

Board of Education Regular  
Meeting/Business  
Monday, October 14, 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. Consent Agenda (Action)  
**Speaker(s):** Board President
5. Board Development and Communication
  - 5.1. Board Members' Update
6. Superintendent's Report  
**Speaker(s):** Superintendent
  - 6.1. District Financial Report  
**Speaker(s):** Jason Buckingham
  - 6.2. Government Relations Update  
**Speaker(s):** Mr. Jason Buckingham
  - 6.3. NASB Updates and Information  
**Speaker(s):** Mrs. Elizabeth Kumru
  - 6.4. Enrollment Update  
**Speaker(s):** Dr. Anne Harley
  - 6.5. Superintendent Evaluation Update  
**Speaker(s):** Jason Buckingham
  - 6.6. School Safety Presentation  
**Speaker(s):** Missy Stolley
  - 6.7. Voluntary Separation Program  
**Speaker(s):** Jason Buckingham
7. Board Action Items
  - 7.1. Cornerstone Christian Swimming Co-Op (Action)  
**Speaker(s):** Jason Buckingham
  - 7.2. Option Enrollment Resolution (Action)  
**Speaker(s):** Anne Harley
  - 7.3. Current policy 3041 Child Care Program, reassignment to 3066, adoption of new policy 3041 Safety Team Duties (Action)  
**Speaker(s):** Jason Buckingham
  - 7.4. Removal of Policy 3037 Petty Cash  
**Speaker(s):** Jason Buckingham
  - 7.5. Approval of revised Policy 3035 Chain of Command

**Speaker(s):** Jason Buckingham

7.6. Early Graduation Request Emely Caravantes (Action)

**Speaker(s):** Ryan Pivonka

8. Policy Review

**Speaker(s):** Jason Buckingham

9. Pre-Adjournment Information and Activities

9.1. Announcements

9.2. Board of Education Supplemental Meeting Information

9.3. Future Board Calendar

10. 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.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. 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 shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

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

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

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

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

**Monday, September 23, 2024**

The Ralston Public Schools Board of Education met in open, public session on Monday, September 23, 2024. The meeting took place at the Virginia Moon Administrative Center, 8545 Park Drive, Ralston, NE. The District provided advance notice by publication in *The Omaha Daily Record* and on the District's website, [www.ralstonschools.org](http://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. Anne Harley, Dr. Mike Rupprecht, Mr. Jim Frederick, and Mrs. Angie Murphy.

**Consent Agenda**

Consent agenda items included minutes from the regular board meeting; September 9, 2024.

Motion to approve consent agenda was made by Mrs. Liz Kumru and seconded by Mrs. Carrie Hough.

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

**Early Graduation Request – Action Item – Moved to Oct. 14<sup>th</sup> Meeting for Final Vote**

Dr. Ryan Pivonka, Ralston High School Principal, recommended approval of the early graduation request for Emely Caravantes. After discussion, all Board members voted to approve the early graduation request, but there was no official motion or second to approve this action. The Board will officially approve Ms. Caravantes' early graduation request at the October 14th Board of Education meeting.

**BOARD DEVELOPMENT AND COMMUNICATION**

**Board Comments**

Mrs. Liz Kumru reported on events she attended and will be attending in the coming weeks. She mentioned how all our elementary schools enjoyed the visit from Storyteller Lynn Ford. Mrs. Kumru also enjoyed the Seymour Elementary sneak peek tour. She reminded Board members of the upcoming NASB area meeting at UNO. Mrs. Kumru is excited about the Schools Foundation Distinguished Alumni Event at the Post Event Center. She feels the attendance messaging and other District/school initiatives are paying off. She has witnessed more families dropping off their students earlier at Mockingbird in the morning.

Ms. Mary Roarty has been ill and didn't have anything to report.

Mrs. Katie Krause attended Bratfest and was very appreciative to all the staff who worked the extra hours to make the event successful. She complimented the RMS principal on how well-behaved the middle school students were at the game. Mrs. Krause also attended the Seymour Elementary sneak peek tour.

Mrs. Hough shared she attended the most recent football game and enjoyed the half time performance featuring younger dance camp students performing with the varsity dance team. She also enjoyed seeing the cheerleaders and band perform. Mrs. Hough enjoyed the Seymour Elementary Sneak Peek tour and is looking forward to the NASB Area meeting and RHS homecoming.

Mrs. Samantha Willey recognized it was Homecoming Week and was looking forward to all the festivities. She has appreciated all the communication by the Principals, keeping families informed on situations happening in their school buildings. Mrs. Willey complimented Dr. Pivonka on engaging RHS families with his "Coffee with the Principal" activity.

Mrs. Robin Richards took a tour of RMS with Mr. Buckingham to see all the recent updates. She was also part of the Seymour Elementary Sneak Peek. Mrs. Richards recently attended the budget hearing for Douglas County, NASB meeting, and attended Bratfest.

### **Government Relations Update**

Mr. Buckingham updated the Board regarding legislative issues.

### **NASB Update**

Mrs. Liz Kumru reminded everyone that this year's Area Meeting is going to be held at the UNO Scott Conference Center. She asked Board members to check their emails because the recent NASB newsletter is now out, and to make sure to register for the Annual Conference that is coming up towards the end of November.

### **Enrollment Update**

Dr. Anne Harley reviewed the enrollment information with the Board. The District currently has 97 students more than last year.

### **Summer School Presentation**

Mrs. Melanie Reeves, RPS Elementary Administrative Intern, presented on the 2024 Elementary Summer School program.

- **Staffing:** 8 Certified and 8 classified staff members
- **Location:** Wildwood Elementary
- **Attendance:**
  - Kindergarten: 36/46
  - 1<sup>st</sup> Grade: 33/49
  - 2<sup>nd</sup> Grade: 34/47
  - 3<sup>rd</sup> Grade: 23/32
  - EL Students: 14/29
- **Curriculum:** Implemented the ARG (Assessment and Ready Guide) aligned with CKLA
- **Outcomes:**
  - Significant word growth across all grades
  - 6-point growth for EL Students
- **Feedback:**
  - High attendance and parent commitment
  - Plans to integrate math into future summer programs.

### **Limited English Proficiency (LEP) Program Review**

Mrs. Stacy Athrow, RHS Assistant Principal and RPS EL Coordinator, gave a yearly update on the Limited English Proficiency (LEP) program.

#### **Current Data:**

- Total ELP Students: 681 across the district
- Language Breakdown
  - 90% Spanish
  - 10% other languages (primarily French and Arabic)

#### **Progress**

- 10% of ELP Students now fully proficient
- Significant improvements at Bloomfield and Meadows Schools

#### **Future Plans:**

- Establish a Welcome Center with a community liaison specialist.
- Expand newcomer programs.
- Implement family transition programs and language support for administrative staff.

- Secure grant funding to support additional EL and reading specialist positions.

### **District Bond Project Update**

Mr. Buckingham provided an update to the Board on the progress of various projects with the 2021 Future Ready Ralston Bond Initiative.

- BL, WW, ME,
  - Oct 14-15 punch list items to be completed
  - Media windowpanes to be replaced Oct. 14
- KW
  - New heat exchanger tentatively to be installed Oct. 14-15
- RMS
  - Remainder of stair treads and paint touch ups to be completed
  - Exterior paint to finish mid-October
- SY
  - Moving 9/26-9/28, Pods to start first
  - Railings for front steps are nearly here, temporary railings in place by 10/1
  - Retaining wall for 79th St. landscaping and new switchback sidewalk
  - Testing fire and security alarms
  - Paint for the gym over holiday break
  - Window shades installed
  - Seeding and matting by Saturday
  - Waxing floors 9/23-24
- MB
  - Kitchen equipment has been full of issues
  - Display cases to be finished this week
  - Paint issues on the exterior
  - Punch list items Oct. 14-15

### **Rule 10 Compliance Review**

Dr. Anne Harley, Mr. Jason Buckingham, & Dr. Mike Rupprecht gave review of the annual District Rule 10 compliance checklist.

### **Additional Board Action Item**

### **2024/2025 District Budget Adoption**

Mrs. Elizabeth Kumru motioned to approve the 2024-2025 District Budget. Mrs. Katie Krause seconded the motion.

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

### **2024/2025 District Tax Request Resolution**

Mrs. Elizabeth Kumru motioned to approve the 2024-2025 District Tax Request Resolution. Mrs. Carrie Hough seconded the motion.

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

### **Tax Request Authority**

Mrs. Elizabeth Kumru motioned to approve the Tax Request Authority for the 2024-2025 District school year. Mrs. Samantha Willey seconded the motion.

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

### **Attendance Proclamation for September/October**

Mrs. Katie Krause motioned to approve the Attendance Proclamation for September/October. The motion was seconded by Mrs. Elizabeth Kumru.

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

**Policy 3015 adoption**

Mrs. Elizabeth Kumru motioned to approve Policy 3015 as presented. Mrs. Katie Krause seconded the motion.

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

**Policy 3021 Adoption**

Mrs. Katie Krause motioned to approve Policy 3021 as presented. The motion was seconded by Mrs. Elizabeth Kumru.

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

**Policy 3018 Adoption**

Mrs. Katie Krause motioned to approve Policy 3018 as presented. The motion was seconded by Mrs. Elizabeth Kumru.

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

**Policy Review**

The following policies were reviewed:

- 3027 - Resolution of Conflicts Between Parents Over School Issues
- 2005 - Conflict of Interest
- 3028 - Sex Offenders
- 3031 - Students Electing to Attend School in Adjoining State
- 3035 - Chain of Command – District Administration
- 3037 - Petty Cash
- 3041 - Child Care Program

**Adjournment**

The Board voted to adjourn the meeting at 8:19 pm with a motion made by Mrs. Liz Kumru and a second by Mrs. Katie Krause.

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

The next regular meeting is scheduled for October 14, 2024, at 6:00 pm.

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Mrs. Robin Richards, President

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Mrs. Samantha Willey, Secretary

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 1  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

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9001	132444	10/14/24	7687	360 COMMUNITY SERVI	0136020110000	20569	RPS STUDENT SERVICE	0.00	2,280.00
9001	132444	10/14/24	7687	360 COMMUNITY SERVI	0136020120000	20569	RPS STUDENT SERVICE	0.00	6,328.71
9001	132444	10/14/24	7687	360 COMMUNITY SERVI	0136020120000	20569	RPS STUDENT SERVICE	0.00	6,328.71
TOTAL CHECK								0.00	17,217.42
9001	132445	10/14/24	3556	ABANTE MARKETING	0180020256000	20610	RPS PUBLIC RELATION	0.00	288.00
9001	132446	10/14/24	4286	MARK LEE ADLER	0180020271000	20430	RPS TRANSPORTSUPPLI	0.00	21.25
9001	132447	10/14/24	7945	ALEXANDER ALBERTSON	0136020110094	20340	RALSTON HIGH HS2500	0.00	260.00
9001	132448	10/14/24	7059	AMPLIFY EDUCATION,	0116920110001	20640	RPS CUR/WW CU250019	0.00	183.22
9001	132449	10/14/24	170	APPLE INC.	0136020120000	20610	PER REQUEST FROM MI	0.00	549.00
9001	132449	10/14/24	170	APPLE INC.	0116320120000	20610	PER REQUEST FROM MI	0.00	898.00
9001	132449	10/14/24	170	APPLE INC.	0116420120000	20610	PER REQUEST FROM MI	0.00	898.00
9001	132449	10/14/24	170	APPLE INC.	0116620120000	20610	PER REQUEST FROM MI	0.00	898.00
9001	132449	10/14/24	170	APPLE INC.	0116720120000	20610	PER REQUEST FROM MI	0.00	1,098.00
9001	132449	10/14/24	170	APPLE INC.	0116820120000	20610	PER REQUEST FROM MI	0.00	1,098.00
9001	132449	10/14/24	170	APPLE INC.	0116920120000	20610	PER REQUEST FROM MI	0.00	1,098.00
TOTAL CHECK								0.00	6,537.00
9001	132450	10/14/24	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	795.30
9001	132450	10/14/24	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	795.30
9001	132450	10/14/24	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	884.35
9001	132450	10/14/24	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	887.19
9001	132450	10/14/24	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	112.80
TOTAL CHECK								0.00	3,474.94
9001	132451	10/14/24	229	BALLARD & TIGHE PUB	0116720115000	20640	RPS SS/MOCK SS2500	0.00	1,746.88
9001	132452	10/14/24	5583	BAUER BUILT, INC	0180020271200	20430	RPS TRANSPORTATION	0.00	165.00
9001	132453	10/14/24	7792	BELLEVUE UNIVERSITY	0136020340000	20610	RALSTON HIGH HS2501	0.00	166.60
9001	132454	10/14/24	7653	BIG RED LOCKSMITHS	0180020262000	20352	RPS MAINTENANCE ADM	0.00	155.00
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS MOCKINGBIRD	0.00	157.68
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS MEADOWS	0.00	120.33
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS WILDEWOOD	0.00	84.40
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS SEYMOUR	0.00	188.46
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS SUPPLY DELIVERY	0.00	9.95
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS KAREN WESTERN	0.00	53.70
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS BLUMFIELD	0.00	352.96
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS MIDDLE SCHOOL	0.00	411.26
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS ADMIN/CO/VMAC	0.00	1,397.07
9001	132455	10/14/24	6650	BISHOP BUSINESS	0180020253000	20442	RPS HIGH SCHOOL	0.00	1,419.67
TOTAL CHECK								0.00	4,195.48
9001	132456	10/14/24	5801	BOBCAT OF OMAHA	0180020262000	20430	RPS MAINTENANCE ADM	0.00	166.61
9001	132456	10/14/24	5801	BOBCAT OF OMAHA	0180020262000	20430	RPS MAINTENANCE ADM	0.00	299.18

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 2  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

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TOTAL CHECK								0.00	465.79
9001	132457	10/14/24	6903	BSN SPORTS, LLC	0136020110099	20913	RALSTON HIGH HS2500	0.00	15,975.00
9001	132458	10/14/24	3165	CDW GOVERNMENT	0180020258000	20735	SERVER/SOFTWARE LIC	0.00	2,988.21
9001	132459	10/14/24	4062	CENGAGE LEARNING	0136020115000	20610	RPS SS/ELL SS250024	0.00	403.50
9001	132459	10/14/24	4062	CENGAGE LEARNING	0136020110001	20640	RPS CUR/RHS CU25000	0.00	6,523.13
9001	132459	10/14/24	4062	CENGAGE LEARNING	0116320692500	20610	RPS SS/ELL SS250006	0.00	765.05
9001	132459	10/14/24	4062	CENGAGE LEARNING	0116820115000	20610	RPS SS/ELL SS250007	0.00	224.70
9001	132459	10/14/24	4062	CENGAGE LEARNING	0116320692500	20610	RPS SS/ELL SS250009	0.00	315.65
9001	132459	10/14/24	4062	CENGAGE LEARNING	0116720115000	20610	RPS SS/ELL SS250013	0.00	1,530.10
9001	132459	10/14/24	4062	CENGAGE LEARNING	0116620692500	20610	RPS SS/ELL SS250030	0.00	379.75
TOTAL CHECK								0.00	10,141.88
9001	132460	10/14/24	3132	CITY OF RALSTON	0116720266000	20340	RPS MOCKINGBIRD	0.00	1,593.93
9001	132460	10/14/24	3132	CITY OF RALSTON	0126020266000	20340	RPS MIDDLE SCHOOL	0.00	1,789.94
9001	132460	10/14/24	3132	CITY OF RALSTON	0116420266000	20340	RPS KAREN WESTERN	0.00	832.10
9001	132460	10/14/24	3132	CITY OF RALSTON	0116820266000	20340	RPS SEYMOUR	0.00	1,090.98
9001	132460	10/14/24	3132	CITY OF RALSTON	0116920266000	20340	RPS WILDEWOOD	0.00	1,109.47
9001	132460	10/14/24	3132	CITY OF RALSTON	0116320266000	20340	RPS BLUMFIELD	0.00	1,124.26
9001	132460	10/14/24	3132	CITY OF RALSTON	0116620266000	20340	RPS MEADOWS	0.00	1,150.15
9001	132460	10/14/24	3132	CITY OF RALSTON	0136020266000	20340	RPS HIGH SCHOOL	0.00	3,894.22
TOTAL CHECK								0.00	12,585.05
9001	132461	10/14/24	7766	CITY WIDE FACILITY	0126020261000	20340	RPS MAINTENANCE RMS	0.00	11,350.00
9001	132462	10/14/24	636	CONTROL MASTERS INC	0136020262000	20352	RPS MAINTENANCE RHS	0.00	1,806.85
9001	132463	10/14/24	4037	COX BUSINESS	0180020258000	20382	RPS OCTOBER 1, 2024	0.00	3,382.79
9001	132463	10/14/24	4037	COX BUSINESS	0180020258000	20382	RPS OCTOBER 1, 2024	0.00	8,615.76
TOTAL CHECK								0.00	11,998.55
9001	132464	10/14/24	2371	CURRICULUM ASSOCIAT	0126020110000	20610	RALSTONMIDDLEMS2500	0.00	798.44
9001	132465	10/14/24	23	DAYMARK SOLUTIONS I	0136020110000	20610	RALSTON HIGH HS2500	0.00	112.00
9001	132465	10/14/24	23	DAYMARK SOLUTIONS I	0136020110000	20610	RALSTON HIGH HS2501	0.00	152.00
TOTAL CHECK								0.00	264.00
9001	132466	10/14/24	7769	DECKER EQUIPMENT	0180020262000	20610	RPS MAINTENANCE ADM	0.00	52.15
9001	132466	10/14/24	7769	DECKER EQUIPMENT	0136020262000	20610	RPS MAINTENANCE RHS	0.00	219.39
TOTAL CHECK								0.00	271.54
9001	132467	10/14/24	39	DENNIS SUPPLY COMPA	0136020262000	20430	RPS MAINTENANCE RHS	0.00	105.00
9001	132468	10/14/24	1729	DIETZE MUSIC	0136020110094	20610	RALSTON HIGH HS2405	0.00	172.14
9001	132468	10/14/24	1729	DIETZE MUSIC	0136020110094	20610	RALSTON HIGH HS2500	0.00	82.35
TOTAL CHECK								0.00	254.49
9001	132469	10/14/24	3128	DIGITAL DOT SYSTEMS	0136020110000	20734	RPS TECHNOLOGY RHS	0.00	540.00
9001	132470	10/14/24	6715	DIGITAL EXPRESS	0180020221000	20610	RPS PUBLIC RELATION	0.00	50.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
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 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	DESCRIPTION	SALES TAX	AMOUNT
9001	132471	10/14/24	5323	DXP ENTERPRISES INC	0116920262000	20430	RPS MAINTENANCE WW	0.00	21.88
9001	132473	10/14/24	2530	DH PACE COMPANY, IN	0136020262000	20352	RPS MAINTENANCE RHS	0.00	236.25
9001	132474	10/14/24	6224	THE DAILY RECORD	0180020232000	20540	RPS ADMIN/BOE LEGAL	0.00	22.67
9001	132474	10/14/24	6224	THE DAILY RECORD	0180020232000	20540	RPS ADMIN/BOE LEGAL	0.00	23.33
9001	132474	10/14/24	6224	THE DAILY RECORD	0180020232000	20540	RPS ADMIN/BOE LEGAL	0.00	24.00
TOTAL CHECK									
9001	132476	10/14/24	127	EASTERN NEBRASKA HU	0136020120000	20569	RPS STUDENT SERVICE	0.00	2,760.00
9001	132476	10/14/24	127	EASTERN NEBRASKA HU	0136020120000	20569	RPS STUDENT SERVICE	0.00	4,600.00
TOTAL CHECK									
9001	132477	10/14/24	5121	ELECTRICAL ENGINEER	0180020262000	20610	RPS MAINTENANCE ADM	0.00	239.14
9001	132478	10/14/24	174	ELECTRONIC CONTRACT	0136020110000	20734	RPS HIGH SCHOOL ANN	0.00	183.75
9001	132478	10/14/24	174	ELECTRONIC CONTRACT	0180020258000	20734	RPS TECHNOLOGY ADMI	0.00	364.67
9001	132478	10/14/24	174	ELECTRONIC CONTRACT	0180020258000	20340	RPS TECHNOLOGY ADMI	0.00	437.50
TOTAL CHECK									
9001	132479	10/14/24	5993	ESU #3/METRO REGION	0136020212000	20330	RPS JANUS, R&SKAGGS,	0.00	318.18
9001	132479	10/14/24	5993	ESU #3/METRO REGION	0180020271000	20340	RHS FT BLUMFIELD	0.00	150.00
9001	132479	10/14/24	5993	ESU #3/METRO REGION	0136020212000	20330	RPS NEUMANN, RUSSELL	0.00	159.09
9001	132479	10/14/24	5993	ESU #3/METRO REGION	0116820120000	20330	RPS URBACH, ERICA	0.00	159.09
TOTAL CHECK									
9001	132480	10/14/24	6548	ESU #5	0180020258000	20650	RPS TECHNOLOGY CLAU	0.00	3,000.00
9001	132481	10/14/24	6238	EXPLORE LEARNING, L	0116820110000	20610	SEYMOUR SE250001	0.00	3,295.00
9001	132482	10/14/24	4130	EYMAN PLUMBING INC	0116320262000	20352	RPS MAINTENANCE BLU	0.00	191.50
9001	132483	10/14/24	3829	FATHER FLANAGAN'S B	0116720120000	20569	RPS STUDENT SERVICE	0.00	3,600.00
9001	132483	10/14/24	3829	FATHER FLANAGAN'S B	0116720120000	20569	RPS STUDENT SERVICE	0.00	5,700.00
9001	132483	10/14/24	3829	FATHER FLANAGAN'S B	0136020120000	20569	RPS STUDENT SERVICE	0.00	6,600.00
9001	132483	10/14/24	3829	FATHER FLANAGAN'S B	0136020120000	20569	RPS STUDENT SERVICE	0.00	7,200.00
TOTAL CHECK									
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	721.58
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	736.11
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	765.70
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	856.40
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	979.62
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	1,000.74
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	1,952.88
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	369.44
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	394.11
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	401.85
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	419.44
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	425.07
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	430.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 4  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	437.04
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	442.66
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	454.63
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	454.63
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	472.22
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	477.85
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	477.85
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	484.18
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	484.18
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	489.81
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	489.81
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	495.44
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	513.03
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	525.00
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	528.52
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	561.59
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	583.40
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	589.70
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	595.37
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	595.37
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	645.29
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	653.77
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	671.37
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	200.00
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	211.11
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	304.70
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	261.11
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	261.11
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	261.11
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	263.89
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	267.44
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	281.48
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20340	RPS TRANSPORTATION	0.00	150.00
9001	132486	10/14/24	4272	FIRST STUDENT	0180020271000	20510	RPS TRANSPORTATION	0.00	47,985.72
TOTAL CHECK									
									72,023.32
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116320222000	20640	BLUMFIELD BL250016	0.00	141.14
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0136020222000	20640	RALSTON HIGH HS2404	0.00	157.99
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116820222000	20640	SEYMOUR SE240037	0.00	25.22
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0136020222000	20640	RALSTON HIGH HS2500	0.00	33.13
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116420222000	20640	KARENWESTERNKW25003	0.00	35.73
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0126020222000	20640	RALSTONMIDDLEMS2500	0.00	56.30
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116420222000	20640	KARENWESTERN KW2500	0.00	72.36
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116720222000	20640	RPS TRANSPORTATION	0.00	299.47
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116420222000	20640	KARENWESTERN KW2500	0.00	228.16
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0136020222000	20640	RALSTON HIGH HS2404	0.00	194.07
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116420222000	20640	KARENWESTERNKW24013	0.00	179.84
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0136020222000	20640	RALSTON HIGH HS2500	0.00	372.70
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0116320222000	20640	BLUMFIELD BL250016	0.00	346.14
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0136020222000	20640	RALSTON HIGH HS2500	0.00	350.16
9001	132487	10/14/24	272	FOLLETT SCHOOL SOLU	0136020222000	20640	RALSTON HIGH HS2404	0.00	246.53
TOTAL CHECK									
									2,738.94

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 5  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132488	10/14/24	3058	GENERAL FIRE AND SA	0116820262000	20352	RPS MAINTENANCE SEY	0.00	187.50
9001	132489	10/14/24	301	GLASSMASTERS INC	0116320262000	20352	RPS MAINTENANCE BLU	0.00	120.00
9001	132489	10/14/24	301	GLASSMASTERS INC	0126020262000	20352	RPS MAINTENANCE RMS	0.00	120.00
9001	132489	10/14/24	301	GLASSMASTERS INC	0116920262000	20352	RPS MAINTENANCE WW	0.00	160.00
TOTAL CHECK									400.00
9001	132490	10/14/24	344	GOODWIN TUCKER GROU	0180020262000	20430	RPS MAINTENANCE ADM	0.00	151.70
9001	132490	10/14/24	344	GOODWIN TUCKER GROU	0126020262000	20430	RPS MAINTENANCE RMS	0.00	184.00
9001	132490	10/14/24	344	GOODWIN TUCKER GROU	0126020262000	20430	RPS MAINTENANCE RMS	0.00	309.18
9001	132490	10/14/24	344	GOODWIN TUCKER GROU	0126020262000	20430	RPS MAINTENANCE RMS	0.00	482.00
TOTAL CHECK									1,126.88
9001	132491	10/14/24	6964	GREATER NEBRASKA SC	0180020232000	20810	RPS JASON BUCKINGHA	0.00	4,250.00
9001	132492	10/14/24	4752	HEARTLAND FAMILY SE	0116420120000	20569	RPS STUDENT SERVICE	0.00	8,211.80
9001	132492	10/14/24	4752	HEARTLAND FAMILY SE	0116420120000	20569	RPS STUDENT SERVICE	0.00	680.31
TOTAL CHECK									8,892.11
9001	132493	10/14/24	1474	HEARTLAND FOUNDATIO	0136020120000	20569	RPS STUDENT SERVICE	0.00	4,660.00
9001	132493	10/14/24	1474	HEARTLAND FOUNDATIO	0126020120000	20569	RPS STUDENT SERVICE	0.00	4,660.00
9001	132493	10/14/24	1474	HEARTLAND FOUNDATIO	0116720120000	20569	RPS STUDENT SERVICE	0.00	4,660.00
TOTAL CHECK									13,980.00
9001	132494	10/14/24	4528	HEARTLAND ROOFING C	0126020262000	20352	RPS MAINTENANCE RMS	0.00	1,915.00
9001	132495	10/14/24	3187	HP INC	0180020258000	20650	RPS TECHNOLOGY ADMI	0.00	1,302.70
9001	132496	10/14/24	7450	GREAT PLAINS PIANO	0136020110093	20610	RALSTON HIGH HS2500	0.00	240.00
9001	132496	10/14/24	7450	GREAT PLAINS PIANO	0126020110093	20610	RALSTONMIDDLEMS2500	0.00	120.00
TOTAL CHECK									360.00
9001	132497	10/14/24	3526	ESU COORDINATING CO	0180020258000	20735	RPS TECHNOLOGY ADMI	0.00	2,787.00
9001	132503	10/14/24	7946	ANGELA KOLVEK	0136020110000	20330	RPS STUDENT SERVICE	0.00	200.00
9001	132504	10/14/24	6768	DANIA INGUANZO-SCHL	0180020257000	20340	RPS HUMAN RESOURCES	0.00	35.00
9001	132505	10/14/24	7658	FLOCELIA KINNEY	0180020271200	20332	REIMBURSED8/13-30/2	0.00	142.58
9001	132506	10/14/24	2286	INFOSAFE SHREDDING	0180020232000	20320	RPS ADMIN/VMAC/CO	0.00	39.00
9001	132507	10/14/24	1011	J W PEPPER & SON, I	0136020110093	20610	RALSTON HIGH HS2501	0.00	33.60
9001	132507	10/14/24	1011	J W PEPPER & SON, I	0136020110093	20610	RALSTON HIGH HS2501	0.00	130.19
TOTAL CHECK									163.79
9001	132508	10/14/24	5073	J.F. AHERN CO	0116920262000	20352	RPS MAINTENANCE WW	0.00	133.00
9001	132508	10/14/24	5073	J.F. AHERN CO	0116620262000	20352	RPS MAINTENANCE MEA	0.00	193.00
TOTAL CHECK									326.00
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116320261000	20610	RPS MAINTENANCE BLU	0.00	289.20

