

Board of Education Regular
Meeting/Business
Monday, February 26, 2024 6:00 PM

Virginia Moon Administrative Center
8545 Park Dr
Ralston, NE 68127-3621

Agenda

1. Call To Order
Speaker(s): Board President
2. Pledge of Allegiance
Speaker(s): Board President
 - 2.1. Roll Call - Excuse Board Members not in attendance
Speaker(s): Board President
3. Public Comment Sign In Procedure
 - 3.1. Public Comment
4. Board Appreciation Presentation
Speaker(s): Jim Frederick
5. Consent Agenda (Action)
Speaker(s): Board President
6. Board Development and Communication
 - 6.1. Board Members' Update
 - 6.2. Instructional Coaching/Teacher mentoring program presentation
Speaker(s): Amber Scott, Mindy Podraza, Melanie Reeves, Shawna Mayer
7. Superintendent's Report
Speaker(s): Superintendent
 - 7.1. Government Relations Update
Speaker(s): Mr. Jason Buckingham
 - 7.2. Seymour Elementary School Improvement Plan Overview
Speaker(s): Ms. Jodi Blessen
 - 7.3. Instructional Coaching/Teacher mentoring program presentation
Speaker(s): Amber Scott, Mindy Podraza, Melanie Reeves, Shawna Mayer
 - 7.4. District Bond Project Update
Speaker(s): Jason Buckingham
 - 7.5. NASB Updates and Information
Speaker(s): Mrs. Elizabeth Kumru
 - 7.6. Enrollment Update
Speaker(s): Anne Harley
 - 7.7. District Human Resources Update
Speaker(s): Michael Rupprecht
8. Standards Based School Improvement
 - 8.1. 2024/2025 Ralston Education Association Negotiated Agreement (Action)
Speaker(s): Michael Rupprecht
9. Policy Review
10. Pre-Adjournment Information and Activities
 - 10.1. Announcements
 - 10.2. Board of Education Supplemental Meeting Information

- 10.3. Future Board Calendar
11. Adjourn

2009 Public Participation at Board Meetings

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

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

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

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

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

Ralston Board of Education Public Comment Procedures

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

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

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

Public Participation at Board Meetings Form

**Ralston Board of Education
PUBLIC COMMENTS**

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

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

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

February 13, 2024

Nathan Capron
7839 Kansas Ave
Omaha, NE 68134

Ralston Public Schools
8545 Park Dr.
Omaha, NE 68127

Dear Dr. Ryan Pivonka:

I am writing to notify you that I will be resigning from my position as Instrumental Director with Ralston Public Schools at the end of the school year.

I greatly appreciate the opportunities that Ralston Public Schools has provided me, as well as the professional guidance and support that has allowed me to grow within this role. I will sincerely miss the students, the staff, and this school community. I feel this is the right time to move onto new challenges and opportunities. I wish you and Ralston Public Schools all the success in the future.

If I can be of any assistance during this transition, I'd be happy to help.

Sincerely,



Nathan Capron

To: Mr. Jason Buckingham
Dr. Ryan Pivonka
Ralston Public Schools Board of Education

From: Tara Behrens

Date: February 15, 2024

Dear Mr. Buckingham,

I am writing this letter to put in my official notice of resignation from my teaching position with Ralston Public Schools at the completion of my current 2023-2024 contract. This announcement is bittersweet because I have loved my time as a teacher and coach at Ralston High School over the past 13 years.

I have grown tremendously over my career in Ralston and wouldn't trade my experience for anything. I am very grateful for all of the opportunities this district has provided me and will cherish the friendships that I've made forever. Thank you for trusting me to lead students and athletes for over a decade!

Sincerely,



Tara Behrens

To: Mr. Jason Buckingham
Ralston Public Schools Board of Education

From: Malachi Behrens

Date: February 16, 2024

Dear Mr. Buckingham,

I am writing this letter to put in my official notice of resignation from my current position as administrative intern with Ralston Public Schools at the completion of my current 2023-2024 contract.

Our family has thoroughly enjoyed our time at Ralston Public Schools over the past 13 years. The relationships I have built, and experiences I have gained have allowed me to be the leader I am today. Ralston is all I have known throughout my educational career, and I am grateful for the chance you took on me to positively impact students throughout my tenure.

Sincerely,

Malachi Behrens

To:
Mr. Jason Buckingham
Dr. Michael Rupprecht

From:
Christina Didier

Date: February 23, 2024

To Mr. Buckingham and Dr. Rupprecht:

Please accept this letter as my formal resignation as Early Childhood Special Educator effective at the end of my 2023-2024 contract.

I am incredibly grateful for the opportunities that I have been given while working for Ralston Public Schools. I have had the pleasure of working with and learning from experienced, caring, and dedicated educators during my time at Blumfield Elementary. This has been an experience that I will always be grateful for.

Sincerely,

Christina Didier

Christina Didier

**Ralston Public Schools
Board of Education Regular Meeting**

Monday, February 12, 2024

The Ralston Public Schools Board of Education met in open, public session on Monday, February 12, 2024. The meeting took place at the Virginia Moon Administrative Center, 8545 Park Drive, Ralston, NE. The District provided advanced notice by publication in *The Omaha Daily Record* and on the District’s website, www.ralstonschools.org.

Call to Order

Board President, Mrs. Robin Richards, called the meeting to order at 6:00 pm.

Roll Call

In addition to the Board members, those in attendance included Mr. Jason Buckingham, Dr. Aaron Bredenkamp, Dr. Mike Rupprecht, Dr. Anne Harley, Mr. Jim Frederick, and Mrs. Marci Carroll.

Consent Agenda

Consent agenda items include minutes from the January 22nd meeting; January Financial Report, January bills in the amount of \$462,192 for the General Fund, and \$2,585,445.79 for the Special Building Fund. Prior to the meeting, Mrs. Samantha Willey and Mrs. Katie Krause reviewed the bills. Local Substitute Certificates for Tyler Albers, Danielle Calpin, Emily Reddel, Malia Johnson, and Amaya Brodine.

Recommend the following teachers be hired for the 2024-2025 school year:

Thea Jobst - RMS - English. BA-UNO. Former student teacher and sub at RMS.

Miki Valenta - RHS - Family Consumer Science. BA-UNO, UNL-61 graduate hours. Previous experience: Weeping Water (2019-2024); Lincoln Public Schools (2018-2019).

Bethany Palsler - Seymour - 3rd grade. BA-UNK, MA-Grace University. Previous experience: Council Bluffs Public Schools (2016-2024)

Tucker Bloomquist - Mockingbird - 5th grade. BA-UNO.

Riley Seifert - Wildewood - 6th grade. BA-Wayne State.

Recommend the following resignations be accepted:

Zach Deleski-Taylor - RHS - English

Taylynn Tipton - Seymour - 3rd grade

Katie Rupe - RHS - Psych

Katie Drake - RMS – Science

Motion to approve consent agenda made by Mrs. Liz Kumru and seconded by Mrs. Katie Krause.

Mrs. Krause:	Yes
Mrs. Richards:	Yes
Mrs. Kumru:	Yes
Mrs. Hough:	Yes

Ms. Roarty: Yes
Mrs. Willey: Yes

BOARD DEVELOPMENT AND COMMUNICATION

Board Comments

Mrs. Carrie Hough congratulated the RHS students who made the 2023-2024 Fall Academic Honors list. She was also excited for the boys' and girls' wrestlers who qualified for the State Wrestling Tournament. Mrs. Hough is excited to help judge the RPS Kids Can Cook culinary competition.

Mrs. Samantha Willey also noted the large number of students on the RHS 2023-2024 Fall Academic Honors list. She stated it was great to see so many scholars earning high GPAs while participating in activities and holding part-time jobs.

Ms. Mary Roarty thanked the RHS Rambassadors for hosting a Money War competition to raise funds for the Ralston Schools Foundation Student Emergency Fund. She also congratulated Ms. Jody Blessen and the team at Seymour Elementary for being recognized at the 2024 National ESEA Conference. The National Association of ESEA State Program Administrators (NAESPA)—formerly the National Title I Association—has been selecting examples of superior, federally funded school programs for national recognition through the National ESEA Distinguished Schools program since 1996 to celebrate the efforts of schools across the country making significant improvements.

Mrs. Liz Kumru enjoyed attending the annual Family Game Night at Wildewood Elementary. She said it was great to see families, teachers, and students come together for this tradition. Mrs. Kumru also planned on being a judge at the Kids Can Cook culinary contest.

Mrs. Robin Richards really enjoyed attending the RHS Show Choir performance at RHS and their recent competition held at Westside High School. She also attended the NASB President's retreat in Kearney.

RHS Valedictorian Discussion

Ralston High School Principal Dr. Ryan Pivonka and Vice-Principal Mrs. Stacy Athrow led a discussion regarding the growing trend in many high schools to discontinue the recognition for Valedictorian. They discussed both the pros and cons of our current system.

They discussed the Pros of our current format which acknowledges the top 1-3 scholars, and it motivates students to take AR and AP courses to raise their GPA. The Cons include the confusing formula used to rank students, many top scholars being excluded, and causing students to drop courses that would be beneficial but aren't honor-level classes.

The proposed changes would begin with the class of 2028 and eliminate the practice of naming a Valedictorian. Instead, RHS would begin honoring Magna Cum Laude, Summa Cum Laude, and Cum Laude based on a cumulative GPA. The new system would increase the number of students recognized and provide students the opportunity to take electives they enjoy or need for their future careers.

Dr. Pivonka and Mrs. Athow also stated that RHS is the only Trailblazer conference school still recognizing Valedictorians. Other metro districts have already moved to a Cum Laude system.

District Bond Update

Mr. Buckingham provided an update on the progress of the Future Ready Ralston Bond Initiative. Highlights included:

Mockingbird

- Lower Academic wing passed plumbing and electrical inspections, drywall work to follow
- Power pole is set and in place to feed permanent power to the school
- Fire alarm and sprinkler system work is continuing
- Ceiling grid to follow in painted rooms next week
- RR tile work is ongoing, kitchen tile work to begin next week
- Main entry storefront install starts next week

Blumfield

- Concrete work outside of the building is beginning
- Demo of exterior doors next week, new doors and glazier is onsite
- Wednesday, drywall work begins
- Roof curbs are here, plan to install RTU's depending on weather and crane availability

Seymour/RMS

- Staging/mobilization work is ongoing.
- RMS GMP presented to BOE 2/12

Wildewood

- Fire Marshal to do final inspection 2/12

Ralston Schools Foundation Update

Ms. Mary Roarty reported the Ralston Schools Foundation met on February 6th at Wildewood Elementary. The group received a tour of the newly renovated school. Ms. Roarty let the Board know about the Lil and Tiny Rams program receiving a \$11,000 grant for participating in the Step-Up Program. Program Director Sara Ryan is in the process of applying for additional grants to provide tablets to the kids and update the playground area.

Other highlights of the meeting included:

- Mr. Buckingham gave an update on the current bond projects.
- Scholarship applications are available.
- Teacher grants are due February 16th.
- An alumni group is meeting on February 27th to discuss the Distinguished Alumni Award.
- RHS Athletics Sponsorships are going well. Top Ten sponsorships are sold out.

District Financial Report

Dr. Aaron Bredenkamp provided an overview of the financial report for the month of January.

Government Relations Update

Dr. Aaron Bredenkamp highlighted what has been happening with the Legislative Education Committee. He reported bills have been introduced on teacher recruitment, security measures, limitations on bond elections, and students enrolled in private schools.

NASB Update

Mrs. Kumru reported that NASB is working on the next School Leaders and Law conference.

Enrollment Update

Dr. Anne Harley stated enrollment is staying static with approximately 50 more students than this time a year ago. The highest increase was at the 3rd grade level.

STANDARDS BASED SCHOOL IMPROVEMENT

RMS Renovation Guaranteed Maximum Price (GMP)

Ms. Mary Roarty motioned to approve the GMP from Weitz for the remodel of Ralston Middle School in the amount of \$5,303,788. The motion was seconded by Mrs. Samantha Willey.

Ms. Roarty:	Yes
Mrs. Kumru:	Yes
Ms. Krause:	Yes
Mrs. Hough:	Yes
Mrs. Willey:	Yes
Mrs. Richards:	Yes

Karen Western Flooring Bid

Ms. Mary Roarty motioned to approve the bid from Universal Flooring in the amount of \$210,390.98 for the flooring project at Karen Western Elementary. The motion was seconded by Mrs. Samantha Willey.

Mrs. Kumru:	Yes
Ms. Roarty:	Yes
Mrs. Hough:	Yes
Mrs. Willey:	Yes
Mrs. Richards:	Yes
Mrs. Krause:	Yes

Policy 5037 Rewrite

This policy was previously reviewed, and a request was made to amend the language of Policy 5037. Motion to approve the amended policy as written was made by Mrs. Katie Krause and seconded by Ms. Liz Kumru.

Mrs. Kumru:	Yes
Mrs. Hough:	Yes
Mrs. Willey:	Yes

Mrs. Richards: Yes
Mrs. Krause: Yes
Ms. Roarty: Yes

Policy Review

The following policies were reviewed:

2003 - Development and Education of Board Members

3062 - Cooperative Programs and Services

4025 - Superintendent

6049 - Use and Dissemination of Test Results

4054 - Reporting Child Abuse or Neglect

5055 - Enrollment in Kindergarten

Executive Session

The Board voted to move into Executive Session at 7:42 pm to discuss legal matters. Motion to move into executive session was made by Mrs. Liz Kumru and seconded by Mrs. Katie Krause.

Mrs. Hough: Yes
Mrs. Willey: Yes
Mrs. Richards: Yes
Mrs. Krause: Yes
Ms. Roarty: Yes
Mrs. Kumru: Yes

Adjournment

The Board voted to move out of Executive Session and adjourn the meeting at 8:05 pm with a motion made by Mrs. Liz Kumru and a second by Mrs. Katie Krause.

Mrs. Willey: Yes
Mrs. Kumru: Yes
Mrs. Hough: Yes
Mrs. Krause: Yes
Ms. Roarty: Yes
Mrs. Richards: Yes

The next regular meeting is scheduled for February 26, 2024, at 6:00 pm.

Mrs. Robin Richards, President

Mrs. Samantha Willey, Secretary



Ralston

PUBLIC SCHOOLS

Mr. Jason Buckingham
Superintendent

Dr. Aaron Bredenkamp
Assistant Superintendent for Business

Dr. Anne Harley
Assistant Superintendent for Teaching & Learning

February 26th, 2024

Teacher Certification Office
P.O. Box 94987
Lincoln, NE 68509-4987

To Whom It May Concern:

The use of the local substitute teaching certificate has been approved by the board of education of the Ralston Public Schools. I request that you issue a local substitute teaching certificate to:

William Woodhams

(SSN withheld)

Sincerely,

Mr. Jason Buckingham
Superintendent
Ralston Public Schools

Achievement. Character. Technology.



**Instructional Coaching
&
Mentor/Mentee Program**



**MAKING POSITIVE
RAM-IFICATIONS AT RPS**

Every Building is Supported with Instructional Coaching



- [Melanie Reeves](#)
New Staff - 8 Teachers
Established Staff - 15 Teachers
One building through a State CSI Grant



- [Amber Scott](#)
New Staff - 11 Teachers
Years 2&3 - 18 Teachers
Five Buildings through a Learning Community Grant



- [Mindy Podraza](#)
New Middle School Staff - 5.5 Teachers
New High School Staff - 9.5 Teachers
Years 2&3 - 15 Teachers
Through district budget



- [Shawna Mayer](#)
Support 2 UNO CADRE teachers
Supervise and support student teachers
Through district budget

100% Student Population Impacted

Responsibilities of Instructional Coaches

- Coach Teachers
 - Instruction, Classroom Management, Behavior Management, Data, Curriculum, Professional Learning Teams, Assessments, Standards
- Facilitate New Teacher Induction Days
- Mentor/Mentee Program
- Curriculum Trainings/Toolbox Work
- District Wide Support
 - Data Literacy and Tracking, Professional Learning Communities, Supporting MTSS Process
- Facilitate and Participate in Learning Walks
- Conduct Professional Development
- Support Emotional Needs of Educators and Students
- Weekly Instructional Coaching Newsletter
- Monthly District Newsletter: Coaching Corners



Instructional Coaching in Ralston Public Schools



“Effective coaching makes it easier for teachers to learn and implement new ideas. Indeed, without follow-up such as coaching, most professional learning will have little effect.”

Knight, J. (2011). *Unmistakable impact: A partnership approach for dramatically improving instruction*. Thousand Oaks, CA: Corwin.

“Knight’s research is corroborated by the meta-analysis done by John Hattie author of Visible Learning For Teachers. Hattie found that when instructional coaching is conducted over-time in conjunction with data team analysis of how students learn to inform instruction student growth is impacted with an effect size of .51 (anything with an effect size above .4 is considered effective).”

Westman, L. (2021, July 8). *Instructional coaching: Finally, an easy choice*. Education Week.
<https://www.edweek.org/education/opinion-instructional-coaching-finally-an-easy-choice/2016/09>

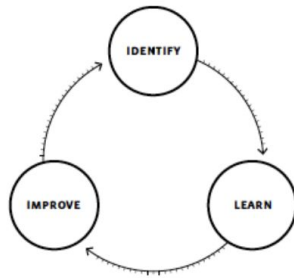
Coaching Cycles

- The goal of instructional coaching: To promote data driven, reflective practitioners that will continue to impact future generations of students in Ralston Public Schools.
- Each educator is provided opportunities to partner with an instructional coach to focus on mutually identified student-centered goals.
- The instructional coach and the teacher develop a plan of action to work towards the goal through shared research and resources, planning, modeling, co-teaching, and observations.



Coaching Cycles

 THE IMPACT CYCLE



Coaching Cycle and the Coach's Role

01

Identify what you want to work on.

Coach's Role: record lessons to get a 'snapshot of reality', brainstorm, co-plan, and support.

Learn about what you want to work on.

Coach's Role: look at instructional playbook, share resources, model, co-plan, co-teach, set up for the teacher to go observe someone else.

03

Improve what you are working on.

Coach's Role: reflect together, disaggregate data, record lessons for reflection, and create checklists.

02



- [Jim Knight Impact Cycle](#)
- [Coaching Cycle Planning Document 23-24](#)

Data Collection

- Pre- , Mid- , Post- Data Collection
- Formative, Summative, and Observational Data Collected
- Data dependent on the teacher's goal
 - Instructional vs Non-Instructional Time
 - Teacher vs Student Talk Time
 - Positive vs Corrective Feedback
 - Time on Task and Response Types
 - Depth of Questions
 - Curriculum Component Checks
 - Instructional Strategies Checklists



Small group Letrs Program

	Baseline	January 27th	March 3rd
69%	9	13	77.27%
63.00%	10	16	81%
86%	6	7	73%
77.80%	7	9	45%
77.80%	7	9	59%
			68.75%
97.50%	78	80	98%
98.40%	124	126	97%
90.00%	19	21	87.50%
77.80%	7	9	45%
95%	63	66	96.10%
76.20%	16	21	90.50%
73%	11	15	68.20%
			91.80%

Time on Task

attending to large-group instruction, with a minimum of each 15-second interval. Glance at the target child for approximately two seconds and determine if the child is on-task or off-task during the brief observation. If the child is found to be on-task (responding to large-group instruction or doing his or her assigned work), mark the interval with an "X". If the child is off-task, leave the circle unmarked. This keeps running totals of any student behaviors or classroom events used the onset of the next time interval. When the observation is finished, use Table 1 below to calculate the student's time on task (or group academic time).

ON-TASK: 28
OFF-TASK: 60
TOTAL: 88
ON-TASK %: 44.3%

Table 1: Calculate the Rate of On-Task Behavior During the Observation Period

Rate of On-Task Behavior = $\frac{\text{Number of intervals in which the child was observed on-task}}{\text{Total number of intervals during the observation period}} \times 100$

Rate = $\frac{28}{88} \times 100 = 47.7\%$

Describe any notable student behaviors or other classroom events observed during the session: 100 per

Data for PLT decisions

Standard/Skill: Add and subtract within 1,000 with/without regrouping.
Date: 10/29 & 10/30

Measure 1	Measure 2
50%	100%
50%	100%
100%	75%
75%	75%
50%	100%
50%	25%
100%	75%
100%	100%
75%	75%
100%	100%
100%	75%
100%	100%
75%	100%
25%	100%
75%	75%
50%	100%
100%	100%
100%	100%
75%	100%
100%	100%
100%	100%
100%	100%

Instructional Coaching Feedback

- Quarterly Staff Surveys
- Bi-Monthly Coaching Meeting Reflection Forms
- Beginning of the Year Survey
- End of Year Survey
- Mentor/Mentee Monthly Exit Tickets



New Teacher Induction Program Feedback 23-24

Optional comments about day 1:

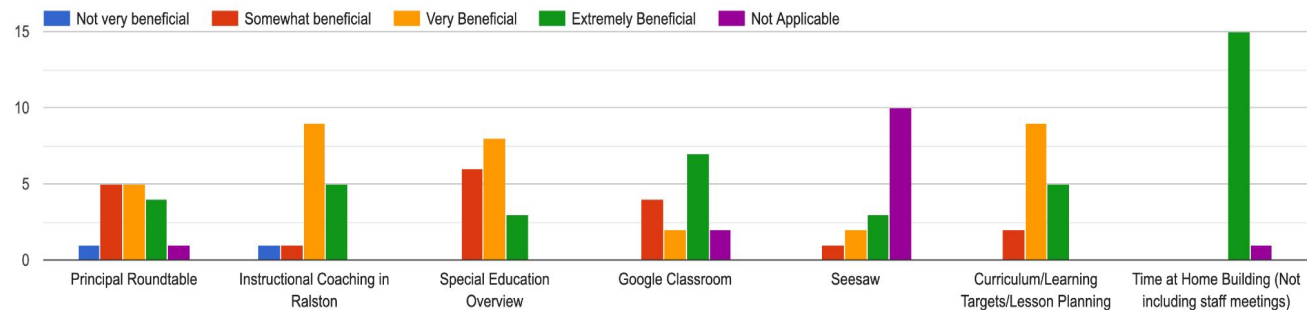
3 responses

As a specialist we are limited on time with students and also have a large amount of students to include in our community

The information about Danielson was beneficial. However, the presentation of the information felt dragged out, and it made it tough to follow along. I think having activities with them would be great, but I believe it can be covered in an hour session.

Well organized and put together.

Day 2: Rate to what degree how beneficial each session was for you at this point in the New Teacher Induction Program.



“Having an instructional coach has given me more support and allowed me to create more hands on learning experiences for my students.”

“It's so helpful to bounce ideas and problem solve with someone who has expertise and experience in a range of classrooms. I always come away from coaching conversations feeling more confident and with ideas to try. Even when the new ideas aren't the perfect solution, it's so helpful to know I have someone to consult with who's got my back!”

“We worked on finding strategies to engage all levels of learners in relevant discussion. Using these new found strategies I hope to incorporate them in the new curriculum next semester.”

“I absolutely LOVE having you as ‘my person’ to help me navigate new territory this late in my career! Thank you so much for helping me organize my brain and stay on track. Really, I can't thank you enough for your guidance.”

“I am just thankful for our relationship that we have built. This allows you to be honest with me and help me grow more as a teacher. I am constantly pushing myself to be better for my kids and because of our conversations and your suggestions, I can do this with confidence.”

“During our coaching sessions, I felt more prepared to teach content and that I was making a difference with students learning. Our data supported that students were growing and making progress.”

“Coaching has really helped me this year with reflective thinking of my lessons. It has really made me think about how my lessons are going and how I might be able to make them better. It also has helped me think more long term. Instead of thinking day by day, coaching helped me think about what long term goals need to be met and what smaller goals can we set to get there.”

“The IC provided me with outside class resources (digitally). This expanded my professional resource list through coaching conversations. I never would have uncovered some of the ideas she provided if it weren't for her!”

Quotes from Teachers





Mentor/Mentee Program







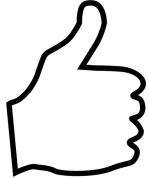





“Mentorship is particularly crucial for new teachers in a post-pandemic school environment due to increased stressors on educators. Lagging academic achievement, developing social skills, and other student challenges require a collaborative problem-solving approach that teachers, novice or experienced, need support to address.”

Long, C., (2023), *Distributing the wealth of knowledge*.
ASCD, Volume 81, No. 2 (p. 3-15).

