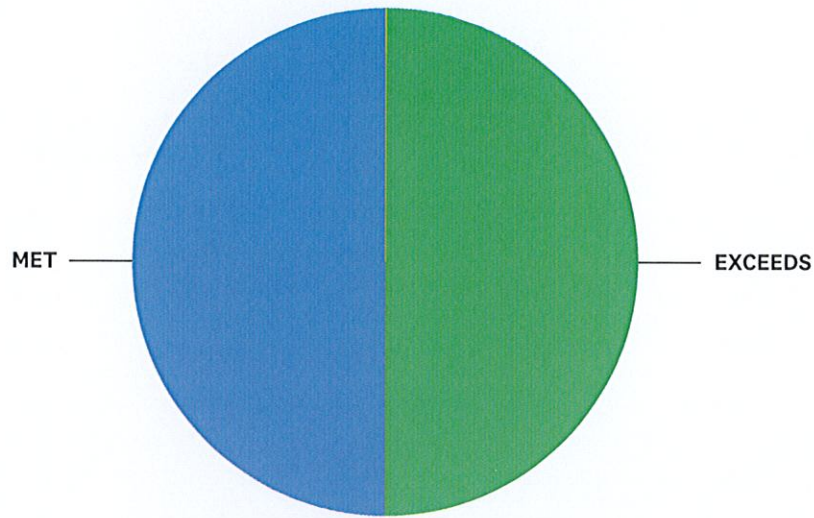
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q28 Shows concern for the welfare of staff.

Answered: 6 Skipped: 0

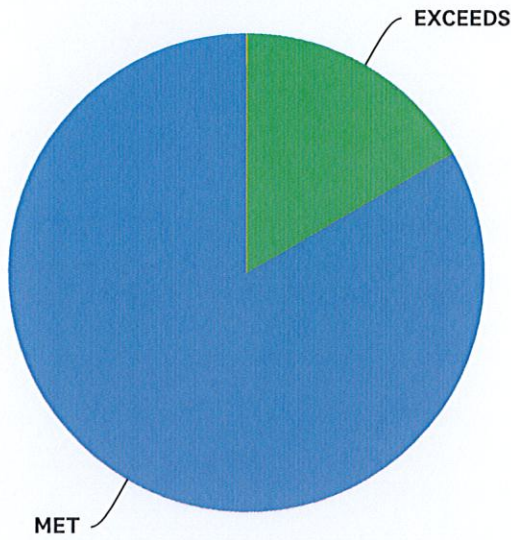


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Treats his staff well and is respected by them	11/19/2018 7:03 PM

## Q29 Delegates both responsibility and authority as appropriate.

Answered: 6 Skipped: 0



**ANSWER CHOICES**

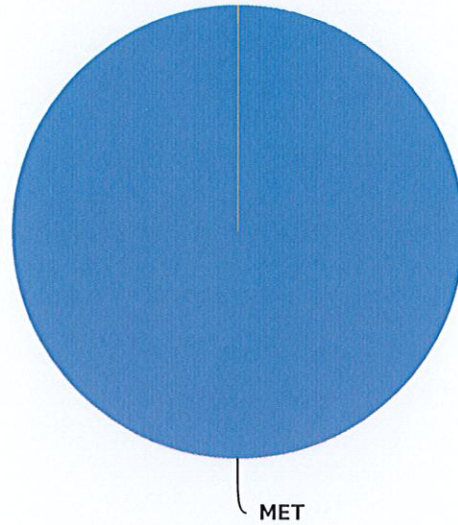
**RESPONSES**

EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
<b>TOTAL</b>		<b>6</b>

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	An ever improving area.	11/25/2018 12:05 PM
2	Has done a great job of delegating and empowering staff	11/19/2018 7:03 PM

### Q30 Provides staff recognition for their contribution(s) towards the betterment of educational outcomes.

Answered: 6 Skipped: 0



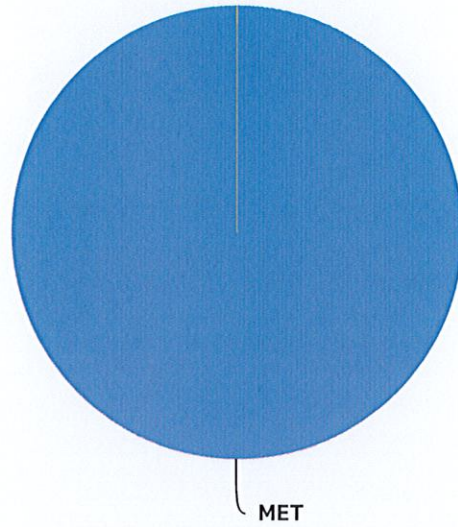
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q31 Recruits and retains competent staff.

Answered: 6 Skipped: 0

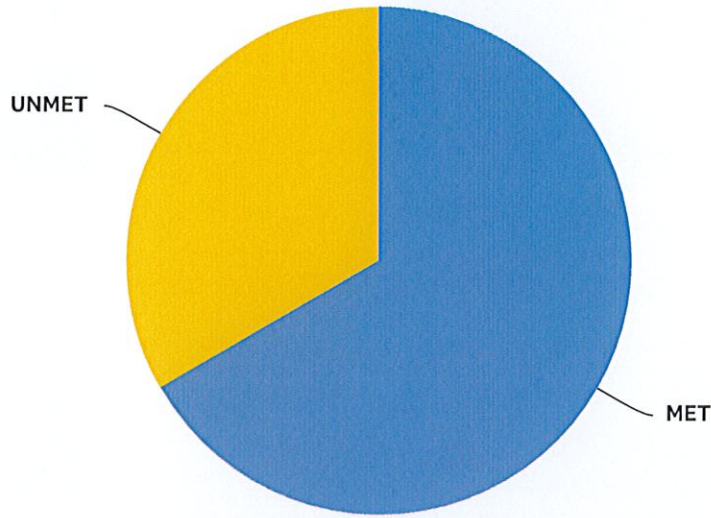


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	I feel we need to recruit differently with UNO, and Metro. I would have a staff member that leads help with the recruiting.	11/26/2018 5:51 AM
2	Hopeful that we can retain our excellent staff	11/19/2018 7:03 PM

### Q32 Involves the staff in strategic planning.

Answered: 6 Skipped: 0

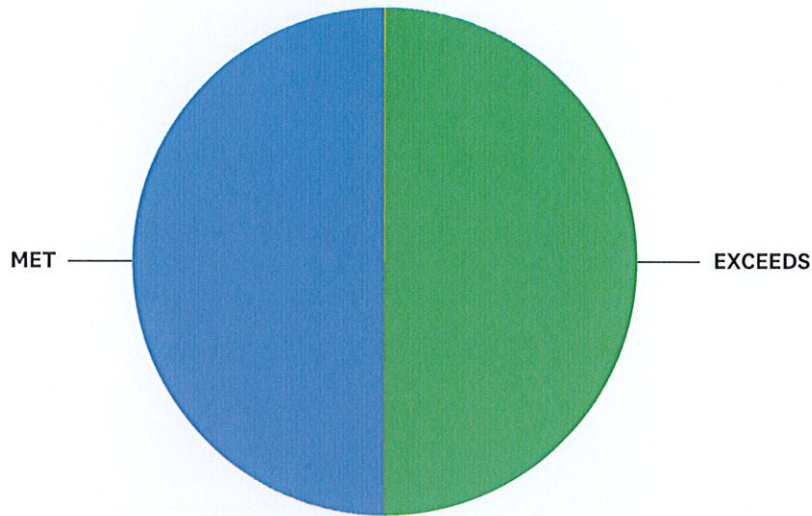


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	66.67%	4
UNMET	33.33%	2
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Just part of our need to work on strategic planning at an all district staff level.	11/25/2018 5:51 AM

### Q33 Cultivates and participates in a collaborative team approach with all staff.

Answered: 6 Skipped: 0

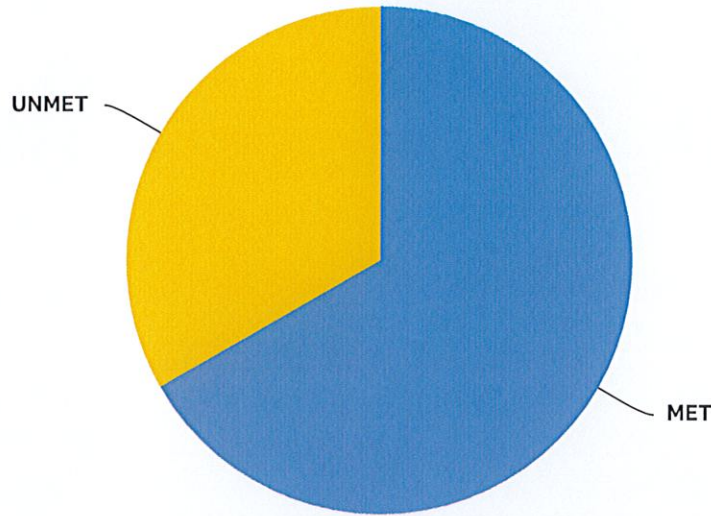


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE  
There are no responses.

### Q34 Is visible and visits buildings and programs on a regular basis.

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	66.67%	4
UNMET	33.33%	2
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Improvements are taking place	11/26/2018 10:47 AM
2	This one requires vigilance as your calendar is easily consumed.	11/26/2018 8:50 AM
3	I know this is an area you have always stated you are working on and have plans to be more deliberate in the scheduling of this time. It is always hard to keep this as a priority in the forefront when the day to day fires come along that need put out. The urgent always necessitates time, sometimes pushing this to the side. If there are any additional resources the Board can help provide for this, I know we would be willing to help where we can.	11/25/2018 12:05 PM

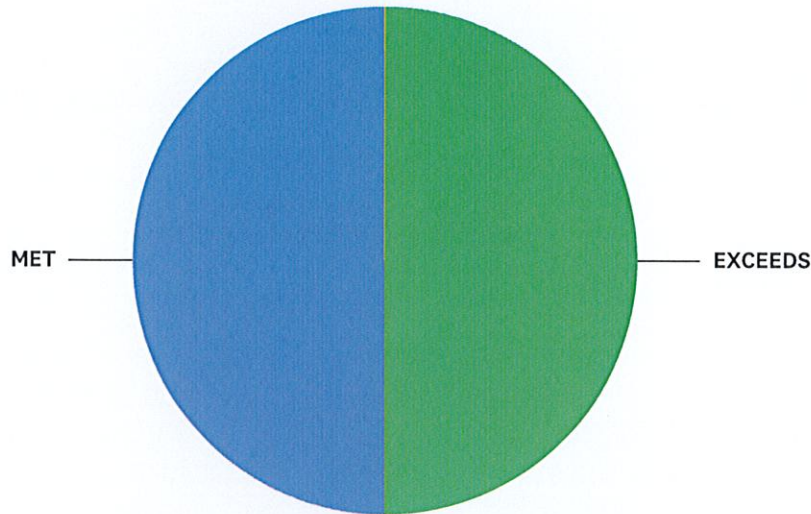
## Q35 Additional Comments:

Answered: 0 Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

### Q36 Seeks Board input and recommends appropriate budgets and any subsequent budget revisions to the Board.

Answered: 6 Skipped: 0

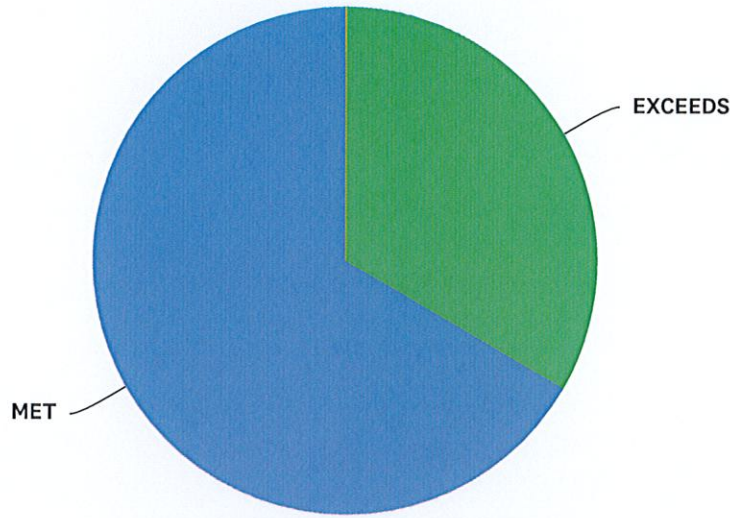


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	The Budgeting process has gone very smoothly the past 2 years. This year, even with the enormous project of implementing the new ESSA codes, the process seemed to be very well thought out and the end product delivered for Board review was easy to follow and review.	11/25/2018 12:09 PM
2	Does a great job of being strategic and is active with legislature for Budget. Empowers and works well with Jason.	11/19/2018 7:06 PM

### Q37 Ensures complete financial controls and audits are in place.

Answered: 6 Skipped: 0



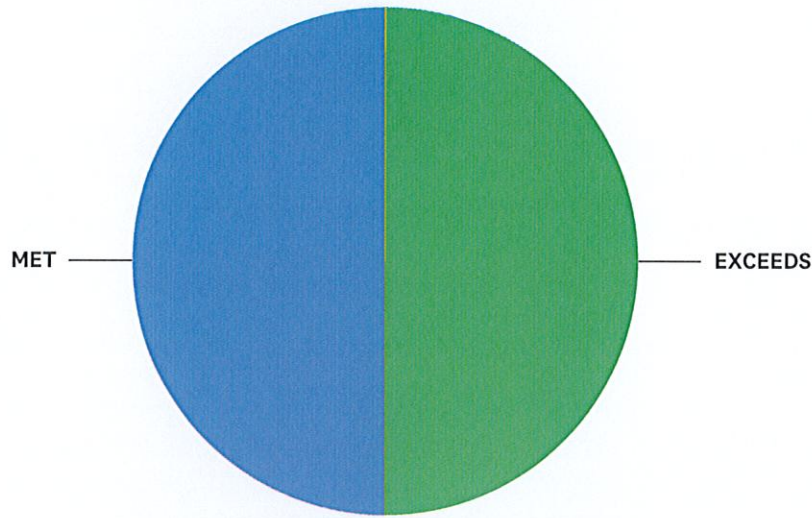
ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q38 Regularly reports to the Board on district budget and finances.

Answered: 6 Skipped: 0

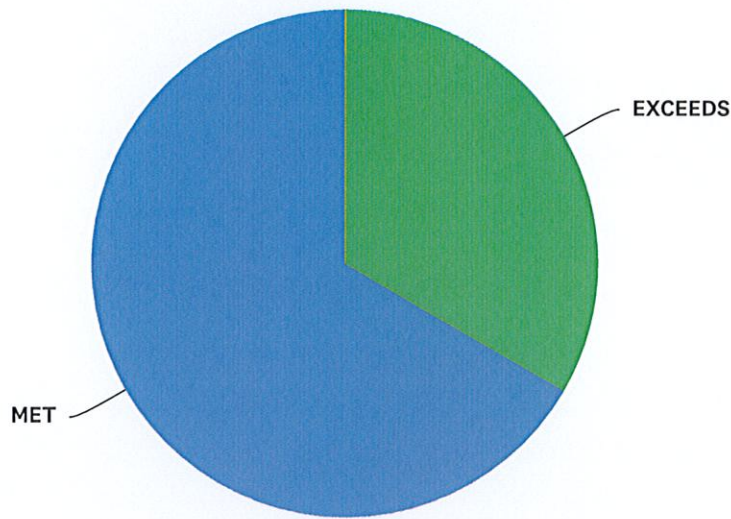


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Twice a month if not more often with complete transparency.	11/26/2018 8:51 AM

### Q39 Informs the Board on current or proposed funding issues.

Answered: 6 Skipped: 0



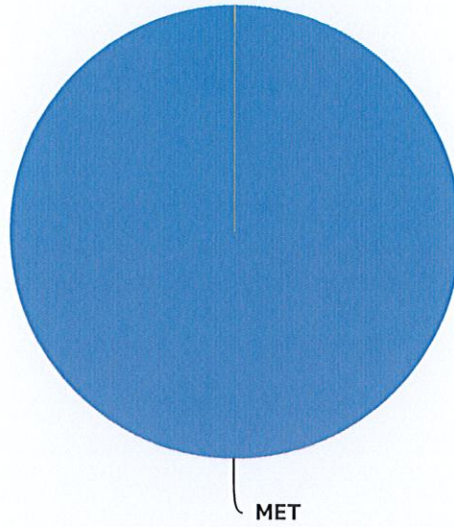
ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q40 Develops facilities management plans and procedures.

Answered: 6 Skipped: 0

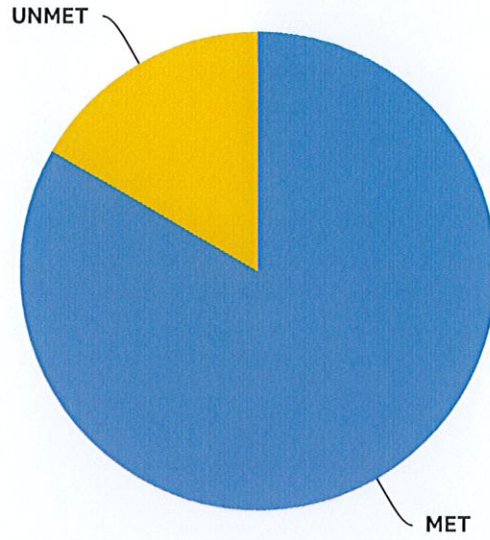


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	With the completion of the facilities study, I look forward to a continued focus on maintaining the districts assets.	11/25/2018 12:09 PM

### Q41 Seeks alternative funding sources.

Answered: 6 Skipped: 0

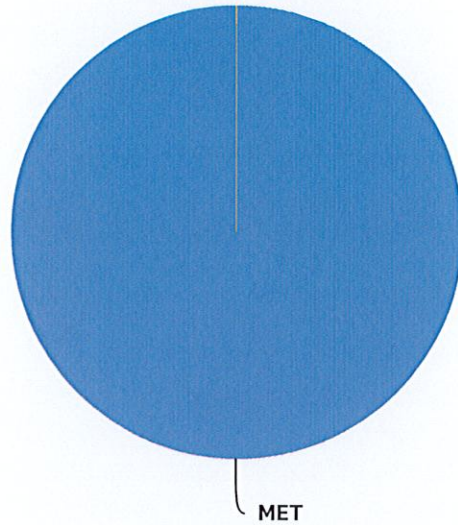


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	83.33%	5
UNMET	16.67%	1
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	I hope to see additional focus on this as the findings from the facilities study are moved forward and we look to see how to pay for maintaining the district assets.	11/25/2018 12:09 PM

# Q42 Ensures the efficient alignment of district resources with district goals.

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE  
There are no responses.