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 6  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116720261000	20610	RPS MAINTENANCE MOC	0.00	289.20
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116920261000	20610	RPS MAINTENANCE WW	0.00	289.20
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116620261000	20610	RPS MAINTENANCE MEA	0.00	144.60
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116320261000	20610	RPS MAINTENANCE BLU	0.00	144.60
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116820261000	20610	RPS MAINTENANCE SEY	0.00	553.26
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116620261000	20610	RPS MAINTENANCE MEA	0.00	321.16
9001	132509	10/14/24	7735	JIFFY LEVENSON'S SU	0116820261000	20610	RPS MAINTENANCE SEY	0.00	107.98
TOTAL CHECK								0.00	2,139.20
9001	132510	10/14/24	575	JUDAH CASTER COMPAN	0126020262000	20430	RPS MAINTENANCE RMS	0.00	13.36
9001	132511	10/14/24	5037	JUNIOR LIBRARY GUIL	0136020222000	20640	RALSTON HIGH HS2404	0.00	43.57
9001	132511	10/14/24	5037	JUNIOR LIBRARY GUIL	0116720222000	20640	MOCKINGBIRD MB25000	0.00	492.52
9001	132511	10/14/24	5037	JUNIOR LIBRARY GUIL	0116320222000	20640	BLUMFIELD BL250013	0.00	505.44
TOTAL CHECK								0.00	1,041.53
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116920129200	20320	RPS STUDENT SERVICE	0.00	554.63
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116420129100	20320	RPS STUDENT SERVICE	0.00	256.50
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116820129100	20320	RPS STUDENT SERVICE	0.00	159.75
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116920120000	20320	RPS STUDENT SERVICE	0.00	4,133.25
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0136020120000	20320	RPS STUDENT SERVICE	0.00	5,402.22
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116720129100	20320	RPS STUDENT SERVICE	0.00	749.25
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116620120000	20320	RPS STUDENT SERVICE	0.00	936.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0126020120000	20320	RPS STUDENT SERVICE	0.00	954.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116620129200	20320	RPS STUDENT SERVICE	0.00	1,002.38
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116720120000	20320	RPS STUDENT SERVICE	0.00	1,044.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116320129100	20320	RPS STUDENT SERVICE	0.00	1,152.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116920129100	20320	RPS STUDENT SERVICE	0.00	1,192.50
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116820120000	20320	RPS STUDENT SERVICE	0.00	1,368.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116820129200	20320	RPS STUDENT SERVICE	0.00	1,387.13
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116320120000	20320	RPS STUDENT SERVICE	0.00	1,494.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116420120000	20320	RPS STUDENT SERVICE	0.00	1,670.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116720129200	20320	RPS STUDENT SERVICE	0.00	1,920.38
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116420129200	20320	RPS STUDENT SERVICE	0.00	473.63
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116620129100	20320	RPS STUDENT SERVICE	0.00	180.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	0116320129200	20320	RPS STUDENT SERVICE	0.00	2,381.63
TOTAL CHECK								0.00	28,411.25
9001	132513	10/14/24	4452	KISSEL,KOHOUT,ES AS	0180020231000	20810	RPS LEGISLATIVE SER	0.00	4,065.30
9001	132514	10/14/24	6717	KNOCK OUT PRINT & D	0136020110000	20610	RALSTON HIGH HS2501	0.00	496.06
9001	132514	10/14/24	6717	KNOCK OUT PRINT & D	0136020110012	20610	RALSTON HIGH HS2500	0.00	247.57
TOTAL CHECK								0.00	743.63
9001	132515	10/14/24	6278	KOLEY JESSEN P.C.,	0180020231000	20810	RPS TEACHER MATTERS	0.00	311.50
9001	132515	10/14/24	6278	KOLEY JESSEN P.C.,	0180020231000	20810	RPS PERSONNEL MATTE	0.00	583.00
9001	132515	10/14/24	6278	KOLEY JESSEN P.C.,	0180020231000	20810	RPS OPPD PILOT MATT	0.00	6,852.40
TOTAL CHECK								0.00	7,746.90
9001	132516	10/14/24	6193	KSB SCHOOL LAW	0180020120000	20810	RPS STUDENT SERVICE	0.00	4,806.00
9001	132517	10/14/24	6993	LANGUAGE LINE SERVI	0126020115000	20320	RPS ELL MIDDLE SCHO	0.00	48.81

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 7  
 ACCTPA21

SELECTION CRITERIA: transact.chk\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132517	10/14/24	6993	LANGUAGE LINE SERVI	0116320115000	20320	RPS ELL BLUMFIELD	0.00	20.06
9001	132517	10/14/24	6993	LANGUAGE LINE SERVI	0136020115000	20320	RPS ELL HIGH SCHOOL	0.00	34.22
TOTAL CHECK								0.00	103.09
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	LAUNDRY DETERGENT 4	0.00	37.96
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	TISSUE 2 PLY 4.5X3.	0.00	212.51
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	TOWEL ROLL BROWN 8"	0.00	168.57
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	LINER 43X48 12 MIC	0.00	83.38
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	SAFETY ZONE BLACK N	0.00	92.61
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	CLEANER STAINLESS S	0.00	31.67
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	DEGREASER MARS HEAV	0.00	52.30
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	BOWL SWABS/JOHNNY M	0.00	16.90
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	LINER 43X48 16 MIC	0.00	250.73
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116320261000	20610	TISSUE 2 PLY 4.5X3.	0.00	106.81
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116320261000	20610	TOWEL ROLL BROWN 8"	0.00	127.09
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116620261000	20610	BOWL SWABS/JOHNNY M	0.00	22.51
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116620261000	20610	LINER 43X48 16 MIC	0.00	167.01
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116620261000	20610	TISSUE 2 PLY 4.5X3.	0.00	53.21
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116620261000	20610	TOWEL ROLL BROWN 8"	0.00	168.82
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	CLEANER GUM REMOVER	0.00	19.84
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	DEGREASER ORANGE WO	0.00	39.80
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	LAUNDRY DETERGENT 4	0.00	37.90
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	SAFETY ZONE BLACK N	0.00	46.24
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	BOWL SWABS/JOHNNY M	0.00	11.22
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	TISSUE 2 PLY 4.5X3.	0.00	212.22
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	TOWEL ROLL BROWN 8"	0.00	252.50
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	LINER 24X33 6 MIC, C	0.00	149.49
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116820261000	20610	LINER 43X48 16 MIC	0.00	249.79
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116920261000	20610	TISSUE 2 PLY 4.5X3.	0.00	106.25
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116920261000	20610	TOWEL ROLL BROWN 8"	0.00	421.40
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116920261000	20610	TOWEL MULTIFOLD TAD	0.00	76.21
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116320261000	20610	TOWEL ROLL BROWN 8"	0.00	84.88
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116320261000	20610	TISSUE 2 PLY 4.5X3.	0.00	107.02
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	SOAP HAND FOAM FOAM	0.00	66.18
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	LINER 43X48 16 MIC	0.00	249.98
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	TISSUE 2 PLY 4.5X3.	0.00	212.37
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0116720261000	20610	TOWEL ROLL BROWN 8"	0.00	210.57
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0180020261000	20610	LAUNDRY DETERGENT 4	0.00	113.79
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0180020261000	20610	LINER 43X48 16 MIC	0.00	249.96
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0180020261000	20610	TOWEL MULTIFOLD TAD	0.00	228.48
9001	132518	10/14/24	7541	LARSEN SUPPLY COMPA	0180020261000	20610	VTOWEL ROLL BROWN 8	0.00	168.44
TOTAL CHECK								0.00	4,906.61
9001	132519	10/14/24	6111	LARSON SPEECH & LAN	0116920641200	20320	RPS STUDENT SERVICE	0.00	483.10
9001	132519	10/14/24	6111	LARSON SPEECH & LAN	0126020641200	20320	RPS STUDENT SERVICE	0.00	483.10
9001	132519	10/14/24	6111	LARSON SPEECH & LAN	0116320641200	20320	RPS STUDENT SERVICE	0.00	483.10
9001	132519	10/14/24	6111	LARSON SPEECH & LAN	0116420641200	20320	RPS STUDENT SERVICE	0.00	483.10
9001	132519	10/14/24	6111	LARSON SPEECH & LAN	0116620641200	20320	RPS STUDENT SERVICE	0.00	483.10
9001	132519	10/14/24	6111	LARSON SPEECH & LAN	0116720641200	20320	RPS STUDENT SERVICE	0.00	483.10
9001	132519	10/14/24	6111	LARSON SPEECH & LAN	0116820641200	20320	RPS STUDENT SERVICE	0.00	483.15
TOTAL CHECK								0.00	3,381.75

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 8  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132520	10/14/24	4511	LINCOLN PUBLIC SCHO	0136020110094	20610	RALSTON HIGH HS2501	0.00	200.00
9001	132521	10/14/24	7916	MARY J. LOPEZ	0136020110000	20330	RPS STUDENT SERVICE	0.00	240.00
9001	132522	10/14/24	5314	MADISON NATIONAL LI	01	9409	RPS OCTOBER 2024 PR	0.00	13,123.32
9001	132523	10/14/24	4884	MATHESON TRI-GAS, I	0180020262000	20610	RPS MAINTENANCE ADM	0.00	20.00
9001	132523	10/14/24	4884	MATHESON TRI-GAS, I	0180020262000	20610	RPS MAINTENANCE ADM	0.00	24.00
9001	132523	10/14/24	4884	MATHESON TRI-GAS, I	0180020262000	20610	RPS MAINTENANCE ADM	0.00	125.99
TOTAL CHECK								0.00	169.99
9001	132524	10/14/24	2595	SHAWNA B MAYER	0136020110000	20333	REIMBURS7/12-12/15/	0.00	744.32
9001	132524	10/14/24	2595	SHAWNA B MAYER	0136020110000	20333	REIMBURSED1/3-5/24/	0.00	345.04
TOTAL CHECK								0.00	1,089.36
9001	132525	10/14/24	5926	MENARDS	0126020110080	20610	RALSTONMIDDLE IT-CA	0.00	158.98
9001	132525	10/14/24	5926	MENARDS	0136020262000	20430	RPS MAINTENANCE RHS	0.00	145.49
9001	132525	10/14/24	5926	MENARDS	0116720261000	20610	RPS MAINTENANCE MOC	0.00	130.70
9001	132525	10/14/24	5926	MENARDS	0136020261000	20610	RPS MAINTENANCE RHS	0.00	107.43
9001	132525	10/14/24	5926	MENARDS	0180020262000	20610	RPS MAINTENANCE ADM	0.00	115.92
9001	132525	10/14/24	5926	MENARDS	0116620261000	20610	RPS MAINTENANCE MEA	0.00	116.71
9001	132525	10/14/24	5926	MENARDS	0126020262000	20430	RPS MAINTENANCE RMS	0.00	121.87
9001	132525	10/14/24	5926	MENARDS	0116320261000	20610	RPS MAINTENANCE BLU	0.00	59.98
9001	132525	10/14/24	5926	MENARDS	0136020262000	20430	RPS MAINTENANCE RHS	0.00	65.91
9001	132525	10/14/24	5926	MENARDS	0136020261000	20610	RPS MAINTENANCE RHS	0.00	30.97
9001	132525	10/14/24	5926	MENARDS	0116820262000	20430	RPS MAINTENANCE SEY	0.00	35.36
9001	132525	10/14/24	5926	MENARDS	0116820261000	20610	RPS MAINTENANCE SEY	0.00	38.96
9001	132525	10/14/24	5926	MENARDS	0116920261000	20610	RPS MAINTENANCE WW	0.00	43.96
9001	132525	10/14/24	5926	MENARDS	0116920261000	20610	RPS MAINTENANCE WW	0.00	47.78
9001	132525	10/14/24	5926	MENARDS	0116320262000	20430	RPS MAINTENANCE BLU	0.00	50.20
9001	132525	10/14/24	5926	MENARDS	0126020262000	20430	RPS MAINTENANCE RMS	0.00	50.89
9001	132525	10/14/24	5926	MENARDS	0180020262000	20430	RPS MAINTENANCE ADM	0.00	52.42
9001	132525	10/14/24	5926	MENARDS	0180020262000	20610	RPS MAINTENANCE ADM	0.00	10.97
9001	132525	10/14/24	5926	MENARDS	0116320262000	20610	RPS MAINTENANCE BLU	0.00	14.81
9001	132525	10/14/24	5926	MENARDS	0180020261000	20610	RPS MAINTENANCE ADM	0.00	14.98
TOTAL CHECK								0.00	1,414.29
9001	132527	10/14/24	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8969 PARK DRIVE	0.00	9.60
9001	132527	10/14/24	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8969 PARK DRIVE	0.00	2.40
9001	132527	10/14/24	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8801 PARK DRIVE	0.00	53.00
9001	132527	10/14/24	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8969 PARK DRIVE	0.00	30.60
9001	132527	10/14/24	834	METRO UTILITIES DIS	0180020261000	20629	RPS 8545 PARK DRIVE	0.00	38.60
9001	132527	10/14/24	834	METRO UTILITIES DIS	0116420261000	20629	RPS 6240 H STREET	0.00	35.60
9001	132527	10/14/24	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8969 PARK DRIVE	0.00	26.20
9001	132527	10/14/24	834	METRO UTILITIES DIS	0126020261000	20629	RPS 8202 LAKEVIEW S	0.00	83.20
9001	132527	10/14/24	834	METRO UTILITIES DIS	0116920261000	20629	RPS 8023 RALSTON AV	0.00	68.60
9001	132527	10/14/24	834	METRO UTILITIES DIS	0180020261000	20629	RPS 8545 PARK DRIVE	0.00	71.20
9001	132527	10/14/24	834	METRO UTILITIES DIS	0136020261000	20621	RPS 8969 PARK DRIVE	0.00	122.40
9001	132527	10/14/24	834	METRO UTILITIES DIS	0116720261000	20629	RPS 5100 SOUTH 53RD	0.00	98.90
9001	132527	10/14/24	834	METRO UTILITIES DIS	0136020261000	20629	RPS 8901 PARK DRIVE	0.00	139.40
9001	132527	10/14/24	834	METRO UTILITIES DIS	0116420261000	20621	RPS 6240 H STREET	0.00	142.40
9001	132527	10/14/24	834	METRO UTILITIES DIS	0116820261000	20629	RPS 7900 SEYMOUR ST	0.00	147.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 9  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	DESCRIPTION	SALES TAX	AMOUNT
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0136020261000	20629	RPS 8969 PARK DRVIE	0.00	147.40
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0136020261000	20621	RPS 8969 PARK DRIVE	0.00	104.80
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116420261000	20629	RPS 6240 H STREET	0.00	162.20
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0180020261000	20621	RPS 8545 PARK DRIVE	0.00	154.40
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0136020261000	20621	RPS 8801 PARK DRIVE	0.00	212.00
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116620261000	20629	RPS 9205 BERRY STRE	0.00	226.60
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0126020261000	20629	RPS 8202 LAKEVIEW S	0.00	230.20
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116320261000	20629	RPS 10310 MOCKINGBI	0.00	360.00
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0180020261000	20621	RPS 8545 PARK DRIVE	0.00	284.80
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0126020261000	20621	RPS 8202 LAKEVIEW S	0.00	332.80
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116920261000	20621	RPS 8023 RALSTON AV	0.00	274.40
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116620261000	20621	RPS 9205 BERRY STRE	0.00	906.40
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0126020261000	20621	RPS 8202 LAKEVIEW S	0.00	920.80
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116720261000	20621	RPS 5100 SOUTH 53RD	0.00	395.61
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0136020261000	20629	RPS 8901 PARK DRIVE	0.00	470.60
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0136020261000	20621	RPS 8901 PARK DRIVE	0.00	557.60
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116820261000	20621	RPS 7900 SEYMOUR ST	0.00	588.00
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0136020261000	20621	RPS 8969 PARK DRVIE	0.00	589.60
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116420261000	20621	RPS 6240 H STREET	0.00	648.80
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0136020261000	20621	RPS 8901 PARK DRIVE	0.00	1,882.40
9001	132527	10/14/24	834	METRO UTILITIES	DIS 0116320261000	20621	RPS 10310 MOCKINGBI	0.00	1,440.00
TOTAL CHECK									11,958.51
9001	132528	10/14/24	7629	MICRO PLUMBING, NC.	0136020262000	20352	RPS MAINTENANCE RHS	0.00	750.00
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116620262000	20352	RPS MAINTENANCE MEA	0.00	754.68
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0180020262000	20352	RPS MAINTENANCE ADM	0.00	814.32
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116820262000	20352	RPS MAINTENANCE SEY	0.00	894.84
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116920262000	20352	RPS MAINTENANCE WW	0.00	924.96
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116620262000	20352	RPS MAINTENANCE MEA	0.00	978.80
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116720262000	20352	RPS MAINTENANCE MOC	0.00	1,035.48
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0136020262000	20352	RPS MAINTENANCE RHS	0.00	1,160.50
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0126020262000	20352	RPS MAINTENANCE RNS	0.00	1,402.44
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116420262000	20352	RPS MAINTENANCE KW	0.00	1,435.08
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0136020262000	20352	RPS MAINTENANCE RHS	0.00	2,133.12
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116920262000	20352	RPS MAINTENANCE WW	0.00	268.00
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116420262000	20352	RPS MAINTENANCE KW	0.00	28.92
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116620262000	20352	RPS MAINTENANCE MEA	0.00	28.92
9001	132529	10/14/24	7168	MIDWEST ALARM SERVI	0116920262000	20352	RPS MAINTENANCE WW	0.00	28.92
TOTAL CHECK									11,888.98
9001	132530	10/14/24	2525	MILLARD PUBLIC SCHO	0180020258000	20330	RPS JOSHUA CLAUSSEN	0.00	500.00
9001	132531	10/14/24	7837	MKD CONSULTING, LLC	0126020120000	20320	RPS STUDENT SERVICE	0.00	1,302.00
9001	132532	10/14/24	5168	N2Y, INC	0116320120000	20610	RPS STUD/SER SS2500	0.00	2,014.98
9001	132532	10/14/24	5168	N2Y, INC	0126020120000	20610	RPS STUD/SER SS2500	0.00	2,014.98
9001	132532	10/14/24	5168	N2Y, INC	0136020120000	20610	RPS STUD/SER SS2500	0.00	2,014.99
TOTAL CHECK									6,044.95
9001	132533	10/14/24	6354	NATA - ADMINISTRATO	0180020258000	20330	RPS JASON FINK	0.00	65.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 10  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	DESCRIPTION	SALES TAX	AMOUNT
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116320215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116420215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116620215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116720215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116820215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116920215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0126020215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0136020215000	20610	RPS STUD/SER SS2500	0.00	12.75
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116320214100	20610	RPS STUD/SER SS2500	0.00	19.84
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116420214100	20610	RPS STUD/SER SS2500	0.00	19.84
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116620214100	20610	RPS STUD/SER SS2500	0.00	19.84
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116820214100	20610	RPS STUD/SER SS2500	0.00	19.84
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116920214100	20610	RPS STUD/SER SS2500	0.00	19.84
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0126020214100	20610	RPS STUD/SER SS2500	0.00	19.85
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0136020214100	20610	RPS STUD/SER SS2500	0.00	19.85
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116720214100	20610	RPS STUD/SER SS2500	0.00	19.85
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116320214100	20610	RPS STUD/SER SS2500	0.00	1,309.66
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116420214100	20610	RPS STUD/SER SS2500	0.00	1,309.69
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116620214100	20610	RPS STUD/SER SS2500	0.00	1,309.69
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116720214100	20610	RPS STUD/SER SS2500	0.00	1,309.69
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116820214100	20610	RPS STUD/SER SS2500	0.00	1,309.69
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0116920214100	20610	RPS STUD/SER SS2500	0.00	1,309.69
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0126020214100	20610	RPS STUD/SER SS2500	0.00	1,309.69
9001	132535	10/14/24	3460	NCS PEARSON, INC.	0136020214100	20610	RPS STUD/SER SS2500	0.00	1,309.70
TOTAL CHECK									10,738.25
9001	132536	10/14/24	797	NCSA	0126020241000	20810	RALSTONMIDDLEMS2500	0.00	685.00
9001	132536	10/14/24	797	NCSA	0136020241000	20810	RALSTON HIGH HS2500	0.00	685.00
TOTAL CHECK									1,370.00
9001	132537	10/14/24	830	NEBRASKA AIR FILTER	0136020262000	20430	RPS MAINTENANCE RHS	0.00	733.80
9001	132537	10/14/24	830	NEBRASKA AIR FILTER	0136020262000	20430	RPS MAINTENANCE RHS	0.00	934.17
9001	132537	10/14/24	830	NEBRASKA AIR FILTER	0116620262000	20430	RPS MAINTENANCE SEY	0.00	202.13
9001	132537	10/14/24	830	NEBRASKA AIR FILTER	0180020262000	20430	RPS MAINTENANCE ADM	0.00	129.68
TOTAL CHECK									1,999.78
9001	132538	10/14/24	7465	NEBRASKA LIONS FOUN	0116320213000	20320	RPS STUDENT SERVICE	0.00	162.50
9001	132538	10/14/24	7465	NEBRASKA LIONS FOUN	0116420213000	20320	RPS STUDENT SERVICE	0.00	162.50
9001	132538	10/14/24	7465	NEBRASKA LIONS FOUN	0116620213000	20320	RPS STUDENT SERVICE	0.00	162.50
9001	132538	10/14/24	7465	NEBRASKA LIONS FOUN	0126020213000	20320	RPS STUDENT SERVICE	0.00	162.50
TOTAL CHECK									650.00
9001	132539	10/14/24	5321	NEBRASKA MUSIC ED.	0136020110093	20610	RALSTON HIGH HS2501	0.00	125.00
9001	132539	10/14/24	5321	NEBRASKA MUSIC ED.	0136020110094	20610	RALSTON HIGH HS2501	0.00	25.00
TOTAL CHECK									150.00
9001	132540	10/14/24	7253	NEBRASKA SAFETY CEN	0180020271000	20810	RPS TRANSPORTATION	0.00	250.00
9001	132541	10/14/24	850	NEBRASKA-IOWA IND F	0136020262000	20430	RPS MAINTENANCE RHS	0.00	18.45
9001	132542	10/14/24	7674	OAK HILLS PRINTING	0180020256000	20550	RPS PUBLIC RELATION	0.00	140.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 11  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132543	10/14/24	6412	OCCUPATIONAL HEALTH	0180020271000	20340	RPS TRANSPORT HART,	0.00	151.00
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250007	0.00	206.96
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25001	0.00	145.95
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250004	0.00	146.50
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020222000	20610	RALSTON HIGH HS2500	0.00	164.40
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25000	0.00	172.38
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116420110000	20610	KARENWESTERN KW2500	0.00	323.33
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25000	0.00	352.40
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250007	0.00	249.39
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0126020213000	20610	RPS SS/RMS SS250025	0.00	433.98
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320129200	20610	RPS SS/BLUM SS25002	0.00	739.44
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110040	20610	RALSTON HIGH HS2500	0.00	491.96
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320110000	20733	BLUMFIELD BL250003	0.00	379.90
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320110000	20733	BLUMFIELD BL250003	0.00	1,619.52
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250005	0.00	145.47
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25001	0.00	134.15
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116420110000	20610	KARENWESTERN KW2500	0.00	99.00
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25001	0.00	100.87
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0126020110040	20610	RALSTONMIDDLEMS2500	0.00	108.18
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250006	0.00	66.18
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2500	0.00	89.90
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250001	0.00	95.12
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320110000	20610	BLUMFIELD BL250012	0.00	63.88
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116620110000	20640	MEADOWS MW250005	0.00	64.40
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2500	0.00	71.26
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320110094	20610	BLUMFIELD BL250010	0.00	77.15
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25000	0.00	77.60
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25000	0.00	78.58
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2500	0.00	79.04
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25001	0.00	79.78
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250007	0.00	12.70
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320110090	20610	BLUMFIELD BL250010	0.00	21.55
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25000	0.00	23.99
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320110000	20610	BLUMFIELD BL250012	0.00	25.60
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110040	20610	RALSTON HIGH HS2500	0.00	27.99
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020212000	20610	RALSTON HIGH HS2500	0.00	29.89
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2500	0.00	29.98
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116320110000	20610	BLUMFIELD BL250010	0.00	33.93
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25000	0.00	37.49
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250003	0.00	38.02
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2500	0.00	39.52
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2501	0.00	54.51
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110029	20610	RALSTON HIGH HS2500	0.00	56.31
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116420110000	20610	KARENWESTERN KW2500	0.00	58.07
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110094	20610	RALSTON HIGH HS2500	0.00	59.70
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250003	0.00	15.52
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250004	0.00	15.52
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0136020110000	20610	RALSTON HIGH HS2501	0.00	12.90
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0116720110000	20610	MOCKINGBIRD MB25001	0.00	12.96
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO250005	0.00	3.33
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0126020110000	20610	RALSTONMIDDLEMS2500	0.00	4.89

