

Board of Education Regular Meeting  
Monday, April 14, 2025 7:30 PM  
Saline County School District 76-0068  
501 Main Street  
Friend, NE 68359-0067

### **Board of Education Goals**

- **Allocate resources to effectively and efficiently meet the educational needs of the district.**
- **Ensure vertically and horizontally aligned curriculum.**
- **Implement a district instructional program based on current research and best practice.**
- **Provide facilities that maximize student learning opportunities.**

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Approval of the agenda
6. Consent Agenda
  - 6.1. Hold for discussion and for possible action approval of the following items:
    - 6.1.1. Minutes of prior meeting(s)
    - 6.1.2. Treasurer's report
    - 6.1.3. Receipts
    - 6.1.4. Expenditures
    - 6.1.5. Claims for payment
7. Public Comment:
8. Reports

8.1. Committee:

8.1.1. Area/Activities Committee

8.2. Administration

8.2.1. Principal's Report

8.2.2. Superintendent

9. Discussion Items

10. Action Items

10.1. Approval of Policies 4150, 5001, 5205, 5420, 6020, 6110, 6200, 6212, 6285, 6370 and 6600.

10.2. Consideration and Possible Action to not participate in the Federal Meal program for the 2025-26 school year.

10.3. Approve the EMF Classified Staff wages for the 2025-26 school year.

10.4. Approve the EMF Elementary Principal Contract for the 2025-26 school year

10.5. Approve the EMF Secondary Principal Contract for 2025-26 school year

10.6. Approve the EMF Superintendent Contract for 2025-26.

10.7. Approve the resignation of Keeley Kroeker effective the end of the 2024-25 school year.

10.8. Approve the addition of two teacher days at the end of the school year.

11. Adjournment

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

**(Agenda items only)** Public comment time is the time to request to speak to items listed on this agenda. The public forum is available for interested parties that are not part of any formal presentation regarding a specific agenda item. Patrons wishing to address the board need to request to be recognized by the Board President or Chair of the meeting prior to the beginning of the meeting.

**(Non agenda item)** this is the time to request to speak to any nonagenda topic concerning the school district. Since it is not an agenda item, the board cannot discuss or take action at this time. The BOE may choose to place the item on a future agenda for consideration &/or action.

Time Limit: The Board President of chair for the meeting shall have the authority to establish reasonable time limits for individual speakers (generally five minutes) and for the duration of public forum sessions.

Personnel or Student Topic: Patrons wishing to address the board regarding a personnel or student issue need to understand that Board policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions or comments directed toward or about individual staff members and/or students. Patrons are cautioned that slanderous comments are not protected just because they are made at Board meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

This agenda contains a list of subjects known at the time of its distribution. A copy of the agenda reflecting any changes will be available for public inspection during normal business hours in the office of the Superintendent. Except for the items of an emergency nature, the agenda will not be enlarged later than 24 hours before the scheduled start of the meeting.

**Board of Education Regular Meeting**

Saline County School District 76-0068

501 Main Street

Friend, NE 68359-0067

Monday, March 10, 2025 7:30 PM

Tyler Bartels: Present  
Tiffany Shonerd: Present  
Scott Spohn: Present  
Jamie Tuttle: Present  
Nancy Vossler: Present  
Megan Weber: Present

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Approval of the agenda

Motion to approve agenda as presented, Passed with a motion by Nancy Vossler and a second by Tiffany Shonerd.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

6. Consent Agenda

Approve Consent Agenda, as presented, Passed with a motion by Scott Spohn and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

6.1. Hold for discussion and for possible action approval of the following items:

- 6.1.1. Minutes of prior meeting(s)
- 6.1.2. Treasurer's report
- 6.1.3. Receipts
- 6.1.4. Expenditures

#### 6.1.5. Claims for payment

#### 7. Public Comment:

Several Exeter-Milligan patrons spoke in support of using a local food program next year.

Another patron spoke in support of improving our strength conditioning and trainer program for athletics.

#### 8. Reports

##### 8.1. Committee:

##### 8.1.1. Area/Activities Committee

Committee met with E-M cohorts on February 24, 2025. Discussed EMF elementary remodeling project, negotiations, new hires, and the meal program.

##### 8.2. Administration

##### 8.2.1. Principal's Report

Mrs. Stutzman reviewed the activities of the school over the past month. Spring plans and 25-26 schedules were discussed, including new social studies curriculum purchase.

##### 8.2.2. Superintendent

Mr. Anderson gave a strategic plan update, the food program, and year-to-date budget.

#### 9. Discussion Items

No discussion

#### 10. Action Items

10.1. Approve the initial employment contract for Kirsten Fike for the 2025-26 EMF school year.

Approve initial teaching contract for Kirsten Fike for the 25-26 EMF school year. Passed with a motion by Tyler Bartels and a second by Jamie Tuttle.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

10.2. Approve the 2025-26 School Calendar

Approve the 25-26 EMF school calendar, as presented Passed with a motion by Scott Spohn and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler:

Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

### 10.3. Approve the 6-12 Social Studies Curriculum

Approve the 6-12 Social Studies curriculum purchase from HMH Education Passed with a motion by Tiffany Shonerd and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

### 10.4. Approve the EMF Master Agreement for the 2025-26 school year.

Approve the EMF Master Agreement for the 25-26 school year. Passed with a motion by Tyler Bartels and a second by Scott Spohn.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

## 11. Adjournment

Motion to adjourn at 8:10 pm. Next meeting is Monday, April 14, 2025, at 7:30 pm. Passed with a motion by Scott Spohn and a second by Jamie Tuttle.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea  
Yea: 6, Nay: 0

### Posted Locations:

- Friend Sentinel
- Post Office - Friend
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: 02/26/2025

Nancy J Vossler  
 Friend, Nebraska

Receipts from ( Mar-25 Account #1925

Date	From		
<b>General Fund Checking</b>			
3/3/2025	Vendor Refund	JW Pepper	\$6.00
3/4/2025	Activity Fund	VISA reimbursement	\$2,571.46
3/10/2025	Seward County	Disbursement	\$5,634.99
3/11/2025	Trsf Funds Sav to Ckg		\$53,000.00
3/21/2025	Trsf Funds Sav to Ckg		\$1,000.00
3/31/2025	Interest Paid		\$58.97
		Total	<u>\$62,271.42</u>

<b>Special Building Fund Checking</b>		<b>Account #2065</b>	
3/31/2025	Ending Balance		\$0.00
		Total	<u>\$0.00</u>

<b>General Fund Savings</b>		<b>Account #9889 CSB</b>	
3/3/2025	State of Nebraska	*State Aid not received until 3/03	\$36,206.00
3/3/2025	Trsf excess to SAV		\$79.31
3/10/2025	Saline County	Disbursement	\$415,921.53
3/14/2025	Fillmore County	Transfers	\$4,447.97
3/20/2025	State of Nebraska	SPED SA Reimbursement	\$51,771.00
3/26/2025	State of Nebraska	Title I Grant	\$100.00
3/31/2025	State of Nebraska	State Aid	\$36,506.00
3/31/2025	Interest Paid		\$1,630.25
		Total	<u>\$546,362.06</u>

<b>Depreciation Fund Savings</b>		<b>Account #9915</b>	
3/31/2025	Interest Paid		1,111.57
		Total	<u>\$1,111.57</u>

<b>Special Building Fund Savings</b>		<b>Account #9902 CSB</b>	
3/10/2025	Seward County	Disbursement	\$246.13
3/10/2025	Saline County	Disbursement	\$24,453.63
3/14/2025	Fillmore County	Transfers	\$269.80
3/31/2025	Interest Paid		\$1,196.40
		Total	<u>\$ 26,165.96</u>

<b>Bond Fund Savings</b>		<b>Account #5055 CSB</b>	
3/10/2025	Seward County	Disbursement	\$ 611.75
3/10/2025	Saline County	Disbursement	\$ 6,803.85
3/14/2025	Fillmore County	Transfers	\$ 910.17
3/31/2025	Interest Paid		\$ 116.35
		Total	<u>\$ 8,442.12</u>

# Friend Public School

## Account Summary Report

## REVENUES

Cycle: FY24-25; Begin Date: 03/01/2025; End Date: 03/31/2025; Account Type: Revenue; Created On: 4/4/2025 10:15:07 AM

