

## Agenda

1. Call To Order  
**Speaker(s):** Board President
2. Pledge of Allegiance  
**Speaker(s):** Board President
  - 2.1. Roll Call - Excuse Board Members not in attendance  
**Speaker(s):** Board President
3. Public Comment Sign In Procedure
  - 3.1. Public Comment
4. Consent Agenda (Action)  
**Speaker(s):** Board President
5. Board Development and Communication
  - 5.1. Board Members' Update
6. Superintendent's Report  
**Speaker(s):** Superintendent
  - 6.1. Government Relations Update  
**Speaker(s):** Mr. Jason Buckingham
  - 6.2. NASB Updates and Information  
**Speaker(s):** Mrs. Elizabeth Kumru
  - 6.3. District Calendar Development Process Overview & Multi-Year Review  
**Speaker(s):** Ryan Pivonka
  - 6.4. Ralston Schools Foundation Financials Update  
**Speaker(s):** Jason Buckingham
  - 6.5. Voluntary Separation Program  
**Speaker(s):** Aaron Bredenkamp
  - 6.6. Grant Funding Report  
**Speaker(s):** Aaron Bredenkamp
  - 6.7. Superintendent Evaluation policy, timeline, goal setting and process.  
**Speaker(s):** Jason Buckingham
  - 6.8. Attendance data update  
**Speaker(s):** Jason Buckingham
  - 6.9. District Bond Project Update  
**Speaker(s):** Jason Buckingham
7. Board Action Items
  - 7.1. Removal of Policy 2025 Quorum (Action)  
**Speaker(s):** Jason Buckingham
  - 7.2. Removal of Policy 6035 Teacher Mentoring (Action)  
**Speaker(s):** Jason Buckingham
  - 7.3. Motion to amend policy 6034, Concussion Awareness (Action)  
**Speaker(s):** Jason Buckingham

8. Policy Review
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, October 13, 2025**

The Ralston Public Schools Board of Education met in open, public session on Monday, October 13, 2025. 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 of Education Meeting**

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. Sara Zabrowski-Gates, Mr. Jim Frederick, and Mrs. Angie Murphy.

**Consent Agenda**

Consent agenda items include minutes from the September 22nd, 2025, meeting; September 2025 Financial Report, bills in the amount of \$625,478.43 for the General Fund, and \$924,232.18 for the Special Building Fund.

Prior to the meeting, Mrs. Robin Richards and Mrs. Liz Kumru reviewed the bills.

Motion to approve the consent agenda was made by Mrs. Elizabeth Kumru and seconded by Mrs. Katie Krause.

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

**BOARD DEVELOPMENT AND COMMUNICATION**

**Board Comments**

**Mrs. Richards**

- Congratulated the softball team for qualifying for the State Tournament
- Thanked everyone involved in the Distinguished Alumni Celebration
- Thanked everyone who helped with the Family Fall Festival
- Attended the following:
  - Homecoming football game - congratulations to the Homecoming King and Queen
  - Volleyball game
  - Softball game

Mrs. Richards attended a recent meeting of the Ralston Area Chamber of Commerce. Chamber leaders were grateful for the ongoing relationship with the school district and all the activities we do together as a community, like the New Teacher Luncheon.

To end her comments, Mrs. Richards asked Mr. Buckingham to speak about Ralston High School Educators, Mr. Justine Angeles, earning his Educational Doctorate. He mentioned Mr. Angeles has done an outstanding job of teaching math for us and in his free time he has earned his doctorate degree, a big accomplishment. All of the Board agreed and congratulated Mr. Angeles on his outstanding accomplishment.

**Mrs. Kumru:**

- Reiterated Mrs. Richards comments about the Distinguished Alumni Celebration She also said it was great to see so many people along with all the students involved
- Attended Family Fall Festival
- Attended RHS Fall Theater Production with Mrs. Carrie Hough
- Attended storytelling club at MB & ME. Students wrote their own ghost story and will hopefully be able to perform it on Halloween
- Will be ordering RHS FFA poinsettias

**Ms. Roarty:**

- Stated she very much agreed with everyone's previous statements and had nothing else to add.

**Mrs. Krause:**

- Unfortunately, missed the alumni banquet due to a preexisting commitment
- As part of her outreach activities through the University of Nebraska Extension Office, took Seymour Elementary kindergarteners on a nature hike through Oak Park
- Attended Seymour Elementary parent teacher conferences
- Looking to start a 4H Club at Seymour. Looking at meeting once a month from November to May

**Mrs. Hough:**

- Stated she very much agreed with everyone's previous statements
- Will be on the community call with State Senator Juarez on October 15<sup>th</sup> at 10:45 am

**Mrs. Willey:**

- Attended the home Ralston volleyball game against Schuyler and is planning to go to Malcolm next Tuesday to watch that game
- HOSA is hosting their Fall blood drive on October 31<sup>st</sup>.
- Thanked everyone for their ongoing efforts on engaging with our community

**District Financial Report**

Mr. Jason Buckingham provided an overview of the District Financial Report, and he addressed questions from the Board.

### **Government Relations Update**

Mr. Jason Buckingham provided the Board with an update regarding Legislative issues.

### **NASB Update**

- Governor Finance Committee on 10/31
- State Conference and delegate assembly in November.
- Legislative Issue Conference on 1/25 & 1/26 in Lincoln
- Presidents retreat in Kearney on February 16th
- National Conference in San Antonio in April

### **Communication Department Update**

Mr. Jim Frederick updated the BOE on recent developments in the communications department. He focused on the Schools Foundation Distinguished Alumni Celebration and the Family Fall Festival, a joint activity with the City of Ralston and Baright Public Library.

### **Distribution of Funds by Building Report**

Mr. Jason Buckingham reported on the distribution of funds to each building, including a staffing report, expenditures per student, student demographic data, and experience level of teaching staff.

### **School Improvement Plan Update**

Dr. Sarah Zabrowski-Gates provided an update on the district's progress in adopting the Nebraska Framework School Accreditation model for school improvement.

### **Superintendent Evaluation Policy, Timeline, Goal Setting, and Process**

Mr. Jason Buckingham reviewed the policy, timeline, goal setting, and the process for the evaluation of the superintendent.

- 10/20-10/26 Superintendent self-evaluation
- 10/28 NASB sends self-evaluation to the BOE.
- 10/28-11/6 BOE completes Supt. Evaluation
- 11/17 Final results reported to the BOE president.
- 11/24 Final results presented for approval at the BOE meeting.

### **Subcommittee Meeting Agenda Reporting**

Committees are now reporting in board meetings; timing to be reevaluated for closer alignment with actual committee meetings.

- Teaching & Learning
  - Shared feedback from Storyteller and professional development sessions. Focus on improving professional development (PD) based on faculty feedback. Attendance noted as improved.

- Facilities
  - Discussion on bond/maintenance projects, grandstand/concession projects timeline.
- Finance & HR:
  - Next meeting later in October; efforts to broaden recruitment team and strategies, noted lower turnover/issues compared to neighboring districts.

**Board Action Item**

**Motion to Approve the Contract with TNTP (the new teacher project) in the Amount of \$85,929.00.**

Mrs. Carrie Hough motioned to approve the contract with TNTP, in the amount of \$85,929.00. The motion was seconded by Mrs. Katie Krause.

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

**Policy Review**

The Board and Administration reviewed proposed policies:

6032	Constitution Day Education
6034	Concussion Awareness
6035	Teacher Mentoring Policy
2025	Quorum

**Executive Session**

Mrs. Elizabeth Kumru motioned entering Executive Session at 7:36 pm. The motion was seconded by Mrs. Carrie Hough

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

**Leave Executive Session**

Ms. Mary Roarty motioned to come out of Executive Session at 8:19 pm. The motion was seconded by Mrs. Elizabeth Kumru.

Mrs. Krause:	Yes
Mrs. Richards:	Yes

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

**Adjournment**

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

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

The next regular meeting is scheduled for October 27, 2025, at 6:00 pm.

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Mrs. Robin Richards, President

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Mrs. Samantha Willey, Secretary

# 2025 Legislative Session\*

## January

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			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 DAY 8	18
19	20 HOLIDAY	21 DAY 9	22 DAY 10	23 DAY 11	24 DAY 12	25
26	27 DAY 13	28 DAY 14	29 DAY 15	30 DAY 16	31 DAY 17	

## February

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

## March

Sun	Mon	Tues	Wed	Thur	Fri	Sat
						1
2	3 DAY 36	4 DAY 37	5 DAY 38	6 DAY 39	7 RECESS	8
9	10 DAY 40	11 DAY 41	12 DAY 42	13 DAY 43	14 DAY 44	15
16	17 DAY 45	18 DAY 46	19 DAY 47	20 DAY 48	21 RECESS	22
23	24 RECESS	25 DAY 49	26 DAY 50	27 DAY 51	28 DAY 52	29
30	31 DAY 53					

## April

Sun	Mon	Tues	Wed	Thur	Fri	Sat
		1 DAY 54	2 DAY 55	3 DAY 56	4 RECESS	5
6	7 RECESS	8 DAY 57	9 DAY 58	10 DAY 59	11 DAY 60	12
13	14 DAY 61	15 DAY 62	16 DAY 63	17 DAY 64	18 RECESS	19
20	21 RECESS	22 DAY 65	23 DAY 66	24 DAY 67	25 DAY 68**	26
27	28 DAY 69	29 DAY 70	30 DAY 71			

## May

Sun	Mon	Tues	Wed	Thur	Fri	Sat
				1 DAY 72	2 RECESS	3
4	5 RECESS	6 DAY 73	7 DAY 74	8 DAY 75	9 DAY 76	10
11	12 DAY 77	13 DAY 78	14 DAY 79	15 DAY 80	16 RECESS	17
18	19 DAY 81	20 DAY 82	21 DAY 83	22 DAY 84	23 RECESS	24
25	26 HOLIDAY	27 DAY 85	28 DAY 86	29 DAY 87	30 DAY 88	31

## June

Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2 DAY 89	3 RECESS	4 RECESS	5 RECESS	6 RECESS	7
8	9 DAY 90	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

### Legislative Recess Days

February 14  
 March 7, 21, 24  
 April 4, 7, 18, 21  
 May 2, 5, 16, 23  
 June 3, 4, 5, 6

### Federal & State Holidays

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

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

\*\* The Legislature will be in session on Friday, April 25, the Arbor Day Holiday. Any legislative employees who work that day will receive compensatory time for hours worked on the holiday.



## Board of Education Legislative Goals 2024/2025

### 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.
- **Support legislation that fairly and equitably funds each public school district based on need.**
- 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 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.**

2025

# Advocacy Handbook

For the 2025 Legislative Session

NASB'S LEGISLATIVE & LEADERSHIP INITIATIVES FOR 2025 AND A GUIDE FOR EFFECTIVE ADVOCACY  
AS ADOPTED BY THE NASB DELEGATE ASSEMBLY ON NOVEMBER 22, 2024



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

Leadership

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Engagement

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

109<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> SESSION

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## WHAT CAN NASB DO FOR YOU?

We can 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!

Interested in becoming more engaged in the legislative process? Whether it is from home, or in Lincoln, scan here to let us help you share your story, and advocate for public education in Nebraska as bills, topics, and issues arise.



## 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)

**Bookmark the NASB Government Relations and Bills pages**

<https://members.nasbonline.org/government-relations>

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

NASB X/Twitter: [www.x.com/NASBOnline](http://www.x.com/NASBOnline)

NASB Facebook: [www.facebook.com/NASBOnline](http://www.facebook.com/NASBOnline)

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

Hashtag: [#liveNASB](https://twitter.com/liveNASB)

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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## WHAT IS YOUR ROLE?

Over the past few years, the Legislature has increasingly inserted itself into both the boardroom and the classroom. Decisions that have traditionally been left to local boards or the State Board of Education have been centralized at the State Capitol. In addition, the past years have seen an increase in efforts to divide public K-12 education and foster distrust between local boards and their constituents. There are things you can do:

- **Advocate for Local Control:** Talk to lawmakers about impactful decisions and how important it is that decisions remain local. Continue advocating for local control over local decisions. Let us help you!
- **Build Trust:** Share your decisions with your constituents. Celebrate your successes! Show lawmakers and constituents your commitment to transparency. Use your meetings to educate your public on the decisions you are making.
- **Share Your Story:** No one is more qualified to talk about your school district, your community, and your needs related to providing a quality education than you!

**DID YOU KNOW:** 79% of Nebraska’s 1,700 locally elected school board members serve at or within 100 miles of where they graduated ... with 51% serving IN the district they graduated from. As a school board member and community leader, 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 part of each meeting and to discuss/share key legislative information within your community. Advocacy is year-round, not just during the session. Bookmark and frequent NASB’s Government Relations page for updates, information and Calls To Action, as well as social media, videos, our bills page, and more which summarizes all pertinent items related to public education in Nebraska.

Bookmark and frequent NASB’s Government Relations page for updates and information. Be sure to utilize NASB’s Legislative Notes, videos, bills page, and more which summarizes all pertinent items related to public education in Nebraska.

### 2025 LEGISLATIVE CALENDAR

109th Legislature,  
1st Session

1st Day of the 2025 Session  
Wednesday, January 8, 2025

Day 10 ... Final day to introduce  
bills - January 23

NASB Legislation Committee  
Meeting - January 26

Legislative Issues Conference  
January 26-27 - Lincoln

Federal Advocacy Fly-In  
March 16-19 - Washington, DC

90th & Final Day of the  
Legislative Session - June 18

Legislative Proposals for 2026  
are due by July 1  
<https://members.nasbonline.org/government-relations/legislative-proposals>

NASB Legislation Committee  
Meeting - Summer 2025

NASB Legislation Committee  
Meeting - November 19

NASB Delegate Assembly  
November 21 - Omaha

All Dates Subject to Change

## SHARE YOUR STORY

**Be a Community Leader ... Be the expert on education in YOUR community!**

As an elected official, trust was put in you to make decisions based on the needs of your students, community and the taxpayer. NASB can provide you with data that can help you tell your story, by providing you with data on your students, achievement, your budget, even your facilities. Let us assist you in telling your story!

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Sen. Bob Hallstrom  
District 1 - Syracuse



Sen. Robert Clements  
District 2 - Elmwood



Sen. Victor Rountree  
District 3 - Bellevue



Sen. Brad von Gillern  
District 4 - Elkhorn



Sen. Margo Juarez  
District 5 - Omaha



Sen. Machaela Cavanaugh  
District 6 - Omaha



Sen. Dunixi Guereca  
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. Ashlei Spivey  
District 13 - Omaha



Sen. John Arch  
District 14 - Papillion



Sen. Dave Wordekemper  
District 15 - Fremont



Sen. Ben Hansen  
District 16 - Blair



Sen. Glen Meyer  
District 17 - Pender



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. Jared Storm  
District 23 - David City



Sen. Jana Hughes  
District 24 - Seward



Sen. Carolyn Bohn  
District 25 - Lincoln

# YOUR 2025-26 STATE SENATORS

2025

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Sen. George Dungan  
District 26 - Lincoln



Sen. Jason Prokop  
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. Dan Lonowski  
District 33 - Hastings



Sen. Loren Lippincott  
District 34 - Central City



Sen. Dan Quick  
District 35 - Grand Island



Sen. Rick Holdcroft  
District 36 - Bellevue



Sen. Stan Clouse  
District 37 - Kearney



Sen. Dave Murman  
District 38 - Glenvil



Sen. Tony Sorrentino  
District 39 - Elkhorn



Sen. Barry DeKay  
District 40 - Niobrara



Sen. Dan McKeon  
District 41 - Amherst



Sen. Mike Jacobson  
District 42 - North Platte



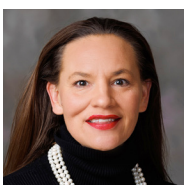
Sen. Tanya Storer  
District 43 - Whitman



Sen. Teresa Ibach  
District 44 - Sumner



Sen. Rita Sanders  
District 45 - Bellevue



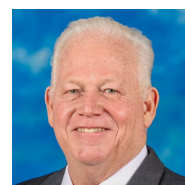
Sen. Danielle Conrad  
District 46 - Lincoln



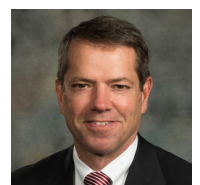
Sen. Paul Strommen  
District 47 - Sidney



Sen. Brian Hardin  
District 48 - Gering



Sen. Bob Andersen  
District 49 - Omaha



Gov. Jim Pillen

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

 Committee Chair Ed Swotek Malcolm	 NASB President Stacy Jolley Millard	 NASB Secretary / Member 7 Suzanne Sapp Ashland-Greenwood	 Member 1 Shavonna Holman Omaha	 Member 2 Jane Erdenberger Omaha
 Member 3 Lanny Boswell Lincoln	 Member 4 Kathy Danek Lincoln	 Member 5 TBD	 Member 6 Beth Morrisette Westside	 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 Gary Kubicek Norris	 Member 13 Steve Blocher West Point
 Member 14 Erick Lee Arapahoe-Holbrook	 Member 15 Brian Quackenbush Tri County	 Member 16 Mary Yilk ESU 9	 Appointed Member Lisa Albers Grand Island	 Appointed Member Patti Gubbels Norfolk
 Appointed Member Mike Palmer Sidney	 Appointed Member Jason Richters Centennial	 Appointed Member Dan Scheer St. Paul	 Appointed Member Jeremy Shuey Plattsmouth	

Term Ends 2025 for Appointed Members

Term Ends 2026 For Odd # Members

Term Ends 2028 For Even # Members





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109<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> SESSION

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

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

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

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

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

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

## WHAT DOES THIS REPRESENT?

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

While this work characterizes an effort to describe an issue or condition to be addressed, rarely is a bill written in such plain language. Legislative bills are a blend of several ideas (or perhaps a promising idea and a substantial price tag). NASB determines its stance on a bill with the Legislation Committee who offers guidance taking into consideration the technical and political aspects of a bill needed to navigate the turbulent amendment process.