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 12  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132546	10/14/24	921	ODP BUSINESS SOLUTI	0180020232000	20610	RPS ADMIN CO2500006	0.00	-25.82
TOTAL CHECK									7,445.22
9001	132547	10/14/24	7053	O'FLAHERTY SERVICES	0136020262000	20352	RPS MAINTENANCE RHS	0.00	1,746.00
9001	132548	10/14/24	5788	OMAHA NORTH HIGH SC	0126020110093	20610	RALSTONMIDDLEMS2500	0.00	150.00
9001	132549	10/14/24	934	OPC DIRECT	0116320110000	20610	RPS BLUMFIELD	0.00	409.88
9001	132549	10/14/24	934	OPC DIRECT	0116420110000	20610	RPS KAREN WESTERN	0.00	409.88
9001	132549	10/14/24	934	OPC DIRECT	0116620110000	20610	RPS MEADOWS	0.00	409.88
9001	132549	10/14/24	934	OPC DIRECT	0116720110000	20610	RPS MOCKINGBIRD	0.00	409.88
9001	132549	10/14/24	934	OPC DIRECT	0116820110000	20610	RPS SEYMOUR	0.00	409.88
9001	132549	10/14/24	934	OPC DIRECT	0116920110000	20610	RPS WILDEWOOD	0.00	409.88
9001	132549	10/14/24	934	OPC DIRECT	0126020110000	20610	RPS MIDDLE SCHOOL	0.00	409.88
9001	132549	10/14/24	934	OPC DIRECT	0136020110000	20610	RPS HIGH SCHOOL	0.00	409.88
TOTAL CHECK									3,279.04
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0180020261000	20622	RPS ADMIN/CO/VMAC	0.00	2,037.52
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0126020261000	20622	RPS MIDDLE SCHOOL	0.00	16,155.14
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0136020261000	20622	RPS HIGH SCHOOL	0.00	32,619.53
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0116720261000	20622	RPS MOCKINGBIRD	0.00	4,169.61
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0116820261000	20622	RPS MEADOWS	0.00	4,292.51
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0116720261000	20622	RPS MOCKINBIRD	0.00	5,006.93
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0116420261000	20622	RPS KAREN WESTERN	0.00	5,871.90
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0116320261000	20622	RPS BLUMFIELD	0.00	5,908.58
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0116620261000	20622	RPS MEADOWS	0.00	6,031.79
9001	132550	10/14/24	936	OMAHA PUBLIC POWER	0116920261000	20622	RPS WILDEWOOD	0.00	6,958.44
TOTAL CHECK									89,051.95
9001	132551	10/14/24	4438	OMAHA SYMPHONY	0126020353500	20610	RPS CUR/RMS CU25002	0.00	285.00
9001	132552	10/14/24	940	OMAHA WINNELSON	0126020262000	20430	RPS MAINTENANCE RMS	0.00	259.39
9001	132552	10/14/24	940	OMAHA WINNELSON	0116320262000	20430	RPS MAINTENANCE BLU	0.00	277.65
9001	132552	10/14/24	940	OMAHA WINNELSON	0126020262000	20430	RPS MAINTENANCE RMS	0.00	1,475.30
9001	132552	10/14/24	940	OMAHA WINNELSON	0116320262000	20430	RPS MAINTENANCE BLU	0.00	12.44
TOTAL CHECK									2,024.78
9001	132553	10/14/24	2808	ONE SOURCE	0180020257000	20340	RPS HUMAN RESOURCES	0.00	370.80
9001	132554	10/14/24	1915	O'REILLY AUTOMOTIVE	0180020271200	20430	RPS TRANSPORTATION	0.00	19.98
9001	132554	10/14/24	1915	O'REILLY AUTOMOTIVE	0180020271200	20430	RPS TRANSPORTATION	0.00	19.98
9001	132554	10/14/24	1915	O'REILLY AUTOMOTIVE	0180020271200	20430	RPS TRANSPORTATION	0.00	19.99
9001	132554	10/14/24	1915	O'REILLY AUTOMOTIVE	0180020271000	20430	RPS TRANSPORTATION	0.00	43.98
9001	132554	10/14/24	1915	O'REILLY AUTOMOTIVE	0180020262000	20430	RPS MAINTENANCE V3	0.00	37.35
9001	132554	10/14/24	1915	O'REILLY AUTOMOTIVE	0180020262000	20430	RPS MAINTENANCE ADM	0.00	66.17
TOTAL CHECK									207.45
9001	132555	10/14/24	7616	PAPILLION - LAVISTA	0136020110094	20610	RALSTON HIGH HS2500	0.00	200.00
9001	132556	10/14/24	7936	PLAYSCRIPTS	0136020110012	20610	RALSTON HIGH HS2500	0.00	369.85
9001	132559	10/14/24	7789	ADELE REMAR	0136020110000	20330	RPS STUDENT SERVICE	0.00	120.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 13  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	DESCRIPTION	SALES TAX	AMOUNT
9001	132560	10/14/24	7598	CECILIA SANCHEZ HER	0116620115000	20320	RPS MEADOWS 1.50HRS	0.00	40.50
9001	132561	10/14/24	7690	RALSTON HILLCREST,	0136020110000	20441	RPS OCTOBER 2024 RE	0.00	1,300.00
9001	132562	10/14/24	3366	RALSTON PUBLIC SCHO	0180020232000	20610	RPS 2024WELCOMEBLUN	0.00	842.00
9001	132562	10/14/24	3366	RALSTON PUBLIC SCHO	0116320129100	20610	RPS SS/PS AUG2024	0.00	77.36
9001	132562	10/14/24	3366	RALSTON PUBLIC SCHO	0116420129100	20610	RPS SS/PS AUG2024	0.00	77.36
9001	132562	10/14/24	3366	RALSTON PUBLIC SCHO	0116620129100	20610	RPS SS/PS AUG2024	0.00	77.36
9001	132562	10/14/24	3366	RALSTON PUBLIC SCHO	0116720129100	20610	RPS SS/PS AUG2024	0.00	77.36
9001	132562	10/14/24	3366	RALSTON PUBLIC SCHO	0116920129100	20610	RPS SS/PS AUG2024	0.00	77.36
TOTAL CHECK								0.00	1,228.80
9001	132563	10/14/24	6978	REALLY GREAT READIN	0116620120000	20610	RPS CUR/MEAD CU2500	0.00	99.00
9001	132563	10/14/24	6978	REALLY GREAT READIN	0116320120000	20610	RPS CUR/BLUM CU2500	0.00	198.00
9001	132563	10/14/24	6978	REALLY GREAT READIN	0116720120000	20610	RPS CUR/MOCK CU2500	0.00	297.00
9001	132563	10/14/24	6978	REALLY GREAT READIN	0116620110001	20640	RPS CUR/MEAD CU2500	0.00	99.00
9001	132563	10/14/24	6978	REALLY GREAT READIN	0116820110001	20640	RPS CUR/SEY CU25001	0.00	99.00
9001	132563	10/14/24	6978	REALLY GREAT READIN	0116920110001	20640	RPS CUR/WW CU25000	0.00	99.00
9001	132563	10/14/24	6978	REALLY GREAT READIN	0116720110001	20640	RPS CUR/MOCK CU2500	0.00	297.00
TOTAL CHECK								0.00	1,188.00
9001	132564	10/14/24	5429	REGAL AWARDS UNLIMI	0116720110000	20610	MOCKINGBIRD MB25002	0.00	1,616.25
9001	132564	10/14/24	5429	REGAL AWARDS UNLIMI	0116320110000	20733	BLUMFIELD BL25022	0.00	1,273.00
9001	132564	10/14/24	5429	REGAL AWARDS UNLIMI	0116320110000	20733	BLUMFIELD BL250021	0.00	1,243.62
TOTAL CHECK								0.00	4,132.87
9001	132565	10/14/24	7943	REMEDY ROAD, LLC.	0116320120000	20569	RPS STUDENT SERVICE	0.00	2,206.26
9001	132566	10/14/24	3825	REW MATERIALS OMAHA	0136020262000	20430	RPS MAINTENANCE RHS	0.00	156.24
9001	132566	10/14/24	3825	REW MATERIALS OMAHA	0126020262000	20430	RPS MAINTENANCE RMS	0.00	169.20
TOTAL CHECK								0.00	325.44
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116420353500	20610	RPS CUR CU250017 KW	0.00	555.42
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116820353500	20610	RPS CUR CU250017 SE	0.00	728.21
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116920353500	20610	RPS CUR CU250017 WW	0.00	740.55
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116320353500	20610	RPS CUR CU250017 BL	0.00	750.43
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116620353500	20610	RPS CUR CU250017 ME	0.00	767.71
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116720353500	20610	RPS CUR CU250017 MO	0.00	1,063.93
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116420353500	20610	RPS CUR CU250018 KW	0.00	86.27
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116820353500	20610	RPS CUR CU250018 SE	0.00	113.11
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116920353500	20610	RPS CUR CU250018 WW	0.00	115.03
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116320353500	20610	RPS CUR CU250018 BL	0.00	116.58
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116620353500	20610	RPS CUR CU250018 ME	0.00	119.25
9001	132567	10/14/24	7147	RIVERSIDE INSIGHTS	0116720353500	20610	RPS CUR CU250018 MO	0.00	165.26
TOTAL CHECK								0.00	5,321.75
9001	132568	10/14/24	4913	SCHMITT MUSIC	0126020110094	20610	RALSTONMIDDLEMS2500	0.00	47.69
9001	132569	10/14/24	2747	SCHOLASTIC INC	0126020222000	20640	RALSTONMIDDLEMS2500	0.00	51.57
9001	132570	10/14/24	7358	SCHOOL SPECIALTY, L	0116320110000	20610	BLUMFIELD BL250004	0.00	52.49

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 14  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	-----DESCRIPTION-----	SALES TAX	AMOUNT
9001	132570	10/14/24	7358	SCHOOL SPECIALTY, L	0116320110090	20610	BLUMFIELD BL250004	0.00	42.87
TOTAL CHECK									95.36
9001	132571	10/14/24	7677	SCHUMACHER ELEVATOR	0116420262000	20352	RPS MAINTENANCE KW	0.00	44.02
9001	132571	10/14/24	7677	SCHUMACHER ELEVATOR	0126020262000	20352	RPS MAINTENANCE RMS	0.00	241.00
TOTAL CHECK									285.02
9001	132572	10/14/24	7067	SHELL FLEET PLUS	0180020271000	20626	RPS TRANSPORTATION	0.00	340.30
9001	132574	10/14/24	3360	SOLUTION TREE	0116620110000	20330	RPS CUR/MEAD CU2500	0.00	769.00
9001	132574	10/14/24	3360	SOLUTION TREE	0116920110000	20330	RPS CUR/WW CU250015	0.00	769.00
9001	132574	10/14/24	3360	SOLUTION TREE	0126020110000	20330	RPS CUR/RMS CU25001	0.00	769.00
9001	132574	10/14/24	3360	SOLUTION TREE	0136020110000	20330	RPS CUR/RHS CU25001	0.00	769.00
9001	132574	10/14/24	3360	SOLUTION TREE	0180020221200	20330	RPS CUR/VMAC CU2500	0.00	769.00
TOTAL CHECK									3,845.00
9001	132576	10/14/24	7820	SPARK HIRE, INC.	0180020257000	20340	RPS HUMAN RESOURCES	0.00	3,687.20
9001	132577	10/14/24	5589	SPECTRUM PAINT	0116920262000	20430	RPS MAINTENANCE WW	0.00	72.89
9001	132578	10/14/24	6009	STERLING COMPUTERS	0180020258000	20734	AXIS VIDEO DECODERS	0.00	554.11
9001	132578	10/14/24	6009	STERLING COMPUTERS	0180020258000	20734	WARRANTY EXTENSION	0.00	2,306.00
TOTAL CHECK									2,860.11
9001	132581	10/14/24	3617	SUPERIOR LIGHTING I	0136020262000	20352	RPS MAINTENANCE RHS	0.00	6,517.97
9001	132581	10/14/24	3617	SUPERIOR LIGHTING I	0136020262000	20352	RPS MAINTENANCE RHS	0.00	-486.99
TOTAL CHECK									6,030.98
9001	132583	10/14/24	1138	TOTAL MARKETING, IN	0136020262000	20430	RPS MAINTENANCE RHS	0.00	1,892.00
9001	132584	10/14/24	7790	TRACY TONEY	0136020110000	20330	RPS STUDENT SERVICE	0.00	240.00
9001	132585	10/14/24	7782	TREASURED WORDS, LL	0116420215100	20320	RPS STUDENT SERVICE	0.00	5,937.30
9001	132587	10/14/24	7406	UNITE PRIVATE NETWO	0180020258000	20382	RPS TECHNOLOGY ADMI	0.00	2,947.25
9001	132587	10/14/24	7406	UNITE PRIVATE NETWO	0180020258000	20382	RPS TECHNOLOGY ADMI	0.00	2,947.25
TOTAL CHECK									5,894.50
9001	132588	10/14/24	7942	UNO SCHOOL OF MUSIC	0136020110094	20610	RALSTON HIGH HS2501	0.00	250.00
9001	132589	10/14/24	4832	VERIZON WIRELESS	0180020251000	20610	RPS TWO PHONES	0.00	80.02
9001	132589	10/14/24	4832	VERIZON WIRELESS	0180020271200	20530	RPS TRANSPORTATION	0.00	66.97
9001	132589	10/14/24	4832	VERIZON WIRELESS	0180020251000	20610	RPS HOTSPOTMANAGEME	0.00	25.33
9001	132589	10/14/24	4832	VERIZON WIRELESS	0180020251000	20610	RPS HOT SPOTS JOYCE	0.00	680.17
TOTAL CHECK									852.49
9001	132590	10/14/24	3506	VERNIER SOFTWARE &	0136020110050	20610	RALSTON HIGH HS2500	0.00	395.30
9001	132590	10/14/24	3506	VERNIER SOFTWARE &	0136020110050	20610	RALSTON HIGH HS2500	0.00	395.30
9001	132590	10/14/24	3506	VERNIER SOFTWARE &	0136020115000	20610	RALSTON HIGH HS2500	0.00	404.73
TOTAL CHECK									1,195.33
9001	132591	10/14/24	3227	VIRCO, INC.	0116720110000	20733	MOCKINGBIRD MB25000	0.00	3,289.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132592	10/14/24	6317	VISION SERVICE PLAN 01		9409	RPS OCTOBER 2024 PR	0.00	4,128.74
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS HIGH SCHOOL	0.00	2,375.12
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS HIGH SCHOOL	0.00	2,388.94
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS ADMIN/VMAC/CO	0.00	493.25
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS BLUMFIELD	0.00	500.81
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS BLUMFIELD	0.00	500.81
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS SEYMOUR	0.00	513.45
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS ADMIN/CO/VMAC	0.00	910.61
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS MEADOWS	0.00	559.61
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS MEADOWS	0.00	571.70
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS MOCKINGBIRD	0.00	592.49
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS MIDDLE SCHOOL	0.00	592.53
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS MIDDLE SCHOOL	0.00	592.53
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS MOCKINGBIRD	0.00	606.31
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS ADMIN/VMAC/CO	0.00	88.89
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS ADMIN/VMAC/CO	0.00	88.89
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS WILDEWOOD	0.00	309.59
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS WILDEWOOD	0.00	316.51
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS SEYMOUR	0.00	249.82
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS KAREN WESTERN	0.00	362.04
9001	132593	10/14/24	2406	WASTE MANAGEMENT OF	0180020261000	20629	RPS KAREN WESTERN	0.00	368.96
TOTAL CHECK									
9001	132594	10/14/24	7944	WATERLINK, INC.	0126020262000	20352	RPS MAINTENANCE RMS	0.00	330.75
9001	132594	10/14/24	7944	WATERLINK, INC.	0126020262000	20352	RPS MAINTENANCE RMS	0.00	330.75
TOTAL CHECK									
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS MIDDLE SCHOOL	0.00	233.64
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS WILDEWOOD	0.00	59.78
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS BLUMFIELD	0.00	59.83
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS KAREN WESTERN	0.00	59.83
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS MEADOWS	0.00	59.83
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS MOCKINGBIRD	0.00	59.83
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS SEYMOUR	0.00	59.83
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS HIGH SCHOOL	0.00	729.45
9001	132595	10/14/24	5925	WELLS FARGO FINANCI	0180020253000	20442	RPS ADMIN/VMAC/CO	0.00	552.98
TOTAL CHECK									
9001	132596	10/14/24	1286	WEST MUSIC COMPANY,	0116820110093	20610	SEYMOUR SE240032	0.00	79.00
9001	132597	10/14/24	6719	WESTLAKE ACE HARDWA	0180020262000	20610	RPS MAINTENANCE ADM	0.00	89.98
9001	132597	10/14/24	6719	WESTLAKE ACE HARDWA	0116720262000	20430	RPS MAINTENANCE MOC	0.00	18.75
9001	132597	10/14/24	6719	WESTLAKE ACE HARDWA	0180020262000	20610	RPS MAINTENANCE ADM	0.00	19.99
9001	132597	10/14/24	6719	WESTLAKE ACE HARDWA	0136020262000	20430	RPS MAINTENANCE RHS	0.00	21.36
9001	132597	10/14/24	6719	WESTLAKE ACE HARDWA	0126020262000	20430	RPS MAINTENANCE RMS	0.00	28.53
9001	132597	10/14/24	6719	WESTLAKE ACE HARDWA	0180020271200	20430	RPS TRANSPORTATION	0.00	33.18
TOTAL CHECK									
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0116320262000	20352	RPS MAINTENANCE BLU	0.00	50.00
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0116420262000	20352	RPS MAINTENANCE KW	0.00	50.00

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0116620262000	20352	RPS MAINTENANCE MEA	0.00	50.00
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0116720262000	20352	RPS MAINTENANCE MOC	0.00	50.00
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0116820262000	20352	RPS MAINTENANCE SEY	0.00	50.00
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0116920262000	20352	RPS MAINTENANCE WW	0.00	50.00
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0180020262000	20352	RPS MAINTENANCE ADM	0.00	70.00
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0126020262000	20352	RPS MAINTENANCE RMS	0.00	60.00
9001	132598	10/14/24	6491	WHAT'S BUGGIN' YA	0136020262000	20352	RPS MAINTENANCE RHS	0.00	60.00
TOTAL CHECK									490.00
9001	132599	10/14/24	742	WILLIAM V MACGILL &	0116720213000	20610	MOCKINGBIRD MB25001	0.00	7.56
9001	132599	10/14/24	742	WILLIAM V MACGILL &	0116720213000	20610	MOCKINGBIRD MB25001	0.00	81.90
TOTAL CHECK									89.46
9001	132600	10/14/24	6229	WORKFIT, INC	0180020257000	20340	RPS HUMAN RESOURCES	0.00	144.00
9001	132600	10/14/24	6229	WORKFIT, INC	0180020257000	20340	RPS HUMAN RESOURCES	0.00	72.00
9001	132600	10/14/24	6229	WORKFIT, INC	0180020257000	20340	RPS HUMAN RESOURCES	0.00	72.00
TOTAL CHECK									288.00
9001	132601	10/14/24	6866	ZTRIP (WHC NE, LLC)	0180020271000	20510	RPS TRANSPORTATION	0.00	907.20
9001	132601	10/14/24	6866	ZTRIP (WHC NE, LLC)	0180020271200	20510	RPS SS/TRANSPORTATI	0.00	2,176.62
9001	132601	10/14/24	6866	ZTRIP (WHC NE, LLC)	0180020271200	20510	RPS TRANSPORTATION	0.00	4,239.54
TOTAL CHECK									7,323.36
9001	132602	10/14/24	7799	AARON J BREDEKAMP	0180020251000	20333	REIMBURSED10/2&3/20	0.00	134.00
9001	132602	10/14/24	7799	AARON J BREDEKAMP	0180020251000	20333	REIMBURSE9/18-27/20	0.00	296.14
TOTAL CHECK									430.14
9001	132605	10/14/24	2672	JASON M BUCKINGHAM	0180020232000	20333	REIMBURSED9/25-30/2	0.00	134.00
9001	132606	10/14/24	5109	JASON W FINK	0180020258000	20333	REIMBURSED9/13-25/2	0.00	92.46
9001	132608	10/14/24	5610	MELISSA STOLLEY	0180020249000	20333	REIMBURSE8/14-9/19/	0.00	259.32
9001	132611	10/14/24	2039	RYAN PIVONKA	0136020241000	20333	REIMBURSE8/7-9/28/2	0.00	54.94
9001	132612	10/14/24	6496	LAURA M PROCHASKA	0136020110000	20333	REIMBURSE9/4-26/202	0.00	61.08
9001	132613	10/14/24	3150	CHRISTINE REDEMSKE	0116920353500	20333	REIMBURSE8/21-9/20/	0.00	27.82
9001	132615	10/14/24	1635	MICHAEL J RUPPRECHT	0180020257000	20580	REIMBURSED 9/5/2024	0.00	239.99
9001	132616	10/14/24	4527	LISA SCHROEDER	0116620241000	20333	REIMBURSED9/25-27/2	0.00	237.18
9001	132618	10/14/24	1209	STEVE E SNODGRASS	0180020641800	20330	REIMBURSED 10/25/24	0.00	18.79
9001	132619	10/14/24	4814	STACY MCCORMICK	0116720640800	20333	REIMBURSE8/1-9/20/2	0.00	67.00
9001	132620	10/14/24	7602	WENDY E STANGE	0116420350000	20333	REIMBURSE8/22-9/20/	0.00	8.75
9001	132620	10/14/24	7602	WENDY E STANGE	0116920350000	20333	REIMBURSE8/22-9/20/	0.00	8.75
9001	132620	10/14/24	7602	WENDY E STANGE	0116620350000	20333	REIMBURSE8/22-9/20/	0.00	8.76
9001	132620	10/14/24	7602	WENDY E STANGE	0116320350000	20333	REIMBURSE8/22-9/20/	0.00	8.76
TOTAL CHECK									35.02

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 17  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132623	10/14/24	7520	ERICA A URBACH	0116320120000	20610	BLUMFIELD COOKINGAC	0.00	53.92
9001	132624	10/14/24	7941	COURTNIE L WENDT	0116320640800	20333	REIMBURSE8/19-9/23/	0.00	119.94
9001	132625	10/14/24	7872	GARY WESTBROOK	0180020258000	20333	REIMBURSE8/26-9/25/	0.00	147.88
9001	132626	10/14/24	7798	SARA E ZABROWSKI-GA	0180020221200	20333	REIMBURSE10/3-4/202	0.00	128.64
9001	132627	10/14/24	7502	ASCEND STAFFING	0136020261000	20340	RHS CUSTODIAN PERRY	0.00	887.19
9001	132628	10/14/24	1476	D & D LASER, INC	0116920110000	20650	WILDEWOOD WW250004	0.00	863.80
9001	132629	10/14/24	6625	ESU #10	0126020120000	20330	RPS SS STEPS TRAINI	0.00	160.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0126020353500	20610	RPS HAL REDEMSKE, C	0.00	180.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0180020641800	20330	RPS STUDENT SERVICE	0.00	30.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0180020221200	20320	RPS CURRICULUM/T&L	0.00	40.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0136020110000	20330	RPS HIGH SCHOOL	0.00	40.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116320120000	20330	RPS JOHNSON, MALIA	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116420120000	20330	RPS ALLEN, NANCY	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116920120000	20330	RPS RIVAS, STEVEN	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0180020249000	20320	RPS STUDENT SERVICE	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116320110000	20330	RPS BLUMFIELD	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116420110000	20330	RPS KAREN WESTERN	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116620110000	20330	RPS MEADOWS	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116720110001	20330	RPS MOCKINGBIRD	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116820110000	20330	RPS SEYMOUR	0.00	20.00
9001	132630	10/14/24	5993	ESU #3/METRO REGION	0116920110000	20330	RPS WILDEWOOD	0.00	20.00
TOTAL CHECK									490.00
9001	132631	10/14/24	7658	FLOCELIA KINNEY	0180020271200	20332	REIMBURSE9/3-30/202	0.00	173.13
9001	132632	10/14/24	272	FOLLETT SCHOOL SOLU	0126020222000	20640	RALSTONMIDDLEMS2500	0.00	240.92
9001	132633	10/14/24	2812	FONTENELLE FOREST	0180020271000	20340	RPS FT/WILDEWOOD	0.00	288.75
9001	132633	10/14/24	2812	FONTENELLE FOREST	0180020271000	20340	RPS FT/WILDEWOOD	0.00	367.50
TOTAL CHECK									656.25
9001	132634	10/14/24	347	GOPHER SPORT/SPARK	0116320120000	20610	RPS STUDENT SERVICE	0.00	169.86
9001	132635	10/14/24	6030	HAMPTON INN - KEARN	0126020120000	20320	RPS COMPTON, KELLY	0.00	398.00
9001	132635	10/14/24	6030	HAMPTON INN - KEARN	0126020120000	20330	RPS ZIEMER, ERICA	0.00	398.00
9001	132635	10/14/24	6030	HAMPTON INN - KEARN	0126020120000	20330	RPS JENSEN, BRIANNA	0.00	398.00
9001	132635	10/14/24	6030	HAMPTON INN - KEARN	0126020120000	20330	RPS MADISON, KELLY	0.00	398.00
TOTAL CHECK									1,592.00
9001	132637	10/14/24	6960	THE HOME DEPOT PRO	0116820261000	20610	RPS CUSTODIAL SEY	0.00	394.96
9001	132637	10/14/24	6960	THE HOME DEPOT PRO	0116820261000	20610	RPS CUSTODIAL MEAD	0.00	168.41
9001	132637	10/14/24	6960	THE HOME DEPOT PRO	0116820261000	20610	RPS CUSTODIAL SEY	0.00	168.41
9001	132637	10/14/24	6960	THE HOME DEPOT PRO	0116720261000	20610	RPS CUSTODIAL MOCK	0.00	141.66
9001	132637	10/14/24	6960	THE HOME DEPOT PRO	0180020261000	20610	RPS CUSTODIAL ADMI	0.00	193.16

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 18  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RPS CUSTODIAL SEY	0.00	210.93
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RPS CUSTODIAL SEY	0.00	236.10
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	RPS CUSTODIAL BLUM	0.00	35.55
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	RPS CUSTODIAL BLUM	0.00	39.76
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RPS CUSTODIAL MOCK	0.00	32.27
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RPS CUSTODIAL MOCK	0.00	32.28
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RPS CUSTODIAL MOCK	0.00	47.22
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	RPS CUSTODIAL MEAD	0.00	48.23
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	RPS CUSTODIAL ADMI	0.00	49.60
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	RPS CUSTODIAL ADMI	0.00	51.34
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	RPS CUSTODIAL ADMI	0.00	51.34
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RPS CUSTODIAL MOCK	0.00	73.52
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RPS CUSTODIAL MOCK	0.00	79.52
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116420261000	20610	RENOWN 20 IN. WALK	0.00	4,050.00
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	PROTEAM COMMERCIAL-	0.00	47.84
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0136020261000	20610	RUBBERMAID COMMERC	0.00	369.14
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116920261000	20610	PROTEAM 10 QT. MICR	0.00	30.64
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	RUBBERMAID COMMERC	0.00	39.42
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	28 OZ. 16 IN. X 19	0.00	5.86
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	RENOWN 16 IN. X 16	0.00	9.68
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	REJUVENATE 128 OZ.	0.00	31.15
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	CREW 32 OZ. CLINGIN	0.00	32.85
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	NABC NABC 1 GALLON	0.00	32.78
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	SPITFIRE 32 OZ. POW	0.00	47.90
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	PROPLUS 6 IN. HEAVY	0.00	22.34
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	RUBBERMAID COMMERC	0.00	26.56
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	28 OZ. 16 IN. X 19	0.00	10.75
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	CREW 32 OZ. CLINGIN	0.00	30.13
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	SSE CARPET PRESPRAY	0.00	24.12
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	RENOWN SUPER-SORB L	0.00	33.72
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	205.61
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	33.84
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RENOWN 60 IN. LOOP	0.00	25.49
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	44.29
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	105.21
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RENOWN 60 IN. CUT E	0.00	15.46
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	MISTY MISTY DUST MO	0.00	235.65
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	PROTEAM KOVER MULTI	0.00	119.64
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	PROTEAM EZ GLIDE FL	0.00	63.60
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	BIOESQUE 1 GAL. BOT	0.00	33.41
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0180020261000	20610	RYOBI ONE+ 18V CORD	0.00	68.90
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	48.40
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RENOWN 60 IN. X 5 I	0.00	7.44
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RENOWN 24 IN. X 5 I	0.00	1.04
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	43.89
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	16.77
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RUBBERMAID COMMERC	0.00	17.82
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	RUBBERMAID COMMERC	0.00	24.67
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	RUBBERMAID COMMERC	0.00	40.31
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116920261000	20610	RUBBERMAID COMMERC	0.00	234.57
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	RENOWN 20 IN. WHITE	0.00	14.16
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	RUBBERMAID COMMERC	0.00	37.16