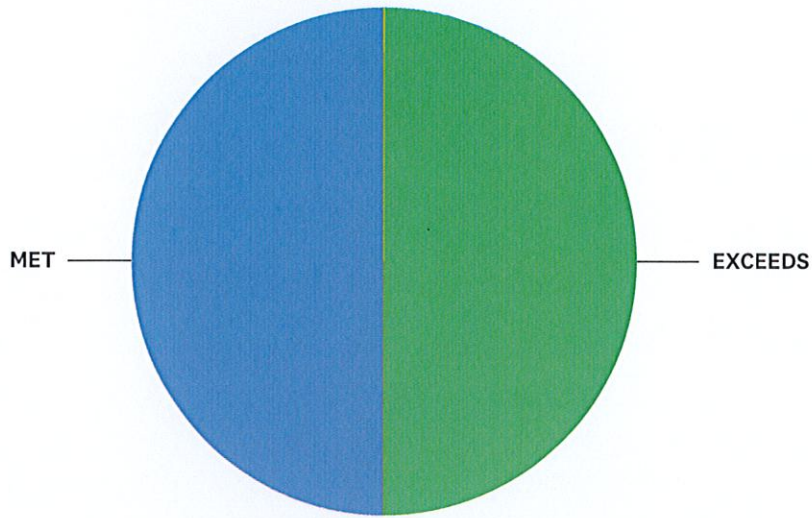
## Q43 Additional Comments:

Answered: 0 Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

### Q44 Projects a strong leadership image.

Answered: 6 Skipped: 0



**ANSWER CHOICES**

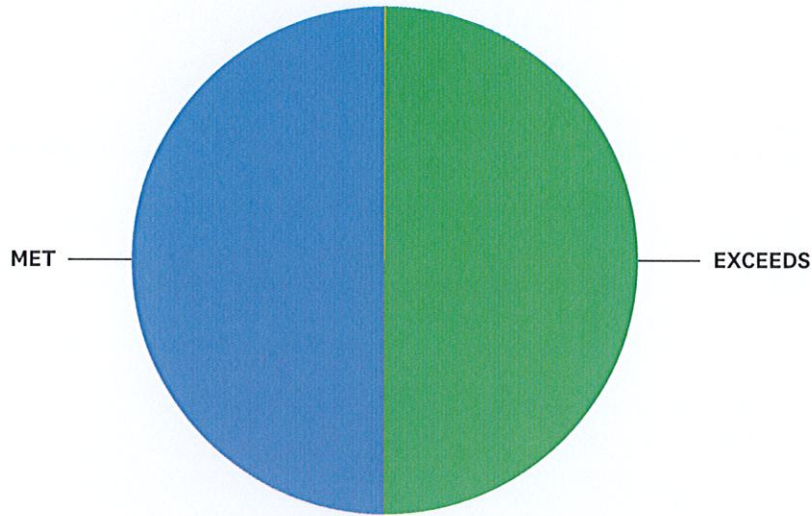
**RESPONSES**

EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Is liked by staff and is a great leader	11/19/2018 7:08 PM

### Q45 Demonstrates enthusiasm in carrying out job responsibilities.

Answered: 6 Skipped: 0

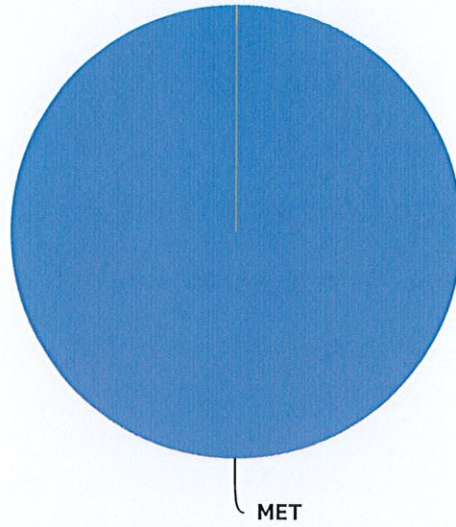


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	It is VERY apparent that you love your job, this district and this community.	11/26/2018 8:52 AM
2	Ralston could not ask for a better leader!	11/25/2018 12:11 PM

## Q46 Demonstrates knowledge of procedural aspects of the job.

Answered: 6 Skipped: 0



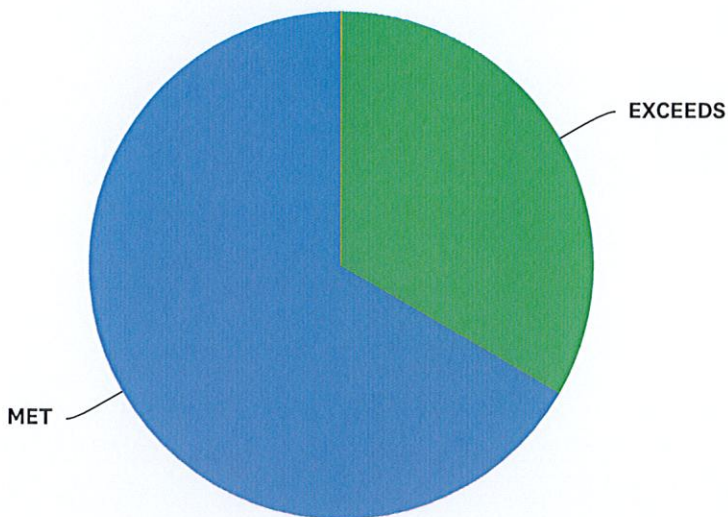
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q47 Seeks to continuously learn and improve.

Answered: 6 Skipped: 0



**ANSWER CHOICES**

**RESPONSES**

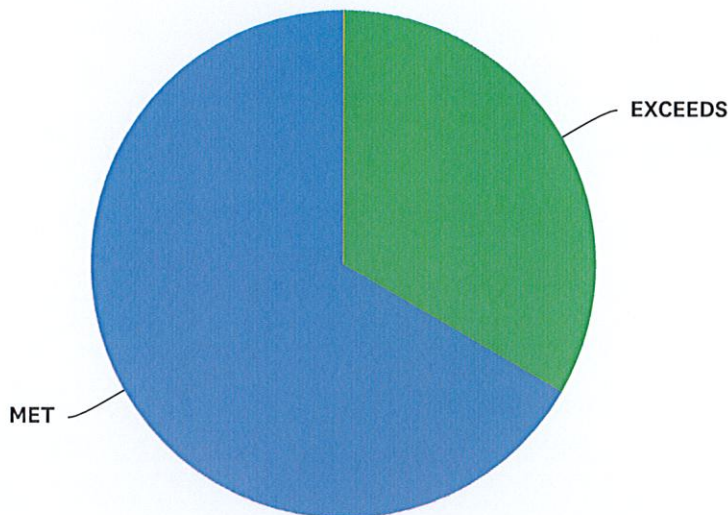
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
<b>TOTAL</b>		<b>6</b>

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q48 Keeps a strong focus on student learning.

Answered: 6 Skipped: 0

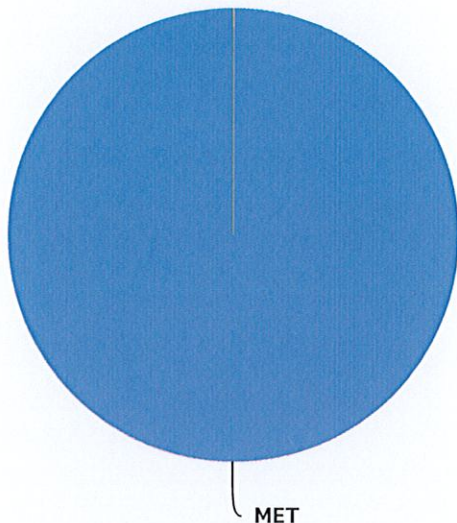


ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Need to stay strong with the High School blueprint and lead to have different classes offered during the school year and summer to help the students with their goals.	11/26/2018 5:54 AM
2	Students in our district always come first, and are lucky the leadership in our district is so strong and also such a huge focus for their instruction as well.	11/25/2018 12:11 PM

### Q49 Demonstrates awareness and implements current research and best practices as applicable.

Answered: 6 Skipped: 0



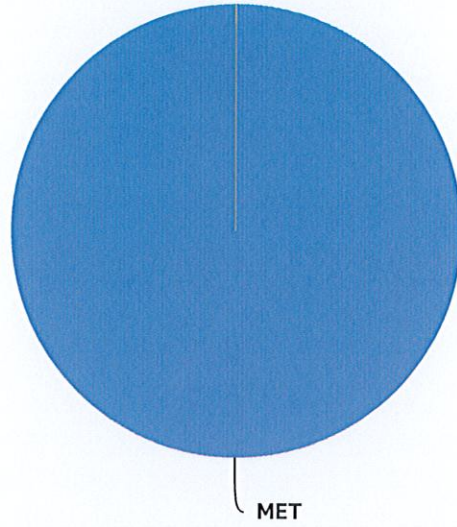
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q50 Promotes cultural competency for the district.

Answered: 6 Skipped: 0



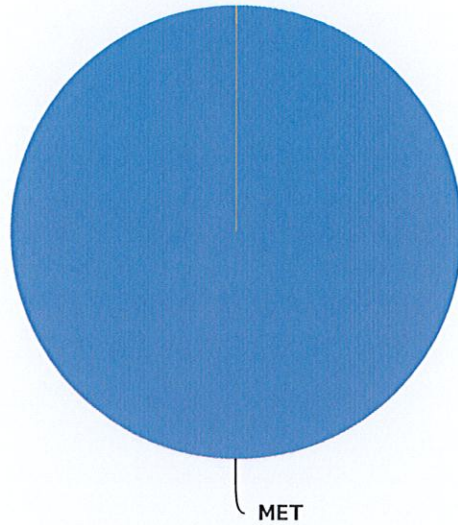
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q51 Facilitates development and implementation of long and short-term educational goals for the district.

Answered: 6 Skipped: 0



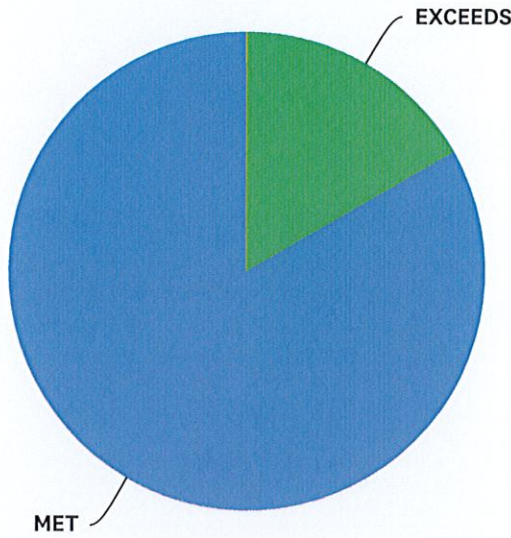
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q52 Promotes staff growth to improve educational quality for all students.

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Very impressed with leadership academy.	11/26/2018 8:52 AM
2	I really enjoyed hearing from different staff that were participating in the Leadership Program. I am making it one of my goals next year to ask to attend one session during the year. Thank you for starting this in our district and growing our leadership base!	11/25/2018 12:11 PM
3	Leadership academy and seminars	11/19/2018 7:08 PM

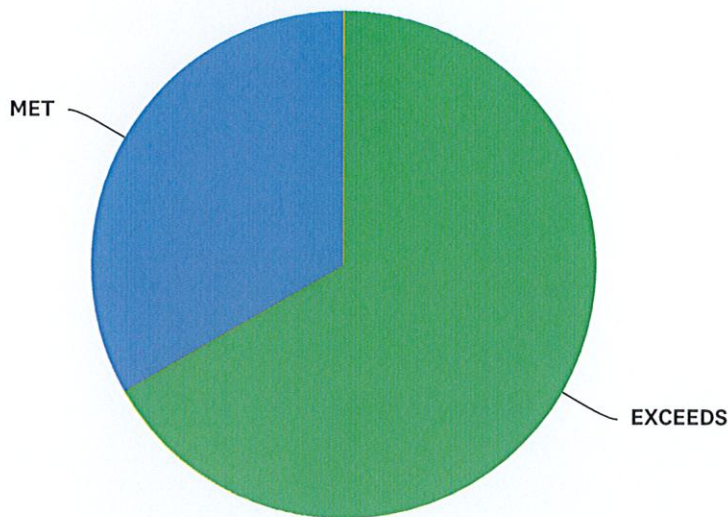
## Q53 Additional Comments:

Answered: 0 Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

### Q54 Elicits respect in the community, schools, and among peers.

Answered: 6 Skipped: 0

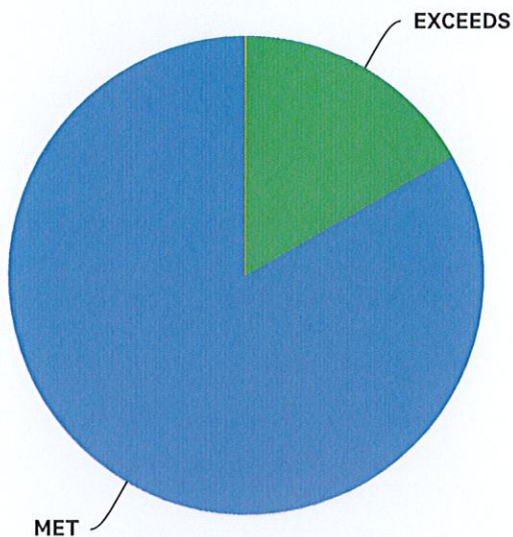


ANSWER CHOICES	RESPONSES	
EXCEEDS	66.67%	4
MET	33.33%	2
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Extremely well recieved by peers across the state.	11/26/2018 8:53 AM
2	You are a great representative for the Ralston School District.	11/25/2018 12:14 PM
3	Is well respected	11/19/2018 7:10 PM

# Q55 Accepts constructive criticism and responds appropriately.

Answered: 6 Skipped: 0

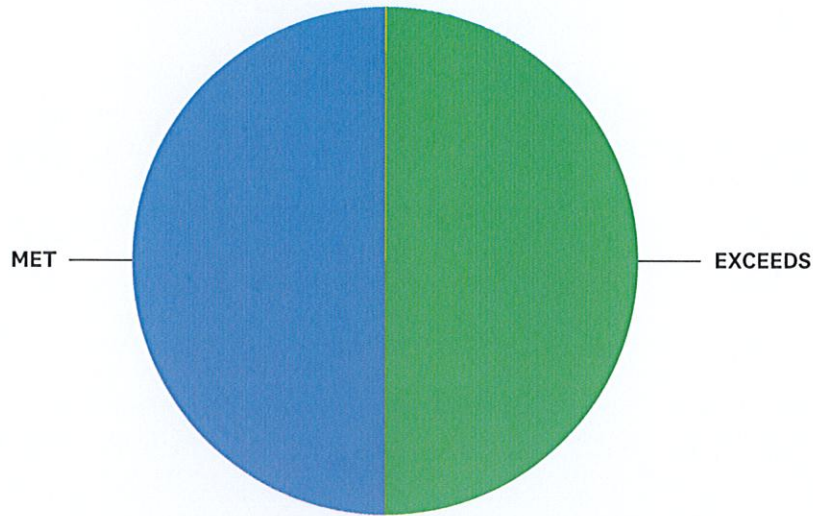


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE  
There are no responses.

### Q56 Writes and speaks clearly and effectively.

Answered: 6 Skipped: 0

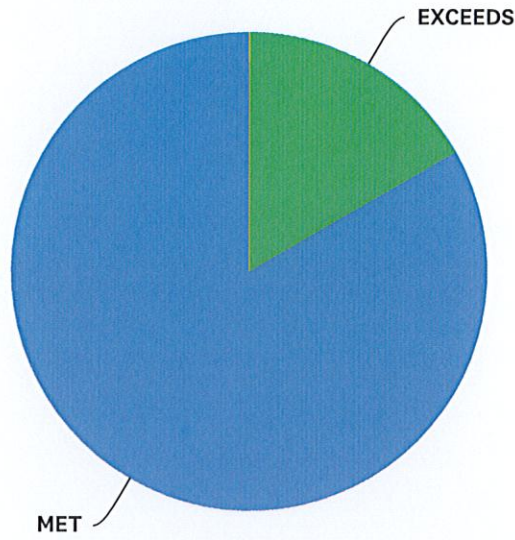


ANSWER CHOICES	RESPONSES	
EXCEEDS	50.00%	3
MET	50.00%	3
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Does a great job speaking and has effective written communication skills	11/19/2018 7:10 PM

### Q57 Is assertive, but tactful. Empathetic but accountable.

Answered: 6 Skipped: 0



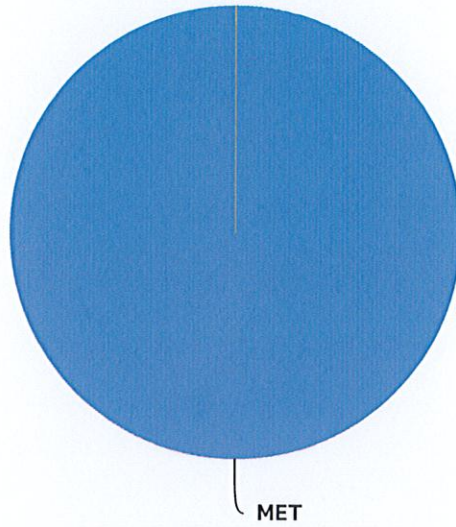
ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q58 Maintains poise and composure in the face of crisis/criticism.

Answered: 6 Skipped: 0



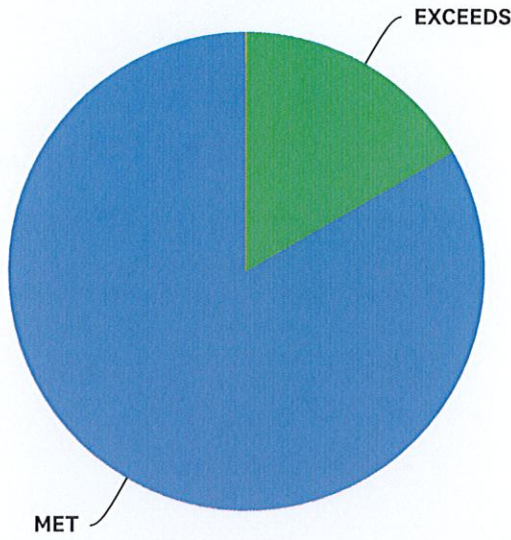
ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

# PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT. DATE

There are no responses.

### Q59 Is professional in appearance.

Answered: 6 Skipped: 0

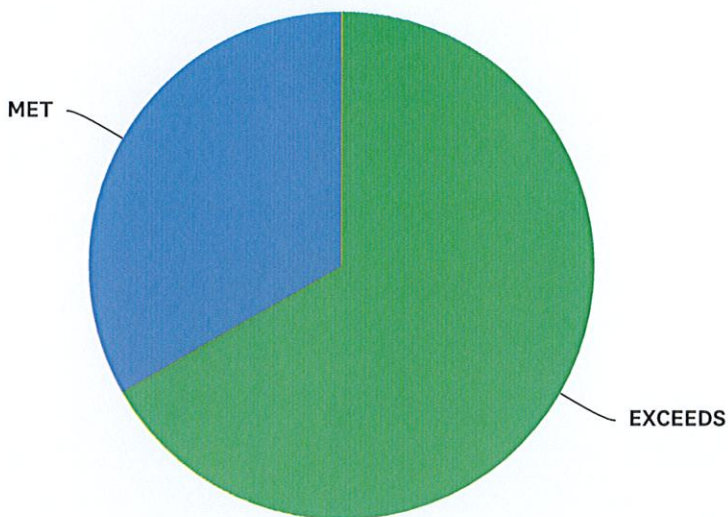


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Professional appearance at all times	11/19/2018 7:10 PM

### Q60 Projects a caring attitude.

Answered: 6 Skipped: 0

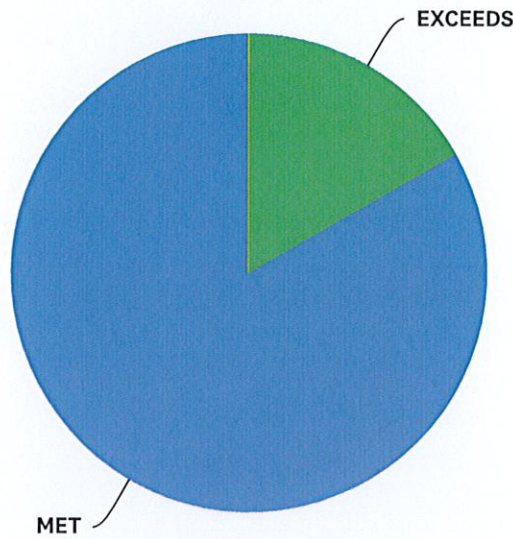


ANSWER CHOICES	RESPONSES	
EXCEEDS	66.67%	4
MET	33.33%	2
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	One of the most caring people I know.	11/26/2018 8:53 AM
2	I have met few others in life more caring of others. In all encounters, you make those around you always feel important and dared about.	11/25/2018 12:14 PM
3	Is very kind to others and thoughtful	11/19/2018 7:10 PM

### Q61 Displays a sense of humor.

Answered: 6 Skipped: 0

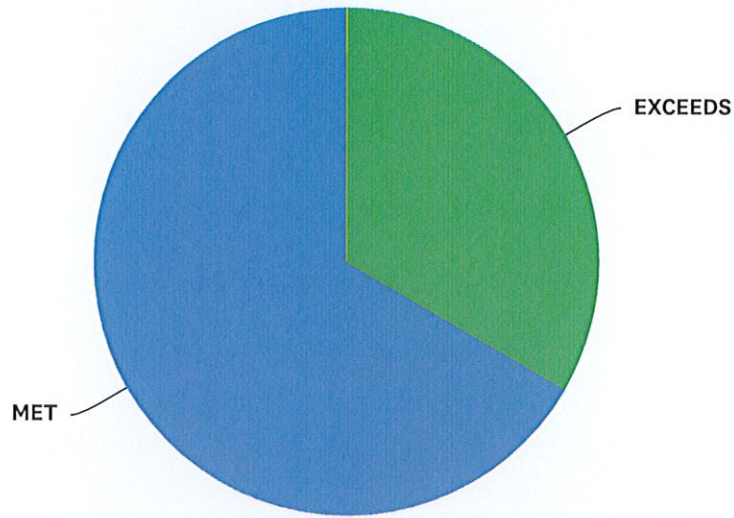


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	Has a good sense of humor and is still professional	11/19/2018 7:10 PM

## Q62 Demonstrates good listening skills.

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
EXCEEDS	33.33%	2
MET	66.67%	4
UNMET	0.00%	0
TOTAL		6

#	PLEASE NOTE IF YOU SELECT EXCEEDS OR UNMET YOU ARE ENCOURAGED TO MAKE A COMMENT.	DATE
1	As with projecting a caring attitude, one ways you do that is with your listening skills. You are great at providing undivided attention to people when they are speaking with you.	11/25/2018 12:14 PM
2	Is accessible and is always willing to listen	11/19/2018 7:10 PM

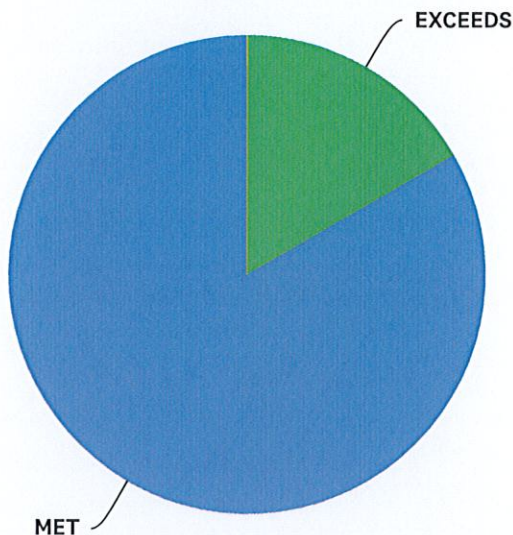
## Q63 Additional Comments:

Answered: 0 Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

## Q64 Goal #1-District Communications and Community Engagement

Answered: 6 Skipped: 0

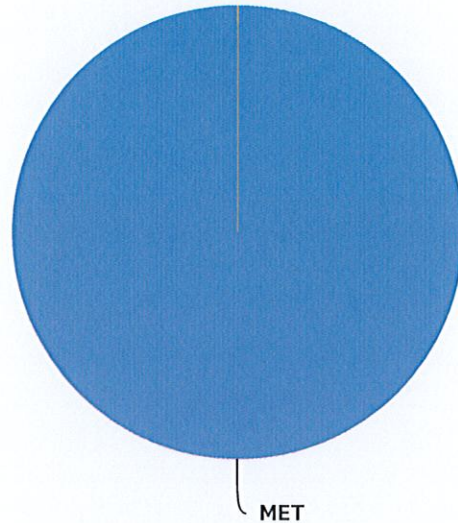


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE ADD COMMENTS AS YOU SEE FIT AS TO THE PROGRESS OF THIS SUPERINTENDENT GOAL.	DATE
1	The progress in this area is good. Design and implementation of an ongoing plan for community engagement is critical to future success.	11/26/2018 11:01 AM
2	The new mobile app and increased exposure on social media have been great improvements to district communication and community engagement. As the next steps of the Community Engagement process are carried out, this goal will continue to move forward.	11/25/2018 12:17 PM
3	Communications is one of the biggest improvements in this District in the past couple years. Community Engagement forums, social media, new app, Blueprint launch, and updates to Board and stakeholders as needed. Great job!	11/19/2018 7:13 PM

## Q65 Goal #2--Visibility, Leadership Development for Building and Cabinet Members, Leadership Program Development

Answered: 6 Skipped: 0

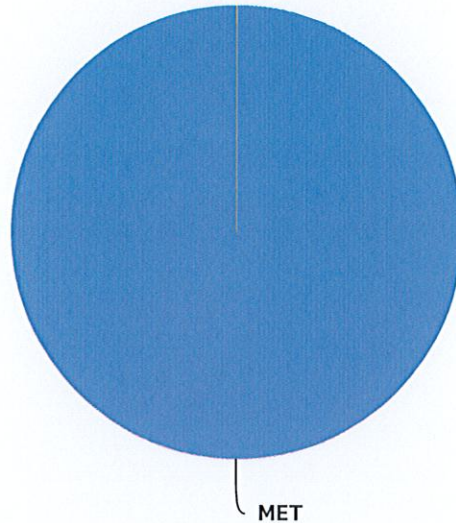


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

#	PLEASE ADD COMMENTS AS YOU SEE FIT AS TO THE PROGRESS OF THIS SUPERINTENDENT GOAL.	DATE
1	Progress has been made in this area. Development of senior leadership is critical to the future of Ralston. Additional opportunities to provide upcoming leaders with the ability to learn is vital to the organization. Need a strategy for knowledge transfer between leaders and leaders in transition within the district.	11/26/2018 11:01 AM
2	If there are grants out there, this needs to be looked at more now than ever. Then go get the grant.	11/26/2018 6:04 AM

### Q66 Goal #3--Cabinet Level Project Management: Policy, AdvancED School Improvement, Recruitment and Retention, Budget & Finance

Answered: 6 Skipped: 0

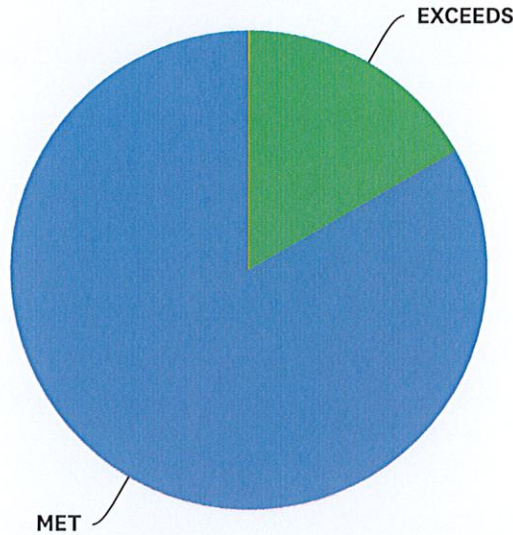


ANSWER CHOICES	RESPONSES	
EXCEEDS	0.00%	0
MET	100.00%	6
UNMET	0.00%	0
TOTAL		6

#	PLEASE ADD COMMENTS AS YOU SEE FIT AS TO THE PROGRESS OF THIS SUPERINTENDENT GOAL.	DATE
1	Progress is being made in this area. Project Management skills need to be taught to teams involved in strategic plan implementation. Development of project teams and mindset will allow for ongoing strategic work to become second nature and not a "one and done" approach. Discussions about long term budget planning and forecasting should be a priority. Need a process to address the budget as a mission budget as well.	11/26/2018 11:01 AM
2	Look at the different ways others recruit, would like to see a current employee that leads and that is an example of this district help with this!!	11/26/2018 6:04 AM

### Q67 Goal #4--Board of Education Professional Development: Special Board Training Topics, Board of Education Calendar, New Board Member Induction

Answered: 6 Skipped: 0

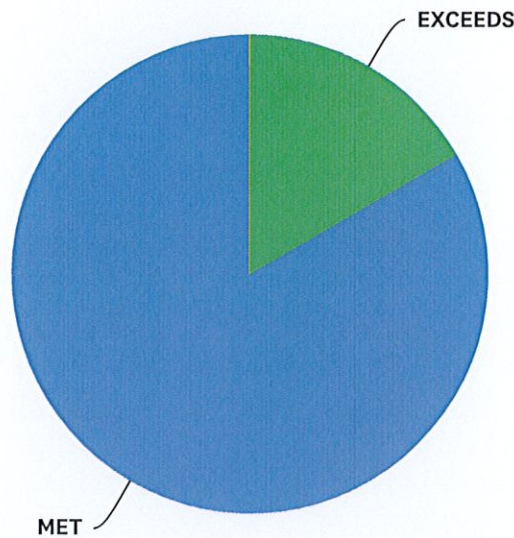


ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE ADD COMMENTS AS YOU SEE FIT AS TO THE PROGRESS OF THIS SUPERINTENDENT GOAL.	DATE
1	Progress is being made in this area. Board governance and leadership will become more important now with two new board members and the majority of the Board serving less than 5 years...	11/26/2018 11:01 AM

## Q68 Goal #5--District Wide Strategic Plan Development, Refinement, and Implementation

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
EXCEEDS	16.67%	1
MET	83.33%	5
UNMET	0.00%	0
TOTAL		6

#	PLEASE ADD COMMENTS AS YOU SEE FIT AS TO THE PROGRESS OF THIS SUPERINTENDENT GOAL.	DATE
1	Progress is being made in this area. Implementation needs to be discussed more. Identification of strategic objectives and measurable indicators will allow the Board the best possible engagement with the process. Reporting format and frequency need adjusting.	11/26/2018 11:01 AM

**SUPERINTENDENT'S CONTRACT OF EMPLOYMENT 2018-21  
RALSTON PUBLIC SCHOOLS**

**THIS CONTRACT** is made by and between the Board of Education of Ralston Public Schools, legally known as Douglas County School District 28-0054, ("the Board" and "the school district" respectively), and Dr. Mark Adler ("the Superintendent").

**WITNESSETH:** In accordance with action taken by the Board as recorded in the minutes, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein. This contract shall supersede all previous contracts.

**Section 1. Term of Contract.** The Board shall employ the Superintendent for a period of three years beginning on July 1, 2018, and ending on June 30, 2021. References in this contract to "contract year" shall mean the period from July 1<sup>st</sup> through June 30<sup>th</sup> and shall consist of all days except Saturdays, Sundays, and legal holidays.

**Section 2. Base Salary and Other Compensation.** The Superintendent's base salary for the 2018-19, 2019-20, and 2020-21 contract terms shall be \$190,000.00 which shall be paid in 12 equal monthly installments beginning in the month of July, 2018. The Board shall provide the Superintendent an annuity in the amount of \$9,000.00. The Superintendent may earn performance pay of as much as \$10,000 each contract year. The Board shall award performance pay at the end of the contract year based upon its judgment whether and to what extent the Superintendent met the performance pay criteria that the Board established at the beginning of that contract year. The Board shall pay the performance pay in a lump sum after awarding it. The Board shall pay the net salary and make contributions to the Superintendent's annuity in equal installments in accordance with its policy governing payment of the professional staff employees of the District. During the term of the contract, the Board shall not reduce the Superintendent's base salary, annuity, fringe benefits, or other benefits, but may increase any or all of them as an amendment hereto without such amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 3. Renewal or Amendment of Contract.** The term of this contract is set forth in paragraph 1. Each year, the Board shall consider at or before its December meeting, whether to extend the term of the contract for an additional year. Board action to consider the amendment or nonrenewal of the contract shall follow statutory procedures for such actions. It shall be the Superintendent's duty to place the extension of his contract on the agenda for the December board meeting.

**Section 4. Professional Status.** The Superintendent affirms that he is not under contract with any other school board or board of education covering any part or all of the same term provided in this contract. Throughout the contract term, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the central administrative office of the school district. This contract shall not be valid prior to the date that he registers his

certificate and the Board will not compensate him for any services performed prior to that date.

**Section 5. *Superintendent's Duties.*** The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote his full time, skill, labor and attention to his duties throughout the contract term. He shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board may assign him from time to time. By agreement with the Board, he may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as they do not interfere with carrying out his duties and obligations to the school district. Provided, Board approval shall not be required for such work which the Superintendent performs during his vacation time.

**Section 6. *Board-Superintendent Relationship.*** The Board shall be primarily responsible for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize, reorganize, and arrange the administrative and supervisory staff, and select, place and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

**Section 7. *Cancellation or Mid-Term Amendment.*** The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination, including the failure to carry out or enforce Board decisions and policies; (h) immoral conduct or conduct involving moral turpitude; (i) physical or mental incapacity; (j) intemperance; (k) conviction of a felony; or (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties. The procedures for cancellation and amendment shall be in accordance with state statutes.

**Section 8. *Disability.*** If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for more than 180 days, or if it is irreparable or permanent as determined by two physicians selected by the Board, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

**Section 9. *Transportation.*** The Board shall provide the Superintendent with a car allowance of \$7,500.00 per contract year and shall reimburse the Superintendent for mileage required in the performance of his official duties at a rate approved by the Board.

**Section 10. *Fringe Benefits.*** The Board shall provide the Superintendent with the fringe benefits that are set forth in the Administrative Handbook (Certified Administrators Salary and Fringe Benefits) which is incorporated herein as if set forth in full.

**Section 11. *Deductions.*** This contract shall conform to the statutes and regulations governing deductions from compensation. The school district may withhold other deductions as the Superintendent and Board may agree.

**Section 12. *No Penalty for Release or Resignation.*** There shall be no penalty for release or resignation by the Superintendent from this contract; provided no resignation shall become effective until expiration of the contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall take effect.

**Section 13. *Compensation upon Termination and Credit for Accrued Vacation.*** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned, prior to the date of termination of this contract. He shall be paid for any unused vacation days at the daily compensation rate.

**Section 14. *Evaluation.*** The Board shall evaluate the Superintendent at least once each year no later than the board's June monthly meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and provide them with documentation to support their effort of evaluation. This documentation may be in addition to other materials requested by the Board to support the evaluation effort.

**Section 15. *Legal Actions.*** If any legal action, including but not limited to a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's good faith performance of his duties for the Board, the Board shall pay the expenses of defending such legal action to the maximum extent permitted by law. Notwithstanding anything herein to the contrary, this section shall not apply to legal actions, including, but not limited to professional practice complaints, initiated by the Board against the Superintendent.

**Section 16. *Physical or Mental Examination.*** The Board may require the Superintendent to undergo a physical or mental examination by a physician, psychiatrist and/or psychologist of the Board's choosing. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's, psychiatrist's or

psychologist's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position.

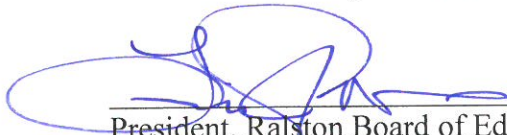
**Section 17. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 18. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the superintendent and the board.

**Section 19. Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of its remaining provisions.


IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 12 day of February, 2018.

  
\_\_\_\_\_  
President, Ralston Board of Education

  
\_\_\_\_\_  
Secretary, Ralston Board of Education

Executed by the Superintendent this \_\_\_ day of February, 2018.

  
\_\_\_\_\_  
Superintendent



# Ralston

**PUBLIC SCHOOLS**

**Dr. Mark Adler**  
Superintendent

**Mr. Jason Buckingham**  
Executive Director of Fiscal Affairs

**Dr. Michael Rupprecht**  
Executive Director of Human Resources

**TO:** Heather Johnson  
Linda Richards  
Michael Overkamp  
Jay Irwin  
Deb Gerch  
Tresha Rodgers

**FROM:** Dr. Mark Adler, Superintendent

**DATE:** November 9, 2018

**RE:** Notification of Superintendent Evaluation

I am writing to officially notify you of my upcoming evaluation that is required to be completed no later than the Board of Education's June Meeting. As outlined in my employment contract, I am directed to notify the Board at least 45 days prior to the evaluation being completed. This letter serves as notification of my upcoming evaluation. Section #14 of my employment contract also asks that I provide the Board of Education with the instrument that will be used to complete the evaluation. Further, if the Board of Education needs any additional information to complete a quality evaluation of my service please let me know and I will provide that as requested.

I am providing all of you a copy of the Superintendent Evaluation Instrument that is required for us to use in this process. In the next few weeks I will send a secure link to an electronic version of the evaluation instrument that I will ask each of you to complete. Also, please let me know if there is further information or documents you may need to conduct a complete and detailed evaluation of my service.

In closing, I want to express my gratitude to each of you for allowing me the opportunity to serve the students, parents, and community of Ralston. I look forward to feedback from each of you that will allow me to enhance my service in the months and years to come. As always, if you have questions about any part of this process please do not hesitate to contact me.

Sincerely,

Dr. Mark Adler  
Superintendent of Schools

---

Achievement. Character. Technology.

---

[www.RalstonSchools.org](http://www.RalstonSchools.org) [Facebook.com/RalstonPublicSchools](https://Facebook.com/RalstonPublicSchools)

8545 Park Drive Ralston, NE 68127 Office: (402) 331-4700 Fax: (402) 331-4873



**Goal #1--District Communications and Community Engagement**

<p><b>Goal:</b> District Communications and Community Engagement</p>		<p><b>Goal Description:</b> Dr. Adler will work collaboratively with internal and external stakeholder groups to review, develop, implement, manage, and evaluate the continuous improvement of district communications and community engagement.</p>	
Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>District Website and App Implementation</p> <p><b>Current Progress to Date</b></p> <ul style="list-style-type: none"> <li>• As of 11/8, <b>1,607</b> people have downloaded the <b>Ralston Public Schools Mobile App</b>, meeting the first assessment metric months ahead of schedule thanks to a successful deployment and informational campaign between June and September 2018.</li> <li>• <b>Website analytics show an average of more than 1,000 daily users across RPS websites</b> under the umbrella <a href="http://www.ralstonschools.org">www.ralstonschools.org</a>. <b>We have tracked more than 63,000 visits to the district homepage in the last 90 days</b> thanks to continuously updated and current content, photos, and announcements.             <ul style="list-style-type: none"> <li>○ Regular coaching with building secretaries includes the importance of regularly monitoring online traffic and updating relevant content as needed.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Mr. Jeremy Maskel, Director of External Relations &amp; Engagement</li> <li>• Mrs. Katy Core, Director of Communications</li> </ul>	<ul style="list-style-type: none"> <li>• By June of 2019, 1,500 families will have downloaded the RPS Mobile App</li> <li>• Throughout the 2018-19 school year, buildings will maintain and update the announcements and photos on their homepage. Announcements will be maintained weekly and photos updated monthly.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>



**Goal #1--District Communications and Community Engagement**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Foundation, Alumni, and R-Club Development</p> <p><b><u>Current Progress to Date</u></b>  AUG: Back to School Mailing to all Ralston stakeholders and families with R-Club Info, RSF Board meeting/ committee meeting</p> <p>SEPT: R-Club info distributed at golf to all stakeholders, Homecoming announcement and info distribution about R-Club, Alumni booth at community pep rally with information, RSF committee meetings</p> <p>OCT: Staff News article about classroom grants, staff news mention of payroll deduction (R-Club), R-club payroll deduction paperwork development - ready to distribute to staff, materials ready for alumni reunion support, research of groups holding reunions (FB graphic), classroom mini-grant program development, RSF committee work</p>	<ul style="list-style-type: none"> <li>● Dr. Mark Adler, Superintendent</li> <li>● Mrs. Katy Core, Director of Communications</li> </ul>	<ul style="list-style-type: none"> <li>● By May 2019, every RSF board member will be committed to a sub-committee and every sub committee will have met at least once</li> <li>● By May 2019, District families will have heard of the R-Club 3 times</li> <li>● By May 2019, stakeholders will hear of the R-club 2 times.</li> <li>● By June 2019, make contact with 5 groups planning reunions.</li> <li>● By June 2019, implement alumni support for reunion groups</li> <li>● By Oct. 2019 Distribute information about RSF and R-club at Alumni/Homecoming event</li> </ul>	<ul style="list-style-type: none"> <li>● By</li> </ul>



**Goal #1--District Communications and Community Engagement**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Business Partnership Program and Recruitment</p> <p><b>Current Progress to Date</b></p> <ul style="list-style-type: none"> <li>• Thanks to coordination with the blueprint strategic team, documents were updated for the 2018-19 school year in October 2018.</li> <li>• Dozens of community and business partners have been in RPS buildings to meet with and present to students. Dr. Wilken is supporting content area and homeroom teachers in those visits.</li> <li>• Materials revised and developed thus far have been beta-tested with at least one teamRPS partner with very positive feedback about the partnership structure and agreement.</li> </ul>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Mr. Jeremy Maskel, Director of External Relations &amp; Engagement</li> <li>• Dr. Josh Wilken, Career Education Coordinator</li> <li>• Dr. Tiffanie Welte, Director of Secondary Education</li> </ul>	<ul style="list-style-type: none"> <li>• By October 1, 2018, all team RPS documents and information will be finalized and ready for use.</li> <li>• By June 2019, at least 500 hours of collaboration and service will be documented by team RPS partners.</li> <li>• By July 1, 2019, a celebration event will be held to review and honor the work of team RPS partners during the 2018/2019 school year.</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #1--District Communications and Community Engagement**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Parent and Community Engagement</p> <p><b>Current Progress to Date</b></p> <ul style="list-style-type: none"> <li>● All-district mailing will reach more than 10,000 households in November 2018, including option-enrollment families who live outside RPS boundaries.               <ul style="list-style-type: none"> <li>○ Information will review Community Engagement, Facilities Needs Analysis, Budget and Levy adoption, and direct traffic to our district website for more information.</li> </ul> </li> <li>● App survey scheduled for Nov/Dec 2018 which will include information about the feedback capabilities of the RPS Mobile App</li> <li>● Phone survey planned following 8th to 9th-grade pre-registration night in 2019</li> </ul>	<ul style="list-style-type: none"> <li>● Dr. Mark Adler, Superintendent</li> <li>● Mr. Jeremy Maskel, Director of External Relations &amp; Engagement</li> <li>● Mrs. Katy Core, Director of Communications</li> </ul>	<ul style="list-style-type: none"> <li>● By June, 2019, RPS will complete a parent communication survey with at least 15% completion</li> <li>● By June, 2019, each building will complete a phone survey following a large-scale event like conferences, registration, and/or a family-oriented program - to gauge opportunities for improvement in the coming year.</li> <li>● By December of 2018, all RPS families will hear about the Mobile App's 'contact us' feature to reach individual schools or the district office.</li> </ul>	<ul style="list-style-type: none"> <li>●</li> </ul>



**Goal #2--Dr. Adler Leadership and Engagement Development**

<p><b>Goal:</b> Dr. Adler Leadership and Engagement Development</p>		<p><b>Goal Description:</b> Dr. Adler will work collaboratively to increase his leadership capacity and focus with others within the organization as well as developing greater levels of engagement and connectedness.</p>	
Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Increase time in District Buildings and representing RPS within the community.</p> <p><b>Current Progress to Date</b> November 2018--I have made progress in this area and have been in some buildings a lot such as Ralston High School, but I still need to be more deliberate in traveling to all buildings. I am also working on a way to have a purpose for my visits that will focus on learning, leadership, and engagement.</p>	<ul style="list-style-type: none"> <li>Dr. Mark Adler, Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>Beginning in August 2018, Dr. Adler will schedule and spend at least ½ day per week in District Buildings connecting with students, staff, and administration.</li> <li>Beginning in August 2018, Dr. Adler will attend at least two events per week around the District.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