New Teacher/Mentor Programming

<p><u>September</u></p> <p>Problems of Practice, Outcomes, & Solutions, Preparing for Family Conferences</p> 	<p><u>October</u></p> <p>Mentors Presented “It Works”</p> 	<p><u>November</u></p> <p>Mentor & Mentee Video Reflection Phases of Teaching</p> 	<p><u>December</u></p> <p>Survive or Thrive: Educator Wellness</p> 
<p><u>January</u></p> <p>Teachers’ Choice: Co-Teaching, Time Management and Self Care, Behavior/ Classroom Management, Assessment Literacy</p> 	<p><u>March</u></p> <p>Teachers’ Choice: Co-Teaching, Time Management and Self Care, Behavior/ Classroom Management, Assessment Literacy</p> 	<p><u>April</u></p> <p>Mentees Present “It Works”</p> 	<p><u>May</u></p> <p>End of the Year Celebration!</p> 

Data from Mentor/Mentee New Teacher Survey 2022-2023

- 95 % of new teachers felt their mentor was available for help/support if needed.
- 72% of new teachers felt their mentor was responsive to their needs as a professional educator.
- 72% of new teachers felt their mentor provided significant and meaningful feedback that supported their growth as a professional.
- 72% of new teachers felt their mentor introduced several innovative and engaging instructional strategies and provided opportunities to try new ideas in their classroom.



What questions
do you have?

Thank you for allowing
us to present tonight
and for the support you
provide the district!



2024 Legislative Session*

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

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
				1 DAY 20	2 DAY 21	3
4	5 DAY 22	6 DAY 23	7 DAY 24	8 DAY 25	9 RECESS	10
11	12 DAY 26	13 DAY 27	14 DAY 28	15 DAY 29	16 RECESS	17
18	19 HOLIDAY	20 DAY 30	21 DAY 31	22 DAY 32	23 DAY 33	24
25	26 RECESS	27 DAY 34	28 DAY 35	29 DAY 36		

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

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
	1 RECESS	2 DAY 53	3 DAY 54	4 DAY 55	5 DAY 56	6
7	8 RECESS	9 DAY 57	10 DAY 58	11 DAY 59	12 RECESS	13
14	15 RECESS	16 RECESS	17 RECESS	18 DAY 60	19	20
21	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 29
February 9, 16, 26
March 1, 8, 11, 22, 29
April 1, 8, 12, 15, 16, 17

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

2023 LEGISLATIVE COMMITTEES
Committee on Committees Preliminary Report
Standing Committees

Updated 1/5/2023

Agriculture (8)

Rm. 1524 – Tuesday

Halloran (C), Brewer, Hansen, Holdcroft, Hughes, Ibach, Raybould, Riepe

Appropriations (9)

Rm. 1307 – Monday, Tuesday, Wednesday, Thursday, & Friday

Clements (C), Armendariz, Dorn, Dover, Erdman, Lippincott, McDonnell, Vargas, Wishart

Banking, Commerce and Insurance (8)

Rm. 1507 – Monday & Tuesday

Slama (C), Aguilar, Ballard, Bostar, Dungan, Jacobson, Kauth, von Gillern

Business and Labor (7)

Rm. 1524 – Monday

Riepe (C), Blood, Halloran, Hansen, Hunt, Ibach, McKinney

Education (8)

Rm. 1525 – Monday & Tuesday

Murman (C), Albrecht, Briese, Conrad, Linehan, Sanders, Walz, Wayne

General Affairs (8)

Rm. 1510 – Monday

Lowe (C), Brewer, Cavanaugh, J., Day, Hardin, Holdcroft, Hughes, Raybould

Government, Military and Veterans Affairs (8)

Rm. 1507 – Wednesday, Thursday, & Friday

Brewer (C), Conrad, Halloran, Holdcroft, Hunt, Lowe, Raybould, Sanders

Health and Human Services (7)

Rm. 1510 – Wednesday, Thursday, & Friday

Hansen (C), Ballard, Day, Cavanaugh, M., Hardin, Riepe, Walz

Judiciary (8)

Rm. 1113 – Wednesday, Thursday, & Friday

Wayne (C), Blood, DeBoer, DeKay, Geist, Ibach, McKinney, Slama

Natural Resources (8)

Rm. 1525 – Wednesday, Thursday, & Friday

Bostelman (C), Aguilar, Brandt, Cavanaugh, J., Fredrickson, Hughes, Jacobson, Moser

Nebraska Retirement Systems (6)

Rm 1525 – At call of Chair

McDonnell (C), Clements, Conrad, Hardin, Ibach, Vargas

Revenue (8)

Rm. 1524 – Wednesday, Thursday, & Friday

Linehan (C), Albrecht, Briese, Bostar, Dungan, Kauth, Murman, von Gillern

Transportation and Telecommunications (8)

Rm. 1113 – Monday & Tuesday

Geist (C), Bostelman, Brandt, Cavanaugh, M., DeBoer, DeKay, Fredrickson, Moser

Urban Affairs (7)

Rm. 1510 – Tuesday

McKinney (C), Blood, Cavanaugh, J., Day, Hardin, Hunt, Lowe

Select Committees

Committee on Committees (13)

Albrecht (C)

District 1:

Bostar
Bostelman
Moser
Sanders

District 2:

Hunt
Linehan
Vargas
von Gillern

District 3:

Erdman
Jacobson
Lowe
Murman

Enrollment and Review (1)

Ballard (C)

Reference (9)

Briese (C), Aguilar (VC), Arch, Bostar, Geist, Lowe, Riepe, Slama, Vargas, Clements
(nonvoting ex officio)

Rules (6)

Erdman (C), Bostar, DeBoer, Hansen, Ibach, Arch (ex officio)

Special Committees

Building Maintenance (6)

Clements

Education Commission of the States (3)

Executive Board of the Legislative Council (9)

Briese (C), Aguilar (VC), Arch, Bostar, Geist, Lowe, Riepe, Slama, Vargas, Clements
(nonvoting ex officio)

Justice Reinvestment Oversight (5)

Legislative Performance Audit (7)

Arch, Briese, Clements

Midwestern Higher Education Compact (2)

Planning Committee (9)

Arch, Briese, Clements

Redistricting Committee (9)

State- Tribal Relations Committee (7)

2023 ADVOCACY HANDBOOK

FOR THE 2023 LEGISLATIVE SESSION

NASB'S LEGISLATIVE & LEADERSHIP INITIATIVES FOR 2023
AND A GUIDE FOR EFFECTIVE ADVOCACY

AS ADOPTED BY THE NASB DELEGATE ASSEMBLY ON NOVEMBER 18, 2022

LEADERSHIP

INNOVATION

VISION

ENGAGEMENT

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



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108TH LEGISLATURE, 1ST SESSION

CAN YOU REALLY MAKE A DIFFERENCE? YES YOU CAN!

No one is more qualified to talk about your school district, your community, and your needs related to providing a quality education than you! With your help, NASB is an advocate for public education and local school governance ... and YOUR collective voice in the Legislature.

- NASB strives to serve its members to work as a team with legislators and state officials, to share the story of their district/ESU, to secure laws and regulations that benefit all of Nebraska’s public schools, lobbying in support of your school board and local control.
- NASB is guided by a legislative agenda that is developed annually by YOU, initiated with submissions from YOU, and approved at the NASB’s Delegate Assembly each November by YOU.

DID YOU KNOW: #weLIVEhere

79% of Nebraska’s 1,700 locally elected School Board Members serve at or within 100 miles of where they graduated ... with 51% serving AT the district they graduated from. You are a locally elected official and a community leader. As a school board member, you are in an excellent position to educate and influence the legislative process, and are seen as a key resource on education policy for your district.



We encourage all boards to include a legislative update as a part of each meeting, and to discuss/share key legislative information within your community. Advocacy is year-round, not just during the session itself. Bookmark the Government Relations page of www.NASBOnline.org for updates and information, and make sure to utilize NASB’s *Legislative Notes*, videos, NASB’s Bills page and more, summarizing all of the pertinent items related to public education in Nebraska.

2023 LEGISLATIVE CALENDAR

January 4	2023 Legislative Session begins
January 18	Day 10: Last day to introduce bills
January 22-23	Legislative Issues Conference - Embassy Suites Lincoln
June 9	Day 90: Final Day of the 2023 Legislative Session
July 1	Call for Legislative Submissions for 2024 consideration due
November 17	2023 Delegate Assembly - Omaha

(All Dates are Tentative & Subject to Change)



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Welcome - Your Role, Advocacy & Engagement	2-3
Your 2023-24 State Senators	4-5
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YOUR ROLE - ADVOCACY & ENGAGEMENT

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108TH LEGISLATURE, 1ST SESSION

SHARE YOUR STORY

ASK YOURSELF: HOW CAN YOU BEST SHARE YOUR DISTRICT'S STORY?

LEGISLATORS CARE ABOUT YOUR OPINION.

REMINDE THEM, YOU ARE THEIR NEIGHBOR.

VOTERS ALSO PUT YOU IN OFFICE.

YOU HAVE AN INFLUENTIAL ROLE IN YOUR COMMUNITY.

YOU KNOW BETTER THAN ANYONE THE EFFECT OF A STATE DECISION.

UNDERSTAND THE DATA THAT WILL MAKE A DIFFERENCE

BUDGET

GENERAL FUND LEVY - BUILDING FUND LEVY

% OF BUDGET FOR SPECIAL ED

% OF BUDGET FOR ADMINISTRATIVE COSTS

DISTRICT VALUATION

KIDS

% KIDS ON FREE & REDUCED LUNCH

% OF KIDS IN ELL

OF NET OPTION STUDENTS

GRADUATION RATE/ACHIEVEMENT DATA

SCHOOL

ENROLLMENT

OF KIDS IN PRE-SCHOOL

AVERAGE CLASS SIZE

OF BUILDINGS / # OF TEACHERS

WHAT CAN NASB DO FOR YOU?

Assist you in preparing testimony, talking points, emails, or Op-Eds; facilitate Senator introductions and meetings in your district or the Capitol; feature your district visits with Senators; brief your board at a meeting in your community; and more ... Just ASK!

YOUR NASB LEGISLATIVE TEAM & RESOURCES

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

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

John Spatz - Executive Director - jspatz@NASBOnline.org

Lindsey Wooton - Administrative Specialist - lwooton@NASBOnline.org



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NASB Videos: "NASB Home / News & Resources / Videos"

Key Hashtags: #liveNASB #weLIVEhere



Nebraska Legislature: www.nebraskalegislature.gov

Senators Web Pages: www.nebraskalegislature.gov/senators

YOUR 2023-24 STATE SENATORS

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108TH LEGISLATURE, 1ST SESSION



Sen. Julie Slama
District 1
Dunbar



Sen. Robert Clements
District 2
Elmwood



Sen. Carol Blood
District 3
Bellevue



Sen. Brad von Gillern
District 4
Elkhorn



Sen. Mike McDonnell
District 5
Omaha



Sen. Machaela Cavanaugh
District 6
Omaha



Sen. Tony Vargas
District 7
Omaha



Sen. Megan Hunt
District 8
Omaha



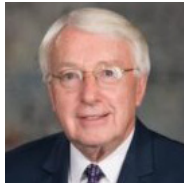
Sen. John Cavanaugh
District 9
Omaha



Sen. Wendy DeBoer
District 10
Omaha



Sen. Terrell McKinney
District 11
Omaha



Sen. Merv Riepe
District 12
Ralston



Sen. Justin Wayne
District 13
Omaha



Sen. John Arch
District 14
Papillion



Sen. Lynne Walz
District 15
Fremont



Sen. Ben Hansen
District 16
Blair



Sen. Joni Albrecht
District 17
Thurston



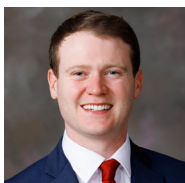
Sen. Christy Armendariz
District 18
Omaha



Sen. Robert Dover
District 19
Norfolk



Sen. John Fredrickson
District 20
Omaha



Beau Ballard
District 21
Lincoln



Sen. Mike Moser
District 22
Columbus



Sen. Bruce Bostelman
District 23
Brainard



Sen. Jana Hughes
District 24
Seward



Sen. Suzanne Geist
District 25
Lincoln

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108TH LEGISLATURE, 1ST SESSION



Sen. George Dungan
District 26
Lincoln



Sen. Anna Wishart
District 27
Lincoln



Sen. Jane Raybould
District 28
Lincoln



Sen. Eliot Bostar
District 29
Lincoln



Sen. Myron Dorn
District 30
Adams



Sen. Kathleen Kauth
District 31
Omaha



Sen. Tom Brandt
District 32
Plymouth



Sen. Steve Halloran
District 33
Hastings



Sen. Loren Lippincott
District 34
Central City



Sen. Raymond Aguilar
District 35
Grand Island



Sen. Rick Holdcroft
District 36
Bellevue



Sen. John Lowe
District 37
Kearney



Sen. Dave Murman
District 38
Glenvil



Sen. Lou Ann Linehan
District 39
Elkhorn



Sen. Barry DeKay
District 40
Niobrara



Sen. Tom Briese
District 41
Albion



Sen. Mike Jacobson
District 42
North Platte



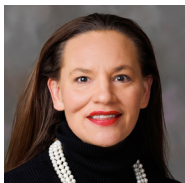
Sen. Tom Brewer
District 43
Gordon



Sen. Teresa Ibach
District 44
Sumner



Sen. Rita Sanders
District 45
Bellevue



Sen. Danielle Conrad
District 46
Lincoln



Sen. Steve Erdman
District 47
Bayard



Sen. Brian Hardin
District 48
Gering



Sen. Jen Day
District 49
Gretna



Gov. Jim Pillen

YOUR 2023 NASB LEGISLATION COMMITTEE

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108TH LEGISLATURE, 1ST SESSION



Sandy Noffsinger (Chair)
NASB President-Elect
Dundy County Stratton



Kim Burry
NASB President
Bayard



Stacy Jolley
NASB Vice President
Millard



Member 1
Spencer Head
Omaha



Member 2
Jane Erdenberger
Omaha



Member 3
Bob Rauner
Lincoln



Member 4
Kathy Danek
Lincoln



Member 5
Sarah Centineo
Bellevue



Member 6
Beth Morrisette
Westside



Member 7
Suzanne Sapp
Ashland-Greenwood



Member 8
Amanda McGill Johnson
Millard



Member 9
Drew Blessing
Kearney



Member 10
Marla Grier
South Sioux City



Member 11
Doug Keener
Mitchell



Member 12
Ryne Seaman
Seward



Member 13
Steve Blocher
West Point



Member 14
Jim Vlach
Lyons-Decatur



Member 15
Brian Quackenbush
Tri County



Member 16
Judy Thompson
ESU 16



Appointed Member
Lisa Albers
Grand Island



Appointed Member
Skip Altig
North Platte



Appointed Member
Brian Copsy
Gering



Appointed Member
Kyle Fisher
Springfield Platteview



Appointed Member
Steve Koch
Hershey



Appointed Member
Stephanie Summers
David City



Appointed Member
Lisa Wagner
Central City



Appointed Member
Brad Wilkins
Ainsworth

For Even Number Members, Term Ends 2024. For Odd Numbered Members, Term Ends 2026. Appointed Members Serve One-Year Term

NASB POSITIONS ENCLOSED

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108TH LEGISLATURE, 1ST SESSION

The Nebraska Association of School Boards is the only state organization created by school board members to represent the interests of school board members.

Your Association's legislative agenda is initiated each year with the submission of local board proposals.

The NASB Legislation Committee reviews all proposals, and then submits its recommendations to the NASB Board of Directors.

The Board can then review and amend the submissions before presenting them to the NASB Delegate Assembly.

The Delegate Assembly gives each member school district a voice in shaping the agenda of NASB.

Standing Positions remain in effect until they are repealed by the Assembly.

Legislative Resolutions are in effect for one year only.

WHAT DOES THIS REPRESENT?

The statements you read inside the pages of this book represent a set of belief statements which guide NASB's government relations efforts. These words guide our lobbying efforts at the State Capitol, with the State Board of Education and NDE, as well as with our representatives in Washington, D.C.

While this work represents an effort to describe an issue or condition to be addressed, rarely is a bill written in such plain language. Actual legislative bills are a blend of several ideas (or perhaps a good idea, and a substantial price tag). Hence, when NASB analyzes how we will testify on a bill, we take into account a number of factors, including regular reviews by the Legislation Committee which offer guidance on the course corrections necessary to navigate the turbulent amendment process.

YOUR 2023 LEGISLATIVE RESOLUTIONS

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108TH LEGISLATURE, 1ST SESSION

... AS APPROVED BY THE LEGISLATION COMMITTEE ON AUGUST 5, 2022
... AND APPROVED BY THE BOARD OF DIRECTORS ON AUGUST 20, 2022
... AND APPROVED BY THE DELEGATE ASSEMBLY ON NOVEMBER 18, 2022

Resolutions are statements of intended and desired legislative action on items of current needs or problems. Resolutions are in effect for one year and direct the organization and its staff in their legislative efforts with each annual session of the Legislature. All resolutions submitted are presented for consideration and action. The Delegate Assembly shall receive, consider, and act upon legislative resolution proposals submitted to it by the Legislation Committee and the Board of Directors.

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CREATING A VISION FOR NEBRASKA'S FUTURE

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

EDUCATION PROGRAM OPPORTUNITIES

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

EXPAND USE OF QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

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

HEALTHY CULTURES & RESILIENCY IN SCHOOLS

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

MENTAL & BEHAVIORAL HEALTH

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

SUPPORT OF EARLY CHILDHOOD PROGRAMS IN THE COMMUNITY

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

SUPPORT THE COLLECTION AND USE OF RELEVANT DATA

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

UPDATING NOTICE REQUIREMENTS

NASB supports updating notice requirements for all school board meetings that recognizes available technology.

YOUR NASB STANDING POSITIONS

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108TH LEGISLATURE, 1ST SESSION

... AS APPROVED BY THE LEGISLATION COMMITTEE ON AUGUST 5, 2022
... AND APPROVED BY THE BOARD OF DIRECTORS ON AUGUST 20, 2022
... AND APPROVED BY THE DELEGATE ASSEMBLY ON NOVEMBER 18, 2022

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

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BELIEF STATEMENTS FOR AN EFFECTIVE BOARD CONDITIONS OF CHILDREN CURRICULUM & INSTRUCTION FUNDING & FINANCE GOVERNANCE & STRUCTURE PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS STATE POLICY

BELIEF STATEMENTS FOR AN EFFECTIVE BOARD

S-1 — BOARD DEVELOPMENT

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

S-2 — BOARD RECOGNITION

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

S-3 — BUSINESS AND EDUCATION PARTNERSHIPS

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

S-4 — COLLABORATIVE SERVICES TO YOUTH

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

S-5 — LEADERSHIP TEAM

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

S-6 — PARENT INVOLVEMENT

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

S-7 — POLICY

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

S-8 — USE OF ACCOUNTABILITY DATA FOR SCHOOL IMPROVEMENT

NASB supports using school accountability data to determine potential strategies/resources for helping schools improve. We support the concept of growth or learning mindset which suggests that school effectiveness is assessed as an improvement process. Our perspective is that all schools in Nebraska are important and have opportunities to become more effective as quality educational systems. (2020)

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108TH LEGISLATURE, 1ST SESSION

CONDITIONS OF CHILDREN

S-9 — ABUSE OF ALCOHOL, TOBACCO, & OTHER DRUGS

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

S-10 — AT-RISK STUDENTS AND THE ACHIEVEMENT GAP

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

S-11 — COOPERATION WITH HHS

NASB supports legislation which mandates cooperation and consultation with school districts as it relates to the placement of children under the custody of DHHS. Comprehensive information about a child’s educational needs should be shared with a school district prior to the placement of a student in a new school district. (2020)

S-12 — EARLY CHILDHOOD EDUCATION

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

S-13 — ENROLLMENT OPTION; HOMEBOUND STUDENTS

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

S-14 — ENROLLMENT OPTION LIMITATION

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

S-15 — LIABILITY FOR MEDICATION ADMINISTRATION

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

S-16 — NUTRITION EDUCATION/STUDENT WELLNESS

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

S-17 — SAFE SCHOOL ENVIRONMENT

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

S-18 — STATEWIDE POVERTY/TRAUMA FUNDING

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

S-19 — STUDENT DISCIPLINE

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

CURRICULUM & INSTRUCTION

S-20 — ACCESS TO EQUAL EDUCATION OPPORTUNITIES

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

S-21 — ACHIEVEMENT TEST SCORE USE

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

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108TH LEGISLATURE, 1ST SESSION

S-22 — ASSESSMENT OF STUDENT LEARNING

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

S-23 — CULTURAL DIVERSITY

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

S-24 — CURRICULUM ADOPTION

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

S-25 — LIBRARY/MEDIA CONTENT

NASB supports that school district library/media content is a local decision. (2022)

S-26 — RESPONDING TO SPECIAL EDUCATION COSTS

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

S-27 — STUDENT EXPRESSION

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

S-28 — TECHNOLOGY

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

FUNDING & FINANCE

S-29 — ACCOUNTING OF FUNDS

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

S-30 — BUDGET LID: GROWTH FACTOR

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

S-31 — COMPENSATION FOR STATEWIDE STANDARDS & ASSESSMENTS

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

S-32 — ELIMINATION OF BUDGET RESERVE LIMITS

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

S-33 — ELIMINATION OF EXPENDITURE LIMITATION

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

S-34 — ESU CORE SERVICES FUNDING

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

S-35 — FINANCING CAPITAL IMPROVEMENTS

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

S-36 — FISCAL POLICY

NASB believes the Governor and Legislature must work together to create fiscal policy that will adequately fund public education statewide based upon the needs of students and not driven by a pre-set allocation of funds for education regardless of need. Nebraska demographics and student needs are dynamic, as are the changing education standards required to be competitive nationally and internationally. To meet this challenge, fiscal policy would be built upon a broad base with the lowest possible rates to provide stability in the tax base and revenue stream, provide local government with the tools to generate adequate financial resources, yet equalize financial support among taxpayers, and assure the principle of uniform assessment. (prior to 1995, amended 2009)

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108TH LEGISLATURE, 1ST SESSION

S-37 — FOR-PROFIT ENTITIES OPERATING IN TAX-EXEMPT ZONES

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

S-38 — FUNDING OF MANDATED PROGRAMS

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

S-39 — FUNDING: SCHOOL DISTRICT INFRASTRUCTURE, SITE PURCHASES AND BUILDING OPERATING EXPENSES

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

S-40 — GENERAL FUND RESERVE LIMIT EXCEPTION

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

S-41 — INCLUDING GIFTS, DONATIONS, OR FOUNDATION FUNDS AS RECEIVABLES

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

S-42 — K-12 SCHOOL TRUST LAND AND PERMANENT SCHOOL FUND

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

S-43 — LEGISLATION IMPLEMENTATION

NASB supports the concept that any legislative bill that limits financial resources, or requires additional financial resources, is done within a timeframe that will not negatively affect the school's ability to prepare their budget. (1997, amended 2015, 2017, 2019)

S-44 — LEGISLATIVE REVIEW OF STATUTORY DEADLINES

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

S-45 — PROPERTY TAX REFORM/RELIEF

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

S-46 — REVENUE REDUCTIONS FOR SCHOOL DISTRICTS AFFECTED BY PROPERTY VALUATION LOSSES

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

S-47 — SCHOOL DISTRICT OPTIONS IN DEALING WITH LARGE, UNANTICIPATED REVENUES

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

S-48 — SPECIAL BUILDING FUND TAX LEVY EXCLUSION

NASB supports amending the Nebraska Statutes that address budgeting and spending lid restrictions to allow school districts the ability to utilize up to fourteen cents of the Special Building Fund tax levy outside of the budgeting and spending lid restriction so that districts can plan for and fund capital improvement projects, building repairs and upgrades, and school district infrastructure needs. (2007, amended 2020)

S-49 — STATE FUNDING SYSTEM

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

- Invests in the education of all Nebraska public school children;
- Establishes a state fund or funding mechanism that assists Nebraska public schools with the costs of maintaining and constructing facilities;
- Reduces our dependence on local property taxes by drawing revenue from multiple funding sources;
- Promotes the responsibility of locally elected school boards to make sound, transparent school budget decisions;
- Provides funding in a timely and predictable manner;
- Includes the principle of equalization;
- Funds the total excess allowable costs for special education and support services; and
- Recognizes that a long-term solution to education funding will require an ongoing, collaborative effort to execute a vision and strategic plan to grow and diversify our economy. (1997, amended 2009, 2018)

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108TH LEGISLATURE, 1ST SESSION

S-50 — USE OF A UNIFORM VALUATION CALCULATION TO DETERMINE LOCAL RESOURCES AND STATE AID

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

S-51 — VOUCHERS AND TAX CREDITS

NASB opposes any attempt to amend or circumvent the Nebraska and United States Constitutions to permit the use of public funds for the support, either direct or indirect, of schools not controlled by the public at large. NASB opposes any state or federal legislation allowing either tax credits or vouchers for children, or the parents or guardians of children attending nonpublic schools, or donors to scholarship funds for non-public education. (prior to 1995, amended 2020)