109<sup>TH</sup> LEGISLATURE, 1<sup>ST</sup> SESSION

... AS APPROVED BY THE LEGISLATION COMMITTEE ON AUGUST 16, 2024  
 ... AND APPROVED BY THE BOARD OF DIRECTORS ON AUGUST 17, 2024  
 ... AND APPROVED BY THE DELEGATE ASSEMBLY ON NOVEMBER 22, 2024

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

**BELIEF STATEMENTS FOR AN EFFECTIVE BOARD**

**CONDITIONS OF CHILDREN**

**CURRICULUM & INSTRUCTION**

**FUNDING & FINANCE**

**GOVERNANCE & STRUCTURE**

**PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS**

**STATE POLICY**

**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)

**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)

**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)



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**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 — Mental & Behavioral Health** - NASB will support legislative efforts to provide services related to mental and behavioral health to school-age children across Nebraska. (2018)

**S-17 — 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-18 — 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-19 — 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-20 — 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-21 — 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-22 — Achievement Test Score Use** - NASB opposes the use of test scores for the comparison of school districts or for the ranking of schools. (1998)

**S-23 — 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-24 — 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-25 — 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-26 — Library/Media Content** - NASB supports that school district library/media content is a local decision. (2022)

**S-27 — 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-28 — 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-29 — 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. (2018)

**S-30 — 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)



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## FUNDING &amp; FINANCE

**S-31 — 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-32 — 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-33 — 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-34 — 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-35 — Elimination of Expenditure Limitation** - NASB supports legislation eliminating the limitation on general fund expenditures. (2000, amended 2011)

**S-36 — 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-37 — 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. (2015)

**S-38 — 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-39 — Fiscal Policy** - NASB believes the Governor and Legislature must work together to create fiscal policy that will adequately fund public education statewide based upon the needs of students and not driven by a pre-set allocation of funds for education regardless of need. Nebraska demographics and student needs are dynamic, as are the changing education standards required to be competitive nationally and internationally. To meet this challenge, fiscal policy would be built upon a broad base with the lowest possible rates to provide stability in the tax base and revenue stream, provide local government with the tools to generate adequate financial resources, yet equalize financial support

among taxpayers, and assure the principle of uniform assessment. (prior to 1995, amended 2009)

**S-40 — 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-41 — 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-42 — 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-43 — 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-44 — 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-45 — K-12 School Trust Land and Permanent School Fund** - NASB opposes any action that would reduce the assets, or the value thereof, of the school land trust or diversion of the Permanent School Fund. (prior to 1995, amended 2010, 2024)

**S-46 — 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-47 — Legislative Review of Statutory Deadlines** - NASB urges legislative review of the conflicting mandatory deadlines that affect school revenues and expenditures. (2011)

**S-48 — Lower Local Effort Rate** - NASB supports lowering the Local Effort Rate and valuations in TEEOSA which would increase equalization aid. (2024)



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**S-49 — 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-50 — Reset the Revenue Lid** - NASB supports legislation requiring the Nebraska Department of Education to recalculate the revenue lid to add the amount of the special education reimbursement, or alternatively, to not include the special education reimbursement in the revenue restricted by the lid. (2024)

**S-51 — 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-52 — 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-53 — School and ESU Funding Must Be Predictable and Sustainable** - Notwithstanding any current standing position or resolution, the NASB would consider the support of a school/ESU funding proposal only if it could be demonstrated to be predictable, sustainable, and it does not encroach on local control as defined by the locally elected school board or ESU members. (2024)

**S-54 — 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-55 — State Funding System** - NASB supports a stable, predictable, equitable, and adequate statewide education funding system that honors the Legislature’s commitment to provide for free instruction in the common schools of this state, as guaranteed by the Nebraska Constitution, by prioritizing education funding in the state budget, and that:

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

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

**S-56 — 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-57 — 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-58 — 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-59 — Allied Schools** - NASB opposes legislation that would mandate the formation of an allied system of school districts. (2014, amended 2016)

**S-60 — 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-61 — Authority of School Boards** - NASB supports the authority of boards of education to effectively govern and execute their statutory responsibilities. (1997, amended 2015)



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**S-62 — 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-63 — 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-64 — 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-65 — Educational Service Unit Governance** - NASB supports governance of ESUs by elected boards and supports local determination of specific mechanisms of that governance. (2005)

**S-66 — 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-67 — 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-68 — Local Control and the Possession of Firearms on School Grounds** - NASB supports the rights of local school boards to determine the appropriateness, guidelines, and ability for the possession of firearms by non-law enforcement personnel on school grounds or at school related activities. (2023)

**S-69 — Organization** - NASB opposes legislation that would mandate consolidation of districts or administration. NASB favors cooperation between school districts as well as ESUs to remove all barriers and penalties to promote orderly and voluntary reorganization into more efficient governing and administrative units to best serve the educational needs of Nebraska's children. (prior to 1995, amended 2008, 2015, 2017, amended 2019)

**S-70 — Personal Liability** - NASB opposes unnecessary laws which make individual members of a governing board of a political subdivision personally liable for damage judgements which result from lawsuits filed against the political subdivision. (prior to 1995, amended 2015)

**S-71 — 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-72 — Restriction of Resources and Board Responsibilities** - NASB supports legislation allowing local boards to function as elected officials and to continue to establish policies, including finance policies, as representatives of the constituents who elected them. (1997)

**S-73 — 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-74 — School Calendars** - NASB opposes state mandated uniform opening and closing dates for local school districts. (prior to 1995)

**S-75 — Updating notice requirements** - NASB supports updating notice requirements for all school board meetings that recognizes available technology. (2022)

## PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

**S-76 — 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-77 — 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-78 — 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-79 — 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)



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**S-80 — 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-81 — 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-82 — 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-83 — 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-84 — 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-85 — 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-86 — Advisory Groups** - NASB requests that there be board of education representatives on all government commissions, councils, and committees which could have an impact on local school district policy or finance. (1995)

**S-87 — 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-88 — 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-89 — Corporate Sponsorships in Schools** - NASB opposes restrictions on school districts' ability to exercise their best judgment in entering into corporate sponsorship agreements. (2004)

**S-90 — 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-91 — Guiding the P-16 Effort: 21st Century Skills** - NASB urges state and local policymakers to forge a new working relationship in redesigning Nebraska's public education system for the 21st century, with a focus on improving student achievement and holding each level of the system accountable, from preschool through post-secondary education or training, in a manner that:

- Promotes multi-level communication and interaction between all P-16 partners to enhance student academic success;
- Offers all students a rigorous developmentally-appropriate curriculum designed to opportunities and choice, regardless of the post-secondary path they choose;
- Engages the assets of the full community;
- Utilizes data and technology to individualize education for students and to incorporate new learning into the design;
- Closes the achievement gap by focusing on quality teaching and learning opportunities;
- 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;
- Provides sufficient resources that are adequate and sustainable at every level of the system to meet the challenge, resisting unfunded or underfunded mandates; and
- 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-92 — 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)



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**S-93 — 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-94 — 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-95 — 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-96 — 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-97 — 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)

**S-98 — Voting Higher Than a Simple Majority** - The NASB firmly opposes any legislation that mandates a voting threshold higher than a simple majority for passing any issue presented to voters by a school district or ESU. We believe that requiring anything more than a majority vote undermines the democratic process and places undue barriers on the ability of school districts or ESUs to address critical needs and make decisions that reflect the will of the community. (2024)

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- S-2 Board Recognition
- S-3 Business and Education Partnerships
- S-4 Collaborative Services to Youth
- S-5 Leadership Team
- S-6 Parent Involvement
- S-7 Policy
- S-8 Use of Accountability Data for School Improvement
- S-9 Abuse of Alcohol, Tobacco, & Other Drugs
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- S-28 Student Expression
- S-29 Support of Early Childhood in the Community
- S-30 Technology
- S-31 Accounting of Funds
- S-32 Budget Lid: Growth Factor
- S-33 Compensation for Statewide Assessments
- S-34 Elimination of Budget Reserve Limits
- S-35 Elimination of Expenditure Limitation
- S-36 ESU Core Services Funding
- S-37 Expand use of QCPUF
- S-38 Financing Capital Improvements
- S-39 Fiscal Policy
- S-40 For-Profit Entities Operating in Tax-Exempt Zones
- S-41 Funding of Mandated Programs
- S-42 Funding: Infrastructure, Site Purchases & Operating
- S-43 General Fund Reserve Limit Exception
- S-44 Gifts, Donations, or Foundation \$\$\$ as Receivables
- S-45 K-12 School Trust Land and Permanent Fund
- S-46 Legislation Implementation
- S-47 Legislative Review of Statutory Deadlines
- S-48 Lower Local Effort Rate
- S-49 Property Tax Reform/Relief
- S-50 Reset the Revenue Lid
- S-51 Revenue Reductions from Valuation Losses
- S-52 Districts Dealing with Unanticipated Revenues
- S-53 Funding Must Be Predictable and Sustainable
- S-54 Special Building Fund Tax Levy Exclusion
- S-55 State Funding System
- S-56 Uniform Valuation Calculation for State Aid
- S-57 Vouchers and Tax Credits
- S-58 Accountability
- S-59 Allied Schools
- S-60 Amend Open Meetings Act for Evaluations
- S-61 Authority of School Boards
- S-62 Charter Schools
- S-63 Duties of Schools
- S-64 E-meetings
- S-65 Educational Service Unit Governance
- S-66 Educational Service Unit Reorganization
- S-67 Interactive Remote Communication Technology
- S-68 Possession of Firearms on School Grounds
- S-69 Organization
- S-70 Personal Liability
- S-71 Publication of Minutes, Receipts, & Expenditures
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- S-73 School Activities
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- S-84 Scope of Bargaining
- S-85 Staff Development and Evaluation
- S-86 Advisory Groups
- S-87 Choice and Affiliation
- S-88 Constitutional Rights & Responsibilities
- S-89 Corporate Sponsorships in Schools
- S-90 Educational Service Units
- S-91 Guiding the P-16 Effort: 21st Century Skills
- S-92 Independent School Districts
- S-93 Local Control for Public PK-12 Schools
- S-94 Local District Advocacy
- S-95 NDE Authority
- S-96 Nonpublic Schools Standards
- S-97 Policy Leadership & Vision on the Future of PK-12
- S-98 Voting Higher Than a Simple Majority

# 2025 LEGISLATIVE COMMITTEES

## Committee on Committees Report Standing Committees

Updated 1/10/2025

### **Agriculture (8)**

***Rm. 2102 – Tuesday***

DeKay (C), (VC), Hansen, Holdcroft, Ibach, Kauth, McKeon, Raybould, Storm

### **Appropriations (9)**

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

Clements (C), (VC), Armendariz, Cavanaugh, M., Dorn, Dover, Lippincott, Prokop, Spivey, Strommen

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

***Rm. 1507 – Monday & Tuesday***

Jacobson (C), (VC), Bostar, Dungan, Hallstrom, Hardin, Riepe, von Gillern, Wordekemper

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

***Rm. 2102 – Monday***

Kauth (C), (VC), Hansen, Ibach, McKeon, McKinney, Raybould, Sorrentino

### **Education (8)**

***Rm. 1525 – Monday & Tuesday***

Murman (C), (VC), Conrad, Hughes, Hunt, Juarez, Lonowski, Meyer, Sanders

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

***Rm. 1023 – Monday***

Holdcroft (C), (VC), Andersen, Cavanaugh, J., Clouse, DeKay, Quick, Rountree, Storm

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

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

Sanders (C), (VC), Andersen, Cavanaugh, J., Guereca, Hunt, Lonowski, McKeon, Wordekemper

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

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

Hardin (C), (VC), Ballard, Fredrickson, Hansen, Meyer, Quick, Riepe

### **Judiciary (8)**

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

Bosn (C), (VC), DeBoer, Hallstrom, Holdcroft, McKinney, Rountree, Storer, Storm

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

***Rm. 1023 – Wednesday, Thursday, & Friday***

Brandt (C), (VC), Clouse, Conrad, DeKay, Hughes, Juarez, Moser, Raybould

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

***Rm 1525 – At call of Chair***

Ballard (C), (VC), Clements, Conrad, Hardin, Jaurez, Sorrentino

### **Revenue (8)**

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

von Gillern (C), (VC), Bostar, Dungan, Ibach, Jacobson, Kauth, Murman, Sorrentino

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

***Rm. 1510 – Monday & Tuesday***

Moser (C), (VC), Ballard, Bosn, Brandt, DeBoer, Fredrickson, Guereca, Storer

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

***Rm. 1023 – Tuesday***

McKinney (C), (VC), Andersen, Cavanaugh, J., Clouse, Quick, Rountree, Sorrentino

## Select Committees

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

Armendariz (C)

#### District 1:

Bosn

Bostar

Moser

Sanders

#### District 2:

Cavanaugh, J.

Fredrickson

Hunt

Spivey

#### District 3:

Brandt

Ibach

Jacobson

Murman

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

Guereca (C)

### **Reference (9)**

Hansen (C), Ibach (VC), Arch, Ballard, Bostar, Dorn, Fredrickson, Jacobson, McKinney, Clements (nonvoting ex officio)

### **Rules (6)**

Lippincott (C), (VC), Bostar, DeBoer, Hansen, Ibach, Arch (ex officio)

## Special Committees

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

(C), (VC), Clements

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

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

Hansen (C), Ibach (VC), Arch, Ballard, Bostar, Dorn, Fredrickson, Jacobson, McKinney, Clements (nonvoting ex officio)

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

(C),

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

(C), (VC), Arch, Clements, Hansen

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

### **Planning Committee (9)**

(C), (VC), Arch, Clements, Hansen

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

(C), (VC),

### **Statewide Tourism and Recreation Water Access and Resource Sustainability (STAR WARS) (11)**

Arch (C),

# Ralston Public Schools | 2026-2027 CALENDAR **V1 DRAFT** updated 10/22

AUGUST '26						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

3-5 New Teacher Days  
6-10 Pre-service  
11 First Day (PK, Kg, 7, & 9)  
12 All Students  
Staff - 18 Student - 15

FEBRUARY '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

12 PD or day off depending on MLK Jr. Day  
15 Comp day for conferences  
Staff - 19 Student - 18

SEPTEMBER '26						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

07 Labor Day  
08. Professional learning  
Staff - 21 Student - 20

MARCH '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

8 Professional Learning/Teacher plan  
26 No School  
29-31 Spring Break  
Staff - 19 Student - 18

OCTOBER '26						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

12 Comp Day for conferences  
13 Professional Learning/Teacher plan  
Staff - 22 Student - 20

APRIL '27						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

1-2 Spring Break  
30 No school  
Staff - 19 Student - 19

NOVEMBER '26						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

6 Professional learning  
25-27 Thanksgiving Break  
Staff - 18 Student - 17

MAY '27						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

25 Last day  
26 Teacher work day  
Staff - 18 Student - 17

DECEMBER '26						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

23 Teacher work day (flex)  
24-31 Winter Break  
Staff - 17\* Student - 16

JUNE '27						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Like our recent calendars Keeps PD off of Fridays (to not lose PLT time)  
Spring break connects to Easter  
Not a full week to start  
Staff have MLK off\*  
Work day (flex) 12/23  
Balanced Semesters

JANUARY '27						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

1-4 Winter Break  
5 Work Day (flex)  
18 Professional Learning possible no school/no staff day  
Staff - 18\* Student - 17

JULY '27						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1<sup>st</sup> semester – 88 days  
2<sup>nd</sup> semester – 89 days

# Ralston Public Schools | 2026-2027 CALENDAR **V2** updated 10/22/25

AUGUST '26						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**3-5** New Teacher Days  
**6-10** Pre-service  
**11** First Day (PK, Kg, 7, & 9)  
**12** All Students  
 Staff - 18 Student - 15

FEBRUARY '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

**15** Comp day for conferences  
  
 Staff - 20 Student - 19

SEPTEMBER '26						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**07** Labor Day  
**08** Professional learning  
  
 Staff - 21 Student -20

MARCH '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**12** Collaborative planning/work day  
**26** No School  
  
 Staff - 22 Student - 21

OCTOBER '26						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**9** Teacher work day (AM)  
 Collaborative Plan (PM)  
**12** Comp Day for conferences  
  