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 19  
 ACCTPA21

SELECTION CRITERIA: transact.chk\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	28 OZ. 16 IN. X 19	0.00	5.52
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	RENOWN 16 IN. X 16	0.00	9.12
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	CREW 32 OZ. CLINGIN	0.00	92.88
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	NABC NABC 1 GALLON	0.00	61.80
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	SPARTAN CHEMICAL CO	0.00	23.59
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	SPARTAN PROTECT 128	0.00	53.90
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	SPITFIRE 32 OZ. POW	0.00	90.30
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	REJUVENATE 128 OZ.	0.00	117.45
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	KORALEX II 4 FT. X	0.00	47.73
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	VALLEY FORGE FLAG 3	0.00	22.60
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RUBBERMAID COMMERCI	0.00	17.76
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RENOWN 20 IN. WHITE	0.00	6.77
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RENOWN 20 IN. RED B	0.00	6.77
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RUBBERMAID COMMERCI	0.00	86.65
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RUBBERMAID COMMERCI	0.00	8.70
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RUBBERMAID COMMERCI	0.00	114.78
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RUBBERMAID COMMERCI	0.00	20.76
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RENOWN 16 IN. X 16	0.00	8.72
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	28 OZ. 16 IN. X 19	0.00	15.83
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RENOWN VACUUM BAG F	0.00	4.93
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RENOWN VACUUM BAG F	0.00	4.98
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	DUST WAND HI RISE D	0.00	4.91
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	REJUVENATE 128 OZ.	0.00	56.14
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	DAMP MOP 1 GALLON L	0.00	12.21
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	SPITFIRE 32 OZ. POW	0.00	21.58
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	CREW 32 OZ. CLINGIN	0.00	14.80
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	NABC NABC 1 GALLON	0.00	14.77
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	SPARTAN CHEMICAL CO	0.00	11.27
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	HOSPITAL SPECIALTY	0.00	6.78
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	SPARTAN PROTECT 128	0.00	25.76
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	RENOWN SUPER-SORB L	0.00	16.56
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116820261000	20610	SQUARE SCRUB DOODLE	0.00	13.87
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116720261000	20610	RPS CUSTODIAL MOCK	0.00	28.76
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0136020261000	20610	RPS CUSTODIAL RHS	0.00	7.19
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116620261000	20610	RPS CUSTODIAL MEAD	0.00	7.19
9001	132637	10/14/24	6960	THE HOME DEPOT	PRO 0116320261000	20610	RPS CUSTODIAL BLUM	0.00	14.38
TOTAL CHECK									9,414.18
9001	132638	10/14/24	2781	HOPE MEDICAL OUTREA	0116320115000	20320	RPS ELL BLUMFIELD	0.00	87.50
9001	132638	10/14/24	2781	HOPE MEDICAL OUTREA	0116320115000	20320	RPS ELL BLUMFIELD	0.00	35.00
TOTAL CHECK									122.50
9001	132639	10/14/24	7487	HOSA -FUTURE HEALTH	0136020110001	20610	RALSTON HIGH HS2501	0.00	180.00
9001	132640	10/14/24	2715	HY-VEE GAS	0136020110050	20610	RPS HIGH SCHOOL	0.00	148.27
9001	132640	10/14/24	2715	HY-VEE GAS	0136020120000	20610	RPS STUDENT SERVICE	0.00	329.34
9001	132640	10/14/24	2715	HY-VEE GAS	0126020110060	20630	RPS MIDDLE SCHOOL	0.00	343.83
9001	132640	10/14/24	2715	HY-VEE GAS	0180020232000	20610	RPS ADMIN/VMAC/CO	0.00	43.92
9001	132640	10/14/24	2715	HY-VEE GAS	0180020340000	20610	RPS MOCKINGBIRD	0.00	122.12
9001	132640	10/14/24	2715	HY-VEE GAS	0116320120000	20610	RPS BLUMFIELD	0.00	54.95
9001	132640	10/14/24	2715	HY-VEE GAS	0180020271000	20626	RPS TRANSPORTATION	0.00	505.17
9001	132640	10/14/24	2715	HY-VEE GAS	0180020271000	20510	RPS TRANSPORTATION	0.00	1,129.37

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 20  
 ACCTPA21

SELECTION CRITERIA: transact.chk\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 01 - GENERAL FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132640	10/14/24	2715	HY-VEE GAS	0180020262000	20626	RPS MAINTENANCE	0.00	1,929.43
9001	132640	10/14/24	2715	HY-VEE GAS	0180020271200	20626	RPS TRANSPORTATION	0.00	3,455.76
9001	132640	10/14/24	2715	HY-VEE GAS	0136020110060	20610	RPS HIGH SCHOOL	0.00	28.53
TOTAL CHECK									8,090.69
9001	132641	10/14/24	7448	KNOWBE4, INC.	0180020258000	20735	1 YEAR LICENSE FOR	0.00	6,858.50
9001	132642	10/14/24	6977	LA QUINTA BY WYNDHA	0180020641800	20330	RPS STUDENT SERVICE	0.00	435.00
9001	132642	10/14/24	6977	LA QUINTA BY WYNDHA	0180020641800	20330	RPS STUDENT SERVICE	0.00	435.00
9001	132642	10/14/24	6977	LA QUINTA BY WYNDHA	0180020641800	20330	RPS STUDENT SERVICE	0.00	435.00
9001	132642	10/14/24	6977	LA QUINTA BY WYNDHA	0180020641800	20330	RPS STUDENT SERVICE	0.00	435.00
9001	132642	10/14/24	6977	LA QUINTA BY WYNDHA	0180020641800	20330	RPS STUDENT SERVICE	0.00	435.00
TOTAL CHECK									2,175.00
9001	132643	10/14/24	797	NCSA	0180020120000	20330	RPS STOLLEY&HETTENB	0.00	300.00
9001	132643	10/14/24	797	NCSA	0180020251000	20330	RPS BREDEKAMP, AARO	0.00	240.00
TOTAL CHECK									540.00
9001	132644	10/14/24	2634	NASB	0180020256000	20330	RPS FREDERICK, JIM	0.00	361.00
9001	132644	10/14/24	2634	NASB	0180020258000	20330	RPS JASON FINK	0.00	361.00
9001	132644	10/14/24	2634	NASB	0180020249000	20330	RPS STOLLEY, MELISSA	0.00	361.00
9001	132644	10/14/24	2634	NASB	0180020231000	20320	RPS WILLEY, SAMANTHA	0.00	397.00
9001	132644	10/14/24	2634	NASB	0180020231000	20320	RPS BOE ROARTY, MARY	0.00	397.00
9001	132644	10/14/24	2634	NASB	0180020232000	20330	RPS BUCKINGHAM, JASO	0.00	397.00
9001	132644	10/14/24	2634	NASB	0180020221200	20330	RPS HARLEY, ANNE	0.00	397.00
9001	132644	10/14/24	2634	NASB	0180020251000	20330	RPS BREDEKAMP, AARO	0.00	397.00
9001	132644	10/14/24	2634	NASB	0180020231000	20320	RPS RICHARDS, ROBIN	0.00	427.00
9001	132644	10/14/24	2634	NASB	0180020231000	20320	RPS BOE HOUGH, CARRI	0.00	461.00
9001	132644	10/14/24	2634	NASB	0180020231000	20320	RPS BOE KUMRU, ELIZA	0.00	491.00
9001	132644	10/14/24	2634	NASB	0180020231000	20320	RPS BOE KRAUSE, KATI	0.00	527.00
9001	132644	10/14/24	2634	NASB	0180020257000	20330	RPS RUPPRECHT, MIKE	0.00	527.00
TOTAL CHECK									5,501.00
9001	132645	10/14/24	1573	NASCD	0180020221200	20810	RPS ZABROWSKI-G, SAR	0.00	40.00
TOTAL CASH ACCOUNT								0.00	601,987.26
TOTAL FUND								0.00	601,987.26

EFINANCE - POWERSCHOOL  
DATE: 10/11/2024  
TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
CHECK REGISTER - BY FUND

PAGE NUMBER: 21  
ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
ACCOUNTING PERIOD: 2/25

FUND - 02 - DEPRECIATION

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132557	10/14/24	6009	STERLING COMPUTERS	0280020110000.	20734	RHS SERVING LINE(ST	0.00	2,612.19
TOTAL CASH ACCOUNT								0.00	2,612.19
TOTAL FUND								0.00	2,612.19

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 22  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 06 - FOOD SERVICE

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132547	10/14/24	7053	O'FLAHERTY SERVICES	0626020310000	20340	RPS FOOD SERVICES R	0.00	246.20
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616820310000	20340	RPS FOOD SERVICES	0.00	6,924.43
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616420310000	20340	RPS FOOD SERVICES	0.00	6,294.94
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0680020310000	20340	RPS FOOD SERVICES	0.00	2,087.24
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616420310000	20340	RPS FOOD SERVICES	0.00	9,348.44
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616920310000	20340	RPS FOOD SERVICES	0.00	9,547.32
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616620310000	20340	RPS FOOD SERVICES	0.00	10,071.90
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616820310000	20340	RPS FOOD SERVICES	0.00	10,283.28
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616720310000	20340	RPS FOOD SERVICES	0.00	11,435.80
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616320310000	20340	RPS FOOD SERVICES	0.00	12,065.30
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616920310000	20340	RPS FOOD SERVICES	0.00	14,178.48
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0626020310000	20340	RPS FOOD SERVICES	0.00	14,793.10
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616620310000	20340	RPS FOOD SERVICES	0.00	14,957.50
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616720310000	20340	RPS FOOD SERVICES	0.00	16,983.00
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0616320310000	20340	RPS FOOD SERVICES	0.00	17,917.84
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0626020310000	20340	RPS FOOD SERVICES	0.00	21,968.84
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0636020310000	20340	RPS FOOD SERVICES	0.00	33,782.83
9001	132573	10/14/24	5077	SODEXO, INC & AFFIL	0636020310000	20340	RPS FOOD SERVICES	0.00	50,169.96
TOTAL CHECK								0.00	262,810.20
9001	132589	10/14/24	4832	VERIZON WIRELESS	0680020310000	20530	RPS FOOD SERVICES	0.00	65.86
9001	132614	10/14/24	7889	NICOLE RICCOBON	0680020310000	20333	REIMBURSE3/27-7/10/	0.00	134.61
9001	132617	10/14/24	4476	ANNA M SIEDLIK	0636020310000	20610	RPS/RHS BUNS&PASTA	0.00	36.82
TOTAL CASH ACCOUNT								0.00	263,293.69
TOTAL FUND								0.00	263,293.69

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 23  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 08 - SPECIAL BUILDING

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT	
9001	132442	10/14/24	6959	BCDM ARCHITECTS	0816720430000	20350	RPS MOCKINGBIRD	0.00	13,457.64	
9001	132442	10/14/24	6959	BCDM ARCHITECTS	0836020430000	20350	RPS HIGH SCHOOL	0.00	109,252.43	
9001	132442	10/14/24	6959	BCDM ARCHITECTS	0826020430000	20350	RPS MIDDLE SCHOOL	0.00	8,072.53	
9001	132442	10/14/24	6959	BCDM ARCHITECTS	0816820430000	20350	RPS SEYMOUR	0.00	4,768.82	
TOTAL CHECK									0.00	135,551.42
9001	132443	10/14/24	7137	DATAVIZION, LLC	0816820470000	20733	RPS SEYMOUR	0.00	2,325.00	
9001	132475	10/14/24	7940	FLUID MECHANICAL, L	0836020470000	20450	RPS HIGH SCHOOL	0.00	13,696.99	
9001	132475	10/14/24	7940	FLUID MECHANICAL, L	0836020470000	20450	RPS HIGH SCHOOL	0.00	123,273.01	
TOTAL CHECK									0.00	136,970.00
9001	132498	10/14/24	7734	JAMCO ABATEMENT SER	0816720470000	20450	RPS MOCKINGBIRD	0.00	138,680.00	
9001	132499	10/14/24	7735	JIFFY LEVENSON'S SU	0816820470000	20733	RPS SEYMOUR	0.00	966.35	
9001	132500	10/14/24	7410	KANSAS CITY AUDIO -	0826020470000	20733	RPS MIDDLE SCHOOL	0.00	145,857.24	
9001	132501	10/14/24	7904	KING'S MOVING, LLC	0816820470000	20810	RPS SEYMOUR MOVE	0.00	3,200.00	
9001	132501	10/14/24	7904	KING'S MOVING, LLC	0816820470000	20810	RPS SEYMOUR MOVE	0.00	3,600.00	
9001	132501	10/14/24	7904	KING'S MOVING, LLC	0816820470000	20810	RPS SEYMOUR MOVE	0.00	2,200.00	
TOTAL CHECK									0.00	9,000.00
9001	132502	10/14/24	4768	LAMP RYNEARSON & AS	0816720430000	20350	RPS MOCKINGBIRD	0.00	571.09	
9001	132502	10/14/24	4768	LAMP RYNEARSON & AS	0836020470000	20810	RPS HIGH SCHOOL	0.00	2,000.00	
TOTAL CHECK									0.00	2,571.09
9001	132558	10/14/24	6009	STERLING COMPUTERS	0826020470000	20733	AXIS VIDEO DECODERS	0.00	554.11	
9001	132558	10/14/24	6009	STERLING COMPUTERS	0836020470000	20733	AXIS VIDEO DECODERS	0.00	1,108.22	
TOTAL CHECK									0.00	1,662.33
9001	132586	10/14/24	7562	THE WEITZ COMPANY	0836020470000	20450	RPS HIGH SCHOOL	0.00	23,329.00	
9001	132586	10/14/24	7562	THE WEITZ COMPANY	0816320470000	20450	RPS BLUMFIELD	0.00	85,976.00	
9001	132586	10/14/24	7562	THE WEITZ COMPANY	0826020470000	20450	RPS MIDDLE SCHOOL	0.00	287,957.00	
9001	132586	10/14/24	7562	THE WEITZ COMPANY	0816820470000	20450	RPS SEYMOUR	0.00	323,806.00	
TOTAL CHECK									0.00	721,068.00
TOTAL CASH ACCOUNT								0.00	1,294,651.43	
TOTAL FUND								0.00	1,294,651.43	

EFINANCE - POWERSCHOOL  
 DATE: 10/11/2024  
 TIME: 13:27:05

RALSTON PUBLIC SCHOOLS  
 CHECK REGISTER - BY FUND

PAGE NUMBER: 24  
 ACCTPA21

SELECTION CRITERIA: transact.ck\_date='20241014'  
 ACCOUNTING PERIOD: 2/25

FUND - 10 - COOPERATIVE FUND

CASH ACCT	CHECK NO	ISSUE DT	VENDOR	NAME	ORG. KEY	ACCNT	----DESCRIPTION----	SALES TAX	AMOUNT
9001	132472	10/14/24	6024	NICOLE CHRISTY	1080020215100	20320	RPS SS/SUBURBAN	0.00	330.00
9001	132512	10/14/24	7131	JUST FOR KIDS, INC.	1080020215100	20320	RPS SUBURBAN SCHOOL	0.00	180.00
9001	132575	10/14/24	7631	SOUTHPAW INTERPRETI	1080020215100	20320	RPS SS/SUBURBAN	0.00	300.00
9001	132575	10/14/24	7631	SOUTHPAW INTERPRETI	1080020215100	20320	RPS SS/SUBURBAN	0.00	300.00
9001	132575	10/14/24	7631	SOUTHPAW INTERPRETI	1080020215100	20320	RPS SS/SUBURBAN	0.00	575.00
9001	132575	10/14/24	7631	SOUTHPAW INTERPRETI	1080020215100	20320	RPS SS/SUBURBAN	0.00	200.00
TOTAL CHECK								0.00	1,375.00
9001	132579	10/14/24	2835	SARAH A STOREY	1080020215100	20320	RPS SS/SUBURBAN	0.00	7,573.50
9001	132579	10/14/24	2835	SARAH A STOREY	1080020215100	20320	RPS SS/SUBURBAN	0.00	4,779.00
TOTAL CHECK								0.00	12,352.50
9001	132580	10/14/24	6297	SUNSHINE COTTAGE SC	1080020215100	20610	RPS SS/SUBUR SS2500	0.00	500.00
9001	132582	10/14/24	6987	SUPPORTING SUCCESS/	1080020215100	20610	RPS SS/SUBUR SS2500	0.00	347.86
9001	132603	10/14/24	5606	KILEY R. FRANS	1080020215100	20333	REIMBURSE8/21-9/20/	0.00	1,090.22
9001	132604	10/14/24	7911	MOLLIE M FRAZIER	1080020215100	20333	REIMBURSE8/20-9/19/	0.00	671.54
9001	132607	10/14/24	4022	TRACY LOUCKS	1080020215100	20333	REIMBURSE8/20-9/20/	0.00	840.18
9001	132609	10/14/24	6350	KIMBERLEE M HASKETT	1080020215100	20333	REIMBURSE8/27-9/20/	0.00	944.03
9001	132610	10/14/24	7928	JAZZI MILLS	1080020215100	20333	REIMBURSE8/21-9/19/	0.00	15.01
9001	132621	10/14/24	7606	JERA L STERNER	1080020215100	20333	REIMBURSE8/20-9/20/	0.00	1,077.36
9001	132622	10/14/24	5094	TIARRA MCGOWAN	1080020215100	20333	REIMBURSE8/26-9/20/	0.00	458.48
TOTAL CASH ACCOUNT								0.00	20,182.18
TOTAL FUND								0.00	20,182.18
TOTAL REPORT								0.00	2,182,726.75

**RALSTON PUBLIC SCHOOLS**  
**FINANCIAL REPORT TO THE BOARD OF EDUCATION**  
**POOLED CASH - BANK RECONCILIATION**  
**September 30, 2024**

	08/31/2024 Thru 09/30/2024	08/31/2023 Thru 09/30/2023
Book Balance - Beginning of month	\$13,104,220.53	\$12,615,112.20
Total Receipts	\$1,933,219.97	\$1,585,854.74
Monthly Disbursements	<u>(3,997,217.05)</u>	<u>(4,015,938.79)</u>
Reconciled Book Balance - End of Month	<b>\$11,040,223.45</b>	<b>\$10,185,028.15</b>
Building fund loan	\$0.00	\$0.00
Depreciation fund loan	\$0.00	\$0.00
Transfer to Depreciation	\$0.00	\$0.00
Actual Book Balance - End of Month	<b>\$11,040,223.45</b>	<b>\$10,185,028.15</b>
Bank Balance -Beginning of month	\$13,775,311.87	\$13,189,878.38
Deposits	\$1,933,774.65	\$1,596,071.38
Interest	<u>2,766.01</u>	<u>2,705.34</u>
Total Receipts	1,936,540.66	1,598,776.72
Total Warrants	<u>(3,615,977.06)</u>	<u>(4,002,843.12)</u>
Bank Balance - End of month	12,095,875.47	10,785,811.98
Outstanding deposits	0.00	0.00
Bank clearing error	(48.04)	(48.04)
Less Outstanding Checks/Wires	<u>(1,055,603.98)</u>	<u>(600,735.79)</u>
Reconciled Bank Balance - End of month	<b>\$11,040,223.45</b>	<b>\$10,185,028.15</b>

September

Percent of Year Completed

8.3%

RECEIPTS

ACCOUNT	ANTICIPATED	M-T-D RECEIVED 2024-25	Y-T-D RECEIVED 2024-25	Y-T-D RECEIVED 2023-24	Year To Date %Received	
					2024-25	2023-24
Local District Taxes	\$22,103,725	\$1,420,763.13	\$1,420,763.13	\$1,169,517	6.4%	5.6%
Pro-Rata Motor Vehicle Tax	\$45,000	\$0.00	\$0.00	\$0	0.0%	0.0%
Motor Vehicle Tax	\$3,500,000	\$350,880.23	\$350,880.23	\$317,493	10.0%	8.4%
Homestead Exemption Tax	\$365,000	\$0.00	\$0.00	\$0	0.0%	0.0%
Tuition from Individuals	\$0	\$0.00	\$0.00	\$0	0.0%	0.0%
Tuition (Other Dist)	\$0	\$0.00	\$0.00	\$0	0.0%	0.0%
Interest on Investments	\$20,000	\$2,766.01	\$2,766.01	\$2,705	13.8%	9.0%
Local License/Police Court	\$30,000	\$5,578.11	\$5,578.11	\$5,327	18.6%	17.8%
Other Local Revenue	\$1,000	\$0.00	\$0.00	\$0	0.0%	0.0%
County Fines & Licenses	\$70,000	\$9,036.39	\$9,036.39	\$7,042	12.9%	10.1%
State Aid	\$10,697,192	\$0.00	\$0.00	\$0	0.0%	0.0%
Spec Ed Programs	\$4,188,028	\$14,732.23	\$14,732.23	\$26,286	0.4%	0.6%
Special Ed Transportation	\$240,000	\$0.00	\$0.00	\$0	0.0%	0.0%
State Apportionment	\$385,000	\$0.00	\$0.00	\$0	0.0%	0.0%
Public Power Dist Sales Tax	\$3,950,000	\$7.43	\$7.43	\$0	0.0%	0.0%
Cash Reserve	\$0	\$0.00	\$0.00	\$0	0.0%	0.0%
<b>TOTAL</b>	<b>\$45,594,945</b>	<b>\$1,803,763.53</b>	<b>\$1,803,763.53</b>	<b>\$1,528,370.23</b>	<b>4.0%</b>	<b>3.5%</b>

DISBURSEMENTS

CATEGORY	BUDGET	M-T-D DISBURSED 2024-25	Y-T-D DISBURSED 2024-25	Y-T-D DISBURSED 2023-24	Year To Date % Disbursed	
					2024-25	2023-24
Instructional Services	\$23,784,986	\$1,695,632.93	\$1,695,632.93	\$1,713,267	7.1%	7.5%
Support Services						
Special Education	\$6,616,885	\$467,175.19	\$467,175.19	\$409,922	7.1%	6.2%
Pupil Services	\$1,589,405	\$122,640.41	\$122,640.41	\$158,906	7.7%	11.0%
Staff Services	\$2,709,955	\$199,761.98	\$199,761.98	\$250,097	7.4%	9.5%
General Administration	\$1,051,085	\$67,546.85	\$67,546.85	\$64,438	6.4%	6.3%
School Administration	\$2,623,534	\$211,511.21	\$211,511.21	\$219,051	8.1%	8.6%
Business	\$843,768	\$44,802.83	\$44,802.83	\$42,058	5.3%	5.1%
Operation of Plant	\$3,717,962	\$244,445.72	\$244,445.72	\$273,005	6.6%	7.8%
Maintenance of Plant	\$1,165,066	\$71,300.87	\$71,300.87	\$86,438	6.1%	7.7%
Pupil Transportation	\$1,492,299	\$41,251.92	\$41,251.92	\$47,969	2.8%	3.3%
<b>TOTAL</b>	<b>\$45,594,945</b>	<b>\$3,166,069.91</b>	<b>\$3,166,069.91</b>	<b>\$3,265,150.46</b>	<b>6.9%</b>	<b>7.4%</b>
<b>REVENUE OVER EXPENSE</b>	<b>\$0</b>	<b>(\$1,362,306)</b>	<b>(\$1,362,306)</b>	<b>(\$1,736,780)</b>	<b>-3.0%</b>	<b>-3.9%</b>

**Ralston Schools Building Fund  
Sep-24**

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
BUILDING FUND	\$642,971.66	\$3,140,627.45	(2,177,732.46)	\$1,605,866.65
NSDLAF	\$36,280,072.58	\$139,877.06	(3,000,000.00)	\$33,419,949.64
<b>TOTAL</b>	<b>\$36,923,044.24</b>	<b>\$3,280,504.51</b>	<b>(5,177,732.46)</b>	<b>\$35,025,816.29</b>

**RALSTON SCHOOLS BOND FUND  
Sep-24**

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
BOND FUND	\$5,678,981.55	260,878.20	-	\$5,939,859.75
INVESTED -US Treas Bills	-	-	-	\$0.00
<b>TOTAL</b>	<b>\$5,678,981.55</b>	<b>\$260,878.20</b>	<b>-</b>	<b>\$5,939,859.75</b>

**LUNCH PROGRAM INCOME STATEMENT  
Sep-24**

	Sep-24	2024-25 YTD
<b>Revenues:</b>		
Lunch program	\$67,422.39	\$67,422.39
Federal funding	0.00	\$0.00
Catering income	0.00	\$0.00
Interest	1,303.51	\$1,303.51
Grants	0.00	\$0.00
<b>Total Revenues</b>	<b>\$68,725.90</b>	<b>\$68,725.90</b>
<b>Expenses:</b>		
Salaries	\$68,959.05	\$68,959.05
Supplies	16,441.67	\$16,441.67
Repairs/Equip	0.00	\$0.00
Miscellaneous	283.36	\$283.36
<b>Total Expenses</b>	<b>\$85,684.08</b>	<b>\$85,684.08</b>
<b>Net Income (Loss)</b>	<b>(\$16,958.18)</b>	<b>(\$16,958.18)</b>

**Ralston Schools Quality Capital Purpose Undertaking Fund  
Sep-24**

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
QCPU FUND	\$ 270.35	\$ -	\$ (14.91)	\$ 255.44
QCPUF BOND FUND	\$ 1,750.46	\$ -	\$ (39.11)	\$ 1,711.35
<b>TOTAL</b>	<b>\$ 2,020.81</b>	<b>\$ -</b>	<b>\$ (54.02)</b>	<b>\$ 1,966.79</b>

**Ralston Schools Depreciation Fund  
Sep-24**

FUND NAME	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE	
	Aug	Sep	Sep	Sep	Sep
Depreciation Fund	\$ 3,217,170.23	\$ 682.94	\$ (1,675.00)	\$ 3,216,178.17	
<b>TOTAL</b>	<b>\$3,217,170.23</b>	<b>\$682.94</b>	<b>(\$1,675.00)</b>	<b>\$3,216,178.17</b>	

**RALSTON SCHOOLS ELEMENTARY ACTIVITY FUNDS**

**30-Sep-24**

FUND NAMES	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
ACTIVITY FUND/BLUMFIELD	4,346.34	1,170.94	102.82	\$5,414.46
ACTIVITY FUND/KAREN WESTERN	1,154.87	236.00	0.00	\$1,390.87
ACTIVITY FUND/MEADOWS	12,688.28	4,430.00	0.00	\$17,118.28
ACTIVITY FUND/MOCKINGBIRD	(252.84)	2,244.95	923.67	\$1,068.44
ACTIVIITY FUND/SEYMOUR	10,681.20	0.00	82.47	\$10,598.73
ACTIVITY FUND/WILDEWOOD	11.23	2,205.54	572.36	\$1,644.41
ACTIVITY FUND/OFFICE	16,488.69	340.47	0.00	\$16,829.16
ACTIVITYFUND/DEPRECIATION	8,017.37	0.00	0.00	\$8,017.37
INSTRUMENT RENTAL	20.70	0.00	0.00	\$20.70
ACTIVITY FUND/HILLCREST	326.85	0.00	0.00	\$326.85
ACTIVITY FUND/Middle School	49,298.55	13,189.75	12,039.01	\$50,449.29
ACTIVITY FUND/PARKING LOT	6,660.00	0.00	0.00	\$6,660.00
HIGH SCHOOL STUDENT FEES	(430.16)	9,700.00	0.00	\$9,269.84
MS STUDENT FEES	50.00	0.00	0.00	\$50.00
<b>TOTAL</b>	<b>\$109,061.08</b>	<b>\$33,517.65</b>	<b>\$13,720.33</b>	<b>\$128,858.40</b>
BANK BALANCE	\$141,029.18			
PLUS OUTSTANDING DEPOSITS	\$0.00			
LESS OUTSTANDING CHECKS	(\$12,170.78)			
<b>TOTAL</b>	<b>\$128,858.40</b>			

**RALSTON HIGH SCHOOL ACTIVITY FUND**

**30-Sep-24**

FUND NAME'S	BALANCE	RECEIPTS	DISBURSEMENTS	BALANCE
	Aug	Sep	Sep	Sep
HIGH SCHOOL	224,885.35	67,537.42	(58,855.69)	233,567.08
<b>TOTAL</b>	<b>\$224,885.35</b>	<b>67,537.42</b>	<b>(58,855.69)</b>	<b>\$233,567.08</b>
Dayspring Bank Balance	\$ 245,514.25			
Outstanding Checks	\$ (11,947.17)			
Bank clearing error	\$ -			
<b>TOTAL</b>	<b>\$ 233,567.08</b>			



Special Building Fund Expenditure Tracker

As of 09/19/2024

Building	FY 25	FY 24	FY 23	FY 22	Total to Date	Budgeted	Variance to date	Anticipated final variance
163 BL	435576	\$ 7,638,219	\$ 473,126	\$ 253,411	\$ 8,800,332	\$ 9,582,464	\$ 782,132	\$ 250,000
164 KW	0	\$ 846,065	\$ 1,556,682		\$ 2,402,747	\$ 2,836,267	\$ 433,520	\$ 245,000
166 ME	0	\$ 750,526	\$ 5,738,202	\$ 89,636	\$ 6,578,364	\$ 6,899,195	\$ 320,831	\$ 320,000
167 MB	532697	\$ 12,122,937	\$ 10,397,409	\$ 1,078,804	\$ 24,131,847	\$ 24,916,803	\$ 784,956	\$ (1,762,941)
168 SY	621032	\$ 3,064,655	\$ 43,443		\$ 3,729,130	\$ 3,569,961	\$ (159,169)	\$ (852,551)
169 WW	0	\$ 3,939,636	\$ 2,637,355	\$ 44,431	\$ 6,621,422	\$ 6,559,752	\$ (61,670)	\$ (61,670)
260 RMS	504709	\$ 3,865,964	\$ 73,217		\$ 4,443,890	\$ 6,706,296	\$ 2,262,406	\$ 250,000
360 RHS	0	\$ 3,253,844	\$ 3,391,996	\$ 12,029	\$ 6,657,869	\$ 24,783,063	\$ 18,125,194	\$ -
800 DW	82577	\$ 357,725	\$ 3,801,433	\$ 797,939	\$ 5,039,674	\$ 4,862,940	\$ (176,734)	\$ -
					\$ -		\$ -	
Totals	\$ 2,176,591	\$ 35,839,571	\$ 28,112,863	\$ 2,276,250	\$ 68,405,275	\$ 90,716,741	\$ 22,311,467	\$ (1,612,162)

MB \$ 1,762,941

94650130 ESSERS III and Arbitrage included, interest is not

\$ 2,170,448

# TENTATIVE\* 2025 Legislative Session

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

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

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

Sun	Mon	Tue	Wed	Thur	Fri	Sat
<b>April</b>						
		1 DAY 50	2 DAY 51	3 DAY 52	4 RECESS	5
6	7 RECESS	8 DAY 53	9 DAY 54	10 DAY 55	11 DAY 56	12
13	14 DAY 57	15 DAY 58	16 DAY 59	17 DAY 60	18 RECESS	19
20	21 RECESS	22 DAY 61	23 DAY 62	24 DAY 63	25 HOLIDAY	26
27	28 DAY 64	29 DAY 65	30 DAY 66			

Sun	Mon	Tue	Wed	Thur	Fri	Sat
<b>May</b>						
				1 DAY 67	2 RECESS	3
4	5 RECESS	6 DAY 68	7 DAY 69	8 DAY 70	9 DAY 71	10
11	12 DAY 72	13 DAY 73	14 DAY 74	15 DAY 75	16 RECESS	17
18	19 DAY 76	20 DAY 77	21 DAY 78	22 DAY 79	23 RECESS	24
25	26 HOLIDAY	27 DAY 80	28 DAY 81	29 DAY 82	30 DAY 83	31

Sun	Mon	Tue	Wed	Thur	Fri	Sat
<b>June</b>						
1	2 RECESS	3 DAY 84	4 DAY 85	5 DAY 86	6 RECESS	7
8	9 DAY 87	10 DAY 88	11 DAY 89	12 RECESS	13 RECESS	14
15	16 RECESS	17 RECESS	18 DAY 90	19	20	21
22	23	24	25	26	27	28
29	30					

## Legislative Recess Days

January 17  
 February 14, 28  
 March 3, 14, 17, 21, 28  
 April 4, 7, 18, 21  
 May 2, 5, 16, 23  
 June 2, 6, 12, 13, 16, 17

## Federal & State Holidays

January 20 – Martin Luther King Jr. Day  
 February 17 – Presidents' Day  
 April 25 – Arbor Day  
 May 26 – Memorial Day

\*The calendar is subject to change by the speaker elected in the 109th Legislature.