**Goal #2--Dr. Adler Leadership and Engagement Development**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Cabinet Leadership and Development</p> <p><b><u>Current Progress to Date</u></b>            All cabinet members have developed professional and personal goals that have been shared with Dr. Adler. Dr. Adler will be meeting with cabinet members about progress on goals along with their mid-year evaluation conferences.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• By October 1, 2018, all cabinet members will collaboratively develop with me a combination of 2-3 professional and personal goals.</li> <li>• October 2018-June 2019, Dr. Adler will support cabinet members in the progress of meeting established goals.</li> <li>• By December 31, 2018, Dr. Adler will meet with all cabinet members to review progress on goals.</li> <li>• By April 1, 2019, Dr. Adler will meet with all cabinet members to review progress on goals.</li> <li>• By July 1, 2019, Dr. Adler will review and reflect on the progress on all goals with each cabinet member.</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #2--Dr. Adler Leadership and Engagement Development**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Leadership Program Development</p> <p><b>Current Progress to Date</b>            I have been successful in developing a google site that has all of the Ralston Public Schools Leadership Academy documents and information included. I will be looking at program refinements as we begin another year of the Leadership Academy. Enrollment is now underway for the 2018/2018 class.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• By December 1, 2018, Dr. Adler will have developed an on-line system for learning management for the RPS Leadership Academy Level I and II</li> <li>• By December 1, 2018, Dr. Adler will review and revise the RPS Leadership Academy Level I and II curriculum and build the master class schedule.</li> <li>• During the 2018/2019 School Year, Dr. Adler will continue to look for leadership opportunities for teachers and administrators to cultivate further leadership development and staff retention.</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #3--Cabinet Level Project Management**

<p><b>Goal:</b> Cabinet Level Project Management</p>		<p><b>Goal Description:</b> Dr. Adler will work collaboratively with all members of the cabinet to manage multiple projects at the District level that carry a high level of importance in organizational effectiveness and growth.</p>	
Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Continuous Board Policy Update and Revision</p> <p><b>Current Progress to Date</b> Much progress has been made in this area as all 2018/2019 policy updates have been addressed. We also continue to review various policies as needed and as we encounter various things along the way.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Mr. Jeremy Maskel, Director of External Relations &amp; Engagement</li> <li>• Dr. Michael Rupprecht, Executive Director of Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>• During the 2018/2019 school year review and update Board Policies as recommended by our policy service, school attorney, and as needed as we encounter situations within our operations.</li> <li>• By August 2019, Dr. Adler and his team will complete the annual policy update with the Board of Education.</li> <li>• By June 2019, Dr. Adler and his team will research and report to the Board of Education on various ways to conduct a continuous Board Policy Review System.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>



**Goal #3--Cabinet Level Project Management**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>District AdvancED Accreditation Visit</p> <p><b>Current Progress to Date</b>            Progress on this goal is going well. Dr. Rupprecht has developed a continuous system to educate and update the Board of Education about our upcoming AdvancED External Visit in the Spring of 2019. Work continues with the District Steering Committee and other levels of administration as we work through the continuous school improvement process in preparation for our external review.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Dr. Michael Rupprecht, Executive Director of Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>• By October 31, 2018, update the Board of Education on the timeline, expectations, and processes for the District Accreditation Visit</li> <li>• Beginning in November 2018, have a monthly board agenda item to keep keep good communication with the Board of Education on the District Accreditation Process</li> <li>• August 2018-March 2019, provide leadership for the entire District to successfully complete the five year District Accreditation Visit</li> <li>• By June 1, 2019, celebrate the powerful practices and positive feedback included in the District Accreditation Visit results</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #3--Cabinet Level Project Management**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>District Recruitment and Retention Process</p> <p><b><u>Current Progress to Date</u></b>            This goal is still underway in its development. Prior to January 1, 2018, Dr. Rupprecht and Dr. Adler will present an information session to the Board of Education about our current recruitment and retention process for certified staff. We will also review, refine, and implement identified changes to this system in preparation for the 2019 recruiting class.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Dr. Michael Rupprecht, Executive Director of Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>• By December 1, 2018, provide a comprehensive presentation to the Board of Education on the District Recruitment and Retention Process.</li> <li>• By March 1, 2019, complete a comprehensive review, revision, and implementation of the District Recruitment and Revision Process</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #3--Cabinet Level Project Management**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>District Budget and Finance System</p> <p><b><u>Current Progress to Date</u></b>            The District Budget has been adopted and is being managed under the new ESSA Code system as required going forward. Mr. Buckingham has done an excellent job on this project. Our goal over the next few months is to review how things are going and make recommended changes for our next budget cycle. Dr. Adler will be talking with Mr. Buckingham about beginning this process.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Mr. Jason Buckingham, Executive Director of Fiscal Affairs</li> </ul>	<ul style="list-style-type: none"> <li>• By December 1, 2018, provide an overview to the Board of Education on the District Budget and Finance process under ESSA regulations.</li> <li>• By June 1, 2019, review, revise, and implement changes to the District Budget and Finance System after one budget cycle of operation.</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #4--Board of Education Professional Development**

<p><b>Goal:</b> Board of Education Professional Development</p>		<p><b>Goal Description:</b> Dr. Adler will work collaboratively with the Board of Education and cabinet to provide a wide variety of professional development opportunities on a regular basis for the Board of Education and other stakeholders within the organization.</p>	
Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Special Board Training Topics</p> <p><b>Current Progress to Date</b> This is an area where much progress has been made. We have had at least one special board training or information session each month since the start of the school year. Additional special guests and informational topics will be included in the months to come as well.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• During the 2018/2019 school year Dr. Adler will provide at least one Special Board Training Topic per month for the Board of Education.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>



**Goal #4--Board of Education Professional Development**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>Board of Education Training and Special Events Calendar</p> <p><b><u>Current Progress to Date</u></b>            Each Board Meeting an attachment is included that outlines NASB training opportunities, special events across the District, and other training opportunities as available. Please continue to look at this document for opportunities along the way.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Mrs. Marci Carroll, Executive Administrative Assistant</li> </ul>	<ul style="list-style-type: none"> <li>• Beginning September 1, 2018, Dr. Adler, Marci Carroll, and members of the cabinet will develop and publish a monthly Board of Education and Special Events Calendar for the Board to refer to as they choose professional development opportunities and attendance at various school activities.</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #4--Board of Education Professional Development**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>New Board Member Induction Program</p> <p><b><u>Current Progress to Date</u></b>            With two new Board Members joining our team, we have begun to plan new board member training opportunities as they start their service in January. I plan to attend the new board member workshop hosted by NASB and we plan to identify times that we will invest in training as the new year starts.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> <li>• Administrative Cabinet</li> </ul>	<ul style="list-style-type: none"> <li>• By March 1, 2019, provide an extended learning session with Dr. Adler and the Board President for each new Board Member or continuing Board Member who wish to participate.</li> <li>• By March 1, 2019, provide each new Board Member the opportunity to have individual meetings with each administrative cabinet member to discuss areas of supervision and responsibilities of each cabinet member.</li> <li>• By March 1, 2019, provide each new Board Member or continuing Board Member the opportunity to have a guided tour of each District Building while it is in operation.</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>



**Goal #5--District Strategic Plan Development**

<p><b>Goal:</b> District Strategic Plan Development</p>		<p><b>Goal Description:</b> Dr. Adler will work collaboratively with the Board of Education, administrative cabinet, principals, staff, parents, and students using multiple informational documents to develop and implement a 3-5 year District Strategic Plan.</p>	
Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
<p>District Strategic Plan Development</p> <p><b>Current Progress to Date</b> Analysis of engagement information has been completed and strategic priorities have been identified. A presentation to the Board of Education was completed on October 8th and work within each strategic priority is underway in the identification and development of action plans and timelines.</p>	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• By October 8, 2018, Dr. Adler will present the 1st DRAFT of the District Strategic Plan to the Board of Education</li> <li>• October-December 2018, receive feedback and make adjustments to the District Strategic Plan</li> <li>• By December 31, 2018, provide a final document to the Board of Education for approval of the District Strategic Plan.</li> <li>• September-December 2018, execute appropriate communications and engagement of the District Strategic Plan Development Process.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>



**Goal #5--District Strategic Plan Development**

Objective Description	Primary Leadership	18/19 Assessment Metric	19/20 Assessment Metric
District Strategic Plan Implementation  <u><b>Current Progress to Date</b></u> Currently no progress here as the strategic priorities and action plans are still under development.	<ul style="list-style-type: none"> <li>• Dr. Mark Adler, Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• January-June 2019, begin implementation of the various aspects of the District Strategic Plan.</li> <li>• Potential...By June 2019, develop Board of Education and Superintendent Goals related to the District Strategic Plan.</li> </ul>	<ul style="list-style-type: none"> <li>• By</li> </ul>

**Dr. Mark L. Adler**  
**6204 South 100<sup>th</sup> Street**  
**Omaha, NE 68127**  
**(402) 306-1208 Cell**  
**(402) 898-3408 Office**  
E-Mail: madler@ralstonschools.org

**OBJECTIVE:** Through an executive school leadership position, to facilitate the integration of all teaching fields, levels, and educational opportunities into one comprehensive educational program in which students will gain skills and knowledge that will help them to become productive citizens and life long learners in such a diverse and complex society.

**EDUCATION:** University of Nebraska at Omaha, Omaha, NE 68182  
Educational Doctorate in Educational Administration  
Conferred: December 2008

University of Nebraska at Kearney, Kearney, NE 68849  
Master of Arts in Educational Administration  
Conferred: May 1996

Kearney State College, Kearney, NE 68849  
Bachelor of Arts in Education  
Conferred: May 1991  
Field endorsement in Industrial Technology Education

**STRENGTHS:** Includer, Positivity, Discipline, Arranger, Strategic

**DISSERTATION:**  
*The Effect of a Rural High School Combination Supplemental Literacy Program on Emerging Readers' Achievement, Engagement, and Behavior Outcomes*

**EXPERIENCE:** Superintendent of Schools  
Ralston Public Schools—District #54 (7/2012-Present)  
Ralston, NE 68127  
Supervisor: Board of Education

Adjunct Instructor—University of Nebraska at Omaha (10/2012-Present)  
Educational Leadership Department  
Omaha, NE 68182  
Supervisor: Dr. Dick Christie

Assistant Superintendent for Business Services  
Ralston Public Schools—District #54 (7/2008-7-2012)  
Ralston, NE 68127  
Supervisor: Dr. Jerry Riibe, Superintendent

High School Principal  
Nebraska City Public Schools--District #111 (8/2000—7/2008)  
Nebraska City, NE 68410  
Supervisor: Dr. Keith Rohwer, Superintendent

Secondary Principal--Activities Director—Drafting Instructor  
Elgin Public Schools--District #18 (8/1995--5/2000)  
Elgin, NE 68636  
Supervisor: Mr. Dwaine Uttecht, Superintendent

Industrial Technology Instructor--Head Football Coach  
Petersburg Public Schools--District #36 (8/91--5/95)  
Petersburg, NE 68652  
Supervisor: Mrs. Mary Thieman, Principal

Nebraska Army National Guard (5/87--5/93)  
Company D, 2-134 IN. (M) Hastings, NE 68901  
Sergeant (E-5), Squad Leader Position  
Honorable Discharge

## **ORGANIZATIONS:**

Nebraska Council of School Administrators  
Nebraska Association of School Administrators  
American Association of School Administrators  
Greater Nebraska Superintendent's Organization  
The Horace Mann League of the USA  
National Association of Secondary School Principals (Associate Member)  
Ralston Area Chamber of Commerce  
Ralston American Legion Post #373  
Benevolent and Protective Order of the Elks—Lodge #39 Omaha, NE  
Beautiful Savior Lutheran Church

## **OFFICES AND HONORS:**

AdvancED--North Central Association/Commission on Accreditation and School Improvement--Nebraska State Council Member (2002-2011) (2015-2018)  
Midlands Superintendent Academy Inaugural Class (2013-2014)  
Nebraska Association of School Business Officials—Secretary (2012)  
Nebraska Council on Teacher Education--Council Member (2005-Present)  
Nebraska Council on Teacher Education—Committee Chair (2010-2017)  
Nebraska Council on Teacher Education—Council Chairman (2014-2017)  
NJUMP State Council Member (2008-Present)  
NJUMP State Council Member Gas Purchasing Committee (2011-Present)  
Greater Nebraska Schools Association—(2008-Present) (President 2016-17)  
Executive Council-People United for Families Organization (2000-2008)  
Council President-First Evangelical Lutheran Church (Past Duty)  
Nebraska Educational Leadership Institute Inaugural Class (2003-2004)  
University of Nebraska at Omaha--Distinguished Service Award 2017  
Nebraska Council of School Administrators Region 2—Superintendent of the Year—(2017-18)

Nebraska Council of School Administrators--Executive Board (2018-Present)  
Nebraska Association of School Administrators—Council President (2018-2019)

### **EXTERNAL SCHOOL IMPROVEMENT VISITATION TEAMS:**

Gretna Public Schools—AdvancED Readiness Visit Chair (April 2009)  
Bellevue Public Schools—AdvancED Team Member (September 2009)  
Hastings Public Schools—AdvancED Team Vice Chair (November 2010)  
Westside High School—AdvancED Team Chair (March 2011)  
Bennington Public Schools—AdvancED Team Vice Chair (February 2012)  
Weeping Water Public Schools—Frameworks Team Chair (February 2012)  
St. Edward Public Schools—Frameworks Team Chair (April 2013)  
Wayne Community Schools—AdvancED Team Vice Chair (April 2014)  
South Sioux City Community Schools—Frameworks Team Chair (March 2015)  
York Public Schools—AdvancED Team Vice Chair (March 2016)  
Stanton Public Schools—AdvancED Team Vice Chair (April 2017)  
East Butler Public Schools—AdvancED Team Member (March 2018)  
Lincoln Public Schools—Frameworks Team Chair (November 2018)

### **CURRENT INTERESTS:**

- Spending time with family and friends
- Coaching and supporting my kids in activities and academics
- Reading and researching current educational paradigms
- Exercising and keeping healthy
- Golfing, working in my yard, and home renovation and improvement
- Cultivating a higher spiritual relationship and understanding
- Traveling
- Attending school activities and supporting the Ralston Rams

### **RESPONSIBILITIES:**

- Help facilitate the development and implementation of quality classroom based and criterion referenced assessments
- Supervise and direct cabinet level administration
- Supervise and direct building level administration
- Oversee and approve General Fund, Building Fund, Depreciation Fund, and Activity Fund Transactions
- Oversee and approve activity and educational transportation schedules
- Provide input, collaboration, and direction in building annual school schedules and staffing needs
- Co-Evaluate all administrative staff and counsel accordingly
- Complete various local, state, and federal reports annually
- Assist with directing and facilitating the District continuous school improvement process of AdvancED
- Help facilitate best practice instruction through analysis of research
- Enhance Public Relations through being visible and a part of Community Service Organizations
- Prepare and direct meetings and communications when needed
- Help implement educational programs as needed
- Help facilitate keeping accurate school records on students and staff and enforce school district policies

- Help enforce all school rules and policies
- Manage and secure district financial assets and risk management
- Oversee employee benefit and salary dissemination
- Oversee food service director and nutrition program
- Oversee and direct Executive Director of Fiscal Affairs
- Oversee and direct Executive Director of Human Resources
- Oversee and direct Director of Student Services
- Oversee and direct Director of Elementary Education
- Oversee and direct Director of Secondary Education
- Oversee and approve monthly bills and expenditures
- Attend and advise BOE at BOE meetings and work sessions
- Oversee and direct district debt reduction program
- Serve as CEO of the Ralston Schools Foundation
- Lead and coordinate the District Strategic Planning Process
- Develop and implement appropriate Board of Education educational opportunities
- Oversee and direct the development and implement a comprehensive health and wellness program for students and staff

**REFERENCES:**

Please see attached sheet for a complete listing of personal references.

# Appraisal of the Superintendent of Ralston Public Schools

## SUPERINTENDENT EVALUATION ACTION TIMELINE

The evaluation process will be conducted twice annually in December and June unless conditions and circumstances otherwise dictate or demand. The following procedure will be adhered to and directed by the President of the Board of Education.

1. The Board President shall notify Board Members that the evaluation is scheduled and that they will receive a copy of the instrument. Each Board member will be asked to complete the instrument and submit it to the President or bring it to the meeting. Board Members who would like to submit an electronic copy may do so upon request.
2. The Superintendent will submit a self evaluation to the Board.
3. A closed session will be scheduled at which time the Superintendent and the Board will be given time to generally discuss work progress and concerns.
4. The Board President will preside over discussions of the individual evaluations and work towards the development of a consensus of the Board.
5. An evaluation conference will be scheduled with the Superintendent within two (2) weeks following the evaluation meeting. A written summary representing Board member consensus will be provided.
6. The Superintendent will be encouraged to respond in writing to the suggestions/concerns/directives that emerged through the process.
7. The completed document will be signed by the Board President and the Superintendent and will be placed on file.
8. The Board and Superintendent will annually schedule a meeting to revise or create performance goals.



Name: Dr. Mark Adler

Date: December 2018 and May 2019

***Please consider each specific Superintendent Leadership Goal or Job Target below in relationship to the performance of the Superintendent. Place a ✓ in the column of the appropriate ranking for each goal. Exceeds = Exceeds District Expectations; Met = Meets District Expectations; Unmet = Does Not Meet District Expectations. Please note: Any goal marked as "Exceeds" or "Unmet" must include written documentation.***

SECTION A: RELATIONSHIP WITH THE BOARD	EXCEEDS	MET	UNMET	COMMENTS
Provides Regular updates regarding district matters.		X		I have worked to accomplish this through board updates and various notes when needed. Depending on the situation I will send updates on a more frequent basis than other times. On occasion I will make personal calls to the Board when the issues are more sensitive and need detailed explanation.
Provides opportunities to learn about the functions of schools and programs through site visits, presentations, and reading materials to the Board.		X		I believe this is an area we have made some growth. Over the last year we have been deliberate to provide presentations, guest speakers, and program updates during the second board meeting of each month and sometimes even more. I plan to continue this and use it as learning opportunities for all of us. This is an area we are always looking at how we can do more without it being too much.
Provides adequate meeting materials and background information.		X		We do strive to provide high quality and detailed meeting materials. As always there is always room for growth. Over the last year I have tried to add more narrative into as many agenda items as possible to explain the issues a little better.

Responds to Board Member questions thoroughly and shares information with the entire board in a timely manner and as appropriate.	X			I believe this is a strength area for me and our team. When board members call or write with questions, it is a top priority for me to respond in a very timely manner. We always respond and do our best to be very detailed with the information.
Invites Board participation in district activities.		X		This is an area we work hard to get the word out to all of our board members. We do know that all of our board members are very busy, so we understand if you are not able to attend. We do want to make sure you know that you are always welcome in our schools and at events. We have developed the Board of Education Training Calendar that is updated and posted monthly for the Board to review. We hope this is an important and useful document.
Assists in the development, recommendation, and administration of policies.	X			I believe this is an area of strength. Of course policy work is never done, but I do feel confident our policies are as solid now as they have been in a long time. We are working to outline a review process that will address all policies annually.
<b>SECTION A: Page 2 continued RELATIONSHIP WITH THE BOARD</b>	<b>EXCEEDS</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
Encourages and suggests opportunities for Board development.		X		This is an area I believe we have made some good progress in along the way. With the Board of Education Training Calendar and extra effort in scheduling special board training and education topics we are on a good path. Of course there is still room for growth.
Works collaboratively with the Board to establish goals and plans for the future.		X		This is an area that much has been done and an area that we are developing a great deal at this time.

Openly accepts Board input and is responsive to Board directions.	X			I feel this is a strength area for me. My goal is to always have an open door policy and to listen to any suggestion or directive to improve my service to the district and my performance.
Alerts the Board about significant media contacts with district personnel and other newsworthy district activities, reports, and incidents.	X			This is an area I believe as a team we are in a position of strength. We are continuously working to make sure we keep the Board informed on the various events within our schools.
Implements meeting responsibilities by preparing the agenda, attending and participating in Board meetings, serving as ex-officio member of all committees, and offering professional guidance, recommendations, or assistance.	X			As the last year has progressed and with the change in the electronic board system we have tried to post the agenda earlier in the week, and I have tried to add additional narrative to the different agenda items to be more informative. As the year progresses I will try and do even more.
Works to cultivate a collaborative working relationship with the Board.	X			There are few things more important to me than a quality and collaborative relationship with the Board. I do believe this is a strength of mine, but I also know this is a journey and I need to be working on it all of the time. I am also open to any suggestions for improvement along the way.
Additional Comments:				



Name: Dr. Mark Adler

Date: December 2018 and May 2019

***Please consider each specific Superintendent Leadership Goal or Job Target below in relationship to the performance of the Superintendent. Place a ✓ in the column of the appropriate ranking for each goal. Exceeds = Exceeds District Expectations; Met = Meets District Expectations; Unmet = Does Not Meet District Expectations. Please note: Any goal marked as "Exceeds" or "Unmet" must include written documentation.***

SECTION B: COMMUNITY RELATIONS	EXCEEDS	MET	UNMET	COMMENTS
Projects a positive image of the school district.	X			This is an area that is very important to me. I work continuously to build relationships with other schools, businesses, and community groups. I feel this is an area of strength, but I also know this too is a journey that must always be a focus for continued improvement.
Continually identifies all stakeholder groups and establishes effective lines of communication.			X	This is an area that I think we have made good progress in over the last year. I have rated myself as 'met' but I also know this is a focus to do even more going forward.
Maintains good media relations.		X		I believe as a team we do have good media relations. Again, this is an area that we must continually work on along the way.
Encourages collaborative relationships with neighborhoods, business, industry, government, and labor.		X		This is an area I believe we have again made some good progress but growth is still needed. With the work of Dr. Welte and Dr. Wilken, we continue to build some quality partnerships each week.