Account Code	Description	Actual MAR	Budget (YTD)	Actual (YTD)	% of Budget
<b>GENERAL FUND</b>					
01-1-01100-000-000	LOCAL - RE & PP TAXES LEVIED	(\$38,255.29)	(\$3,214,740.00)	(\$1,493,295.32)	46.45
01-1-01115-000-000	LOCAL - CARLINE TAXES	\$0.00	(\$1,800.00)	(\$175.01)	9.72
01-1-01125-000-000	LOCAL - MOTOR VEHICLE TAXES	(\$11,088.42)	(\$205,000.00)	(\$132,688.67)	64.72
01-1-01140-000-000	LOCAL - PENALTIES & INTEREST ON TAXES LEVIED BY DISTRICT	(\$279.88)	(\$7,500.00)	(\$2,332.45)	31.09
01-1-01510-000-000	LOCAL - INTEREST ON INVESTMENTS	(\$1,825.11)	(\$26,000.00)	(\$9,709.65)	37.34
01-1-01911-000-000	LOCAL - LOCAL LICENSE FEES	\$0.00	(\$1,000.00)	\$0.00	0.00
01-1-01990-000-000	LOCAL - MISCELLANEOUS LOCAL REVENUE	\$0.00	\$0.00	(\$2,782.40)	0.00
01-1-02110-000-000	INTERMEDIATE - COUNTY FINES AND LICENSE FEES	(\$1,771.46)	(\$14,500.00)	(\$9,993.02)	68.91
01-1-02210-000-000	INTERMEDIATE - ESU RECEIPTS	\$0.00	(\$4,500.00)	(\$583.09)	12.95
01-1-03110-000-000	STATE - STATE AID	(\$72,412.00)	(\$362,057.00)	(\$253,442.00)	70.00
01-1-03120-000-000	STATE - SPED (SCHOOL AGE)	(\$51,771.00)	(\$295,000.00)	(\$191,088.00)	64.77
01-1-03130-000-000	STATE - HOMESTEAD EXEMPTION	(\$6,384.65)	\$0.00	(\$6,384.65)	0.00
01-1-03131-000-000	STATE - PROPERTY TAX CREDIT	(\$368,224.79)	\$0.00	(\$592,409.39)	0.00
01-1-03133-000-000	STATE - NAMEPLATE CAPACITY	\$0.00	(\$34,000.00)	\$0.00	0.00
01-1-03180-000-000	STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$9,000.00)	(\$2,958.87)	32.87
01-1-03400-000-000	STATE - STATE APPORTIONMENT	\$0.00	(\$45,000.00)	(\$92,515.78)	205.59
01-1-03535-000-000	STATE - PAYMENTS FOR HIGH ABILITY LEARNERS	\$0.00	(\$2,700.00)	(\$3,875.00)	143.51
01-1-03599-000-000	STATE - Categorical Grants	\$0.00	(\$7,500.00)	\$0.00	0.00
01-1-04105-000-000	FEDERAL - UNIVERSAL SERVICES FUND (E-RATE)	\$0.00	(\$2,400.00)	\$0.00	0.00
01-1-04310-000-000	FEDERAL - REAP	\$0.00	(\$24,448.00)	\$0.00	0.00
01-1-04505-000-000	FEDERAL - TITLE I, PART A ESSA	(\$100.00)	(\$20,321.00)	(\$20,321.00)	100.00
01-1-04509-000-000	FEDERAL - Title II A	\$0.00	(\$5,288.00)	(\$5,288.00)	100.00
01-1-04510-000-000	FEDERAL - Title IV-A	\$0.00	(\$10,000.00)	\$0.00	0.00
01-1-04516-000-000	FEDERAL - IDEA PRESCHOOL (619)	\$0.00	(\$3,512.00)	\$0.00	0.00
01-1-04518-000-000	FEDERAL - IDEA BASE - EP	\$0.00	(\$71,488.00)	(\$19,499.00)	27.27
01-1-04708-000-000	FEDERAL - MEDICAID IN PUBLIC SCHOOLS (MIPS)	\$0.00	(\$15,000.00)	(\$7,323.26)	48.82
01-1-04709-000-000	FEDERAL - MEDICAID ADMIN ACTIVITIES (MAAPS)	\$0.00	(\$1,300.00)	(\$1,142.49)	87.88
01-1-04969-000-000	FEDERAL - ESSA Title IV-A	\$0.00	\$0.00	(\$10,000.00)	0.00
01-1-04998-000-000	FEDERAL - ESSER III	\$0.00	\$0.00	(\$12,254.00)	0.00
01-1-05300-000-000	OTHER FINANCING - PROCEEDS- DISPOSAL OF REAL OR PP	\$0.00	(\$500.00)	\$0.00	0.00
01-1-05690-000-000	OTHER FINANCING - OTHER NON-REVENUE RECEIPTS	(\$6.00)	(\$500.00)	(\$2,107.86)	421.57
01-1-09005-903-000	NON-PROGRAM RECEIPTS - Interfund Loan from Nutrition Fund	(\$7,689.11)	\$0.00	(\$17,498.64)	0.00
01-1-09006-902-000	NON-PROGRAM RECEIPTS - Interfund Loan from Activity Fund	(\$3,334.95)	\$0.00	(\$4,508.48)	0.00
<b>Subtotal of Element: [Fund] 01 - GENERAL FUND</b>		<b>(\$563,142.66)</b>	<b>(\$4,385,054.00)</b>	<b>(\$2,894,176.03)</b>	<b>66%</b>
<b>DEPRECIATION FUND</b>					
02-1-01510-000-000	DEPR - INVESTMENT INCOME - Interest on Investments	(\$1,111.57)	(\$12,000.00)	(\$8,147.62)	67.89
02-1-05200-000-000	DEPR - OTHER FINANCING SOURCES - Trsf from General Fund	\$0.00	(\$100,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 02 - Depreciation Fund</b>		<b>(\$1,111.57)</b>	<b>(\$112,000.00)</b>	<b>(\$8,147.62)</b>	<b>7%</b>
<b>EMPLOYEE BENEFIT FUND</b>					
03-1-01510-000-000	EBF - Interest Income	(\$12.94)	\$0.00	(\$65.02)	0.00
03-1-05200-000-000	EBF - Alloc from Gen Fund	(\$1,816.68)	(\$42,218.00)	(\$12,550.09)	29.72
03-1-05690-000-000	EBF - Employee Reimbursement	\$0.00	\$0.00	(\$1,075.20)	0.00

<b>Subtotal of Element: [Fund] 03 - Employee Benefit Fund</b>		<b>(\$1,829.62)</b>	<b>(\$42,218.00)</b>	<b>(\$13,690.31)</b>	<b>32%</b>
<b>ACTIVITY FUND</b>					
05-1-01510-000-000	ACT - Interest Income	(\$82.84)	(\$627.00)	(\$643.82)	102.68
05-1-01710-000-000	ACT - DISTRICT ACTIVITIES - ADMISSIONS	(\$5,011.00)	(\$50,000.00)	(\$41,738.75)	83.47
05-1-01730-000-000	ACT - Student Dues	\$0.00	\$0.00	(\$2,261.00)	0.00
05-1-01790-000-000	ACT - LOCAL - MISC LOCAL REVENUE	(\$9,675.45)	(\$100,000.00)	(\$91,315.76)	91.31
05-1-01920-000-000	ACT - Donations & Grants	\$0.00	(\$9,000.00)	(\$9,970.27)	110.78
05-1-05200-000-000	ACT - OTHER FINANCING SOURCES - Support from Gen Fund	(\$4,000.00)	(\$48,000.00)	(\$28,000.00)	58.33
<b>Subtotal of Element: [Fund] 05 - Activity Fund</b>		<b>(\$18,769.29)</b>	<b>(\$207,627.00)</b>	<b>(\$173,929.60)</b>	<b>84%</b>
<b>SCHOOL NUTRITION FUND</b>					
06-1-01510-000-000	SN - Interest	(\$17.93)	(\$115.00)	(\$113.76)	98.92
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$5,844.40)	(\$94,247.00)	(\$62,028.04)	65.81
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$106.60)	\$0.00	(\$1,206.80)	0.00
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	\$0.00	(\$1,050.00)	(\$2,405.61)	229.10
06-1-04210-000-000	SN - Federal Reimbursement	(\$5,394.90)	(\$87,000.00)	(\$34,268.14)	39.38
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	(\$4,000.00)	(\$24,000.00)	(\$30,000.00)	125.00
06-1-05690-000-000	SN - OTHER NON-REVENUE RECEIPTS	\$0.00	(\$500.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 06 - Lunch Fund</b>		<b>(\$15,363.83)</b>	<b>(\$206,912.00)</b>	<b>(\$130,022.35)</b>	<b>63%</b>
<b>BOND FUND</b>					
07-1-01100-000-000	BF - LOCAL - RE & PP TAXES LEVIED	(\$7,367.93)	(\$461,199.00)	(\$262,001.34)	56.80
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	\$0.00	(\$270.00)	(\$26.29)	9.73
07-1-01140-000-000	BF - LOCAL - Penalties & Interest on Taxes	(\$41.87)	(\$1,200.00)	(\$290.76)	24.23
07-1-01510-000-000	BF - LOCAL - INTEREST ON INVESTMENTS	(\$116.35)	(\$5,200.00)	(\$3,259.81)	62.68
07-1-03130-000-000	BF - STATE - HOMESTEAD EXEMPTION	(\$915.97)	\$0.00	(\$915.97)	0.00
07-1-03131-000-000	BF - STATE - PROPERTY TAX CREDIT	\$0.00	\$0.00	(\$23,326.61)	0.00
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$1,300.00)	(\$444.40)	34.18
<b>Subtotal of Element: [Fund] 07 - Bond Fund</b>		<b>(\$8,442.12)</b>	<b>(\$469,169.00)</b>	<b>(\$290,265.18)</b>	<b>62%</b>
<b>SPECIAL BUILDING FUND</b>					
08-1-01100-000-000	SB - LOCAL - RE & PP TAXES LEVIED	(\$2,238.36)	(\$195,000.00)	(\$64,182.54)	32.91
08-1-01115-000-000	SB - LOCAL - CARLINE TAXES	\$0.00	(\$50.00)	(\$5.06)	10.12
08-1-01140-000-000	SB - LOCAL - Penalties & Interest on Taxes	(\$8.01)	\$0.00	(\$65.90)	0.00
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$1,196.40)	(\$18,500.00)	(\$7,018.49)	37.93
08-1-03130-000-000	SB - STATE - HOMESTEAD EXEMPTION	(\$387.29)	\$0.00	(\$387.29)	0.00
08-1-03131-000-000	SB - STATE - PROPERTY TAX CREDIT	(\$22,335.90)	\$0.00	(\$35,934.56)	0.00
08-1-03133-000-000	SB - STATE - NAMEPLATE CAPACITY	\$0.00	(\$1,150.00)	\$0.00	0.00
08-1-03180-000-000	SB - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$250.00)	(\$85.48)	34.19
<b>Subtotal of Element: [Fund] 08 - Special Building Fund</b>		<b>(\$26,165.96)</b>	<b>(\$214,950.00)</b>	<b>(\$107,679.32)</b>	<b>50%</b>
<b>STUDENT FEE FUND</b>					
12-1-01741-000-000	FEE - Extracurricular Activity Fees	\$0.00	(\$2,500.00)	\$0.00	85.20
<b>Subtotal of Element: [Fund] 12 - Student Fee Fund</b>		<b>\$0.00</b>	<b>(\$2,500.00)</b>	<b>\$0.00</b>	<b>0%</b>

# Friend Public School

## Account Summary Report

## EXPENDITURES

Cycle: FY24-25; Begin Date: 03/01/2025; End Date: 03/31/2025; Account Type: Expenditure; Created On: 4/4/2025 10:20:15 AM

Account Code	Description	Actual MAR	Budget (YTD)	Actual (YTD)	% of Budget
<b>General Fund</b>					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$50,345.49	\$606,815.00	\$353,234.31	58.21
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$40,617.41	\$487,400.00	\$283,955.66	58.25
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$3,322.61	\$50,268.00	\$28,615.24	56.92
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$170.80	\$4,000.00	\$2,812.60	70.31
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$5,898.42	\$30,000.00	\$22,321.86	74.40
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$1,804.00	\$22,000.00	\$11,854.00	53.88
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$7,962.49	\$89,880.00	\$54,877.43	61.05
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$60.00	\$1,543.00	\$420.00	27.21
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$1,285.91	\$15,816.00	\$15,945.39	100.81
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$14,542.82	\$184,750.00	\$115,909.36	62.73
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$208.76	\$3,360.00	\$1,461.32	43.49
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$11,887.69	\$165,300.00	\$95,101.52	57.53
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$215.10	\$2,455.00	\$1,505.70	61.33
01-2-01100-212-002-01	REG INST - Group Insurance - LTD - Paras - Elem	\$14.66	\$190.00	\$102.62	54.01
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,347.37	\$51,650.00	\$30,433.65	58.92
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,984.71	\$39,170.00	\$21,005.69	53.62
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$98.27	\$0.00	\$1,219.20	0.00
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$259.93	\$3,850.00	\$2,361.09	61.32
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$451.21	\$2,295.00	\$1,707.62	74.40
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$138.02	\$1,685.00	\$906.90	53.82
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$4,328.47	\$66,690.00	\$30,296.12	45.42
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$3,019.69	\$50,600.00	\$21,110.64	41.72
01-2-01100-232-001-00	REG INST - Retirement - Paras and Assistants - Sec	\$9.54	\$0.00	\$66.83	0.00
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$246.66	\$5,000.00	\$2,124.25	42.48
01-2-01100-233-002-00	REG INST - Retirement - Substitute Teachers - Elem	\$29.39	\$250.00	\$233.23	93.29
01-2-01100-237-001-00	REG INST - Retirement Increase - Sec	\$1,434.21	\$0.00	\$10,038.41	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - Elem	\$1,089.60	\$0.00	\$7,758.84	0.00
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - Sec	\$0.00	\$2,350.00	\$2,348.00	99.91
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - Elem	\$0.00	\$1,900.00	\$1,901.00	100.05
01-2-01100-272-002-00	REG INST - Workers Comp - Paras and Assistants - Elem	\$0.00	\$285.00	\$283.00	99.29
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers - Sec	\$0.00	\$11,590.00	\$11,028.47	95.15
01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$0.00	\$15,890.00	\$15,573.63	98.00
01-2-01100-320-001-00	REG INST - Prof Educ Services - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-320-002-00	REG INST - Prof Educ Services - Elem	\$0.00	\$500.00	\$0.00	0.00