# 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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## 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](http://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)



## TABLE OF CONTENTS

Welcome - Your Role, Advocacy & Engagement	2-3
Your 2023-24 State Senators	4-5
Your 2023 NASB Legislation Committee	6
NASB Positions: What Does This Represent?	7
Your 2023 Legislative Resolutions	8
Your NASB Standing Positions	9-15

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## 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](mailto:ccoash@NASBOnline.org)

Matt Belka - Director of Marketing, Communications & Advocacy - [mbelka@NASBOnline.org](mailto:mbelka@NASBOnline.org)

John Spatz - Executive Director - [jspatz@NASBOnline.org](mailto:jspatz@NASBOnline.org)

Lindsey Wooton - Administrative Specialist - [lwooton@NASBOnline.org](mailto:lwooton@NASBOnline.org)



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Nebraska Legislature: [www.nebraskalegislature.gov](http://www.nebraskalegislature.gov)

Senators Web Pages: [www.nebraskalegislature.gov/senators](http://www.nebraskalegislature.gov/senators)

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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



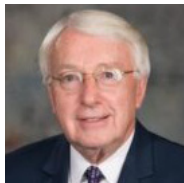
Sen. John Cavanaugh  
District 9  
Omaha



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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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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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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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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... 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.

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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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### 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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### 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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### 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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## 108<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> 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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## 108<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> 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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## 108<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> 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: 21<sup>ST</sup> CENTURY SKILLS

NASB urges state and local policymakers to forge a new working relationship in redesigning Nebraska's public education system for the 21<sup>st</sup> 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 2023/2024

### 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).
- Review, monitor, and potentially support legislation that identifies and increases different revenue mechanisms for public schools across Nebraska, **including but not limited to the repeal of sales tax exemptions.**
- 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.
- Continue to support and enhance Learning Community Programs that serve **students living in poverty and/or 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 for **students who are of Limited English Proficiency students and/or students living in 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, **reduces the tax base for the purpose of funding private 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

- **Support legislative efforts that promote or fund recruitment and/or retention programs for staff in public schools**
- **Support legislative efforts to promote and maintain the safety and security of our students and staff.**

## Ralston Enrollment Report as of 10/14/2024

BLUMFIELD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	37	0	2	39	4
KG	2.00	38	3	0	41	0
01	2.00	44	2	0	46	0
02	2.00	37	5	0	42	0
03	2.00	34	8	0	42	0
04	2.00	37	9	0	46	0
05	2.00	32	9	1	42	0
06	2.00	39	12	0	51	0
<b>Building Total:</b>		<b>298</b>	<b>48</b>	<b>3</b>	<b>349</b>	<b>4</b>

KAREN WESTERN ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	24	0	1	25	0
KG	2.00	25	2	0	27	0
01	2.00	19	8	0	27	1
02	2.00	29	9	0	38	0
03	1.00	21	7	0	28	0
04	2.00	25	7	0	32	0
05	1.00	18	5	0	23	0
06	1.00	21	5	0	26	0
<b>Building Total:</b>		<b>182</b>	<b>43</b>	<b>1</b>	<b>226</b>	<b>1</b>

MEADOWS ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	2.00	35	0	3	38	0
KG	2.00	32	10	0	42	0
01	2.00	37	6	0	43	0
02	2.00	36	11	0	47	1
03	2.00	32	10	0	42	0
04	2.00	32	7	0	39	0
05	2.00	29	8	2	39	0
06	2.00	28	10	0	38	0
<b>Building Total:</b>		<b>261</b>	<b>62</b>	<b>5</b>	<b>328</b>	<b>1</b>

MOCKINGBIRD ELEMENTARY	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
PS	1.00	19	0	4	23	0
KG	3.00	48	8	0	56	0
01	3.00	59	8	0	67	0
02	3.00	56	7	1	64	0
03	3.00	66	8	0	74	0
04	3.00	47	10	0	57	0
05	2.00	42	7	0	49	0
06	3.00	55	18	0	73	0
<b>Building Total:</b>		<b>392</b>	<b>66</b>	<b>5</b>	<b>463</b>	<b>0</b>

## Ralston Enrollment Report as of 10/14/2024

SEYMOUR ELEMENTARY		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	PS	0	0	0	2	2	0
	KG	2.00	26	6	0	32	1
	01	2.00	35	2	2	39	0
	02	2.00	30	7	1	38	1
	03	2.00	32	7	1	40	1
	04	2.00	39	7	0	46	0
	05	2.00	33	9	1	43	1
	06	2.00	40	4	3	47	0
	<b>Building Total:</b>		<b>235</b>	<b>42</b>	<b>10</b>	<b>287</b>	<b>4</b>

WILDEWOOD ELEMENTARY		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	PS	2.00	33	0	0	33	0
	KG	2.00	28	7	0	35	2
	01	2.00	29	9	0	38	0
	02	2.00	34	10	0	44	0
	03	2.00	30	11	0	41	0
	04	2.00	23	12	0	35	0
	05	2.00	25	10	1	36	0
	06	2.00	21	16	0	37	0
	<b>Building Total:</b>		<b>223</b>	<b>75</b>	<b>1</b>	<b>299</b>	<b>2</b>

RALSTON MIDDLE SCHOOL		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	07		184	54	3	241	2
	08		190	64	3	257	1
	<b>Building Total:</b>		<b>374</b>	<b>118</b>	<b>6</b>	<b>498</b>	<b>3</b>

RALSTON HIGH SCHOOL		Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
	09		187	82	0	269	1
	10		189	75	0	264	3
	11		162	73	0	235	0

## Ralston Enrollment Report as of 10/14/2024

RALSTON HIGH SCHOOL	Nbr Sec	Current Enrollment	Option-In Enrollment	External Students	Total Students	Nbr Apps Pending
12		180	90	0	270	0
<b>Building Total:</b>		<b>718</b>	<b>320</b>	<b>0</b>	<b>1038</b>	<b>4</b>
<hr/>						
<b>District Total:</b>		<b>2683</b>	<b>774</b>	<b>31</b>	<b>3488</b>	<b>19</b>
KG:		197	36	0	233	3
01:		223	35	2	260	1
02:		222	49	2	273	2
03:		215	51	1	267	1
04:		203	52	0	255	0
05:		179	48	5	232	1
06:		204	65	3	272	0
07:		184	54	3	241	2
08:		190	64	3	257	1
09:		187	82	0	269	1
10:		189	75	0	264	3
11:		162	73	0	235	0
12:		180	90	0	270	0
<b>Total PS:</b>		<b>148</b>	<b>0</b>	<b>12</b>	<b>160</b>	<b>4</b>



**Ralston**  
**PUBLIC SCHOOLS**

# **Superintendent Evaluation System**

**Board of Education Policy: 4057**  
**Advanced Standard: Leadership Capacity**

**4057**  
**Superintendent Evaluation**



The board shall observe and evaluate the superintendent based upon actual employment observations, collaboration with the board and interactions for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, “actual classroom observation” shall mean observing the superintendent performing activities that are typical of his or her position. An “entire instructional period” for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent’s work during the semester for no less than 40 minutes.

**Purpose.** The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing agreed-upon outcomes, as well as identifying areas where the superintendent has room to grow.
3. To clarify the superintendent’s role and inform the superintendent of the board’s expectations.

**Dates.** The first year evaluations shall take place (1) at or prior to the first October board meeting, and (2) at or prior to the first January board meeting. Annual evaluations shall take place at a board meeting held during the month before the date in the superintendent’s employment contract by which the board must notify the superintendent of its intention to consider the non-renewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation shall take place at or prior to the November board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

**Evaluation Document.** The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The superintendent shall submit the evaluation document to the Nebraska Department of Education.

**Evaluation Procedures.** Each board member shall have the opportunity to individually evaluate the superintendent and complete an evaluation document. The board shall compile the individual evaluations into a single evaluation, provide a copy to the superintendent, and discuss it with him or her. The superintendent’s evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent’s reputation and he or she has not requested it be done in open session.

**Deficiencies.** If deficiencies are noted in the superintendent’s work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow-up evaluations and assistance when deficiencies remain, a timeline for improvement, sufficient time to improve and the resources if needed. In the alternative, the board may rely upon the superintendent’s education, training, and expertise and require him or her to submit a “list of suggestions for improvement” or plan of improvement for the board’s consideration.

**Personnel File.** The evaluation shall be signed by the superintendent, then the board of education following the order of office (eg. president, vice president, ect...). The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent’s personnel file. The board may meet with the superintendent to discuss the written response.

**Policy Limitation.** The evaluation procedures are included in this policy as a result of the board’s statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board’s failure to comply with any procedures provided in this policy but not required by law shall



not prohibit the board from taking any action regarding the superintendent's employment, up to and including the non renewal or cancellation of the employment contract.

Adopted on: July 25, 2016  
Revised on: June 24, 2024  
Reviewed on: June 24, 2024

### **Superintendent Evaluation Process**

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

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

### **Superintendent Evaluation Definitions:**

The following definitions are to assist the individual completing the evaluation with understanding the rubrics associated with the standards and indicators. Evidence and artifacts are used to complete an effective evaluation.

**Unsatisfactory:** There is little or no evidence of the standards and indicators being implemented or accomplished.

**Basic:** There is evidence of some standards and indicators being implemented or accomplished. Identified indicators may not be at the desired level of the board. These indicators may not be fully developed or consistently implemented.

**Proficient:** There is evidence that supports the standards and indicators are being fully implemented.

**Distinguished:** The evidence of the implementation exceeds the expectations of the board relative to the effective practices or indicators.

**Narratives on rating and evidence:** Narratives should relate to the effective practices, indicators, or evidence and provide clear guidance or commendation.



**Performance Goals:** Specific, measurable performance goals that will be accomplished during the year. The goals may be tied to the district's shared vision and strategic direction or may be a priority area identified by the superintendent or the board.

**Improvement Plan:** If there are effective practices and indicators toward which the superintendent needs improvement or development, the board may require specific action for improvement on those effective practices and indicators.

### **Effective Practices**

There are nine effective practices within the Superintendent Framework. The evaluator will rate performance by category. The effective practices are intended to serve as guidance for the superintendent and evaluator in determining professional performance, growth, and points of emphasis. It should be understood that the superintendent will have areas of strength and growth. The evaluator will make an overall performance determination based on the nine effective practices in the superintendent evaluation system.



1. **Shared Vision and Strategic Direction**

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district's core values, beliefs, and priorities.

2. **Board, Policy, and the Education System**

The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.

3. **Collaboration with Families and Community**

The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.

4. **Continuous Improvement and Accountability**

The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

5. **Teaching and Learning**

The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

6. **Personnel Leadership**

The superintendent effectively uses strategies, processes, and systems to hire, develop, and retain high-performing personnel who demonstrate a shared commitment to student success.

7. **Systems Leadership and Management**

The superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective learning environment.

8. **Equity, Climate, and Culture**

The superintendent fosters and monitors district climate and culture to ensure equity and enhance the academic, physical, social, and emotional growth of all students.

9. **Leadership, Conduct, and Professional Growth**

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.



## Effective Practices, Indicators, and Evidence Rubric

### **EFFECTIVE PRACTICE: (1) Shared Vision and Strategic Direction**

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district’s core values, beliefs, and priorities.

#### **Indicators and Evidence**

1. Develops and implements a shared vision and strategic direction that guides the district into supporting high expectations for student achievement.
  - *Evidence: Documentation of a shared vision and strategic direction supports high expectations of student achievement and accomplishment, developed with specific strategies, measurable outcomes and timelines.*
2. Partners with the board of education and key community constituents in the development of the shared vision and strategic direction.
  - *Evidence: Documentation of collaborative development of the shared vision and strategic direction involving board members and key community constituents.*
3. Ensures the shared vision and strategic direction represents the current and future needs of the district and school community.
  - *Evidence: Community engagement meetings and surveys solicit input and feedback on the vision and strategic direction from diverse stakeholders and constituents.*
4. Engages constituents within the district and school community to develop a commitment to the shared vision and the strategic direction.
  - *Evidence: Board, staff, community presentations and updates routinely model commitment to the shared vision and strategic direction.*
5. Continually models and reinforces commitment to the shared vision through the use of diverse communication strategies.
  - *Evidence: Newsletters, articles, and information on the district website routinely provide constituents with information and updates related to the shared vision and strategic direction.*
6. Routinely solicits feedback—including periodic review and revision of the shared vision and strategic direction—with input from students, parents, teachers, administrators, board members, and the community.
  - *Evidence: Feedback processes such as surveys, formal and informal meetings, or committees solicit input from students, parents, teachers, administrators, board members, and the community.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Shared vision and strategic direction are not documented</i></li> <li>● <i>Constituents and stakeholders have no or limited</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Vision or direction is documented</i></li> <li>● <i>Some evidence of constituent engagement</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Vision and direction are documented and used to guide the district</i></li> <li>● <i>Evidence of engagement with</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Vision and direction are documented with measurable outcomes, which are appropriate for the</i></li> </ul>

<p><i>engagement in the vision/direction</i></p> <ul style="list-style-type: none"> <li>• <i>No evidence of routine feedback or review</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Some evidence of feedback and review</i></li> </ul>	<p><i>constituents in development and implementation of strategic direction</i></p> <ul style="list-style-type: none"> <li>• <i>Evidence of progress, feedback, and review</i></li> </ul>	<p><i>organizational context and guide the district</i></p> <ul style="list-style-type: none"> <li>• <i>Evidence of engagement with constituents in development and implementation of strategic direction</i></li> <li>• <i>Evidence of progress, feedback, and review including input from board, administrators, teachers, students, and parentS</i></li> </ul>
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**EFFECTIVE PRACTICE: (2) Board, Policy, and the Education System**

The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.

**Indicators and Evidence**

1. Actively and continually fosters board relationships, and keeps board members informed and engaged in development.
  - *Evidence: Board agendas and board communication keep board members informed; and strategies, such as board committees or board professional development, keep board members engaged in a proactive process focused on district needs and policy priorities.*
2. Proactively responds to district needs and policy priorities.
  - *Evidence: Board agendas, reports, and communication are used to inform board and community members on district needs and policy priorities.*
3. Provides leadership in the compliance, review, and development of local policy.
  - *Evidence: Board policies are current, aligned with state and local policy, and keep the district in compliance with state and federal regulations.*
4. Stays current on, responds to, and advocates for state or federal policy, as needed to support the district’s shared vision and strategic direction.
  - *Evidence: Reports to board members and staff demonstrate up-to-date information on state or federal policy, as needed.*
5. Collaboratively works to influence local, district, state, and national decisions impacting
  - *Evidence: Board reports, board communication, and professional development show evidence of engagement of key stakeholders and participation in activities that support district, state, and national policy decisions that impact student learning.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Limited or inconsistent communication with board members</i></li> <li>● <i>Policies are outdated, not in</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Provides updates and communicates regularly with board members</i></li> <li>● <i>Policies are routinely updated</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Engages board members in district needs and policy priorities</i></li> <li>● <i>Policies are consistently</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Actively and consistently engages board members in district needs and policy priorities</i></li> </ul>

<p><i>compliance with state or federal law, or not routinely reviewed</i></p> <ul style="list-style-type: none"> <li>• <i>No evidence of collaborative practice to influence decisions impacting student learning</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Uses some collaborative strategies at the local level</i></li> </ul>	<p><i>reviewed and developed to incorporate state or federal policy, as needed</i></p> <ul style="list-style-type: none"> <li>• <i>Some evidence of strategies to influence local, state, and national decisions</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Evidence of leadership in compliance, review, and development of local policies</i></li> <li>• <i>Evidence of collaborative support to influence local, state, and national decision</i></li> </ul>
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**EFFECTIVE PRACTICE: (3) Collaboration with Families and Community**

The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.

**Indicators and Evidence**

1. Communicates regularly and openly with families and stakeholders in the community about the district, school(s), students, needs,

challenges and accomplishments.

- *Evidence: Newsletters, newspaper articles, web articles, and communication plan/goals exist with timelines and benchmarks.*
- 2. Maintains a presence in the district/school community to understand its strengths and needs.
  - *Evidence: Participation in community events, facilitating community meetings or informational sessions, or conducting needs assessments or community surveys.*
- 3. Understands and is engaged with community needs, priorities, and resources.
  - *Evidence: Community surveys, data on community needs, and community engagement plan/goals exist with timelines and benchmarks.*
- 4. Models collaboration within the organization and encourages collaboration between administrators, teachers, families and the community at the school level.
  - *Evidence: Reports, presentations, and updates demonstrate collaboration within organizations; and activities and professional development reinforce collaboration between administrators and teachers. Strategic planning and school improvement planning are developed with collaborative input through engagement of administrators, teachers, families, and the community. School climate surveys include input from students, teachers, parents and the community, and results are shared internally and externally.*
  - *Evidence: Open houses, family nights, parent-teacher conferences, and individualized educational planning involve collaboration between administrators, teachers, families, and the community.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Little or no evidence of collaboration in the organization</i></li> <li>● <i>Little or no evidence of consistent communication with families and stakeholders</i></li> <li>● <i>Little or no evidence of engagement with community organizations, or community</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Some evidence of collaboration in the organization</i></li> <li>● <i>Some communication of school activities with families through newsletters and/or district website</i></li> <li>● <i>Participates in some community organizations or activities such as the</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Routinely collaborates with board members and staff</i></li> <li>● <i>Routinely uses oral and written communication strategies with families and the community regarding school activities and student achievement</i></li> <li>● <i>Actively involved in community organizations or</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Models collaboration and supports staff collaboration throughout the organization</i></li> <li>● <i>Engages families and community stakeholders through routine and consistent oral and written communication strategies regarding school activities and student achievement</i></li> </ul>

<p><i>activities</i></p> <ul style="list-style-type: none"> <li>• <i>Little or no evidence of identification of community needs, priorities, or resources</i></li> </ul>	<p><i>Chamber and service organizations</i></p> <ul style="list-style-type: none"> <li>• <i>Demonstrates awareness of community needs, priorities, and resources</i></li> </ul>	<p><i>activities, such as the Chamber, or service organizations</i></p> <ul style="list-style-type: none"> <li>• <i>Recognizes some community needs, priorities, or resources in the district and school planning.</i></li> <li>• <i>Ensures engagement of administrators, teachers, families, and community</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Provides leadership and active participation in community organizations or activities such as the Chamber or service</i></li> </ul>
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## **EFFECTIVE PRACTICE: (4) Continuous Improvement and Accountability**

The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

### **Indicators and Evidence**

1. Demonstrates a commitment to accountability by modeling and ensuring everyone is held accountable for student success.
  - *Evidence: Board policies and procedures define a system of accountability and reports and presentations keep the board and community informed about district and school accountability.*
2. Systematically reviews, anticipates, and analyzes emerging trends and innovative strategies to continually improve all elements of the system.
  - *Evidence: Board reports and presentations keep the board informed of emerging trends and innovative strategies to continually improve all schools in the district.*
3. Maintains comprehensive and current information about student progress, academic achievement, and school(s) and district effectiveness.
  - *Evidence: Robust, comprehensive strategic/school improvement plans for the district and each school are based on comprehensive and current information on student progress and achievement, with specific goals and benchmarks aligned with state and national indicators of quality and best practice.*
4. Makes informed recommendations to the board and makes decisions based on multiple data sources.
  - *Evidence: Multiple data sources are used and clearly explained in board reports and board recommendations.*
5. Engages families and communities on student needs, successes, and challenges on a regular basis.
  - *Evidence: Administrative and board reports routinely provide information regarding activities to engage the family and community on student needs, successes, and challenges.*
6. Aligns district processes with state and national indicators of quality, accreditation, and accountability.
  - *Evidence: Board reports provide information on school and district accountability and accreditation (NDE Rule 10); and district policies, procedures, and practice align with state and national expectations of accreditation and accountability.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Little or no evidence of innovation or continuous improvement</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Some evidence of continuous improvement and innovation</i></li> <li>● <i>Student information is used to</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Evidence of the use of some systematic review or emerging trends and</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Strategic, comprehensive continuous improvement process incorporating</i></li> </ul>

<ul style="list-style-type: none"> <li>• <i>Little or no evidence of student information guiding decision-making</i></li> <li>• <i>Little or no evidence of use of quality indicators to guide district planning or practice</i></li> </ul>	<p><i>guide decision-making</i></p> <ul style="list-style-type: none"> <li>• <i>Some quality indicators/accreditation standards guide district planning and practice</i></li> </ul>	<p><i>innovation in continuous improvement process</i></p> <ul style="list-style-type: none"> <li>• <i>Information on student progress and achievement is used for planning and decision-making</i></li> <li>• <i>Alignment between district and state quality indicators for accreditation and accountability</i></li> </ul>	<p><i>emerging trends and innovation</i></p> <ul style="list-style-type: none"> <li>• <i>Comprehensive and current information on student progress and achievement is available and utilized in decision-making</i></li> <li>• <i>Clear PK-12 alignment between district/state/national indicators of quality, accreditation, and accountability</i></li> </ul>
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**EFFECTIVE PRACTICE: (5) Teaching and Learning**

The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

**Indicators and Evidence**

1. Ensures the implementation of a coherent system of curriculum, instruction and assessment that aligns with the shared vision, is culturally responsive and embodies high expectations.
  - *Evidence: District curriculum and program expectations have been board approved and are available for review; information on general instructional practices or an instructional framework is available for review; and district assessment and grading practices are board approved, when appropriate and available for review.*
2. Communicates high expectations for student achievement that is accomplished by a data-driven approach that produces effective results.
  - *Evidence: District or school improvement plans clearly articulate data-driven high expectations that are incorporated into the curriculum and instructional plans of the district and school(s).*
3. Ensures district/school curriculum and programs are research-based and innovative and provide learning experiences and opportunities that lead all students to success at the next level.
  - *Evidence: Board reports, presentations and student achievement data reflect that processes are in place to ensure curriculum and programs are developed using research-based and innovative practices and are monitored and adjusted to provide equitable and challenging learning experiences and opportunities that lead all students to success at the next level.*
4. Ensures curricular and programmatic expectations are available for review and input by students, parents, and community members.
  - *Evidence: District curriculum and program expectations are available for review; and a process for student, parent, and community input is identified in district policy, procedures, or practices.*
5. Monitors and supports the implementation of research-based, instructional practices.
  - *Evidence: Board reports and presentations, as well as district procedures and practices, reflect the teacher’s use of high expectations and instructional best practices.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Little or no evidence of high expectations of student achievement</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Some evidence of high expectations of student achievement</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>High expectations are clearly and consistently communicated and monitored</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Data-driven high expectations of student achievement and monitoring of progress</i></li> </ul>

<ul style="list-style-type: none"> <li>• <i>Little or no evidence of a written curriculum ➤ Little or no evidence of programmatic or curriculum review or input</i></li> <li>• <i>Little or no evidence of consistency or continual improvement of instructional practices</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Written curriculum is evident in most subject areas</i></li> <li>• <i>Written curriculum and programmatic expectations are available in most subject areas and most programs for students, parents, and community</i></li> <li>• <i>Instructional practices have some consistency and some ongoing improvement</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Written curriculum is developed, monitored, and adjusted</i></li> <li>• <i>Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community</i></li> <li>• <i>Instructional process and practices are consistent with ongoing improvement</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Written curriculum is designed to provide equitable and challenging learning experiences and is routinely monitored and adjusted</i></li> <li>• <i>Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community review and input</i></li> <li>• <i>Continual improvement of Instructional processes is monitored and enhanced with best practices</i></li> </ul>
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**EFFECTIVE PRACTICE: (6) Personnel Leadership**

The superintendent effectively uses strategies, processes, and systems to hire, develop and retain high-performing personnel who demonstrate a shared commitment to student success.