GOVERNANCE & STRUCTURE

S-52 — ACCOUNTABILITY

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

S-53 — ALLIED SCHOOLS

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

S-54 — AMEND OPEN MEETINGS ACT FOR EVALUATIONS

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

S-55 — AUTHORITY OF SCHOOL BOARDS

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

S-56 — CHARTER SCHOOLS

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

S-57 — DUTIES OF SCHOOLS

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

S-58 — E-MEETINGS - FULLY-IMPLEMENTED OR PARTIAL ALLOWABLE ATTENDANCE

NASB supports legislation which allows for school board members to participate in school board meetings via electronic means while still maintaining a quorum when necessitated for the health and safety of the board and public. Virtual meetings cannot impede the public's ability to participate. (2020)

S-59 — EDUCATIONAL SERVICE UNIT GOVERNANCE

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

S-60 — EDUCATIONAL SERVICE UNIT REORGANIZATION

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

S-61 — INTERACTIVE REMOTE COMMUNICATION TECHNOLOGY (TELEVIDEO)

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

S-62 — ORGANIZATION

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

S-63 — PERSONAL LIABILITY

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

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108TH LEGISLATURE, 1ST SESSION

S-64 — PUBLICATION OF MINUTES, RECEIPTS, & EXPENDITURES
NASB supports removing the requirement to publishing hearing notices and meeting minutes in public newspapers and supports the use of alternative means to communicate board activity. (2020)

S-65 — RESTRICTION OF RESOURCES & BOARD RESPONSIBILITIES
NASB supports legislation allowing local boards to function as elected officials and to continue to establish policies, including finance policies, as representatives of the constituents who elected them. (1997)

S-66 — SCHOOL ACTIVITIES
NASB supports direct involvement by boards of education in the governance and activities of the Nebraska School Activities Association. (prior to 1995)

S-67 — SCHOOL CALENDARS
NASB opposes state mandated uniform opening and closing dates for local school districts. (prior to 1995)

PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

S-68 — ACTIVITY ASSIGNMENTS
NASB opposes legislation that would require a separate written employment contract for coaching or any other activity assignment that would require that a person be notified by a specified date of the termination of an assignment for the following year. (1999)

S-69 — COMPENSATION
NASB will support a concept of compensation for teachers which is not based solely upon the experience and education attainment of teachers as found on standard salary schedules. (1995)

S-70 — CRIMINAL BACKGROUND CHECKS
NASB supports legislation which would aid public schools and ESUs in obtaining criminal background history information on prospective and current employees, and personnel provided through any contract service provider or anyone working on school property. (1999, amended 2006)

S-71 — EMPLOYEE BONUSES AND INCENTIVES
NASB supports legislation creating a comprehensive plan to recruit, retain and reward highly qualified individuals for teaching professions throughout the state, including offering incentives to encourage employees to sign a contract of employment. (2001, amended 2015)

S-72 — EMPLOYEE SUPPORT
NASB recognizes the need to support district employees with their health and supports initiatives that provide for the physical and mental wellness of all school employees. (2020)

S-73 — MEDICAL INSURANCE
NASB supports the concept of exploring alternatives to the costs of health insurance for the purpose of assuring the greatest allocation of our financial resources to education programs and services for children. (prior to 1995, amended 2003)

S-74 — RECOGNITION
NASB urges local school boards to develop and implement programs which recognize individuals for significant accomplishments and community service, experience, and competency. (prior to 1995, amended 2014)

S-75 — RETIREMENT
NASB supports legislation to assure a retirement system that is sound, adequate, and sustainable for school districts and ESUs. (prior to 1995, amended 2012)

S-76 — SCOPE OF BARGAINING
NASB believes negotiations with employees should be limited to matters of employee salaries and fringe benefits, and opposes any attempt to broaden the scope of negotiations to include matters of policy and management rights. (prior to 1995)

S-77 — STAFF DEVELOPMENT AND EVALUATION
NASB supports in-service training, enrichment programs, and continuing education for professional staff. Regular evaluations of performance, competency in the subject areas, and demonstrated ability to instruct or manage, in part as shown through student performance, should be conducted to promote professional growth. (1995)

STATE POLICY

S-78 — ADVISORY GROUPS
NASB requests that there be board of education representatives on all government commissions, councils, and committees which could have an impact on local school district policy or finance. (1995)

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108TH LEGISLATURE, 1ST SESSION

S-79 — CHOICE AND AFFILIATION

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

S-80 — CONSTITUTIONAL RIGHTS & RESPONSIBILITIES

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

S-81 — CORPORATE SPONSORSHIPS IN SCHOOLS

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

S-82 — EDUCATIONAL SERVICE UNITS

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

S-83 — GUIDING THE P-16 EFFORT: 21ST CENTURY SKILLS

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

- a) Promotes multi-level communication and interaction between all P-16 partners to enhance student academic success;
- b) Offers all students a rigorous developmentally-appropriate curriculum designed to provide opportunities and choice, regardless of the post-secondary path they choose;
- c) Engages the assets of the full community;
- d) Utilizes data and technology to individualize education for students and to incorporate new learning into the design;
- e) Closes the achievement gap by focusing on quality teaching and learning opportunities;
- f) Implements standards-based education fully in a seamless curriculum, so one level of the system builds on the next and the end result is known and understood from the beginning;
- g) Provides sufficient resources that are adequate and sustainable at every level of the system to meet the challenge, resisting unfunded or underfunded mandates; and
- h) Preserves the ability of local school boards and their communities to address local needs and challenges in a flexible manner using a variety of options.

(2009, amended 2016)

S-84 — INDEPENDENT SCHOOL DISTRICTS

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

S-85 — LOCAL CONTROL FOR PUBLIC PK-12 SCHOOLS

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

S-86 — LOCAL DISTRICT ADVOCACY

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

S-87 — NDE AUTHORITY

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

S-88 — NONPUBLIC SCHOOLS STANDARDS

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

S-89 — POLICY LEADERSHIP & VISION ON THE FUTURE OF NEBRASKA'S PK-12 SCHOOLS

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



Board of Education Legislative Goals 2022/2023

Ralston Public Schools Non-negotiables

- RPS will continue to cultivate a systems thinking approach to all school programs, business, and operations.
- RPS will continue to provide the needed resources that support the defined Board of Education strategic priorities.
- With a focus on equity, RPS will continue to refine and grow our academic and social emotional programs to meet the needs of all of our students.
- RPS will continue to deliver a wide array of 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 and make adjustments as necessary.
- RPS will refine and grow our outreach programs and service expectations to include a focus on Social Emotional Learning, **Equity** and Staff Self Care.
- With a focus on equity, RPS will research and identify further opportunities and initiatives to help all of our students to be college or career ready.

Board of Education Legislative Goals

- Continued emphasis that our students and education are a priority in Nebraska as well as advocate for local control and decision making.
- Continued emphasis of State Equalization Aid (TEEOSA) and the infusion of further dollars into the aid formula.
- Review, monitor, and potentially support legislation that identifies and increases different revenue mechanisms for public schools across Nebraska.
- Oppose any efforts to create a partisan State Board of Education or Commissioner of Education.
- 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 to increase funding for early childhood programs.
- Encourage further adjustments to the needs formula within TEEOSA specifically **Limited English Proficiency** and poverty.
- Support systems, initiatives, and funding options to cultivate additional opportunities to enhance college and career readiness specifically in vocational or certification focused areas and paid student internships.
- Advocate for targeted programs and funding that support the "Whole Child" as it relates to students' social, emotional, and physical well being. (SEL)
- Oppose any legislation that advances charter schools or voucher systems that reduce funding and opportunities for public schools.
- Support school choice through the protection of net option funding.
- Continue to be a vocal advocate in the legislature for our students, staff and the Greater Ralston Community

2023 NEBRASKA UNICAMERAL LEGISLATURE
Alphabetical List

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

As of 11/17/2023

Senator	District	Capitol Phone	Room	City
Aguilar, Raymond	35	471-2617	1118	Grand Island
Albrecht, Joni	17	471-2716	1404	Thurston
Arch, John	14	471-2730	2103	La Vista
Armendariz, Christy	18	471-2618	10 th Floor	Omaha
Ballard, Beau	21	471-2673	10 th Floor	Lincoln
Blood, Carol	3	471-2627	1021	Bellevue
Bosn, Carolyn	25	471-2731	1529	Lincoln
Bostar, Eliot	29	471-2734	1012	Lincoln
Bostelman, Bruce	23	471-2719	1210	Brainard
Brandt, Tom	32	471-2711	1528	Plymouth
Brewer, Tom	43	471-2628	1423	Gordon
Cavanaugh, John	9	471-2723	1008	Omaha
Cavanaugh, Machaela	6	471-2714	1115	Omaha
Clements, Robert	2	471-2613	1004	Elmwood
Conrad, Danielle	46	471-2720	1206	Lincoln
Day, Jen	49	471-2725	1018	Omaha
DeBoer, Wendy	10	471-2718	1114	Bennington
DeKay, Barry	40	471-2801	1015	Niobrara
Dorn, Myron	30	471-2620	1208	Adams
Dover, Robert	19	471-2929	2011	Norfolk
Dungan, George	26	471-2610	1016	Lincoln
Erdman, Steve	47	471-2616	1124	Bayard
Fredrickson, John	20	471-2622	2015	Omaha
Halloran, Steve	33	471-2712	1022	Hastings
Hansen, Ben	16	471-2728	1402	Blair
Hardin, Brian	48	471-2802	2004	Gering
Holdcroft, Rick	36	471-2642	10 th Floor	Bellevue
Hughes, Jana	24	471-2756	10 th Floor	Seward
Hunt, Megan	8	471-2722	2107	Omaha
Ibach, Teresa	44	471-2805	1110	Sumner
Jacobson, Mike	42	471-2729	1523	North Platte
Kauth, Kathleen	31	471-2327	1522	Omaha
Linehan, Lou Ann	39	471-2885	1116	Elkhorn
Lippincott, Loren	34	471-2630	1017	Central City
Lowe, John S., Sr.	37	471-2726	1019	Kearney
McDonnell, Mike	5	471-2710	1101	Omaha
McKinney, Terrell	11	471-2612	1212	Omaha
Meyer, Frederic	41	471-2631	2108	St. Paul
Moser, Mike	22	471-2715	1202	Columbus
Murman, Dave	38	471-2732	1107	Glenvil
Raybould, Jane	28	471-2633	10 th Floor	Lincoln
Riepe, Merv	12	471-2623	2010	Ralston
Sanders, Rita	45	471-2615	2028	Bellevue
Slama, Julie	1	471-2733	1117	Sterling
Vargas, Tony	7	471-2721	1000	Omaha
von Gillern, R. Brad	4	471-2621	10 th Floor	Elkhorn
Walz, Lynne	15	471-2625	1120	Fremont
Wayne, Justin T.	13	471-2727	1103	Omaha
Wishart, Anna	27	471-2632	2000	Lincoln

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2	Clements, Robert	(402) 471-2613	1004	Elmwood
3	Blood, Carol	(402) 471-2627	1021	Bellevue
4	von Gillern, R. Brad	(402) 471-2621	10 th Floor	Elkhorn
5	McDonnell, Mike	(402) 471-2710	1101	Omaha
6	Cavanaugh, Machaela	(402) 471-2714	1115	Omaha
7	Vargas, Tony	(402) 471-2721	1000	Omaha
8	Hunt, Megan	(402) 471-2722	2107	Omaha
9	Cavanaugh, John	(402) 471-2723	1008	Omaha
10	DeBoer, Wendy	(402) 471-2718	1114	Bennington
11	McKinney, Terrell	(402) 471-2612	1212	Omaha
12	Riepe, Merv	(402) 471-2623	2010	Ralston
13	Wayne, Justin T.	(402) 471-2727	1103	Omaha
14	Arch, John	(402) 471-2730	2103	La Vista
15	Walz, Lynne	(402) 471-2625	1120	Fremont
16	Hansen, Ben	(402) 471-2728	1402	Blair
17	Albrecht, Joni	(402) 471-2716	1404	Thurston
18	Armendariz, Christy	(402) 471-2618	10 th Floor	Omaha
19	Dover, Robert	(402) 471-2929	2011	Norfolk
20	Fredrickson, John	(402) 471-2622	2015	Omaha
21	Ballard, Beau	(402) 471-2673	10 th Floor	Lincoln
22	Moser, Mike	(402) 471-2715	1202	Columbus
23	Bostelman, Bruce	(402) 471-2719	1210	Brainard
24	Hughes, Jana	(402) 471-2756	10 th Floor	Seward
25	Bosn, Carolyn	(402) 471-2731	1529	Lincoln
26	Dungan, George	(402) 471-2610	1016	Lincoln
27	Wishart, Anna	(402) 471-2632	2000	Lincoln
28	Raybould, Jane	(402) 471-2633	10 th Floor	Lincoln
29	Bostar, Eliot	(402) 471-2734	1012	Lincoln
30	Dorn, Myron	(402) 471-2620	1208	Adams
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43	Brewer, Tom	(402) 471-2628	1423	Gordon
44	Ibach, Teresa	(402) 471-2805	1110	Sumner
45	Sanders, Rita	(402) 471-2615	2028	Bellevue
46	Conrad, Danielle	(402) 471-2720	1206	Lincoln
47	Erdman, Steve	(402) 471-2616	1124	Bayard
48	Hardin, Brian	(402) 471-2802	2004	Gering
49	Day, Jen	(402) 471-2725	1018	Omaha

Seymour

February 26, 2024



School Improvement Goals:
Reading scores will meet/exceed State averages
Increased average daily attendance

Reading Goal:

Our goal is to annually improve our reading proficiency levels in order to meet or exceed state averages in reading as measured by NSCAS in May 2025.

- *In Spring 2023 NSCAS Reading, 3rd grade and 6th grade were above the state average; grade 4 missed the state average by 1 point, and grade 5 missed the state average by 6 points.*



Data Points BOY

- 1) 2023 Fall Fastbridge **strength** in K-1.
 - Early Reading (67% proficiency).
- 2) 2023 Fall Fastbridge data shows 5th grade with **lowest average** building scores in reading:
 - aReading (42%), Auto Reading (51.5%). 5th grade 2023 Fall NSCAS Growth: ELA (26.5%)
- 3) 2023 Fall Fastbridge data shows 4th & 6th grade with a **high average**:
 - aReading 4th (68%) & 6th (66.5%)



Action Steps

1) Reading -

- **WIN time** for intervention support.
- Teach new CKLA/Amplify reading curriculum with fidelity and implement schedule for **Push-in/Co-teach** with staff (SPED, EL, Reading Interventionist).
- Increased Push-In Time with 5th grade.
- Use Fastbridge, RGR, NSCAS, CKLA Unit Assessments to guide instruction.
- IXL skill plans (reading) - Goal setting/Self-progress monitoring
- PLC Meetings - Planning for co-teaching/ Using data to guide instruction

2) Engagement & Goal-setting - Strong focus on engagement strategies.

- Multiple opportunities to respond
- Small groups, Graphic Organizers, Vocabulary Slides (Visuals, Parts of Speech)
- Goal-setting with IXL
- Goal-setting for assessments - Purpose
- Positive Relationships - Morning meetings, Leadership Videos, Greeters, Leadership Assembly



Data Points at Semester

1) Reading -

- **Kindergarten** proficiency scores (Early Reading -70.50%) showed **increased** proficiency. **1st** grade scores (Early Reading - 40%) decreased & **2nd** grade scores (aReading -56%) **decreased slightly**. (Most primary grade scores in reading are showing individual growth, but when our proficiency average does not increase it is because it is not at the rate of the Fastbridge Winter cut score.)
- **3rd** grade scores (aReading -64% : NSCAS Growth ELA - 53.5%) are **increasing** steadily in reading while **4th** grade scores (aReading - 47.5%) have **decreased** mid-year.
- **5th** (aReading - 53%: NSCAS Growth ELA - 42%) & **6th** grade (aReading - 72%: NSCAS Growth ELA- 49%) scores are both **increasing steadily**.

2) 2023-2024 Fall-Winter Growth

- According to **Fastbridge** aReading Benchmark Median Scores - 63% typical/aggressive growth overall.
 - Grade 2 - 79%
 - Grade 3 - 74%
 - Grade 4 - 46%
 - Grade 5 - 64%
 - Grade 6 - 50%
- According to **NSCAS NWEA Growth and Achievement** Median - Winter: 53rd percentile
 - White - Winter: 57th percentile
 - Hispanic - Winter: 35th percentile
 - Black - Winter: 47th percentile



Updated Action Steps

1) **Reading** -

- Behavior team supports (buddy room, check in/check out, guidance lessons, positive recognition). Coaching support provided (Amber). Support class with Spring goal-setting.
- Continue to teach CKLA/Amplify reading curriculum with fidelity and co-teach/co-plan with staff (SPED, EL, Reading Interventionist).
- After analyzing winter data, we set up new WIN groups for 3rd quarter. - (all grades).
- Weekly PLC meetings to determine what students need. PLC schedule to include specialists.
Focus on vocabulary.

2) **Engagement & Goal Setting** -

- Continue to focus on engagement - graphic organizers, videos, vocabulary (parts of speech, visuals), small group rotations, multiple opportunities to respond, etc..
- Purposeful conversations - Fastbridge reports shared with students and parents
- Self-progress monitoring using IXL score grid.
- Engagement discussions/ideas with the new reading curriculum - Grade level meetings
- Positive Relationships - Morning meetings, Leadership Videos, Greeters, Leadership Assembly



Data Points Today

- No 2024 Spring Fastbridge or NSCAS scores yet.
- IXL - School Achievement
 - Answered approx. over 762,000 questions
 - Approx. 15,000 skills mastered
 - ELA - 4,500 skills mastered
 - Approx. 23,000 skills proficient
 - ELA - 6,600 skills proficient
 - Approx. 35,000 skills practiced



Updated Action Steps

- Keep Grade Level Standards In Focus
- Share progress with students - self-monitoring
- Relationships



What we have learned moving forward into next year....

- Working on PLC format for effective and efficient meetings
- Work on fine tuning School Improvement Goals
 - Summer CIP Retreat - June 18
- Using Data to Drive Instruction
- Equity Lens for ALL
- Continue to Promote Positive Attendance



Attendance

- Our goal is to have 95% or higher positive daily attendance.
- Chronic absenteeism (students missing more than 10% of the school year) goal will be below 10%.



Data Points BOY

Trend Data **Average Daily Attendance:**

- 21-22: 94.58%
- 22-23: 95.35%
- Current School Year:
 - **95.96** - Average Daily Attendance (August - September 2023)

Chronic Absenteeism - (21-22: 15%) (22-23: 13%)

Seymour Trend Data: Students missing **10 days or more:**

- 21-22: 30% of the Seymour student body missed 10 or more days of school
- 22-23: 28% of Seymour student body missed 10 or more days of school



Action Steps

Attendance - Recognize and celebrate positive attendance. Continue to build positive relationships with all.

- Attendance Matters - Classroom Talks ([Attendance Matters Slide Presentation](#))
- HOT Ticket (Here On Time) - Weekly recognition (Extra privilege: recess, computer time, treat, etc...)
- Attendance Animals - Monthly recognition
- Communication with families



Data Points at Semester

- First Semester 2023
 - 95.35 - Average Daily Attendance
 - Calls to families to support
 - Meeting with families to offer support
 - Setting plans in place for improved attendance



Updated Action Steps

- Recognize and celebrate positive attendance.
 - Continue To Build Positive Relationships - (morning meetings, positive recognition, restorative practice)
 - Continue To Focus On **Engagement** In The Classroom
 - HOT Tickets - Here On Time
 - Weekly recognition for students that are on time every day!
 - Extra privilege - Recess, computer time, treat
 - Animal Attendance Winners
 - Monthly recognition for students who have perfect attendance for the month
 - Communication With Families To Offer Support
 - Sunday Newsletter Attendance Blurbs
 - Parent Teacher Conferences - [Share the Attendance Math](#)



Data Points Today

As of 2/10/24

- 95.11% - Average Daily Attendance



Updated Action Steps

- Continue with Family Communication
- Engagement
- Attendance Class Challenges
- HOT Tickets



What we have learned moving forward into next year....

- Follow students with poor attendance history
 - Communicate with families early and often
 - Offer supports
- Lessons for students on the importance of being in school
- Engage families
- Positive Relationships



Questions?





**Instructional Coaching
&
Mentor/Mentee Program**



**MAKING POSITIVE
RAM-IFICATIONS AT RPS**

Every Building is Supported with Instructional Coaching



- [Melanie Reeves](#)
New Staff - 8 Teachers
Established Staff - 15 Teachers
One building through a State CSI Grant



- [Amber Scott](#)
New Staff - 11 Teachers
Years 2&3 - 18 Teachers
Five Buildings through a Learning Community Grant



- [Mindy Podraza](#)
New Middle School Staff - 5.5 Teachers
New High School Staff - 9.5 Teachers
Years 2&3 - 15 Teachers
Through district budget



- [Shawna Mayer](#)
Support 2 UNO CADRE teachers
Supervise and support student teachers
Through district budget

100% Student Population Impacted

Responsibilities of Instructional Coaches

- Coach Teachers
 - Instruction, Classroom Management, Behavior Management, Data, Curriculum, Professional Learning Teams, Assessments, Standards
- Facilitate New Teacher Induction Days
- Mentor/Mentee Program
- Curriculum Trainings/Toolbox Work
- District Wide Support
 - Data Literacy and Tracking, Professional Learning Communities, Supporting MTSS Process
- Facilitate and Participate in Learning Walks
- Conduct Professional Development
- Support Emotional Needs of Educators and Students
- Weekly Instructional Coaching Newsletter
- Monthly District Newsletter: Coaching Corners



Instructional Coaching in Ralston Public Schools



“Effective coaching makes it easier for teachers to learn and implement new ideas. Indeed, without follow-up such as coaching, most professional learning will have little effect.”

Knight, J. (2011). *Unmistakable impact: A partnership approach for dramatically improving instruction*. Thousand Oaks, CA: Corwin.

“Knight’s research is corroborated by the meta-analysis done by John Hattie author of Visible Learning For Teachers. Hattie found that when instructional coaching is conducted over-time in conjunction with data team analysis of how students learn to inform instruction student growth is impacted with an effect size of .51 (anything with an effect size above .4 is considered effective).”

Westman, L. (2021, July 8). *Instructional coaching: Finally, an easy choice*. Education Week.
<https://www.edweek.org/education/opinion-instructional-coaching-finally-an-easy-choice/2016/09>

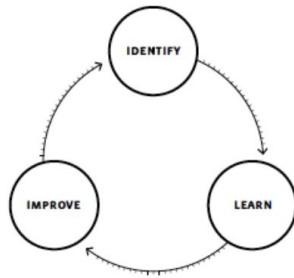
Coaching Cycles

- The goal of instructional coaching: To promote data driven, reflective practitioners that will continue to impact future generations of students in Ralston Public Schools.
- Each educator is provided opportunities to partner with an instructional coach to focus on mutually identified student-centered goals.
- The instructional coach and the teacher develop a plan of action to work towards the goal through shared research and resources, planning, modeling, co-teaching, and observations.



Coaching Cycles

THE IMPACT CYCLE



Coaching Cycle and the Coach's Role

01

Identify what you want to work on.

Coach's Role: record lessons to get a 'snapshot of reality', brainstorm, co-plan, and support.

Learn about what you want to work on.

Coach's Role: look at instructional playbook, share resources, model, co-plan, co-teach, set up for the teacher to go observe someone else.

03

Improve what you are working on.

Coach's Role: reflect together, disaggregate data, record lessons for reflection, and create checklists.

02



- [Jim Knight Impact Cycle](#)
- [Coaching Cycle Planning Document 23-24](#)

Data Collection

- Pre- , Mid- , Post- Data Collection
- Formative, Summative, and Observational Data Collected
- Data dependent on the teacher's goal
 - Instructional vs Non-Instructional Time
 - Teacher vs Student Talk Time
 - Positive vs Corrective Feedback
 - Time on Task and Response Types
 - Depth of Questions
 - Curriculum Component Checks
 - Instructional Strategies Checklists



Small group Letrs Program

	Baseline		January 27th		March 3rd	
69%	9	13	77.27%	17	22	91.90%
63.00%	10	16	81%	17	21	88.50%
86%	6	7	73%	13	18	
77.80%	7	9	45%	8	11	82.40%
77.80%	7	9	59%	10	12	89.50%
			68.75%	11	16	93%
97.50%	78	80	98%	87	89	100%
98.40%	124	126	97%	160	165	99.40%
90.00%	19	21	87.50%	30	35	96%
77.80%	7	9	45%	12	19	89.30%
95%	63	66	96.10%	98	102	98.10%
76.20%	16	21	90.50%	40	44	94%
73%	11	15	68.20%	9	13	68.70%
			91.80%	67	73	100%

Data for PLT decisions

Standard/Skill: Add and subtract within 1,000 with/without regrouping.	
Date: 10/29 & 10/30	
Measure 1	Measure 2
50%	100%
50%	100%
100%	75%
75%	75%
50%	100%
50%	25%
100%	75%
100%	100%
75%	75%
100%	100%
100%	75%
25%	100%
75%	75%
50%	100%
100%	100%
75%	100%
75%	100%
100%	100%
100%	100%
100%	100%

Time on Task

attending to large-group instructions, with a minimum of each 15-second interval. Glance at the target child for approximately two seconds and determine if the child is on-task or off-task during the brief observation. If the child is found to be on-task (following the teacher's instruction or doing his or her assigned work), mark the interval with an "X". If the child is off-task, leave the circle unmarked. Then keep running totals of any student behaviors or classroom events and the amount of the next time interval. When the observation is finished, use Table 1 below to calculate the student's time on task (or group academic time).