01-2-01100-330-001-00	REG INST - Employee Training - Sec	\$50.00	\$2,500.00	\$150.00	6.00
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$40.00	\$2,000.00	\$1,979.00	98.95
01-2-01100-431-001-MU	REG INST - Repairs to Musical Instruments	\$49.35	\$1,000.00	\$689.35	68.93
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - Sec	\$478.54	\$7,500.00	\$4,437.40	59.16
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$478.54	\$8,500.00	\$3,968.18	46.68
01-2-01100-565-001-00	REG INST - Tuition to PostSecondary Schools	\$0.00	\$5,500.00	\$5,947.10	108.12
01-2-01100-580-001-00	REG INST - Travel - Sec	\$159.00	\$2,000.00	\$198.94	9.94
01-2-01100-580-002-00	REG INST - Travel - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - Sec	\$127.64	\$92,500.00	\$1,867.61	2.01
01-2-01100-610-001-AG	REG INST - Supplies - Agri	\$0.00	\$3,000.00	\$403.40	13.44
01-2-01100-610-001-AR	REG INST - Supplies - Art - Sec	\$0.00	\$1,500.00	\$225.00	15.00
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - Sec	\$0.00	\$1,000.00	\$114.82	11.48
01-2-01100-610-001-MA	REG INST - Supplies - Math - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-MU	REG INST - Supplies - Music - Sec	\$64.80	\$1,500.00	\$650.24	43.34
01-2-01100-610-001-PE	REG INST - Supplies - PE/Health - Sec	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-610-001-SC	REG INST - Supplies - Science - Sec	\$3.96	\$5,000.00	\$1,244.32	24.88
01-2-01100-610-001-SH	REG INST - Supplies - Shop	\$124.81	\$9,000.00	\$1,025.74	11.39
01-2-01100-610-001-SP	REG INST - Supplies - Spanish	\$0.00	\$2,500.00	\$0.00	0.00
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - Sec	\$0.00	\$3,500.00	\$929.88	26.56
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$78.45	\$92,663.00	\$6,940.41	7.48
01-2-01100-610-002-AR	REG INST - Supplies - Art - Elem	\$0.00	\$1,000.00	\$137.79	13.77
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - Elem	\$0.00	\$2,000.00	\$91.14	4.55
01-2-01100-610-002-MA	REG INST - Supplies - Math - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-MU	REG INST - Supplies - Music - Elem	\$0.00	\$500.00	\$46.80	9.36
01-2-01100-610-002-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$600.00	\$233.76	38.96
01-2-01100-610-002-SC	REG INST - Supplies - Science - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-SS	REG INST - Supplies - Social Studies - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-001-AG	REG INST - Books and Periodicals - Agri	\$0.00	\$2,000.00	\$217.95	10.89
01-2-01100-640-001-LA	REG INST - Books and Periodicals - Lang Arts - Sec	\$0.00	\$6,000.00	\$669.95	11.16
01-2-01100-640-001-MA	REG INST - Books and Periodicals - Math - Sec	\$47.96	\$6,000.00	\$181.21	3.02
01-2-01100-640-001-PE	REG INST - Books and Periodicals - PE/Health - Sec	\$0.00	\$0.00	\$1,495.00	0.00
01-2-01100-640-001-SC	REG INST - Books and Periodicals - Science - Sec	\$0.00	\$3,000.00	\$0.00	0.00
01-2-01100-640-001-SP	REG INST - Books and Periodicals - Spanish	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - Sec	\$0.00	\$3,000.00	\$0.00	0.00
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$6,000.00	\$0.00	0.00
01-2-01100-640-002-MA	REG INST - Books and Periodicals - Math - Elem	\$0.00	\$6,000.00	\$1,782.00	29.70
01-2-01100-640-002-MU	REG INST - Books and Periodicals - Music - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-002-SC	REG INST - Books and Periodicals - Science - Elem	\$0.00	\$3,000.00	\$1,295.00	43.16
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - Sec	\$0.00	\$4,000.00	\$0.00	0.00
01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$0.00	\$8,000.00	\$1,430.40	17.88
01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$0.00	\$5,000.00	\$360.00	7.20
01-2-01100-650-001-AG	REG INST - Tech Supplies - Ag	\$0.00	\$0.00	\$2,264.49	0.00
01-2-01100-650-001-SC	REG INST - Tech Supplies - Science - Sec	\$0.00	\$100.00	\$0.00	0.00

01-2-01100-650-001-SH	REG INST - Tech Supplies - Shop	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-650-001-TE	REG INST - Tech Supplies - Tech Class - Sec	\$0.00	\$3,000.00	\$995.00	33.16
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - Elem	\$0.00	\$1,000.00	\$104.79	10.47
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-735-001-00	REG INST - Technology Software - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-810-001-00	REG INST - Dues and Fees - Sec Staff	\$0.00	\$2,000.00	\$463.96	23.19
01-2-01100-810-001-01	REG INST - Field Trips Students - Secondary	\$0.00	\$150.00	\$0.00	0.00
01-2-01100-810-001-AG	REG INST - Dues & Fees - Agri	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-810-001-MU	REG INST - Dues & Contest Fees - Music - Sec	\$0.00	\$500.00	\$477.00	95.40
01-2-01100-810-001-SS	REG INST - Dues & Fees - Social Studies - Sec	\$0.00	\$100.00	\$0.00	0.00
01-2-01100-810-002-00	REG INST - Dues & Fees - Elem	\$0.00	\$1,000.00	\$193.24	19.32
01-2-01100-810-002-01	REG INST - Field Trips Students - Elementary	\$0.00	\$1,500.00	\$450.00	30.00
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01150-112-001-00	ELL - Para Wages - Sec	\$0.00	\$12,540.00	\$8,301.49	66.20
01-2-01150-112-002-00	ELL - Para Wages - Elem	\$0.00	\$6,180.00	\$4,088.81	66.16
01-2-01150-212-002-01	ELL - Group Ins - LTD - Paras Elem	\$0.00	\$70.00	\$38.22	54.60
01-2-01150-222-001-00	ELL - Social Security	\$0.00	\$960.00	\$626.10	65.21
01-2-01150-222-002-00	ELL - Social Security - Paras - Elem	\$0.00	\$470.00	\$311.25	66.22
01-2-01150-232-001-00	ELL - NPERS Contrib - Paras - Sec	\$0.00	\$1,240.00	\$616.27	49.69
01-2-01150-232-002-00	ELL - NPERS Contrib - Paras - Elem	\$0.00	\$610.00	\$303.52	49.75
01-2-01150-237-001-00	ELL - NPERS Incr - Paras - Sec	\$0.00	\$0.00	\$203.74	0.00
01-2-01150-237-002-00	ELL - NPERS Incr - Paras - Elem	\$0.00	\$0.00	\$100.35	0.00
01-2-01150-272-002-00	ELL - Workers Comp - Paras - Elem	\$0.00	\$270.00	\$71.00	26.29
01-2-01150-610-001-00	ELL - Supplies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01150-610-002-00	ELL - Supplies - elem	\$0.00	\$500.00	\$10.36	2.07
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$0.00	\$38,575.00	\$0.00	0.00
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$2,053.80	\$25,500.00	\$17,519.40	68.70
01-2-01190-121-002-00	EARLY - Salaries - Subs - Teachers	\$3,291.75	\$1,000.00	\$27,087.86	2,708.78
01-2-01190-122-002-00	EARLY - Salaries - Subs - Paras	\$0.00	\$300.00	\$0.00	0.00
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$11.25	\$135.00	\$78.75	58.33
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$7.43	\$95.00	\$52.01	54.74
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$252.68	\$2,950.00	\$2,078.25	70.44
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$157.69	\$1,950.00	\$1,344.21	68.93
01-2-01190-223-002-00	EARLY - Social Security - Subs - Teachers	\$0.00	\$80.00	\$0.00	0.00
01-2-01190-231-002-00	EARLY - Retirement - Teachers	\$244.37	\$3,810.00	\$2,010.87	52.77
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$152.46	\$2,520.00	\$1,300.56	51.60
01-2-01190-237-002-00	EARLY - Retirement Increase	\$131.20	\$0.00	\$1,094.81	0.00
01-2-01190-271-002-00	EARLY - Workers Comp - Teachers	\$0.00	\$275.00	\$274.00	99.63
01-2-01190-272-002-00	EARLY - Workers Comp - Paras	\$0.00	\$100.00	\$96.00	96.00
01-2-01190-330-002-00	EARLY - Employee Training	\$0.00	\$200.00	\$277.00	138.50
01-2-01190-610-002-00	EARLY - General Supplies	\$52.95	\$5,000.00	\$895.79	17.91
01-2-01190-643-002-00	EARLY - Web/Cloud Based Software	\$0.00	\$500.00	\$0.00	0.00
01-2-01190-810-002-00	EARLY - Dues and Fees	\$0.00	\$0.00	\$70.72	0.00
01-2-01300-111-002-00	SUMMER - Salaries - Teachers - Elem	\$0.00	\$1,000.00	\$0.00	0.00