**Indicators and Evidence**

1. Ensures the necessary personnel and financial resources are allocated to achieve the district’s shared vision and strategic direction.
  - *Evidence: Board reports, presentations and the district budget reinforce that personnel and financial systems are in place to achieve the district’s vision and strategic direction.*
  - *Evidence: Budget and hiring processes and timelines are available and communicated to the board members and the community.*
2. Implements human resources systems and processes that address:
  - recruitment, hiring and induction;
  - evaluation and retention; and
  - short-term and long-term planning reflective of personnel needs.
    - *Evidence: Communication processes inform board members and community regarding recruitment and employment opportunities within the school district. District procedures are in place and available for review by board members and the community regarding the evaluation process of all personnel. Strategies for recognition and positive reinforcement of all personnel are used to support retention. Board reports, presentations, and personnel data reflect district policies and procedures are in place and consistently used to support personnel needs in the district. Short-term and long-term plans are in place to support recruitment, development and retention of all personnel.*
3. Creates a comprehensive system of professional development for all personnel.
  - *Evidence: District policies, procedures and practice define professional development expectations. School improvement plans delineate professional development expectations and needs for improving student achievement. The superintendent’s professional development plan aligns with district needs and priorities and demonstrates a commitment to lifelong learning.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Little or no evidence of alignment of personnel and</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Some evidence of alignment of personnel and financial</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Evidence of alignment of personnel and financial</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Evidence of ongoing strategic planning to ensure personnel</i></li> </ul>

<p><i>financial resources with district strategic vision or plan</i></p> <ul style="list-style-type: none"> <li>● <i>Little or no evidence of short or long-term personnel planning</i></li> <li>● <i>Little or no evidence of modeling lifelong learning</i></li> <li>● <i>Some evidence of alignment of personnel and financial resource allocation to achieve district vision and direction</i></li> <li>● <i>Some evidence of short-term and long-term personnel planning</i></li> <li>● <i>Some evidence of participation in lifelong learning activities</i></li> </ul>	<p><i>resource allocation to achieve district vision and direction</i></p> <ul style="list-style-type: none"> <li>● <i>Some evidence of short-term and long-term personnel planning</i></li> <li>● <i>Some evidence of participation in lifelong learning activities</i></li> </ul>	<p><i>resource allocation to achieve district vision and direction</i></p> <ul style="list-style-type: none"> <li>● <i>Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place</i></li> <li>● <i>Evidence of ongoing modeling of lifelong learning</i></li> </ul>	<p><i>and financial resources are allocated to achieve district vision and direction</i></p> <ul style="list-style-type: none"> <li>● <i>Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place, reviewed, and monitored</i></li> <li>● <i>Models lifelong learning by engaging and applying ongoing professional development</i></li> </ul>
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**EFFECTIVE PRACTICE: (7) Systems Leadership and Management**

The superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective learning environment.

**Indicators and Evidence**

1. Ensures business processes and systems are in place for budgeting and financial planning.
  - *Evidence: Board reports on budget and financial status demonstrate district policies, procedures, and practices are aligned with effective use of business processes and systems in all aspects of the district’s finances.*
2. Communicates expectations that align board and district vision with the use of physical and financial resources of the district.
  - *Evidence: Board reports and presentations on use of physical and financial resources reflect an alignment with the district’s shared vision, strategic direction, district or school improvement plans, and the priority of student learning and student success.*
3. Uses a systems approach that optimizes the use of facilities and transportation while maintaining a focus on clean, updated, safe, and secure facilities and vehicles.
  - *Evidence: Short-term and long-term plans for facilities and transportation are available and routinely updated; facilities are clean, updated, safe, and secure. Facilities, grounds and vehicles are well-maintained, clean and safe. Schools and classrooms are inviting, engaging and student-centered.*
4. Identifies and resolves issues, manages conflicts and builds consensus about the use of physical and financial resources of the district.
  - *Evidence: District policies, procedures, and practices define processes for handling conflict, and routine communication keeps board members informed of operational issues and the resolution of such issues.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Business processes are out of date and not clearly linked to student learning and success</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Most business processes in place and using current best practices but not clearly</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Business processes are in place using current best practices with a clear priority</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Business processes are in place using current best practices and are organized</i></li> </ul>

<ul style="list-style-type: none"> <li>• <i>Facilities/Transportation are not up-to-date, clean, safe, and secure</i></li> <li>• <i>Little evidence of building consensus, managing conflict, and resolving operational issues</i></li> </ul>	<p><i>linked to student learning and success</i></p> <ul style="list-style-type: none"> <li>• <i>Some evidence of facility/transportation planning, with fairly clean and safe facilities</i></li> <li>• <i>Manages operational issues with little or no conflict</i></li> </ul>	<p><i>on student learning and success ➤ Processes are in place for ongoing facility/transportation planning and facilities; and vehicles are clean, safe and secure</i></p> <ul style="list-style-type: none"> <li>• <i>Manages operational issues with little or no conflict and builds some consensus</i></li> </ul>	<p><i>and reported to clearly link with the priority of student learning and success</i></p> <ul style="list-style-type: none"> <li>• <i>Processes are in place for optimizing facilities and transportation through planning; and a priority focus is on clean, updated, safe, and secure facilities and vehicles</i></li> <li>• <i>Identifies and resolves operational issues, manages conflict, and builds consensus</i></li> </ul>
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**EFFECTIVE PRACTICE: (8) Equity, Climate, and Culture**

The superintendent fosters and monitors district climate and culture to ensure equity and enhance the academic, physical, social, and emotional growth of all students.

**Indicators and Evidence**

1. Creates a school system in which shared vision on equity and equitable practices are the norm.
  - *Evidence: District practices including communication plans and community/student/staff surveys of climate and culture reinforce a shared vision of equity and equitable practices.*
2. Develops processes and programs that support the academic, physical, social, and emotional growth of all students.
  - *Evidence: District policies, procedures, practices and programs clearly support the academic, physical, social, and emotional growth of all students.*
3. Visibly and actively develops and communicates a positive and responsive culture of high expectations and well-being for self, staff and all students.
  - *Evidence: The superintendent uses oral and written communication strategies, and problem-solving strategies with the board, staff, students, parents, and the community that convey a positive and responsive culture of high expectations.*

Unsatisfactory	Basic	Proficient	Distinguished
<ul style="list-style-type: none"> <li>● <i>Little of no evidence of a shared vision on equity or</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Some evidence of shared vision on equity and equitable</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Shared vision on equity and equitable practices is evident</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Shared vision on equity and equitable practices is the</i></li> </ul>

<p><i>equitable practices</i></p> <ul style="list-style-type: none"> <li>● Little or no evidence that leadership promotes a sense of well-being, valuing diversity, and grounded in trust</li> <li>● Little or no evidence of a responsive culture of high expectations</li> </ul>	<p><i>practices</i></p> <ul style="list-style-type: none"> <li>● Some evidence that the leadership team promotes a sense of well-being, valuing diversity, and grounded in trust</li> <li>● Some evidence of a responsive culture of high expectations</li> </ul>	<p><i>through professional learning</i></p> <ul style="list-style-type: none"> <li>● Leadership team promotes a sense of well-being, valuing diversity, and grounded in trust through communication processes and district procedures</li> <li>● Communication processes promote a culture of high expectations for self, staff, and all students</li> </ul>	<p><i>norm through professional development, district processes, and procedures; and, is validated through an annual student/staff climate survey</i></p> <ul style="list-style-type: none"> <li>● Leadership team ensures a sense of well-being, valuing diversity, and grounded in trust through</li> <li>● communication processes and district procedures; and, is validated through an annual student/staff climate survey</li> <li>● Communication processes and annual student/staff climate survey validates a culture of high</li> <li>● expectations for self, staff, and all students</li> </ul>
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**EFFECTIVE PRACTICE: (9) Leadership, Conduct, and Professional Growth**

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

**Indicators and Evidence**

1. Leads with dignity and respect.
  - *Evidence: The superintendent uses oral and written communication strategies and problem-solving strategies with the board, staff, students, parents, and the community that convey dignity and respect.*
2. Ensures implementation of policy and practice is consistent.
  - *Evidence: District policies and procedures guide the decision-making process to be just, fair, and equitable; and the superintendent uses oral and written communication strategies and problem-solving strategies with the board, staff, students, parents, and the community that demonstrate decisions are just, fair, and equitable.*
3. Models and articulates ethical behavior.
  - *Evidence: District policies and procedures are grounded in an ethical framework, and the superintendent models and leads with integrity and ethical behavior.*
4. Consistently holds others in the district accountable for demonstrating integrity and ethical behavior.
  - *Evidence: District policies and procedures are grounded in an ethical framework, and the superintendent holds all staff accountable for behavior that may be deemed as lacking integrity or ethics.*
5. Participates in professional growth and leadership opportunities to model the continuous improvement needs of self and the organization.
  - *Evidence: The superintendent’s professional development plan delineates needs and activities that model continuous improvement for the organization and opportunities to foster on-going leadership.*

Unsatisfactory	Basic	Proficient	Distinguished
● <i>Does not demonstrate dignity</i>	● <i>Does not consistently</i>	● <i>Demonstrates dignity and</i>	● <i>Consistently demonstrates</i>

<p><i>or respect when communicating with students, staff, families, or community members</i></p> <ul style="list-style-type: none"> <li>• <i>Decisions do not appear to be just, fair, or equitable</i></li> <li>• <i>Does not model or hold others accountable for demonstrating ethical behavior</i></li> <li>• <i>Does not participate in professional development or leadership activities</i></li> </ul>	<p><i>demonstrate dignity or respect when communicating with students, staff, families, or community members</i></p> <ul style="list-style-type: none"> <li>• <i>Decisions do not consistently appear to be just, fair or equitable</i></li> <li>• <i>Models ethical behavior but does not consistently hold others accountable for demonstrating ethical behavior</i></li> <li>• <i>Participates in some professional development.</i></li> </ul>	<p><i>respect when communicating with students, staff, families, or community members</i></p> <ul style="list-style-type: none"> <li>• <i>Most decisions appear to be just, fair, or equitable</i></li> <li>• <i>Models ethical behavior and generally holds others accountable for demonstrating ethical behavior</i></li> <li>• <i>Participates in professional development that is aligned with district vision and direction</i></li> </ul>	<p><i>dignity and respect when communicating with students, staff, families, or community members</i></p> <ul style="list-style-type: none"> <li>• <i>Decisions consistently appear to be just, fair, and equitable</i></li> <li>• <i>Models integrity and ethical behavior and consistently holds others accountable for demonstrating integrity and ethical behavior</i></li> <li>• <i>Participates in professional growth and development that is aligned with district vision and direction and takes the initiative to be involved in leadership opportunities in the profession and/or community</i></li> </ul>
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## Superintendent Evaluation

**Superintendent:**

**Date:**

**Evaluator:**

**EFFECTIVE PRACTICE: (1) Shared Vision and Strategic Direction**

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district’s core values, beliefs, and priorities.



Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			
<p><b>EFFECTIVE PRACTICE: (2) Board, Policy, and the Education System</b>            The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.</p>			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			
<p><b>EFFECTIVE PRACTICE: (3) Collaboration with Families and Community</b>            The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.</p>			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative (required for basic and unsatisfactory ratings):			
<p><b>EFFECTIVE PRACTICE: (4) Continuous Improvement and Accountability</b>            The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.</p>			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			
<p><b>EFFECTIVE PRACTICE: (5) Teaching and Learning</b>            The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.</p>			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			
<p><b>EFFECTIVE PRACTICE: (6) Personnel Leadership</b>            The superintendent effectively uses strategies, processes, and systems to hire, develop and retain high-performing personnel who demonstrate a shared commitment to student success.</p>			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			



**EFFECTIVE PRACTICE: (7) Systems Leadership and Management**

The superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective learning environment.

Unsatisfactory	Basic	Proficient	Distinguished
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Narrative (required for basic and unsatisfactory ratings):

**EFFECTIVE PRACTICE: (8) Equity, Climate, and Culture**

The superintendent fosters and monitors district climate and culture to ensure equity and enhance the academic, physical, social, and emotional growth of all students.

Unsatisfactory	Basic	Proficient	Distinguished
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Narrative:

**EFFECTIVE PRACTICE: (9) Leadership, Conduct, and Professional Growth**

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

Unsatisfactory	Basic	Proficient	Distinguished
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Narrative (required for basic and unsatisfactory ratings):

**SUMMARY OF EVALUATION**

This section will highlight the overall strengths and areas for growth within the Superintendent Evaluation. If the overall rating is *unsatisfactory* or *basic*, an improvement plan or recommendations for improvement are required.

Unsatisfactory	Basic	Proficient	Distinguished
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Narrative:

Superintendent Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Board President Signature: \_\_\_\_\_

Date: \_\_\_\_\_



# NASB STANDARD SUPERINTENDENT EVALUATION HANDBOOK

## THE NASB MISSION STATEMENT

THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS  
PROVIDES PROGRAMS, SERVICES, AND ADVOCACY TO  
STRENGTHEN PUBLIC EDUCATION FOR ALL NEBRASKANS.



## NASB BOARD LEADERSHIP TEAM MISSION

TO PROMOTE AND ADVANCE EFFECTIVE BOARD  
GOVERNANCE AND LEADERSHIP TO SUPPORT  
LEARNING FOR ALL STUDENTS.

Marcia R. Herring, NASB Director of Board Leadership

[mherring@NASBonline.org](mailto:mherring@NASBonline.org)

Katie Corfield, NASB Board Leadership Associate

[kcorfield@NASBonline.org](mailto:kcorfield@NASBonline.org)

1.800.422.4572

## TABLE OF CONTENTS

NASB Superintendent Evaluation System	Page 4
Superintendent Evaluation Outline	Page 5
NASB Superintendent Online Evaluation System	Page 6
NASB Standard Superintendent Evaluation Instrument	Page 9
NASB Standard Superintendent Job Description	Page 18
NASB Standard Superintendent Evaluation Sample Report	Page 23
Following the Superintendent Evaluation	Page 25

# NASB SUPERINTENDENT EVALUATION SYSTEM

The superintendent evaluation is one of the fundamental responsibilities of the school board. The intended purpose is to assess the superintendent in relation to performance-based standards that prove effective in relation to student learning. The superintendent should take the lead by conducting a self-assessment to aid in the development of goal setting, a professional development plan, and personal reflection of how he/she has demonstrated success in the performance of his/her duties.

The board and superintendent must exercise mutual understanding of the value and overall purpose of the evaluation process. Personalities and personal relationships must be removed from the process placing an emphasis on the professional attributes of the superintendent’s job performance. When effective and purposeful, a quality superintendent evaluation process will also aid in the development of mutual respect between the board-superintendent working relationship, benefit and clarify respective roles and responsibilities, create common understanding of the leadership qualities, and provide a mechanism for public accountability. Consequently, it is important to allow for flexibility in the process, remembering to differentiate between goals that can reasonably be expected to be achieved and goals that are subject to circumstances beyond the superintendent’s ability to control.

The board through their governance role should accomplish the following objectives through the evaluation process:

- Clarify the superintendent’s role as defined by the board
- Develop an appropriate working relationship between the board and superintendent
- Support job performance improvement and development
- Establish goals and objectives to align to the district goals, strategic plan, and vision of the district

Strengthening the board-superintendent working relationship is vital to the continuing health and productive performance of the school district’s leadership team. The evaluation process is not an exercise that can be accomplished without design and purpose. The board and superintendent must be equally familiar with the process, adapt and apply the performance criteria to the expectations and responsibilities of the superintendent and the mission, vision, and goals for the school district. Therefore, it is important to understand the performance evaluation is an applicable method of communicating future expectations, not simply for reviewing past performance. A carefully administered evaluation reflects the record of the superintendent’s annual performance and provides a constructive accountability method for communication.

## SUPERINTENDENT EVALUATION OUTLINE

The Association recommends a defined course of action to ensure the board executes an effective and appropriate evaluation process.

### Designing an effective board process:

The board president will:

- ✓ Connect with NDE to verify the tool on record with the department  
Contact Mr. Todd Wolverton [todd.wolverton@nebraska.gov](mailto:todd.wolverton@nebraska.gov), and Dr. Sandy Suiter [sandra.suiter@nebraska.gov](mailto:sandra.suiter@nebraska.gov) at the Nebraska Department of Education to:
  - 1) Verify the superintendent evaluation on file with NDE, or
  - 2) Email a new superintendent evaluation to NDE requesting certification
- ✓ Request certification of the tool the board is adopting
- ✓ Upon receipt of certification place the new superintendent evaluation on the board meeting agenda for the board to officially adopt
- ✓ Forward a copy of the board meeting minutes to the contact who provided certification to validate the board's action to adopt
- ✓ Review and update a superintendent job description aligned to the evaluation instrument
- ✓ Review, update, and adopt the evaluation instrument periodically
- ✓ Consider board policy to determine if the evaluation is to be reviewed at a specific board meeting (i.e., November, December, etc.)
- ✓ Review the language of the superintendent contract to determine if the contract addresses superintendent evaluation
- ✓ Adopt an annual timeline to support board procedures for administering the superintendent evaluation according to policy and applicable contract language

**Superintendent evaluation must be filed with NDE and certified before it is utilized by the board according to 007.06 Certificated-Employee Evaluation and the full contents of the section of Rule 10.**

**007.06A2** *In the event a district changes its policies or procedures for certificated-employee evaluation, it shall submit the revised policies and procedures to the Commissioner or designee for approval. If the Commissioner or designee finds the policies and procedures in compliance with the requirements of Sections 007.06A through 007.06A1f, of this Chapter, it notifies the district in writing that such policies and procedures are approved. Such approval shall remain in effect until there is a change in the policies or procedures by the district, or the amendment of state law or regulations relating to such approval. In the event the Commissioner or designee does not find the revised policies and procedures of the district in compliance with the provisions of this Chapter, the Commissioner or designee will notify the district in writing and the district may resubmit amended policies and procedures. (The following information can also be found on the Accreditation website: <https://www.education.ne.gov/apac/accreditation-rule-10/>)*

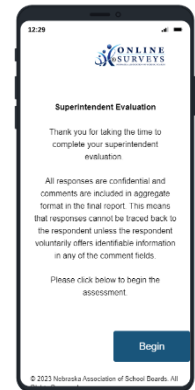
## NASB SUPERINTENDENT ONLINE EVALUATION SYSTEM

When administering the Superintendent Evaluation through the NASB Online Survey Service, the Association will:

- ✓ Distribute the superintendent evaluation on behalf of the board according to the timeline set forth
- ✓ Forward the superintendent link to complete a self-evaluation (this is typically a seven-day period)
- ✓ Compile the results of the self-evaluation and email a copy to each board member along with the link to the superintendent evaluation
- ✓ Distribute a link to all board members to complete evaluation (this is typically a ten-day period)
- ✓ Send reminders to board members who have not completed the assessment prior to the deadline
- ✓ Compile the results of the feedback provided by the board
- ✓ Develop an Executive Summary highlighting board strengths and areas of need
- ✓ Distribute the evaluation report and summary to the Board President either through email or the U.S. Postal Service.
- ✓ Provide follow-up call with Board President to discuss summary and explain best practice and protocols/procedures moving forward

*Note: The Superintendent Evaluation survey is accessible by computer, smart phone, and other mobile devices for ease of completion*

*Note: A sample report is included on page 22 of this handbook*



Returning districts will be given a comparative Superintendent Evaluation report showing standard averages from the current year and the most recent assessment. This use of comparative data allows the board to establish progress on areas of growth and goals.

- ✓ Add superintendent evaluation to the regular board meeting agenda
- ✓ Remember, the superintendent evaluation summary is protected from the Open Meetings Law request as it is a personnel document
- ✓ Discuss the superintendent evaluation during a regular meeting of the board in open session unless otherwise guided
- ✓ Contact the school attorney to verify the need for a closed session to discuss the superintendent evaluation

*Note: It is the recommendation of the Association that the board conduct the superintendent evaluation in open session to ensure the board does not risk violating the Nebraska Open Meetings Law. The Association strongly advises the board president to contact the school attorney to ascertain his/her position with respect to the evaluation of the superintendent.*

- ✓ Celebrate the positive success derived under the leadership of the current superintendent
- ✓ Work collaboratively with the superintendent to define goals and expectations to align to the identified areas of growth

NASB recommends the board continually review and adopt a superintendent evaluation instrument that effectively identifies the district's achievement progress under the superintendent's leadership.

## **SUPERINTENDENT PAY TRANSPARENCY ACT**

Superintendent approved contracts and amendments are to be filed with the Nebraska Department of Education by August 1 each school year. Updated contracts/amendments may be uploaded at any time. Note: If the school district has a change during the school year, NDE requires that the old contract and amendments be removed and updated with the new contract and supporting documentation.

For each school district, a separate identification and description of all current and future costs of the contract that are reasonably anticipated as a result of any contract, and any adopted amendments, for services rendered by the superintendent, must be included in the budget statement and reported to the Auditor of Public Accounts (APA) per statute.

### **Superintendent Pay Transparency Act Statutory Requirements**

#### **Step 1. (CURRENT Superintendent)**

*Prior to Board Action* - At least **three days** prior to the Board Meeting:

- Publish/Post Meeting Notice to approve proposed contract or amendment to the contract that provides detailed contract costs, date, time, and location of the Board Meeting.
- Publish/Post a (PDF) of the proposed contract or amendment.
- Publish in a newspaper **or** post the proposed contract or amendment and proposed costs on the school district website in a prominent location that is accessible to the public.

#### **Step 2. (NEW HIRE of the Superintendent)**

*Following Board Action* – At least **two days** following board action to approve the contract or amendment:

- Publish/Post a (PDF) of the approved contract or amendment.
- Publish/Post the contract/amendment costs for current year and estimate of costs for future years of the contract.
- Publish in a newspaper **or** post the contract or amendment and complete proposed cost information on the school district website in a prominent location that is accessible to the public.

#### **Step 3. (RESPONSIBILITIES Following Board Action)**

*Annually, on or before August 1<sup>st</sup>* - The school district Superintendent will submit a (PDF) copy of the approved contract or contract with amendment through the Consolidated Data Collection (CDC) in the NDE Portal. *Instructions for filing may be found at:*

[https://cdc.education.ne.gov/STPA/Instructions/STPA\\_Instructions.pdf](https://cdc.education.ne.gov/STPA/Instructions/STPA_Instructions.pdf)

*Annually, on or before **September 20<sup>th</sup>*** - The school district Superintendent will submit Budget Schedule D with the budget documents.

*Annually, on **October 1<sup>st</sup>*** - NDE will withhold state and local funds for those districts that have not submitted their approved contract/contract with amendment for the current year.

\*Note: If the school district has a change in the superintendent during the school year, the respective district must update the information with NDE and post according to the guidelines outlined above. Remove the old information including contracts and/or amendments and update with the new contract.

## **NASB STANDARD SUPERINTENDENT EVALUATION INSTRUMENT**

The superintendent's evaluation serves several functions. Most importantly, it will link the superintendent's assessment to the district's vision and goals by establishing a set of performance indicators for the superintendent. The effective evaluation process fosters communication and understanding between the board and superintendent, commends the superintendent for accomplishments, and documents decisions made regarding the superintendent's employment.

## **Standard I: Mission, Vision, & Goals**

*Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	<p>Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to:</p> <ul style="list-style-type: none"> <li>• District strategic plan/district goals</li> <li>• Plan for implementing monitoring and reporting progress of strategic plan/district goals</li> <li>• School improvement plan (including updates/assessment of progress and modifications)</li> <li>• School improvement teams</li> <li>• Superintendent performance plan aligned with district priorities and indicators to measure progress and success</li> <li>• Student performance data</li> <li>• Engagement/communication plan</li> <li>• Meeting agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						

## **Standard II: Policy**

*Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> <li>• District adopted policy review process/calendar</li> <li>• Progress/updates of the board's work with policy</li> <li>• Policy committee minutes</li> <li>• Curriculum review policy</li> <li>• Meeting agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

### **Standard III: Budget Planning & Management**

*Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• Budget strategic/district goals</li> <li>• Professional development plan</li> <li>• Monthly budget reports</li> <li>• Quarterly expenditure updates</li> <li>• District audit</li> <li>• Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.)</li> <li>• Five/Ten-year facility plan</li> <li>• Budget development calendar/board</li> <li>• Financial policies</li> <li>• Forecast financial data</li> </ul>						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						

## Standard IV: Educational Leadership

*Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• District strategic plan/district goals</li> <li>• School improvement plan (including assessment of progress and modifications)</li> <li>• School improvement teams</li> <li>• District calendar</li> <li>• Curriculum review cycle plan and updated policy for curriculum and assessment review</li> <li>• Curriculum review committee minutes</li> <li>• Student performance data and goals</li> <li>• Data to support instruction strategies and student-centered initiatives</li> <li>• Curriculum/programs additions/modifications</li> <li>• Instructional model</li> </ul>						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

## Standard V: Organizational & Cultural Leadership

*Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Conflict resolution process</li> <li>• Leadership development plan</li> <li>• Professional development plan</li> <li>• Crisis and safety plan</li> <li>• Executive summary of the safety audit</li> <li>• Hiring protocols and procedures</li> <li>• Evidence to validate engagement of parents/families</li> <li>• Diversity, equity, and inclusion initiatives</li> <li>• Personnel policies</li> </ul>						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

## Standard VI: Community Relations

*Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Community engagement summary/report</li> <li>• District partnerships and initiatives established to provide resources and support</li> <li>• Partnership support received through the district foundation, scholarships, grant monies, etc.</li> <li>• Inter-local agreements</li> <li>• District annual report</li> <li>• Communications designed by and distributed to generate support of the district</li> <li>• Membership and participation with civic, community and state organizations</li> <li>• Meeting invitations/agendas</li> </ul>						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

## **Standard VII: Professional Leadership**

*The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Provides professional development to fulfill responsibilities and grow in current position.						
VII.d.	Provides an effective evaluation process with constructive feedback.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> <li>• Memberships</li> <li>• Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works)</li> <li>• Educational growth plan (professional goals and development)</li> <li>• Leadership team development plan</li> <li>• District staff professional development plan</li> </ul>						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

## **Standard VIII: Board-Superintendent Relations**

*The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• Superintendent performance plan/goals</li> <li>• Board committee minutes</li> <li>• Communication plan</li> <li>• Board development plan</li> <li>• Board policies</li> <li>• Meeting agendas/minutes</li> <li>• Retreat agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						

## **Standard IX: Strategic Planning**

*The superintendent collaborates with the board to implement and monitor progress of the strategic plan.*

Please provide evidence to support the superintendent's leadership in strategic planning.

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	
IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Superintendent performance plan/goals</li> <li>• NASB Strategic Plan Progress Analysis Reports</li> <li>• Board committee minutes</li> <li>• Communication plan</li> <li>• Board development plan</li> <li>• Board policies</li> <li>• Meeting agendas/minutes</li> <li>• Retreat agendas/minutes</li> </ul>	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	

## NASB STANDARD SUPERINTENDENT JOB DESCRIPTION

The superintendent's job description identifies the essential tasks that are assigned and expected of the district leader. The job description may also identify reporting relationships, describe required and desirable qualifications. The board and superintendent are collectively responsible for developing and maintaining an accurate and current job description to support the superintendent. The duties should be appropriate to the position and leadership responsibilities and aligned to the accountability defined in the evaluation instrument.

### **Overview of the Position of Superintendent**

The Superintendent of Schools reports directly to the board and holds all staff accountable. The superintendent promotes leadership to ensure the district provides the best possible educational programs and services for all students at the school district. To lead, guide, direct every member of the administrative, instruction, and support services staff in setting and achieving the highest standards of excellence in educational programs and operations. To be responsible for a system of supervision and evaluation for all staff designed to meet the goals of the school district. To oversee and administer the use of all facilities, property, and funds in the best interest of students, the school district, and community.

### **Performance Responsibilities:**

The job responsibilities of the Superintendent include the ability to function effectively in each of the following areas:

### **Job Requirements:**

- A. Education Specialist Degree or Doctorate
- B. Nebraska Administrative and Supervisory Certificate
- C. Experience (as defined by the Board)

### **Reports to:**

The Superintendent of Schools reports directly to the Board and may delegate specific powers or duties to assistants or subordinates, while maintaining final responsibility and actions taken.

### **Job Responsibilities:**

The Superintendent is the chief executive officer of the school district and serves in both a leadership and management role. The Superintendent may delegate performance of management; however, the Superintendent will maintain final responsibility for actions taken.