ON-TASK: 28
OFF-TASK: 60
TOTAL: 88
ON-TASK %: 46.6%

Table 1. Calculate the Rate of On-Task Behavior During the Observation Period.

Type of Behavior	Number of times it was observed	Number of 15-second intervals in the observation period	Rate (on-task time) that the On-Task behavior occurred during the observation	Rate in percentage form that the On-Task behavior occurred during the observation
ON-TASK	28	60	46.6%	47%

Describe any notable student behaviors or other classroom events observed during the session: 100 per

Instructional Coaching Feedback

- Quarterly Staff Surveys
- Bi-Monthly Coaching Meeting Reflection Forms
- Beginning of the Year Survey
- End of Year Survey
- Mentor/Mentee Monthly Exit Tickets



New Teacher Induction Program Feedback 23-24

Optional comments about day 1:

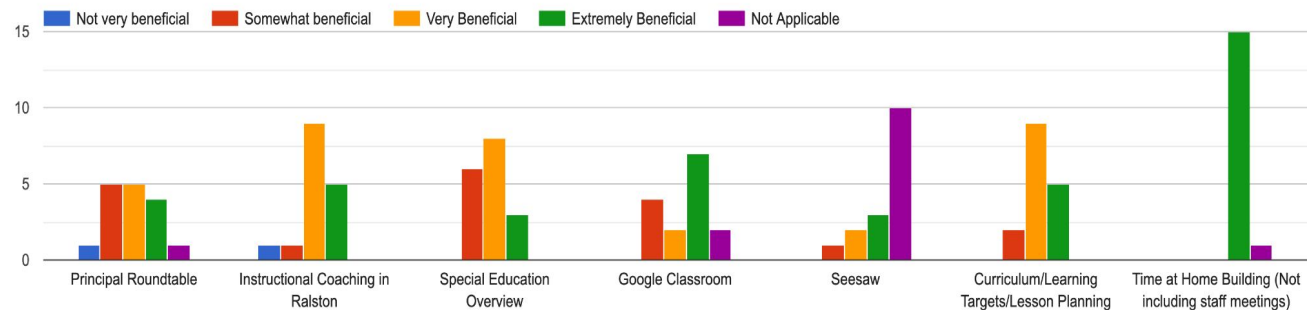
3 responses

As a specialist we are limited on time with students and also have a large amount of students to include in our community

The information about Danielson was beneficial. However, the presentation of the information felt dragged out, and it made it tough to follow along. I think having activities with them would be great, but I believe it can be covered in an hour session.

Well organized and put together.

Day 2: Rate to what degree how beneficial each session was for you at this point in the New Teacher Induction Program.



“Having an instructional coach has given me more support and allowed me to create more hands on learning experiences for my students.”

“It's so helpful to bounce ideas and problem solve with someone who has expertise and experience in a range of classrooms. I always come away from coaching conversations feeling more confident and with ideas to try. Even when the new ideas aren't the perfect solution, it's so helpful to know I have someone to consult with who's got my back!”

“We worked on finding strategies to engage all levels of learners in relevant discussion. Using these new found strategies I hope to incorporate them in the new curriculum next semester.”

“I absolutely LOVE having you as ‘my person’ to help me navigate new territory this late in my career! Thank you so much for helping me organize my brain and stay on track. Really, I can't thank you enough for your guidance.”

“I am just thankful for our relationship that we have built. This allows you to be honest with me and help me grow more as a teacher. I am constantly pushing myself to be better for my kids and because of our conversations and your suggestions, I can do this with confidence.”

“During our coaching sessions, I felt more prepared to teach content and that I was making a difference with students learning. Our data supported that students were growing and making progress.”

“Coaching has really helped me this year with reflective thinking of my lessons. It has really made me think about how my lessons are going and how I might be able to make them better. It also has helped me think more long term. Instead of thinking day by day, coaching helped me think about what long term goals need to be met and what smaller goals can we set to get there.”

“The IC provided me with outside class resources (digitally). This expanded my professional resource list through coaching conversations. I never would have uncovered some of the ideas she provided if it weren't for her!”

Quotes from Teachers





Mentor/Mentee Program


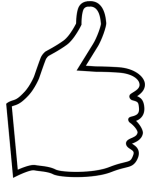




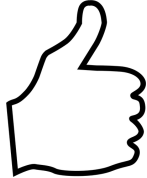





“Mentorship is particularly crucial for new teachers in a post-pandemic school environment due to increased stressors on educators. Lagging academic achievement, developing social skills, and other student challenges require a collaborative problem-solving approach that teachers, novice or experienced, need support to address.”

Long, C., (2023), *Distributing the wealth of knowledge*.
ASCD, Volume 81, No. 2 (p. 3-15).

New Teacher/Mentor Programming

<p><u>September</u></p> <p>Problems of Practice, Outcomes, & Solutions, Preparing for Family Conferences</p> 	<p><u>October</u></p> <p>Mentors Presented “It Works”</p> 	<p><u>November</u></p> <p>Mentor & Mentee Video Reflection Phases of Teaching</p> 	<p><u>December</u></p> <p>Survive or Thrive: Educator Wellness</p> 
<p><u>January</u></p> <p>Teachers’ Choice: Co-Teaching, Time Management and Self Care, Behavior/ Classroom Management, Assessment Literacy</p> 	<p><u>March</u></p> <p>Teachers’ Choice: Co-Teaching, Time Management and Self Care, Behavior/ Classroom Management, Assessment Literacy</p> 	<p><u>April</u></p> <p>Mentees Present “It Works”</p> 	<p><u>May</u></p> <p>End of the Year Celebration!</p> 

Data from Mentor/Mentee New Teacher Survey 2022-2023

- 95 % of new teachers felt their mentor was available for help/support if needed.
- 72% of new teachers felt their mentor was responsive to their needs as a professional educator.
- 72% of new teachers felt their mentor provided significant and meaningful feedback that supported their growth as a professional.
- 72% of new teachers felt their mentor introduced several innovative and engaging instructional strategies and provided opportunities to try new ideas in their classroom.



What questions
do you have?

Thank you for allowing
us to present tonight
and for the support you
provide the district!



Bond Planning/Update Agenda

February 22, 2024

- MB
 - Most installed plumbing and electrical has passed rough in inspection, once inspections are passed, drywall is installed
 - Continuing to work on the retention pond, civil engineer is redesigning the grading and the slope
 - Most casework is delivered
 - Upper academic wing is being sheetrocked
 - Lighting and grid work is taking place on the first floor
 - Permanent power is installed
 - Partial store front is being installed on the main entrance.
- BL
 - As plumbing and electrical rough ins are completed and passed inspection, drywall work is following behind them. Phase 1 is complete, phases 2 and 3 are in the process of drywall install,
 - Concrete work is taking place along the perimeter of the building
 - Roof curb installs and RTU's change outs to take place this week\
 - Sprinkler work is nearly finished phases 3 and 4.
- RMS/SY
 - Continuing to plan for summer work, phasing plan is being finalized for fall RMS work
- KW
 - Pre Construction meeting was held for flooring installation, work to take place in June and July of 2024

February 8, 2024

- MB
 - Lower Academic wing passed plumbing and electrical inspections, drywall work to follow
 - Power pole is set and in place to feed permanent power to the school
 - Fire alarm and sprinkler system work is continuing
 - Ceiling grid to follow in painted rooms next week
 - RR tile work is ongoing, kitchen tile work to begin next week
 - Main entry storefront install starts next week
- BL
 - Concrete work outside of the building is beginning
 - Demo of exterior doors next week, new doors and glazier is onsite

- Wednesday, drywall work begins
- Roof curbs are here, plan to install RTU's depending on weather and crane availability
- SY/RMS
 - Staging/mobilization work is ongoing.
 - RMS GMP presented to BOE 2/12
- WW
 - Fire Marshal to do final inspection 2/12

February 2, 2024

- MB
 - Stairwells are closing up, elevator install to begin after inspection
 - Permanent Power to be installed within the next two weeks, then permanent HVAC can be commissioned
 - Drywall is progressing in the academic wing
 - Painting is taking place in the office and main hall, ceiling grid to follow
 - Tile work taking place in restrooms
 - New utility pole to be set next week
- BL
 - Glazier on site next week for exterior doors, interior glass
 - Framing complete in phases 1 and 2, phases 3 and 4 nearly complete
 - Underground work is complete
 - Drywall delivery, installation to begin in old Primary wing
 - Structural steel mostly installed, a couple more areas to add for roof top units
 - Fire Sprinkler mains are installed
- WW & ME
 - Finished on repair of Media Center desk (ME)
 - Last of backordered exterior lights to be installed next week, programming to follow (WW)
 - Sliding doors on order for office (WW)
- SY
 - Site plan and phasing for construction beginning to take shape
- RMS
 - GMP provided
 - Phasing plan discussed, shared with RMS Admin.

January 15, 2024

- MB
 - Framing inspection for 2nd floor next week, drywalling to follow
 - Temporary heat is installed and building is at a workable temperature

- Duct work, plumbing, electrical work all progressing on schedule
- Gym is painted, ceiling and walls
- Tile work is starting in some sections
- BL
 - All major demo has been completed, some minor areas remain
 - Curbs for RTU's on 2/05, installation to follow
 - Underground plumbing is complete
 - Framing phases 2 and 3 progressing
- ME
 - Media Center desk repair
- WW
 - Exterior lights to be completed in 2 weeks, followed by programming
- SY
 - Sub Contracts are nearly filled
 - GMP on tonight's agenda
- KW
 - Prebid walkthrough on flooring 1/15
- RMS
 - Walkthrough 1/15

December 28, 2023

- MB
 - MUD working on bringing gas line from the street to the new building
 - Gym ceiling is primed
 - VAVs mostly installed
 - Wall insulation is being installed
 - Framing nearly complete academic wing upper and lower
 - Asbestos removal on old building to begin over spring break
- BL
 - Demolition ongoing, complete in phases 1-3
 - Duct work is being installed in several areas
 - Front sidewalk has been replaced along MB drive
 - Floor grinding is ongoing
- WW
 - Parking lot tarring to continue
 - Tile work ongoing around drinking fountains
 - Punch list items ongoing
- SY
 - Subcontractors are being notified and mobilization to begin
 - Westside has agreed to extend our lease at WCC

November 27, 2023

- MB
 - Insulation work continuing
 - Framing on main office and 1st floor of the academic wing nearing completion
 - Electrical inspections in the academic section
 - Boiler installation to begin
 - Storm sewer is connected and operational
 - HVAC main trunks are being run
 - Exterior windows are mostly installed
 - Roof top units may be up for initial startup within the month
 - Retention pond and stormwater runoff is near completion
 - Utility stub-ins have been extended to the building

- WW
 - Move in complete
 - Punch list work is ongoing
 - Flooring is nearing completion with waxing and some closets to be completed

- BL
 - Move is in progress
 - Job trailer is onsite
 - Asbestos work has started

- SY
 - Bid work is ongoing,
 - Mapping out timeline for project work this summer

- RHS
 - BA/SB field turf install is complete,
 - Punchlist work, including railing and electrical is ongoing

November 9, 2023

- MB
 - Insulation work continuing
 - Framing on main office and 1st floor of the academic wing taking place
 - Most exterior windows are installed
 - Retention pond and stormwater runoff is near completion

- WW
 - Sidewalk pours are complete as of 11/8
 - Final inspection for ceiling work is complete, padding is ongoing

- RTU's start up has been completed
- Sink and toilet installs are started
- Lights are in almost all areas
- COX has strung fiber and is working on having network capabilities to our building shortly
- Access points are being installed,
- Prime is on site working on cameras, door controls and security alarms
- BL
 - Shop drawings being finalized
- SY
 - Subcontractor walkthrough 11/3, strong interest, plan to be out for bid by Christmas

November 3, 2023

- MB
 - Insulation work continuing
 - Framing is taking place on main office area
 - Most exterior windows are installed
 - Retention pond and stormwater runoff is near completion
- WW
 - Sidewalk pours are ongoing, main entrance is complete
 - Ceiling padding to start next week
 - RTU's start up next week
 - Sink and toilet installs this week
 - Lights are in most hallways, a few classrooms and cafeteria to pick up yet
- BL
 - Shop drawings being finalized
- SY
 - Subcontractor walkthrough 11/3, strong interest, plan to be out for bid by Christmas

October 16, 2023

- MB
 - - Main Entry – Exterior: <https://api2.enscape3d.com/v3/view/4213c738-6de7-4d40-adf6-7734896feca0>
 - Main Office: <https://api2.enscape3d.com/v3/view/7cfc1821-771e-40f7-91f7-439704db035d>

- Main Entry – Interior: <https://api2.enscape3d.com/v3/view/3ef4589b-24f5-4d25-ac9c-a76ad3cf0b59>
- Cafeteria: <https://api2.enscape3d.com/v3/view/cba1063a-bc96-425b-a051-ed5d974049c4>
- Gymnasium: <https://api2.enscape3d.com/v3/view/ab0b5eaa-88c0-4c66-a46f-3dee4362864a>
- Media Center: <https://api2.enscape3d.com/v3/view/6e90d288-fc6c-46e3-b71d-ff3c74ef7838>
- Classroom: <https://api2.enscape3d.com/v3/view/15b21acc-6a13-41f9-807b-1dd02454f4a5>
- Music Room: <https://api2.enscape3d.com/v3/view/81df8eb7-064c-45c1-8e2e-c3f3d4facc3f>
- Setting window frames, glass to follow
- Exterior paint is progressing and will be done prior to Nov. 10
- Framing is starting for the main floor
- Building the retention pond for roof drainage next week
- Air will be craned in next week
- BL
 - Precon ongoing,
 - Filling dumpsters
 - Construction trailer to move soon
- WW
 - Driveway is complete, sidewalks to be formed next week
 - Crane to set RTU's on Friday
 - Drywall is mostly hung, all classrooms complete,
 - Classroom technology is starting to be installed
 - Fire alarms and emergency lighting is being installed
 - Ceiling grid is complete in 75% of classrooms, hallways
 - Interior glass and door frames to be completed this week
 - 75% of casework is onsite, 2nd delivery in 2-3 weeks

October 9, 2023

- BL
 - Site logistics continuing, electrician onsite for switch gear placement
 - Asbestos report returned, along with abatement bid, favorable bid number
- WW
 - Pavement work is continuing, forming up a pour Wednesday
 - Ceiling grid and lighting install continues on

- Roof top units are being installed, startups 10/20
- Office area near completed for framing and drywall work
- LVT being installed in the 4th-6th grade areas
- MB
 - Several more subcontractors on site, electrical, roofing, plumbing, iron workers, concrete workers and masons are all working. Glaziers are to follow once painting is complete
 - 2nd floor is poured
 - Receiving area walls are complete
 - Roofing of academic wing is continuing
 - Topping out ceremony 10/11
- SY
 - Design phase is nearing completion working on alternatives to opaque glass around the perimeter
 - Initial building permit has been approved
- RMS
 - Design phase ongoing
 - Heat Pump replacement is ongoing

September 21, 2023

- ME
 - Punch list items nearly complete, building is nearly complete, waiting on a countertop and a couple of built in teacher desks
- BL
 - Working on site logistics and impending move, dates reserved for move over Thanksgiving, Nov. 21, 22 and 25
 - Building Permit approved
 - Asbestos report and bids due next week
- WW
 - Pavement tearout is continuing on the East half of the drive
 - Ceiling grid and lights and some flooring installed in old primary wing
 - Remaining roof top units are on track for end of September
 - New RR are being tiled both floor and walls
 - Framing is nearing completion in several areas
- MB

- Several more subcontractors on site, electrical, roofing, plumbing, iron workers, concrete workers and masons are all working. Glaziers are to follow once painting is complete
- Topping out ceremony? Interest from the BOE
- Asbestos bids are due next week

September 11, 2023

- ME
 - Punch list items nearly complete, building is nearly complete, waiting on a countertop and a couple of built in teacher desks
- BL
 - Working on site logistics and impending move, dates reserved for move over Thanksgiving, Nov. 21, 22 and 25
 - Building Permit approved
- WW
 - Patching in parking lot and main stair commencing
 - Curbs for the rooftop units are being set this week
 - Ceiling grid install is progressing, painting is complete in the former primary wing
 - Rough in's complete in almost all RR
 - Preparing to shift from old Electrical gear to new wiring next week
 - Window replacement is starting
- MB
 - Tie in's for the walls and decking is complete for $\frac{2}{3}$ of the building, work to finish above the tornado shelter.
 - Gym and music room roof is complete,
 - Beginning to form up the 2nd floor for pouring
 - Asbestos contractors on site last week, preparing a plan for safe demo of the building this summer.
 - Paint has been applied on a test panel.
- RHS
 - Softball field and main building is up and operational.
 - Lighting programming is nearing completion,
 - Work to pick upon the baseball side over the next month and a half.

August 31, 2023

- ME
 - Punch list items are being completed

- MB
 - Continued work on trusses, decking and roofing taking place, gym is nearly complete
 - Sample panels are painted to show color schemes
 - Asbestos testing of the old building is ongoing
 - Temp. Electrical is being installed in the lower section, along with some conduit in the gym
 - Retaining wall on West side of the building will start next two weeks
- WW
 - Driveway demo phase II to begin next week
 - Inspections for plumbing, electrical, insulation and framing are all ongoing and have been passed to date.
 - Lighting installs and panel work ongoing
 - Framing is nearly up to the gym/cafeteria area
 - Ceiling grid install is starting in the old primary area
 - Painting and some tile work is happening in the primary area
- BL
 - Beginning the plan for mobilization and site planning (trailer location)

August 17, 2023

- ME
 - Move in is complete, security, fire and alarm system are all functioning
- KW
 - Fire, intruder and camera systems are all functioning
 - A few heat pumps are left to replace
 - Parking lot work is complete
- MB
 - 2nd story work is taking place
 - Roof work commencing on parts of the building
 - Nearly all poured walls are complete
 - Roof decking work is progressing
 - Asbestos inspection is continuing
- WW
 - Inspections have all cleared so far for electrical, plumbing and framing
 - Two new roof top units have arrived for HVAC
 - Electrical work is progressing,
 - Drywall work is taking place in the East half of the building
 - Potential completion as early as 10/31
- BL

- Contracts mostly returned, off hour inspections of the building are taking place
- RHS
 - Turf is installed on the softball side,
 - Building is complete
 - Lights, scoreboard are both operable
 - Opening ceremony Sept 5
- SY and RMS
 - Work continuing on design and Preconstruction work.
 - Some demo may take place on off hours prior to summer of 2024.

August 3, 2023

- ME
 - Move complete, buttoning up punch list
 - Gym to be painted,
 - Network uplink ongoing
 - Parking lot complete
 - Exterior lights finished
- KW
 - On to punch list items
 - Some minor network cabling to complete, network is being linked, AP's on Monday
 - Gym lights are complete
- MB
 - More walls are poured and erected, should be finished with walls in the next month.
 - Hollow core for tornado shelter to be delivered, floor poured in the next two weeks
 - Decking has been installed on a good part of the N. end of the building, roofers to begin two weeks
- WW
 - Pouring driveway on 8/3. Should be ready by 8/10
 - Duct work is nearly complete
 - Electrical and flooring demo nearly complete
 - Underground plumbing is almost done.
- BL
 - Contracts are ready for submission from subcontractors.
- RHS
 - Building work is near complete
 - Lighting should be ready to go very soon

- Turf to be delivered once it stops raining
- Ongoing sidewalk and grading work
- SY and RMS
 - Precon meeting on 8/10 to establish scope of projects
 - HVAC at RMS is concluding for the summer, work remaining will be completed at off times during the school year. Wrap up by Christmas

July 22, 2023

- Meadows
 - Work continuing on interior finishes
 - Hallway tile
 - Boxlights
 - Lighting
 - Ceiling pads
 - Painting
 - Driveway pour is complete, parking lot work continuing
 - Move in set for July 24-26
 - Onsite tour for Meadows staff on 7/21
- WW
 - Demolition near complete
 - West half of driveway to be demoed and repoured before August 10
- MB
 - More walls have been erected,
 - Utility work complete, 93rd N. bound is reopened. Two pours left on S. bound 93rd
- KW
 - HVAC units are mostly up and running,
 - Custodians have been onsite this week working on cleaning classrooms
 - Fire sprinkler system nearly complete
 - Work continuing on repouring front drive and exit from the parking lot
- RMS
 - HVAC units are in varying degrees of installation and completion. Much work needs to be done to get the building up to 100% climate controlled by 8/10, several crews including plumbers, electricians and tanners are on site working on installation,
 - Building is currently comfortable, and gets somewhat more cool with each new unit installed.
- RHS

- Softball field turf is due to be installed in August.
- Back driveway has been mostly poured, more work to come on the approach and the parking stalls
- Field should be accessible for play, but the surrounding areas around the RR/Concession stand/Pressbox may not be ready for opening, this
- may require the season starting at Crown/Wager until the site is safe enough for players and fans.
- Misc
 - CM@R selection process should be completed by 7/24, finalists are Weitz and Boyd Jones
 - 2nd Tranche of bonds are sold, we came out pretty good as there was a bidding war on some of our bonds. Interest rates are higher, but are much lower than we estimated at the outset of the project.

July 10, 2023

- Meadows
 - Work continuing on interior finishes
 - Hallway tile
 - Boxlights
 - Lighting
 - Ceiling pads
 - Painting
 - Driveway to be poured this week
 - Move dates set for July 24-26
 - Bay Meadows project is complete
- WW
 - Demolition is moving along well, some framing is to start this week
 - A good portion of new duct work is already in place.
 -
- MB
 - New walls have been poured and erected, next set of walls are being framed and should be ready for lifting in 2 weeks
- KW
 - Multiple meetings with contractors, more electricians on site,
 - HVAC to begin turning on units on July 14.
 - Fire line nearly complete
 - Painting to be completed by next week
 - Custodians to begin the process of cleaning the building starting July 19
- RMS

- 20 new heat pumps are installed, another 23 console units are up and running.
- Trying to have a total of 93 units installed at RMS prior to school opening.
- Upstairs at RMS may run on the old units to start school.

June 19, 2023

- Meadows
 - Driveway work is progressing, demo and grading near complete
 - Most drywall work is complete, most priming of walls is ongoing, some rooms have received first coat of paint
 - Ceiling grids are in various stages of completion, some flooring has taken been installed
 - After July 4, some Boxlights will begin to be installed
 - Lighting complete in some rooms
 - Additional concrete tear out and replace to be added to the scope of work
 - Preliminary date for movers has been established for July 24-26.
- WW
 - Gas and water shut off, electrical has been made safe
 - VAV's are installed in the primary wing
 - Saw cuts for new sewer lines are scheduled for next week
 - West half of driveway to be replaced by 8/10
 - Meeting w/ First Student on WW transportation plan
 -
- MB
 - Utility work is continuing underground, some locations will be repoured soon
 - East side walls to be poured over the next two weeks, bricks are being installed
 - Floor is completely poured on the academic wing,
 - South gym walls are also to be poured.
 - Beginning to work on logistics of old building demolition
- KW
 - Timeline is tracking for drywall and ceiling completion,
 - HVAC is a concern at this time, meeting held 6/20
 - Front driveway loop is being replaced
 - Roofing project to conclude in the next week
 - Additional concrete replacement to be added to scope of work
- RHS
 - Building is in the punch list phase,
 - Grading and rock continues to be installed
 - Dugouts are poured for both fields
 - Scoreboards have been installed

- BL
 - GMP has been approved, subcontractors are being scheduled for the project
- RMS
 - HVAC work continuing, meeting w/ contractor 6/20
- Bay Meadows
 - Work began Friday 6/16, to be completed 6/23

May 22, 2023

- Met w/ Scott Keene, updated 2nd bond resolution
- Met w/ KW roof contractor McKinnis roofing, project to start 2nd week of June
- BB/SB project update, concession stand is near completion, driveway tearout is beginning
- Finalizing BL plan for bid submission
- Met w/ CM@R candidate(s) regarding scope of phase 2
- Technology demo meeting at KW
- WW to move 5/23-5/25

May 5, 2023

- Bid walkthrough at Blumfield, over 40 subcontractors attended
- Preconstruction meeting held for KW w/ contractor and HVAC
- CM@R documents prepared for BOE meeting
- Bond Draw #2 discussion scheduled w/ Piper
- Cooling tower is online and running at RMS!