 Staff - 22 Student -20

APRIL '27						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**5-9** Spring Break  
  
 Staff - 17 Student - 17

NOVEMBER '26						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**6** Professional learning  
**25-27** Thanksgiving Break  
  
 Staff - 18 Student -17

MAY '27						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**25** Last day  
**26** Teacher work day  
  
 Staff - 18 Student - 17

DECEMBER '26						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**21** Teacher work day (flex)  
**21-31** Winter Break  
  
 Staff - 15\* Student - 14

JUNE '27						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

2 week winter break  
 MLK day off  
 Flex work day before and after break  
  
 Not able to start later  
 Not able to end earlier  
 No way to give Friday comp days for PT conferences & Columbus/President's day off  
 Lopsided semesters\*

JANUARY '27						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**1** Winter Break  
**4** Work Day (flex)  
**15** Professional learning  
**18** No school  
 Staff - 18 Student -17

JULY '27						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1<sup>st</sup> semester – 86 days  
 2<sup>nd</sup> semester – 91 days

# Ralston Public Schools | 2027-2028 CALENDAR V1 10/22/25

AUGUST '27						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**3-5** New Teacher Days  
**6-10** Pre-service  
**11** First Day (PK, Kg, 7, & 9)  
**12** All Students  
 Staff - 18 Student - 15

FEBRUARY '28						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

**18** Comp Day  
 Staff - 21 Student - 20

SEPTEMBER '27						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**6** Labor Day  
**7** Professional learning  
 Staff - 21 Student - 20

MARCH '28						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**3** Professional learning/Work Day  
**13-17** No School - Spring Break  
 Staff - 18 Student - 17

OCTOBER '27						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**8** Comp day  
**11** Professional learning  
 Staff - 21 Student - 19

APRIL '28						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**14-17** No School  
 Staff - 18 Student - 18

NOVEMBER '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**1** - Professional learning  
**25 - 27** Thanksgiving break  
 Staff - 19 Student - 18

MAY '28						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**24** Last day  
**25** - Work day  
 Staff - 19 Student - 18

DECEMBER '27						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**22** Work Day (flex)  
**23-31** Winter Break  
 Staff - 16 Student - 15

JUNE '28						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Pros: No school after Halloween  
 Not full week start  
 Mid-semester Spring Break  
 Flex Work day before and after break  
 Breaks in Feb, March and April

JANUARY '28						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**03** Winter Break  
**04** - Work Day (flex)  
**17** No School  
**24** Professional Learning  
 Staff - 18 Student - 17

JULY '28						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**Cons:** Early spring break  
 Not 2 weeks at Holidays  
**Student Days- 87/90 = 177**  
**Staff Days - 189**

# Ralston Public Schools | 2026-2027 CALENDAR **V3** updated 10/22/25

AUGUST '26						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 3-5** New Teacher Days
  - 6-10** Pre-service
  - 11** First Day (PK, Kg, 7, & 9)
  - 12** All Students
- Staff - 18 Student -15

FEBRUARY '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

- 12** Comp day for conferences
  - 15** Professional Learning/Teacher workday
- Staff - 20 Student - 18

SEPTEMBER '26						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 4** Professional learning
  - 7** Labor Day
- Staff - 21 Student - 20

MARCH '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 15-19** Spring Break
  - 26** No School
- Staff - 17 Student - 17

OCTOBER '26						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 9** Comp Day for conferences
  - 12** Professional Learning/Teacher work day
- Staff - 22 Student - 20

APRIL '27						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Staff - 22 Student - 22

NOVEMBER '26						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- 6** Professional learning
  - 25-27** Thanksgiving Break
- Staff - 18 Student - 17

MAY '27						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 21** Last day
  - 24** Teacher work day
- Staff - 16 Student - 15

DECEMBER '26						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 23-31** Winter Break
- Staff - 16 Student - 16

JUNE '27						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- Earlier Spring break good for testing window
- Gives comp days on Fridays near PT conferences
- Not a full first week
- No workday before Winter break
- Not two full weeks of break
- Does not give staff Pres and Columbus off
- Long stretch after Good Friday

JANUARY '27						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 1** Winter Break
  - 4** Work Day
  - 15** Professional learning
  - 18** No school
- Staff - 19 Student - 17

JULY '27						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 1<sup>st</sup> semester – 88 days
- 2<sup>nd</sup> semester – 89 days
- Staff days- 189

# Ralston Public Schools | 2027-2028 CALENDAR **V2** 10/22/25

AUGUST '27						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**2-4** New Teacher Days  
**5-9** Pre-service  
**10** First Day (PK, Kg, 7, & 9)  
**11** All Students  
 Staff - 19 Student - 16

FEBRUARY '28						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

**18** Comp Day  
**21** Professional Learning/Work Day  
 Staff - 21 Student - 19

SEPTEMBER '27						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**6** Labor Day  
**7** Professional learning  
 Staff - 21 Student - 20

MARCH '28						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**27-31** No School - Spring Break  
 Staff - 18 Student - 18

OCTOBER '27						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**8** Comp day  
**11** Professional learning  
 Staff - 21 Student - 19

APRIL '28						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

**14-17** No School  
 Staff - 18 Student - 18

NOVEMBER '27						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**1** - No school  
**2** - Professional learning  
**25 - 27** Thanksgiving break  
 Staff - 18 Student - 17

MAY '28						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**23** Last day  
**24** - Work day  
 Staff - 18 Student - 17

DECEMBER '27						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**22** Work Day (flex)  
**23-31** Winter Break  
 Staff - 16 Student - 15

JUNE '28						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Pros: No school after Halloween\*  
 Not full week start  
 Later Spring Break  
 Flex Work day before & after break  
 Professional learning on Holidays with comp days on Fridays (staff able to do things when banks, etc are open)

JANUARY '28						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**3** Winter Break  
**4** - Work Day (flex)  
**17** Professional Learning  
 Staff - 19 Student - 18

JULY '28						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**Cons:**  
 Not 2 weeks at Holidays  
 MLK is an Inservice  
**Student Days- 87/90 = 177**  
**Staff Days - 189**

## RPS Calendar Adoption Process Summary:

- Survey sent to Staff and Parents/guardians - September 10th - 26th
- Drafts created and reviewed by cabinet members and edited based on feedback
- First drafts presented to BOE - October 27th
- Based on BOE input, updated drafts will be sent to stakeholders for additional feedback

## Summary of parent and staff feedback:

### School Calendar Feedback Themes

#### 1. Strategic Scheduling and Allocation of Staff Time

- Restore Comp Days: Strong demand to bring back Fridays as comp days following conferences and make the day after conferences a non-student day for teacher recovery.
- Extended Breaks: Requests for a full two-week Winter Break (10 school days) and to prevent the return date from being immediately after a major holiday (e.g., January 2nd).
- Teacher Prep/Work Days: A critical request to schedule a teacher work day *immediately following* any extended break (Winter or Spring Break) to allow for planning and preparation without working during the holiday.
- Professional Development (PD): A desire to avoid scheduling PD on Fridays, which often removes dedicated teacher plan time.
  - \*This aligns with the district's preference for keeping PD off Fridays due to increased staff absenteeism on Friday PD dates
  - Keeping PD off Fridays also preserves the district-wide weekly PLT time

#### 2. Logistical Alignment and Flexibility for Families

- Calendar Synchronization: A high priority is to align major breaks (Thanksgiving, Winter, and Spring Break) with surrounding metropolitan districts (OPS, Millard, etc.) to ease scheduling for staff and families with children in multiple districts.
- Start of School Year: Overwhelming preference to start the school year mid-week (Wednesday/Thursday) instead of a full Monday start, particularly to ease younger students (Pre-K/Kinder) into the routine.
- Spring Break Timing: Requests to avoid having Spring Break wrap around Easter and to schedule it earlier to ensure sufficient time for students to prepare for and complete state testing *before* the break.

## Challenges and considerations:

Every effort was made to honor feedback requests when possible. However, it is not feasible to do them all.

- It is not possible to align Spring Break with *all* neighboring districts, as they vary by district from mid-March to early April. Additionally, most of our neighboring districts have not yet released their calendars.
- A full two weeks off for Winter Break proves difficult in order to get an adequate number of student days in before the break. The alternative would be to complete the first semester in January after the break, but that would almost certainly cause the year to go beyond Memorial Day.

### Each calendar features:

- Pros and Cons
- Highlights what is in line with feedback

### 2026-2027

- Three versions to consider

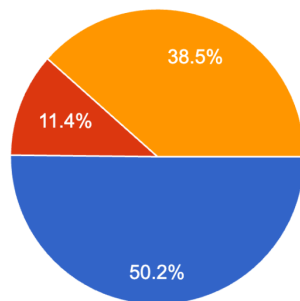
### 2027-2028

- Two versions to consider

### Data:

How are you affiliated with the Ralston Public Schools?

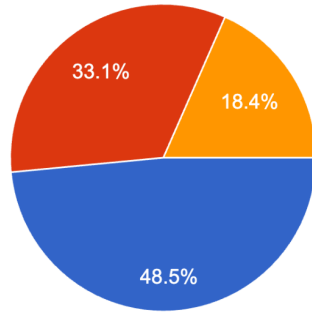
299 responses



- I am a certified staff member (e.g., administrator, teacher...etc.)
- I am a classified staff member (e.g., paraprofessional, custodian, food service...etc.)
- I am a parent or guardian who has a child/children attending the Ralston Public Schools

Each fall, the district schedules a compensation day for teachers attending parent/teacher conferences. When do you prefer this day to be scheduled?

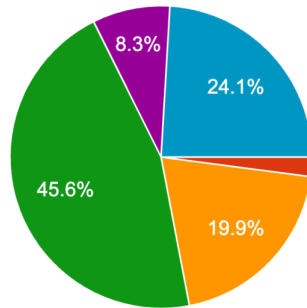
299 responses



- The Friday immediately after parent/teacher conferences
- Connected to another "no school" day(s) in the fall for a longer break.
- I do not have a preference

When is the best time of the year to have one long spring break, lasting approximately 5-6 days total?

241 responses



- Mid February
- Late February or early March
- Mid March
- Late March to early April
- Mid April
- Always aligned with Good Friday / Easter regardless of when it lands on the calendar

**Ralston Foundation**  
**Balance Sheet**  
As of April 30, 2025

	Apr 30, 25
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
First Interstate - Investment	1,109,585.42
First Interstate Checking	541,923.44
<b>Money Market Restricted</b>	
Jan Rowley Memorial Scholarship	13,400.00
MM - Mackie Leadership Grant	6,500.00
MM Ram Forever Stem Scholarship	6,000.00
Money Market Athletic Sponsor	34,012.00
MM Naviaux Family Scholarship	3,150.00
MM Harry Weichel Scholarship	1,600.00
MM - Theatre	522.77
MM Virginia Grogan Memorial	20,656.50
MM Jim McGrath Memorial	13,532.00
MM Mickey Looney Memorial	4,500.00
MM Martin Frye Memorial	180.00
MM A.Hansen Memorial	239.43
MM Alumni Association	65.00
MM Early Childhood Education	1,736.29
MM EHA Wellness	6,808.43
MM Emergency Fund	2,266.99
MM Fallen Soldier Project	2,000.00
MM Foundation Scholarships	-379.80
MM General	48,938.63
MM HS Facilities Designated Fnd	960.00
MM Industrial Tech Modules Acct	2,600.00
MM Janell Shain Memorial	2,760.00
MM Kendall Peterson Fund	102,648.42
MM Ketelsen, Jessica/Jeremy Fund	230.59
MM Kronberg Scholarship Fund	6,811.74
MM Pat Cortese Memorial	70.04
MM Polivka Scholarship	605.00
MM Reid Adler Memorial	3,463.73
MM RHS Food Bank	36,301.23
MM Rod Stuehm Memorial	250.00
MM Steinbach Scholarship Fund	3,003.79
MM UNO Cooperating Scholarship	22,830.00
Money Market Restricted - Other	-48.35
<b>Total Money Market Restricted</b>	348,214.43
<b>Money Market Reserve</b>	0.01
<b>Total Checking/Savings</b>	1,999,723.30
<b>Other Current Assets</b>	
GWB due 10/12/18 #70992	-9.00

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05/15/25

Accrual Basis

**Ralston Foundation**  
**Balance Sheet**  
As of April 30, 2025

	<u>Apr 30, 25</u>
Payroll Service Customer Asset	340.00
Total Other Current Assets	331.00
Total Current Assets	2,000,054.30
<b>TOTAL ASSETS</b>	<b>2,000,054.30</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	-500.00
Total Accounts Payable	-500.00
Other Current Liabilities	
PPE Loan	129,745.00
Direct Deposit Liabilities	593.89
Payroll Liabilities	
Accrued Health/Life Ins. Payabl	354,203.40
Payroll Liabilities - Other	-762.52
Total Payroll Liabilities	353,440.88
Total Other Current Liabilities	483,779.77
Total Current Liabilities	483,279.77
Total Liabilities	483,279.77
Equity	
Opening Bal Equity	269,025.80
Retained Earnings	966,082.20
Net Income	281,666.53
Total Equity	1,516,774.53
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>2,000,054.30</b>

## Ralston Foundation Profit & Loss Budget Overview July 2024 through April 2025

	Jul '24 - Apr 25	Budget
<b>Income</b>		
<b>Restricted Income</b>	210,061.35	120,000.00
<b>Foundation</b>		
Classroom/Teacher Grant Donatio	575.00	800.00
Investment Gains (Losses)	164,600.28	50,000.00
R-Club	0.00	200.00
Scholarships	100.00	17,000.00
Golf	16,200.00	18,000.00
General Donations	13,488.01	10,000.00
Interest income	341.71	0.00
<b>Total Foundation</b>	195,305.00	96,000.00
<b>Lil Rams</b>		
Activity Fees	11,090.00	10,000.00
Donations	670.69	
Meals	-10,949.83	
Registration Fees	5,380.00	7,500.00
Sales	205.00	800.00
Tuition	574,221.39	678,037.00
<b>Total Lil Rams</b>	580,617.25	696,337.00
<b>Tiny Rams</b>		
Tiny Rams - Other	0.00	3,000.00
Activity Fees	500.00	500.00
Donations	-2,000.00	2,000.00
Registration Fees	1,546.00	1,500.00
Sales	65.00	300.00
Tuition	311,852.95	332,954.00
<b>Total Tiny Rams</b>	311,963.95	340,254.00
<b>Total Income</b>	1,297,947.55	1,252,591.00
<b>Expense</b>		
<b>Restricted Expense</b>	67,686.15	115,000.00
<b>Foundation Expense</b>		
Teacher Grants	5,495.21	10,000.00
teamRPS	8,366.15	
Sponsorships	3,488.47	2,500.00
Alumni	3,712.04	1,000.00
Alumni Recruitment	2,675.00	
Capital Expense	0.00	2,500.00
Administration	0.00	250.00
Advertising/Marketing	0.00	1,200.00
Awards/Teacher Appreciation	8,324.24	7,000.00
Fees & Licenses	7,103.61	7,000.00
Equipment	67.60	500.00

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05/15/25

Cash Basis

**Ralston Foundation**  
**Profit & Loss Budget Overview**  
 July 2024 through April 2025

	Jul '24 - Apr 25	Budget
Events	10,519.39	9,500.00
Good & Welfare/District	4,914.09	6,000.00
Outreach	7,147.82	7,500.00
Office supplies	4,494.26	900.00
Payroll Expenses	1,123.05	5,000.00
Printing & reproduction	0.00	8,500.00
Professional Fees	600.00	3,000.00
Scholarships	74,950.00	5,000.00
Staff Development	1,037.87	1,000.00
<b>Total Foundation Expense</b>	<b>144,018.80</b>	<b>78,350.00</b>
<b>Lil Rams Expense</b>		
Cellular phones	4,034.66	4,400.00
Computer expense/LR	24.60	4,000.00
Dues and Subscriptions	1,410.37	2,500.00
Equipment	878.76	1,500.00
Good & Welfare	2,413.55	3,200.00
Field Trips	21,784.70	30,000.00
Marketing Expense	0.00	750.00
Mileage	974.09	1,500.00
Miscellaneous	8.00	
Payroll Expense	446,351.73	486,630.35
Professional Fees	4.00	
Snacks	6,862.20	8,500.00
Staff Development	1,232.23	1,500.00
Staff Shirts	435.22	2,000.00
Supplies	5,787.03	4,700.00
Tuition Reimbursement	-216.90	2,500.00
<b>Total Lil Rams Expense</b>	<b>491,984.24</b>	<b>553,680.35</b>
<b>Tiny Rams Expense</b>		
Cellular phones	1,880.28	2,600.00
Computer Expense	0.00	1,200.00
Dues and Subscriptions	527.36	750.00
Equipment	1,395.36	2,400.00
Furniture	582.06	1,500.00
Good and Welfare	1,749.20	2,500.00
Field Trips	5,121.40	4,000.00
Meals	18,274.25	40,000.00
Mileage	0.00	200.00
Miscellaneous	19.50	
Payroll Expense	283,365.63	368,056.00
Printing	291.37	200.00
Staff Development	1,537.45	1,500.00
Staff Shirts	341.25	1,000.00
Supplies	4,960.72	5,100.00