### **Standard I: Mission, Vision, and Goals**

The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

### **Performance Indicators:**

- A. Develops, implements, and monitors plans for accomplishing the district mission, vision, and goals

- B. Engages internal and external stakeholders in the educational vision and priorities of the district
- C. Reviews the progress of the School Improvement Plan
- D. Leads the board in the development of a vision to support goals and long-range decision-making
- E. Provides and advocates for decision-making based upon data and best practice in allocation of district resources
- F. Plans, formulates, recommends, and advises the board concerning various issues, trends, concerns, and/or any legislation that may impact the district’s mission or strategic plans

**Standard II: Policy**

The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Performance Indicators:

- A. Provides guidance to the board in the development of policy, adoption, and revisions
- B. Implements administrative protocol and procedures via effective and purposeful board policy
- C. Provides public access to district policy and ensures all handbooks aligned to board policy
- D. Ensures and monitors administrators in providing procedural enforcement and regulation
- E. Conducts all meetings of the board in accordance with the Nebraska Open Meetings Law
- F. Conducts all school business and decision-making within the parameters of NDE Rules and Regulations, state and federal laws, and board policy
- G. Files all reports required by state or federal law/regulations

**Standard III: Budget Planning and Management**

The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Performance Indicators:

- A. Educates and engages the board in discussion of the development of the budget, acting in accordance with rules and regulations, statute, and policy
- B. Leads budget planning process including forecasting potential revenue, expenditures, and needs to align with available resources and district mission, vision, and goals
- C. Establishes and maintains efficient procedures and effective controls for operations and all expenditures
- D. Administers the adopted budget in accordance with legal requirements and board policy
- E. Remains accountable to the board for utilization of fiscal and human resources
- F. Provides effective financial forecasting and long and short-term financial planning to support decision-making

- G. Ensures the upkeep and maintenance of all facilities, and in collaboration with the board, plans for long-range facilities maintenance and upkeep
- H. Ensures completion of an annual CPA audit in accordance with law, board policy, and prompt disclosure of findings to board and/or finance committee

#### **Standard IV: Educational Leadership**

The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current and/or applicable curriculum/ assessments to support student success.

Performance Indicators:

- A. Assumes the key educational leadership role by promoting a culture centered around students, curriculum, and instruction to meet the needs of all students
- B. Promotes the engagement of parents and families as partners in the education of students
- C. Considers methods to advance programs and services to address the needs of the district
- D. Validates district is in compliance with NDE Accreditation requirements
- E. Informs the board of AQuESTT status for each building and the school district
- F. Ensures alignment of curriculum vertically, horizontally, and to the state standards and consistent implementation of the district-adopted instructional framework
- G. Integrates the district-adopted instructional framework into certificated staff evaluations
- H. Provides comprehensive coursework and opportunities to ensure college/career readiness for every student
- I. Optimizes alignment of resources, curriculum, and assessments to support student success

#### **Standard V: Organizational and Cultural Leadership**

The superintendent provides cultural leadership through accountability, inclusiveness, engagement and advocacy for staff and students.

Performance Indicators:

- A. Promotes a healthy environment advocating for diversity, equity, and inclusion initiatives for staff and students
- B. Creates a respectful culture of shared expectations, mutual accountabilities, and constructive feedback
- C. Develops a high-performing leadership team and conducts purposeful and equitable recruiting and hiring processes
- D. Resolves conflict and addresses social-emotional matters in a purposeful and timely manner
- E. Coordinates a responsive district crisis and safety plan

### **Standard VI: Community Relations**

The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members and business leaders.

Performance Indicators:

- A. Represents the school district through effective public relations and engagement
- B. Develops and sustains purposeful community partners to support the educational needs of the district
- C. Establishes a visible presence and positive relationships with board members, parents, students, and community members
- D. Expresses genuine interest in building a connection with students and regularly attends and participates in school activities, events, and programs

### **Standard VII: Professional Leadership**

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Performance Indicators:

- A. Delegates duties as appropriate, with the knowledge of final responsibilities for action taken
- B. Models ethical leadership in word and deed that is based upon integrity, trust, and respect
- C. Conducts staff observations and evaluations per board policy and legal requirements, ensures that evaluations are completed by other district staff as assigned, improvement plans are implemented as the need is identified
- D. Affords opportunities for staff to participate in professional development
- E. Demonstrates a personal and professional commitment to life-long learning knowledge of current evidence-based practices, trends to support effective instruction and learning
- F. Assigns conditions of employment for staff in the best interest of the district and educational programs provided for students
- G. Participates, as deemed appropriate by the board, in negotiations with recognized employee bargaining groups

### **Standard VIII: Board-Superintendent Relations**

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Performance Indicators:

- A. Serves as the educational leader of the school district
- B. Assists the board in fulfilling their proper roles, responsibilities, and duties in an effective manner
- C. Coordinates the work of the board through collaborative problem-solving and decision-making



- D. Demonstrates support and respect for the board and board committee work
- E. Prepares for board adoption and distribution to the public an annual report as prescribed by law
- F. Maintains an appropriate and professional relationship with the board
- G. Provides the board with facts, information, data, and recommendation for action to support informed decision-making
- H. Ensures all board members are informed with timely, consistent, and open communication

**Standard IX. Strategic Plan**

The superintendent collaborates with the board to implement and monitor the progress of the strategic plan.

Performance Indicators:

- A. Provides evidence to validate the progress of the strategic plan priorities
- B. Reviews the progress and success of the strategic plan with the board
- C. Documents the progress and success of the strategic plan priorities
- D. Aligns the budget and district resources to the identified needs and priorities within the strategic plan
- E. Utilizes the strategic plan to support board discussion and engagement

# NASB STANDARD SUPERINTENDENT EVALUATION SAMPLE REPORT:



## Nebraskaland Public Schools Superintendent Evaluation Spring 2023



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1

### Self-Evaluation Standard Averages *(listed highest to lowest)*

#### Spring 2023

- 5.00 - Standard III: Budget Planning & Management
- 5.00 - Standard VI: Community Relations
- 4.57 - Standard V: Organizational & Cultural Leadership
- 4.50 - Standard II: Policy
- 4.50 - Standard IV: Educational Leadership
- 4.29 - Standard VII: Professional Leadership
- 4.20 - Standard I: Mission, Vision, & Goals
- 3.83 - Standard VIII: Board-Superintendent Relations

### Board Evaluation Standard Averages *(listed highest to lowest)*

#### Spring 2023

- 5.29 - Standard III: Budget Planning & Management
- 5.24 - Standard VI: Community Relations
- 5.15 - Standard VIII: Board-Superintendent Relations
- 5.10 - Standard I: Mission, Vision, & Goals
- 5.10 - Standard V: Organizational & Cultural Leadership
- 5.06 - Standard II: Policy
- 4.68 - Standard VII: Professional Leadership
- 4.48 - Standard IV: Educational Leadership

*Averages range from 1.00-6.00 with averages closer to 6.00 indicating strengths and averages closer to 1.00 indicating areas for growth.  
Scale: Excellent (6.00); Good (5.00); Average (4.00); Unsure (3.00); Fair (2.00); Poor (1.00)*

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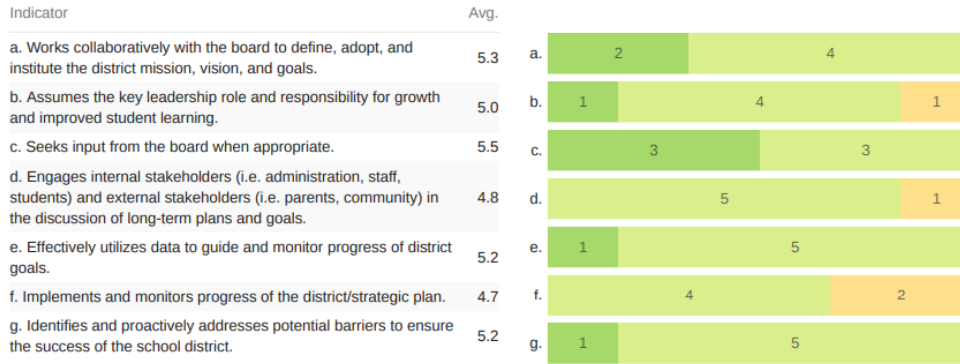
3

## Standard I: Mission, Vision, & Goals

*Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .



Note: The averages range from 1.00-6.00 with averages closer to 6.00 indicating strengths and averages closer to 1.00 indicating areas for growth.

● Excellent ● Good ● Average ● Fair ● Poor ● Unsure

Values are as follows:

Excellent: 6 Good: 5 Average: 4 Fair: 2 Poor: 1 Unsure: 3

## Standard I: Mission, Vision, & Goals

Provide evidence to support your choices above.

*Suggested supplemental evidence for this standard includes but is not limited to:*

- District strategic plan/district goals
- School improvement team
- Student performance data
- Engagement/communication plan
- Plan for implementing, monitoring and reporting progress of strategic plan/district goals
- School improvement plan (including updates/assessment of progress and modifications)
- Superintendent performance plan aligned with district priorities and indicators to measure progress and success
- Meeting agendas/minutes

Mi nulla sapien in aliquet pede laoreet consequat tempora tempora.

Curabitur dictumst sit blandit tincidunt venenatis? Cursus phasellus vivamus natoque quis placerat.

Nunc, turpis ridiculus interdum non duis nulla fermentum in. Augue a cursus culpa.

Donec. Culpa. Ridiculus platea leo! Et ultricies rutrum aliquet, blandit vulputate et dapibus eros.

Gravida sagittis montes suscipit sagittis ullamcorper arcu, sollicitudin porttitor rutrum in dignissim dolor, primis.

Tempus cras accumsan malesuada. Convallis accusamus gravida suspendisse magnis fusce. Cursus primis, dolor.

**If you were to suggest one area of growth in the superintendent's performance within Mission, Vision, & Goals for the upcoming year, what would it be?**

Imperdiet dolorem proin. Tempora volutpat molestie pharetra eu, vestibulum tellus duis! Augue pharetra.

Integer pretium! Id augue dolorem tempor eu molestie dignissim ipsum.

At facilisi, elementum! Per consequat. Ultrices pede mattis dictumst commodo duis sodales bibendum magna.

Consectetuer augue aenean et suscipit facilisi ac sollicitudin per nunc malesuada nulla mattis! Sem, platea.

Nulla, interdum quis proin gravida sollicitudin platea aenean metus nec.

Vitae platea ab laoreet massa velit. Tempora! Vulputate visi commodo dictumst et placerat ultrices.

## FOLLOWING THE SUPERINTENDENT EVALUATION, THE SUPERINTENDENT AND BOARD WILL:

- Adopt a timeline and develop goals to address the improvement and growth of the superintendent's performance in the identified areas as set forth in the evaluation summary
- At the conclusion of the evaluation process, it is important that all board members return their individual copies of the evaluation and the executive summary to the Board President for appropriate and secure disposal
- The Superintendent and Board President will sign one copy and that official copy will be placed in the superintendent's personnel file.
- Schedule and advertise a board work session to review the results of the assessment
- Discuss the success of the board and consider areas of growth
- Establish goals to address areas of growth, define performance indicators to measure progress, and set timelines to review, update and amend goals as progress is realized

Or,

Request support of the NASB Board Leadership team to facilitate a board retreat to lead the board through the review of the Board Self-Assessment Summary and establish board goals.

If the board would value additional support from the NASB Board Leadership Department to facilitate the development of goals, a board retreat will be scheduled and the fee for the evaluation will be waived. A board retreat fee will be assessed plus reasonable travel expenses.



**Ralston**  
**PUBLIC SCHOOLS**

**Mr. Jason Buckingham**  
Superintendent

**Dr. Aaron Bredenkamp**  
Assistant Superintendent for Business

**Dr. Anne Harley**  
Assistant Superintendent for Teaching & Learning

---

September 24, 2024

BOE members:

Per policy school board policy #4057, I am required to give the Board of Education prior written notice of my next evaluation. Please accept this letter as notice of the following evaluation schedule:

Superintendent self-evaluation 10/21-10/27

Results compiled and shared with the BOE 10/29

Board of Education to complete superintendent evaluation 10/29-11/7

Results of BOE evaluation tabulated and shared with the Board President 11/18

Results to be an agenda item for the 11/28 regular BOE meeting.

Respectfully submitted,

Jason Buckingham

	VMAC	Ralston High School	Ralston Middle School	Blumfield	Karen Western
<b>Beginning of Year</b>	Date & Initial	Date & Initial	Date & Initial	Date & Initial	Date & Initial
Review Safety Plan with Staff Walk through the building to determine if evacuation signage and emergency kits are in place and accurate. Revise the Emergency Response Team: Building Plan. Perform two fire drills within the first two weeks of school operation.					
<b>Throughout the school year:</b>	Date & Initial	Date & Initial	Date & Initial	Date & Initial	Date & Initial
Two (2) code red lock down drills during the school year. One each semester.	NA				
Ten (10) fire drills during the year.					
One (1) tornado drill during the year.					
Two (2) bus evacuation drills, one per semester.	NA				
Once per month an assigned staff member should walk through the building to identify any safety issues and take corrective action					
	Date & Initial	Date & Initial	Date & Initial	Date & Initial	Date & Initial
Test all building AED's once per month.					
Communicate to all staff the procedure for submitting a safety or security concern to the District Safety Team.					
<b>End of school year:</b>	Date & Initial	Date & Initial	Date & Initial	Date & Initial	Date & Initial
Ensure that Google document is fill out and all drills have been completed and documented.					

**Building Safety Plan Annual Requirements**

	Meadows	Mockingbird	Seymour	Wildewood	Press Box (2)
<b>Beginning of Year</b>	Date & Initial	Date & Initial	Date & Initial	Date & Initial	Date & Initial
Reveiw Safety Plan with Staff					
Walk through the building to determine if evacuation signage and emergency kits are in place and accurate.					
Revise the Emergency Response Team: Building Plan.					
Perform two fire drills within the first two weeks of school operation.					
<b>Throughout the school year:</b>	Date & Initial	Date & Initial	Date & Initial	Date & Initial	Date & Initial
Two (2) code red lock down drills during the school year. One each semester.					
Ten (10) fire drills during the year.					
One (1) tornado drill during the year.					
Two (2) bus evacuation drills, one per semester.					
Once per month an assigned staff member should walk through the building to identify any safety issues and take corrective action					
	Date & Initial	Date & Initial	Date & Initial	Date & Initial	Date & Initial
Test all building AED's once per month.					
Communicate to all staff the procedure for submitting a safety or security concern to the District Safety Team.					
4/					
<b>End of school year:</b>	Date & Initial	Date & Initial	Date & Initial	Date & Initial	
Ensure that Google document is fill out and all drills have been completed and documented.					



**CRITICAL COMMUNICATION**  
**AND COLLABORATION**  
FOR K-12 SCHOOLS

**RAVE**  
MOBILE SAFETY

**Do all you can today.™**



# CRITICAL COMMUNICATION AND COLLABORATION



**RAVE**  
MOBILE SAFETY

# Purpose-built to enable emergency and operational notifications, critical data sharing and response coordination.

From planned events to crisis scenarios, the **Rave Platform** provides timely and targeted communication, interconnects public, private and 9-1-1 response teams, delivers personal safety applications, and enhances emergency preparedness and response.

School leaders and safety professionals rely on Rave to maximize student & employee safety, optimize emergency response, and manage critical incidents by:

- 1 Providing critical information to your school quickly
- 2 Enhancing soft target safety
- 3 Communicating efficiently with parents and staff

RAVE HIGH

RAVE  
HIGH

SEND ALERTS

- Alert
  - Alert Overview
  - Alert Templates
- Prepare
- Collaborate
- Command
- Guardian
- People & Lists
- Facilities
- Resources
- Reports









































ALERT

Alert Overview

Alert Templates

Alert Templates

Search Template Name

TEMPLATE NAME	ALERT MODES	RECIPIENTS
1 - SmartPrepare Power Outage	      	SmartPrepare
2 - SmartPrepare Evacuation	  	Prepare Demo
3 - SmartPrepare Transport Interruption	      	SmartPrepare
4 - SmartPrepare Shelter Information	      	SmartPrepare
All hands con call		
Base Closed - Weather Conditions	  	
Breaking story reassignment	 	
Building Closure		
Dr On Call		
H1N1 Alert	 	
Health Alert	  	Demo List
Parking Ban	  	Demo List

9:41

1 Alert Details

Name: Severe Weather Warning 18 characters left

Type: Standard

Enable For SnapSend

2 Alert Methods

- Text
- Email
- Voice
- RSS
- Twitter
- Desktop

3 Delivery Targets [EDIT](#)

Summary

- 31,543 Recipients
- 13 Device Targets
- Alert will be sent via RSS, Twitter and Facebook

Tags [EDIT](#)

[CONTINUE](#) [SCHEDULE](#) [SAVE TEMPLATE](#)

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# CRITICAL COMMUNICATIONS

Empower your school community and local agencies by delivering the information needed, when its needed.

Whether an emergency or routine/scheduled update, share critical communications in a matter of seconds with your staff, key stakeholders, and/or parents to keep everyone informed and actionable.

---

“*The Rave platform has been an extraordinary resource and an **integral, deeply vested part of our school safety plan.***”



**DR. JOSEPH V. ERARDI, JR.**  
SUPERINTENDENT OF SCHOOLS (RETIRED)  
NEWTOWN, CONNECTICUT



# CRISIS MANAGEMENT

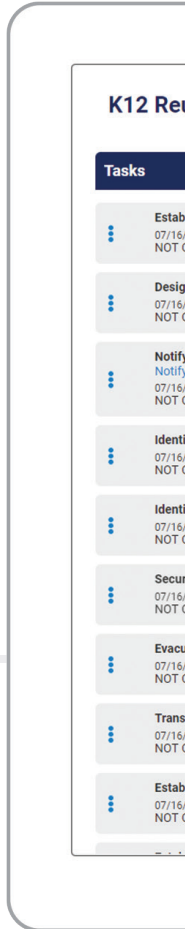
Prepare for and respond to both planned and unplanned events by assigning tasks, tracking response activities, and ensuring complete coordination throughout the duration of an event.

Immediately connect emergency response, first responders and 9-1-1 with on-site stakeholders to enhance situational awareness and improve response.

“ *When we conducted a practice lockdown using Rave, it went off without a hitch. Everyone was impressed with **how easy it was to communicate before, during and after the drill.***”



**MANDY TAYLOR**  
PRINCIPAL  
EASTSIDE ELEMENTARY SCHOOL



# Reunification

10/16/2021 10:27 AM  
MICHELLE

IN PROGRESS  
**05 04:51:18**  
D H M S

END THIS EVENT

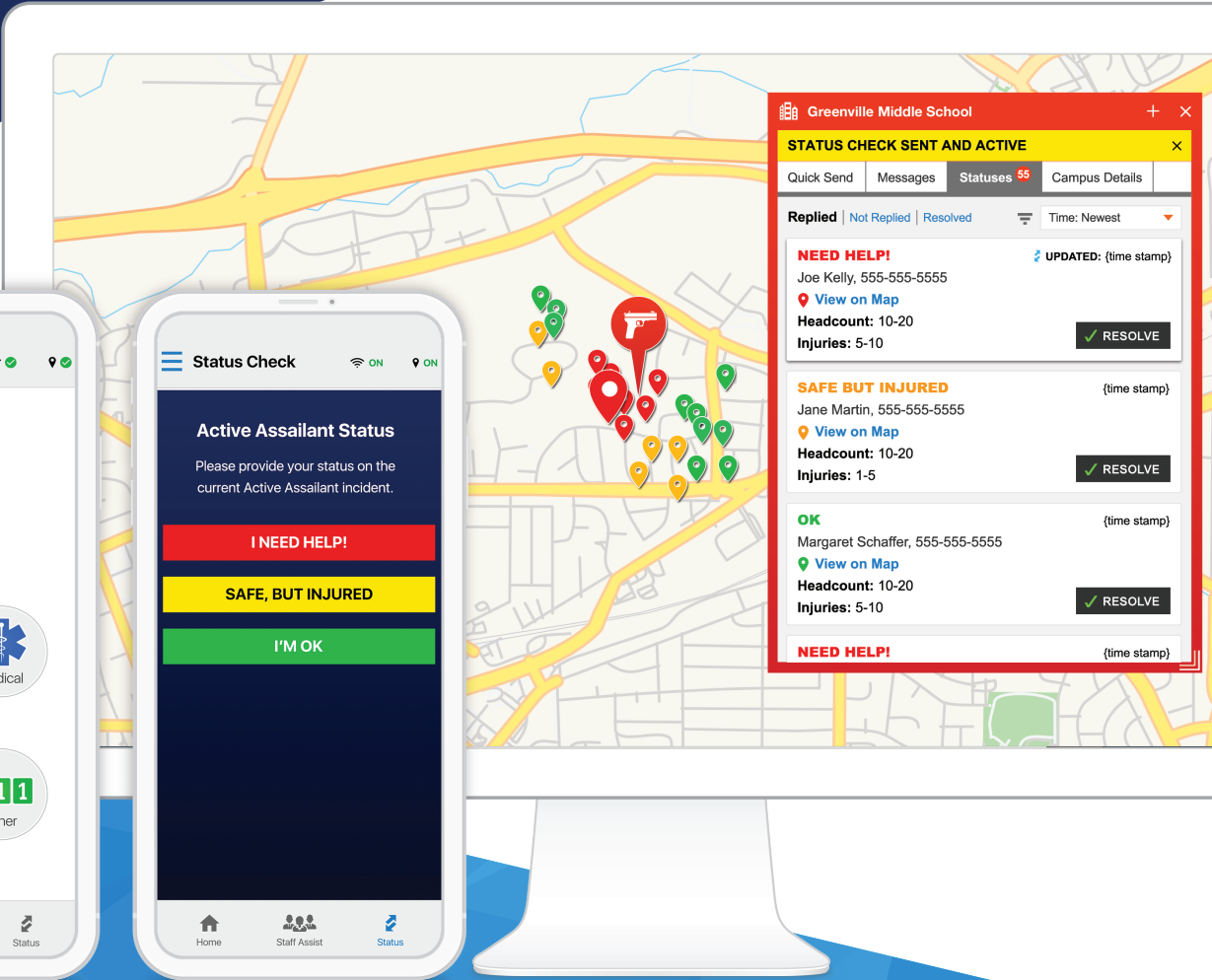
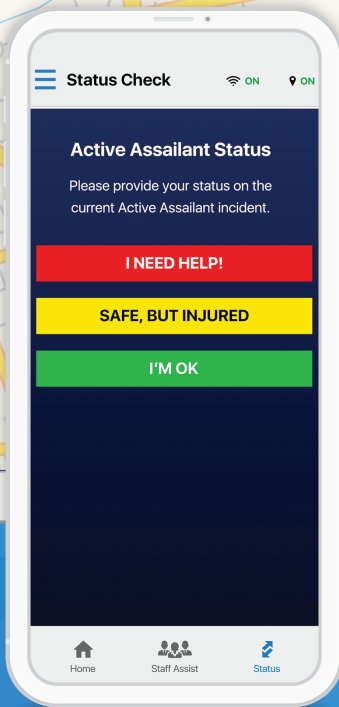
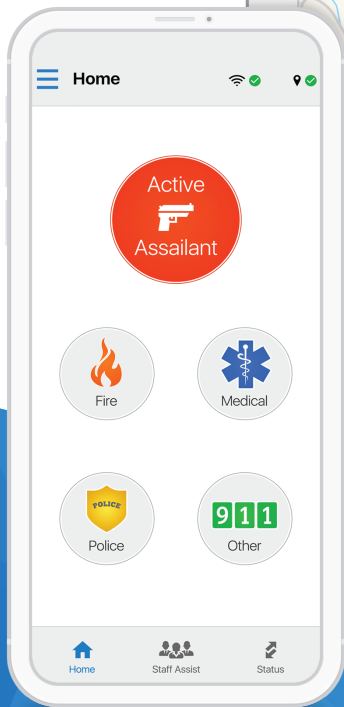
SORT FILTER ADD

- Establish Onsite Incident Command  
2021 10:27 AM OWNED ✓
- Designate Public Information Officer  
2021 10:27 AM OWNED ✓
- Notify Parents Of Event  
Parents of Event  
2021 10:27 AM OWNED ✓
- Identify The Reunification Site  
2021 10:27 AM OWNED ✓
- Identify Accommodations For Evacuation Of Students With Disabilities  
2021 10:27 AM OWNED ⚡
- Designate The Assembly Area  
2021 10:27 AM OWNED ✓
- Designate Classrooms To Secure Assembly Area  
2021 10:27 AM OWNED ⚡
- Transport Students And Staff To Reunification Site  
2021 10:27 AM OWNED !
- Establish And Staff Student Assembly Area At Reunification Site  
2021 10:27 AM OWNED !



RESOURCE NAME	TYPE
SRM Parent Handout	ap
Reunification Card - English	ap
Reunification Card - Spanish	ap







# SAFETY & PROTECTION

Help your community and schools feel safe and always connected with direct access to the resources they need in the palm of their hands.

Provide your employees and staff with an emergency panic button to activate 9-1-1 and/or on-site personnel of any type of event with a single push.

“ *The **value of Rave is that you’re not only notifying 9-1-1 about an emergency. You’re also alerting your staff and key people in the building about what’s going on. That’s the most critical improvement that the product brings, especially as a superintendent. I’m confident that even if I’m not in my office, **if there’s an issue I’m going to know about it.*****”



**DR. TIMOTHY EAGEN,**  
SUPERINTENDENT  
KINGS PARK, NY SCHOOL DISTRICT

# THE RAVE PLATFORM

provides safety and communications for over 3,500 communities and 10,000 K-12 schools across North America. Leverage Rave to **unify your critical response and collaboration experience** under one user-friendly umbrella that can be customized based on your needs.

Rave is **easy-to-use, easy-to-deploy, and high-performing** – trusted to work every time and **make your school feel informed, protected and safe.**



**Comprehensive  
Safety Platform**



**Easy-to-Use  
Workflows**



**End-to-End Incident  
Coordination**



**Enterprise Grade  
Performance**



**Trusted  
Industry Leader**

# Market Leader in **Critical Communication and Collaboration**

**10,000**

CUSTOMERS WORLDWIDE

**3,500**

COMMUNITIES & AGENCIES  
ACROSS ALL 50 STATES

**10,000**

K-12 SCHOOLS

**1,600**

ENTERPRISES &  
HEALTHCARE FACILITIES

**65%**

U.S. HIGHER ED POPULATION

**15+ YEARS**

AS PUBLIC SAFETY'S  
INNOVATIVE LEADER

**20%**

9-1-1 CALLS PROCESSED PER YEAR

**1.2 BILLION**

MESSAGES SENT PER YEAR

**99%**

CUSTOMER RENEWAL RATE

## **STATE & CITY WIDE DEPLOYMENTS**

INCLUDING ARKANSAS, DELAWARE,  
LOUISIANA, IOWA, OKLAHOMA,  
CHICAGO, LOUISVILLE, NEW ORLEANS,  
SEATTLE, WASHINGTON D.C.



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can today.™**

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[sales@ravemobilesafety.com](mailto:sales@ravemobilesafety.com)

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## 4055

### **Voluntary Separation Program**

The board may implement a voluntary separation program. The Voluntary Separation Program may be offered annually when the board allocates funding for the Program. The board will analyze state law and the district's financial situation to determine if the program will be offered to employees in a given year.

When the board chooses to fund the Program, the board will pass a resolution, usually in November each year, outlining the monetary allowance for funding the Voluntary Separation Program. The board may limit participation as it sees fit, for example, by setting an upper limit of district funds which will be available to potential Program participants. In the event the board chooses to fund the Program, the following elements will appear unless otherwise specified by the Board while authorizing the Program in that year:

**Qualifications and Program Structure:** Employees will qualify for the program by meeting the following requirements:

1. Applicants will have served the district for a minimum of 20 years.
2. Applications will be accepted from December 1 through January 15 for consideration for the program during the contract year in which it is offered.
3. Acceptance of applicants will be based on seniority after all applications are received.
4. The tiebreaker shall be the same as stated in the Reduction in Force policy.

**Payment of Program Funds:** Successful applicants will receive .55 of the base salary multiplied by the employee's index placement factor, including longevity multiplied by the teacher's average FTE per year of Ralston experience only. As per state law, no payments to an individual can exceed \$35,000. One payment will be made by February 1st of the following year once approved by the board.

**Administrative Authorizations:** The board authorizes the administration to accept applications and administer this policy. The administration will present its results for approval by the board.