April 24, 2023

- Meadows Elementary is settled in at WCC, two weeks under their belt at this point. More than 25% of their time at WCC is complete.
- Mover for WW has been identified, school to end a few days early to facilitate WW packing and preparation for the move.
- Finalizing Blumfield plan, structural HVAC engineering work is ongoing
- BB/SB on site inspection, tour of new building has been conducted, floor is poured, connection to storm sewer for field run off has been made.
- Architect/attorney meeting by phone, preparing for potential CM@R contract for last rounds of construction, (BOE discussion upcoming)
- Staff meeting with contractor and staff at KW regarding the upcoming renovation project
- Cooling tower at RMS has been installed, work is ongoing and should have A/C restored prior to May 1.

April 3, 2023

- Meadows is substantially moved, needed items in place at WCC, rest of materials are either in the gym or in storage. Remainder to be moved in the next two weeks
- Asbestos removal and demolition are underway, initial plumbing and electrical work have commenced.
- Meeting with KW contractor and subs regarding electrical and fire suppression
- BA/SB concession stand framing is near complete, building will be weathered in by mid-April
- Dirt work to take place at the fields starting next week
- Pouring of walls continues at MB, crane is scheduled for wall erection in the next two weeks
- Blumfield page turn

March 20, 2023

- Met at Meadows w/ contractor and moving company to solidify moving plan for April 1
- Meeting on Meadows transportation plan 3/21
- BB/SB field meeting, timelines are beginning to take shape for field completion, underground utility work has started.
- OAC meeting for MB/ME/WW/BL plans
- KW preconstruction meeting held with general contractor, electrician and painting subcontractors.
- Met w/ Seymour staff to outline construction timeline for summer 2024

March 6, 2023

- Bid awarded to Midwest DCM
- Blumfield plan presented to teaching staff
- Construction plan presented to RMS teaching staff
- Meadows Library book move plan
- BB/SB field construction meeting, masonry work is nearly complete on the concession stand
- Bay Meadows project shared with Mrs. Telecky, she is reviewing our Hold Harmless agreement

February 20, 2023

- Bid opening for KW completed 2/17

- Architects currently working on Blumfield plans
- Tour for BOE members at WCC
- First BB/SB building OAC meeting, progressing on building block walls
- Camera bid for KW and WW in progress

February 6, 2023

- Continued work at MB to dry out/thaw out ground for lower level pour, lower level to be complete by Wednesday
- Light bases and light pole installation occurring at RHS
- KW pre-bid walkthrough on Tuesday
- BL initial plans are available
- Meadows, continuing to prepare for move in April. Boxes are on site, staff is slowly packing, additional dumpster to be on site
- Met on HVAC control system for WW
- WW GMP completed
- Meeting held on RHS HVAC project
- Bid opening for cameras completed, Prime is lowest bidder
- KW page turn completed
- Presentation to KW staff on building project
- Met on Bay Meadows Park project with engineer and contractor
- Shared Blumfield initial plan with Principal
- Met on dugout change order for RHS
- Meeting w/ Scott Keene on bonds
- Flythrough for WW will be ready this week
-

January 17, 2023

- Continued work at MB to dry out/thaw out ground for lower level pour
- HVAC work continues at KW and RMS, control systems
- Cooling tower demolition completed RMS, work continues in boiler room
- Lower gym unit now repaired and online.
- Pre-bid meeting at WW, very well attended, bids have been submitted and are being tabulated, GMP review 1/23 and 1/26
- Meadows security camera bid opening 1/23
- KW page turn meeting 1/23

January 9, 2022

- Footings poured at BA/SB field complex

- Boxes delivered for packing at Meadows
- Camera installation Invitation to Bid is open
- KCAV toured KW for classroom tech. Bid
- HVAC Controls walkthrough at RMS and KW
- HVAC Controls installation began 12/28
- RHS Controls walkthrough
- WW pre-bid walkthrough
- Asbestos removal bids received Meadows
- KCAV to present to cabinet

December 12, 2022

- Building pad has been compacted and passed engineering standards for BA/SB fields
- Page turn meeting for WW
- Concrete poured at MB, 1/2 of slab for academic wing has been completed
- Flooring slab for lower level to be poured week of 12/19
- WW walkthrough complete for doors and hardware
- Meadows staff toured WCC
- Contacted moving company for Meadows move
- KW walkthrough w/ electrical engineer
- Bid recommendation for Meadows classroom tech.

November 21, 2022

- Continued dirt work at RHS,
- Office staff tour of WCC
- Bids collected on classroom technology
- Work scheduled to begin Nov 30th on KW cooling tower refurbishment
- Contract for BA/SB field work completed

November 14, 2022

- BA/SB field work is progressing, trailer and staging areas identified
- Security camera/door access meeting
- Field trip for 1st graders
- HVAC controls RMS/KW, phase 1 to be completed Nov. 21
- KW foundation repair project completed
- Meadows GMP
- Moving company identified Two Men and a Truck

- Beginning KW design process

October 31, 2022

- Demolition and excavation work continuing at RHS, work trailer areas and staging areas have been identified
- Project coordination meeting between Nemaha Cons. and Construct Inc.
- Met w/ security camera and door access vendor to solicit budgeting numbers
- Conducted field trip for 1st grade MB students of the Weitz construction trailer
- Received bid numbers for Meadows Elementary
- HVAC tech meeting for RMS/KW projects
- KW foundation project near completion

October 17, 2022

- Demolition and excavation work started on Baseball/Softball field project,
- Pre-construction meeting held on BA/SB fields, subcontractors for field work, electrical, utilities and earth work have all been identified.
- Food service staff toured WCC, Douglas County Health inspector also attended
- Continued addendums to BA/SB contract, attorneys for both sides are in review
- Initial Meadows bids are nearly complete and should be available by the BOE meeting on November 14.
- Demonstration of HVAC control units set
- Meeting w/ WW Principal and Architect to review input from WW presentation

October 3, 2022

- BCDM presented draft plan for WW, input gathered from staff
- Construction meeting held, GMP timeline for Meadows set, Nov. 14
- Logistics regarding Meadows/WW move
- Switch gear and HVAC bids to be separated out for supply chain issues
- MB timeline update, 2 weeks behind schedule
- KW foundation contractor secured, scheduled for 10/26
- Toured WCC w/ kitchen staff and Health inspector
- Set a meeting for HVAC controls demo through Alvine Engineering

September 26, 2022

- Met w/ First Student to outline transportation plan for Meadows transition
- Building and Grounds subcommittee meeting, outlined finishes for Meadows

- Presented finishes to Meadows staff, solicited input

September 19, 2022

- Swing Site visit
- Continued progress on portions of RMS HVAC Project, delays still on some components to make the system fully functional
- Received 2nd bid on KW foundation project
- Met w/ Facility Advocates to consider fall work in RMS boiler room
- Rebar on site at MB, foundation footings to be excavated and poured.

September 5, 2022

- Conducted initial presentation of Meadows GMP w/ Weitz and BCDM
- Page Turn for Meadows completed
- Met w/ Civil Engineer and Nemaha Construction to Value Engineer existing BA/SB bid
- HVAC controls meeting w/ Alvine Engineering and Facility Advocates
- Rebar plans to be approved and delivered to MB this week,
- 2nd contractor contacted for KW foundation project.

August 29, 2022

- Interior design for Meadows presented
- Bid opening BA/SB field
- Rebar design package finalized
- Visited WCC
- Secured insurance certificate and reviewed contract for WCC
- Discussed timeline on HVAC at RMS
- Setting control system meeting w/ mechanical engineer

August 22, 2022

- Presented initial building plans to BL staff

August 15, 2022

- Geopier installation finished
- Pre-bid walkthrough for BA/SB fields
- Toured alternate placement site at Westside Community Center
- Presented initial building plan to WW staff
- BA/SB field bid opening moved to 8/30
- Drawings for Meadows to be complete by 9/19
- Footing work at MB to begin 9/12

- Rebar plans 9/5 due for MB

August 8, 2022

- Geopier installation to begin this week
- Bidding is open for BA/SB fields
- Temp. fix at RMS is complete and running
- Meeting on Meadows Park drainage issue
- Bid received for KW foundation repair work, soliciting 2nd bid
- Finalized contract for phase 2 GMP at MB
- Finalized contract for HVAC at RMS/KW phase 2

August 1, 2022

- Geopier installation to begin next week
- Page turn on BB/SB fields
- KW foundation work, subcontractor contacted, engineer contacted
- Bids for RMS/KW HVAC to BOE for approval
- Met w/ subcontractor on MB cameras and door access
- Contacted contractor on temp. fix to RMS HVAC issues.
- Bidding period to open on BA/SB fields 8/4

July 18, 2022

- Excavation work near completion MB
- Met w/ Weitz/BCDM on subcontractor bids for MB construction, near finalization and GMP
- MB virtual walkthrough uploaded
- Construction meeting, advancing Meadows design
- HVAC bids collected 7/21 for KW and RMS

July 5, 2022

- Excavation work on MB in progress, footings work to begin soon
- Security fencing installed
- Bids due July 21st for RMS/KW
- Weitz gathering subcontractor bids for MB GMP
- Proposal for electrical engineering work on BB/SB fields received
- Proposal for 3rd party testing from Thiele on MB project
- Continued refinement of the BB/SB field project and Meadows Elementary

June 27, 2022

- Excavation work on MB in progress
- More tree removal at MB
- Civil engineer work submitted on Bay Meadows drainage issue
- Bidding is open on Phase 2 RMS/KW HVAC project, close July 21st

June 20, 2022

- Work begins MB site
- Virtual tour of MB conducted at BCDM
- Pre-bid meeting #2 for RMS/KW HVAC Phase 2
- Grease interceptor bids received

June 13, 2022

- Received initial quote KCAV
- Builder's Risk Insurance for MB site procured
- Set up temporary office space for Weitz job
- Pre-bid walkthrough meeting RMS/KW HVAC Phase 2

June 6, 2022

- Technology presentation, Promethean Boards
- Secured quotes for Builder's Risk Insurance for MB project
- Technology design follow up for MB 6/3 BCDM
- Received approval for storm water permit from City of Omaha

May 23, 2022

- BOE action item phase 1 MB plan
- Final run through MB design plans BCDM 5/27

May 16, 2022

- Construction meeting, finalized bids for dirt work
- Met w/ KSB regarding finalizing Phase 1 MB contract
- Plans for review w/ BCDM and Weitz

May 9, 2022

- Met w/ BCDM on door hardware and security for MB
- Contacted Prime for initial placement/estimate for camera system at MB
- Tech meeting w/ KCAV and RPS
- Reviewed final designs for RMS/KW HVAC systems

May 2, 2022

- Meadows initial Budget meeting 5/4
- Shared pictures of tilt up construction from Shadow Lake

April 25, 2022

- Construction meeting held 4/28
- BB/SB meeting 4/28
- Toured Wysong Elementary in Lincoln for use of sound/alarms/intercom systems

April 18, 2022

- Finalized Tilt up construction model and keeping daycare at RHS
- HVAC engineers did a final walk through at RMS and KW, plans to follow.
- Contract signed for Phase 1 RMS HVAC

April 11, 2022

- Meeting w/ Weitz/BCDM/OPPD regarding energy supply to new MB
- Construction meeting, continued to adjust MB plan to fit budget.

April 4, 2022

- Contract approved for Phase 1 RMS HVAC
- Met w/ OPPD and Weitz regarding MB power supply
- 2nd round cuts to MB plan
- Met w/ engineer on KW cooling tower refurbishment
- Met w/ AES controls on control systems for HVAC all buildings

March 28, 2022

- Bid opening for Phase 1 RMS HVAC
- Construction meeting BCDM/ Weitz
- 1st round of cuts to MB plan
- Planning trip to Lincoln to check Audio Enhancements - April 20th

March 21, 2022

- Trees removed from MB
- Bids collected for phase 1 RMS HVAC 3/23
- BB/SB field meeting 3/23

March 14, 2022

- Sub contractor to begin tree removal at MB 3/15
- Site visit for interested parties for phase 1 RMS HVAC project, bids due 3/23/22
- Presented contract w/ Weitz at BOE meeting 3/14
- Passed County Zoning Board waiver for height of MB and signage
- Presented Meadows building plan to staff for feedback
- Construction meeting to further MB plans and plans for grading/earth removal. End of April to break ground

March 7, 2022

- Ball Field meeting
- MB site visit w/ Weitz
- Planning for tree removal, construction trailers and construction parking
- Offer of 3.75% accepted by Weitz Construction, contract to be presented to the BOE

February 28, 2022

- Met w/ BCDM and Weitz construction, discussed finalizing the plan for MB and GMP
- Counteroffer sent to Weitz at 3.75%, contract language is almost in full agreement
- Zoning Board meeting scheduled for March 10
- [LINK](#) to Tech recommendations
- Next Softball/Baseball Complex Design Meeting set for March 4th

February 21, 2022

- Met w/ BCDM and Judy Kyle on kitchen design and layout
- Met w/ BCDM and Weitz regarding lighting, networking and technology at new MB

- Met w/ Student Services to determine which rooms may require special lighting
- Sent final version of contract to Weitz via KSB Law
- [Link](#) to Boxlight Evaluations

February 14, 2022

- Met w/ BCDM and Weitz, reviewed updated plans for MB, ME, BL and WW
- Finalized plans for QCPUF refund w/ Gilmore Bell, to be proposed for action at BOE meeting 2/14
- Met w/ Rick and a rep. from SysCool regarding cooling tower options at RMS and KW
- Meeting w/ our attorney regarding ongoing negotiations w/ Weitz
- Shared input from Meadows regarding design changes
- Met with Lamp/Rynearson on initial planning for the Softball and Baseball fields

February 7, 2022

- Met w/ BCDM and Weitz, reviewed updated plans for MB, ME, BL and WW
- Electronic plans were shared for ME, BL and WW, plans currently under review
- ME plans shared w/ building principal
- Reviewed soil report regarding MB building site
- Reviewed changes to contract language suggested by Weitz
- Shared cost estimates for all four projects w/ Weitz
- Met w/ RDH regarding RMS/KW plans for HVAC projects

January 27, 2022

- CM@R firms ranked Weitz #1, Boyd Jones #2
- Process of adjusting CM@R contract to meet RPS requirements
- Jan. 25th met w/ Coady Pruett, attorney and Pat Carson, architect to finish initial contract offering to Weitz
- Jan. 14, met w/ Judy Kyle and Pat Carson to review design of kitchen at MB and Meadows

January 10, 2022

- Jan. 10, top 2 CM@R's to present to the BOE for review and rank, then negotiations on fee begin w/ CM@R, attorney and district admin.
- Jan. 6th meeting with City of Omaha Planning Board to discuss MB project and need for applications for special permissions
- Jan. 5, met w/ City of Ralston on ballfield plan

- In-person presentations/interviews were conducted Jan. 4th with top 2 CM@R's identified for BOE presentation
- CM@R Selection Committee met and discussed candidates Dec. 30, top 4 were identified for in-person interview
- Dec. 30th bond were closed, funds transferred to NLAF, \$500,000 transferred to special building fund
- Met w/ KCAV Dec. 30th on classroom tech.
- Dec. 28 met w/ Bond Counsel and Bond Advisor to finalize sale of bond and receipt of proceeds
- Final two elementary buildings are evaluating the boxlight. All evaluations will be complete by 1/18.

December 20th

- Collection of bid proposals from interested CM@R contract Dec 22
- Instructions for selection committee Dec. 22
- Ranking committee to meet and discuss Dec. 30
- Boards moved to ME/WW - demoed through 1/18 - boards will stay at ME/WW thru 2/4

December 13th

- Meeting w/ MB staff on building design December 17th
- Meeting w/ district Media Specialists regarding design at MB Dec. 17th
- Boards are being demoed through the 12/21 at RHS, RMS, MB, & KW

December 6th

- Met w/ Architect, further development of MB plan,
- Meeting w/Lamp Rynearson regarding BB/SB fields December 9th
- Boards are being demoed through the 12/8 at RHS, RMS, BL, & SY
- Bonds go to market this week
- Conducted tours with interested bidders of BL, ME, and WW Dec. 10
- Finished scoring rubric for CM@R rating process

November 29th

- Ran advertisements T,R& F w/ newspaper
- Finalized plan for initial bond offering w/ Piper
- Approved contract for RDH KW/RMS mechanical design
- Boxlights delivered, will distribute this week with training happening next week (12/1 & 12/2)
-

November 22nd

- Met w/ BCDM on Mockingbird design
- Prepared advertisement for CM@R
- Still waiting on delivery of Box Lights (3) to get cycled through our buildings.
- Bond rating meeting w/ Standard & Poor's
- Met w/ salesperson from Audio Enhancement
-

November 15th

- Met w/ Public Trust advisors liquid asset fund
- Met on Ball fields w/Lamp/Rynearson/BCDM
- Met w/ Alvines on HVAC control systems
- Met w/ School Specialty on camera systems
- Met w/MCL Construction
- Met w/ Boyd Jones CM@R

November 8th

- Bond advisor attending BOE meeting 11/8, will recommend refinance and first tranch.
- Met w/ mechanical engineer, walkthrough at KW and RMS
- Met w/ architect and Tiny/Little Rams staff on MB plan
- Met w/architect on needs at new MB kitchen
- Survey work is ongoing at MB
- Technology
 - Training last week for RHS/Admin training on Tuesday(11/9)
 - Additional boards (3) and carts should be in by 11/13
 - Set up meeting with Audio Enhancement for 11/17/2021 at 5:30 PM
-

October 28, 2021

Since the Bond Passed...

- Bond advisor first set of bonds going to market soon.
- Master calendar and seasons to take the projects on
- Development for HVAC plans at RMS & KW
- Met w/ architects and mechanical engineers on MB facility design
- Met with electrical engineers on lighting options
- Began discussions of what we want intercoms, alarms, and camera systems to look like

- Multiple tours of different buildings in different districts re: facilities, layouts, technology
- CM@R for MB, BL, ME, WW, finalizing RFP, advertisements are coming soon.
- Decided to merge the 4 schools above together because they are contingent on one another
- Board passed a resolution, will need to identify 1 more member to complete the team for hiring
- Working with KSB to create the RFP to go out
- Survey work started on MB
- Technology
 - Board in district that are training on w/ 6 staff members
 - Connecting with others who have passed the bond re: technology components
 - Met with KCAV to talk security, boards, audio (the Boxlight company and microphone/intercom system)
 - Met with the engineers that are working on the project
 - Communicated with principals which staff we are looking to have help us try out the machines, waiting for devices to arrive, then planning to communicate with staff requesting pilot

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

Snapshots



IN THIS EDITION OF BOARD NOTES ...

STATE EDUCATION CONFERENCE ... CALL FOR PROPOSALS

AT THE BOARD TABLE

MARCH FINANCE WORKSHOPS ARE FAST APPROACHING!

GAIN YOUR EDGE AT THE NAEP STATE CONVENTION

REMEMBERING DON ELLISON

NASB'S ANNUAL MEMBERSHIP DRIVE HAPPENING NOW!

IS YOUR POLICY MANUAL ONLINE?

NASB LEGISLATIVE UPDATE: HALFWAY THROUGH

YOUR 2024 NASB AFFILIATES, AFFILIATE SPOTLIGHT

THIS MONTH IN ... AND MUCH MORE!

The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<https://members.nasbonline.org/events>



Education Committee Hearings - Monday-Tuesday at 1:30 PM - Room 1525

Revenue Committee Hearings - Wednesday-Thursday-Friday at 1:30 PM - Room 1524

As you can see by this months SNAPSHOTS, NASB has testified in-person or via letter on dozens of bills in front of a number of Committees. Many SBMs made their way to Lincoln to share their stories while advocating for public education and local control. We are always hosting members who want to engage in advocacy in person. Let us know if you want sit in on a hearing, watch debate, or engage with Senators at the Capitol. Invite is open, just call us. Stay up to speed via the NASB Bills Page at <https://nasb.envisiams.com/legislative-bills>



Finance Workshops - Lincoln, North Platte, & Gering

Amplified Finance / Budget & Finance Workshop - March 5 - Lincoln

Amplified Finance / Budget & Finance Workshop - March 19 - North Platte

Amplified Finance Workshop - March 20 - Gering

State Conference Call for Proposals - Due March 14 - See Page 3

NAEP State Convention - March 27-28 - Kearney



Leadership Workshop - June 5-6 - Lincoln

NASB Member Golf Outing - June 12 - Kearney

School Leaders & Law Conference - June 12-13 - Kearney

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

STATE EDUCATION CONFERENCE ... CALL FOR PROPOSALS

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<https://nasb.envisiams.com/proposals>



The time has come to begin planning for the 2024 State Education Conference

The Conference will be held November 20-22, 2024, at the CHI Health Center. We are looking forward to this opportunity to gather and grow in our role as school leaders.

You are invited to submit a proposal for a breakout session. This is an opportunity to showcase innovation in your district. Each breakout session must focus on topics of interest to Nebraska's public school board members and administrators. Student presenters are encouraged where possible! Reminder: the Conference does not reimburse session presenters for any expenses.

Visit <https://nasb.envisiams.com/proposals> and log in with your email and password to submit a breakout session proposal.

DEADLINE FOR PROPOSAL SUBMISSIONS IS 5:00 PM CT, FRIDAY, MARCH 14TH

The Conference Planning Committee will meet March 26th to make selections for the 2024 State Education Conference. Please contact Sharon Endorf at 402-423-4951 or sendorf@NASBonline.org with any questions.



AT THE BOARD TABLE

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1,960,000 Nebraskans

324,000 Students

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260 Member Districts/ESUs

ONE NEBRASKA

BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>



Each month, this space reflects recommended regular board meeting agenda items to include in the upcoming board meeting agenda. Please contact Marcia at mherring@NASBonline.org if you have questions or recommendations for improving the Board Meeting Annual Calendar.

MARCH BOARD AGENDA ITEMS

Please see the February 15 email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the March Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608. If following the reorganization of the board, the president and vice president are new to the role, please email Marcia or Stacie at the email addresses listed above, so we may update our records.

UPCOMING NASB BOARD LEADERSHIP EVENTS

2024 Candidate Workshops

- July 9 - Candidate Workshop - Ogallala Library**
- July 10 - Candidate Workshop - Hastings ESU 9**
- July 11 - Candidate Workshop - Ord High School**
- July 16 - Candidate Workshop - ESU 6**

The March 1 deadline for non-incumbent board candidates to file for school board is fast approaching.

Once the deadline has passed, the Board Leadership Team encourages the Superintendent and Board President to invite the candidate(s) to visit the district. This will initiate a positive working relationship by learning more about the individual(s) and sharing information pertaining to board service. Consider downloading a copy of the NASB Preparing To Serve publication from the Board Leadership section of www.NASBonline.org under Resources. This publication is free to the district and provides a broad overview of the basics of board service.

Following the 2024 Primary Election in May, the Association will mail a Candidate packet to each non-incumbent who will appear on the General Election ballot. We will include in this packet a copy of the 2024 Preparing To Serve publication, NASB Association Membership Guide and a personal invite to attend the Candidate Workshop to be held throughout the State July 2024.

The Candidate Workshop is designed to provide a high-level overview of the role and responsibilities of a board member. This workshop is sponsored/provided free of charge to all participants courtesy of the Nebraska Public Leadership Foundation [NPLF]. Target audience includes non-incumbent board candidates, experienced board members who wish to accompany candidates, and superintendents.

If you have questions and/or wish to learn more about the workshop, please feel free to contact a Board Leadership team member at 800-422-4572. Registration is not required but appreciated.

MARCH FINANCE WORKSHOPS ARE FAST APPROACHING!

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<https://members.nasbonline.org/events/budget-finance-workshops>

TRACK 1 - AFTERNOON WORKSHOP

***LINCOLN - NORTH PLATTE - GERING**

SUGGESTED AUDIENCE

Superintendents/ESU Administrators, Business Managers,
and your Board's Finance Committee Members
Registration Fee: \$100 for members, \$200 for non-members

AMPLIFIED FINANCE MODULE AGENDA

11:30 AM - REGISTRATION
12:00 PM - LUNCH, FOLLOWED BY THE WORKSHOP
4:30 PM - ADJOURN

This afternoon workshop, led by school finance experts Carl Dietz and Matt Fisher, will be a more detailed, intense learning experience for those truly in the thick of school finance, compared to the traditional evening session.