01-2-01300-112-002-00	SUMMER - Salaries - Paras - Elem	\$0.00	\$2,500.00	\$0.00	0.00
01-2-01300-221-002-00	SUMMER - Social Security - Teachers - Elem	\$0.00	\$75.00	\$0.00	0.00
01-2-01300-222-002-00	SUMMER - Social Security - Paras - Elem	\$0.00	\$175.00	\$0.00	0.00
01-2-01300-231-002-00	SUMMER - Retirement - Teachers - Elem	\$0.00	\$100.00	\$0.00	0.00
01-2-01300-232-002-00	SUMMER - Retirement - Paras - Elem	\$0.00	\$225.00	\$0.00	0.00
01-2-01300-610-002-00	SUMMER - General Supplies - Elem	\$0.00	\$500.00	\$0.00	0.00
	<b>Regular Education</b>	<b>\$164,831.86</b>	<b>\$2,355,000.00</b>	<b>\$1,261,025.79</b>	<b>0.54</b>
01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$4,667.59	\$56,015.00	\$32,673.13	58.32
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$5,995.17	\$71,945.00	\$42,120.19	58.54
01-2-01200-112-001-00	SPED SA - Salaries - Paras - Sec	\$587.16	\$0.00	\$5,093.46	0.00
01-2-01200-112-002-00	SPED SA - Salaries - Paras -Elem	\$1,702.73	\$0.00	\$14,779.75	0.00
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers	\$308.00	\$3,000.00	\$308.00	10.26
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$286.00	\$3,000.00	\$1,012.00	33.73
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$1,653.82	\$19,410.00	\$13,230.56	68.16
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$26.66	\$310.00	\$186.62	60.20
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$20.98	\$275.00	\$146.86	53.40
01-2-01200-212-002-00	SPED SA - Group Insurance LTD Paras -Elem	\$7.43	\$0.00	\$52.01	0.00
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$315.02	\$4,390.00	\$2,229.82	50.79
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$455.06	\$5,505.00	\$3,197.20	58.07
01-2-01200-222-001-00	SPED SA - Social Security - Aides - Sec	\$43.26	\$0.00	\$379.30	0.00
01-2-01200-222-002-00	SPED SA - Social Security - Aides -Elem	\$126.24	\$0.00	\$1,105.94	0.00
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$23.57	\$175.00	\$23.57	13.46
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$21.87	\$175.00	\$77.41	44.23
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$346.50	\$5,670.00	\$2,425.47	42.77
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$445.06	\$7,105.00	\$3,115.38	43.84
01-2-01200-232-001-00	SPED SA - Retirement - Aides - Sec	\$43.59	\$0.00	\$378.12	0.00
01-2-01200-232-002-00	SPED SA - Retirement - Aides -Elem	\$126.40	\$0.00	\$1,097.18	0.00
01-2-01200-237-001-00	SPED SA - Retirement Increase - Sec	\$128.97	\$0.00	\$926.89	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - Elem	\$188.94	\$0.00	\$1,392.72	0.00
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - Sec	\$0.00	\$250.00	\$246.00	98.40
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers -Elem	\$0.00	\$275.00	\$271.00	98.54
01-2-01200-272-002-00	SPED SA - Workers Comp - Aides -Elem	\$0.00	\$0.00	\$96.00	0.00
01-2-01200-281-001-00	SPED SA - Health Benefits -HSA Teachers Sec	\$0.00	\$3,140.00	\$3,146.04	100.19
01-2-01200-317-001-00	SPED SA - Contracted Legal Services - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-330-001-00	SPED SA - Employee Training - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$0.00	\$1,000.00	\$849.00	84.90
01-2-01200-580-001-00	SPED SA - Travel - Sec	\$0.00	\$1,000.00	\$0.00	0.00

01-2-01200-591-001-00	SPED SA - Contracted Teacher from ESU6 - Sec	\$0.00	\$0.00	\$3,968.90	0.00
01-2-01200-591-002-00	SPED SA - Contracted Teacher from ESU6 - Elem	\$0.00	\$0.00	\$29,105.24	0.00
01-2-01200-591-002-03	SPED SA - SRS fees Purch thru ESU6	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-610-001-00	SPED SA - General Supplies - Sec	\$20.52	\$157,860.00	\$530.78	0.33
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$0.00	\$156,000.00	\$105.23	0.06
01-2-01200-643-001-00	SPED SA - Web/Cloud Based Software - Sec	\$0.00	\$5,000.00	\$14.99	0.29
01-2-01200-643-002-00	SPED SA - Web/Cloud Based Software -Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-650-001-00	SPED SA - Supplies - Technology Related - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-650-002-00	SPED SA - Supplies - Technology Related -Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-810-001-00	SPED SA - Dues and Fees - Sec	\$0.00	\$1,000.00	\$20.72	2.07
01-2-01200-810-002-00	SPED SA - Dues and Fees -Elem	\$0.00	\$1,000.00	\$20.72	2.07
01-2-02141-591-001-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Sec	\$0.00	\$9,000.00	\$0.00	0.00
01-2-02141-591-002-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Elem	\$0.00	\$28,500.00	\$0.00	0.00
01-2-02141-810-002-00	PSYCH - Dues & Fees	\$0.00	\$0.00	\$10.00	0.00
01-2-02142-591-002-00	PSYCH - Psych Eval Svcs Purch from ESU6 - Ages 3-4	\$0.00	\$12,286.00	\$0.00	0.00
01-2-02151-340-001-00	SPEECH - Prof Services - Speech Therapy - SA - Sec	\$2,137.85	\$0.00	\$14,213.62	0.00
01-2-02151-340-002-00	SPEECH - Prof Services - Speech Therapy- SA - Elem	\$4,937.70	\$0.00	\$42,446.16	0.00
01-2-02151-591-001-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Sec	\$0.00	\$66,000.00	\$0.00	0.00
01-2-02151-591-001-01	SPEECH - Deaf/HOH Therapy Purch from ESU6 - Sec	\$0.00	\$13,792.00	\$3,364.82	24.39
01-2-02151-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Elem	\$0.00	\$66,000.00	\$0.00	0.00
01-2-02151-610-002-00	SPEECH - General Supplies - SA - Elem	\$9.50	\$3,305.00	\$380.69	11.51
01-2-02152-340-002-00	SPEECH - Prof Services - Speech Therapy- Age 3-5	\$2,006.15	\$0.00	\$15,382.73	0.00
01-2-02152-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 3-5	\$0.00	\$46,028.00	\$7,630.68	16.57
01-2-02153-340-002-00	SPEECH - Prof Services - Speech Therapy- Age 0-2	\$454.25	\$0.00	\$1,646.78	0.00
01-2-02153-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 0-2	\$0.00	\$15,000.00	\$1,085.40	7.23
01-2-02161-591-001-00	OT - Occupational Therapy Purch from ESU6 - SA - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02161-591-002-00	OT - Occupational Therapy Purch from ESU6 - SA - Elem	\$0.00	\$26,589.00	\$0.00	0.00
01-2-02163-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 0-2	\$0.00	\$0.00	\$1,194.81	0.00
01-2-02171-340-001-00	PT - Prof Services - Physical Therapy - SA - Sec	\$0.00	\$5,000.00	\$922.45	18.44
01-2-02171-340-002-00	PT - Prof Services - Physical Therapy - SA - Elem	\$0.00	\$0.00	\$1,168.80	0.00
01-2-02172-340-002-00	PT - Prof Services - Physical Therapy - Age 3-5	\$517.85	\$0.00	\$517.85	0.00
01-2-02173-340-002-00	PT - Prof Services - Physical Therapy Age 0-2	\$587.60	\$2,000.00	\$4,067.14	203.35
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$0.00	\$1,000.00	\$2,114.55	211.45
01-2-02182-340-002-00	VISION - Prof Services - Vision Therapy - 3-5	\$15.50	\$500.00	\$118.24	23.64
01-2-02183-340-002-00	VISION - Prof Services - Vision Therapy - 0-2	\$31.00	\$0.00	\$67.54	0.00
	<b>Special Education</b>	<b>\$28,237.94</b>	<b>\$825,000.00</b>	<b>\$260,658.46</b>	<b>0.32</b>
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$3,159.45	\$37,914.00	\$22,236.15	58.64
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$3,159.45	\$37,913.00	\$22,116.15	58.33
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$397.11	\$8,662.00	\$3,176.88	36.67
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$27.17	\$354.00	\$190.19	53.72

01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$397.11	\$8,662.00	\$3,176.88	36.67
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$239.62	\$2,900.00	\$1,686.31	58.14
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$237.58	\$2,900.00	\$1,662.96	57.34
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$234.54	\$3,745.00	\$1,650.70	44.07
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$234.54	\$3,745.00	\$1,641.78	43.83
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - Sec	\$77.54	\$0.00	\$545.75	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - Elem	\$77.54	\$0.00	\$542.78	0.00
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor- Secondary	\$0.00	\$286.00	\$286.00	100.00
01-2-02120-320-001-00	GUIDANCE - Student Workshops- Secondary	\$0.00	\$4,000.00	\$300.00	7.50
01-2-02120-320-002-00	GUIDANCE - Student Workshops- Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02120-330-001-00	GUIDANCE - Employee Training - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02120-330-002-00	GUIDANCE - Employee Training - Elem	\$0.00	\$500.00	\$125.00	25.00
01-2-02120-333-001-00	GUIDANCE - Mileage Paid to Staff- Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02120-580-001-00	GUIDANCE - Travel- Secondary	\$0.00	\$500.00	\$10.50	2.10
01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary	\$0.00	\$11,024.00	\$92.16	0.83
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$0.00	\$11,024.00	\$25.97	0.23
01-2-02120-643-001-00	GUIDANCE - Web/Cloud Based Software- Secondary	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02120-643-002-00	GUIDANCE - Web/Cloud Based Software- Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$0.00	\$500.00	\$180.00	36.00
01-2-02120-810-002-00	GUIDANCE - Dues and Fees- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-116-001-00	NURSE - Salaries - Nurse - Secondary	\$803.65	\$9,645.00	\$5,625.55	58.32
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,410.93	\$28,930.00	\$16,876.51	58.33
01-2-02130-126-002-00	NURSE - Salaries - Nurse Subs- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$469.84	\$5,640.00	\$3,758.72	66.64
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$4.72	\$60.00	\$33.04	55.06
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$1,409.51	\$16,910.00	\$11,276.08	66.68
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$14.18	\$185.00	\$99.26	53.65
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$61.84	\$740.00	\$432.88	58.49
01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$185.53	\$2,220.00	\$1,298.70	58.50
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$59.66	\$955.00	\$417.62	43.72
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$178.98	\$2,860.00	\$1,252.81	43.80
01-2-02130-237-001-00	NURSE - Retirement Increase - Sec	\$19.72	\$0.00	\$138.09	0.00
01-2-02130-237-002-00	NURSE - Retirement Increase - Elem	\$59.17	\$0.00	\$414.19	0.00
01-2-02130-276-002-00	NURSE - Workers Comp - Nurse- Elem	\$0.00	\$145.00	\$145.00	100.00
01-2-02130-281-001-00	NURSE - Other Health Benefits - Sec	\$0.00	\$915.00	\$915.81	100.08
01-2-02130-281-002-00	NURSE - Other Health Benefits - Elem	\$0.00	\$2,750.00	\$2,747.43	99.90
01-2-02130-330-002-00	NURSE - Employee Training - Elem	\$0.00	\$300.00	\$0.00	0.00
01-2-02130-580-002-00	NURSE - Travel- Elem	\$0.00	\$100.00	\$0.00	0.00
01-2-02130-610-001-00	NURSE - General Supplies- Secondary	\$0.00	\$2,000.00	\$1,068.49	53.42
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$23.39	\$3,216.00	\$970.39	30.17
01-2-02130-810-001-00	NURSE - Dues and Fees- Secondary	\$0.00	\$0.00	\$60.36	0.00
01-2-02130-810-002-00	NURSE - Dues and Fees- Elem	\$0.00	\$200.00	\$0.00	0.00