Adopted on: February 28, 2018

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

Reviewed on: November 11, 2019

# **RESOLUTION**

## **RALSTON PUBLIC SCHOOLS BOARD OF EDUCATION**

WHEREAS, the authority to implement and fund a Voluntary Separation Program for the Ralston Public School District is vested in its Board of Education; and

WHEREAS, the Board of Education wishes to fund a Voluntary Separation Program for the 2024-2025 school year; and

WHEREAS, the Board of Education wishes to fund the Voluntary Separation Program with a limited amount of funds available for potential participants;

NOW, THEREFORE, BE IT RESOLVED that the Voluntary Separation Program will be funded with a maximum of Two Hundred Fifty Thousand Dollars (\$250,000.00) for use during the Program enrollment period which coincides with the 2024-2025 school year.

## **Ralston Public Schools 2024-2025 Voluntary Separation Program**

### **A. Qualifications:**

1. Eligible Employees: To be a participant, a person must be employed by the School District as of the date of acceptance of the person's application in the position of a fully certificated employee covered by the negotiated agreement between the Ralston Public Schools and the Ralston Education Association or as a certified administrator.
2. Full Time Equivalency: Eligible employees, both full-time and part-time, may participate in the Voluntary Separation Incentive Program, provided that the part-time employees' benefits under such plan shall be pro rated based on their full-time equivalency. The full-time equivalency will be determined based on the employee's actual scheduled salary as of December 1. Eligible employees, who are on a leave of absence in total as of December 1 shall not be eligible to participate in the plan.
3. Criteria for Eligibility: To be eligible for participation in this plan the employee shall have a placement as of December 1 on the salary schedule set forth in the Collective Bargaining Agreement between the Ralston Public Schools and the Ralston Education Association, or be actively employed as a certified employee. Any eligible employee will have given service in their field for 20 or more FTE years, within the Ralston Public Schools.
4. Participation Limit: Applicants will be ranked and accepted based on seniority. The Board of Education will accept applications that remain within the total annual funding allocation of **\$250,000** for the 2024-2025 Voluntary Separation Agreement. The Board of Education reserves the right to adjust the annual funding allocation.

### **B. Enrollment Requirements:**

1. Resignation: Eligible Employee participants in the program shall resign their positions with the School District effective at the end of their current contract year in which they accept voluntary separation, and thereby relinquish the employee's actual and existing continuing contract rights, in consideration for the benefits outlined in paragraph "C" below. Resignation will be effective after Board of Education approval of the participants.
2. Notification: Any Eligible Employee who attains the minimum eligibility requirements shall be eligible to participate in the Voluntary Separation Program. Each qualified eligible employee who wishes to participate must complete a district provided enrollment form that will serve as their resignation letter as well as identify the plan they desire to access. No enrollment forms will be accepted after **January 15, 2025**.
3. Restrictions: An employee who has received written notice of possible termination

for reasons other than reduction in force, or who has received written notice of possible cancellation shall not be eligible and may not participate in the program. Any employee who chooses to participate in the Voluntary Separation Program must complete their current contract and remain in good standing with the Ralston Public Schools.

4. Opportunity for Rehire: Any employee who applies for and is approved for participation in the Voluntary Separation Program will agree to not apply for any positions, other than substitute teacher, and will not be eligible for re-hire with the Ralston Public Schools for five (5) years following approval by the Board of Education.

### **C. Benefits:**

An Eligible Employee may request to receive the Voluntary Separation Plan stipend to include a benefit equal to fifty-five percent (55%) of the actual scheduled salary including long service increment earned by the employee during the 2024/2025 school year, **not to exceed \$35,000**. The total benefit, will be payable in one payment by February 1, 2026.

1. Payment of Funds: The Ralston School District will deposit all voluntary separation payments into a qualified 403(b) account in the employee's name.
2. Source of Funds: The Ralston School District shall pay the entire cost of the plan.
3. Administration: The plan shall be administered by the Board of Education by and through the administration of the school district.
4. Beneficiary Designation: In order for the application to be considered complete, a beneficiary must be designated. Upon the death of the participant employee before all benefits are paid, the beneficiary shall receive benefits pursuant to the terms of this Voluntary Separation Program.

**Ralston Public Schools  
Voluntary Separation Program  
Enrollment Form: 2024 / 2025 School Year**

**Employee Name:** \_\_\_\_\_

**School Assigned:** \_\_\_\_\_

**Position on Salary Schedule:** \_\_\_\_\_ **Total Current Salary:** \_\_\_\_\_

**Years of Service at RPS:** \_\_\_\_\_ **Total Years of Service:** \_\_\_\_\_

An Eligible Employee may request to receive the Voluntary Separation Plan stipend as outlined in the board policy to include a benefit equal to fifty-five percent (55%) of the actual scheduled salary including long service increment earned by the employee during the 2024/ 2025 school year, not to exceed \$35,000 as per statute 79-8,142. The total benefit will be payable in one payment by February 1, 2026.

**Beneficiary Designation:**

In the event of the Employee's death after the effective date of resignation, any sum of money otherwise due to the Employee under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: \_\_\_\_\_

Address: \_\_\_\_\_

Social Security Number: \_\_\_\_\_

**Employee's Voluntary Act:**

The employee acknowledges that they have had forty five (45) or more days to consider the ramifications of participation in the program; that their participation in the program is voluntary; and that they were not coerced in any manner to participate in the program. The employee acknowledges having been advised in writing by this Agreement to consult an attorney regarding their participation in the program and execution of this agreement.

**Waiver and Release of Claims:**

In consideration of the promises and payments specified in this Agreement, the Employee releases the School District and its officers, directors, employees, agents, representatives, successors and assigns from all claims, demands and actions, past, present and future, known or unknown, arising out of and/or related to, in any way, directly or indirectly, their employment with the School District, the termination of that employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in

Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, all claims or rights relating to discrimination on the basis of race, color, religion, sex, disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, or the state or federal courts under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising out of their employment or contractual relations with the School District or their resignation of employment. Also included are any tort, contract or other common law claims, and claims for attorney's fees, costs and expenses.

The employee understands and acknowledges that, by giving up claims against the School District, they also give up any claims that they may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. The employee further covenants not to institute any proceedings against the School District or any of the above-mentioned released persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Employee is already entitled to receive from the School District. The **employee** acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Employee further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

Revocation and Cancellation of Agreement:

The Employee may cancel this Agreement by rescinding their signature at any time within seven days after acceptance by the Board of Education. In order to cancel the Agreement, the Employee must submit a written statement to the Superintendent indicating that they are exercising their right to cancel the Agreement.

Certification of Resignation:

By signing below I certify that if approved by the Board of Education, I am officially submitting the resignation of my position with the Ralston Public Schools effective at the end of my current contract. I am aware that I must complete my current contract with the Ralston Public Schools and be in good standing for this agreement to be complete. I am also aware that I will not apply for any permanent positions and will not be eligible for re-hire, other than as a substitute, with the Ralston Public Schools for five (5) years following approval of my request by the Board of Education.

Employee Signature: \_\_\_\_\_

Date Signed: \_\_\_\_\_

Date Received: \_\_\_\_\_

# Voluntary Termination Agreement Expenditure Exclusion Template Information

## §79-1028.01

Voluntary Termination Agreement Exclusion:

### 2. Incentives paid during the 2024/25 year for Voluntary Termination Agreements for TEACHERS in place and signed after 9/1/17:

- Incentives paid for voluntary termination agreements with *certificated TEACHERS* beginning 9/1/17, that meet the following stipulations:
  - The value of current and future incentives will not exceed \$35,000 in total.
  - All incentives must be paid within five years of the agreement start date or until the certificated teacher is eligible for medicare - whichever comes first.
  - The VTA **was not** part of any collective bargaining agreement.
  - The payment of incentives must result in a net savings in salary and benefit to the district over a five-year period.

**Total amount to be requested as Voluntary Termination Agreements Exclusion:**

**\$ 240,895.70**

Enter this amount on  
Schedule A of the 2024/25  
School District Budget Form &  
it automatically upload to  
Line B-130 of the 2024/25 LC-  
2.

**Email the completed templates to [theresa.haarberg@nebraska.gov](mailto:theresa.haarberg@nebraska.gov) for State Board Approval.**

The Administrative teams from Ralston High School and Cornerstone Christian School have worked together to create a proposal for a cooperative sponsorship for Swim & Dive. Ralston High School currently has an NSAA cooperative sponsorship with Gross Catholic High School for Swim & Dive. Cornerstone Christian School currently partners with Gross Catholic High School in Baseball, Boys and Girls Soccer, and would like to add Swim & Dive as an option for their students. The total number of anticipated participants is 4 students.

**Sponsorship Responsibilities:**

- Ralston High School will be considered the “Head School” in this partnership and will provide the coaching staff in the first 2 years of the agreement. If an additional coach is required due to increase in participation, Gross Catholic High School and Cornerstone Christian School will cover the cost for the position.

**Terms and Program Evaluation:**

- Cornerstone Christian School agrees to pay Ralston Public Schools a flat rate of \$115 per student to offset the costs of transportation, equipment, facilities and staffing for this program. The payment is due prior to the start of the season.
- At the end of each season, both schools will have the option to renew and adjust the partnership agreement based on participation, performance and mutual agreement.
- Any equipment purchased for use by the cooperative program is the property of Ralston Public Schools and will remain with the district should the cooperative be nonrenewed.
- Cornerstone Christian is responsible for transporting all participants in this cooperative to Ralston High for all practices and competitions.
- Ralston will provide access to a trainer during events at Ralston High School.
- Cornerstone Christian is responsible for monitoring the eligibility of each of the athletes from Cornerstone Christian.

There will be no additional costs for Ralston Public Schools by entering the cooperative sponsorship with Cornerstone Christian.

Thank you for considering this proposal.

Clint Williams  
Activities Director/Assistant Principal  
Ralston High School

## **RESOLUTION ON SCHOOL DISTRICT STANDARDS FOR ACCEPTANCE OR REJECTION OF OPTION ENROLLMENT APPLICATIONS**

WHEREAS, Ralston Public Schools is committed to providing an education of high quality to its students in an economically efficient manner; and

WHEREAS, the school district's faculty, facilities, and equipment can serve only a limited number of students effectively; and

WHEREAS, the Ralston Board of Education, in consultation with the administration, has reviewed the school district's faculty, facilities, equipment, interdisciplinary efforts and interrelationships of grades, subjects, and faculty; and has determined the maximum number of students it can serve effectively at any given grade level and in total;

NOW, THEREFORE BE IT RESOLVED that the board adopts the following standards for acceptance or rejection of option enrollment applications:

**Special Education Capacity.** Capacity for special education services will be determined on a case-by-case basis. If an application for option enrollment received by the school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been diagnosed with a disability as defined in section 79-1118.01, the application will be evaluated by the Director of special education services or the Director's designee who must determine if the school district and the appropriate class, grade level, or school building has the capacity to provide the applicant the appropriate services and accommodations. The Federal Educational Rights and Privacy Rights Act (FERPA) (20 U.S.C. § 1232g) permits the release of education records when a student seeks or intends to enroll in a different school district.

**Numeric Capacity.** The capacity in the following grade levels, programs, classes, and/or school buildings is as follows:

- Grade Level Numeric Capacity: Kindergarten is capped at 300 students. Grades 1-3 are capped at 325 students district-wide, each individual section is capped at 25 students. Grades 4-6, capacity is set at 275 with caps at 25 for each section in each building.
- School Building Numeric Capacity: Grades 7-8 are capped at 525 students total. Grades 9-12 are capped at 1050 students.

**Programmatic Capacity.** The board declares the following grade levels, programs, classes, and school buildings to be at capacity such that no option applications into any of the following will be accepted: **Mockingbird Elementary** and our **Pre-Kindergarten** program.

**Other Standards.** The school district shall not accept an option student when acceptance of the student:

- (a) Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- (b) Would require the procurement of new equipment, technology, or furnishings;
- (c) Would cause or require the rearrangement of caseloads for staff and contracted professionals;
- (d) Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- (e) May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

After the above resolution was read, board member \_\_\_\_\_ moved for passage of the motion. Board member \_\_\_\_\_ seconded the motion. After discussion, and on roll call vote, the following members voted in favor of the motion:  
\_\_\_\_\_

The following members voted against the motion: None

The following members did not vote: None.

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

Dated this 14th day of October, 2024.



August 14, 2023

TO: Public School Superintendents  
FR: School Finance & Organization Services  
RE: Changes to Enrollment Option Process

NEW Enrollment Option Reporting Requirements Starting with the 2023/2024 School Year:  
Due to recent changes of LB705, school districts will now be required to track and report the reason any Enrollment Option application is denied. School districts will be required to submit the data to the Department of Education at the end of the 2023/24 school year. The Department of Education will compile a report to be submitted to the Legislature by September 1 each year.

Districts MUST immediately begin tracking the number of applications denied, explanation for denial, if applicant stated there was an IEP, or the student has been diagnosed with a disability as defined in section 79-1118.01 and whether the applicant was provided the specific reason for denial.

Changes to the Review of Applications:

The school board of each school district shall adopt by resolution specific capacity standards for acceptance and rejection of enrollment option applications.

Capacity for special education services shall be determined on a case-by-case basis. If an application indicates that the student has an individualized education program or has been diagnosed with a disability as defined in section 79-1118.01, such application shall be evaluated by the school district's director of special education services or the school district's designee who shall then determine if the appropriate class, grade level, or school building has the capacity to provide the applicant the appropriate services and accommodations.

For all other students, per State Statute: standards may include the capacity of a program, class, grade level, or school building shall be determined by setting a maximum number of option students that a district will accept in any program, class, grade level, or school building, based upon available staff, facilities, projected enrollment of resident students, and projected number of students with which the option school district based on existing contractual arrangements

If an application is rejected by an option district or a resident district rejects a request from release, the rejecting district shall provide written notification stating the specific reasons for the rejection including, for students with an IEP or with a diagnosed disability a description of services and accommodations required that the school district does not have the capacity to provide, and the process for appealing such rejections to the State Board of Education. Such notification shall be sent by certified mail.

Additional Requirements:

A school board may, by resolution, declare a program, class, or school unavailable to option students for the next school year due to lack of capacity. School districts setting capacity limits shall be required annually to establish, publish on their website, and report the capacity for each school building or program prior to October 15<sup>th</sup> for the next school year.

For questions, please contact:

Michelle Cartwright / [michelle.cartwright@education.gov](mailto:michelle.cartwright@education.gov) / 402.450.0867 or

Kevin Lyons / [kevin.lyons@education.gov](mailto:kevin.lyons@education.gov) / 402.450.1418

Website: [Enrollment Option Program – Nebraska Department of Education](#)

## **3041**

### **Safety Team Duties**

The safety team is responsible for planning for the safety and security of the school, staff, and students. The teams will respond to and manage any safety or security incident that occurs in the school setting or which has the potential to disrupt the orderly operation of the school system.

#### **1. Membership on and Chair of Team**

The superintendent will appoint members to serve on the safety team.

If the superintendent does not serve on the safety team personally, he/she shall appoint an individual to serve as the chair of the safety team. The chair of the safety team shall have the responsibility of scheduling safety team meetings, documenting safety team actions and reporting to the board at least annually on the district's All-Hazard School safety Plan and other activities of the safety team.

#### **2. Meetings of the Safety Team**

The safety team will meet at least once annually with representatives from local law enforcement and local fire and rescue personnel. At these meetings, the team will coordinate with local agencies to prepare for and communicate about a variety of real world scenarios.

The safety team will meet at such additional times as necessary to fulfill the duties given to it pursuant to this policy.

#### **3. School Self-Assessment**

The safety team shall conduct the self-assessment created by the Nebraska Department of Education as part of its School Safety and Security Standards. This assessment shall be conducted for each school building. The team shall report the results of this self-assessment to the superintendent and to the board of education.

Either the superintendent or the chair of the safety committee will also report the results of the self-assessment to the Nebraska Department of Education.

#### **4. All-Hazard School Safety Plan**

The safety team will create an All-Hazard School Safety Plan. The plan must be customized to the needs of each of the school district's buildings. The plan must include all of the components required by the School Safety and Security Standards adopted by the Nebraska Department of Education, and shall meet at least the minimum indicators set by those Standards.

The safety team shall share a copy of the district's All-Hazard School Safety Plan with local authorities and first responders.

The chair of the safety team shall provide a copy of the district's All-Hazard School Safety Plan to the NDE Security Assessor at least one-week prior to the assessor's scheduled visit to the district.

#### **5. Standard Response Protocol (SRP)**

Safety team shall be knowledgeable about the Standard Response Protocol promoted by the "I love u guys" Foundation.

The safety team will coordinate with members of the administrative team to arrange for all students, employees and other individuals who routinely use the district's facilities to receive SRP training and guidance.

The safety team will assess the need for SRP to be implemented at off campus locations where students may be present for school activities.

The safety team will confer with individuals knowledgeable about students, staff or patrons who may have special needs in order for those individuals to be able to understand and implement the SRP.

#### **6. Consultation With Building Principals**

The safety team shall confer with the principal of each building within the district to ensure that visible signage is present in each building which meets the needs of local emergency responders

The safety team will review the utility of non-required drills in light of the needs and unique circumstances present within each building within the district. Non-required drills recommended by NDE include lock-down, lock out, evacuation, shelter and reunification process. The safety team will consult with building principals to review both required and non-required drills.

**7. Consultation with Threat Assessment Team**

The safety team will consult with members of the threat assessment team to determine if the district’s All-Hazard School Safety Plan has been appropriately implemented and if it should be modified or updated.

**8. Review of Training**

The safety team shall review the training which the school system provides for specified employees in required areas to comply with local, state, and federal regulations.

The safety team shall also review any non-required training which could be provided to appropriate staff to increase the safety and security of the school district and its students, staff and patrons. If the team believes such non-required training would be beneficial, it shall recommend to the superintendent that the training be provided to the identified staff member at district expense.

**9. Communication with School Community and Stakeholders**

The safety team will work continuously to improve communication with the school community and relevant stakeholders. This communication shall include, but not be limited to, the communication strategies and protocols identified in the district’s All-Hazard School Safety Plan.

**10. Communication with the Board of Education**

The safety team will report to the board at least annually on its activities. This report may be included as part of the superintendent’s report at a regular board meeting.

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

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

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

## **3041**

### **Child Care Program**

The Ralston Board of Education may allow the use of the public school buildings before and after school for child care programs for school age children provided:

- The child care program will not interfere with the regular school activities such as intramurals.
- All authorized programs will be self-supporting.
- The sponsoring organization will be responsible for all supervision of the day to day operation of the program, staff and students.
- The program of activities shall be presented to and approved by the Board of Education prior to the program becoming operational.
- Revenues to support the child care program shall come from fees paid by the parents of the children participating in the program or state and/or federal grants.

Adopted on: July 25, 2016

Revised on:

Reviewed on: August 23, 2021

## 3037 Petty Cash

The elementary school, middle school, high school, and school district office each may have a petty cash fund for the purchase of materials, supplies, services, or other school related goods and services in circumstances requiring immediate payment.

**Fund Custodians.** The amount of each fund will not exceed \$50. The individuals holding the following employment positions shall be the custodians of each petty cash fund and shall administer and be responsible for them:

Elementary School:	Principal
Middle School:	Principal
High School:	Principal
District Office:	Business Manager

Petty fund disbursements may only be made with the authorization of the petty cash fund custodian or the superintendent.

**Documentation.** All petty cash fund disbursements are to be supported by an itemized receipt or other sufficient evidence that documents the expenditure. The itemized receipt or supporting documentation shall include the name of the business, contact information, the date, a description of each item sufficient to give the board reasonable notice of the item purchased, and the price. Designated school personnel shall maintain the documentation for at least 10 years or as otherwise required by Schedule 24 – Local Agencies (General Records) maintained by the Nebraska Records Management Division. Employees shall maintain copies of any documentation submitted to the school district. Expenses will be assigned to the proper budget account.

**Unauthorized Purchases.** In no event shall the petty cash fund be used for personal purchases, purchases that are not school related, alcohol purchases, or purchases that are not allowed by law. Such unauthorized use shall result in discipline, up to and including the end of employment. Individuals who make unauthorized purchases shall reimburse the district for the expense within ten days of the purchase or the discovery of the unauthorized purchase, whichever occurs first.

**Purchase Review Procedures.** The superintendent, or their designee, and the school district accountant shall conduct independent reviews of petty cash fund expenditures on a monthly basis. Any unlawful or unauthorized expenditure or other discrepancy shall be brought to the attention of the offending employee, if any, and the board. The superintendent or their designee shall provide the board at each regular meeting with petty cash fund documentation that includes a description of each item sufficient to give the board reasonable notice of the items purchased. Any unlawful or unauthorized purchase shall be addressed as provided by board policy or as otherwise allowed by law.

**Reconciliation and Closeout.** Each petty cash fund will be reconciled by the school district treasurer and closed out at the end of the fiscal year (June 30<sup>th</sup>). The petty cash fund will be reestablished by the board of education at its July meeting or at such other meeting as determined by the board.

Adopted on: July 25, 2016

Revised on:

Reviewed on: August 23, 2021

### 3035

#### Chain of Command – District Administration

The superintendent shall be in control of all school district operations except as provided by another policy or as otherwise provided by law. The following is the administrative chain of command working from the lowest level on the chain upward.

<b>Student Discipline:</b>	<ol style="list-style-type: none"><li>1. Classroom Teacher</li><li>2. Principal/Assistant Principal</li><li>3. Student Services Director</li><li>4. Superintendent</li></ol>
<b>Instruction or Curriculum:</b>	<ol style="list-style-type: none"><li>1. Teacher</li><li>2. Principal</li><li>3. Asst. Superintendent</li><li>4. Superintendent</li></ol>
<b>Transportation:</b>	<ol style="list-style-type: none"><li>1. Bus Driver</li><li>2. Principal/Assistant Principal</li><li>3. Asst. Superintendent</li><li>4. Superintendent</li></ol>
<b>Facilities, Grounds, or Maintenance:</b>	<ol style="list-style-type: none"><li>1. Custodial staff</li><li>2. Head custodian</li><li>3. Principal</li><li>4. Director of Building and Grounds</li><li>5. Superintendent</li></ol>
<b>Policy or Handbook:</b>	<ol style="list-style-type: none"><li>1. Principal</li><li>2. Asst. Superintendent</li><li>3. Superintendent</li></ol>
<b>Athletics:</b>	<ol style="list-style-type: none"><li>1. Coach</li><li>2. Athletic/Activities Director</li><li>3. Principal</li><li>4. Superintendent</li></ol>
<b>Personnel:</b>	<ol style="list-style-type: none"><li>1. Employee in question</li><li>2. Principal</li><li>3. HR Director</li><li>4. Superintendent</li></ol>
<b>All Other Matters</b>	<ol style="list-style-type: none"><li>1. Building Principal</li><li>2. Superintendent</li></ol>

Absent extraordinary circumstances, each matter must be addressed at whatever level the initial action occurred. If the matter is not resolved, the individual may raise it with the next person on the chain of command. This policy does not supersede any individual's right to contact Board members directly. However, whenever a matter is brought directly to the Board as a whole or to a Board member as an individual, it will be referred to the appropriate individual in the chain of command for study and resolution. The most effective means of initial communication is a personal conference, email, or telephone conversation. Email addresses and phone numbers can be found on the school district's website.

Adopted on: July 25, 2016

Revised on: September 24, 2024

Reviewed on: October 14, 2024

Dear School Board,

My name is Emely Caravantes and I am currently a Junior at RHS. I am the fourth out of five kids; all my siblings have gone to Ralston their whole life, from elementary school at Mockingbird to middle school and high school. I am an RHS varsity cheerleader and a member of Educators Rising. I love Ralston, and I can confidently say it has made me who I am today, from the bonds I've made with teachers and the impacts they have made in my life, to all the friends I have made.

I live with both my parents and my sister. My mom, Maryury, owns a daycare; she started this business when I was born, so I have been tending to and growing up around kids for as long as I can remember. My dad's name is Jose, and he owns a trucking company.

This brings me to the purpose of this email. I am formally requesting permission to graduate one year early. I'm hoping to get a head start in my career. I want to either be an elementary teacher or a school counselor and would like to attend either UNL or UNK. I have already completed the Education Pathway at RHS and currently have an internship at Seymour Elementary in a 5th-grade classroom. Last year I interned at Mockingbird in a 2nd grade classroom and really enjoyed that age group. I am also "old" for my class - my birthday is August 18, 2007, which means I will be 18 when I start my freshman year of college in 2025. I was taught to reach for the stars, so this is me reaching.

Thank you for considering my request,

Emely Caravantes

## **4002 Drug Free Workplace**

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

~~Within five days after a conviction, an employee must notify the head of the department in which they are assigned of any conviction of a criminal drug statute for a violation occurring in the workplace. The failure to report such a conviction will result in dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction. An employee who is convicted of violating any criminal drug statute for conduct that occurred in the workplace will be subject to disciplinary action, including but not limited to suspension or discharge. The district may, in its sole discretion, require the employee to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.~~

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

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

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

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

## 4004

### **Employment of Relatives, Domestic Partners and Significant Others**

It is in the school district's best interest to hire the best qualified candidate for employment. However, the district must use sound judgment in hiring and placing employees who are closely related, reside together as domestic partners, or are involved in close relationships for the following reasons: avoiding conflict of interest and the appearance of a conflict of interest; avoiding favoritism and the appearance of favoritism; promoting collegiality among employees; minimizing lost productivity; easing the task of managing employees; avoiding friction and conflict when marriages or relationships break down; and avoiding claims of sexual harassment.

For the purposes of this policy, the term "relative" refers to a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, or corresponding in-law or "step" relation. "Domestic partner" refers to individuals who reside in the same household and are involved in a relationship, who may hold themselves out to the public as marital partners, but who are not legally married. "Significant others" refers to individuals who are dating or engaged to be married but may or may not reside together. This policy applies to all categories of employment including regular, temporary, and part-time classifications.

Generally, an employee's relative, domestic partner, or significant other should not be hired to work in the same department as the employee or in any other position in which the district believes a conflict or the appearance of a conflict may exist. Relatives, domestic partners, and significant others are permitted to work at the district provided one does not report directly to, supervise, or manage the other. The superintendent and/or board may make exceptions to this general rule.

Employees in a supervisory-subordinate relationship or employed in the same department who marry, become domestic partners, or become significant others while employed will be treated in accordance with these guidelines, and one of the employees will be transferred at the earliest practicable time. The transfer will be voluntary when possible. When a voluntary transfer is not possible, the superintendent will make the decision based upon the importance of each job, the needs of the district, and the availability of candidates to fill either position. The district shall endeavor to place the transferred employee in a position which is similar in terms of pay and benefits. The superintendent and/or board may make exceptions to this general rule.

Adopted on: July 25, 2016

Revised on:

Reviewed on: February 28, 2022

## 4005

### Communication Between the Board and District Employees

~~Employees should submit communications or reports regarding the district to their immediate supervisor, then the superintendent, and only then to the board. They have the same right to communicate with the board about matters of public concern as other patrons of the district. The superintendent shall inform employees of official board policies, directives, actions and concerns.~~

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

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

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

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

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

**4006**  
**Insurance**

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

Adopted on: July 25, 2016

Revised on:

Reviewed on: February 28, 2022

## **4007**

### **Personnel Records**

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration.

An employee may respond to any document(s) in their personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

Adopted on: July 25, 2016

Revised on:

Reviewed on: February 28, 2022

## **4008 Outside Employment**

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

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

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

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

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



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

An employee who, because of their employment by the school district, receives any bonus merchandise or gift with a value over ~~\$25.00~~ **50.00** must disclose the receipt of such gift to the superintendent. The superintendent, at their discretion, may require that the gift become the property of the district. **No certificated staff member may accept any gift which will impair the professional judgment of the recipient.**

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

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

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

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

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

~~Nebraska statutes recognize the inherent conflict of interest that is created when a member of the board of education serves as a certificated employee of the district. Consequently, section 79-544 of the statutes prohibits a board member from being employed as a teacher in a school district where they also serve on the board.~~

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

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

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

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

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

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

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

## **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