Highlights:

1. Review all the funds
2. Discuss the district audit report and how it relates to the AFR
3. Perform a detailed NDE budget for all funds
4. Prepare a line item budget for all receipts and expenses
5. Explain how to prepare a five-year projection of receipts, expenses, and cash balance
6. Payroll preparation
7. Building a capital replacement schedule
8. How to build a cost group spending comparability spreadsheet



TRACK 2 - EVENING WORKSHOP

***LINCOLN & NORTH PLATTE ONLY**

SUGGESTED AUDIENCE

School Board Members,
Superintendents/ESU Administrators
Registration Fee: \$70 for members, \$170 for non-members

TRADITIONAL BUDGET & FINANCE AGENDA

5:00 PM - REGISTRATION
5:30 PM - DINNER, FOLLOWED BY THE WORKSHOP
8:30 PM - ADJOURN

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. This evening workshop will feature Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finance such as:

1. Discussion of financial information that should be provided to board members and the community, including samples
2. The budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year
3. What to look for in your audit report and the Annual Financial Report
4. Importance of cash reserves
5. The importance of having a 5-year financial plan
6. How to properly build a capital replacement schedule
7. Understanding TEEOSA and Foundation Aid, LB 583 & LB 243
8. A brief discussion of LB 644 and the Joint Public Hearings

TO REGISTER FOR ONE OR BOTH OF THE WORKSHOPS*

Go to www.NASBonline.org, and log in using your email and password

March 5 - Lincoln (Embassy Suites) ... Register by 2/29/24
March 19 - North Platte (Venue 304) ... Register by 3/14/24
*March 20 - Gering (Civic Center) ... Register by 3/14/24

(Afternoon Only)

GAIN YOUR EDGE AT THE NAEP STATE CONVENTION

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<https://members.nasbonline.org/events/naep-state-convention>

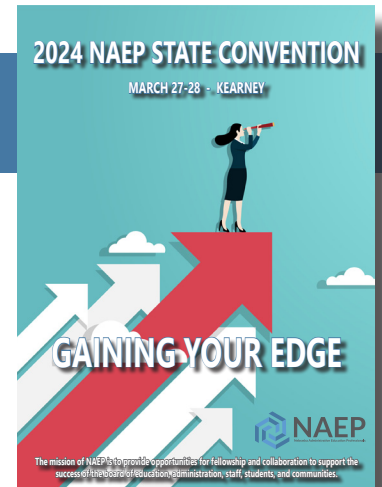
REG
NOW!

NAEP STATE CONVENTION

MARCH 27-28 - KEARNEY

The NAEP State Convention will offer opportunities for district and ESU bookkeepers, business managers, secretaries, administrative assistants, and other office staff to engage in presentations and conversations regarding a variety of topics including:

- Document Retention with Dr. Thomas Szlanda, Hastings Public Schools HR Director & Shayla Dunn, Hastings Public Schools HR Assistant
- At the Board Table and Annual Board Calendar & Board Agenda with Marcia Herring, NASB Director of Board Leadership
- Google Tools with Jason Everett and Peg Coover, ESU 10 Educational Technology Trainers
- Budget & Finance with Carl Dietz, FNBO Public Finance Director
- YOU vs. YOU – To truly serve others, we must serve ourselves first with Casey Molifua, Hastings College Senior Lecturer of Physical Education
- Co-Workers and Conflict with Kari Stephens, NASB Development & Learning Specialist
- Office Personnel – A Vital Component to a Positive School Climate with Heather Stuke, ESU 10 Teaching and Learning Coordinator
- Self-Care... Give Your Best, Not What's Left! with Linda Anderson, EHA Wellness



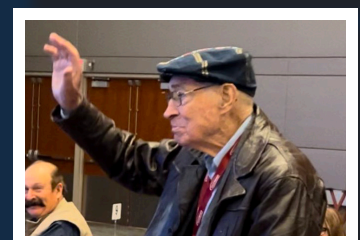
NASB would like to honor the life and service to public education of Don Ellison, who served on the ESU 7 Board for 51 (FIFTY-ONE!) years from 1971 to 2023, and passed away earlier this January.

"We lost a champion of education, learning, and service. Don was an incredible supporter of the work we do, the mission we held, and the vision we worked to achieve every day." Larianne Polk, ESU 7 Administrator

Don graduated from Waco High School, then attended York College before volunteering for the U.S. Army during the Korean War and was deployed to Panama as a radioman. Upon returning home, he attended the University of Nebraska, where he was an outstanding gymnast. Don served on the Rising City School Board for 29 years, and was elected to the ESU 7 board in July of 1971, where he served as president from 1986 until 2020. He continued his time on the board until just this past year when he stepped down. Don received special recognition for 51 years of service at the 2022 State Education Conference, something he was very proud of.

"I knew Don for about four years. He never ceased to amaze me. He was a very smart, kind, and happy man. I consider myself blessed for being able to know him." Mindy Reed, ESU 7 Executive Secretary

It was not uncommon for Don to pop into the NASB offices when in Lincoln just to say hello! He will be missed by so many. Education in Nebraska is better because of him.



NASB'S ANNUAL MEMBERSHIP DRIVE HAPPENING NOW!

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<https://members.nasbonline.org/>

NASB is here to be your partner and resource. We love the time we spend with you, whether it is at events, the Capitol, or in your districts. The annual Membership Drive is happening now. We appreciate your membership and look forward to a great 2024-2025 serving you!

Reminder ... 2% discount on dues paid by April 1, 2024



NASB Member Golf Outing

June 12 - Kearney Country Club



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SEARCHABLE
UP-TO-DATE



For quite some time we have anticipated being able to host your NASB School Board policy manual online in a partnership with Sparq to make it easier and faster to use than ever before. With our newly completed Sparq Online Policy Publishing software, we can now provide you with a fully searchable online version, easily linked from your district website to your Sparq Meetings platform and back again. Through this new software, once the board approves your new or revised policies and makes that entry into your Sparq Meetings agenda, those policies will automatically flow through to your online manual to update it.

In addition, all Nebraska legal references will be linked online directly from your individual policies, allowing administrators quick access to the relevant statutory language. Cross references to other relevant policies within the board policy manual will also be linked.

Through a password protected access, you can allow selected employees to make changes or additions to the online manual. Just imagine how much this will simplify the process of keeping your manual current! For those of you already subscribing to the NASB Policy Updates, over the rest of this semester and this summer we will be working with your policy team to be certain we have all the needed changes to your manual to get it onto Sparq Online Policy Publishing. We are excited at the prospect of having all this up and running for our districts for the next school year.

This huge improvement offers a one-of-a-kind approach toward making your School Board policy manual more useful, more informative, and easier to search or revise in a rapidly changing educational environment. It was all developed here by the team at Sparq Data Solutions and provides an online manual capability possessed by no other software anywhere.

For more information, to schedule a training, or discuss joining us in hosting your board policy manual online, please contact Jim Luebbe at jluebbe@NASBonline.org or 800-422-4572

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NASB LEGISLATIVE UPDATE: HALFWAY THROUGH

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<https://nasb.envisiams.com/legislative-bills>

KEY PRIORITY BILLS

 **LB 43 (Government Priority) - Adopt the First Freedom Act and the Personal Privacy Protection Act, authorize tribal regalia to be worn by students, change provisions relating to withholding records from the public, provide requirements for interpretation of statutes, rules, and regulations, and prohibit state agencies from imposing certain requirements on charitable organizations**

 **LB 71 (Meyer Priority) - Change provisions relating to parental involvement in and access to learning materials in schools**

LB 338 (Revenue Priority) - Change provisions relating to sales taxes

LB 441 (Albrecht Priority) - Change provisions relating to obscenity

LB 575 (Kauth Priority) - Adopt the Sports and Spaces Act

 **LB 952 (Aguilar Priority) - Require the Department of Health and Human Services to implement the federal Summer Electronic Benefits Transfer**

LB 1017 (Business & Labor Priority) - Change the schedule of compensation for certain injuries resulting in disability under the Nebraska Workers' Compensation Act


LB 1092 (Murman Priority) - Adopt the Online Age Verification Liability Act

 **LB 1284 (Walz Priority) - Provide for a statewide computer science education expansion program**

LB 1317 (Revenue Priority) - State findings relating to property taxes

LB 1329 (Education Priority) - Change provisions of the Nebraska Career Scholarship Act


LB 1331 (Education Priority) - Change provisions related to truancy and attendance and various programs administered by the State Department of Education

 **LB 1402 (Linehan Priority) - Appropriate funds to the State Treasurer for the purpose of providing grants to scholarship-granting organizations**

Speaker Arch still has his 25 to choose

EDUCATION COMMITTEE EXECUTIVE SESSION

Bills now on General File. Any of these bills could be used in one of the two committee packages as well (LB 1329 & LB 1331).

 **LB 635 (Albrecht) - Provide requirements regarding access to digital and online resources provided for students by school districts, schools, and the Nebraska Library Commission**


LB 835 (Blood) - Adopt the School Psychologist Interstate Licensure Compact

LB 855 (Conrad) - Prohibit school districts from taking certain actions relating to outstanding debts on a school lunch or breakfast account

 **LB 878 (Holdcroft) - Change provisions regarding certain bond and related elections**

LB 1027 (Clements) - Change provisions relating to schools which elect not to meet accreditation and approval requirements

LB 1029 (Conrad) - Change provisions relating to compulsory school attendance regarding illness

 **LB 1052 (Walz) - Allow a teacher employed at an approved or accredited public, private, denominational, or parochial school to receive reimbursement for school supplies**

LB 1091 (Murman) - Provide requirements and restrictions for school boards relating to professional employees' organizations

LB 1193 (Conrad) - Provide a process for a parent or guardian to request that such person's child repeat a grade under certain circumstances

LB 1201 (Hardin) - Change provisions relating to the Early Childhood Education Grant Program and redefine terms under TEEOSA

LB 1306 (Education Committee) - Eliminate the Professional Practices Commission and provide, change, and eliminate provisions relating to standards for and conduct of teachers and administrators

 **LB 1328 (Murman) - Change provisions relating to the classification of school districts**

<https://nasb.envisiams.com/legislative-bills>

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... FOUNDATION

The Nebraska Public Leadership Foundation (NPLF) is awarding two, \$1,000 scholarships to two high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Students with plans to attend a college or university in Nebraska, have a minimum GPA of 3.0, and those students whose school district is a member of the Nebraska Association of School Boards qualify to apply for the scholarship. Please click here for the application form.

www.nepublicleadership.org

Applications are due by March 1st

... EDUCATION LEADERSHIP SEARCH

Contact us for a free proposal or with questions on the search process. To view openings or create an applicant profile, visit <https://nasb.myrevelus.com/>

Contact Shari Becker with questions sbecker@NASBonline.org

... DATA ANALYTICS

Since the state funding formula compares your district to those districts with similar numbers of formula student enrollment, it can be helpful to know how you compare with those districts in terms of valuation, levy, cost per pupil, and poverty indicators. NASB can provide you and your patrons with an accurate summary of that information with handy graphs to illustrate the challenges your particular district faces under Nebraska's system of school funding. If you want a clearer picture of how your district fares under the state's funding plan, talk to Jim Luebbe about getting this useful data.

Contact Jim to learn more!

... POLICY

Check the Online Policy article in this month's Board Notes to learn more about the capabilities we're adding for updating your online manuals directly out of your Sparq Meetings agenda. We've talked about this for some time, but it proved to be a massive project along with several other huge undertakings that our Sparq Data Solutions is completing. It's a 21st century solution to efficiently manage the difficult process of keeping your manual in conformance with the latest policy approvals of your Board.

Contact Jim to learn more!

... TECHNOLOGY

SURVEY

We want to hear from you!!!

Take our quick survey and let us know how we're doing. Your feedback helps us improve our services to better meet your needs.

Click the link below to get started!

<http://tinyurl.com/58axffam>

REMINDER:

As Negotiated Agreements for 2024-2025 are finalized, please load them into the Contract Settlement Form or send them to Darion.

Darion - dmiller@NASBonline.org

Nicole - nkobus@NASBonline.org

www.sparqdata.com

... GALLUP STRENGTHS

FREE CODES

The first three people who email Shari will receive a free code to take their Gallup Top 5 Assessment!

Don't Miss Out ... contact Shari at sbecker@NASBonline.org

... ALICAP & INSURANCE

ALICAP has two new members! Welcome, Hay Springs Public Schools and Hayes Center Public Schools! These additions take ALICAP's membership total to 192 schools/ESUs.

Thanks, Megan!

... BOARD LEADERSHIP

Check out "At the Board Table" on page 4.

Marcia, Kari, Katie, Caden, Stacie, Ben & Stephanie

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... MEMBER ENGAGEMENT

Excited to see you all for our upcoming Finance Workshops and the NAEP State Convention! Start thinking Golf and School Leaders and Law too.

Nice spending time in the following districts throughout the last few weeks:

Alliance, Axtell, Banner County, Boyd County, Burwell, Cody-Kilgore, Crawford, Elwood, Eustis-Farnam, Gordon-Rushville, Gothenburg, Hay Springs, Heartland, Kimball, Loup City, McCool Junction, O'Neill, Overton, Scottsbluff, Southern Valley, Stapleton, Superior, Thedford, Umonhon Nation, Valentine, Verdigre, Wallace, Walthill, and Wauneta-Palisade

- Sharon -

... ENERGY PURCHASING

Our natural gas consultants have been watching the markets closely. Larger than normal winter storage volumes, Liquid Natural Gas export bans, warm February temperatures, and some resurgence in U.S. inflation are competing for market effects, so price volatility has been strong. We are working with several new districts to get them added to our NJUMP and CJUMP natural gas consortiums during the spring signup period. Jim Luebbe can provide you with a Resolution for Participation form to add your district to this valuable program.

Contact Jim to learn more!



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Managing Director,
Public Finance
402-392-7986
pgrieger@dadco.com



Cody Wickham
Senior Vice President,
Public Finance
402-392-7989
cwickham@dadco.com



Andy Forney
Senior Vice President,
Public Finance
402-392-7988
aforney@dadco.com

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

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- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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... ADVOCACY & GOVERNMENT RELATIONS

As you can see by this month's SNAPSHOTS, NASB and its members have been busy at the Capitol this past month.

Let us know if you want sit in on a hearing, watch debate, or engage with Senators at the Capitol. Invite is open, just call us.

Stay up to speed via the NASB Bills Page at <https://nasb.envisiams.com/legislative-bills>

Read up on the latest Priority Bills, items of note, and what's ahead at the halfway point on Page 9.

Call Colby & Matt with questions any time!

YOUR NASB BOARD OF DIRECTORS & STAFF

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Sandy Noffsinger - President
Dundy County Stratton



Stacy Jolley - President-Elect
Millard



Brad Wilkins - Vice President
Ainsworth



Kim Burry - Past President
Bayard

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<https://members.nasbonline.org/board-of-directors>



Region 1 - Neal Kanel
HTRS



Region 2 - Sarah Centineo
Bellevue



Region 3 - Renee Vokt
Elkhorn



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
Omaha



Region 7 - Tracy Casady
Omaha



Region 8 - Bob Rauner
Lincoln



Region 9 - Annie Mumgaard
Lincoln



Region 10 - Ed Swotek
Malcolm



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Allison Sandman
Wauneta-Palisade



Region 16 - Suzanne Sapp
Ashland-Greenwood



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Amanda McGill Johnson
Millard



John Spatz
Executive Director

YOUR NASB STAFF

<https://members.nasbonline.org/about-us/nasb-staff>

Ben Anderjaska
Board Leadership Data
and Support Specialist



Makenzie Barry
ALICAP Data &
Financial Specialist



Shari Becker
Director of Education
Leadership Search Service



Matt Belka
Director of Marketing,
Communications & Advocacy



Megan Boldt
Associate Executive Director
Director of ALICAP



Craig Caples
Director of Technology



Colby Coash
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Katie Corfield
Board Leadership Associate



Abi Dettmer
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Associate



Sharon Endorf
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Caden Frank
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Engagement Specialist



Marcia Herring
Director of Board Leadership



Stacie Higgins
Board Leadership Specialist



Sallie Horky
Chief Operating Officer



Rachel Horstman
Business Manager



Kem Loecker
Executive Administrative
Assistant



Jim Luebbe
Director of Policy Services



Kari Stephens
Board Leadership Development
& Learning Specialist



Stephanie Summers
Board Leadership Specialist



Lindsey Wooton
Administrative Specialist



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YOUR 2024 GOLD AFFILIATES

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Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE

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Carlson West Povondra Architects
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Project Control

Sampson Construction
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Facility Advocates
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Outdoor Recreation Products
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Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE

Northland, (First National Capital Markets)
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Piper Sandler
PLATINUM LEVEL AFFILIATE

FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
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INSURANCE SERVICES

American Fidelity
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Blue Cross Blue Shield of Nebraska
GOLD LEVEL AFFILIATE

National Insurance Services

Public Risk Management/ALICAP
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LEGAL SERVICES

Mueller Robak, LLC

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
SILVER LEVEL AFFILIATE

PLAYGROUND/SCOREBOARDS (CONTINUED)

Crouch Recreation
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Cunningham Recreation/GameTime

Fisher Tracks, Inc.

SAFETY & SECURITY SERVICES

One Source The Background Check Company
GOLD LEVEL AFFILIATE

STUDENT SERVICES

Doane University
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TeamMates Mentoring Program
SILVER LEVEL AFFILIATE

TECHNOLOGY/SOFTWARE

Bishop Business
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AFFILIATE SPOTLIGHT

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NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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Ralston Enrollment Report as of 02/26/2024

BLUMFIELD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	17	0	2	19	0
KG	2.00	39	1	0	40	1
01	2.00	33	5	0	38	0
02	2.00	30	7	0	37	0
03	2.00	32	6	0	38	0
04	2.00	28	8	1	37	0
05	2.00	40	11	0	51	0
06	2.00	36	12	0	48	0
Building Total:		255	50	3	308	1

KAREN WESTERN ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	25	0	2	27	0
KG	1.00	22	8	0	30	0
01	2.00	28	9	1	38	0
02	2.00	21	8	0	29	0
03	2.00	27	7	0	34	0
04	1.00	17	4	0	21	0
05	1.00	21	5	0	26	0
06	1.00	17	8	0	25	0
Building Total:		178	49	3	230	0

MEADOWS ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	35	0	1	36	0
KG	2.00	37	4	0	41	0
01	2.00	36	10	0	46	0
02	2.00	32	9	0	41	0
03	2.00	30	8	0	38	0
04	2.00	25	9	2	36	0
05	2.00	26	9	0	35	0
06	2.00	22	13	1	36	0
Building Total:		243	62	4	309	0

MOCKINGBIRD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	20	0	1	21	0
KG	3.00	55	9	0	64	0
01	3.00	51	6	1	58	0
02	3.00	66	8	0	74	0
03	3.00	45	11	0	56	0
04	2.00	40	7	0	47	0
05	3.00	49	17	0	66	0
06	2.00	46	7	1	54	0
Building Total:		372	65	3	440	0

Ralston Enrollment Report as of 02/26/2024

SEYMOUR ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	19	0	1	20	0
KG	2.00	35	2	1	38	0
01	2.00	30	5	1	36	0
02	2.00	27	6	1	34	0
03	2.00	38	8	2	48	0
04	2.00	32	7	1	40	0
05	1.50	33	4	5	42	0
06	1.50	33	5	1	39	0
Building Total:		247	37	13	297	0

WILDEWOOD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	34	0	0	34	0
KG	2.00	26	8	0	34	0
01	2.00	32	12	0	44	0
02	2.00	27	11	0	38	0
03	2.00	23	11	0	34	0
04	2.00	28	10	1	39	0
05	2.00	23	10	1	34	0
06	2.00	26	12	0	38	0
Building Total:		219	74	2	295	0

RALSTON MIDDLE SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
07		176	61	1	238	2
08		169	69	5	243	1
Building Total:		345	130	6	481	3

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
09		189	73	0	262	2
10		181	71	0	252	0
11		166	87	0	253	1

Ralston Enrollment Report as of 02/26/2024

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
12		160	82	0	242	0
Building Total:		696	313	0	1009	3
<hr/>						
District Total:		2555	780	34	3369	7
KG:		214	32	1	247	1
01:		210	47	3	260	0
02:		203	49	1	253	0
03:		195	51	2	248	0
04:		170	45	5	220	0
05:		192	56	6	254	0
06:		180	57	3	240	0
07:		176	61	1	238	2
08:		169	69	5	243	1
09:		189	73	0	262	2
10:		181	71	0	252	0
11:		166	87	0	253	1
12:		160	82	0	242	0

Human Resources Update February 26th, 2024

Classified Staff				
Employee Group	Unfilled openings	Filled positions	Total assignments	Percentage Filled
Paraprofessionals	3	97	100	97%
Custodial & Maintenance	5	32	37	86%
Transportation	0	11	11	100%
Secretarial / Clerical	0	22	22	100%
Sign Language Interpreters	0	18	18	100%
Food Service	0	31	31	100%
Data and Technology	0	5	5	100%
Certified Administration	0	9	9	100%
Total	8	225	233	97%

Certified Staff		
Hired		Open
Blumfield (SPED)	Malia Johnson	Blumfield - ECE inclusive (preschool)
Mockingbird (K)	Emily Kern	Karen Western - SLP
Mockingbird (5th)	Tucker Bloomquist	Elementary - School psychologist
Seymour (3rd)	Bethany Palser	Mock/Blum - Admin intern
Seymour (6th)	Paige Todd	RMS - Science
Wildewood (4th)	Justine Griess	RMS - Social Studies
Wildewood (6th)	Riley Seifert	RMS - SPED
RMS (English)	Thea Jobst	RHS - Social Studies

RHS (FCS)	Miki Valenta	RHS - English
RHS (Math)	Jerry Schumacher	RHS - ELL
RHS (school psych)	Kyleah Schmidt	RHS - SPED
		RHS - Girls P.E.
		RHS - Instrumental music
		RHS - Information technology

Items of note:

- 185 certified applications (as of February 23rd, 2024)
 - 101 U.S. candidates
 - 86 international candidates
- Renewal letters
 - March 15th: Renewal letters due
 - April 15th: Final day to submit a resignation to the district

2024-2025

NEGOTIATED CONTRACT

RALSTON EDUCATION ASSOCIATION

and

RALSTON BOARD OF EDUCATION

AGREEMENT

This contract is entered into by the Board of Education of the School District of Ralston, hereinafter called the Board, and the Ralston Education Association, hereinafter called the Association.

I. COMPENSATION

(A) Salary Schedule and Base Salary: The Board agrees to pay those employees who are members of the bargaining unit, (hereinafter referred to as employee or employees), as follows:

(1) Index Schedule: The index schedule is attached hereto as Appendix A and incorporated herein by reference.

(2) Base Salary: The base salary for 2024-2025 will be \$39,225. Appendix A and appendix B, attached hereto and incorporated herein by reference, set forth the payment for each step of the index schedule (Appendix A) and (Appendix B).

(3) Longevity Increment: An employee who has reached the last step in the column BA+36/Masters or above will receive additional compensation at the rate indicated below:

At the start of the 17th year of service - .015 added to index

At the start of the 20th year of service - .03 added to index

At the start of the 23rd year of service - .05 added to index

At the start of the 26th year of service - .07 added to index

OR

An employee who has reached the last step in the column MA+36 or above will receive additional compensation at the rate indicated below:

At the start of the 17th year of service - .025 added to index

At the start of the 18th year of service - .03 added to index

At the start of the 19th year of service - .035 added to index

At the start of the 20th year of service - .04 added to index

At the start of the 21st year of service - .045 added to index

At the start of the 22nd year of service - .05 added to index

At the start of the 23rd year of service - .055 added to index

At the start of the 24th year of service - .06 added to index

At the start of the 25th year of service - .065 added to index

At the start of the 26th year of service - .07 added to index

At the start of the 27th year of service - .075 added to index

At the start of the 28th year of service - .08 added to index

At the start of the 29th year of service - .085 added to index

At the start of the 30th year of service - .09 added to index

“Years of service” refers to the number of contract years that an employee has worked continuously in the Ralston School District plus any contract years granted from experience in this or other school districts. An employee who has been employed by the School District with an FTE of .5 or more shall receive a full year’s credit for longevity purposes. An employee who has less than .5 FTE per year will qualify for longevity purposes every other year. An employee who has been employed by the School District less than one-half year shall not receive credit for longevity purposes.

(B) Initial Placement: Initial placement of a newly hired teacher with no teaching experience shall be on step one (1) of the index schedule. For a newly hired teacher with previous teaching experience, the Board shall credit the employee with each contract year of previous full-time teaching experience, which the employee earned serving in an accredited school system. Two contract years may be added to the salary schedule for experience gained in a non-educational work setting that is directly related to a teaching assignment that has been identified by the superintendent as having scarce applicants.

Initial placement of all other newly hired employees with no full-time experience in their professional field shall be on step one (1) of the index salary schedule. For newly hired employees with previous experience in their professional field, the Board shall credit the employee with each year of previous full-time experience, regardless of whether or not the experience was in an educational environment.

(C) Vertical Placement: Vertical advancement on the salary index schedule shall be based on the completion of one contract year of service in the district. A contract year of service is defined as a minimum of one-half of a contract year. An employee who has attained the maximum vertical step shall remain on that step. In no event shall an employee who has reached the maximum step in a column receive a salary that is less than that provided by the maximum longevity step of that column. The maximum vertical advancement allowed in any one contract year shall be one step. An employee who has been employed by the School District with an FTE of .5 or more shall receive a full year’s credit for vertical advancement. An employee who has less than .5 FTE per year will qualify for vertical advancement every other year. An employee who has been employed by the School District less than one-half year shall not advance vertically.