4:25 PM  
05/15/25  
Cash Basis

**Ralston Foundation**  
**Profit & Loss Budget Overview**  
July 2024 through April 2025

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	<u>Jul '24 - Apr 25</u>	<u>Budget</u>
Tuition Reimbursement	-6,454.00	1,000.00
Total Tiny Rams Expense	313,591.83	432,006.00
Total Expense	1,017,281.02	1,179,036.35
Net Income	<u><b>280,666.53</b></u>	<u><b>73,554.65</b></u>

**Ralston Foundation**  
**Profit & Loss Budget Overview**  
 July 2024 through June 2025

	Jul '24 - Jun 25	Budget
<b>Income</b>		
<b>Restricted Income</b>	215,091.35	120,000.00
<b>Foundation</b>		
Classroom/Teacher Grant Donatio	575.00	800.00
Investment Gains (Losses)	164,600.28	50,000.00
R-Club	0.00	200.00
Scholarships	100.00	17,000.00
Golf	16,200.00	18,000.00
General Donations	35,916.91	10,000.00
Interest income	399.21	0.00
<b>Total Foundation</b>	217,791.40	96,000.00
<b>Lil Rams</b>		
Activity Fees	11,470.00	10,000.00
Donations	670.69	
Registration Fees	6,140.00	7,500.00
Sales	1,268.00	800.00
Tuition	712,350.73	678,037.00
<b>Total Lil Rams</b>	731,899.42	696,337.00
<b>Tiny Rams</b>		
Tiny Rams - Other	0.00	3,000.00
Activity Fees	500.00	500.00
Donations	-2,000.00	2,000.00
Registration Fees	1,866.00	1,500.00
Sales	281.00	300.00
Tuition	384,672.23	332,954.00
Tiny Rams - Other	-8.00	
<b>Total Tiny Rams</b>	385,311.23	340,254.00
<b>Total Income</b>	1,550,093.40	1,252,591.00
<b>Expense</b>		
<b>Restricted Expense</b>	104,381.15	115,000.00
<b>Foundation Expense</b>		
Teacher Grants	8,376.80	10,000.00
teamRPS	8,366.15	
Sponsorships	3,488.47	2,500.00
Alumni	3,757.45	1,000.00
Alumni Recruitment	2,675.00	
Capital Expense	3,561.98	2,500.00
Administration	0.00	250.00
Advertising/Marketing	0.00	1,200.00
Awards/Teacher Appreciation	10,068.58	7,000.00
Fees & Licenses	9,182.03	7,000.00
Equipment	139.60	500.00
Events	10,519.39	9,500.00
Good & Welfare/District	7,564.09	6,000.00
Outreach	11,961.65	7,500.00
Office supplies	4,494.26	900.00
Payroll Expenses	1,340.05	5,000.00
Printing & reproduction	0.00	8,500.00
Professional Fees	600.00	3,000.00
Scholarships	78,850.00	5,000.00
Staff Development	1,165.04	1,000.00
<b>Total Foundation Expense</b>	166,110.54	78,350.00
<b>Lil Rams Expense</b>		
Cellular phones	4,769.56	4,400.00
Computer expense/LR	24.60	4,000.00
Dues and Subscriptions	1,568.37	2,500.00
Equipment	1,279.99	1,500.00
Good & Welfare	3,280.02	3,200.00
Field Trips	27,890.85	30,000.00

**Ralston Foundation**  
**Profit & Loss Budget Overview**  
 July 2024 through June 2025

	Jul '24 - Jun 25	Budget
Marketing Expense	0.00	750.00
Mileage	974.09	1,500.00
Miscellaneous	8.00	
Payroll Expense	539,691.99	486,630.35
Professional Fees	4.00	
Snacks	7,269.27	8,500.00
Staff Development	1,349.23	1,500.00
Staff Shirts	1,286.31	2,000.00
Supplies	6,555.24	4,700.00
Tuition Reimbursement	-216.90	2,500.00
<b>Total Lil Rams Expense</b>	<b>595,734.62</b>	<b>553,680.35</b>
<b>Tiny Rams Expense</b>		
Cellular phones	2,228.20	2,600.00
Computer Expense	314.20	1,200.00
Dues and Subscriptions	577.36	750.00
Equipment	2,531.00	2,400.00
Furniture	1,288.23	1,500.00
Good and Welfare	1,824.86	2,500.00
Field Trips	6,241.86	4,000.00
Meals	36,707.27	40,000.00
Mileage	0.00	200.00
Miscellaneous	19.50	
Payroll Expense	337,612.08	368,056.00
Printing	314.27	200.00
Staff Development	1,537.45	1,500.00
Staff Shirts	585.02	1,000.00
Supplies	5,196.89	5,100.00
Tuition Reimbursement	-6,454.00	1,000.00
<b>Total Tiny Rams Expense</b>	<b>390,524.19</b>	<b>432,006.00</b>
<b>Total Expense</b>	<b>1,256,750.50</b>	<b>1,179,036.35</b>
<b>Net Income</b>	<b>293,342.90</b>	<b>73,554.65</b>

## Ralston Foundation

## Balance Sheet

As of June 30, 2025

	<u>Jun 30, 25</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
First Interstate - Investment	1,109,585.42
First Interstate Checking	600,347.93
<b>Money Market Restricted</b>	
Jan Rowley Memorial Scholarship	13,400.00
MM - Mackie Leadership Grant	6,500.00
MM Ram Forever Stem Scholarship	6,000.00
Money Market Athletic Sponsor	34,012.00
MM Naviaux Family Scholarship	3,150.00
MM Harry Weichel Scholarship	200.00
MM - Theatre	522.77
MM Virginia Grogan Memorial	20,656.50
MM Jim McGrath Memorial	13,532.00
MM Mickey Looney Memorial	5,000.00
MM Martin Frye Memorial	180.00
MM A.Hansen Memorial	239.43
MM Alumni Association	65.00
MM Early Childhood Education	1,736.29
MM EHA Wellness	6,808.43
MM Emergency Fund	1,092.71
MM Fallen Soldier Project	2,000.00
MM Foundation Scholarships	-379.80
MM General	19,071.36
MM HS Facilities Designated Fnd	960.00
MM Industrial Tech Modules Acct	2,600.00
MM Janell Shain Memorial	2,760.00
MM Kendall Peterson Fund	102,648.42
MM Ketelsen, Jessica/Jeremy Fund	230.59
MM Kronberg Scholarship Fund	6,811.74
MM Pat Cortese Memorial	70.04
MM Polivka Scholarship	605.00
MM Reid Adler Memorial	963.73
MM RHS Food Bank	37,094.31
MM Rod Stuehm Memorial	250.00
MM Steinbach Scholarship Fund	3,003.79
MM UNO Cooperating Scholarship	22,830.00
Money Market Restricted - Other	2,645.23
<b>Total Money Market Restricted</b>	<u>317,259.54</u>
<b>Money Market Reserve</b>	0.01
<b>Total Checking/Savings</b>	<u>2,027,192.90</u>
<b>Other Current Assets</b>	
GWB due 10/12/18 #70992	-9.00
Payroll Service Customer Asset	340.00
<b>Total Other Current Assets</b>	<u>331.00</u>
<b>Total Current Assets</b>	<u>2,027,523.90</u>
<b>TOTAL ASSETS</b>	<u><u>2,027,523.90</u></u>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable	
Accounts Payable	-500.00
<b>Total Accounts Payable</b>	<u>-500.00</u>
<b>Other Current Liabilities</b>	
PPE Loan	129,745.00
Direct Deposit Liabilities	593.89
Payroll Liabilities	

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08/06/25

Accrual Basis

## Ralston Foundation

# Balance Sheet

As of June 30, 2025

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	<u>Jun 30, 25</u>
Accrued Health/Life Ins. Payabl	368,534.24
Payroll Liabilities - Other	<u>-300.13</u>
<b>Total Payroll Liabilities</b>	368,234.11
<b>Total Other Current Liabilities</b>	<u>498,573.00</u>
<b>Total Current Liabilities</b>	498,073.00
<b>Total Liabilities</b>	498,073.00
<b>Equity</b>	
Opening Bal Equity	269,025.80
Retained Earnings	966,082.20
Net Income	<u>294,342.90</u>
<b>Total Equity</b>	1,529,450.90
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u><b>2,027,523.90</b></u></u>

## 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: April 22, 2024

# **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 2025-2026 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 2025-2026 school year.

## **Ralston Public Schools 2025-2026 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 2025-2026 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 16, 2026**.

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 2025/2026 school year, **not to exceed \$35,000**. The total benefit, will be payable in one payment by February 1, 2027.

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: 2025 / 2026 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 2025/ 2026 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, 2027.

**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 Agreements in place *September 1, 2017 and after*

5/9/25

Nebraska Department of Education  
School Finance & Organization Services  
Lincoln NE

RE: 2025/26 Voluntary Termination Expenditure Exclusion  
**Ralston Public Schools 28-0054**

The school district is requesting approval from the State Board of Education for the Voluntary Termination Expenditure Exclusion. If the State Board of Education approves this request, the expenditure exclusion amount will be shown on Schedule A of the 2025/26 School District Budget Form and will be included on Line B-130 of the 2025/26 LC-2.

***Voluntary Termination Agreements in place beginning September 1, 2017 for Certificated Teachers and are not part of a Voluntary Termination Agreement resulting from a Collective Bargaining Agreement.***

**Total amount being paid as incentives during the 2025/26 school year for these agreements:** \$ 271,752

*Total Annual Salary & Benefits of terminating teachers:* \$ 641,534

*Total Annual Salary & Benefits of replacement teachers:* \$ 585,215

*Net savings over 5 years:* \$ 281,595

***Expenditure Exclusion Request:*** \$ 271,752

This is also verification that the Voluntary Termination Agreements listed above meet all of the qualifying criteria to be utilized as an expenditure exclusions as required in §79-1028.01 & 79-8,142.

**Aaron Bredenkamp**  
**Ralston Public Schools 28-0054**

Grant Title	2025-2026
Total	\$ 2,688,311.99
ESSER	
Title 1	\$ 521,929.00
Title 2	\$ 92,280.00
Title 3-EL	\$ 76,744.00
Title 3 - Immigrant	\$ 15,473.00
Title 4	\$ 36,155.00
SPED IDEA	
IDEA-PtB-611-Base-EP-6408	\$ 783,364.00
IDEA-PartB-619-PS-6406	\$ 23,394.00
IDEA-CEIS-6411	\$ -
IDEA-NonPublic-6412	\$ 28,515.00
PEAK Grant	\$ 23,863.00
Perkins	
Secondary-6700	\$ 33,909.00
PostSecondary-6701	\$ -
CLSD	\$ 258,958.00
CTE	\$ 15,952.00
McKinney - Vento	\$ 500.00
Medicaid Administrative Activities in Public Schools (MAAPS)	\$ 81,459.00
Medicaid in Public Schools (MIPS)	\$ 23,508.00
NDEQ	\$ 9,300.00
Summer Food Service Program	\$ 40,853.64
Fresh Fruit and Vegetable Program Grants	
Blumfield Elementary	\$ 23,365.44
Meadows Elementary	\$ 19,422.15
Karen Western Elementary	\$ 13,772.07
Wildewood Elementary	\$ 18,598.18
Mockingbird Elementary	\$ 28,309.25
Seymour Elementary	\$ 16,538.26
Learning Community Elementary Center Programming Grant	\$ 85,000.00
Learning Community District Initiatives 2.0 Grant	\$ 225,000.00
Buffett Early Childhood Grant	\$ 135,000.00
USTA tennis grant	\$ 48,000.00
Whole Kids Garden	\$ 9,150.00



## **Superintendent Evaluation**

### **System**

**Board of Education Policy: 4057**

*Nebraska Frameworks Standard Vision and Purpose, Commitment to Continuous Improvement*



## **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.** Unless otherwise provided for in the superintendent’s employment contract, the first-year evaluations should take place (1) at or prior to the October board meeting, and (2) at or prior to the January board meeting. Annual evaluations shall generally take place 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 nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation should take place at or prior to the March 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 complete a draft evaluation document. The board president shall compile the individual draft evaluations into a single and final evaluation, provide a copy to the superintendent, and discuss it with

him or her. If the superintendent's evaluation is conducted at a board meeting, the superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and if 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 (ex. president, vice president, etc...). 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 23, 2025

## **Superintendent Evaluation Process**

The evaluation process will be conducted twice annually in October and January during the Superintendent's first year of employment, and then will occur once a year prior to the second March BOE meeting 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 engagement in the vision/direction</i></li> <li>• <i>No evidence of routine feedback or review</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 Some evidence of feedback and review</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 constituents in development and implementation of strategic direction</i></li> <li>• <i>Evidence of progress, feedback, and review</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Vision and direction are documented with measurable outcomes, which are appropriate for the organizational context and guide the district</i></li> <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>

## **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 compliance with state or federal law, or not routinely reviewed</i></li> <li>● <i>No evidence of collaborative practice to influence decisions impacting student learning</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> <li>● <i>Uses some collaborative strategies at the local level</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 reviewed and developed to incorporate state or federal policy, as needed</i></li> <li>● <i>Some evidence of strategies to influence local, state, and national decisions</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> <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>

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

<i>community needs, priorities, or resources</i>	<ul style="list-style-type: none"> <li>● <i>Demonstrates awareness of community needs, priorities, and resources</i></li> </ul>	<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>	
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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> <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>	<ul style="list-style-type: none"> <li>● <i>Some evidence of continuous improvement and innovation</i></li> <li>● <i>Student information is used to guide decision-making</i></li> <li>● <i>Some quality indicators/accreditation standards guide district planning and practice</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Evidence of the use of some systematic review or emerging trends and innovation in continuous improvement process</i></li> <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>	<ul style="list-style-type: none"> <li>● <i>Strategic, comprehensive continuous improvement process incorporating emerging trends and innovation</i></li> <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>

## **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> <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>Some evidence of high expectations of student achievement</i></li> <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>High expectations are clearly and consistently communicated and monitored</i></li> <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>Data-driven high expectations of student achievement and monitoring of progress</i></li> <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>

**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
● <i>Little or no evidence of alignment of personnel and financial resources</i>	● <i>Some evidence of alignment of personnel and financial resource allocation to achieve</i>	● <i>Evidence of alignment of personnel and financial resource</i>	● <i>Evidence of ongoing strategic planning to ensure personnel and</i>

<p><i>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>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>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>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> <li>● <i>Facilities/Transportation are not up-to-date, clean, safe, and secure</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Most business processes in place and using current best practices but not clearly linked to student learning and success</i></li> <li>● <i>Some evidence of facility/transportation</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Business processes are in place using current best practices with a clear priority on student learning and success ➤ Processes are in place for ongoing facility/transportation planning and facilities; and vehicles are clean, safe and secure</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Business processes are in place using current best practices and are organized and reported to clearly link with the priority of student learning and success</i></li> </ul>

<ul style="list-style-type: none"> <li>● <i>Little evidence of building consensus, managing conflict, and resolving operational issues</i></li> </ul>	<p><i>planning, with fairly clean and safe facilities</i></p> <ul style="list-style-type: none"> <li>● <i>Manages operational issues with little or no conflict</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Manages operational issues with little or no conflict and builds some consensus</i></li> </ul>	<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>● Little of no evidence of a shared vision on equity or equitable practices</li> <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>	<ul style="list-style-type: none"> <li>● Some evidence of shared vision on equity and equitable practices</li> <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>	<ul style="list-style-type: none"> <li>● Shared vision on equity and equitable practices is evident through professional learning</li> <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>	<ul style="list-style-type: none"> <li>● Shared vision on equity and equitable practices is the norm through professional development, district processes, and procedures; and, is validated through an annual student/staff climate survey</li> <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>

**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
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<ul style="list-style-type: none"> <li>● <i>Does not demonstrate dignity or respect when communicating with students, staff, families, or community members</i></li> <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>	<ul style="list-style-type: none"> <li>● <i>Does not consistently demonstrate dignity or respect when communicating with students, staff, families, or community members</i></li> <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>	<ul style="list-style-type: none"> <li>● <i>Demonstrates dignity and respect when communicating with students, staff, families, or community members</i></li> <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>	<ul style="list-style-type: none"> <li>● <i>Consistently demonstrates dignity and respect when communicating with students, staff, families, or community members</i></li> <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: Date:**  
**Evaluator:**

## Superintendent Evaluation

<b>EFFECTIVE PRACTICE: (1) Shared Vision and Strategic Direction</b>			
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:			
<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.			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			
<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.			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative (required for basic and unsatisfactory ratings):			
<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.			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			

<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.			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			
<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.			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			
<b>EFFECTIVE PRACTICE: (7) Systems Leadership and Management</b>			
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
Narrative (required for basic and unsatisfactory ratings):			

<b>EFFECTIVE PRACTICE: (8) Equity, Climate, and Culture</b>			
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
Narrative:			
<b>EFFECTIVE PRACTICE: (9) Leadership, Conduct, and Professional Growth</b>			
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

Narrative (required for basic and unsatisfactory ratings):

<b>SUMMARY OF EVALUATION</b>			
This section will highlight the overall strengths and areas for growth within the Superintendent Evaluation. If the overall rating is <i>unsatisfactory</i> or <i>basic</i> , an improvement plan or recommendations for improvement are required.			
Unsatisfactory	Basic	Proficient	Distinguished
Narrative:			

Superintendent Signature: \_\_\_\_\_ Date: \_\_\_\_\_ Board President Signature: \_\_\_\_\_  
 \_\_\_\_\_ Date: \_\_\_\_\_



**Mr. Jason Buckingham**  
Superintendent

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

**Dr. Sara Zabrowski-Gates**  
Assistant Superintendent for Teaching and Learning

August 25, 2025

BOE members:

Per policy school board policy #4057, I am required to give the Board of Education a minimum of 45 days prior written notice of my next evaluation. Please accept this letter as notice of the following evaluation schedule:

Superintendent self-evaluation 10/20-10/26

Results compiled and shared with the BOE 10/28

Board of Education to complete superintendent evaluation 10/28-11/6

Results of BOE evaluation tabulated and shared with the Board President 11/17

Results to be an agenda item for the 11/24 regular BOE meeting.