	<b>Support - Pupils</b>	<b>\$13,942.77</b>	<b>\$220,000.00</b>	<b>\$107,177.09</b>	<b>0.49</b>
01-2-02211-320-000-00	SCHOOL IMPROV - Professional Educational Services	\$0.00	\$500.00	\$0.00	0.00
01-2-02211-333-000-00	SCHOOL IMPROV - Mileage Paid to Staff	\$0.00	\$0.00	\$743.40	0.00
01-2-02211-610-000-00	SCHOOL IMPROV - General Supplies	\$0.00	\$500.00	\$1,004.25	200.85
01-2-02211-810-000-00	SCHOOL IMPROV - Dues and Fees	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-111-001-00	LIB MEDIA - Salaries - Teachers - Secondary	\$1,114.65	\$12,673.00	\$7,802.55	61.56
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$1,055.99	\$13,376.00	\$7,391.93	55.26
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$2,218.15	\$26,196.00	\$18,022.70	68.79
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$406.17	\$4,972.00	\$3,249.36	65.35
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$31.52	\$228.00	\$220.64	96.77
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$384.80	\$4,972.00	\$3,078.40	61.91
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.64	\$100.00	\$53.48	53.48
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$83.80	\$1,149.00	\$586.67	51.05
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$77.23	\$1,149.00	\$540.53	47.04
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$170.27	\$2,005.00	\$1,382.82	68.96
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$82.75	\$1,484.00	\$579.25	39.03
01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$78.39	\$1,484.00	\$548.73	36.97
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$164.66	\$2,590.00	\$1,337.90	51.65
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - Sec	\$81.80	\$0.00	\$633.86	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - Elem	\$25.92	\$0.00	\$181.42	0.00
01-2-02220-271-002-00	LIB MEDIA - Workers Comp - Teachers - Elem	\$0.00	\$306.00	\$306.00	100.00
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - Secondary	\$0.00	\$99.00	\$99.00	100.00
01-2-02220-443-001-00	LIB MEDIA - Lease - Copier - Secondary	\$0.00	\$150.00	\$44.09	29.39
01-2-02220-443-002-00	LIB MEDIA - Lease - Copier - Elem	\$0.00	\$150.00	\$44.08	29.38
01-2-02220-610-001-00	LIB MEDIA - General Supplies - Secondary	\$0.00	\$1,500.00	\$0.00	0.00
01-2-02220-610-002-00	LIB MEDIA - General Supplies - Elem	\$25.60	\$1,917.00	\$457.15	23.84
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - Secondary	\$102.95	\$3,000.00	\$1,833.47	61.11
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$327.67	\$3,000.00	\$1,246.14	41.53
01-2-02220-641-001-00	LIB MEDIA - E-Books - Secondary	\$157.50	\$250.00	\$157.50	63.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - Elem	\$150.00	\$250.00	\$150.00	60.00
01-2-02220-643-001-00	LIB MEDIA - Web/Cloud Based Software - Secondary	\$0.00	\$700.00	\$0.00	0.00
01-2-02220-643-002-00	LIB MEDIA - Web/Cloud Based Software - Elem	\$0.00	\$1,300.00	\$691.24	53.17
01-2-02220-650-001-00	LIB MEDIA - Supplies - Technology Related - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02230-432-000-00	TECH - Tech-Related Repairs and Maint	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02230-530-000-00	TECH - Communications	\$851.19	\$33,000.00	\$18,319.48	55.51
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$4,457.33	\$57,000.00	\$31,201.31	54.73
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$456.85	\$8,000.00	\$3,195.03	39.93
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$0.00	\$22,000.00	\$22,248.92	101.13
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$459.89	\$5,000.00	\$2,288.36	45.76
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02230-735-000-00	TECH - Technology Software	\$0.00	\$5,000.00	\$0.00	0.00

	<b>Support - Staff</b>	<b>\$12,972.72</b>	<b>\$225,000.00</b>	<b>\$129,639.66</b>	<b>0.58</b>
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$0.00	\$1,500.00	\$950.48	63.36
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$8,000.00	\$0.00	0.00
01-2-02310-520-000-00	BOE - Insurance	\$0.00	\$13,550.00	\$13,511.00	99.71
01-2-02310-540-000-00	BOE - Advertising	\$405.69	\$1,800.00	\$1,001.89	55.66
01-2-02310-580-000-00	BOE - Travel	\$0.00	\$6,000.00	\$1,130.23	18.83
01-2-02310-610-000-00	BOE - General Supplies	\$0.00	\$500.00	\$0.00	0.00
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$2,000.00	\$4,000.00	200.00
01-2-02310-735-000-00	BOE - Technology Software	\$0.00	\$1,650.00	\$0.00	0.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$880.00	\$5,000.00	\$4,117.00	82.34
	<b>Board of Education</b>	<b>\$1,285.69</b>	<b>\$40,000.00</b>	<b>\$24,710.60</b>	<b>0.62</b>
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$11,593.75	\$139,125.00	\$81,156.25	58.33
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,306.26	\$39,645.00	\$19,671.82	49.61
01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,634.66	\$19,616.00	\$13,077.28	66.66
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$17.28	\$225.00	\$120.96	53.76
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$1,934.17	\$23,210.00	\$15,473.36	66.66
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$45.21	\$500.00	\$316.47	63.29
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$173.84	\$3,035.00	\$1,486.79	48.98
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$888.45	\$10,650.00	\$6,219.15	58.39
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$171.21	\$3,920.00	\$1,460.35	37.25
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$860.66	\$13,745.00	\$6,024.62	43.83
01-2-02320-237-000-00	SUPER - Retirement Increase	\$341.15	\$0.00	\$2,474.66	0.00
01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$0.00	\$150.00	\$149.00	99.33
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$0.00	\$525.00	\$524.00	99.80
01-2-02320-285-000-00	SUPER - Health Benefits - Superintendents	\$0.00	\$3,663.00	\$3,663.24	100.00
01-2-02320-310-000-00	SUPER - Contracted Services	\$0.00	\$1,905.00	\$0.00	0.00
01-2-02320-330-000-00	SUPER - Employee Training	\$0.00	\$300.00	\$0.00	0.00
01-2-02320-333-000-00	SUPER - Mileage Paid to Staff	\$0.00	\$100.00	\$0.00	0.00
01-2-02320-530-000-00	SUPER - Cell Phone Reimb	\$50.00	\$600.00	\$350.00	58.33
01-2-02320-580-000-00	SUPER - Travel	\$50.00	\$1,800.00	\$482.58	26.81
01-2-02320-610-000-00	SUPER - General Supplies	\$2.82	\$2,500.00	\$229.49	9.17
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$95.76	\$2,000.00	\$1,330.22	66.51
01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$0.00	\$286.00	\$69.30	24.23
01-2-02320-810-000-00	SUPER - Dues and Fees	\$220.00	\$2,500.00	\$1,170.36	46.81

	<b>Superintendent</b>	<b>\$20,385.22</b>	<b>\$270,000.00</b>	<b>\$155,449.90</b>	<b>0.58</b>
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$0.00	\$10,000.00	\$2,876.25	28.76
	<b>District Legal</b>	<b>\$0.00</b>	<b>\$10,000.00</b>	<b>\$2,876.25</b>	<b>0.29</b>
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,258.08	\$30,280.00	\$18,279.36	60.36
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$4,320.83	\$51,850.00	\$30,245.81	58.33
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$4,320.83	\$51,850.00	\$30,245.81	58.33
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst- Secondary	\$9.28	\$125.00	\$64.96	51.96
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$967.09	\$11,604.00	\$7,736.72	66.67
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$38.20	\$500.00	\$267.40	53.48
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$967.08	\$11,604.00	\$7,736.64	66.67
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$171.62	\$2,450.00	\$1,390.46	56.75
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$329.63	\$3,985.00	\$2,307.44	57.90
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$326.74	\$3,985.00	\$2,287.23	57.39
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$167.63	\$3,150.00	\$1,356.96	43.07
01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$320.76	\$5,150.00	\$2,245.32	43.59
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$320.75	\$5,150.00	\$2,245.25	43.59
01-2-02410-237-001-00	PRIN - Retirement Increase - Sec	\$161.47	\$0.00	\$1,190.95	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - Elem	\$106.04	\$0.00	\$742.29	0.00
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - Secondary	\$0.00	\$115.00	\$114.00	99.13
01-2-02410-271-002-00	PRIN - Workers Comp - Principal - Elementary	\$0.00	\$392.00	\$392.00	100.00
01-2-02410-281-001-00	PRIN - Health Benefits - Principal - Secondary	\$0.00	\$1,832.00	\$1,832.89	100.04
01-2-02410-281-002-00	PRIN - Health Benefits - Principal - Elementary	\$0.00	\$1,832.00	\$1,821.33	99.41
01-2-02410-330-001-00	PRIN - Employee Training - Principal - Secondary	\$0.00	\$250.00	\$0.00	0.00
01-2-02410-330-002-00	PRIN - Employee Training - Principal - Elementary	\$0.00	\$250.00	\$0.00	0.00
01-2-02410-580-001-00	PRIN - Travel - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02410-580-002-00	PRIN - Travel - Elementary	\$0.00	\$500.00	\$24.50	4.90
01-2-02410-610-001-00	PRIN - General Supplies - Secondary	\$599.09	\$7,346.00	\$2,123.21	28.90
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$264.29	\$8,800.00	\$1,384.37	15.73
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - Secondary	\$95.76	\$1,000.00	\$695.65	69.56
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - Elementary	\$0.00	\$1,000.00	\$599.89	59.98
01-2-02410-650-001-00	PRIN - Supplies - Technology Related - Secondary	\$0.00	\$500.00	\$69.30	13.86
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - Elem	\$0.00	\$500.00	\$158.58	31.71
01-2-02410-810-001-00	PRIN - Dues and Fees - Secondary	\$0.00	\$2,000.00	\$347.00	17.35
01-2-02410-810-002-00	PRIN - Dues and Fees - Elementary	\$0.00	\$1,500.00	\$547.36	36.49
	<b>Principal</b>	<b>\$15,745.17</b>	<b>\$210,000.00</b>	<b>\$118,452.68</b>	<b>0.56</b>
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$5,561.08	\$66,733.00	\$38,927.56	58.33
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,634.66	\$19,620.00	\$13,077.28	66.65
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$25.19	\$330.00	\$176.33	53.43
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$414.57	\$5,110.00	\$2,901.99	56.79