Is "approachable" by all stakeholders.	X			I believe this is an area of strength and I go to great lengths to cultivate relationships with as many people as possible along the way. I have a standing order that if a student, parent, employee, or community member what to meet with me or visit that we make it happen. I work to return any call or contact within the same day. Again this is a journey and has to always be an area of growth focus.
Prepares a quality annual report and shares it with the community.		X		I think this could easily be rated as an exceeds but like anything growth is always possible. Our annual reports have been of high quality in the past, and I know they will only get better. Over the last year we made adjustments to the groups we send the report to making sure we connect with all option enrollment families.
Provides regular opportunities for community and parent input relating to education and community partnerships.		X		Over the last year we have worked hard to engage parents and community especially through the Community Engagement Process. I have marked this as 'met' but I also know much work is still needed as we move forward.
<b>SECTION B: Continued COMMUNITY RELATIONS</b>	<b>EXCEEDS</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
Provides outreach programs, initiatives, or activities that engage and embrace stakeholder needs where possible.		X		I think this could possibly be listed as an EXCEEDS, but I did keep it at MET. As I look across the District I see many different things we have done to help our stakeholders. I am not sure how much credit should be given to me for this but I must make sure I am supporting the programs and allowing some "out of the box" thinking so we get to places that are unique in serving our community. I think about things such as the R-Pantry, Book Trust at Mockingbird, our Arbor Family Counseling

				Program, the addition of elementary counselors, and the food distribution sites to name just a few things.
Seeks out and participates in community programs or activities where possible and appropriate.		X		I am not sure how it fits but I have done a lot in trying to help within the youth programs here in Ralston with both softball and basketball coaching within RGSA and the SCORE Program. I do this to support my own kids, but I also do it to help the kids of Ralston. This allows me to form relationships with students and parents from a different perspective than the superintendent. I have cultivated some super quality relationships with this along the way as I have been doing this since I arrived here in 2008 with all three of my kids. I also know that Joni and I continue to get many requests to talk with groups all across Nebraska about suicide awareness, digital literacy, bullying, kindness, leadership, and courage. When we do this I am very clear and proud that I am a part of the Ralston Public Schools and the Ralston Community. I feel we are making a difference and we are giving a voice to some issues most people don't want to talk about or things that make them uncomfortable. We have been keynote speakers at several fairly large events that raise money for community organizations that in the end help students and families. Although this journey we are in has an ugly side, we have chosen to try and use it to make a positive impact. We are grateful you have allowed us to carry this message.



Name: Dr. Mark Adler

Date: December 2018 and May 2019

***Please consider each specific Superintendent Leadership Goal or Job Target below in relationship to the performance of the Superintendent. Place a ✓ in the column of the appropriate ranking for each goal. Exceeds = Exceeds District Expectations; Met = Meets District Expectations; Unmet = Does Not Meet District Expectations. Please note: Any goal marked as "Exceeds" or "Unmet" must include written documentation.***

SECTION C: SUPERINTENDENTS/STAFF RELATIONSHIPS	EXCEEDS	MET	UNMET	COMMENTS
Communicates effectively with staff regarding current and new trends in education, programs, procedures, and policies.		X		Although it does take a lot of time, I write the cover for staff news every month. I try to write about various topics that are relevant to staff. As a cabinet we also communicate on a regular basis on various issues as they arise such as changes in policy and procedure as well as staff development opportunities.
Demonstrates objectivity, empathy, and accountability in personnel matters.	X			I believe this is a strength area for me. I am very empathetic but also work to make sure the expectations of the district are followed by staff along the way. Sometimes those are difficult to mesh together but it is always the goal. I feel strongly we can respect people, hold them accountable, and be nice along the way. I also know that when I have to make a decision that is in the gray area of things I always lean in favor of the employee when possible.
Ensures evaluation of personnel will be consistent with policies and law.		X		I work hard to provide all of our cabinet members with a quality evaluation. Within the evaluations I

				provide areas of commendation that I think stand out with each director as well as areas of growth focus. The most powerful part of the evaluation process is the post evaluation conference where we use 45-60 minutes to discuss the details of the evaluation and performance in detail. I also expect our cabinet to set personal and professional goals and communicate them with me. We have also been working on an extra level of accountability in the evaluation system that will allow our team to report to the Board on the status of our evaluation of personnel.
Shows concern for the welfare of staff.	X			I believe this is a strength area for me.
Delegates both responsibility and authority as appropriate.		X		This has been an issue for me along the way. I think I am getting better, but quite honestly I don't always feel good about myself when I am pushing work I think I should be doing on others. For me it is not a trust issue rather it's an issue of wanting to feel like I am carrying my own weight along the way. I have made good progress but growth, I am sure, is still needed.
Provides staff recognition for their contribution(s) towards the betterment of educational outcomes.		X		This has been an area we have worked on very hard over the last several years. We have put in place ways to recognize staff members for the many amazing things that they do. I would say my most powerful work in this area is I try and write a lot of personal handwritten notes along the way as well as stopping in and recognizing people while I am in buildings. I think our work in this area is solid, but growth is always possible.
Recruits and retains competent staff.		X		This is an area that we will always be working on. Over the last two years we have started using some

				HumanEX tools to help us evaluate potential candidates. We have worked hard on our new staff mentoring and induction program as well. The landscape in these areas is always changing and our potential workforce is not as big as it once was. As a result, I think we need to continue to look for ways to improve our processes in these areas to recruit and retain quality staff. One of my main goals is to review, identify, and implement changes as needed in this area going forward. I have already talked with Dr. Rupprecht about this and will keep it as a focus this year.
Involves the staff in strategic planning.			X	I would say this is an area we have not done a very good job in along the way. With that being said I do have some plans to engage staff at a much deeper level as we further develop our strategic priorities.
<b>SECTION C: Continued SUPERINTENDENT'S/STAFF RELATIONSHIPS</b>	<b>EXCEEDS</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
Cultivates and participates in a collaborative team approach with all staff.	X			I believe this is a strength area for me. I am always looking to collaborate and use a team approach along the way. I do feel I have allowed a collaborative team decision-making approach to be used within the cabinet and, to some degree, within the principal ranks as we navigate different things along the way. Here again, this is a journey and can always be improved.
Is visible and visits buildings and programs on a regular basis.			X	I have marked this as 'unmet' even though I think I have made some progress on this. I am not as deliberate as I feel I should be and I am working to make this better. For now I have a long way to go.
Additional Comments:				



Name: Dr. Mark Adler

Date: December 2018 and May 2019

***Please consider each specific Superintendent Leadership Goal or Job Target below in relationship to the performance of the Superintendent. Place a ✓ in the column of the appropriate ranking for each goal. Exceeds = Exceeds District Expectations; Met = Meets District Expectations; Unmet = Does Not Meet District Expectations. Please note: Any goal marked as "Exceeds" or "Unmet" must include written documentation.***

SECTION D: BUSINESS AND FINANCE	EXCEEDS	MET	UNMET	COMMENTS
Seeks Board input and recommends appropriate budgets and any subsequent budget revisions to the Board.	X			I believe this is an area of strength for me and for our organization. We have developed a very detailed and inclusive process in budget development. Our goal is transparency as well as multiple opportunities for input and questioning. Once we arrive at our budget hearing, it is our goal that there is nothing that the Board and public have not already seen through various other discussion opportunities. We have addressed the issues with the new ESSA codes and we will be reviewing our processes and making changes as needed.
Ensures complete financial controls and audits are in place.	X			Over the last several years we have continued our quest to have complete financial controls within our system. We have had clean audits along the way, and we work hard to make sure all staff follow our procedures when dealing with any finances.
Regularly reports to the Board on district budget and finances.	X			Each month Jason Buckingham provides detailed written reports to the Board as well as explaining the reports in detail during the meetings. This allow us to keep up on how things are progressing as well as know if there are certain expenditures that will be coming up in the near future. Our strategic planning processes over the years

				has allowed us to allocate resources that support student learning and our goals.
Informs the Board on current or proposed funding issues.	X			Again, Jason Buckingham and I work hard to keep up on current trends and proposed funding issues that may arise within our community and Nebraska. Much of this comes through the legislative process which we work to be active in along the way.
Develops facilities management plans and procedures.		X		This is an area I think we have done some good work in along the way but much more work is needed. The Board has helped with recent funding to make some upgrades in certain areas across multiple buildings but I think it is necessary for us to develop a facilities master plan with ideas on resource allocations over the next several years. We must pass along stability in this area to our future leaders. The completion of our District Facilities Study is a step in the right direction but we must take action on some of these recommendations as time is our worst enemy right now. I will be working to continue to push all of us to look at this and devise we can make progress even if it is slower than we want.
Seeks alternative funding sources.			X	This is an area I have listed as UNMET, but I have done a lot of work on this. Although it is not always the focus, our cabinet team is continually securing additional funds through federal program and state grants that make a difference. We are not able to boast of any significant private donations but we do have many business partners that provide in-kind resources, time, and expertise.
Ensures the efficient alignment of district resources with district goals.		X		This is an area I believe could be rated higher but as with many things growth is always possible. I think this is a strength area for us, and I know we work very hard along with the Board to focus our resource allocation.
Additional Comments:				



Name: Dr. Mark Adler

Date: December 2018 and May 2019

***Please consider each specific Superintendent Leadership Goal or Job Target below in relationship to the performance of the Superintendent. Place a ✓ in the column of the appropriate ranking for each goal. Exceeds = Exceeds District Expectations; Met = Meets District Expectations; Unmet = Does Not Meet District Expectations. Please note: Any goal marked as "Exceeds" or "Unmet" must include written documentation.***

SECTION E: LEADERSHIP	EXCEEDS	MET	UNMET	COMMENTS
Projects a strong leadership image.	X			This is an area I take very seriously and am hopeful others view me as having a strong leadership image in our schools and the community. If there are things along the way that I need to adjust, I am hopeful that the information is communicated with me so I can do a good job and meet demands.
Demonstrates enthusiasm in carrying out job responsibilities.	X			I LOVE being an ambassador for the Ralston Public Schools, and I love serving our students and community. My goal is to bring a good positive energy every day and to leave each day a little better than I found it.
Demonstrates knowledge of procedural aspects of the job.		X		I think as I have learned more and more over the years that I am strong in this area, but I also know the amount that a person needs to know is vast and wide. There is always room for growth. I will commit to continue the process of learning more along the way to serve our stakeholders ever better.

Seeks to continuously learn and improve.	X			I do try and keep up on current trends in education, not only in Nebraska but also nationally. I have a desire to continually improve and learn more. As professional practitioners we have a duty to have up-to-date knowledge to serve our students and community as well as possible.
Keeps a strong focus on student learning.	X			I think this is a strength area for me and one for our team and BOE.
Demonstrates awareness and implements current research and best practices as applicable.		X		I feel confident we do a sound job of being aware of our current surroundings and influences on our students. I also feel confident we work hard to be aware of research and best practice to serve our students and community in a quality manner. This is an area that growth will always be possible and expected.
Promotes cultural competency for the district.		X		This is an area I believe we have done a lot of work and worked hard to learn and improve our knowledge base, but it is also an area I do not think we can do enough in along the way. Growth will always be the goal and will always be needed.
Facilitates development and implementation of long and short-term educational goals for the district.		X		We have done a lot of long and short-term planning over the last 5 years but more is needed. When I look back to the progress we have made in 5 years, much has been accomplished. We are in a position that we have the capacity to do even more in the next 5 years that will leave a lasting impact for many. This too is an area that growth will always be needed and expected. I am excited for the development of our next set of strategic priorities and action plans.

<b>SECTION E: Continued LEADERSHIP</b>	<b>EXCEEDS</b>	<b>MET</b>	<b>UNMET</b>	<b>COMMENTS</b>
Promotes staff growth to improve educational quality for all students.	X			I believe this is a strength area as well. With the continued development of the RPS Leadership Academy Level I and II and the continued development of our professional development program we are making a big difference within our staff. Teacher leadership is strong in Ralston, and I believe we have some good leaders ready and willing to serve if opportunities arise. We also try and support learning by staff and leaders when possible by attending local, regional, and national conferences. The most important part for me is to make sure I am always encouraging leadership and growth with our staff and setting a good example as well.
Additional Comments:				



Name: Dr. Mark Adler

Date: December 2018 and May 2019

***Please consider each specific Superintendent Leadership Goal or Job Target below in relationship to the performance of the Superintendent. Place a ✓ in the column of the appropriate ranking for each goal. Exceeds = Exceeds District Expectations; Met = Meets District Expectations; Unmet = Does Not Meet District Expectations. Please note: Any goal marked as "Exceeds" or "Unmet" must include written documentation.***

SECTION F: PERSONAL TRAITS	EXCEEDS	MET	UNMET	COMMENTS
Elicits respect in the community, schools, and among peers.	X			I believe this is a strength area of mine and hope others believe that same thing.
Accepts constructive criticism and responds appropriately.	X			I believe this is a strength area of mine. I feel it is very important to always be listening and making changes to your behavior, processes, procedures, and work ethic along the way. I want to do my best and serve the people of RPS the best I can along the way. I am hopeful that people feel comfortable sharing concerns so I can make adjustments as needed.
Writes and speaks clearly and effectively.	X			I believe this is a strength area of mine.
Is assertive, but tactful. Empathetic but accountable.	X			I believe this is a strength area of mine. I am hopeful others see me in this same way.
Maintains poise and composure in the face of crisis/criticism.		X		This is something I feel I do a good job with, but growth is always needed.
Is professional in appearance.		X		

Projects a caring attitude.	X			I believe this is a strength area of mine. I am hopeful others see me in this same way.
Displays a sense of humor.		X		
Demonstrates good listening skills.		X		Being a good listener is essential. I work very hard on this and feel I do a pretty quality job but growth is always needed. I will continue to focus on this skill along the way.



Name: Dr. Mark Adler

Date: December 2018 and May 2019

### **Narrative Summary:**

Board of Education Professionals and Stakeholders:

On May 24, 2012, I was honored to have the Board of Education appoint me as the 10th Superintendent to serve the 18th largest district in Nebraska, the Ralston Public Schools. Prior to serving as Superintendent, I was fortunate enough to serve as Assistant Superintendent for Business Services for four years learning and growing under two different leaders during that time; Dr. Virginia Moon and Dr. Jerry Riibe. Currently, I am in my 6th year as Superintendent and my 10th year serving the District. As we begin this evaluation process, I wanted to give you just a small overview of the journey we have been on during that time.

Over the last seven years much progress has been made in many different areas. One statistical point that stands out a great deal is student enrollment. The current District enrollment is at 3,396 students which represents 17% growth over the last six years. Ralston High School has had solid student enrollment growth as well with a current enrollment just under 1,100 students, the highest it has been in over a decade. Financially, the District has had quite a journey as well. In the fall of 2012, the day before Thanksgiving, I issued a communication to all District staff that we would be implementing a Fiscal Revitalization Process to address a budget shortfall of over \$2.5 million dollars. The goal was to re-calibrate the allocation of all resources to be in alignment with the District Strategic Plan and to regain the fiscal health of the Ralston Public Schools. Through multiple strategies 53 employment positions were reduced and income and disbursement practices were adjusted to focus on the essential elements important to the Board of Education and all Ralston stakeholders. In 2016/2017 no necessary cash reserve was needed to fund the budget, and the District had returned to slowly building their cash reserves. Budget growth over that time was 1.98% annually, and Ralston is currently one of the lowest spending districts per student in Nebraska. Ralston's current levy is at \$1.25 down nearly two cents from 2012.

Academically and programmatically the Ralston Public Schools has made good growth as well. In March 2014, the Ralston Public Schools earned District Accreditation through AdvancED; an accomplishment achieved by only a handful of schools in Nebraska. Ralston continues to maintain quality accreditation standards and uses the AdvancED Model and Standards as a guide to leadership from the Board level all the way to guiding instruction and services at the classroom level. Although student performance is not at the level we all would desire, all core academic areas have seen an incline in achievement over the last five years. The adoption of a quality Achievement Plan has guided the implementation of a new teacher evaluation system and common instructional language called the Danielson Framework for Teaching. Further, the Achievement Plan and quality board leadership has allowed the adoption of new assessment practices using the Northwest

Evaluation Association's Measure of Academic Progress or MAP Testing. MAP testing has allowed all stakeholders, especially students and teachers, to focus on the individual academic growth of a student rather than a snapshot in time of academic performance. The process of allowing reflection and goal setting by students is powerful and could possibly be one of the biggest game changers in school improvement in Ralston for a long time.

After the completion of a myriad of goals over the last five years, I am convinced we are poised and have the capacity to do even more in the next five years. Areas of growth over the last five years have included the following:

- Development and implementation of the District Achievement Plan.
- Development and implementation of the District Character Plan.
- Development and implementation of the District Technology Plan.
- Development and implementation of the District Communication Plan to include the addition of a Director of External Relations.
- Development and implementation of the revision process and progress in the college and career readiness programs and career pathways opportunities.
- Development and implementation of the District Accreditation Plan through AdvancED.
- Continued development and implementation of the District Early Childhood Program.
- Development and implementation of the School Board Policies and Procedures.
- Continued development and implementation of the District Counseling Program to include the addition of three elementary school counselors as well as increased partnerships with Arbor Family Counseling and others to help address students social and emotional needs.

As we go forward in 2018/2019, I am certain our opportunities are plentiful to make a difference not only for students but also for families and the Ralston Area in general. With a very dedicated and forward thinking Board of Education and hard working building administrators and teacher leaders, the development of our strategic priorities and action plans guided by our excellent cabinet leadership will be key in our transformation going forward and in the response to the challenges that are before us. After intently listening to our stakeholders during the community engagement process last year and analyzing the information collected, I believe we have some very impactful strategic priorities to take us into the future. Those strategic priorities are:

- **1.1** Develop and execute a short (1-3 years) and long-term (3 to 20 years) facility plan that includes an outline for funding, technology, and security needs.
- **2.1** Develop and implement a systematic, cohesive, and comprehensive pre-kindergarten to twelfth-grade Career Education Program.
- **2.2** Design and implement a common district-wide PLC structure.
- **2.3** Conduct an instructional time study that includes a review of the PK-12 scheduling structure.
- **3.1** Create a cohesive and systematic multi-tiered system of support (MTSS) framework for social-emotional learning.
- **4.1** Establish a plan for funding communication, awareness, and advocacy.

My goal with all of this will be to work as hard as I can and try to bring these priorities to life. Our stakeholders have spoken and now it is time for me to lead our organization and partner with other engaged leaders to make a difference. Our journey will be a difficult one but an important one for our students and the Ralston students of the future. I want you to know I am grateful for the opportunity to serve all of you, our students, and the Ralston community. I also stand willing and ready to accept any suggestions and feedback that will allow me to increase my performance along the way.

Sincerely,

Dr. Mark Adler



## **Board of Education Legislative Goals 2017/2018**

### **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 strategic plan areas of Achievement, Character, Technology, AdvancED School Improvement, 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.
- 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
- 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.
- Oppose any legislation that advances any initiative addressing charter schools or voucher systems that reduce funding and opportunities for public schools.