Respectfully submitted,

Jason Buckingham

School	QTR 1											Chronic absentees, defined as missing 10% of school days to date							
		21-22	22-23	23-24	24-25	25-26	4 year change	3 year change	2 year change	1 year change	21-22	22-23	23-24	24-25	25-26	4 year change	3 year change	2 year change	1 year change
Blumfield		93.11	94.13	95.8	94.43	94.67	1.68%	0.57%	-1.18%	0.25%	72	63	64	64	59	-18.06%	-6.35%	-7.81%	-7.81%
Karen Western		91.74	94	95.16	96.24	96.49	5.18%	2.65%	1.40%	0.26%	55	40	14	13	14	-74.55%	-65.00%	0.00%	7.69%
Meadows		94.03	95.18	96.44	96.44	96.29	2.40%	1.17%	-0.16%	-0.16%	54	41	23	22	31	-42.59%	-24.39%	34.78%	40.91%
Mockingbird		91.18	93.26	94.05	94.16	95.06	4.26%	1.93%	1.07%	0.96%	124	90	86	82	63	-49.19%	-30.00%	-26.74%	-23.17%
Seymour		94	95.84	95.96	95.09	96.08	2.21%	0.25%	0.13%	1.04%	45	26	41	39	29	-35.56%	11.54%	-29.27%	-25.64%
Wildewood		93.89	94.44	94.86	95.79	95.94	2.18%	1.59%	1.14%	0.16%	50	40	31	31	29	-42.00%	-27.50%	-6.45%	-6.45%
RMS		92.25	93.12	93.71	93.76	94.52	2.46%	1.50%	0.86%	0.81%	131	97	94	91	79	-39.69%	-18.56%	-15.96%	-13.19%
RHS		88.08	89.12	88.63	89.18	90.28	2.50%	1.30%	1.86%	1.23%	395	386	384	379	297	-24.81%	-23.06%	-22.66%	-21.64%
Elementary		92.92	94.4	95.29	95.2	95.66	2.95%	1.33%	0.39%	0.48%	400	300	259	251	225	-43.75%	-25.00%	-13.13%	-10.36%

## Bond Planning/Update Agenda

### October 20, 2025

- Phase II timeline
  - 11/12 Drawings ready
  - 11/18 2pm Pre-Bid meeting
  - 12/4 Bids Due
  - 12/8 Bids presented to the BOE for approval
  - Work can begin immediately at Central Office and Speck Nelson Stadium
- RHS
  - Punchlist list has started, target completion date December 2025
  - Chiller demolition and installation has started with A/B Wing chiller replacement, AC is down until start up 10/27-10/29
  - Lighting to be replaced, manufacturer's defect in lineal lights.
  - Pool Pak to be delivered end of January
  - Tile work in restrooms is continuing
- RMS
  - Punch list work ongoing, new gym pads and backboards installed in the Upper Gym
- BL
  - Water leakage under the slab in one of the north exits. Plumber is investigating
  - Balancing of HVAC system is ongoing
- MB
  - Gym floor has been temporarily fixed, awaiting a permanent solution

### September 18, 2025

- RHS
  - Painting in the pool is finished,
  - New chillers are onsite, set for partial install 10/10-10/15
  - Dust collectors and auto exhaust fans set for startup week of 9/22
  - Lighting programmer is due out next week to RHS
  - Aux. Gym ready for waxing
  - Mother's Room and Family Restroom are complete
  - Gym sound system set for 1st week of October
  - Shower work to start this week
- RMS
  - Malfunctioning lights have been replaced
  - Gym floor repair set for 10/13

- 

### **September 4, 2025**

- RHS
  - Painting in the pool to be finished this weekend, filling and heating of the pool to begin Monday.
  - New chillers set for delivery 9/8
  - Intruder alarms and card readers installations are nearly complete.
  - New intercom system is functioning
  - Punch list is beginning to be assembled
- RMS
  - Replacing 3 non-functional light fixtures
  - Very few, minor punch list items remain
- BL
  - Small drywall repair is scheduled for September
  - Punch list is complete,
  - Monitoring current HVAC performance

### **August 5, 2025**

- RHS
  - Gym ceiling and lighting is complete, sound system nearly finished
  - Basketball hoops are being installed
  - RTU's in place, start up of units for HVAC is complete
  - Gym lockers are installed
  - Old Daycare rooms are complete, inspections are passed
  - Weight room is near complete, inspection 8/5
  - Parking lot is complete, landscaping and striping is ongoing
  - Hallway tile and stair tread is being installed
  - All three Shops are painted and are being put back together
- RMS
  - Punch list items
- SY
  - Finishing roof work, plaster and paint for sawtooth section to finish in August
- WW
  - Concrete replacement and painting is finished,
- BL and MB
  - Wall pads installed for recovery rooms
- KW

- Exterior painting is nearly complete

### **July 3, 2025**

- RHS
  - Gym ceiling is  $\frac{1}{3}$  complete
  - Lifting RTU's on top of the wt. room this week
  - Basketball hoops by the end of July
  - 7/24, gym lockers
  - 7/16 for pool
  - Chillers on 8/27, install in October
  - Drywalling old daycare areas
  - Locker rooms are being painted
  - Lights in gym, install to start Monday
  - Parking lot needs a break in the weather, multiple pours are scheduled, doubled the size of the concrete crew.
  - Light poles for parking lot next week
- RMS
  - Testing for low voltage systems to be finished by 7/14
  - Concrete is finished, upper lot is tarred and striped
  - Sound systems being installed in the gym
- WW
  - Concrete tear out and replace scheduled for 7/7 and 7/8

### **June 26, 2025**

- RHS
  - Ceiling drywall work is complete in the gym, insulation and painting is to begin the week of June 30th and last two weeks.
  - Iron workers have completed the steel work for the basketball hoops and for the new RTU's installed above the gym and weight room.
  - Framing work in old daycare is almost complete, drywalling to begin as soon as inspections are complete
  - Select exterior doors are being replaced.
  - Parking lot project has shifted. Two crews and foremen are working onsite, looking to either prep or pour 6 days a week moving forward
  - Parking lot lights to begin installation week of July 7
- MB
  - Driveway work is being done
  - Painting of exterior to start Monday, two week estimate on time
- WW
  - Concrete replacement to take place week of July 10

- RMS
  - Finishing up painting in the upper gym
  - Hanging sound system next week
  - Parking lot striping is scheduled for the new upper lot
  - Testing low voltage system, camera installation to begin within the next two weeks.

**June 9, 2025**

- RHS
  - Ceiling demolition in main gym and weight room is complete
  - Demolition is finished in the Media Center
  - Student parking lot work in ongoing
  - Tennis court work/grant
  - Insulation and painting of the gym ceiling has started
  - Science rooms are now complete
  - Art rooms are being renovated
  - HVAC work is taking place in the F and G wings
  - Blinds to be installed building-wide starting June 19
- RMS
  - Upper parking lot is ongoing, possible completion by July 4.
  - Sound system is being installed in the upper gym
  - New intercom, cameras, alarm systems and network wireless access points are being installed
- WW, KW, SY, BL
  - Work is ongoing on the painting of the exterior of the buildings
  - KW to have blinds and new window sills installed in the majority of the building by July 4.

**May 12, 2025**

- RHS
  - Work has been completed on the band and choir rooms
  - G 120 and PE Coach's offices are next
  - Most HVAC equipment is either onsite or in route, exception are the chillers, which are set to be delivered in August
  - Countertops and sinks are installed for Tiny Rams
  - Flooring is installed in daycare
  - Glazier due this week
  - Bathroom partitions are installed in the daycare restrooms

- Work in the CTE rooms has begun. Health sciences and two other CTE rooms are now being remodeled. Next is G120, then the PE offices for next week.
- RMS
  - Lights installed upper gym
  - Concrete demo to start 5/23
  - Courtyard painting is done
  - Courtyard to be seeded and matted
  - Low voltage work to commence 5/23

#### **April 24, 2025**

- RHS
  - Stoop poured for new Tiny Rams Entry
  - Most HVAC equipment is either onsite or in route, exception are the chillers, which are set to be delivered in August
  - Countertops are set for Tiny Rams next Tuesday and Wednesday
  - Flooring is mostly installed in daycare
  - Glazier due 1.5 weeks
  - Bathroom partitions are being installed
  - Choir room is nearing completion, Band room is next, then CTE area
- RMS
  - Lights installed upper gym
  - Concrete demo to start 5/23
  - Courtyard painting is done
  - Courtyard to be seeded and matted
- MB
  - New dampers ordered for storm shelter area

#### **April 10, 2025**

- RHS
  - North part of the parking lot is complete. Some issues with finishing work, which may require replacement at the cost of the subcontractor.
  - Demolition has moved to Lecture Room C, Office area
  - Flooring has been installed in all areas of A and B wing, hallways have been painted. D wing is nearly finished. Nearly 6 weeks ahead of planned schedule.
  - Back driveway to baseball field was removed and replaced
  - Start office area on Good Friday
  - Auxiliary Gym is up for paint and electrical next week.
  - Daycare is mostly taped and mudded. Overhead inspections are complete. Ready for paint and drop ceiling next week. Casework is two weeks out.

- 2nd week of May is now the target date for inspections to occupy
- Backfilling parking lot next week
- Soliciting bids for tuck point repair inside of courtyard
- RMS
  - Upper gym ceiling has been insulated
  - Lower gym has been painted both ceiling and walls
  -

### **March 24, 2025**

- RHS
  - North part of parking lot is demoed and forming work is beginning for new parking lot
  - Work has progressed in the classrooms, all B-wing classrooms are painted, have new lights, technology and flooring. Hallway lights are nearly complete
  - All upper A-wing classrooms and ¼ of lower A-wing classrooms are painted, have new lights, technology and flooring. Hallway lights are nearly complete
  - Drywall work has begun on the new daycare facility. Ceiling work to happen after HVAC work has been completed.
  - Coordinating plan for back driveway replacement, possibly over spring break.
- RMS
  - Work on fireproofing the corridors is ongoing
  - Scheduling this summer's concrete and low voltage work is beginning to ramp up.
- KW, SY, WW, BL
  - Contract has been secured and pre-construction meeting has been held. Work may begin on the outside of the buildings as early as mid-April, mostly paint preparation at each of the 4 sites. SY will be a priority as roofing will take place this summer.

### **February 13, 2025**

- BL
  - Access hatch to be installed, touch up paint
- RHS
  - Parking lot (north 1/3 spring break 2025, mobilize March 10)
  - Basketball hoops \$85,000 bid
  - Current bond fund status \$32,142,602 as of 12/31/24

- 12 classrooms have had paint and flooring work completed, technology is installed in six of the classrooms, whiteboards and bulletin boards to be completed this week in all 12 rooms
- Lighting to be installed when it arrives onsite
- Daycare has been demoed, underground plumbing is installed and backfilled, Faculty Lounge has been renovated. Framing is complete, VAV boxes are being installed for the different daycare rooms, temporary exterior door has been installed.
- KW, BL, WW and SY Phase II project awarded, dates TBD
  - Exterior Paint at KW, patching of cracked facade
  - Replacement of window seats/window shades KW
  - Painting roof and window boxes BL
  - Install wall padding in recovery rooms BL
  - Painting of window boxes WW
  - Painting and patching of sawtooth roof SY
- SY roofing project bids have been returned, renovation of roof summer 2025
- RMS Summer 2025
  - Low voltage work to include cameras, voice amplification, new alarms
  - Replacement of upper parking lot and sidewalks
  - Exterior paint courtyard
  - Lights and ceiling work upper gym (spring break 2025)

#### **November 11, 2024**

- BL, SY, WW, ME punch list items have been completed on non-school days, currently all buildings are functional, though some minor alterations are still being addressed.
- KW
  - Developing final project list for summer work, projects to include:
    - Blinds, some window seat replacement, exterior painting
- RMS
  - Work on finishing exterior painting is continuing, timeline to finish is by Thanksgiving
  - Cooling Tower lift is scheduled for the week of Thanksgiving, preparing for lighting change in the lower gym over the Holiday break
- RHS
  - GMP presented for project list #2
  - Coordinating with Admin. Staff at RHS for the sequencing of the remodel work at RHS

- Some affected staff have been notified, staff wide presentation to be given once sequence has been confirmed.
- Finalizing design work on the parking lot at RHS

### **September 19, 2024**

- BL, WW, ME,
  - Oct 14-15 punch list items to be completed
  - Media window panes 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

### **August 22, 2024**

- BL
  - Sept 3, begin punch list items
  - Software update on RTU's to remedy alarm system
  - Signage and dedication plaque are enroute
- SY
  - Electrical work is mostly complete
  - Plumbing work is down to 5 sinks remaining
  - Painting is on pace to finish, with only touchups remaining by Sept. 10
  - Flooring to be installed in the hallways by 2nd week of Sept.
  - Most rooms are scheduled to be padded out once the fire sprinklers are installed

- Exterior concrete work is being formed
- WW
  - Punch list items
  - Working on VAV boxes and controls in SW portion of the building
- RHS
  - Page turn meeting scheduled for 8/30
- RMS
  - Dirt removal
  - Electrician are installing fire alarm wiring
  - EFIS work is continuing
- MB
  - Range hood is back up and running, kitchen inspection has been passed
  - Screen walls are painted
  - Fence work is continuing
  - Gym pads and flooring issues to be addressed 8/27-9/5

#### **July 17, 2024**

- BL
  - Plumbing and electrical final inspections are passed
  - Panic buttons and card readers are finishing this week
  - July 24, install playground fencing for Pre-K, finish site work
- RHS
  - Parking lot is poured, sidewalk work to finish this week
- SY
  - Fire supply line is installed in the building
  - Overhead electrical and plumbing have their inspections this week
  - Drywall work is continuing throughout the building, mudding and taping work to continue
  - Some painting has started
- RMS
  - Driveway to parking lot is finished
  - FCS casework is up for installation is complete,
  - Most classrooms have flooring in place, hallway work is progressing
  - Waxing VCT 7/17-7/19
  - Paint is ongoing, Boxlights are mostly installed,
  - EFIS work is continuing on the west side of the building
  - Cafeteria flooring is installed
- MB
  - Dirt work is progressing, 65% of the driveway has been poured,
  - Focus is currently on the driveway and sidewalk paths

- Playground equipment is onsite and has been installed
- Flooring is nearly finished, painting touch ups continue
- Generator is installed and will allow for final startup of the fire suppression and elevators
- Attempting pre-inspection on 7/31
- Safety fencing is installed

### **July 5, 2024**

- BL
  - Switch gear test 7/11, Certificate of Occupancy to follow
  - Panic buttons and card readers are finishing next week
  - July 24, install playground fencing for Pre-K, finish site work
- RHS
  - Sidewalk pour 7/5, 2nd big pour 7/8
  - Hot water heaters are installed, looking to be operational this week
- SY
  - Drywall work is started on the south side of the building
  - Plumbing rough-in's and underground inspections are next week
  - EFIS done on north side, finish framing widows on east side next week
  - Several of the sections of sawtooth roof have been demoed and reinstalled, project nearly 1/3 complete
- RMS
  - Monday/Tuesday, pouring middle parking lot, ramp to be torn out and poured 3rd week of July
  - Drywall work is continuing
  - Most classrooms have new ceiling tile, lights and flooring
  - Waxing of VCT taking place in science rooms and some hallways upstairs
- MB
  - Working on soil removal and compaction
  - Concrete footings are nearly removed
  - Generator to be installed, then inspections on elevator and fire sprinkler systems can take place
- KW
  - Flooring is installed in each upstairs classroom,
  - Demolition is 50% done on the main floor with tile and carpet installation taking place this week
  - Roofing has been installed, flashing work to be completed this week

### **May 30, 2024**

- BL

- Parking lot and sidewalk demo is complete
- Countertops are being installed
- Gym is nearly painted
- Plumbing fixture installation is near complete
- MB
  - Exterior prep and paint is ongoing
  - Abatement to wrap up early next week
  - Utilities are shut off to the old building
  - Paving at new playground next week
  - Flooring company to return next week
- ME
  - 11 month walkthrough
- SY
  - Demo is progressing throughout the building
  - South side exterior windows are removed and framing is going up
- RMS
  - Demo of ceiling and carpet is taking place in the main office and corridors
  - Carpet is being removed in the upper hallways and some classrooms
  - Parking lot to start once installation of

#### **May 9, 2024**

- BL
  - All RTU's are functioning
  - Classroom flooring installed
  - Classroom casework nearly complete
  - Classroom technology is installed, majority of intercom speakers are in place
  - Lighting is finished
  - Fixtures and partitions are being installed throughout the building
  - Most areas have ceiling pads
  - Hallway and cafeteria work on flooring is progressing
  - Driveway work to begin after the last day of school
- MB
  - Work continues on completing electrical and plumbing
  - All rooms now have flooring and casework
  - Demolition meeting was held May 1, work to begin as soon as the building is empty
  - Main entry exterior is nearly complete
  - Hallway protection work is ongoing
  - Technology work is beginning in each room

- SY and RMS
  - Meetings held in each school to prepare the staff for the move and boxing up of materials
- RHS
  - Initial bid is being worked for the staff parking lot

#### **April 18, 2024**

- BL
  - Diffusers and Registers are being installed
  - Low voltage work is continuing, call switches
  - Lights are being installed in the gym
  - Water heaters are in place
  - Drywall work is nearly complete
  - Corridor grid work has started, most classroom are done with grid
  - Plumbing fixtures are being installed
  - Dryfall paint in cafeteria media center
  - Casework installation is nearly complete, starting custom desks
  - Window sills are coming soon
- RMS/SY
  - May 13, trailer moves onsite to RMS
  - May 7th pull plans for both schools
- MB
  - Metal panel are being installed on the main entrance
  - Grading is nearly complete on the playground area
  - Flooring installed in most classrooms on the 2nd floor.
  - Reinstallation of vinyl hall protection is occurring
  - Gym floor has been stained and is being painted
  - Solid surfaces to begin installation next week
  - Boilers are currently online and providing some heat
  - Gym entrance doors are being installed.