01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$412.83	\$6,600.00	\$2,889.81	43.78
01-2-02510-237-000-00	FISCAL SVCS - Retirement Increase	\$136.49	\$0.00	\$955.43	0.00
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$0.00	\$251.00	\$251.00	100.00
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$0.00	\$9,500.00	\$9,050.00	95.26
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$0.00	\$150.00	\$45.95	30.63
01-2-02510-530-000-00	FISCAL SVCS - Communications	\$476.91	\$6,492.00	\$3,279.65	50.51
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$841.00	\$8,000.00	\$2,988.14	37.35
01-2-02510-580-000-00	FISCAL SVCS - Travel	\$0.00	\$500.00	\$0.00	0.00
01-2-02510-610-000-00	FISCAL SVCS - General Supplies	\$0.00	\$1,500.00	\$746.03	49.73
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$101.43	\$14,000.00	\$12,282.14	87.72
01-2-02510-650-000-00	FISCAL SVCS - Supplies - Technology Related	\$0.00	\$200.00	\$0.00	0.00
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$300.00	\$435.00	145.00
01-2-02510-890-000-00	FISCAL SVCS - Misc Expense	\$0.00	\$714.00	\$0.00	0.00
	<b>Fiscal Services</b>	<b>\$9,604.16</b>	<b>\$140,000.00</b>	<b>\$88,006.31</b>	<b>0.63</b>
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$13,440.42	\$174,000.00	\$101,374.03	58.26
01-2-02610-110-000-01	OPERATIONS - Salaries - Summer Custodial	\$0.00	\$4,750.00	\$0.00	0.00
01-2-02610-210-000-00	OPERATIONS - Group Insurance - BCBS	\$3,114.80	\$37,380.00	\$24,918.40	66.66
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$57.01	\$765.00	\$399.07	52.16
01-2-02610-220-000-00	OPERATIONS - Social Security	\$1,018.26	\$13,700.00	\$7,685.57	56.09
01-2-02610-230-000-00	OPERATIONS - Retirement	\$895.10	\$16,000.00	\$6,807.72	42.54
01-2-02610-237-000-00	OPERATIONS - Retirement Increase	\$295.93	\$0.00	\$2,250.73	0.00
01-2-02610-270-000-00	OPERATIONS - Workers Comp	\$0.00	\$5,382.00	\$5,382.00	100.00
01-2-02610-280-000-00	OPERATIONS - Health Benefits HSAs	\$0.00	\$1,300.00	\$1,299.60	99.96
01-2-02610-410-000-00	OPERATIONS - Utility Services - Water & Sewage	\$580.15	\$15,000.00	\$7,033.80	46.89
01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$339.50	\$3,000.00	\$1,264.25	42.14
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$515.20	\$7,000.00	\$3,786.77	54.09
01-2-02610-430-000-00	OPERATIONS - Repairs and Maintenance Services	\$206.74	\$0.00	\$350.74	0.00
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$243.66	\$7,000.00	\$11,339.80	161.99
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$0.00	\$60,350.00	\$60,348.00	99.99
01-2-02610-610-000-00	OPERATIONS - General Supplies	\$0.00	\$4,000.00	\$707.73	17.69
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$71.25	\$15,000.00	\$6,574.45	43.82
01-2-02610-621-000-00	OPERATIONS - Utility Energy Services	\$11,428.78	\$85,000.00	\$45,377.20	53.38
01-2-02620-431-000-00	MAINT BLDG - Repairs & Maint	\$81.00	\$70,000.00	\$25,619.83	36.59
01-2-02620-442-000-00	MAINT BLDG - Rentals of Equipment	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02620-490-000-00	MAINT BLDG - Other Purchased Property Services	\$0.00	\$45,000.00	\$17,858.00	39.68
01-2-02620-610-000-00	MAINT BLDG - General Supplies	\$200.14	\$16,873.00	\$3,953.20	23.42
01-2-02630-420-000-00	GROUNDS - Mowing - Contracted	\$0.00	\$5,500.00	\$2,752.00	50.03
01-2-02630-420-000-01	GROUNDS - Snow Removal - Contracted	\$975.00	\$3,000.00	\$975.00	32.50
01-2-02630-420-000-02	GROUNDS - Lawn Care - Contracted	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02630-431-000-00	GROUNDS - Repairs and Maintenance Services	\$0.00	\$1,000.00	\$60.00	6.00
01-2-02630-490-000-00	GROUNDS - Other Purchased Property Services	\$0.00	\$7,000.00	\$1,500.00	21.42
01-2-02630-610-000-00	GROUNDS - General Supplies	\$59.40	\$7,000.00	\$1,367.77	19.53

01-2-02630-626-000-00	GROUNDS - Gasoline	\$50.53	\$1,500.00	\$413.24	27.54
01-2-02650-431-000-00	STAFF VEH - Repairs & Maint	\$532.76	\$3,000.00	\$666.26	22.20
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$143.65	\$3,000.00	\$785.29	26.17
01-2-02650-732-001-00	STAFF VEH - Vehicles	\$0.00	\$19,000.00	\$0.00	0.00
01-2-02660-340-000-00	SAFETY - Safety Audits	\$0.00	\$1,000.00	\$575.00	57.50
01-2-02660-490-000-00	SAFETY - Other Purch Property Svcs	\$0.00	\$1,000.00	\$81.00	8.10
01-2-02660-610-000-00	SAFETY - Supplies	\$0.00	\$500.00	\$167.95	33.59
01-2-02660-650-000-00	SAFETY - Technology	\$0.00	\$5,000.00	\$1,748.60	34.97
	<b>Operations, Maint &amp; Grounds</b>	<b>\$34,249.28</b>	<b>\$648,000.00</b>	<b>\$345,423.00</b>	<b>0.53</b>
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$180.00	\$2,000.00	\$1,220.00	61.00
01-2-02710-220-001-00	BUSING - Social Security - Secondary	\$13.56	\$155.00	\$92.39	59.60
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$13.38	\$200.00	\$84.66	42.33
01-2-02710-237-001-00	BUSING - Retirement Increase - Sec	\$4.41	\$0.00	\$27.96	0.00
01-2-02710-520-001-00	BUSING - Insurance - Buses and Vans - Secondary	\$0.00	\$12,000.00	\$16,213.00	135.10
01-2-02710-520-002-00	BUSING - Insurance - Buses and Vans - Elem	\$0.00	\$4,200.00	\$0.00	0.00
01-2-02710-610-001-00	BUSING - General Supplies - Secondary	\$283.91	\$1,000.00	\$755.89	75.58
01-2-02710-610-002-00	BUSING - General Supplies - Elem	\$0.00	\$5,000.00	\$2,790.54	55.81
01-2-02710-626-001-00	BUSING - Gasoline - Secondary	\$0.00	\$6,000.00	\$3,356.75	55.94
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$1,383.79	\$15,000.00	\$9,183.87	61.22
01-2-02712-519-002-00	SPED TRANSP - Contracted Busing	\$0.00	\$20,000.00	\$0.00	0.00
01-2-02730-431-000-00	BUSING - Repairs & Maint Service	\$259.20	\$2,500.00	\$1,496.85	59.87
01-2-02730-610-000-00	BUSING - General Supplies	\$0.00	\$1,945.00	\$45.02	2.31
01-2-02790-510-001-00	BUSING - OTHER - Contracted - Sec	\$1,947.00	\$30,000.00	\$14,182.10	47.27
01-2-02790-510-002-00	BUSING - OTHER - Contracted - Elem	\$8,868.00	\$100,000.00	\$62,373.56	62.37
	<b>Pupil Transportation</b>	<b>\$12,953.25</b>	<b>\$200,000.00</b>	<b>\$111,822.59</b>	<b>0.56</b>
01-2-03535-151-002-00	HAL - Extra Duty - Teachers- Elem	\$128.58	\$1,550.00	\$900.06	58.06
01-2-03535-221-002-00	HAL - FICA - Teacher Elem	\$9.50	\$120.00	\$66.53	55.44
01-2-03535-231-002-00	HAL - Retirement - Teachers - Elem	\$9.55	\$150.00	\$66.85	44.56
01-2-03535-237-002-00	HAL - Incr Retirement -Teacher - Elem	\$3.16	\$0.00	\$22.11	0.00
01-2-03535-610-002-00	HAL - General Supplies- Elem	\$9.45	\$4,680.00	\$231.66	4.95
01-2-03535-810-001-00	HAL - Dues and Fees- Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-03551-610-001-00	CATEG GRANT - Career Ed Supplies	\$0.00	\$1,000.00	\$0.00	0.00
01-2-03599-610-002-00	CATEG GRANT - Supplies	\$0.00	\$0.00	\$200.00	0.00
01-2-03599-734-000-00	CATEG GRANT - Technology Hdwe	\$0.00	\$17,000.00	\$0.00	0.00
01-2-06200-111-002-00	TITLE - Salaries - Teachers	\$5,477.42	\$67,313.00	\$39,133.94	58.13
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$1,243.39	\$17,324.00	\$9,947.12	57.41
01-2-06200-211-002-01	TITLE - Group Insur - LTD - Teacher	\$24.69	\$296.00	\$172.83	58.38
01-2-06200-221-002-00	TITLE - Social Security - Teachers	\$417.03	\$5,149.00	\$2,980.03	57.87
01-2-06200-231-002-00	TITLE - Retirement - Teachers	\$406.62	\$6,649.00	\$2,905.11	43.69

01-2-06200-237-002-00	TITLE - Retirement Increase	\$134.43	\$0.00	\$960.46	0.00
01-2-06200-271-002-00	TITLE - Workers Comp - Teachers	\$0.00	\$254.00	\$254.00	100.00
01-2-06200-281-002-00	TITLE - Health Benefits -HAS_ Teachers	\$0.00	\$0.00	\$2,403.24	0.00
01-2-06200-330-002-00	TITLE - Employee Training	\$0.00	\$0.00	\$50.00	0.00
01-2-06200-610-002-00	TITLE - General Supplies	\$100.00	\$500.00	\$110.36	22.07
01-2-06406-591-002-00	IDEA PS - Speech Cont Svc Purch - ESU6	\$0.00	\$3,600.00	\$0.00	0.00
01-2-06406-591-002-01	IDEA PS - Psych Cont Svc - ESU6	\$0.00	\$0.00	\$3,512.00	0.00
01-2-06408-510-002-00	IDEA BASE EP - Transportation	\$0.00	\$10,000.00	\$0.00	0.00
01-2-06408-561-002-00	IDEA BASE EP - Tuition paid to SUCCESS	\$0.00	\$20,000.00	\$0.00	0.00
01-2-06408-591-001-01	IDEA BASE EP - OT Svcs Contracted thru ESU6 - Sec	\$0.00	\$0.00	\$876.20	0.00
01-2-06408-591-002-00	IDEA BASE-EP - Speech Svcs Contracted thru ESU6 Elem	\$0.00	\$160,415.00	\$0.00	0.00
01-2-06408-591-002-01	IDEA BASE-EP - OT Svcs Contracted thru ESU6 - Elem	\$0.00	\$0.00	\$5,894.41	0.00
01-2-06408-591-002-03	IDEA BASE EP - Psych Svcs - Contracted thru ESU6	\$0.00	\$0.00	\$11,020.21	0.00
01-2-06992-650-001-00	REAP - Supplies - Technology Related- Secondary	\$0.00	\$8,500.00	\$0.00	0.00
	<b>Federal &amp; State Programs</b>	<b>\$7,963.82</b>	<b>\$325,000.00</b>	<b>\$81,707.12</b>	<b>0.25</b>
01-2-08000-912-000-00	Fund Transfers to School Nutrition Fund	\$4,000.00	\$24,000.00	\$30,000.00	125.00
01-2-08000-913-000-00	Fund Transfers to Activities Fund	\$4,000.00	\$48,000.00	\$28,000.00	58.33
	<b>IntraFund Support</b>	<b>\$8,000.00</b>	<b>\$72,000.00</b>	<b>\$58,000.00</b>	<b>0.81</b>
	<b>MARCH TOTALS</b>	<b>\$330,171.88</b>	<b>\$5,540,000.00</b>	<b>\$2,744,949.45</b>	<b>0.50</b>
	<b>Intrafund Transfers</b>				
01-2-09000-912-000-00	NON-PGM EXPENDITURES - Fund Trsf to Nutrition Fund	\$0.00	\$0.00	\$2,407.00	0.00
01-2-09005-000-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund	\$6,693.80	\$0.00	\$15,204.05	0.00
01-2-09005-220-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA	\$510.71	\$0.00	\$1,160.36	0.00
01-2-09005-230-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET	\$364.19	\$0.00	\$852.41	0.00
01-2-09005-237-000-00	-Increased Retirement Contributions	\$120.41	\$0.00	\$281.82	0.00
01-2-09006-000-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund	\$3,221.46	\$0.00	\$4,221.46	0.00
01-2-09006-220-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA	\$49.25	\$0.00	\$123.97	0.00
01-2-09006-230-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET	\$48.26	\$0.00	\$122.52	0.00
01-2-09006-237-000-00	-Increased Retirement Contributions	\$15.98	\$0.00	\$40.53	0.00
	<b>TOTAL GENERAL FUND EXPENDITURES</b>	<b>\$341,195.94</b>	<b>\$5,540,000.00</b>	<b>\$2,769,363.57</b>	<b>0.50</b>
	<b>Depreciation Fund</b>				
02-2-02900-450-001-00	DEPR - Construction Svcs	\$0.00	\$463,344.00	\$2,000.00	0.43
02-2-02900-490-001-00	DEPR - Purch Property Services - Sec	\$0.00	\$10,000.00	\$0.00	0.00
02-2-02900-610-001-00	DEPR - General Supplies	\$0.00	\$0.00	\$1,020.00	0.00
02-2-02900-732-001-00	DEPR - Vehicles	\$0.00	\$35,000.00	\$0.00	0.00
02-2-02900-733-001-00	DEPR - Furniture & Fixtures	\$0.00	\$75,000.00	\$15,113.00	20.15
02-2-02900-739-001-00	DEPR - Equipment	\$0.00	\$0.00	\$11,500.00	0.00