# 2018 Legislative Session\*

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

Sun	Mon	Tues	Wed	Thur	Fri	Sat
<b>February</b>						
				1	2	3
				DAY 19	DAY 20	
4	5	6	7	8	9	10
	DAY 21	DAY 22	DAY 23	DAY 24	RECESS	
11	12	13	14	15	16	17
	DAY 25	DAY 26	DAY 27	DAY 28	RECESS	
18	19	20	21	22	23	24
	HOLIDAY	DAY 29	DAY 30	DAY 31	DAY 32	
25	26	27	28			
	DAY 33	DAY 34	DAY 35			

Sun	Mon	Tues	Wed	Thur	Fri	Sat
<b>March</b>						
				1	2	3
				DAY 36	RECESS	
4	5	6	7	8	9	10
	RECESS	DAY 37	DAY 38	DAY 39	DAY 40	
11	12	13	14	15	16	17
	DAY 41	DAY 42	DAY 43	DAY 44	RECESS	
18	19	20	21	22	23	24
	RECESS	DAY 45	DAY 46	DAY 47	DAY 48	
25	26	27	28	29	30	31
	DAY 49	DAY 50	DAY 51	DAY 52	RECESS	

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

## Federal & State Holidays

January 15 – Martin Luther King Jr. Day  
February 19 - Presidents' Day

## Legislative Recess Days

January 12, 29  
February 9, 16  
March 2, 5, 16, 19, 30  
April 2, 12, 13, 16, 17

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

# 2018 LEGISLATIVE COMMITTEES

## Standing Committees

Updated 11/20/17

### **Agriculture (8)**

***Rm. 2102 - Tuesday***

Brasch (C), Blood (VC), Albrecht, Chambers, Halloran, Krist, Lowe, Thibodeau

### **Appropriations (9)**

***Rm. 1524 - Monday & Tuesday***

***Rm. 1003 - Wednesday, Thursday, & Friday***

Stinner (C), Bolz (VC), Clements, Hilkemann, Kuehn, McDonnell, Vargas, Watermeier, Wishart

### **Banking, Commerce and Insurance (8)**

***Rm. 1507 - Monday & Tuesday***

Lindstrom (C), Williams (VC), Baker, Brewer, Harr, Kolterman, McCollister, Schumacher

### **Business and Labor (7)**

***Rm. 2102 - Monday***

Albrecht (C), Crawford (VC), Chambers, Halloran, Hansen, Howard, Lowe

### **Education (8)**

***Rm. 1525 - Monday & Tuesday***

Groene (C), Kolowski (VC), Ebke, Erdman, Linehan, Morfeld, Pansing Brooks, Walz

### **General Affairs (8)**

***Rm. 1510 - Monday***

Larson (C), Blood, Brasch, Krist, Quick, Riepe, Thibodeau, Wayne

### **Government, Military and Veterans Affairs (8)**

***Rm. 1507 - Wednesday, Thursday, & Friday***

Murante (C), Brewer (VC), Blood, Briese, Hilgers, Lowe, Thibodeau, Wayne

### **Health and Human Services (7)**

***Rm. 1510 - Wednesday, Thursday, & Friday***

Riepe (C), Erdman (VC), Crawford, Howard, Kolterman, Linehan, Williams

### **Judiciary (8)**

***Rm. 1113 - Wednesday, Thursday, & Friday***

Ebke (C), Pansing Brooks (VC), Baker, Chambers, Halloran, Hansen, Krist, Morfeld

### **Natural Resources (8)**

***Rm. 1525 - Wednesday, Thursday, & Friday***

Hughes (C), Bostelman (VC), Albrecht, Geist, Kolowski, McCollister, Quick, Walz

### **Nebraska Retirement Systems (6)**

***Rm. 1525 - At call of Chair***

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

### **Revenue (8)**

***Rm. 1524 - Wednesday, Thursday, & Friday***

Smith (C), Friesen (VC), Brasch, Groene, Harr, Larson, Lindstrom, Schumacher

### **Transportation and Telecommunications (8)**

***Rm. 1113 - Monday & Tuesday***

Friesen (C), Smith (VC), Bostelman, Briese, Geist, Hilgers, Hughes, Murante

### **Urban Affairs (7)**

***Rm. 1510 - Tuesday***

Wayne (C), Hansen (VC), Crawford, Howard, Larson, Quick, Riepe

## Select Committees

### **Committee on Committees (13)**

Vacant

#### District 1:

Kolterman

Morfeld

Pansing Brooks

Schumacher

#### District 2:

Harr

Hilkemann

Howard

Smith (VC)

#### District 3:

Erdman

Friesen

Groene

Kuehn

### **Enrollment and Review (1)**

Wishart (C)

### **Reference (9)**

Watermeier (C), Kuehn (VC), Bolz, Chambers, Crawford, Hughes, Larson, McCollister, Scheer, Stinner (nonvoting ex officio)

### **Rules (6)**

Hilgers (C), Schumacher (VC), Harr, Krist, Kuehn, Scheer (ex officio)

## Special Committees

### **Building Maintenance (6)**

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

### **Education Commission of the States (3)**

Groene, Larson, Morfeld

### **Executive Board of the Legislative Council (9)**

Watermeier (C), Kuehn (VC), Bolz, Chambers, Crawford, Hughes, Larson, McCollister, Scheer, Stinner (nonvoting ex officio)

### **Justice Reinvestment Oversight (5)**

Ebke (C), Bolz, Halloran, Krist, Pansing Brooks

### **Legislative Performance Audit (7)**

Kuehn (C), Geist (VC), Briese, Linehan, Scheer, Stinner, Watermeier, Friesen (non-voting), Lindstrom (non-voting)

### **Legislature's Planning (9)**

Schumacher (C), Vargas (VC), Hansen, Linehan, Riepe, Scheer, Stinner, Watermeier, Williams

### **Midwest Interstate Passenger Rail Compact (2)**

Quick, Walz

### **Midwestern Higher Education Commission (Midwest Compact) (2)**

Crawford, Kolowski

### **State-Tribal Relations (7)**

Brewer (C), Lindstrom (VC), Albrecht, Baker, Brasch, Quick, Vargas

**2018 NEBRASKA UNICAMERAL LEGISLATURE**  
**Alphabetical List**

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

*As of 10/19/2017*

<b>Senator</b>	<b>District</b>	<b>Capitol Phone</b>	<b>Room</b>	<b>City</b>
<b>Albrecht, Joni</b>	17	(402) 471-2716	2010	Thurston
<b>Baker, Roy</b>	30	(402) 471-2620	1208	Lincoln
<b>Blood, Carol</b>	3	(402) 471-2627	1021	Bellevue
<b>Bolz, Kate</b>	29	(402) 471-2734	1015	Lincoln
<b>Bostelman, Bruce</b>	23	(402) 471-2719	1118	Brainard
<b>Brasch, Lydia</b>	16	(402) 471-2728	1022	Bancroft
<b>Brewer, Tom</b>	43	(402) 471-2628	1202	Gordon
<b>Briese, Tom</b>	41	(402) 471-2631	1120	Albion
<b>Chambers, Ernie</b>	11	(402) 471-2612	1302	Omaha
<b>Clements, Robert</b>	2	(402) 471-2613	1523	Elmwood
<b>Crawford, Sue</b>	45	(402) 471-2615	1016	Bellevue
<b>Ebke, Laura</b>	32	(402) 471-2711	1103	Crete
<b>Erdman, Steve</b>	47	(402) 471-2616	1529	Bayard
<b>Friesen, Curt</b>	34	(402) 471-2630	1110	Henderson
<b>Geist, Suzanne</b>	25	(402) 471-2731	1115	Lincoln
<b>Groene, Mike</b>	42	(402) 471-2729	1107	North Platte
<b>Halloran, Steve</b>	33	(402) 471-2712	1306	Hastings
<b>Hansen, Matt</b>	26	(402) 471-2610	1017	Lincoln
<b>Harr, Burke J.</b>	8	(402) 471-2722	2011	Omaha
<b>Hilgers, Mike</b>	21	(402) 471-2673	1404	Lincoln
<b>Hilkemann, Robert</b>	4	(402) 471-2621	2028	Omaha
<b>Howard, Sara</b>	9	(402) 471-2723	1012	Omaha
<b>Hughes, Dan</b>	44	(402) 471-2805	1210	Venango
<b>Kolowski, Rick</b>	31	(402) 471-2327	1018	Omaha
<b>Kolterman, Mark</b>	24	(402) 471-2756	2004	Seward
<b>Krist, Bob</b>	10	(402) 471-2718	1114	Omaha
<b>Kuehn, John L.</b>	38	(402) 471-2732	2000	Heartwell
<b>Larson, Tyson</b>	40	(402) 471-2801	1019	O'Neill
<b>Lindstrom, Brett</b>	18	(402) 471-2618	1401	Omaha
<b>Linehan, Lou Ann</b>	39	(402) 471-2885	1117	Elkhorn
<b>Lowe, John S., Sr.</b>	37	(402) 471-2726	1528	Kearney
<b>McCollister, John S.</b>	20	(402) 471-2622	1101	Omaha
<b>McDonnell, Mike</b>	5	(402) 471-2710	2107	Omaha
<b>Morfeld, Adam</b>	46	(402) 471-2720	1008	Lincoln
<b>Murante, John</b>	49	(402) 471-2725	1423	Gretna
<b>Pansing Brooks, Patty</b>	28	(402) 471-2633	1206	Lincoln
<b>Quick, Dan</b>	35	(402) 471-2617	1406	Grand Island
<b>Riepe, Merv</b>	12	(402) 471-2623	1402	Ralston
<b>Scheer, Jim</b>	19	(402) 471-2929	2103	Norfolk
<b>Schumacher, Paul</b>	22	(402) 471-2715	1124	Columbus
<b>Smith, Jim</b>	14	(402) 471-2730	1116	Papillion
<b>Stinner, John P.</b>	48	(402) 471-2802	1004	Gering
<b>Thibodeau, Theresa</b>	6	(402) 471-2714	1522	Omaha
<b>Vargas, Tony</b>	7	(402) 471-2721	1000	Omaha
<b>Walz, Lynne</b>	15	(402) 471-2625	1403	Fremont
<b>Watermeier, Dan</b>	1	(402) 471-2733	2108	Syracuse
<b>Wayne, Justin T.</b>	13	(402) 471-2727	1212	Omaha
<b>Williams, Matt</b>	36	(402) 471-2642	2015	Gothenburg
<b>Wishart, Anna</b>	27	(402) 471-2632	1308	Lincoln

**2018 NEBRASKA UNICAMERAL LEGISLATURE  
District List**

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

<b>District</b>	<b>Senator</b>	<b>Capitol Phone</b>	<b>Room</b>	<b>City</b>
1	<b>Watermeier, Dan</b>	(402) 471-2733	2108	Syracuse
2	<b>Clements, Robert</b>	(402) 471-2613	1523	Elmwood
3	<b>Blood, Carol</b>	(402) 471-2627	1021	Bellevue
4	<b>Hilkemann, Robert</b>	(402) 471-2621	2028	Omaha
5	<b>McDonnell, Mike</b>	(402) 471-2710	2107	Omaha
6	<b>Thibodeau, Theresa</b>	(402) 471-2714	1522	Omaha
7	<b>Vargas, Tony</b>	(402) 471-2721	1000	Omaha
8	<b>Harr, Burke J.</b>	(402) 471-2722	2011	Omaha
9	<b>Howard, Sara</b>	(402) 471-2723	1012	Omaha
10	<b>Krist, Bob</b>	(402) 471-2718	1114	Omaha
11	<b>Chambers, Ernie</b>	(402) 471-2612	1302	Omaha
12	<b>Riepe, Merv</b>	(402) 471-2623	1402	Ralston
13	<b>Wayne, Justin T.</b>	(402) 471-2727	1212	Omaha
14	<b>Smith, Jim</b>	(402) 471-2730	1116	Papillion
15	<b>Walz, Lynne</b>	(402) 471-2625	1403	Fremont
16	<b>Brasch, Lydia</b>	(402) 471-2728	1022	Bancroft
17	<b>Albrecht, Joni</b>	(402) 471-2716	2010	Thurston
18	<b>Lindstrom, Brett</b>	(402) 471-2618	1401	Omaha
19	<b>Scheer, Jim</b>	(402) 471-2929	2103	Norfolk
20	<b>McCollister, John S.</b>	(402) 471-2622	1101	Omaha
21	<b>Hilgers, Mike</b>	(402) 471-2673	1404	Lincoln
22	<b>Schumacher, Paul</b>	(402) 471-2715	1124	Columbus
23	<b>Bostelman, Bruce</b>	(402) 471-2719	1118	Brainard
24	<b>Kolterman, Mark</b>	(402) 471-2756	2004	Seward
25	<b>Geist, Suzanne</b>	(402) 471-2731	1115	Lincoln
26	<b>Hansen, Matt</b>	(402) 471-2610	1017	Lincoln
27	<b>Wishart, Anna</b>	(402) 471-2632	1308	Lincoln
28	<b>Pansing Brooks, Patty</b>	(402) 471-2633	1206	Lincoln
29	<b>Bolz, Kate</b>	(402) 471-2734	1015	Lincoln
30	<b>Baker, Roy</b>	(402) 471-2620	1208	Lincoln
31	<b>Kolowski, Rick</b>	(402) 471-2327	1018	Omaha
32	<b>Ebke, Laura</b>	(402) 471-2711	1103	Crete
33	<b>Halloran, Steve</b>	(402) 471-2712	1306	Hastings
34	<b>Friesen, Curt</b>	(402) 471-2630	1110	Henderson
35	<b>Quick, Dan</b>	(402) 471-2617	1406	Grand Island
36	<b>Williams, Matt</b>	(402) 471-2642	2015	Gothenburg
37	<b>Lowe, John S., Sr.</b>	(402) 471-2726	1528	Kearney
38	<b>Kuehn, John L.</b>	(402) 471-2732	2000	Heartwell
39	<b>Linehan, Lou Ann</b>	(402) 471-2885	1117	Elkhorn
40	<b>Larson, Tyson</b>	(402) 471-2801	1019	O'Neill
41	<b>Briese, Tom</b>	(402) 471-2631	1120	Albion
42	<b>Groene, Mike</b>	(402) 471-2729	1107	North Platte
43	<b>Brewer, Tom</b>	(402) 471-2628	1202	Gordon
44	<b>Hughes, Dan</b>	(402) 471-2805	1210	Venango
45	<b>Crawford, Sue</b>	(402) 471-2615	1016	Bellevue
46	<b>Morfeld, Adam</b>	(402) 471-2720	1008	Lincoln
47	<b>Erdman, Steve</b>	(402) 471-2616	1529	Bayard
48	<b>Stinner, John P.</b>	(402) 471-2802	1004	Gering
49	<b>Murante, John</b>	(402) 471-2725	1423	Gretna



LEADERSHIP

INNOVATION

VISION

ENGAGEMENT



## RECOGNIZING OUR ROOTS & REACHING BEYOND

100 Years is in the books! Another State Education Conference has come and gone. What a way to close out our final year in La Vista and set forth our new path as we look to take over downtown Omaha in 2019 and beyond! This year's event saw over 1,200 leaders networking, sharing, and learning, with some activities beginning on Tuesday and still going strong until Friday afternoon. Look back on all things State Conference using the hashtag #liveNASB100 on Twitter and Facebook. Takeaways from the Conference include:

- Incredible Pre-Conference sessions on school safety and partnering for a stronger workforce.
- NASB strummed into our 100th Birthday party with a little music, cake and a toast!
- 50+ breakout sessions packed every room available.
- We premiered two videos “That’s Why I Serve” and “Thank You School Boards” for the work you as school board members do to make Nebraska a great place to live. We encourage you to use and share these within your schools and communities to highlight the work that you’re doing. All are located at [www.vimeo.com/NASBonline](http://www.vimeo.com/NASBonline)
- Kathy Danek of Lincoln Public Schools was honored as this year’s Ann Mactier Award winner, for School Board Member of the Year! Who will it be next year?
- There were five recipients of the President’s Board Award this year! ESU 3, Gretna, Kimball, Nebraska City and Norris were all honored. To see how your board can join this list next year, contact Shari Becker at [sbecker@NASBonline.org](mailto:sbecker@NASBonline.org)
- The Norris Gold Show Choir sang their way into our hearts to open things up Thursday!
- Phil Hansen fascinated, showing us to turn our limitations into limitless.
- V.J. Smith had us all wondering if there is anyone out there that we may have forgotten to send a Thank-You to.
- Bryan Blasko sent us home energized to go back into our buildings and set the pace.
- The annual Delegate Assembly continued it’s new format, and set the Legislative and Leadership initiatives for the Association and its members for 2019. An overview of the Association was also given by John Spatz and Colby Coash.

NOVEMBER 2018

### UPCOMING EVENTS

#### NEW BOARD MEMBER WORKSHOPS

- November 27 | Gering
- November 28 | North Platte
- November 29 | Grand Island
- December 4 | Norfolk
- December 5 | La Vista

-- 2019 --

#### 106<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> SESSION

Begins Wednesday, January 9

#### LEGISLATIVE ISSUES CONFERENCE

January 27-28 | Lincoln

#### SCHOOL BOARD MEMBER WEEK

January 27 to February 2

#### NSBA ADVOCACY INSTITUTE

January 27-29 | Washington D.C.

#### BUDGET & FINANCE WORKSHOP

February 13 | La Vista  
February 20 | North Platte

#### PRESIDENT’S RETREAT

February 17-18 | Lincoln  
February 24-25 | Kearney

#### SPRING LEGAL WORKSHOPS

Details Coming Soon ...

#### NAEP STATE CONVENTION

March 26-27 | Grand Island

#### NSBA ANNUAL CONFERENCE

March 30 - April 1 | Philadelphia

CONTINUED ON PAGE 2

## LEADERSHIP

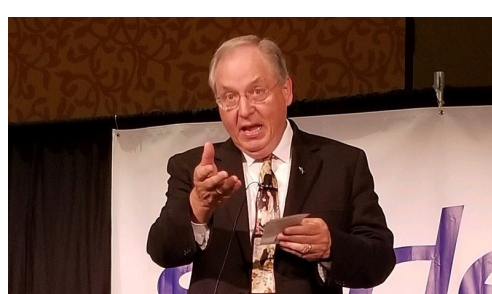
## INNOVATION

## VISION

## ENGAGEMENT



CONTINUED FROM PAGE 1



- The Delegate Assembly is also where NASB's leadership changes on the Board of Directors. Outgoing President Lanny Boswell passed the gavel to incoming President Steve Blocher of West Point, and Brad Wilkins of Ainsworth was elected incoming Vice President.
- New members of the Board of Directors, Lisa Wagner of Central City Public Schools, and Barb Svoboda of Mullen Public Schools, were welcomed.
- We said our thank-yous and good-byes to outgoing Region Directors, Lacey Merica of Omaha Public Schools, Laura Schneider of Hastings Public Schools, and to Past President Linda Richards of Ralston Public Schools.

Head to the State Education Conference page of [www.NASBonline.org](http://www.NASBonline.org) now to ...

*Check out links to all of the photos*

*Download session handouts*

*Rewatch "That's Why I Serve" and "Thank You School Boards"*

*Fill out the conference evaluation*

*And more ....*

Thank you to everyone who took the time to attend, present, serve, exhibit, and network. We always look forward to seeing you throughout the year and each November. Mark your calendars now for the 2019 State Education Conference: Taking It To The Streets, November 20-22, 2019, as we head to the CHI Health Center - in downtown Omaha!

# THE ANNUAL PASSING OF THE GAVEL



## LEADERSHIP

## INNOVATION

## VISION

## ENGAGEMENT

Once again, new year, new President.

At the annual NASB Delegate Assembly, outgoing President, Lanny Boswell of Lincoln concluded his year as President, and passed the ceremonial gavel to Steve Blocher of West Point.

Blocher has served on the West Point Board of Education for 20 years, and been a member of the NASB Board of Directors since 2015.

“There is no greater legacy we can give our children than a quality education. An education that challenges our kids and prepares them to be productive adults, that are resilient, that can face adversity, who can overcome and adapt, and continually move on to bigger and better challenges. An education we are proud to invest in.”

In addition to Blocher taking over as President, Brad Wilkins of Ainsworth was elected to serve as NASB’s Vice President, to begin his four-year run as an Officer. He has been a member of the Ainsworth Board since 2013.

Linda Richards of Ralston, who served as NASB’s President in 2017 was honored for her service to the NASB Board of Directors as both a Region Director for six years, and an Officer for the last four. While Richards run as an NASB Officer has concluded, she will remain on her local board where she has served since 1994, as well as remain a member of NASB’s Legislation Committee.

Stacie Higgins of Nebraska City will begin her second year as an Officer, moving from Vice President, to President-Elect, and will serve as President in 2020. Wilkins will serve as President in 2021.



## STUDENTS ARE A MAJOR PART OF THE STATE EDUCATION CONFERENCE!

From start to finish, there are many of aspects of the Conference that utilize students from across Nebraska. From the show choir, to the Student Voices breakout session, the Color Guards and Jr ROTC, and Classroom Showcase!



# 1918 100 ALICAP RECOGNIZES ITS ANNUAL AWARD WINNERS

Nebraska Association of  
SCHOOL BOARDS

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

168 Nebraska Schools and ESUs

Over \$1 Billion in  
Payroll insured

Over \$6 Billion in Property  
Values insured

28,000 Employees covered

3,000 Vehicles  
on schedule

1,000 claims handled  
annually

Also at this year's Membership Meeting, ALICAP received recognition from Safety National, the pool's Work Comp Excess Carrier, as 2018 marks the 10 year anniversary of partnering.

Congrats to ALICAP's membership as they continue to do great work in Workers' Compensation Loss Prevention.

ALICAP was formed in 1990, by the Nebraska Association of School Boards. That first year, there were 32 members and the coverage included only Workers' Compensation. The 2017-2018 year marks the 27th anniversary. Our membership has grown to 160 school districts and ESUs, and since 1995-1996 the coverage expanded from just Workers' Compensation to include Property, Liability, Auto, Crime and Errors and Omissions.

WE ARE PROUD TO BE ALICAP:

Many thanks to all ALICAP members for their trust, loyalty, and dedication.

WWW.ALICAP.ORG



Pictured are: John Phillips (Safety National Account Rep) Megan Boldt (NASB - Director of ALICAP) and Sarah Lambert (Safety National Underwriter)

2017-2018  
RECOGNITION PROGRAM  
AWARD WINNERS

LOSS RATIO AWARD WINNERS

AXTELL COMMUNITY SCHOOLS

ELGIN PUBLIC SCHOOLS

MULLEN PUBLIC SCHOOLS

EXPERIENCE MODIFIER  
AWARD WINNER

GRETNA PUBLIC SCHOOLS

SAFESCHOOLS AWARD WINNER

PLATTSMOUTH COMMUNITY  
SCHOOLS

ALICAP would like to congratulate these members on earning the above named safety awards. A strong safety program begins with a supportive leadership team and is acted out by every staff member, every day. Each of these award winners received a 2% premium credit on their 2018-2019 ALICAP Billing Statement.