#### **April 4, 2024**

- BL
  - Start up on RTU's 4 out of 7 are operational
  - Most rough in's are done for electrical
  - Area 1 nearly complete, flooring installed, area 2 is painted, area 3 is primed, area 4 and 5 are mudded, taped and are being sanded
  - Casework, dry erase and bulletin boards are installed in phases 1 and 2
- MB
  - Start up next week for HVAC units

- Sidewalk to be poured around the building next week
- Above ceiling inspections are near complete
- Light fixtures and ceiling grid installation is ongoing
- Elevator work is ongoing
- Construction trailer moves out on Monday
- Kitchen equipment is delivered
- Wood floor is installed in the gym
- Playground equipment delivered 4/29
- Exterior asbestos panel removal is mostly complete

### **March 28, 2024**

- BL
  - Doors and casework are onsite
  - Roof top units are connected to electrical, gas lines being installed
  - Start up of RTU's next week
  - Light fixtures in phase 2, lights in west half of the building
  - Phases 4 and 5 being taped and mudded
  - Ceiling grids are going in phases 2 and 3
  - Painting in phase 3
- MB
  - Permanent Power is up and running
  - HVAC start up next week
  - Gym floor installation has started
  - Flooring to start on 1st floor, 2 rooms a day
  - Elevators are onsite
  - Lighting is continuing to be installed
  - N. retaining wall complete, work started on E. retaining wall
  - Kitchen equipment in next week
  - Plumbing fixtures are beginning to be installed
- SY
  - Tree removal on NW corner of the building to make room for handicap access

### **March 14, 2024**

- BL
  - Electrical rough ins ongoing for RTU's curbs are mostly installed with a couple remaining until after final removal of old RTU's. Start ups on two new units next Monday. Crane back on site to demo remaining original RTU's
  - Low voltage installation taking place phase 1
  - Phases 4 and 5 drywall is progressing, 80% of drywall is installed with various stages of finishing and taping to be completed

- Ceiling grids to start phase 1 on Tuesday
- Water heater installation to begin next week
- Tile installation is ongoing in each of the restrooms
- Casework to begin arriving next week
- MB
  - Retaining wall work beginning for the East and North sides of the building
  - Hard lids are nearly finished in hallways and restrooms
  - Cloud framing is done in the media center, music room and cafeteria are next
  - Sound panel are painted and are being installed in the gym
  - Fitter are working on HVAC system
  - Permanent electrical is installed, waiting on OPPD to make it active
  - RR upstairs to be tiled and gridded by next Wednesday
  - Sprinkler line is near completion

### **March 7, 2024**

- MB
  - Hard lid inspections done, some bathrooms can begin adding partitions
  - Finish electrical work is taking place on the main floor, lights installed in the gym.
  - End of next week will mark the majority of completion for drywall installation
  - Water heaters and softeners are tied in
  - Tile work is nearly complete in restroom areas
  - Exterior asbestos removal to start March 29
- BL
  - Permanent power is back on, switch gear is installed
  - Roughing in electrical and gas for RTU's
  - Drywall work completed phase 2, phase 3 is ongoing, phase 5 is next
  - Priming and painting taking place Phase 1 and Phase 2
  - Ceiling going up next week phase 1
  - Tile work taking place in restrooms
  - More concrete work to take place next week on east side of building.
- SY
  - Asbestos inspection #2 Friday and Monday.

### **February 29, 2024**

- MB
  - Finishing restroom ceilings on the Academic wing
  - Electrical rough in continuing upper academic wing
  - Casework installation to start Monday
  - Permanent water is on to the building

- Ceiling grid work is ongoing, clouds to be installed in Cafeteria/Media/Music
- Network cabling and data rack installationh is ongoing
- Quarry tile in the kitchen area
- BL
  - Electrical rough ins phases 4 and 5 ongoing
  - Trenching in the sprinkler line this week
  - Exterior lighting is taking place
  - Drywall in phase 3 is being installed, phases 1 and 2 are being finished
  - Tile work starting next week in primary bathrooms
  - Fire sprinkler work to be complete next week
  - Phase 1 ready for paint
- SY/RMS
  - More pre-construction work is taking place, site logistics and scheduling

## February 22, 2024

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

## February 8, 2024

- MB
  - Lower Academic wing passed plumbing and electrical inspections, drywall work to follow
  - Power pole is set and in place to feed permanent power to the school
  - Fire alarm and sprinkler system work is continuing
  - Ceiling grid to follow in painted rooms next week
  - RR tile work is ongoing, kitchen tile work to begin next week
  - Main entry storefront install starts next week
- BL
  - Concrete work outside of the building is beginning
  - Demo of exterior doors next week, new doors and glazier is onsite
  - Wednesday, drywall work begins
  - Roof curbs are here, plan to install RTU's depending on weather and crane availability
- SY/RMS
  - Staging/mobilization work is ongoing.
  - RMS GMP presented to BOE 2/12
- WW
  - Fire Marshal to do final inspection 2/12

## February 2, 2024

- MB
  - Stairwells are closing up, elevator install to begin after inspection
  - Permanent Power to be installed within the next two weeks, then permanent HVAC can be commissioned
  - Drywall is progressing in the academic wing
  - Painting is taking place in the office and main hall, ceiling grid to follow
  - Tile work taking place in restrooms
  - New utility pole to be set next week
- BL
  - Glazier on site next week for exterior doors, interior glass
  - Framing complete in phases 1 and 2, phases 3 and 4 nearly complete
  - Underground work is complete
  - Drywall delivery, installation to begin in old Primary wing
  - Structural steel mostly installed, a couple more areas to add for roof top units
  - Fire Sprinkler mains are installed
- WW & ME

- Finished on repair of Media Center desk (ME)
- Last of backordered exterior lights to be installed next week, programming to follow (WW)
- Sliding doors on order for office (WW)
- SY
  - Site plan and phasing for construction beginning to take shape
- RMS
  - GMP provided
  - Phasing plan discussed, shared with RMS Admin.

### **January 15, 2024**

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

### **December 28, 2023**

- MB
  - MUD working on bringing gas line from the street to the new building
  - Gym ceiling is primed
  - VAVs mostly installed
  - Wall insulation is being installed
  - Framing nearly complete academic wing upper and lower

- Asbestos removal on old building to begin over spring break
- BL
  - Demolition ongoing, complete in phases 1-3
  - Duct work is being installed in several areas
  - Front sidewalk has been replaced along MB drive
  - Floor grinding is ongoing
- WW
  - Parking lot tarring to continue
  - Tile work ongoing around drinking fountains
  - Punch list items ongoing
- SY
  - Subcontractors are being notified and mobilization to begin
  - Westside has agreed to extend our lease at WCC

### **November 27, 2023**

- MB
  - Insulation work continuing
  - Framing on main office and 1st floor of the academic wing nearing completion
  - Electrical inspections in the academic section
  - Boiler installation to begin
  - Storm sewer is connected and operational
  - HVAC main trunks are being run
  - Exterior windows are mostly installed
  - Roof top units may be up for initial startup within the month
  - Retention pond and stormwater runoff is near completion
  - Utility stub-ins have been extended to the building
- WW
  - Move in complete
  - Punch list work is ongoing
  - Flooring is nearing completion with waxing and some closets to be completed
- BL
  - Move is in progress
  - Job trailer is onsite
  - Asbestos work has started
- SY
  - Bid work is ongoing,
  - Mapping out timeline for project work this summer
- RHS

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

### **November 9, 2023**

- MB
  - Insulation work continuing
  - Framing on main office and 1st floor of the academic wing taking place
  - Most exterior windows are installed
  - Retention pond and stormwater runoff is near completion
- WW
  - Sidewalk pours are complete as of 11/8
  - Final inspection for ceiling work is complete, padding is ongoing
  - RTU's start up has been completed
  - Sink and toilet installs are started
  - Lights are in almost all areas
  - COX has strung fiber and is working on having network capabilities to our building shortly
  - Access points are being installed,
  - Prime is on site working on cameras, door controls and security alarms
- BL
  - Shop drawings being finalized
- SY
  - Subcontractor walkthrough 11/3, strong interest, plan to be out for bid by Christmas

### **November 3, 2023**

- MB
  - Insulation work continuing
  - Framing is taking place on main office area
  - Most exterior windows are installed
  - Retention pond and stormwater runoff is near completion
- WW
  - Sidewalk pours are ongoing, main entrance is complete
  - Ceiling padding to start next week
  - RTU's start up next week
  - Sink and toilet installs this week
  - Lights are in most hallways, a few classrooms and cafeteria to pick up yet

- BL
  - Shop drawings being finalized
- SY
  - Subcontractor walkthrough 11/3, strong interest, plan to be out for bid by Christmas

## October 16, 2023

- MB
  - - Main Entry – Exterior: <https://api2.enscape3d.com/v3/view/4213c738-6de7-4d40-adf6-7734896feca0>
    - Main Office: <https://api2.enscape3d.com/v3/view/7cfc1821-771e-40f7-91f7-439704db035d>
    - Main Entry – Interior: <https://api2.enscape3d.com/v3/view/3ef4589b-24f5-4d25-ac9c-a76ad3cf0b59>
    - Cafeteria: <https://api2.enscape3d.com/v3/view/cba1063a-bc96-425b-a051-ed5d974049c4>
    - Gymnasium: <https://api2.enscape3d.com/v3/view/ab0b5eaa-88c0-4c66-a46f-3dee4362864a>
    - Media Center: <https://api2.enscape3d.com/v3/view/6e90d288-fc6c-46e3-b71d-ff3c74ef7838>
    - Classroom: <https://api2.enscape3d.com/v3/view/15b21acc-6a13-41f9-807b-1dd02454f4a5>
    - Music Room: <https://api2.enscape3d.com/v3/view/81df8eb7-064c-45c1-8e2e-c3f3d4facc3f>
    - Setting window frames, glass to follow
    - Exterior paint is progressing and will be done prior to Nov. 10
    - Framing is starting for the main floor
    - Building the retention pond for roof drainage next week
    - Air will be craned in next week
- BL
  - Precon ongoing,
  - Filling dumpsters
  - Construction trailer to move soon
- WW
  - Driveway is complete, sidewalks to be formed next week
  - Crane to set RTU's on Friday
  - Drywall is mostly hung, all classrooms complete,
  - Classroom technology is starting to be installed
  - Fire alarms and emergency lighting is being installed
  - Ceiling grid is complete in 75% of classrooms, hallways
  - Interior glass and door frames to be completed this week

- 75% of casework is onsite, 2nd delivery in 2-3 weeks

### **October 9, 2023**

- BL
  - Site logistics continuing, electrician onsite for switch gear placement
  - Asbestos report returned, along with abatement bid, favorable bid number
- WW
  - Pavement work is continuing, forming up a pour Wednesday
  - Ceiling grid and lighting install continues on
  - Roof top units are being installed, startups 10/20
  - Office area near completed for framing and drywall work
  - LVT being installed in the 4th-6th grade areas
- MB
  - Several more subcontractors on site, electrical, roofing, plumbing, iron workers, concrete workers and masons are all working. Glaziers are to follow once painting is complete
  - 2nd floor is poured
  - Receiving area walls are complete
  - Roofing of academic wing is continuing
  - Topping out ceremony 10/11
- SY
  - Design phase is nearing completion working on alternatives to opaque glass around the perimeter
  - Initial building permit has been approved
- RMS
  - Design phase ongoing
  - Heat Pump replacement is ongoing

### **September 21, 2023**

- ME
  - Punch list items nearly complete, building is nearly complete, waiting on a countertop and a couple of built in teacher desks

- BL
  - Working on site logistics and impending move, dates reserved for move over Thanksgiving, Nov. 21, 22 and 25
  - Building Permit approved
  - Asbestos report and bids due next week
- WW
  - Pavement tearout is continuing on the East half of the drive
  - Ceiling grid and lights and some flooring installed in old primary wing
  - Remaining roof top units are on track for end of September
  - New RR are being tiled both floor and walls
  - Framing is nearing completion in several areas
- MB
  - Several more subcontractors on site, electrical, roofing, plumbing, iron workers, concrete workers and masons are all working. Glaziers are to follow once painting is complete
  - Topping out ceremony? Interest from the BOE
  - Asbestos bids are due next week

### **September 11, 2023**

- ME
  - Punch list items nearly complete, building is nearly complete, waiting on a countertop and a couple of built in teacher desks
- BL
  - Working on site logistics and impending move, dates reserved for move over Thanksgiving, Nov. 21, 22 and 25
  - Building Permit approved
- WW
  - Patching in parking lot and main stair commencing
  - Curbs for the rooftop units are being set this week
  - Ceiling grid install is progressing, painting is complete in the former primary wing
  - Rough in's complete in almost all RR
  - Preparing to shift from old Electrical gear to new wiring next week
  - Window replacement is starting
- MB
  - Tie in's for the walls and decking is complete for  $\frac{2}{3}$  of the building, work to finish above the tornado shelter.
  - Gym and music room roof is complete,
  - Beginning to form up the 2nd floor for pouring

- Asbestos contractors on site last week, preparing a plan for safe demo of the building this summer.
- Paint has been applied on a test panel.
- RHS
  - Softball field and main building is up and operational.
  - Lighting programming is nearing completion,
  - Work to pick upon the baseball side over the next month and a half.

### **August 31, 2023**

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

### **August 17, 2023**

- ME
  - Move in is complete, security, fire and alarm system are all functioning
- KW
  - Fire, intruder and camera systems are all functioning
  - A few heat pumps are left to replace
  - Parking lot work is complete
- MB

- 2nd story work is taking place
- Roof work commencing on parts of the building
- Nearly all poured walls are complete
- Roof decking work is progressing
- Asbestos inspection is continuing
- WW
  - Inspections have all cleared so far for electrical, plumbing and framing
  - Two new roof top units have arrived for HVAC
  - Electrical work is progressing,
  - Drywall work is taking place in the East half of the building
  - Potential completion as early as 10/31
- BL
  - Contracts mostly returned, off hour inspections of the building are taking place
- RHS
  - Turf is installed on the softball side,
  - Building is complete
  - Lights, scoreboard are both operable
  - Opening ceremony Sept 5
- SY and RMS
  - Work continuing on design and Preconstruction work.
    - Some demo may take place on off hours prior to summer of 2024.