<b>TOTAL DEPRECIATION FUND</b>		<b>\$0.00</b>	<b>\$583,344.00</b>	<b>\$29,633.00</b>	<b>0.05</b>

<b>EMPLOYEE BENEFIT FUND</b>					
03-2-02900-290-000-00	EBF - Employee FSA Benefits	\$642.42	\$45,000.00	\$13,396.85	29.77
03-2-02900-890-000-00	EBF - Other Misc Expense	\$121.50	\$2,500.00	\$850.50	34.02
<b>Subtotal of Element: [Fund] 03 - Employee Benefit Fund</b>		<b>\$763.92</b>	<b>\$47,500.00</b>	<b>\$14,247.35</b>	<b>30%</b>

<b>Activity Fund</b>					
05-2-02900-340-001-00	ACT - Purchased Services	\$9,596.66	\$45,000.00	\$41,274.98	91.72
05-2-02900-580-001-00	ACT - Travel	\$0.00	\$5,000.00	\$2,271.95	45.43
05-2-02900-610-001-00	ACT - General Supplies - Secondary	\$12,790.74	\$155,000.00	\$121,483.55	78.37
05-2-02900-810-001-00	ACT - Dues & Entry Fees - Secondary	\$1,459.22	\$25,000.00	\$11,298.08	45.19
<b>TOTAL ACTIVITY FUND</b>		<b>\$23,846.62</b>	<b>\$230,000.00</b>	<b>\$176,328.56</b>	<b>0.77</b>

<b>School Nutrition Fund</b>					
06-2-03100-110-001-00	SN - Salaries - Regular - Kitchen	\$5,808.84	\$80,000.00	\$53,503.26	66.87
06-2-03100-120-001-00	SN - Salaries - Subs - Kitchen	\$863.80	\$5,000.00	\$2,515.80	50.31
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen	\$21.16	\$275.00	\$148.12	53.86
06-2-03100-220-001-00	SN - Soc Sec - Kitchen	\$510.71	\$6,120.00	\$4,287.15	70.05
06-2-03100-230-001-00	SN - Retirement - Kitchen	\$364.19	\$7,155.00	\$3,416.54	47.75
06-2-03100-237-001-00	SN - Retirement Increase - Sec	\$120.41	\$0.00	\$1,129.55	0.00
06-2-03100-270-001-00	SN - Workers Comp - Kitchen	\$0.00	\$1,150.00	\$0.00	0.00
06-2-03100-610-001-00	SN - General Supplies	\$273.62	\$10,000.00	\$2,794.51	27.94
06-2-03100-630-001-00	SN - Food	\$7,793.67	\$100,000.00	\$62,041.85	62.04
06-2-03100-810-001-00	SN - Fees	\$2.50	\$0.00	\$184.00	0.00
06-2-03100-890-002-00	SN - Misc Expenditures (Refunds)	\$0.00	\$250.00	\$0.00	0.00
<b>TOTAL NUTRITION FUND</b>		<b>\$15,758.90</b>	<b>\$209,950.00</b>	<b>\$130,020.78</b>	<b>0.62</b>

<b>Bond Fund</b>					
07-2-05000-830-000-00	BF - Fees	\$1,374.00	\$298,344.00	\$1,374.00	0.46
07-2-05000-831-000-00	BF - Redemption of Principal	\$0.00	\$465,000.00	\$465,000.00	100.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$0.00	\$53,863.00	\$28,041.80	52.06

<b>TOTAL BOND FUND</b>		<b>\$1,374.00</b>	<b>\$817,207.00</b>	<b>\$494,415.80</b>	<b>0.61</b>
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### Special Building Fund

08-2-04300-340-001-00	SB - Prof Services	\$0.00	\$44,869.00	\$0.00	0.00
08-2-04700-450-001-00	SB - Bldg Improvements - Construc - Sec	\$0.00	\$50,000.00	\$0.00	0.00
08-2-04700-450-002-00	SB - Bldg Improvements - Construc - Elem	\$0.00	\$50,000.00	\$0.00	0.00
08-2-04700-720-001-00	SB - Buildings incl HVAC - Sec	\$0.00	\$500,000.00	\$0.00	0.00
08-2-04700-720-002-00	SB - Buildings incl HVAC - Elem	\$0.00	\$0.00	\$23,250.00	0.00
<b>TOTAL SPECIAL BUILDING FUND</b>		<b>\$0.00</b>	<b>\$644,869.00</b>	<b>\$23,250.00</b>	<b>0.04</b>

### Student Fee Fund

12-2-02190-890-001-00	FEE - Student Fees	\$0.00	\$2,500.00	\$0.00	85.20
					0.00
<b>TOTAL STUDENT FEE FUND</b>		<b>\$0.00</b>	<b>\$2,500.00</b>	<b>\$0.00</b>	<b>0.00</b>

# Friend Public School

Board of Education - Payments to be Approved

4/14/2025

## Manual Checks/Funds Transfers done in March

### GENERAL FUND

Constellation	natural gas	\$	1,272.70
NASB	Dues payment reversed - ck voided	\$	(3,424.00)
Payroll Fund	March payroll	\$	270,354.28
			<hr/>
			\$ 268,202.98
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### BOND FUND

Union Bank & Trust	fees	\$	1,374.00
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			\$ 1,374.00
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## March Presentations

### GENERAL FUND

A Better Hood	inspect/clean kitchen hood	\$	800.00
A&M Inc	busing - March	\$	11,886.93
ACT-Now	test prep	\$	3,495.00
Activity Fund	April support	\$	4,000.00
Anderson, Derek	reimb cell phone	\$	50.00
B2 Environmental	AHERA 3-yr inspection	\$	1,050.00
Beaver Hardware	supplies	\$	86.95
Black Hills	natural gas	\$	921.69
City of Friend	water & sewer	\$	526.10
Codr Plumbing	repairs to sink drain & greenhouse	\$	597.18
Constellation	natural gas	\$	2,137.15
Culligan	water softener	\$	35.00
DAS State Acctg - State of Nebr	internet service - Febr & Mar	\$	585.74
Dietze Music	clarinet repair	\$	24.00
Drake Refrigeration	motor for greenhouse	\$	549.73
Eakes	quarterly copier/printer usage	\$	1,840.06
ESU 6	SPED Services Q2 & Tech services	\$	68,765.39
Exeter Lumber	supplies	\$	49.69
Flood Communications	radio ad - boys dist bb	\$	160.00
GO Physical Therapy	SPED contracted services - March	\$	8,577.75
HMH	social studies curriculum	\$	16,836.60
Hometown Leasing	copier/printer lease	\$	957.08
Jostens	kindergarten grad supplies	\$	208.45
Kyle Sharkey	snow removal	\$	325.00
Midwest Grads	diplomas	\$	307.30

National School Forms	forms	\$	180.22
Nebr Agricultural Ed Assn	dues - Kohtz	\$	275.00
Nebr Council of School Admin	NASBO conf - Johnson-Clouse	\$	180.00
Norris Public Power	electricity	\$	1,840.00
Nutrition Fund	April support	\$	8,000.00
Oswald Electric	repairs to gym wiring	\$	502.48
Presto-X	exterminator (2 visits)	\$	413.48
Quadient	refill postage meter	\$	100.00
Qwik6	fuel	\$	1,206.12
Segra	WAN Lease	\$	558.32
Seward County Independent	publish legals, wants ads	\$	312.73
Southeast CC	SENCAP & distance learning tuition & books S2	\$	4,503.90
Summit Fire Protection	fire extinguisher inspection	\$	381.25
Taylor Lawn Sprinklers	4 step fertilizer plan 2025	\$	5,300.00
Time Management Systems	monthly contract	\$	63.00
TK Elevator	monthly maint contract	\$	243.66
USBank VISA	Purchases for activities & nutrition	\$	1,043.66
USBank VISA	Caseys - lunch for WBL meeting	\$	42.77
USBank VISA	Rockbrook Camera - yearbook supplies	\$	139.98
USBank VISA	Amazon - tech supplies	\$	329.94
USBank VISA	Amazon - maint	\$	388.34
USBank VISA	Amazon - teaching supplies	\$	349.00
USBank VISA	eBay- water heater part	\$	182.07
USBank VISA	Qwik6,DG - supplies	\$	178.61
USBank VISA	NETA - conference regist - PA	\$	229.00
Voss Lighting	bulbs	\$	223.20
Wade, Khrystyne	reimburse gas for school van	\$	38.71
Waste Connections	garbage service	\$	362.16
Windstream	telephone	\$	467.03
		\$	<u>152,807.42</u>
<b>Late Presentations:</b>			
Eakes Office Solutions	janitorial	\$	451.25
Hobart	repairs to kitchen mixer	\$	1,324.50
MARC	floor finish for FR & EX	\$	1,097.00
NCSA Region 1	Meeting meal - Kirchhoff	\$	15.00
		\$	<u>155,695.17</u>



# Mrs. Stutzman's Principal Report

"Every New Beginning Comes From Some Other Beginning's End "

## April

### *What has happened...*

Read with a Buddy Day

State Boys Basketball

Working on finalizing secondary math curriculum- Will have a bid by May BOE meeting

NHS inductions (9 new members)

Kindergarten and Preschool registration are open

Spring Program

March Madness Bulldog Buddies

Prom

EMF 5<sup>th</sup>-11<sup>th</sup> graders surveyed about (thoughts, concerns, excited, questions, etc)

EMF sponsors/coaches meetings (planning camps, weights, summer, etc)

### *What is coming up....*

State testing (3<sup>rd</sup>-8<sup>th</sup> grades)

Spring activities season has been very successful so far!