KEEP UP THE GOOD WORK!

**ALICAP**

OVER \$20 MILLION GIVEN BACK IN DIVIDENDS

# CONGRATULATIONS! NOW WHAT?

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

NEXT  
WEEK!

## 2018 NEW BOARD MEMBER WORKSHOPS

November 27 | Gering  
November 28 | North Platte  
November 29 | Grand Island  
December 4 | Norfolk  
December 5 | La Vista

### *The Fundamentals of Board Service*

Register now at  
[www.NASBOnline.org](http://www.NASBOnline.org)

*Congratulations to each of the newly elected school board and ESU board members across the state!*

*As you celebrate the excitement of what is yet to come following your success at the voting booth, NASB invites you to attend and participate in the New Board Member Workshop. This initial learning opportunity will focus upon your new role as a board member and advocate for public education.*

*Onsite Registration for Gering, North Platte & Grand Island is still available.*

*Online Registration for Norfolk & La Vista is available through November 27, with onsite thereafter.*

### THE BOARD MEMBER PLEDGE

*I recognize and accept the responsibility of the board's role and our authority to act only within the structure of the school board/ESU board. I commit to taking the time necessary to understand the beliefs, acquire the knowledge and develop the skills necessary to be an effective member of the Board of Education.*

### LEARNING OBJECTIVES INCLUDE:

*Mission, Vision, and Goals  
Policy Governance  
Community Engagement  
Accountability & Student Achievement  
Advocacy  
District Resources  
Board Operations  
Board-Superintendent Relations  
Professional Development*

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

How can NASB help empower you to become a better advocate for public education in Nebraska?

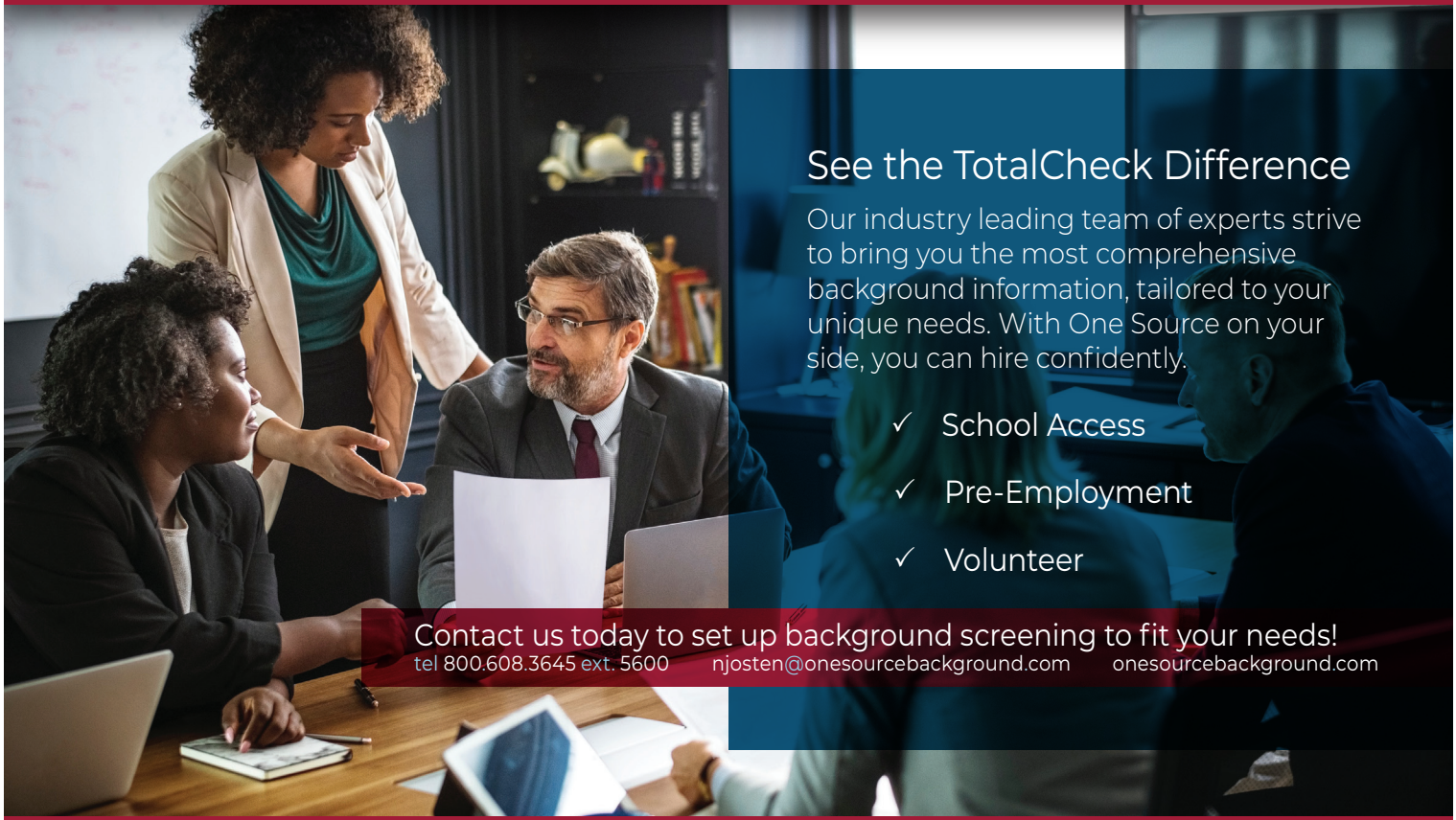
Leadership | Innovation | Vision | Engagement | #liveNASB

## KNOW YOUR DISTRICT'S DATA!

Understand the data that will make a difference!

Arm yourself to be a better storyteller!

Know where you're at ... Where the Legislature is going ... AND HOW TO ALIGN!



### See the TotalCheck Difference

Our industry leading team of experts strive to bring you the most comprehensive background information, tailored to your unique needs. With One Source on your side, you can hire confidently.

- ✓ School Access
- ✓ Pre-Employment
- ✓ Volunteer

Contact us today to set up background screening to fit your needs!  
tel 800.608.3645 ext. 5600 njosten@onesourcebackground.com onesourcebackground.com

Follow us:   

# ELECTION UPDATE

LEADERSHIP

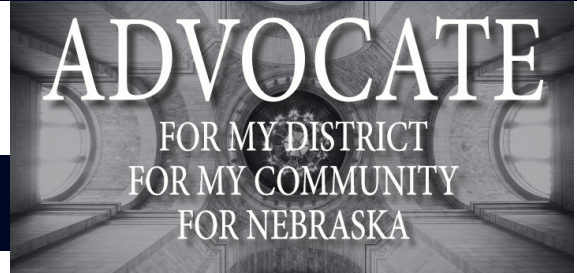
INNOVATION

VISION

ENGAGEMENT

The dust has settled, and we now know the players for the upcoming Legislative Session, and other key state and federal offices. The below information can also be accessed on the Government Relations page of [www.NASBOnline.org](http://www.NASBOnline.org)

**88% of the body will have 4 years or less experience  
(43 of 49 are new as of 2014)**



1st Elected

District 1	(open)		District 33	Steve Halloran	2016
District 2	Robert Clements	2017	District 34	Curt Friesen	2014
District 3	Carol Blood	2016	District 35	Dan Quick	2016
District 4	Robert Hilkemann	2014	District 36	Matt Williams	2014
District 5	Mike McDonnell	2016	District 37	John Lowe	2016
District 6	Machaela Cavanaugh	2018	District 38	Dave Murman*	2018
District 7	Tony Vargas*	2016	District 39	Lou Ann Linehan	2016
District 8	Megan Hunt	2018	District 40	Tim Gragert*	2018
District 9	Sara Howard	2012	District 41	Tom Brieze*	2016
District 10	Wendy DeBohr	2018	District 42	Mike Groene	2014
District 11	Ernie Chambers	1970	District 43	Tom Brewer	2016
District 12	Steve Lathrop	2018	District 44	Dan Hughes*	2014
District 13	Justin Wayne*	2016	District 45	Sue Crawford	2012
District 14	John Arch	2018	District 46	Adam Morfeld	2014
District 15	Lynne Walz	2016	District 47	Steve Erdman*	2016
District 16	Ben Hansen	2018	District 48	John Stinner*	2014
District 17	Joni Albrecht	2016	District 49	(open)	
District 18	Brett Lindstrom	2014			
District 19	Jim Scheer*	2012			
District 20	John McCollister	2014			
District 21	Mike Hilgers	2016			
District 22	Mike Moser	2018			
District 23	Bruce Bostelman	2016			
District 24	Mark Kolterman*	2014			
District 25	Suzanne Geist	2016			
District 26	Matt Hansen	2014			
District 27	Anna Wishart	2016			
District 28	Patty Pansing Brooks	2014			
District 29	Kate Bolz	2012			
District 30	Myron Dorn	2018			
District 31	Rick Kolowski	2012			
District 32	Tom Brandt	2018			

\* Former School Board Member

DID YOU KNOW

19 of 49 (39%) seats were a contested race

13 seats will be new in 2019 (Up to 12 rookie Senators)

6 Senators were term-limited

2 did not re-run

3 incumbents lost their election

2 won other elections

(District 1: Watermeier: Public Service Commission)

(District 49: Murante: State Treasurer)

# THANK YOU SCHOOL BOARDS!

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

# VIDEOS

Below are the links to the videos played during this year's State Education Conference. You can also find them on the homepage of [www.NASBOnline.org](http://www.NASBOnline.org). Feel free to post and share with your district and community. A huge thank you to all of those involved in helping create them, from recording lines to submitting photos of your schools. These were the 3rd and 4th videos we have had the pleasure of doing in the last few years, and we have had a ton of fun doing them.

We would also like to send a HUGE thank you out to all of the sponsors of these videos, who have allowed every cost associated with producing them to be taken care of! The next time you see them in your buildings or at an event, please be sure to thank ALICAP, Ameritas, Blue Cross Blue Shield of Nebraska, Boyd Jones, Carlson West Povondra, Creative Sites, Crouch Recreation, DLR Group, FES/SOCS, Johnson Controls, OneSource, Sparq Data Solutions, and Trane.

NASB Video Page – <https://vimeo.com/NASBOnline>

That's Why I Serve – <https://vimeo.com/300383420>

Thank You School Boards – <https://vimeo.com/300384374>



Thank You School Boards



That's Why I Serve



# 2019 LEGISLATIVE ISSUES CONFERENCE



LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

## IT'S GAMETIME: KNOW THE PLAYERS, CAPTAINS & GAMEPLAN

JANUARY 27-28, 2019 | CORNHUSKER MARRIOTT HOTEL LINCOLN

### LEGISLATIVE ISSUES CONFERENCE | SUNDAY, JANUARY 27

6:00 PM Reception, Dinner & Program  
**"From School Board to State Capitol"**  
Senator John Stinner

Former President, Gering Public Schools  
Board of Education

Former member, Nebraska Cornhusker  
National Championship football team,  
1970 and 1971



*Hospitality event to follow hosted by First National Capital Markets*

### LEGISLATIVE ISSUES CONFERENCE | MONDAY, JANUARY 28

8:00 AM Registration

8:30 AM Welcome & Introductions | Steve Blocher, NASB President

The Speaker, key Committee Chairs and a number of other Senators have been invited to share their respective views throughout the morning.

See who will be chairing the various committees, and get a first hand look at all of the bills introduced that will have an impact on public education in Nebraska during this year's legislative session.

12:00 PM Lunch with the Senators

1:30 PM Adjournment

(SPEAKER LIST SUBJECT TO CHANGE)

REGISTRATION IS NOW OPEN AT [WWW.NASBONLINE.ORG](http://WWW.NASBONLINE.ORG)

## ... ADVOCACY & GOVERNMENT RELATIONS

THE ELECTION HAS PASSED!

We know the players, we now wait to see who will be taking over the various leadership roles in the Legislature on Day 1.

(Committee assignments will happen after leadership is elected)

Hear from the Senators themselves at this year's Legislative Issues Conference, January 27-28, in Lincoln.

### KEY DATES:

2019 Legislative Session starts January 9

Leadership elected on Day 1

Bills introduced Days 1-10

Legislative Issues Conference | January 27-28 | Lincoln

Continue to stay engaged, continue to share your data and your stories!

- Call Colby with any questions! -

## ... WHOLE CHILD

In its November 15th board meeting, the Whole Child Project Board elected Patti Gubbels new board president!

Patti is a school board member with Norfolk Public Schools and a member of the NASB Board of Directors.

Patti is a retired teacher, education professor, and college administrator.

Contact Kori for all things WCP

## ... SEARCH & STRENGTHS

### DID YOU KNOW?

You can go to [www.NASBsuptsearch.org](http://www.NASBsuptsearch.org) to apply for a Superintendent position

You can schedule a Gallup leadership work session. Email [sbecker@NASBonline.org](mailto:sbecker@NASBonline.org) for more info.

People with strong *Responsibility* are promise keepers

People strong in the *Restorative* theme are good at figuring out what is wrong and resolving it

People with dominant *Influencing* themes make sure the group is heard

Contact Shari Becker for all things Search & Strengths!

*Shari is a Gallup Certified Strengths Coach*



**Paul Grieger**  
(800) 528-5145  
[pgrieger@dadco.com](mailto:pgrieger@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, however, 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 every deal from start to finish, because you deserve solutions tailored to fit you.

- Bond Underwriting Services
- Lease-Purchase Financing
- QCPUF Bonds



**Cody Wickham**  
(866) 809-5596  
[cwickham@dadco.com](mailto:cwickham@dadco.com)



**Andy Forney**  
(866) 809-5443  
[aforney@dadco.com](mailto:aforney@dadco.com)



## D | A | DAVIDSON

450 Regency Parkway, Suite 400 | Omaha, NE 68114  
[dadavidson.com](http://dadavidson.com) | D.A. Davidson & Co. member FINRA and SIPC

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.

Nebraska Association of School Boards  
1311 Stockwell Street - Lincoln, NE 68502  
Matt Belka, Editor | John Spatz, Publisher

## ... POLICY

Harassment policies are written mostly around federal laws with many specific requirements about investigative procedures and serious liabilities for any failure to closely follow those procedures. Districts often ask whether they can add other protected classes to the policies such as political views or gender identification.

This should always be avoided due to the high liabilities it would add, since those classes lack specific case law to guide the application of these procedures to new classes of protection.

*Contact Jim to learn more!*

## ... ENERGY PURCHASING

### DID YOU KNOW?

Natural gas prices are a result of three separate components

... the NYMEX, or exchange-based pricing based on the cost of natural gas in Louisiana

... the basis, or over-the-counter markets setting the difference between those costs in Louisiana and here in Nebraska

... and supply costs, or the premium per unit that it takes to actually deliver gas to our utilities.

Basis is running higher than normal this winter because gas storage in October was 15% lower than the 5 year October average. This complexity in buying natural gas is another reason you should rely on the NJUMP and CJUMP programs to supply your gas at a stable, competitive price.

*Contact Jim to learn more!*

## ... ALICAP & INSURANCE

Congrats again to the 2017-2018 Recognition Program Award Winners!

Loss Ratio Award Winners  
Axtell, Elgin & Mullen

Experience Modifier Award Winner  
Gretna

SafeSchools Award Winner  
Plattsmouth

*Thanks, Megan!*

## ... MEMBER ENGAGEMENT

It's November, so I would be remiss to not THANK YOU all for making the effort to travel to La Vista for education and networking at State Conference.

I look forward to hitting the road in December and visiting with you!

*- Sharon -*

## ... TECHNOLOGY

Sparq has completed the migration of Sparq Negotiations and the Contract Settlement Form over to the Sparq Platform. This enables users to quickly switch between Sparq Meetings, Negotiations, and Contract Settlement Form from the app selector in the top right of the screen with one Single-Sign-On (SSO).

Sparq completed and released the Sparq/NASB connector that now allows for two direction data transfer between the NASB Membership Portal and the Sparq Platform. This ensures that if you update information in one system, it automatically updates the other system. Login credentials and passwords are still stored separately.

We have doubled our Internet Speeds allowing faster data transfers!

EHA data was added to the Negotiations system to give you better projections.

Follow Sparq on Twitter and Facebook for all the latest updates.

[https://twitter.com/sparq\\_data](https://twitter.com/sparq_data) | <https://www.facebook.com/SparqData>

## ... BOARD LEADERSHIP

Congratulations to each of the newly elected school board and ESU board members across the state! NASB staff members are gearing up for the upcoming New Board Member Workshops starting next week in Gering, North Platte and Grand Island, followed by stops in Norfolk and La Vista the following week! To learn more about the content of the workshop or to register, please contact NASB or visit with your superintendent, ESU Administrator, and/or the board president.

Marcia Herring | [mherring@NASBonline.org](mailto:mherring@NASBonline.org)  
Kori Stanosheck | [kstanosheck@NASBonline.org](mailto:kstanosheck@NASBonline.org)  
Melissa Lusk | [mlusk@NASBonline.org](mailto:mlusk@NASBonline.org)

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

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://www.NASBonline.org)*

NEXT  
WEEK!

## New Board Member Workshops

November 27 | Gering      November 28 | North Platte      November 29 | Grand Island  
December 4 | Norfolk      December 5 | La Vista

2019

106th Legislature, 1st Session begins Wednesday, January 9

KEY DATES:

DAY 1 (JANUARY 9TH): LEADERSHIP/COMMITTEE CHAIRS DETERMINED

DAY 10 (JANUARY 23): LAST DAY TO INTRODUCE BILLS

JANUARY 27: NASB'S LEGISLATION COMMITTEE MEETING

DAY 90 (JUNE 6): FINAL DAY OF THE 2019 SESSION



Legislative Issues Conference | January 27-28 | Lincoln

School Board Member Week | January 27 to February 2

NSBA Advocacy Institute | January 27-29 | Washington, D.C.

Budget & Finance Workshop | February 13 | La Vista

Budget & Finance Workshop | February 20 | North Platte

President's Retreat | February 17-18 | Lincoln

President's Retreat | February 24-25 | Kearney

NAEP State Convention | March 26-27 | Grand Island

NSBA Annual Conference | March 30 to April 1 | Philadelphia

Board Presidents: Check your inbox each month for the monthly 'NASB Update' to include in your meeting agenda.  
Please contact [mbelka@NASBonline.org](mailto:mbelka@NASBonline.org) with any questions.