(D) Horizontal Advancement:

(1) All horizontal movement on the salary schedule shall be accomplished by completion of graduate-level college credit earned after the employee earns transitional, initial, standard, or professional certification as a teacher. Employees who have a

master's degree prior to obtaining a teaching certificate will be allowed placement on the salary index at the master's level, providing the master's degree is in their designated field of teaching. Hours beyond a BA must be pre-approved by the superintendent for horizontal advancement. Employees advancing beyond BA/BS + 9 must have graduate course work that is part of a graduate program leading to an additional endorsement(s) or an advanced degree in a field of education. Hours beyond MA/MS + 9 must be pre-approved by the superintendent for horizontal advancement.

(2) Graduate-level college credits taken by a staff member for the purpose of maintaining an administrative endorsement on a Nebraska teaching certificate shall apply for horizontal advancement on the district's salary schedule. A maximum of six graduate semester hours shall be approved every five years. An official transcript confirming the advanced training must be filed in the superintendent's office on or before November 1st for an employee to qualify for a change in placement on the salary schedule for that contract year.

(3) In areas of the curriculum where appropriate graduate level courses are not offered, the superintendent may approve course work from other sources, such as technical colleges or industrial training institutions, for advancement on the salary schedule. This course work must relate to the employee's assigned teaching area.

(4) Staff members who complete the requirements of a master's degree program of study from an accredited institution that requires a minimum of 28 graduate hours shall advance to the BA+36/MA column on the district's salary schedule upon completion of the degree. An official transcript confirming the advanced training must be filed in the superintendent's office on or before November 1st for an employee to qualify for a change in placement on the salary schedule for that contract year.

(5) To be applicable for horizontal movement beyond the BA+36/MA column, graduate level college credit hours must have been earned after the employee completed all requirements of the college or university for the master's program. Graduate level college credit hours which are not applicable to the employee's master's program, but which are earned concurrently with the last requirement of the master's program shall be applied to the employee's horizontal movement beyond the BA+36/MA column.

(6) An official transcript confirming advanced training must be filed in the superintendent's office on or before November 1st for an employee to qualify for a change in placement on the salary schedule for that contract year. Credit for additional hours shall be credited on or before December 1st, and movement on the salary schedule shall take place accordingly. Payment is retroactive to the beginning of the contract year.

(E) Payday: An employee's annual salary will be paid in twelve (12) monthly payments on or before the 18th of each month beginning in September. Employees who are new to the district may choose to have \$1,340 (bachelor's level), \$1,608 (master's level) or \$2,010 (doctorate level) of their September paycheck payable on or before the 18th of August with the remaining balance payable in September.

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

(G) Contract Days: The number of contract days for employees who have been employed in the district for more than one year shall be 189 days. The number of contract days for employees in their first year of employment shall be 192 days.

(H) Duty Hours: The employee workday may begin and end at different times from school to school, but shall not exceed eight (8) hours in length per day. Thirty (30) minutes of this time shall be a paid, duty-free lunch. An employee workday does not include days on which the following take place: staff meetings and parent meetings. Principals may require attendance at 2 (two) evening events such as holiday programs, open house, curriculum night, etc. Required attendance at events beyond the initial two events will be paid at the rate of \$30.00 per event per employee.

(I) Additional Duty Pay: Additional duty is defined as those additional duties assigned to the employee within the regularly assigned school day.

(1) Employees requesting to leave school for less than a full day will be given permission only by the administrator. When an employee is asked by the administrator to take another employee's place, and/or when no substitute is available, the employee assuming the additional responsibility for covering a period during their planning time or release time will receive \$30.00 for each instructional period or \$10.00 for each 15-minute increment. An instructional period is defined as 45 minutes. The employee's compensation will be prorated based upon actual time of the additional duty. All additional requests will be based on no less than a thirty-minute increment.

(2) Employees may secure, with administrator approval, another certified employee to cover a class or part of a class without loss of sick leave. The employee who agrees to cover the class will not receive compensation.

(3) Additional long-term instructional assignment will receive 1/8 of employee placement on the salary schedule index including longevity prorated to length of assignment for non-block schedules. (Middle School: over six classes and one student advisory type.)

(4) Additional long-term instructional assignment will receive 1/4 of employee placement on the salary schedule index including longevity prorated to length of assignment for block schedules. (High School: over three course blocks and one student advisory type.)

(5) Additional supervisory assignment will receive 1/10 of the base salary employee placement on the salary schedule index including longevity prorated to length of assignment. (Middle School: over five classes and two supervisions and one advisory type period. High School: over three course blocks, one supervision, and one advisory type period.)

(6) When an employee is asked by an administrator to combine two classes to cover for another employee who is absent and no substitute is available, the district shall compensate the employee(s) at a rate equal to the district's half or full day sub rate, prorated to the teacher(s) length of service for that day. In no circumstance shall the amount of compensation set aside for all teachers who combined their classes exceed half of the daily sub rate (for an absence lasting up to four hours), or the full sub rate (for an absence lasting more than four hours).

(J) Optional instructional duties requiring student contact, such as summer school, night class and intersession teaching, will be paid at a rate of \$30.00 per hour.

(K) District mandated non-duty inservice, curriculum development, summer curriculum project work and summer school planning will be paid at a rate of \$30.00 per hour. Voluntary, non-duty special events may be approved for additional pay at a rate of \$30.00 per hour with prior approval from the superintendent and notification to staff upon registration of the event.

(L) Unit Pay: The Board agrees to pay employees for unit duty in accordance with the unit pay schedule, a copy of which is attached as Appendix B and is incorporated herein by specific reference. The dollar value for a unit shall be .85% of the base.

(M) National Board Certification: Employees who have successfully completed and received the National Teachers Board Certification will receive an additional \$2,500 each contract year for as long as they are nationally certified. The district will arrange for reimbursement

of the examination-processing fee up to \$2,500 upon certification of the employee, provided that the employee does not apply for a reimbursement of any (or all) of the examination-processing fee from another party or government agency. The district must approve those representatives who qualify for reimbursement.

(N) National Board for Certification of School Nurses: Employees who have successfully completed and received the National Board for Certification of School Nurses will receive an additional \$1,000 each contract year for as long as they are nationally certified. The district will arrange for reimbursement of the examination-processing fee up to \$500 upon certification of the employee, provided that the employee does not apply for a reimbursement of any (or all) of the examination-processing fee from another party or government agency. The district must approve those representatives who qualify for reimbursement.

(O) Planning Time: All full-time teachers shall have an average of no fewer than 270 minutes of planning time per week per semester. Planning time is defined as no fewer than 30 minutes in length.

(P) Elementary Early Release: Elementary teachers shall have no fewer than 60 continuous minutes for individual instructional preparation per elementary release day. This time will be exempt from required building or district level meetings. Building principals, with advanced notice, may utilize an entire elementary release day for building or district level meetings and replace the individual instructional preparation time at the next scheduled elementary release time. In the event building principals adjust the elementary release time as identified above, they will communicate this to staff at least one week ahead of time.

II. INSURANCE BENEFITS

(A) Term Life Insurance: The Board will provide and pay for a \$20,000 group term life insurance policy for each employee under the age of 70 years. At age 70, the life insurance benefit will reduce to \$13,000 and at age 75, the benefit reduces to \$10,000. An employee shall be permitted to purchase additional term insurance at their own expense as may be permitted by the terms of the insurance policy.

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

(C) Health and Accident Insurance: The Board shall provide health and accident insurance for each employee. However, in the event that EHA health insurance is no longer available,

the Board and the Association will work collaboratively to select a different carrier provided that the coverage and benefits are comparable to those currently provided.

(1) The Board will provide each employee with EHA \$1,050 Deductible PPO Group Health Coverage for which they qualify, including individual PPO dental insurance coverage (100% A, 75% B, with 50% C coverage). Each employee qualifying for employee coverage will pay 4% per month of the monthly premium. Employees who qualify for employee and child(ren) coverage, will pay 4.5 % per month of the premium. Employees who qualify for employee and spouse coverage will pay 6% per month of the monthly premium. Employees who qualify for employee, spouse and child(ren) coverage or employee and children coverage or employee and spouse coverage, but elect to take individual employee coverage and the \$2,750 election, will pay 4.5% per month of the premium. Each employee qualifying for employee, spouse and child(ren) coverage will pay 8.75% per month of the premium. Please refer to section II (c)(3). New employees are not covered by Health Insurance until September 1. If hired after the start of the contract year, coverage begins on the first day of the month following employment.

(2) Eligible employees may choose the HSA Eligible \$3,800 Deductible Dual Choice Plan in lieu of the EHA \$1,050 Deductible PPO Group Health Coverage for which they qualify. Each employee qualifying for employee coverage will pay 4% per month of the monthly premium. Employees who qualify for employee and child(ren) coverage, will pay 4.5 % per month of the premium. Employees who qualify for employee and spouse coverage will pay 6% per month of the monthly premium. Employees who qualify for employee, spouse and child(ren) coverage or employee and children coverage or employee and spouse coverage, but elect to take individual employee coverage and the \$2,750 election, will pay 4.5% per month of the premium. Each employee qualifying for employee, spouse and child(ren) coverage will pay 8.75% per month of the premium. Employees choosing the HSA Eligible \$3,800 Deductible Dual Choice Plan will have the difference in premium deposited monthly into an established Health Savings Account or HSA. Employees choosing the HSA Eligible \$3,800 Deductible Dual Choice Plan may not participate in the flexible spending account program but may elect to have additional funds deposited into their established HSA.

(3) Part-time employees will be provided coverage with the Board payment prorated to the employee's assigned FTE as allowed per the Master Contract of the carrier.

(4) A qualifying employee may, upon making written application by September 1, elect to receive from the district a \$2,750 credit to an individual flexible spending account in lieu of group health coverage. The amount of the payment would be prorated for a part-time employee who elects this option. The District will pay the \$2,750 ratably over the contract year. Any qualifying employee who elects to receive such payments in lieu of health insurance coverage will sign a waiver of insurance that will be placed in the employee's file.

(5) When two employees who are married to each other are both working for the School District of Ralston and qualify for employee, spouse and child(ren) health insurance coverage pursuant to section II (c)(3), the married couple will receive one employee, spouse and child(ren) health and family dental plus \$2,750 flexible spending account or Health Savings Account credit. When two employees who are married to each other are both working for the School District of Ralston and qualify for employee and spouse health insurance coverage pursuant to section II (c) (3), each employee will each receive individual employee health and dental plus a \$2,750 flexible spending account or Health Savings Account credit. The amount of the payment would be prorated for a part-time employee who elects this option. For those employees who select a payment in lieu of health insurance coverage, the district will pay the \$2,750 ratably over the contract year. Any qualifying employee who elects to receive such payments in lieu of health insurance coverage will sign a waiver of insurance that will be placed in the employee's file.

(6) Employees have the option to increase to family dental insurance at the employee's expense.

(7) The board will be responsible for the processing of health and accident insurance premiums and contributions to flexible spending accounts in such a manner that will not create a tax liability for employees.

III. FRINGE BENEFITS

(A) Eye Examination: The Board shall reimburse employees for the actual cost of an eye examination beginning in the second contract year and every other year thereafter of continuous employment up to a maximum amount of \$50.00 per examination.

(B) Sick Leave: Sick leave shall be awarded at the hourly equivalent of 8 hours per day, prorated to the employee's FTE status. Each employee will be awarded eleven days of paid sick leave per contract year (88 hours), which may be accumulated up to a total of ninety days (720 hours). After three consecutive days of absence due to illness, the school district administration may require that the employee submit a physician's written certification attesting to the employee's sickness or disability. An employee may take accumulated sick leave to care for the employee's sick spouse, child (including stepchild), parent, or a person who resides in the employee's home for whom the employee is legally responsible (e.g., a foster child or a foreign exchange student).

(C) Family Leave: If a member of an employee's family (i.e., spouse, parent, step-parent, brother, step-brother, sister, step-sister, child, step-child, or grandchild) for whom the employee is not legally responsible for their care is faced with a serious health condition as

defined by the Family Medical Leave Act (FMLA), the superintendent may allow the employee to use accumulated sick leave for all or part of the duration of the illness. The employee must submit their request to the superintendent at least twenty-four hours in advance of the first day of leave. This notice may be waived by the superintendent in situations where the need for leave is based on an emergency and such notice would have been impossible or impractical.

(D) Sick Leave Payments to an Employee Receiving Workers' Compensation: When an employee who is unable to work because of a work-related injury receives workers' compensation payments, the District shall pay the portion of the employee's salary not covered by workers' compensation until the employee has exhausted their sick leave. The employee's sick leave will be reduced by the proportion of the employee's salary paid by the district while the employee is on workers' compensation. Once an employee begins to receive Workers Compensation benefits, accumulation of sick leave, vacation time and personal leave all cease until the employee returns to work.

(E) Unused Sick Leave:

(1) Upon leaving the district, each employee shall be paid half of the daily substitute rate (less taxes and other required withholdings) up to a limit of ninety days (720 hours) for each 8 hour block of unused sick leave, and prorated for any hours less than an eight hour day. An employee will be eligible for this program after they have completed ten (10) consecutive, full years of employment. An employee working less than half a year will not receive a full year's credit toward eligibility for this benefit.

(2) Employees covered under this negotiated agreement who have accumulated over ninety days (720 hours) of sick leave at the conclusion of the contract year shall be paid 50% of the daily sub rate (less taxes and other required withholdings) for all sick leave time in excess of 720 hours. The maximum amount that can be reimbursed in a single year is 11 days (88 hours). All payments due under this program shall be payable on either (a) the employee's final paycheck with the district or (b) the employee's August paycheck, whichever comes sooner.

(F) Personal Leave: Personal leave shall be awarded at the hourly equivalent of 8 hours per day, prorated to the employee's FTE status. Each employee shall be granted paid leave each contract year for personal reasons as described below. The employee need not give a reason for the leave.

(1) All employees who have taught in the Ralston School District for 19 consecutive contract years or fewer will be granted two days (16 hours) of personal leave.

- (2) At the start of their 20th consecutive contract year of teaching in Ralston, employees of the district will be granted three days (24 hours) of personal leave
- (3) All certified personnel may accumulate up to a total of five personal days (40 hours).
- (4) Personal leave requests that extend a school break period or would include the first or second week of school will require approval of the building principal. Leave requests may be denied if the number of teacher absences exceeds 10% of the building's certified instructional staff for that day. Absences will be granted on a first come, first served manner.

Employees covered under this negotiated agreement may opt to be paid 75% of the daily substitute rate (less taxes and other required withholdings) for each eight-hour block of unused personal leave time. An employee may opt to exchange a maximum of thirty-two hours of unused personal leave time per year. The employee must notify the business office no later than July 1st regarding the number of unused, eight-hour blocks of personal leave time they would like to be reimbursed for. All payments due under this program shall be payable on either (a) the employee's final paycheck with the district or (b) the employee's August paycheck, whichever comes sooner.

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

(H) Judicial Leave: An employee will have paid leave when subpoenaed to testify in a court proceeding under the following conditions:

- (1) The employee is under compulsion of subpoena and the employee is not a party to the proceeding;
- (2) The paid leave is limited to the time that the employee is under compulsion of subpoena to remain at the proceeding (the employee must return to work as soon as practicable upon being released from the subpoena); and

(3) Any pay received, less parking and allowance for lunch, shall be reimbursed to the district.

(I) Association Leave: At the Association's request, the REA shall be granted a collective total of seventeen (17) days of paid leave per contract year for the purpose of attending to Association business at local, state or national levels. At the Association's request, Association representative(s) shall be permitted twelve additional days of leave, provided the Association compensates the district for the cost of a substitute(s). The Association president shall be allowed to use planning time to carry out the functions of their office.

(J) Payroll Deduction: The Board will provide payroll deduction of professional dues, dependent life insurance premiums, short and long-term disability premiums, and for other purposes agreed upon by the employee and the District in writing. In addition, the Board will comply with payroll deductions that are court-ordered, regardless of approval by the employee.

(K) Tuition Reimbursement: The district shall reimburse an employee for the cost of tuition for a total of 12 approved education-related graduate level course hours prorated to the employee's FTE status. Graduate credit for any course for which an employee is reimbursed under this provision shall be applied toward the employee's advancement on the salary schedule. No more than nine (9) credit hours may be reimbursed during one contract year. The maximum number of hours for which an employee may seek reimbursement during their employment with the district under section III (K) is 12 hours (prorated to the employee's FTE status) during their employment with the district in any capacity and at any time, whether such employment is one continuous period or two or more non-consecutive periods of employment. The cost of tuition will be based upon the cost of such tuition credit hours at the University of Nebraska-Omaha, or the actual cost of the tuition (whichever is lower), less the amount of scholarships or grants applicable to such credits. If the cost of a tuition credit hour at the University of Nebraska-Omaha increases during the contract year, the total allowable reimbursable cost for credit hours under this provision shall increase accordingly. The employee must pay for the tuition initially. Upon completing the course with a grade of "B" or above, the employee must submit a receipt for the tuition payment and a final grade card evidencing successful completion of the course within 180 days from the date of the last class. The reimbursement shall be limited to actual tuition costs exclusive of additional fees, lab costs and other course related expenses.

(L) Tuition Reimbursement for High Needs Areas: The district shall reimburse a teacher for the cost of tuition for a total of 18 approved education-related graduate level course hours prorated to the employee's FTE status for those individuals seeking a master's degree in any of the following content areas: English, math, science, foreign language, social studies,

health science (e.g., med tech), family and consumer science, business, industrial technology, and early childhood inclusive. To be eligible for this program, a teacher (1) may not participate in the tuition reimbursement outlined under section III (K), (2) must receive the approval of the superintendent prior to beginning their program of study, and (3) must agree to remain employed with the Ralston Public Schools for a minimum of two years after the completion of their master's degree. Should the employee leave the district prior to completing their two-year commitment, the teacher shall be required to refund the district at the rate listed below:

(1) 100% of the cost of tuition shall be refunded if the teacher leaves the district prior to completing their master's degree.

(2) Upon completion of the teacher's master's degree, 80% of the cost of tuition shall be refunded if the teacher leaves the district having served less than 12 consecutive months as a certificated teacher.

(3) Upon completion of the teacher's master's degree, 60% of the cost of tuition shall be refunded if the teacher leaves the district having served for at least 13 consecutive months, but less than 24 consecutive months as a certificated teacher.

(4) At the start of the teacher's 25th consecutive month of employment after they have earned their master's degree, the teacher shall no longer be required to reimburse the district for the cost of tuition associated with this program.

Graduate credit for any course for which an employee is reimbursed under this provision shall be applied toward the employee's advancement on the salary schedule. No more than nine (9) credit hours may be reimbursed during one contract year. The maximum number of hours for which an employee may seek reimbursement during their employment with the district under section III (K) is 18 hours (prorated to the employee's FTE status) during their employment with the district in any capacity and at any time, whether such employment is one continuous period or two or more non-consecutive periods of employment. The cost of tuition will be based upon the cost of such tuition credit hours at the University of Nebraska-Omaha, or the actual cost of the tuition (whichever is lower), less the amount of scholarships or grants applicable to such credits. If the cost of a tuition credit hour at the University of Nebraska-Omaha increases during the contract year, the total allowable reimbursable cost for credit hours under this provision shall increase accordingly. The employee must pay for the tuition initially. Upon completing the course with a grade of "B" or above, the employee must submit a receipt for the tuition payment and a final grade card evidencing successful completion of the course within 180 days from the date of the last class. The reimbursement shall be

limited to actual tuition costs exclusive of additional fees, lab costs and other course-related expenses.

(M) Tuition Reimbursement for Special Education Endorsements: The district shall reimburse a teacher for the cost of tuition for a total of 18 approved education-related graduate level course hours prorated to the employee's FTE status for those individuals seeking an endorsement in special education. To be eligible for this program, a teacher (1) may not participate in the tuition reimbursement outlined under section III (K), (2) must receive the approval of the superintendent prior to beginning their program of study, and (3) must agree to remain employed with the Ralston Public Schools for a minimum of two years after the completion of their endorsement. Should the employee leave the district prior to completing their two-year commitment, the teacher shall be required to refund the district at the rate listed below:

(1) 100% of the cost of tuition shall be refunded if the teacher leaves the district prior to completing their endorsement.

(2) Upon completion of the teacher's endorsement, 80% of the cost of tuition shall be refunded if the teacher leaves the district having served less than 12 consecutive months as a certificated teacher.

(3) Upon completion of the teacher's endorsement, 60% of the cost of tuition shall be refunded if the teacher leaves the district having served for at least 13 consecutive months, but less than 24 consecutive months as a certificated teacher.

(4) At the start of the teacher's 25th consecutive month of employment after they have earned their endorsement, the teacher shall no longer be required to reimburse the district for the cost of tuition associated with this program.

Graduate credit for any course for which an employee is reimbursed under this provision shall be applied toward the employee's advancement on the salary schedule. No more than nine (9) credit hours may be reimbursed during one contract year. The maximum number of hours for which an employee may seek reimbursement during their employment with the district under section III (K) is 18 hours (prorated to the employee's FTE status) during their employment with the district in any capacity and at any time, whether such employment is one continuous period or two or more non-consecutive periods of employment. The cost of tuition will be based upon the cost of such tuition credit hours at the University of Nebraska-Omaha, or the actual cost of the tuition (whichever is lower), less the amount of scholarships or grants applicable to such credits. If the cost of a tuition credit hour at the University of Nebraska-Omaha increases during the contract year, the total allowable reimbursable cost for credit hours under this

provision shall increase accordingly. The employee must pay for the tuition initially. Upon completing the course with a grade of "B" or above, the employee must submit a receipt for the tuition payment and a final grade card evidencing successful completion of the course within 180 days from the date of the last class. The reimbursement shall be limited to actual tuition costs exclusive of additional fees, lab costs and other course-related expenses.

(N) Dual Enrollment/A.P. Course Stipend: Teachers currently serving as an instructor for a dual enrollment and/or an advanced placement (A.P.) course shall receive one unit of compensation for each section taught. The stipend will be paid over the duration of the year.

(O) Grievance Procedure:

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

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

Withdrawal of a Grievance: A grievant may withdraw their grievance at any level of the procedure without fear of reprisal from any party. The Association may assume the grievance at the point it is discontinued by the individual.

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

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

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

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

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

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

Step 3 – Appeal to the Board of Education: If the determination of the superintendent is not satisfactory to the grievant, the grievant or the Association may appeal it to the Board within seven (7) contract days of receipt of the superintendent's decision. The Board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The Board shall issue a written decision to the grievant and Association within seven (7) contract days of the hearing.

Time Limitations: The time limitations are the essence of the grievance procedure. If, at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not

appealed to step 2 in a timely manner, it shall be deemed to have been settled in accordance with the district's step 1 determination. If the grievance is not appealed to step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's step 2 determination. If the district fails to answer within the time limits set forth in this contract, the grievance shall automatically proceed to the next step of the grievance process.

IV. MISCELLANEOUS

(A) Recognition: During the life of this contract the Board hereby recognizes the Association as the exclusive bargaining agent for all employees of the district who are employed on a teacher's contract.

(B) Severability: In the event that any provision of this contract, or any party hereof, is for any reason found by a court of competent jurisdiction to be in violation of state or federal constitutions, statutes or regulations, or otherwise unenforceable, the remainder of this contract, and each other provision or party thereof, shall remain in full force and effect.

(C) Totality of Agreement and Management Rights: The parties acknowledge that this contract represents all of the understandings and agreements arrived at through collective bargaining; and that it shall constitute the entire agreement between the parties for the life of the contract. The parties agree further that, except as expressly provided for herein, the other shall not be obligated to bargain collectively with respect to any subject matter, whether or not it is referred to or covered by this contract, even though such subject matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this contract. Nothing herein shall preclude the parties from mutually agreeing to alter, amend, supplement, delete, enlarge or modify any of the provisions of this contract.

(D) Payment of Changed Compensation: Payment of the increased compensation and fringe benefits premiums will become effective September 1st.

(E) Duration of Agreement: This agreement shall continue in full force and effect until a successor agreement is adopted which is then retroactive to the beginning of that contract year. This includes vertical placement, horizontal placement and health insurance benefits. At such time as a successor contract is reached, all terms of this agreement are retroactive to the beginning of the contract year.

(F) Employment Incentive: In instances when the number of qualified applicants for a position is limited, the superintendent or their designee may offer a one-time stipend of

up to \$1,500 to any new staff member (not previously employed by the district). The stipend shall be prorated to the employee's annual FTE status and will be paid at the completion of one full year of service to the district

WITNESS our hands this ____ day of _____, 2024.

BOARD OF EDUCATION
SCHOOL DISTRICT

RALSTON EDUCATION ASSOC.

Robin Richards, President
Ralston Board of Education
Association

Alicia George, President,
Ralston Education

Stacey Stoffel, Chief Negotiator
Ralston Education Association

*High School Clubs are assigned units based on the amount of time spent in the club activity. 5 units = 60 hours.