### **August 3, 2023**

- ME
  - Move complete, buttoning up punch list
  - Gym to be painted,
  - Network uplink ongoing
  - Parking lot complete
  - Exterior lights finished
- KW
  - On to punch list items
  - Some minor network cabling to complete, network is being linked, AP's on Monday
  - Gym lights are complete
- MB
  - More walls are poured and erected, should be finished with walls in the next month.
  - Hollow core for tornado shelter to be delivered, floor poured in the next two weeks

- Decking has been installed on a good part of the N. end of the building, roofers to begin two weeks
- WW
  - Pouring driveway on 8/3. Should be ready by 8/10
  - Duct work is nearly complete
  - Electrical and flooring demo nearly complete
  - Underground plumbing is almost done.
- BL
  - Contracts are ready for submission from subcontractors.
- RHS
  - Building work is near complete
  - Lighting should be ready to go very soon
  - Turf to be delivered once it stops raining
  - Ongoing sidewalk and grading work
- SY and RMS
  - Precon meeting on 8/10 to establish scope of projects
  - HVAC at RMS is concluding for the summer, work remaining will be completed at off times during the school year. Wrap up by Christmas

## **July 22, 2023**

- Meadows
  - Work continuing on interior finishes
    - Hallway tile
    - Boxlights
    - Lighting
    - Ceiling pads
    - Painting
  - Driveway pour is complete, parking lot work continuing
  - Move in set for July 24-26
  - Onsite tour for Meadows staff on 7/21
- WW
  - Demolition near complete
  - West half of driveway to be demoed and repoured before August 10
- MB
  - More walls have been erected,
  - Utility work complete, 93rd N. bound is reopened. Two pours left on S. bound 93rd
- KW

- HVAC units are mostly up and running,
- Custodians have been onsite this week working on cleaning classrooms
- Fire sprinkler system nearly complete
- Work continuing on repouring front drive and exit from the parking lot
- RMS
  - HVAC units are in varying degrees of installation and completion. Much work needs to be done to get the building up to 100% climate controlled by 8/10, several crews including plumbers, electricians and tanners are on site working on installation,
  - Building is currently comfortable, and gets somewhat more cool with each new unit installed.
- RHS
  - Softball field turf is due to be installed in August.
  - Back driveway has been mostly poured, more work to come on the approach and the parking stalls
  - Field should be accessible for play, but the surrounding areas around the RR/Concession stand/Pressbox may not be ready for opening, this
    - may require the season starting at Crown/Wager until the site is safe enough for players and fans.
- Misc
  - CM@R selection process should be completed by 7/24, finalists are Weitz and Boyd Jones
  - 2nd Tranche of bonds are sold, we came out pretty good as there was a bidding war on some of our bonds. Interest rates are higher, but are much lower than we estimated at the outset of the project.

## **July 10, 2023**

- Meadows
  - Work continuing on interior finishes
    - Hallway tile
    - Boxlights
    - Lighting
    - Ceiling pads
    - Painting
  - Driveway to be poured this week
  - Move dates set for July 24-26
  - Bay Meadows project is complete
- WW
  - Demolition is moving along well, some framing is to start this week

- A good portion of new duct work is already in place.
- 
- MB
  - New walls have been poured and erected, next set of walls are being framed and should be ready for lifting in 2 weeks
- KW
  - Multiple meetings with contractors, more electricians on site,
  - HVAC to begin turning on units on July 14.
  - Fire line nearly complete
  - Painting to be completed by next week
  - Custodians to begin the process of cleaning the building starting July 19
- RMS
  - 20 new heat pumps are installed, another 23 console units are up and running.
  - Trying to have a total of 93 units installed at RMS prior to school opening.
  - Upstairs at RMS may run on the old units to start school.

### **June 19, 2023**

- Meadows
  - Driveway work is progressing, demo and grading near complete
  - Most drywall work is complete, most priming of walls is ongoing, some rooms have received first coat of paint
  - Ceiling grids are in various stages of completion, some flooring has taken been installed
  - After July 4, some Boxlights will begin to be installed
  - Lighting complete in some rooms
  - Additional concrete tear out and replace to be added to the scope of work
  - Preliminary date for movers has been established for July 24-26.
- WW
  - Gas and water shut off, electrical has been made safe
  - VAV's are installed in the primary wing
  - Saw cuts for new sewer lines are scheduled for next week
  - West half of driveway to be replaced by 8/10
  - Meeting w/ First Student on WW transportation plan
  -
- MB
  - Utility work is continuing underground, some locations will be repoured soon
  - East side walls to be poured over the next two weeks, bricks are being installed
  - Floor is completely poured on the academic wing,
  - South gym walls are also to be poured.

- Beginning to work on logistics of old building demolition
- KW
  - Timeline is tracking for drywall and ceiling completion,
  - HVAC is a concern at this time, meeting held 6/20
  - Front driveway loop is being replaced
  - Roofing project to conclude in the next week
  - Additional concrete replacement to be added to scope of work
- RHS
  - Building is in the punch list phase,
  - Grading and rock continues to be installed
  - Dugouts are poured for both fields
  - Scoreboards have been installed
- BL
  - GMP has been approved, subcontractors are being scheduled for the project
- RMS
  - HVAC work continuing, meeting w/ contractor 6/20
- Bay Meadows
  - Work began Friday 6/16, to be completed 6/23

### **May 22, 2023**

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

### **May 5, 2023**

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

### **April 24, 2023**

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

### **April 3, 2023**

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

### **March 20, 2023**

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

### **March 6, 2023**

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

### **February 20, 2023**

- Bid opening for KW completed 2/17
- Architects currently working on Blumfield plans
- Tour for BOE members at WCC
- First BB/SB building OAC meeting, progressing on building block walls
- Camera bid for KW and WW in progress

### **February 6, 2023**

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

### **January 17, 2023**

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

### **January 9, 2022**

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

### **December 12, 2022**

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

### **November 21, 2022**

- Continued dirt work at RHS,
- Office staff tour of WCC
- Bids collected on classroom technology

- Work scheduled to begin Nov 30th on KW cooling tower refurbishment
- Contract for BA/SB field work completed

### **November 14, 2022**

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

### **October 31, 2022**

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

### **October 17, 2022**

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

### **October 3, 2022**

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

### **September 26, 2022**

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

### **September 19, 2022**

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

### **September 5, 2022**

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

### **August 29, 2022**

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

### **August 22, 2022**

- Presented initial building plans to BL staff

### **August 15, 2022**

- Geopier installation finished
- Pre-bid walkthrough for BA/SB fields
- Toured alternate placement site at Westside Community Center
- Presented initial building plan to WW staff
- BA/SB field bid opening moved to 8/30
- Drawings for Meadows to be complete by 9/19
- Footing work at MB to begin 9/12
- Rebar plans 9/5 due for MB

### **August 8, 2022**

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

### **August 1, 2022**

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

### **July 18, 2022**

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

- HVAC bids collected 7/21 for KW and RMS

### **July 5, 2022**

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

### **June 27, 2022**

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

### **June 20, 2022**

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

### **June 13, 2022**

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

### **June 6, 2022**

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

**May 23, 2022**

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

**May 16, 2022**

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

**May 9, 2022**

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

**May 2, 2022**

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

**April 25, 2022**

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

**April 18, 2022**

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

**April 11, 2022**

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

#### **April 4, 2022**

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

#### **March 28, 2022**

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

#### **March 21, 2022**

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

#### **March 14, 2022**

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

#### **March 7, 2022**

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

### **February 28, 2022**

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

### **February 21, 2022**

- Met w/ BCDM and Judy Kyle on kitchen design and layout
- Met w/ BCDM and Weitz regarding lighting, networking and technology at new MB
- Met w/ Student Services to determine which rooms may require special lighting
- Sent final version of contract to Weitz via KSB Law
- [Link](#) to Boxlight Evaluations

### **February 14, 2022**

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

### **February 7, 2022**

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

### **January 27, 2022**

- CM@R firms ranked Weitz #1, Boyd Jones #2
- Process of adjusting CM@R contract to meet RPS requirements

- Jan. 25th met w/ Coady Pruett, attorney and Pat Carson, architect to finish initial contract offering to Weitz
- Jan. 14, met w/ Judy Kyle and Pat Carson to review design of kitchen at MB and Meadows

### **January 10, 2022**

- Jan. 10, top 2 CM@R's to present to the BOE for review and rank, then negotiations on fee begin w/ CM@R, attorney and district admin.
- Jan. 6th meeting with City of Omaha Planning Board to discuss MB project and need for applications for special permissions
- Jan. 5, met w/ City of Ralston on ballfield plan
- In-person presentations/interviews were conducted Jan. 4th with top 2 CM@R's identified for BOE presentation
- CM@R Selection Committee met and discussed candidates Dec. 30, top 4 were identified for in-person interview
- Dec. 30th bond were closed, funds transferred to NLAF, \$500,000 transferred to special building fund
- Met w/ KCAV Dec. 30th on classroom tech.
- Dec. 28 met w/ Bond Counsel and Bond Advisor to finalize sale of bond and receipt of proceeds
- Final two elementary buildings are evaluating the boxlight. All evaluations will be complete by 1/18.

### **December 20th**

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

### **December 13th**

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

### **December 6th**

- Met w/ Architect, further development of MB plan,

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

#### **November 29th**

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

#### **November 22nd**

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

#### **November 15th**

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

#### **November 8th**

- Bond advisor attending BOE meeting 11/8, will recommend refinance and first tranch.
- Met w/ mechanical engineer, walkthrough at KW and RMS
- Met w/ architect and Tiny/Little Rams staff on MB plan
- Met w/architect on needs at new MB kitchen
- Survey work is ongoing at MB
- Technology
  - Training last week for RHS/Admin training on Tuesday(11/9)

- Additional boards (3) and carts should be in by 11/13
- Set up meeting with Audio Enhancement for 11/17/2021 at 5:30 PM

●

## **October 28, 2021**

Since the Bond Passed...

- Bond advisor first set of bonds going to market soon.
- Master calendar and seasons to take the projects on
- Development for HVAC plans at RMS & KW
- Met w/ architects and mechanical engineers on MB facility design
- Met with electrical engineers on lighting options
- Began discussions of what we want intercoms, alarms, and camera systems to look like
- Multiple tours of different buildings in different districts re: facilities, layouts, technology
- CM@R for MB, BL, ME, WW, finalizing RFP, advertisements are coming soon.
- Decided to merge the 4 schools above together because they are contingent on one another
- Board passed a resolution, will need to identify 1 more member to complete the team for hiring
- Working with KSB to create the RFP to go out
- Survey work started on MB
- Technology
  - Board in district that are training on w/ 6 staff members
  - Connecting with others who have passed the bond re: technology components
  - Met with KCAV to talk security, boards, audio (the Boxlight company and microphone/intercom system)
  - Met with the engineers that are working on the project
  - Communicated with principals which staff we are looking to have help us try out the machines, waiting for devices to arrive, then planning to communicate with staff requesting pilot

Special Building Fund Expenditure Tracker

As of 10/06/2025

Building	FY 26	FY 25	FY 24	FY 23	FY 22	Total to Date	Budgeted	Variance to date	Anticipated final variance
163 BL	21237	539654	\$ 7,638,219	\$ 473,126	\$ 253,411	\$ 8,925,647	\$ 9,582,464	\$ 656,817	\$ 656,817
164 KW	32821	83740	\$ 846,065	\$ 1,556,682		\$ 2,519,308	\$ 2,836,267	\$ 316,959	\$ 300,000
166 ME	5041	0	\$ 750,526	\$ 5,738,202	\$ 89,636	\$ 6,583,405	\$ 6,899,195	\$ 315,790	\$ 320,000
167 MB		2076837	\$ 12,122,937	\$ 10,397,409	\$ 1,078,804	\$ 25,675,987	\$ 24,916,803	\$ (759,184)	\$ (775,492)
168 SY	225773	1282910	\$ 3,064,655	\$ 43,443		\$ 4,616,781	\$ 3,569,961	\$ (1,046,820)	\$ (852,551)
169 WW	21237	23132	\$ 3,939,636	\$ 2,637,355	\$ 44,431	\$ 6,665,791	\$ 6,559,752	\$ (106,039)	\$ (61,670)
260 RMS	261604	1624660	\$ 3,865,964	\$ 73,217		\$ 5,825,445	\$ 6,706,296	\$ 880,851	\$ 750,000
360 RHS	1425146	15029976	\$ 3,253,844	\$ 3,391,996	\$ 12,029	\$ 23,112,991	\$ 24,783,063	\$ 1,670,072	\$ -
800 DW	750	283266	\$ 357,725	\$ 3,801,433	\$ 797,939	\$ 5,241,113	\$ 4,862,940	\$ (378,173)	\$ (378,173)
						\$ -		\$ -	
Totals	\$ 1,993,609	\$ 20,944,175	\$ 35,839,571	\$ 28,112,863	\$ 2,276,250	\$ 89,166,468	\$ 90,716,741	\$ 1,550,274	\$ (41,069)

Remaining	Encumbrances	Contracted	Total
260	\$ -		\$ -
360	\$ -	\$ 1,999,345	\$ 1,999,345
			\$ 1,999,345

SBF Balance \$ 17,538,687  
9/30/2025

Arbitrage Estin \$1,500,000

## **2025 Quorum**

Four members will constitute a quorum at any meeting of the Ralston Board of Education.

If a quorum is not present within twenty minutes after the time set for a meeting, the members then in attendance may cancel the meeting.

The votes of a majority of the members in attendance will be controlling, except in cases where the vote of a larger proportion of the whole Board is required by policy or law.

Policies will be adopted and/or amended only by the affirmative vote of a majority of the members of the Board present when such action has been scheduled on the agenda of an open meeting.

Adopted on: July 25, 2016

Revised on:

Reviewed on: April 10, 2023

## **6035**

### **Teacher Mentoring Policy**

The Ralston Public School District will provide a mentoring program with the purpose of improving teaching and student learning by promoting the professional and personal growth of mentors and mentees and modeling a collegial and collaborative professional working relationship.

The administrators and district will accomplish this purpose by providing a mentoring program with the following components:

- New teacher orientation
- New teacher staff development
- Mentor training, both initial and ongoing
- New teacher and mentor support groups and collaboration opportunities
- Opportunities for new teachers to observe excellent in-service teachers at work

The Ralston District provides mentors for all new teachers working in the district regardless of their number of years of teaching experience.

Adopted on: July 25, 2016

Revised on:

Reviewed on: March 27, 2023

## **6034 Concussion Awareness**

The Nebraska Unicameral has found that concussions are one of the “most commonly reported injuries in children and adolescents who participate in sports and recreational activities and that the risk of catastrophic injury or death is significant when a concussion or brain injury is not properly evaluated and managed.”

The School District will:

- a. Require all coaches and trainers to complete a training course approved by the Chief Medical Officer on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury.
- b. On an annual basis provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition. This information will include:
  - 1 The signs and symptoms of a concussion;
  - 2 The risks posed by sustaining a concussion; and
  - 3 The actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

A student who participates on a school athletic team must be removed from a practice or game when he/she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school. The student will not be permitted to participate in any school supervised team athletic activities involving physical exertion, including practices or games, until the student:

- a. has been evaluated by a licensed health care professional;
- b. has received written and signed clearance to resume participation in athletic activities from the licensed health care professional; and
- c. has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student’s parent or guardian.

If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity, the parent or guardian of the student will be notified by the school of:

- a. the date and approximate time of the injury suffered by the student,
- b. the signs and symptoms of a concussion or brain injury that were observed, and
- c. any actions taken to treat the student.

The school district will not provide for the presence of a licensed health care professional at any practice or game.

School officials shall deem the signature of an individual who represents that he/she is a licensed health care professional on a written clearance to resume participation that is provided to the school to be conclusive and reliable evidence that the individual who signed the clearance is a licensed health care professional. The school will not take any additional or independent steps to verify the individual's qualifications.

Students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum, and monitoring by medical or academic staff until the student is fully recovered. The school's "return to learn protocol" shall follow the model provided by the Nebraska Department of Education. Nothing in this policy or the referenced protocol shall entitle a student who has sustained a concussion to an individualized plan under Section 504 of the Rehabilitation Act, although staff will refer students who have sustained a concussion for evaluation under Section 504 as appropriate.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

## 3058

### **Naming School Facilities and Property**

The purpose of this policy is to establish the criteria and procedures for naming and renaming school district facilities or property.

**Authority.** The board shall have the authority to name all school district facilities or property. The board reserves the right to refuse to name any facility or piece of property and to make name changes at any time.

**Definition.** “Facilities or property” means any physical structure owned by the school, including any new, existing, or leased building; a wing of a building; any room; or other significant features or portion thereof such as a fountain, monument, plaza, garden, landscaped area, street, running course, running track, playing field, practice field, playing court, practice court, bench, memorial, or stage.

**Committee or Administrative Review.** Prior to formal naming action by the board, the matter may be referred to the superintendent or a school committee for consideration, review, and recommendation to the board.

**Naming Criteria.** The district may name facilities or property after the community, subdivision, or street on which the school is located; the geographic location of the school; or any significant landmark. The district may name facilities or property for an individual, family, or entity meeting at least one of the following criteria:

1. A faculty member, staff member, board member, alumni, volunteer, or other community member who has made an outstanding contribution to education, humanity, or community; or have displayed outstanding leadership; or be a person of historical significance;
2. Financial donors who make a significant financial contribution to the school generally or to a specific school activity or program; and
3. Financial donors who make a significant financial contribution toward the construction of a new facility/property or facility/property renovation.

The district will not grant a naming right without the informed consent of the named party or authorized representative.

**Due Diligence Review.** The board or its designee shall conduct a due diligence review of any proposed facility or property name to consider whether it is and will continue to be a positive and appropriate reflection on the school, whether the name conforms with the purpose and mission of the school, and whether there are any conflict of interest issues. The board or its designee shall also consult with district legal counsel to ensure that any proposed name complies with applicable policies, laws, and regulations

and to determine if any proposed name would have an adverse impact on existing or future tax-exempt bond issues.