# YOUR NASB BOARD OF DIRECTORS & STAFF



## YOUR NASB LEADERSHIP TEAM



Steve Blocher  
President  
West Point



Stacie Higgins  
President-Elect  
Nebraska City



Brad Wilkins  
Vice President  
Ainsworth



Lanny Boswell  
Past President  
Lincoln

## YOUR REGION DIRECTORS



Region 1  
Neal Kanel  
HTRS



Region 2  
Sarah Centineo  
Bellevue



Regions 3, 6 & 7  
Shavonna Holman  
Omaha



Regions 3, 6 & 7  
Ricky Smith  
Omaha



Regions 3, 6 & 7  
TBD in January  
Omaha



Regions 4 & 5  
Connie Duncan  
Lincoln



Regions 4 & 5  
Kathy Danek  
Lincoln



Region 8  
Jay Irwin  
Ralston



Region 9  
Alan Moore  
ESU 3



Region 10  
Paul Brune  
Heartland



Region 11  
Jim Vlach  
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  
Kim Burry  
Bayard



Region 19  
Stacy Jolley  
Millard

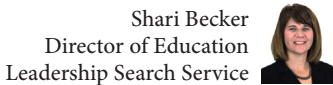
## YOUR NASB STAFF



John Spatz  
Executive Director



Colby Coash  
Associate Executive Director/  
Dir. of Government Relations



Shari Becker  
Director of Education  
Leadership Search Service



Matt Belka  
Director of Marketing,  
Communications & Advocacy



Megan Boldt  
Director of ALICAP Insurance



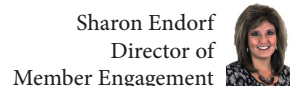
Makenzie Brookhouser  
ALICAP & Events Manager



Craig Caples  
Director of Technology



Dan Clarke  
Systems Engineer



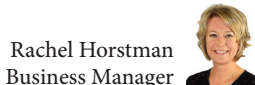
Sharon Endorf  
Director of  
Member Engagement



Jen Goetz  
Accounting/Data Specialist



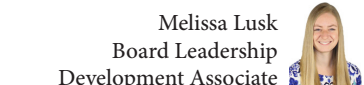
Marcia Herring  
Director of Board Leadership



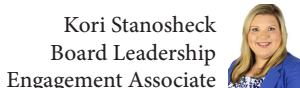
Rachel Horstman  
Business Manager



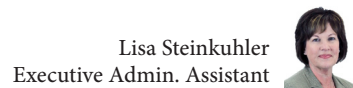
Jim Luebbe  
Director of Policy Services



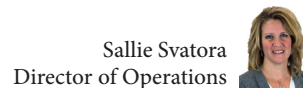
Melissa Lusk  
Board Leadership  
Development Associate



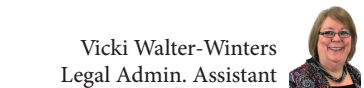
Kori Stanosheck  
Board Leadership  
Engagement Associate



Lisa Steinkuhler  
Executive Admin. Assistant



Sallie Svatora  
Director of Operations



Vicki Walter-Winters  
Legal Admin. Assistant

# NASB AFFILIATES

LEADERSHIP	INNOVATION	VISION	ENGAGEMENT
<b>ACCOUNTING</b>	<b>BUILDING CONTROLS/SERVICES</b>	<b>ENERGY SERVICES</b>	
Watts and Hershberger, P.C. Jim Watts - 402-483-7512 jw1cpa@aol.com   www.gowh.com (CPA, Accounting)	Duro-Last Roofing Mark Akagi - 785-232-6563 mark@morrisgrup.com   www.duro-last.com (Representative for Duro-Last roofing system)	CenterPoint Energy Services, Inc. Brenda Christensen - 888-710-4707 brenda.christensen@centerpointenergy.com www.centerpointenergy.com   (Natural gas)	
<b>ARCHITECTS</b>	Heartland Roofing Consultants Zach Williams - 402-289-3336 zw@heartlandroofingconsultants.com www.heartlandroofingconsultants.com (Consulting for roofing & waterproof solutions)	Johnson Controls Jason Peck - 308-708-9479 jason.peck@jci.com   www.jci.com (HVAC, Building Automation, Service Agreements, Security and Fire, among others)	
BVH Architecture Cleve Reeves   402-475-4551 creeves@bvh.com   www.bvh.com (Architecture)	<b>CONSTRUCTION SERVICES</b>	Siemens Industry, Inc. Carolyn D. Rooker - 402-979-4844 carolyn.rooker@siemens.com www.siemens.com (Data Driven Financial & Infrastructure Energy Services)	
Cannon Moss Brygger Architects Brad Kissler - 308-384-4444 kissler.b@cmbaarchitects.com Jim Brisnehan   www.cmbaarchitects.com (Architecture, Master Planning, Interiors, Bond Promotion/Community Engagement)	A-Lert Roof Systems Paulene Courtney   800-344-0609 pcourtney@centurionind.com www.alertroofsystems.com (Commercial Standing Seam Metal Roofs)	TRANE Dave Raymond - 402-331-7111/402-452-7762 dave.raymond@trane.com www.trane.com/omaha (Building Construction & Energy Services)	
Carlson West Povondra Architects Jamie Eckmann - 402-551-1500 jeckmann@cwparchitects.com www.cwparchitects.com (Architecture, planning, feasibility studies)	Boyd Jones Construction George Schuler - 402-550-1801 gschuler@boydjones.biz   www.boydjones.biz (Construction Management, Pre-Bond, Pre-Construction, Facility Evaluation, Early Stage Planning)	<b>EQUIPMENT AND FURNITURE</b>	
DLR Group Vanessa Schutte - 402-393-4100 vschutte@dlrgroup.com   www.dlrgroup.com (Architecture, engineering, Ed. facility planning)	Cheever Construction Douglas Klute - 402-477-6745 dklute@cheeverconstruction.com www.cheeverconstruction.com (Construction Services)	Data Source Media, Inc. Nadean Spaulding - 402-466-3342 nspaulding@dsmedia.com   www.dsmedia.com (Sit-Stand desks, Printers, Multi-function devices (print/copy/scan/fax), ink and toner)	
The Schemmer Associates Inc. Terry Wood, AIA - 402-493-4800 twood@schemmer.com   www.schemmer.com Molly Macklin   mmacklin@schemmer.com (Architecture, engineering, educational facility planning)	Fisher Tracks, Inc. Jordan Fisher - 800-432-3191 / 515-432-3191 jfisher@fishertracks.com   www.fishertracks.com (Installation, Refurbishment & Design Build of All-Weather Running Tracks)	Front Runner Fab., Inc. Bryan Dubas   308-550-0151 info@thecastermaster.com (Bleacher design, sales, installation)	
<b>AWARDS &amp; PLAQUES</b>	Heartland Pella Windows & Doors Dennis Feeken   800-334-2271 www.heartlandpella.com dennisfeeken@heartlandpella.com (Commercial Window & Door Solutions)	Sheppard's Business Interiors Ken Sigmon - 402-393-8888 ksigmon@sbi-omaha.com   www.sbi-omaha.com (Furniture, Space Planning, Asset Management)	
Awards Unlimited Larry King - 402-474-0815 larryking@awardsunlimited.com www.awardsunlimited.com (Trophies, awards, plaques, etc.)	<b>ENERGY SERVICES</b>	<b>FINANCIAL SERVICES</b>	
<b>BUILDING CONTROLS/SERVICES</b>	Ameresco, Inc. David Goebel - 308-392-3283/402-370-8822 dgoebel@ameresco.com   www.ameresco.com (Capital Improvements, Energy Efficiency & Renewable Energy Solutions for Buildings)	Ameritas Investment Corp. Jay Spearman - jspearman@ameritas.com Scott Keene - skeene@ameritas.com Brad Slaughter - bslaughter@ameritas.com Marc Munford - mmunford@ameritas.com Bruce Lefler - blefler@amertias.com Dallas Watkins - dallas.watkins@ameritas.com 800-700-2362 / 402-384-8088 (Bonds, Refunding Bonds, QCPUF Bonds, TANs, NASB Lease-Purchase)	
Control Management Inc. Nathan Haug - 402-571-9454 nathan@cmiomaha.com   www.cmiomaha.com (Building Automation, Security and Energy Optimization for New and Existing Systems)			



# NASB AFFILIATES



LEADERSHIP	INNOVATION	VISION	ENGAGEMENT
------------	------------	--------	------------

## FINANCIAL SERVICES

D.A. Davidson & Co.  
 Paul Grieger - 402-392-7986  
 pgrieger@dadco.com  
 Cody Wickham - 402-392-7989  
 cwickham@dadco.com  
 Andy Forney - 402-392-7988  
 aforney@dadco.com  
 www.dadavidson.com  
 (Bonds/Election Services, Lease Purchase)

First National Capital Markets  
 Tobin Buchanan - 308-352-8328  
 tbuchanan@fnni.com  
 www.fncapitalmarkets.com  
 (Public Finance, Election Guidance)

First Nebraska Credit Union  
 Elly Heckel | 402-492-9100  
 www.firstnebraska.org  
 marketing@firstnebraska.org  
 (Taking care of your financial needs!)

Nebraska Liquid Asset Fund - NLAFF  
 Barry Ballou - 402-705-0350  
 balloub@pfm.com | www.NLAFFpool.org  
 (Liquid Asset Fund, financing programs)

Nebraska Public Agency Investment Trust  
 Becky Ferguson - 402-323-1334  
 becky.ferguson@ubt.com | www.npait.com  
 (Investment tool providing liquidity and safety)

Union Bank & Trust Health Benefit Solutions  
 Jennifer Ainsworth - 402-323-1815  
 jennifer.ainsworth@ubt.com  
 www.ubt.com/health  
 (Financial Services, Banking)

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

## FOOD SERVICE

Lunchtime Solutions  
 Deni Winter | 605-235-0939 Ext 106  
 www.lunchtimesolutions.com  
 deni@lunchtimesolutions.com  
 (Progressive Food Service Management)

Opaa! Food Management of Nebraska  
 Greg Frost | 636-812-0777  
 www.opaafood.com  
 (Contract Food Service Management)

## INSURANCE SERVICES

Blue Cross Blue Shield of Nebraska  
 Kent Trelford-Thompson - 800-562-6394  
 kent.trelford-thomps@nebraskablue.com  
 www.bcbsne.com  
 (Group health insurance)

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

Public Risk Management  
 Sheri Shonka - 402-884-3751 / 877-649-4612  
 sheri.shonka@prmne.com | www.alicap.org  
 (ALICAP, Insurance services)

## LEGAL SERVICES

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

## MECHANICAL CONSTRUCTION

Rasmussen Mechanical Services  
 Jennifer Coggins - 712-323-0514  
 jennifer.coggins@rasmech.com  
 www.rasmech.com  
 (Your Single Source Service Provider)

## PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC  
 Julie Kutilek - 402-614-4606 / 800-266-1250  
 julie@creativesitesllc.com  
 (Playground equipment and site furnishings)

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

## SAFETY & SECURITY SERVICES

One Source The Background Check Company  
 Nick Jasa - 800-608-3645  
 info@onesourcebackground.com  
 www.onesourcebackground.com  
 (Employment, Volunteer, Contractor Screening)

## SAFETY & SECURITY SERVICES

School Security Services  
 Tom Nesbitt - 402-325-1019  
 tnesbitt@nesbittassociates.com  
 www.nesbittassociates.com  
 (Safety Plans, Safety Training, Facility Assessments, other Safety Security Services)

## TECHNOLOGY CONSULTING

PRISM advisors  
 Jason Richards - 402-593-8911  
 jprichards@prism-advisors.com  
 www.prism-advisors.com  
 (PEOPLE, PROCESS & SYSTEMS. IT strategic planning and project management through RFP to implementation)

## TECHNOLOGY/SOFTWARE

Sparq Data Solutions  
 Craig Caples - 402-423-4951  
 ccaples@sparqdata.com  
 www.sparqdata.com  
 (Paperless Board Meetings, Teacher Negotiations, Public Document Management, Document Imaging & Scanning)

## TELECOMMUNICATIONS

Unite Private Networks  
 Jeff Gamble - 402-401-4540  
 Jeff.Gamble@upnfiber.com  
 www.uniteprivatenetworks.com  
 (District Optic Networks, Voice & Internet Services, 100% E-Rate approved)

## TESTING SERVICES

OnToCollege with John Baylor  
 John Baylor / Joni Woodruff - 402-917-5730  
 joni@ontocollege.com | www.ontocollege.com  
 (ACT Prep and college counseling services to schools and families)

## TRANSPORTATION

Mid States School Bus, Inc.  
 Dean Carroll - 402-375-2887  
 deanc@midstataeschoolbus.com  
 www.midstataeschoolbus.com  
 (New and Used Lift Van and Bus Sales)





1311 STOCKWELL STREET  
LINCOLN, NE 68502  
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED



# NASB BOARD NOTES

A monthly publication from the Nebraska Association of School Boards



LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

## IN THIS EDITION

RECOGNIZING OUR ROOTS & REACHING BEYOND  
100TH ANNUAL CONFERENCE: IN PICTURES  
THE ANNUAL PASSING OF THE GAVEL  
ALICAP RECOGNIZES ITS ANNUAL AWARD WINNERS  
CONGRATULATIONS! NOW WHAT?  
ELECTION UPDATE  
2019 LEGISLATIVE ISSUES CONFERENCE  
TRAINING, NETWORKING, ENGAGEMENT & EVENTS  
YOUR NASB BOARD OF DIRECTORS & STAFF  
... AND MUCH MORE!

## AS WELL AS "THIS MONTH IN ..."

... ADVOCACY & GOVERNMENT RELATIONS  
... ALICAP & INSURANCE  
... BOARD LEADERSHIP  
... ENERGY PURCHASING  
... MEMBER ENGAGEMENT  
... NEBRASKA WHOLE CHILD PROJECT  
... POLICY  
... SEARCH & STRENGTHS  
... TECHNOLOGY

# Student / Staff Count 2018-2019 School Year

Elem. School	Grade																	Total *Student / Staff	
	PS	KG	1	2	3	4	5	6											
	All Student Counts Are Actual SIMS Enrollment Figures																		
	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Students *	
BLUM	2	25	3	53	2	54	2	48	3	57	2	49	2	48	2	55	18	364	
KW	2	17	2	29	1	18	2	34	1.5	27	1.5	29	1	19	1	20	10	176	
MEAD	2	35	2	36	2	45	2	42	2	36	2	53	2	43	2	52	14	307	
MOCK	1	20	3	56	3	60	3	42	3	53	3	56	2	49	2	52	19	368	
SEY	1	18	2	31	1.5	31	1.5	33	1.5	30	1.5	29	1.5	39	1.5	32	11	225	
WW	2	34	2	38	2	33	2	35	2	43	2	45	2	35	2	34	14	263	
Totals By Gr	10	149	14	243	11.5	241	12.5	234	13	246	12	261	10.5	233	10.5	245	86	1703	
															*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	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud					
RMS		227		230									0	457					
RHS						244		253		267		325	0	1089					
Totals	Staff	*Stud	Ratio	*Stud 17-18	Change for 18-19														
BLUM	20	389	19/1	386	3	*Includes PS													
KW	12	193	16/1	198	-5														
MEAD	16	342	21/1	325	17														
MOCK	20	388	19/1	379	9														
SEY	12	243	20/1	224	19														
WW	16	297	19/1	308	-11														
Elem. Totals	96	1852	19/1	1820	32														
RMS	36	457	13/1	472	-15														
RHS	70	1089	16/1	1064	25														
Sec. Totals	106	1546	15/1	1536	10														
Dist. Totals	202	3398	17/1	3356	42														
															Nov 26 2018				
															8:25 AM				

Bid Results for RHS Bleacher Project

Company	Amount	Bid Bond Attached
Mark VII Enterprises	517,300	Y
Midwest DCM	530,000	Y
KC Peterson	520,000	Y
Elkhorn West*	493,623	Y
Rife Construction	497,407	Y

\* Suggests recommendation from RPS

**Ralston Public Schools**  
**Monthly Administrative Update Foodservice**  
 October 2018

• **Financial**

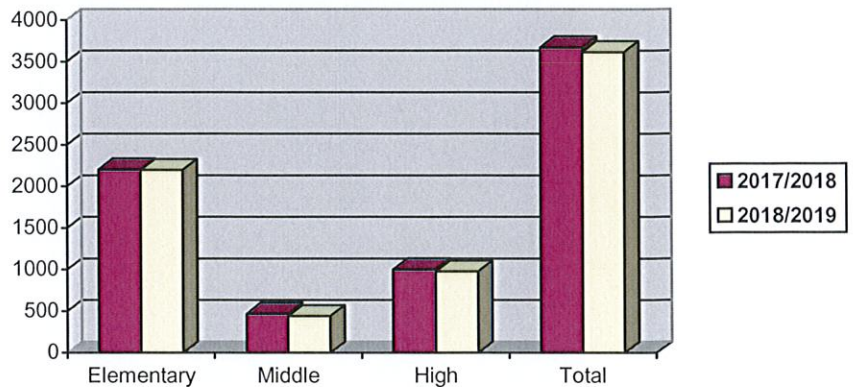
	18/19 Budget		18/19 Actual		17/18 Actual	
	Financial	Financial	Cost/Meal	Financial	Cost/Meal	
<b>Revenue</b>	<b>237,917</b>	<b>246,783</b>	<b>2.87</b>	<b>241,410</b>	<b>2.82</b>	
Food	109,806	118,334	1.38	94,185	1.10	
VDA/Rebates	+ 8000	+ 16,730	+ .19	+ 12,004	+ .14	
Labor (RPS and Sodexo)	81,180	108,527	1.26	85,961	1.00	
Controllables	16,217	18,543	.22	16,747	.20	
Non-Controllables	17,809	17,408	.20	17,277	.20	
<b>Total Expenses</b>	<b>207,012</b>	<b>246,082</b>	<b>2.87</b>	<b>202,166</b>	<b>2.36</b>	
<b>Return</b>	<b>30,905</b>	<b>701</b>	<b>-</b>	<b>39,244</b>	<b>.46</b>	

Year to Date	18/19 Budget	18/19 Actual	Cost Per Meal	17/18 Actual
<b>Revenue</b>	<b>622,712</b>	<b>654,075</b>	<b>2.78</b>	<b>634,619</b>
<b>Total Expenses</b>	<b>646,592</b>	<b>664,884</b>	<b>2.83</b>	<b>603,855</b>
<b>Net Return</b>	<b>-23,880</b>	<b>-10,809</b>	<b>-.05</b>	<b>30,764</b>

	18/19 TOTAL MEALS SERVED	18/19 MEALS PER DAY	17/18 TOTAL MEALS SERVED	17/18 MEALS PER DAY
<b>Elementary</b>				
Breakfast	19,167	913	19,790	942
Lunch	26,974	1284	26,483	1261
<b>RMS</b>				
Breakfast	1709	81	1693	81
Lunch	7564	360	8140	388
<b>RHS</b>				
Breakfast	8825	420	8207	391
Lunch	11,719	558	12,834	611
<b>RPS Total</b>				
Breakfast	29,701	1414	29,690	1414
Lunch	46,257	2202	47,457	2260

**Meals Per Day Served**

RPS Free and Reduced  
 October 31, 2018  
 58.3%



## October, 2018 Events:

In October, the elementary schools played Lucky Tray Day on Fridays, where if the student had a sticker on the bottom of his/her tray, a small prize was won. The elementary students just love this.

On October 17<sup>th</sup>, Blumfield and Karen Western were chosen for safety audits by Ecosure. Ecosure is a 3<sup>rd</sup> party audit company that does surprise audits each year, looking at both food and physical safety. Both schools each got scores of 100 each in food and physical safety, and we are proud of them.

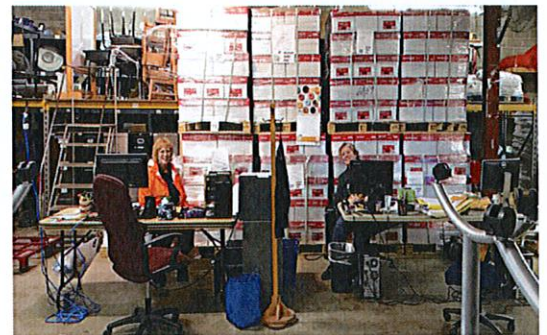
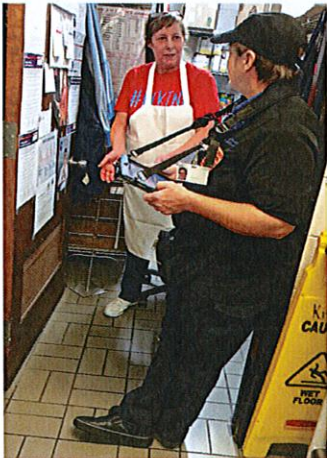
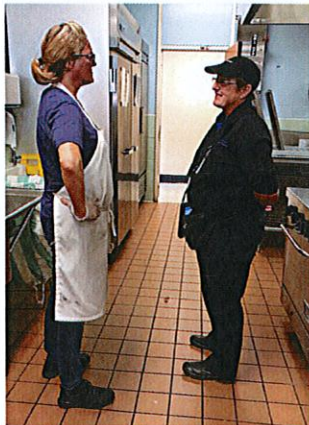
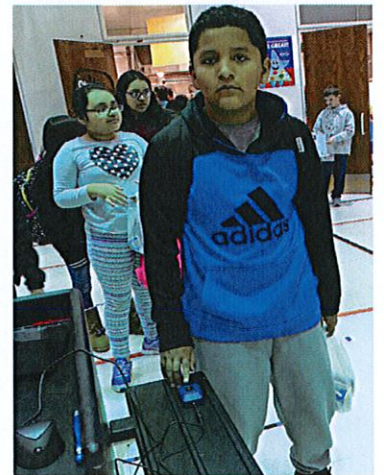
Finger scanning at the point of sale began at Mockingbird with 4<sup>th</sup>-6<sup>th</sup> grade students, and all is going well. We had 4-5 families opt out, and plan to begin the K-3 students next.

Judy and Peggy spent the month of October working from the warehouse, due to plumbing work at VMAC. They killed some spiders and chased a cat, and it all worked out fine.

Free breakfast was offered to students taking the ACT test at RHS, and about 15 students participated.

Regular monthly training – lock out/tag out and workplace violence.

Total foodservice training time: 20 hours



# Board of Education Events

# December

# 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 Madrigal Concert RHS – 7:30 pm
2	3	4	5 New Member Workshop – La Vista	6	7	8
9	10 BOE Meeting – 6 pm	11 Health & Education Summit 8-12:30 Nebraska Medicine	12	13 Winter Band Concert RHS – 7 pm	14	15
16	17 Concert Choir – RHS 7 pm	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**BOARD OF EDUCATION EVENTS – BLUE**

**RALSTON PUBLIC SCHOOL EVENTS - RED**

# Board of Education Events

# November

# 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
					Parade of Champions – Meadows – 3:15 pm	
4	5	6	7	8	9	10
				Hands Helping Jazz Hands – RHS – 7:30 Thanksgiving Luncheon at KW 11:30 am		
11	12	13	14	15	16	17
	Veterans Day Celebrations – Meadows, Seymour, RMS & RHS BOE Meeting - 6 pm	Turkey Senior Citizen Day - RHS	State Education Conference-La Vista Thanksgiving luncheon – Seymour 11 am	State Education Conference-La Vista Family Math Game Night – Seymour 5:30-6:30	State Education Conference and Delegate Assembly La Vista	
18	19	20	21	22	23	24
	Geography Bee – RMS – 2:40 pm	Thanksgiving Soup Luncheon – Meadows- 11-1		Happy Thanksgiving! 		
25	26	27	28	29	30	
	BOE Meeting – 6 pm		Seymour – Senior Citizen Event – Hillcrest Senior Center -1:45	Madrigal Concert – RHS – 7:30 pm	Madrigal Concert – RHS – 7:30 pm	

**BOARD OF EDUCATION EVENTS – BLUE**

**RALSTON PUBLIC SCHOOL EVENTS - RED**