I. Extended/Supervisory duties

A. Additional required night building activities beyond 2 shall be reimbursed at \$30.00 per activity (e.g., open house, holiday programs).

B. Outdoor education for those who teach classes but do not spend the night. \$25.00

II. Activity supervisory duties – District \$25.00

III. Mileage reimbursement rate (on officially approved school business) as approved by IRS.

MEMORANDUM OF UNDERSTANDING

1. For the contract year covered by this contract, district-mandated annual home visits will be compensated at the rate of 1 Unit. Employees will be reimbursed if the employee's own vehicle is used for any home visits. Mileage reimbursement is based on the rate as approved by IRS and will be within the guidelines of the Local Government Miscellaneous Expenditure Act.
2. Career permit teachers for the 2024-2025 school year:
Initial placement of a newly hired non degree Career Permit Teacher will be based upon the qualifications listed in the class level.

Vertical Placement: Vertical advancement on the salary index schedule shall be based on the completion of one contract year of service in the district. A contract year of service is defined as a minimum of one-half of a contract year. An employee who has attained the maximum vertical step shall remain on that step. In no event shall an employee who has reached the maximum step in a column receive a salary that is less than that provided by the maximum longevity step of that column. The maximum vertical advancement allowed in any one contract year shall be one step. An employee who has been employed by the School District with an FTE of .5 or more shall receive a full year's credit for vertical advancement. An employee who has less than .5 FTE per year will qualify for vertical advancement every other year. An employee who has been employed by the School District less than one-half year shall not advance vertically.

Horizontal Movement: Horizontal movement beyond Class Level 0 must be pre-approved by the superintendent for horizontal advancement.

Continuing Education: If a career permit teacher receives a bachelor's degree and moves to the certified teacher salary schedule, the employee will not make less than they were making on the career permit teacher salary schedule.

Career Permit Class Level	
0	Must hold a valid career permit from NDE Associates Degree / Beginning License
1	Beginning License / Associate's Degree / NDE Career Permit or 3 current certifications and 3 years of experience
2	Journeyman (Master Tech Mechanic) or 5 current certifications and 5 years experience
3	Master License or General Contractor or 7 current certifications and 7 years experience

2024-2025 Career Permit NonCertified Salary Schedule

Class Level	0	1	2	3
1	.95	.987	1.03635	1.0857
2	.99	1.02648	1.07583	1.12518
3	1.03	1.06596	1.11531	1.16466
4	1.07	1.10544	1.15479	1.20414
5	1.11	1.14492	1.19427	1.24362
6	1.15	1.1844	1.23375	1.2831
7	1.19	1.22388	1.27323	1.32258
8			1.31271	1.36206
9				1.40154
10				1.44102
11				

Base: \$39,225

Class Level	0	1	2	3
1	\$37,264	\$38,715	\$40,651	\$42,587
2	\$38,833	\$40,264	\$42,199	\$44,135
3	\$40,402	\$41,812	\$43,748	\$45,684
4	\$41,971	\$43,361	\$45,297	\$47,232
5	\$43,540	\$44,909	\$46,845	\$48,781
6	\$45,109	\$46,458	\$48,394	\$50,330
7	\$46,678	\$48,007	\$49,942	\$51,878
8			\$51,491	\$53,427
9				\$54,975
10				\$56,524
11				

Appendix A

Salary Schedule
2024-2025

	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	EdD PhD
1	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.54
3	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.58
4	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.62
5	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.66
6	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
7	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.74
8		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.78
9			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.82
10			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.86
11				1.55	1.60	1.65	1.70	1.75	1.80	1.90
12				1.59	1.64	1.69	1.74	1.79	1.84	1.94
13				1.63	1.68	1.73	1.78	1.83	1.88	1.98
14					1.72	1.77	1.82	1.87	1.92	2.02
15					1.76	1.81	1.86	1.91	1.96	2.06
16					1.80	1.85	1.90	1.95	2.00	2.10

Base: \$39,225

3% \$ 1,177

7% \$ 2,746

5% \$ 1,961

9% \$ 3,530

	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	EdD PhD
1	\$39,225	\$41,186	\$43,148	\$45,109	\$47,070	\$49,031	\$50,993	\$52,954	\$54,915	\$58,838
2	\$40,794	\$42,755	\$44,717	\$46,678	\$48,639	\$50,600	\$52,562	\$54,523	\$56,484	\$60,407
3	\$42,363	\$44,324	\$46,286	\$48,247	\$50,208	\$52,169	\$54,131	\$56,092	\$58,053	\$61,976
4	\$43,932	\$45,893	\$47,855	\$49,816	\$51,777	\$53,738	\$55,700	\$57,661	\$59,622	\$63,545
5	\$45,501	\$47,462	\$49,424	\$51,385	\$53,346	\$55,307	\$57,269	\$59,230	\$61,191	\$65,114
6	\$47,070	\$49,031	\$50,993	\$52,954	\$54,915	\$56,876	\$58,838	\$60,799	\$62,760	\$66,683
7	\$48,639	\$50,600	\$52,562	\$54,523	\$56,484	\$58,445	\$60,407	\$62,368	\$64,329	\$68,252
8		\$52,169	\$54,131	\$56,092	\$58,053	\$60,014	\$61,976	\$63,937	\$65,898	\$69,821
9			\$55,700	\$57,661	\$59,622	\$61,583	\$63,545	\$65,506	\$67,467	\$71,390
10			\$57,269	\$59,230	\$61,191	\$63,152	\$65,114	\$67,075	\$69,036	\$72,959
11				\$60,799	\$62,760	\$64,721	\$66,683	\$68,644	\$70,605	\$74,528
12				\$62,368	\$64,329	\$66,290	\$68,252	\$70,213	\$72,174	\$76,097
13				\$63,937	\$65,898	\$67,859	\$69,821	\$71,782	\$73,743	\$77,666
14					\$67,467	\$69,428	\$71,390	\$73,351	\$75,312	\$79,235
15					\$69,036	\$70,997	\$72,959	\$74,920	\$76,881	\$80,804
16					\$70,605	\$72,566	\$74,528	\$76,489	\$78,450	\$82,373

Appendix B

	High School Athletics	Units
1	Athletic Trainer, Head	58
2	Baseball	16
3	Baseball Assistant Head Varsity	9
4	Baseball JV	11
5	Baseball Reserve	9
6	Basketball, Head (Boys)	20
7	Basketball, Head (Boys) Freshman	11
8	Basketball, Asst. (Boys) Freshman	10
9	Basketball (Boys) JV	13
10	Basketball (Boys) Sophomore	12
11	Basketball, Head (Girls)	20
12	Basketball, Head (Girls) Freshman	11
13	Basketball, Asst. (Girls) Freshman	10
14	Basketball, Asst. (Girls) JV	13
15	Cross Country, Head (Boys & Girls Combined)	15
16	Cross Country, Head	13
17	Cross Country, Asst.	12
18	Football, Head	20
19	Football, Asst.	13
20	Football, Head (Freshman)	13
21	Football, Asst. (Freshman)	11
22	Football, Head (JV)	13
23	Football, Asst. (JV)	11
24	Football, Head (Sophomore)	13
25	Football, Asst. (Sophomore)	11
26	Golf, Head (Boys)	9
27	Golf, Asst. (Boys)	8
28	Golf, Head (Girls)	9
29	Golf, Asst. (Girls)	8
30	Softball, Head	16
31	Softball Assistant Head Varsity	9
32	Softball, JV	11
33	Softball, Reserve	9
34	Soccer, Head (Boys)	16
35	Soccer, Varsity Asst.	11
36	Soccer, Head (Boys) JV	11
37	Soccer, Asst. (Boys)	9
38	Soccer, Head (Girls)	16
39	Soccer, Varsity Asst.	11
40	Soccer, Asst. (Girls)	9
41	Swimming, Head (Boys & Girls Combined)	24
42	Swimming, Asst. (Boys & Girls Combined)	18
43	Diving, (Boys & Girls Combined)	18

44	Swimming, Head	19
45	Swimming, Asst.	16
46	Tennis, Head (Boys)	12
47	Tennis, Head (Boys) JV	10
48	Tennis, Head (Girls)	12
49	Tennis, Head (Girls) JV	10
50	Track, Head (Boys & Girls Combined)	24
51	Track, Asst. (Boys & Girls Combined)	15
52	Track, Head	18
53	Track, Asst.	12
54	Unified Bowling Head	5
55	Unified Bowling Asst	4
56	Volleyball, Head	20
57	Volleyball, Head (Freshman)	11
58	Volleyball, Head (JV)	13
59	Weight Training, Head	12
60	Weight Training, Head (Morning)	9
61	Weight Training, Head (Summer)	12
62	Wrestling, Combined	24
63	Wrestling, Head Girls	18
64	Wrestling Asst. Girls	11
65	Wrestling, Head	18
66	Wrestling, Head (Freshman)	11
67	Wrestling, Head (JV)	12
68	Quiz Bowl	12
69	Band Director, Head	15
70	Band Director, Assistant	10
71	Cheerleading	13
72	Cheerleading, Asst.	7
73	Class Sponsor (Freshman)	3
74	Class Sponsor (Sophomore)	3
75	Class Sponsor (Junior)	5
76	Class Sponsor (Senior)	5
77	Clubs*	5
78	Color Guard	4
79	Concessions	6
80	Debate	10
81	Department Chairperson	3
82	Drama	18
83	Drama (Tech)	21
84	Dance Team, Head	11
85	Dance Team, Asst.	7
86	Homecoming	3
87	National Honor Society, Head	5
88	Newspaper	7
89	Power Club	10

90	Speech	10
91	Student Council, Head	8
92	Vocal Music	15
93	Yearbook Advisor	10

Middle School Athletics		Units
94	Basketball, Head (Boys)	8
95	Basketball, Asst. (Boys)	7
96	Basketball, Head (Girls)	8
97	Basketball, Asst. (Girls)	7
98	Basketball (Intramural)	5
99	Cross Country, Head	5
100	Cross Country, Assistant	4
101	Football, Head	10
102	Football, Asst.	8
103	Unified Soccer	5
104	Soccer (Boys)	8
105	Soccer (Girls)	8
106	Track, Head (Boys)	8
107	Track, Asst. (Boys)	7
108	Track, Head (Girls)	8
109	Track, Asst. (Girls)	7
110	Volleyball, Head	8
111	Volleyball, Asst.	7
112	Weight Training, Head	9
113	Wrestling, Head	8
114	Wrestling, Asst.	7
115	Wrestling, Head Girls	8
116	Wrestling, Asst. Girls	7
117	Cheerleading	8
118	Math Club	5
119	Bold	5
120	Student Council, Head	5
121	Quiz Bowl	3
122	Junior Honor Society	3
123	Band Director	10
124	Show Choir	10
125	Yearbook	5
126	Middle School Team Leader	3
Elementary Activities		Units
127	Clubs (10/12 meetings)	1
128	Track per Building (25 students)	1
129	Track Field Day Director, District	1
130	Outdoor Education Director, Building	1
131	Outdoor Education Director, District	4
132	Sixth Dimension, Head	4

133	Sixth Dimension, Asst.	3
134	Sixth Dimension, Choreographer	1
135	Grade level leader, District	3
	District (K-12) Activities	
136	District Steering Committee	1
137	Elementary Intramurals (per building)	6
138	SAT Coordinator	2

Unit Pay Schedule 2024-2025

# Of Units	Amount
0.33	\$110
0.5	\$167
1	\$333
2	\$667
3	\$1,000
4	\$1,334
5	\$1,667
6	\$2,000
7	\$2,334
8	\$2,667
9	\$3,001
10	\$3,334
11	\$3,668
12	\$4,001
13	\$4,334
14	\$4,668
15	\$5,001
16	\$5,335
17	\$5,668
18	\$6,001
19	\$6,335
20	\$6,668
21	\$7,002
22	\$7,335
23	\$7,668
24	\$8,002
58	\$19,338
Base Pay	\$39,225
Per Unit Amt.	\$333

2021 Executive Meetings

The Board of Education may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. Closed sessions may be held for, but shall not be limited to, such reasons as:

- Strategy sessions with respect to collective bargaining, real estate purchases, or litigation;
- Discussion regarding deployment of security personnel or devices;
- Investigative proceedings regarding allegations of criminal misconduct; or
- Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

The vote to hold a closed session shall be taken in open session. The vote of each member on the question of holding a closed session, the reason for the closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the minutes as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken.

Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting nor shall a public body designate itself a subcommittee of the whole body for the purpose of circumventing sections 79-327, 84-1408 to 84-1414, and 85-104, nor shall any closed session, informal meeting, chance meeting, social gathering, or electronic communication be used for the purpose of circumventing the requirements of sections 79-327, 84-1408 to 84-1414, or 85-104.

The provisions of sections 79-327, 84-1408 to 84-1414, or 85-104 shall not apply to chance meetings, or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened and there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

Adopted on: July 25, 2016

Revised on:

Reviewed on: April 22, 2019

3007
Review of Bills

All claims against the General Fund of the District shall be presented to the Board of Education for approval of payment. Two representatives of the Board will review all claims each month to recommend the Board approve payment.

Circumstances may require payment of a bill prior to a regular meeting of the Board of Education. The Superintendent is allowed to approve such payments if they are covered by funds approved in the annual budget. These payments will be included in the bill approval process.

Adopted on: July 25, 2016

Revised on:

Reviewed on: April 8, 2019

6010

Special Education

All children, regardless of their disability, are entitled to a free appropriate public education and an equal opportunity for education according to their needs. The district will follow the rules and protocols created by the Nebraska Department of Education and the United States Department of Education in identifying, evaluating, verifying and serving students who may be entitled to rehabilitation or special education services.

The school district shall provide special education and rehabilitative services only to children with verified disabilities and qualifying conditions.

Adopted on: July 25, 2016

Revised on:

Reviewed on: March 11, 2019

6028

The Extracurricular Activities Program

1. General Purpose

- a. The extracurricular program includes non-curricular activities which are sponsored by the school district. These activities include sports, speech, plays, music performance groups, service/leadership groups, and other activities which are sponsored by the school.
- b. Extracurricular activities are an important part of the total school experience, but are secondary to the academic program and must be kept in that perspective.
- c. Extracurricular activities *do not* include:
 - i. co-curricular activities such as band and choir, in which students must participate as part of the requirements for enrollment in and receiving a grade for a particular course.
 - ii. student-initiated, non-curriculum related student groups which are permitted to hold meetings and events on school premises. These groups are not school-sponsored and are not governed by this policy or other policies and rules governing extracurricular groups.

2. Governance

- a. All extracurricular activities shall be under the exclusive governance and control of the school district. This control includes, but is not to be limited to, the formation, naming, structure, operation, financing, and discontinuance of all extracurricular activities. Extracurricular activities shall not have any separate or individual existence, status, rights, or authority.
- b. Students and sponsors will be governed by all board's policies and administrative rules including the policy on field trips when traveling for extracurricular activities.

3. Student Eligibility

- a. Students are encouraged to participate in extracurricular activities. Participation shall be open to and limited to all students who are currently enrolled in the school district on a voluntary basis.
- b. Extracurricular activities may establish academic or course enrollment qualifications for participation if such qualifications are necessarily related to the purposes of the activity.
- c. Standards for scholastic eligibility for students wishing to participate in extracurricular

activities shall be set by the administration and shall be consistent with at least the minimum standards provided by the Nebraska School Activities Association. Please refer to approved student handbooks for scholastic eligibility specifics.

- d. All students in grades 7-12 who participate in athletics must have a physical examination by a qualified healthcare provider at the student's expense.
- e. Students who wish to participate in extracurricular activities must abide by the student code of conduct, the extracurricular code of conduct and any additional rules set by the activity sponsor and approved by the administration.
- f. Students are not eligible to participate in any extracurricular activity until they and their parents/guardians have signed the student handbook and extracurricular handbook receipt and acknowledgement.

4. **Sponsors/Coaches**

- a. Each extracurricular activity must have a sponsor who is a member of the district's certificated staff or a selected community volunteer who is qualified by virtue of education, training, experience, or special interest to serve as the sponsor.
- b. The superintendent or his/her designee will assign activity sponsors. Payment to sponsors will be negotiated with the sponsor based on the terms of any applicable collective bargaining agreement, the sponsor's training and experience and any other lawful criteria. Sponsors serve in their capacity as a sponsor at the will of the superintendent, who is specifically empowered to remove an activity sponsor in the superintendent's sole discretion.
- c. Sponsors/Coaches shall be required to: develop materials, activities, and a budget; promote membership and participation; communicate with the principal or designee, staff, students, and parents/guardians; schedule meeting dates and locations; plan meaningful experiences; supervise students during activities; evaluate and make recommendations; and submit a year-end report to the principal or designee.

5. **Money-Raising Activities**

All money-raising activities shall require authorization by a member of the school district administration and shall be subject to all other school policies. All money raised by these activities shall be governed in accordance with board policy and under the direct supervision of the assistant superintendent for business services.

Adopted on: July 25, 2016

Revised on:

Reviewed on: March 25, 2019

1001

General Policy Statement

The organization, management, and control of this school district is vested in its board of education (“board”). To guide the board and school district operations, and to assist it and its designees in carrying out duties, the board will establish, maintain, and amend a set of policies.

Written board policies serve the following purposes:

- Formally articulating the board’s goals and long-term objectives.
- Providing district administrators and staff with guidance in making decisions that affect students, employees and patrons of the district.
- Informing the public of the manner that the board and district will conduct its business and its relationships with staff, pupils, parents, guardians, and patrons.

To avoid unnecessary rigidity, these policies are stated in general terms. With the exception of statutory requirements or instances when the specific application of a policy is essential to the long-term welfare of the district, these policies are intended to provide administrators with the flexibility to apply them to a wide range of situations.

The policies are not the only guidelines for district operations. Specific regulations, procedures, and practices also help guide and govern actions and decisions. They must be consistent with policies, but serve a different purpose.

Exceptional Circumstances

The board cannot foresee every situation that may arise, and circumstances will occur when these policies provide inadequate guidance. In such circumstances, the superintendent should use his or her best judgment, and communicate with the board about the situation as soon as is convenient.

Validity of Policies

Each policy and its provision should be interpreted so that it is valid under applicable law. If a court determines that a provision of a policy is invalid, such invalidity shall not affect the remaining provisions of that policy.

Adopted on: July 25, 2016

Revised on:

Reviewed on: April 22, 2019

4025 Superintendent

The Board of Education will select at any regular meeting one Superintendent of public instruction with such salary as the board deems appropriate, and may enter into contract with him or her at its discretion, for a term not to exceed three years.

The Superintendent is hired by and shall report directly to the board of education. All school employees shall be under the direct and/or delegated supervision of the Superintendent. All of the grounds and buildings are supervised by the Superintendent. He or she shall, at his or her discretion, make the board aware of any needed repairs and improvements. The board of education delegates to the Superintendent the power and authority to make necessary corrections and decisions on all matters concerning the running of the school. The board will review all such rulings, corrections, decisions and such at regular or special board meetings.

The Superintendent is the chief administrative officer of the board of education. He or she is subject to the policies and action of the Board of Education. He or she shall assume full responsibility for the operations of the entire school system, administering its operation within the framework of policy and goals established by the Board of Education.

The Superintendent shall advise and solicit input from the Board of Education on educational matters and recommend changes for the continued improvement of the school system. The Superintendent shall also make recommendations to the Board of Education regarding rules, regulations, and policies that are to govern the operation and management of the schools.

The Superintendent will perform all duties incumbent upon him/her by statute of the State of Nebraska and/or any other enacted laws.

The Superintendent or his/her designee shall review all certified and non-certified employees applying for vacancies and shall make recommendations regarding these employees. He or she shall assign, direct, and supervise the work of all employees. He or she shall maintain personnel records for all employees of the school system and shall cause the services of the employees to be evaluated periodically. He or she shall recommend the continuance or termination for all certificated employees.

The Superintendent shall represent the Ralston Public Schools within the community and be responsible for keeping the public informed regarding issues related to the Ralston Public Schools.

The Superintendent or his/her designee is charged with presenting an annual school budget to meet necessary statutory deadlines, and this budget shall be subject to the approval of the board of education at the annual budget hearing and annual meeting. In conjunction with this budget preparation, the Superintendent is charged with implementing the budget and shall be authorized to make all purchases he/she deems necessary after the board of education approve the budget at the budget hearing. The Superintendent or his/her designee shall present all of the bills to the board of education and handle all monies in the activity accounts, as well as the lunch account. He or she shall supervise the bookkeeping of the accounts and shall sign all the checks

and will have the final approval of how the money is spent. He or she shall be bonded and this bond will be provided by the school district. The Superintendent shall, monthly, provide a balance sheet showing each activity account.

The Superintendent shall be in a position of approving all school activities, and he or she may delegate this authority to the directors, principals, teachers, sponsors, etc. Such activities shall include, but not be limited to, the schedule, the closing of school, non-school activities (with board approval), calendars, and media releases.

The Superintendent may delegate his or her responsibilities to other members of the staff.

Other duties of the Superintendent include, but are not limited to:

- Maintain high standards of student conduct and enforce discipline as necessary, according due process to the rights of students.
- Develop and implement in-service training of teachers, with special responsibility for staff administrative procedures and instruction.
- Prepare a school calendar for board adoption.
- Recommend changes in board policy.
- Be responsible for implementation of board policy.
- Serve as vocational director.
- Serve as transportation director.
- Enforce the negotiated agreement.
- Supervise the lunch program.
- Supervise the teaching staff and evaluation.
- Supervise the guidance program.
- Supervise extra-curricular activities.

Adopted on: July 25, 2016

Revised on:

Reviewed on: February 25, 2019

3006

Bond Campaigns

The Ralston Board of Education may submit to the registered voters of the school district, at any regular election or at a special election called for the purpose, the question of contracting a bonded indebtedness for any of the following purposes:

- Acquiring or purchasing buildings or grounds;
- Enlarging, improving, remodeling, repairing, or making additions to any school building;
- Constructing or erecting school buildings;
- Equipping or furnishing any newly constructed or remodeled school buildings;
- Improving school grounds.

Before such a bond election, the specific needs for facilities will be made clear to the general public and careful estimates will be made as to the amounts required for the sites, buildings, and/or equipment.

Following approval by the voters, the bonds to be issued will be advertised, the date of issuance being coordinated with tax collection dates, payments on bonds already outstanding, and favorable market conditions. Disposition of the bonds then will be accomplished by public sale. The services of a fiscal agent may be utilized.

The bond and interest fund of the district comes directly and solely out of the levy of taxes initiated by the successful bond election. In anticipation of interest and principal payments, the Board of Education will adopt resolutions authorizing the withdrawal from the bond and interest fund of the amounts needed to meet the payments due and the deposit of such monies with the depository for honoring the bonds and interest coupons presented for payment.

Adopted on: July 25, 2016

Revised on:

Reviewed on: April 22, 2019

Bill Review Schedule for 2024

January 8

Carrie
Mary

February 12

Samantha
Katie

March 11

Robin
Liz

April 8

Mary
Samantha

May 13

Katie
Liz

June 10

Robin
Carrie

July 8

Mary
Samantha

August 12

Carrie
Liz

September 9

Samantha
Katie

October 14

Robin
Liz

November 11

Mary
Carrie

December 9

Robin
Katie

**Ralston Public Schools
Monthly Administrative Update
Food Service
January 2024**

RPS Revenue January, 2024		
Cash Sales	Breakfast & Lunch	\$ 38,646.15
	Student Ala Carte	\$ 12,992.40
	Adult Ala Carte	\$ 94.50
Reimbursements	Breakfast	\$ 36,951.22
	Lunch	\$ 111,673.80
	Snacks	\$ 2,048.67
	Total	\$ 202,406.74
RPS Expenses	District Labor	\$ 70,000.00
	Sodexo	\$ 124,489.40
	Total	\$ 194,489.40
	Credit for Commodities Rec	\$ (30,258.95)
	Total Expenses	\$ 164,230.45
RPS		\$ 38,176.29

	23/24 TOTAL MEALS SERVED	23/24 MEALS PER DAY	22/23 TOTAL MEALS SERVED	22/23 MEALS PER DAY
Elementary				
Breakfast	14,072	880	14,321	842
Lunch	21,207	1325	21,767	1280
RMS				
Breakfast	1079	67	1160	68
Lunch	5506	344	5474	322
RHS				
Breakfast	2346	147	2679	158
Lunch	8519	532	9110	536
RPS Total				
Breakfast	17,497	1094	18,160	1068
Lunch	35,232	2201	36,351	2138

<p>Free & Reduced January 30, 2024 64.2%</p>

January 2024 Events:

Presentation cooking began again at RHS and RMS with chicken lo mein. The kids love this.

Sodexo hires an outside safety audit company called Ecosure that inspects for both food and environmental safety. Mockingbird was chosen for audit this year, and this was on January 31, 2024. The ladies at Mockingbird worked hard to be prepared for this audit and it paid off with a score of 100%.

Regular monthly training – Back injury, machine and equipment safety, electrical safety.
Total foodservice training time: 30 hours