**Renaming Facilities.** Once established, the name of school district facilities or property generally shall not be changed absent compelling reason to do so as determined by the board. Compelling reasons include, but are not limited to, the person or entity or any of its officers, agents, or employees committing any act or doing anything which might tend to bring the person or entity or any of its officers, agents, or employees into public disrepute, contempt, scandal, or ridicule, or which might tend to reflect unfavorably on the district or if the continued use of the name is contrary to the educational mission of the district. The named party may, without refund of any consideration paid or provided, terminate acceptance of the naming rights prior to the scheduled termination date upon request to and approval of the board. If the request is granted, the named party shall be solely responsible for all costs of removal of the names.

**Names on Plaques.** In keeping with the practice to recognize elected officials and others for their public service in providing new and/or improved facilities to the public, the Ralston Board of Education will have plaques installed on construction projects listing the following information:

- years of construction;
- the names of Ralston Board of Education members (at the time of the construction contract award);
- and the name of the Ralston Superintendent of Schools (at the time of the construction contract award).

In addition, the plaque should thank the community.

**Current Facilities or Property.** Facility and property names that exist at the time this policy is adopted shall remain in effect, subject to future renaming consistent with this policy.

Adopted on: July 12, 2021

Revised on:

Reviewed on: April 10, 2023

## **6040**

### **Advanced College Placement**

Pupils may, with the approval of the principal, enroll in one or more college courses. Credit earned from the satisfactory completion of such courses may be applied at the secondary school or college level with the mutual consent of the two schools involved.

It is the policy of the Board of Education to cooperate with Institutions of higher learning in projects and activities that are mutually beneficial and satisfying. All requests and arrangements for student teaching, observation, and research studies shall be processed through the office of the Superintendent of Schools.

Adopted on: July 25, 2016

Revised on:

Reviewed on: April 10, 2023

## 6040

### **Prekindergarten (Preschool or Early Childhood) Program**

The school board establishes a program to provide prekindergarten services to resident students, also referred to as an early childhood or preschool program. The school district will provide the program in compliance with state law and 92 NAC 11 (Nebraska Department of Education "Rule 11"). The availability of the program is subject to the district being able to employ and retain appropriate and qualified personnel.

**Purpose.** The purpose of the program is to promote the social, emotional, intellectual, language, physical, and aesthetic development and learning for the children served and to promote family development and support.

**Age Participation.** The program will be available to children of the following ages:

- Children who are 3 years of age before July 31 of the enrollment year and are on an Individual Education Plan may apply for Prekindergarten enrollment.
- Children who are 4 years of age at the start of the enrollment year; and
- Children who are 5 years of age at the start of the enrollment year, so long as they do not turn 6 years of age prior to January 1 of that year (subject to the participation limitation below).

All enrollment is subject to capacity limitations and enrollment priorities established in this policy. Three-year-old children will only be offered half-day attendance.

**Five-Year-Old Participation.** Participation of 5-year-old students who will not turn 6 prior to January 1 of the enrollment year will be further limited to those students who have recommendation from school district officials to attend Prekindergarten.

**Capacity Limitation.** The maximum capacity for the program is determined at each attendance site. In the event where the total number of children registered for the program by July 15 rises above the capacity level of the site, the district will only offer the program to children with the following priority for enrollment:

- 4-year-olds;
- "At-risk" children (as defined by Rule 11);
- Qualified five-year-old students; and
- Three-year-olds who are currently receiving Special Education Services.

If the program is at capacity after July 15, further enrollment applications will be denied. Exception: If an "at-risk child" (as defined by Rule 11) moves into the district and the program is at capacity, the district will make an effort to find an appropriate placement for the child.

**Program Coordinator.** The program will be coordinated by a an individual qualified by law to be a Program Coordinator.

**Program and Staff Requirements.** All teachers and administrators in prekindergarten programs must hold a valid certificate or permit to teach issued by NDE except as otherwise allowed by law or Rule 11.

**Participation and Inclusion.** Participation of children and families in the program will be voluntary. The program will not exclude children verified as having disabilities and will include to the extent possible children of diverse social and economic characteristics.

**Birth Certificates.** Within 30 days of enrollment, parents or guardians must submit a certified copy of the child's birth certificate or other documentation in compliance with the Missing Children Identification Act (sections 43-2001 through 43-2012).

**Instructional Hours.** Each class in the program will operate a minimum of 12 instructional hours per week during the school year. Programs receiving grant funds pursuant to state law will operate a minimum of 450 instructional hours per school year.

**Fees.** The district may charge a fee for its program in accordance with the Policy 5045 - Student Fees, provided that the fee may not exceed the actual cost of the program. If the district charges a fee, it will also use a sliding fee scale in order to maximize the participation of economically and categorically diverse groups. The district may waive fees on the basis of need.

**General Reports.** The head administrator will include information about the program in the NDE approved data system. All early childhood data is due as specified by the data system calendar.

**Early Childhood Program Report.** An Early Childhood Program Report Form will be submitted annually by October 15 on the form required by NDE.

**Planning.** Each program will have a planning period that complies with the requirements of Rule 11.

**Coordination with Existing Programs and Funding Sources.** The district will develop, and keep on file, a written plan to show that the program will be coordinated or contracted with existing programs in compliance with Rule 11 requirements. The district will develop and keep on file a written plan to coordinate and use a combination of local, state, and federal funding sources including, but not limited to, those listed in Rule 11 in order to maximize the participation of economically and categorically diverse groups of children and to ensure that participating children and families have access to knowledge of comprehensive services that may be available.

**Additional Rule 11 Requirements.** Rule 11 includes additional requirements that are not included in this policy, including but not limited to requirements addressing family development and support; developmentally and culturally appropriate curriculum, practices, and assessment; evaluation and quality assurance; program staff; child/staff ration and group size; facilities, equipment, health, and safety; meals and snacks, immunizations; supervision; toileting; infants and toddlers; Sixpence programs; and home-based programs. The district will comply with these additional requirements that are applicable to the program.

**Special Education Act Compliance.** Nothing in this policy allows the school district to fail to meet its responsibilities under the Special Education Act (section 79-1110 through 79-1167). To the extent there is any conflict between this policy or Rule 11 with the Special Education Act, the Act shall control.

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

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

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

**6019**  
**International Travel Study**

The Board of Education may approve international travel study programs for Ralston Public School students. Application shall be made at least sixty days in advance. A recommendation by the principal shall be included. Students and sponsors shall be responsible for all related costs.

Adopted on: July 25, 2016

Revised on:

Reviewed on: April 10, 2023

## **6039**

### **Repeat of Grade at Parent-Guardian Request**

Parents and guardians may request that their student repeat a grade level under the following conditions:

#### **Students in Kindergarten through Fourth Grade**

Parents and guardians of students in kindergarten through fourth grade may request that their student repeat the grade level that the student has just completed under the following conditions:

- 1) If the student is at least one year below grade level and behind the child's typically developing peers in reading, English, and language arts such that the child does not possess the necessary academic skills required to succeed in reading, English, and language arts at grade level for the next grade to which the student would otherwise advance; or
- 2) If the student was absent fifty percent or more of the days in which school was in session for students during the school year which the student has just completed; or
- 3) If the student experienced a severe mental or physical illness resulting in hospitalization of two or more weeks during the school year.

#### **Students in Fifth through Twelfth Grade**

Parents and guardians of students in fifth through twelfth grade may request that their student repeat the grade level that the student has just completed if the student was absent fifty percent or more of the days in which school was in session for students during the school year which the student has just completed.

#### **Procedure for Parent Requests for Student Grade Repetition**

Parents and guardians who seek to have their student repeat the grade level just completed must submit a written request to the student's building principal no earlier than the day after the last scheduled student attendance day of the school year, and no later than two weeks after that date. This deadline may be waived by the superintendent for good cause shown. The request must include written documentation that provides evidence that the parents or guardians believe substantiate that the conditions outlined above have been met.

The principal shall promptly forward the request to the superintendent or his/her designee, along with any building-level information about the student which the principal believes will be relevant to the superintendent or designee in responding to the parents' or guardian's request.

The superintendent or designee shall review the request and promptly schedule a meeting with the parents or guardians. At this meeting, the superintendent or designee shall identify any alternative educational opportunities available to the student, including remedial instruction if applicable, and verify any special education supports available to the student. If the child's parent or guardian still intends to have such child repeat a grade, the parent or guardian shall complete a form prescribed by the Nebraska Department of Education and return the form to the office of the superintendent of schools.

Upon completion of the form and if all requirements pursuant to this policy are met, the school district shall have the child repeat the child's grade for the next school year.

Nothing in this policy modifies the school district's policies on mandatory attendance and reporting excessive absenteeism to the county attorney or other members of law enforcement. Likewise, nothing in this policy shall dictate or direct the provision of special education or related services, including but not limited to any IEP team decision about the appropriate educational placement of a child with a disability under Rule 51 of the Nebraska Department of Education.

Adopted on: July 8, 2024

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

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

Bill Review Schedule for 2025

**January 13**

Carrie  
Mary

**February 10**

Samantha  
Katie

**March 10**

Robin  
Liz

**April 14**

Mary  
Samantha

**May 12**

Katie  
Liz

**June 9**

Robin  
Carrie

**July 14**

Mary  
Samantha

**August 11**

Carrie  
Liz

**September 8**

Samantha  
Katie

**October 13**

Robin  
Liz

**November 10**

Mary  
Carrie

**December 8**

Robin  
Katie

# BOARD PROTOCOLS

Disclaimer: Board Meeting Procedures are not law based; the list is a recommended method of effectively conducting board meetings.

Motion	Debateable	Amendable	Vote
Main Motion	Yes	No	Majority
Amend Main Motion	Yes	Yes	Majority
Amend Amendment	Yes	No	Majority
Object Consideration	No	No	Majority
Refer to Committee	Yes	Yes	Majority
Postpone Indefinitely	Yes	Yes	Majority
Call for Question	Yes	No	Majority

Motion	Debateable	Amendable	Vote
Lay on Table	No	No	Majority
Close Debate	No	No	2/3 Majority
Recess	No	Yes	Majority
Adjourn	No	No	Majority
Abstention	<i>To abstain means to refrain from voting. An abstention does not count as a vote.</i>		
Change of Vote	<i>A member may change their vote if it is before the chair announces the results of the vote.</i>		
Point of Order	<i>A member may raise a point of order to question a ruling or parliamentary procedure; this does not require a second, is not debatable or amendable. Chair rules on the point of order and a vote is not required.</i>		
Lay on the Table	<i>A temporary delay of action that does not kill the motion. The motion to delay must be seconded, is not debatable or amendable, and requires a majority vote. If action is not taken by the next regular meeting, the motion dies.</i>		
Reconsider	<i>Allows the board to correct a decision. The reconsideration must be made by a person on the prevailing side, carried or lost, at the same meeting; the reconsideration is debatable, cannot be amended, requires a majority vote, and cannot be reconsidered.</i>		

<b>Rescind</b>	<i>A motion to rescind cancels a previous motion, must be seconded, and is debatable. A board cannot rescind a motion that has been carried out. Example, to accept a resignation, or for actions electing or expelling a person from membership or office.</i>
<b>Statement of Record</b>	<i>A statement for the record may be included in the minutes if a board member makes the request to the secretary before adjournment.</i>
<b>Withdraw a Motion</b>	<i>A motion may be withdrawn if requested by the member who made the motion. The motion is not debatable, cannot be amended, and requires a majority vote to be granted.</i>
<p><b>Purpose: Proposed change to the main motion</b></p> <ul style="list-style-type: none"> <li>• Amendment must be relevant to the main motion</li> <li>• Amendment requires a second</li> <li>• Motion to amend is debatable and discussion must pertain to the amendment</li> <li>• Amendment requires a majority to pass</li> <li>• If amendment is adopted, the proposed amendment then becomes a part of the main motion</li> <li>• Board returns to the original motion adding the modification, discuss, and vote</li> </ul>	

<b>BOARD MEETING ASSESSMENT:</b> <i>Questions to consider at conclusion of the meeting.</i>	
<b>1.</b>	Did I/we arrive prepared to participate in the discussion and debate of items on the board meeting agenda?
<b>2.</b>	Did the board focus on topics that align to goals and policy?
<b>3.</b>	Did all board members have an opportunity to be heard?
<b>4.</b>	Did we consider the expertise of staff and the data and needs of the school district?
<b>5.</b>	Did we treat each other with respect?
<b>6.</b>	Did we follow appropriate rules of meeting procedure and decorum?
<b>7.</b>	Did we welcome community or staff observers as valued guests?
<b>8.</b>	Did we offer recognition to celebrate the accomplishments of students, staff, or volunteers?
<b>9.</b>	Did we commit time to our own learning to support informed decision making?
<b>10.</b>	Did we impact student achievement through the discussion and action of the meeting?

## Food Service – August, 2025



### Summer Numbers – 2025

Wildewood Summer	
<u>2024 Breakfast</u>	<u>2025 Breakfast</u>
2707	2503
<u>2024 Lunch</u>	<u>2025 Lunch</u>
4020	4021

Summer numbers were down overall in 2025, but this was expected due to the program being moved from the high school to Ralston Middle School. Ordinarily, we would have had daycare and summer school meals from the high school for the summer program, but not this year. We also didn't see as many athletes as we normally would at RHS.

We offered free books to kids at both WW and RMS and this was well received. I have saved the leftovers and have some ready for next summer that haven't been put out. KW stepped up in a big way with books to give away and we appreciate this very much.

We partnered with the Ralston library this summer. They came to our sites on Thursdays throughout the summer to promote their summer reading program, and they had some activities for the kids at lunchtime.

On August 1, 2025, we were notified that we were awarded a grant of \$3500 from the Whole Kids Foundation. Many people helped with writing this grant and I appreciate all of them very much – Nick Birdsley, Sara Zabrowski Gates and Jim Frederick. Our goal is to have hydroponic gardens in every school in the district.



**Ralston Public Schools**  
**Monthly Administrative Update**  
**Food Service – September 2025**

<b>September, 2025</b>				
<b>RPS Revenue</b>		<b>RPS Expenses</b>		
<b>Cash Sales</b>	<b>Breakfast</b>	<b>\$ 11,006.85</b>	<b>District Labor</b>	<b>\$ 110,000.00</b>
	<b>Lunch</b>	<b>\$ 40,571.70</b>	<b>Sodexo</b>	<b>\$ 177,174.16</b>
	<b>Student Ala Carte</b>	<b>\$ 20,666.15</b>		<b>\$ 287,174.16</b>
	<b>Adult ala Carte</b>	<b>\$ 235.60</b>		<b>\$ (10,625.21)</b>
			<b>Total Expenses</b>	<b>\$ 276,548.95</b>
<b>Reimbursements</b>	<b>Breakfast</b>	<b>\$ 54,459.28</b>		
	<b>Lunch</b>	<b>\$ 162,352.44</b>		
	<b>Snacks</b>	<b>\$ 2,688.84</b>		
		<b>\$ 291,980.86</b>		
			<b>RPS Expenses</b>	<b>\$ 15,431.91</b>

<b>Year to Date</b>	<b>25/26 Actual</b>	<b>Cost Per Meal</b>	<b>24/25 Actual</b>
<b>Revenue</b>	<b>554,468.01</b>	<b>\$4.23</b>	<b>\$451,525</b>
<b>Total Expenses</b>	<b>585,526.41</b>	<b>\$4.47</b>	<b>\$536,379</b>
<b>Net Return</b>	<b>-31,058.40</b>	<b>-\$ .24</b>	<b>-\$84,853</b>

	<b>25/26 TOTAL MEALS SERVED</b>	<b>25/26 MEALS PER DAY</b>	<b>24/25 TOTAL MEALS SERVED</b>	<b>24/25 MEALS PER DAY</b>
<b>Elementary</b>				
Breakfast	18,271	914	15,334	807
Lunch	26,330	1317	21,891	1152
Meals Served	44,601	2231	37,225	1959
<b>RMS</b>				
Breakfast	1797	90	1431	75
Lunch	8335	417	7260	382
Meals Served	10,132	507	8691	457
<b>RHS</b>				
Breakfast	3388	169	3259	172
Lunch	12,101	605	10,649	560
Meals Served	15,489	774	13,908	732
<b>RPS Total</b>				
Breakfast	23,456	1173	20,024	1054
Lunch	46,766	2339	39,800	2095
Meals Served	70,222	3512	59,824	3148

**RPS Free/Reduced**  
**September 2025**  
**61%**

## Events – September 2025

The Clubhouse program was retired from the elementary schools and Bright Bites has begun. So far, this is well received and meals are up this year, compared to last year.

# BRIGHT BITES

## Key Food Differentiators



Driven by student insights to deliver on taste and freshness as the key factors in increasing customer satisfaction.



Commitment to on-going culinary innovation, recipes and menu concepts throughout the lifecycle of the brand.



Localization of menu choice to provide a unique food experience for each school district.



Defined brand standards that build brand equity through a consistent food experience.

Mockingbird Before



Mockingbird After



RHS and RMS also got updates to their service areas over the summer.