Budgets are due

Last bulldog buddies (senior celebrations) next year Bobcat buddies

End of the year celebrations (*Field day, Activities Night, Honors Night, Graduation, Staff/Senior breakfast, Senior Skip Trip, field trips, academic pep rally, and more!!!*)

#### **Our Mission at Friend Public School:**

*Committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning.*

#### **What We Believe at Friend Public School...**

- We believe each individual has value and dignity and is capable of life-long learning.
- We believe in sustaining a progressive learning environment that is physically and emotionally safe for learning.
  - We believe education is a collaborative community responsibility.
- We believe every student needs to be invested in all areas of their educational experience.



# Friend Public School

501 S. Main Street/ P.O. Box 67, Friend, NE 68359  
Phone: 402-947-2781 Fax: 402-947-2026  
[www.friendbulldogs.org](http://www.friendbulldogs.org)

## Administration

Superintendent: Derek Anderson  
Principal: Elizabeth Stutzman  
Counselor: Amy Hottovy  
Activities Director: Jim Pfeiffer

To: Board of Education

CC: Principal

From: Derek Anderson, Superintendent

Date: April 14, 2025

RE: Monthly Report

## **Board Items**

- 1) Strategic Plan
  - a) Strategy 1.1 - Assess and consider expansion and improvement of learning opportunities to support preparedness
    - i) A WBL program will take longer than I want, but we are laying the foundation for student success.
    - ii) Many teachers who are a part of this crew are going to offer things that many of our students have not had access to in the past.
  - b) Strategy 4.4 - Utilize a teacher evaluation system that is aligned with Marzano Instructional Framework to provide timely and authentic feedback to reinforce growth and identify opportunities to refine personal skills and knowledge
    - i) Admin team is working on a new evaluation tool that harnesses many of the pieces of the Friend model.

## **Staff/Student Items**

- 1) Head Cook position filled
- 2) MAP scores entered
  - a) Assessing HAL eligibility
- 3) Now we get ready for NSCAS
- 4) Staff have been informed on what the moving process will look like this summer
- 5) Admin meetings continue to happen
  - a) Officially once a month
  - b) Phone calls multiple times a week

## **Facility & Finance Items**

- 1) We are 58% of the way through the fiscal year and we have spent 50% of the budget
- 2) Begin looking at next year's budget - April
  - a) This is underway



- 3) Shop work this summer is planned to help facilitate transition for Miranda and Jay
  - a) Space is an issue
  - b) Possible need for a container on school grounds to hold lumber and other supplies



StudentsGraduation

To participate in commencement exercises or receive a Exeter-Milligan-Friend Public Schools diploma, a student must fully complete all requirements for graduation prior to the official commencement exercises, and complete other administrative requirements or conditions. Students who graduate from Exeter-Milligan-Friend Public Schools must accumulate 250 hours. The total graduation requirements must include the following core curriculum:

English Language Arts	40	Semester Hours
Speech	5	Semester Hours
Science	30	Semester Hours
Math	30	Semester Hours
Social Studies	40	Semester Hours
P.E. Health	20	Semester Hours
Fine Arts	5	Semester Hours
Electives	80	Semester Hours

In addition, every student must complete at least one five-credit high school course in personal finance or financial literacy prior to graduation. Each student shall also complete and submit a Free Application for Federal Student Aid prior to graduation, unless the required opt-out form is completed by either: (1) the student's parent or legal guardian; (2) the Principal, if the Principal determines that good cause exists not to require the student to complete the FAFSA; or (3) an emancipated student or student of at least 19 years of age.

### **Community Service Requirement for Graduation**

In addition, in order to graduate, a student must complete at least 20 hours of community service or volunteer activities that have been approved by the Administration. The Administration will make a determination of whether an activity is approved or not approved by deciding whether the activity is designed to expose students to community service and to make students aware of the positive aspects of providing community service. A list of approved community service or volunteer activities will be kept current in the High School Counselor's Office.

**Purpose:** To develop an awareness of citizenship and community responsibility among EMFPS 9-12 grade students. Students will be required to meet the following community interaction hours. The Exeter-Milligan-Friend School Board recognizes the learning experiences for students and serves to enhance school-community relations. The Board authorizes the administration to identify potential community service projects and procedures, consideration shall be given to issues of safety and to the needs and opportunities of the students. Community service activities are intended to foster personal growth by:

- Helping students gain an understanding of community needs
- Providing students with opportunities to become active members of the community

- Offering experiences that allow students to become successful in working together to help others
- Introducing students to potential career choices in human service agencies and nonprofit organizations

### **Community Service Requirements**

Students must complete a minimum of twenty (20) hours of community service in the course of four (4) high school years. (Giving more than twenty (20) hours is allowed and encouraged).

- Of the minimum stated above, students are recommended to complete five (5) hours of community service in each of their four (4) years of high school.
- For a student moving into the district, the student will be required to complete five (5) hours of community service for each year the student attends school in the district.
- A student can achieve the twenty (20) hour requirement at any point during his/her high school career
- For a student who moves into the district after the first semester of their senior year, the requirement for community service will be waived by the Board of Education.
- Community service hours required as part of a court ruling will not count toward the EMFPS requirement.

### **Community Service Procedures**

Students must:

- Obtain advance approval from a school administrator/counselor for all service experiences except those sponsored by organizations listed in the approved community service organization file located in the counselor's office
- Obtain a time card form the school counselor before completing the service
- Ask the site supervisor to sign the timecard after each session worked
- Return the timecard to the school counselor to be placed in the students' community service file as to update the file
- Arrange his/her own service experiences not involving activities sponsored by organizations listed in the approved community service organization file.
- Students who are not part of the organizations listed in the community service organization file will be invited to participate in selected community service activities in which the organizations participate
- Complete all community service hours outside of school time
- To be considered community service, a student may receive no compensation

### **Community Service Organization File**

Approved organizations with possible community service activities are:

FCCLA

FFA

National Honor Society

A student who has not met the requirements for graduation but who has attended school regularly may, with the recommendation of the Superintendent, be granted a Certificate of Attendance.

Written notification will be made to parents of students who are in danger of not earning an academic diploma. It shall be required that the candidate have eight (8) semesters experience in grades 9-12. A certified letter will be sent to the parents of the student-at-risk for not graduating as predicted, at the beginning of second semester.

Legal Reference:     Neb. Rev. Stat. Sec. 79-729  
                          Neb. Rev. Stat. Sec. 79-3003  
                          NDE Rule 10

Date of Adoption:    [Insert Date]

InstructionStudent Participation in Athletic Contests Between Schools

Students in kindergarten through sixth grade may not participate in school-sponsored athletic contests. Annual field or play days are excluded from this restriction.

Middle school extra-curricular activities are subject to the extra-curricular rules established by the Board of Education and administration.

Students in seventh and eighth grades may participate in interscholastic competitions subject to and in a manner consistent with the bylaws of the Nebraska School Activities Association. The scholastic eligibility rules for seventh and eighth grades shall be the same as established by the School Board for high school interscholastic competitions and, in the absence of such rules, shall be the minimum established by the Nebraska School Activities Association.

Legal Reference: NDE Rule 10.004.02C  
Nebraska School Activities Association Middle Level Activities Bylaws,  
Article 9

Date of Adoption: [Insert Date]

Instruction

The Program of Instruction

The minimum program of instruction in the schools shall be that prescribed by the statutes. The statutory curriculum may be augmented and extended to provide for the educational needs of individual pupils and differing areas in the School District.

The District shall educate staff and students about the harms of copyright piracy.

Legal Reference: Rule 10; ESSA

Date of Adoption: [Insert Date]

## Students

### Admission Requirements

#### Minimum Age:

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The School Board shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board.

#### Early Admission to Kindergarten:

The following assessment procedure for determining if a child is capable of carrying the work of kindergarten is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) mental ability, (2) emotional/social development, (3) pre academic skills, and (4) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

- a. will turn 5 years of age between August 1 and October 15;
- b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
- c. are selected on the basis of testing by professionals trained and certified to administer the assessments that will produce evidence of strength in:
  1. mental ability defined as scoring 84th percentile or above on a standardized assessment of cognitive ability such as the Wechsler Pre Primary Scale of Intelligence III, or the Stanford-Binet V;
  2. a test of emotional/social development such as the Behavior Assessment System for Children, Second Edition (BASC-2);
  3. 75th percentile or greater on a test of pre academic skills such as the Woodcock Johnson III; and
  4. a test of fine motor ability, scoring 75th percentile or above on a standardized measurement such as the Beery VMI.

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by

reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determine appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must be weighed with institutional factors also considered. Sound decision making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Families who seek early admission of their child into kindergarten must obtain an *Early Entrance to Kindergarten Packet* from the School District Administration.

Parents must fill out the early entrance application forms, which include a parent questionnaire and obtain and attach a reference letter from someone who is well acquainted with the child but not a relative of the child. The person providing this reference should know the child well enough that they can speak with some expertise about the child's attributes and abilities. The reference letter should indicate whether this person recommends the child be schooled with children who will be a year older than the child and, if so, the evidence this person has concerning the child's mental ability, fine and gross motor ability, visual and auditory discrimination, emotional/social development, and communication skills. Suggestions for this reference letter are a preschool teacher, a Sunday school teacher, a day-care provider, or a physician.

The assessment request, reference letter and parent questionnaire must be completed and returned to the District no later than May 25th of the spring before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:

A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:

A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:

A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21. The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:

The parents or legal guardian shall furnish:

- (1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, shall be provided within 30 days of enrollment. Other reliable proof of the child's identity and age, accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).
- (2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
- (3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity.
- (4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox), Haemophilus Influenzae type b (Hib), invasive pneumococcal disease and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes that an exception to the immunization requirements are met.
- (5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which

meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to continue in school until evidence of compliance or an exemption from compliance is given.

#### Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private, denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the School Board of this school district in its sole and absolute discretion upon a proper application approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the School Board may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. A student expelled from a private, denominational, or parochial school or from any public school in another state, will not be prohibited from enrolling in the public school district in which the student resides or in which the student has been accepted pursuant to the enrollment option program for any period of time beyond the time limits placed on expulsion, pursuant to the Student Discipline Act, or for any expulsion for an offense for which expulsion is not authorized for a public school student under such Act. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

#### Military Families

If a parent presents evidence to the District of military orders that military family will be stationed in the State of Nebraska during the current or following school year, the District will enroll preliminarily the parent's students.

Legal Reference:      Neb. Rev. Stat. Sections 43-2001 to 43-2012  
                              Neb. Rev. Stat. Sec. 79-214  
                              Neb. Rev. Stat. Sections 79-217 to 79-223  
                              Neb. Rev. Stat. Sec. 79-266.01  
                              173 NAC Chapters 3 and 4 (HHS Regulations)

Date of Adoption:    [Insert Date]

InstructionObjectives of the Instructional Program

Exeter-Milligan-Friend Public Schools has designated as its objectives the following:

Our school shall enable each student to react to his environment as a total being by:

- A. Aiding each student in acquiring fundamental skills and knowledge that will engender in each student a sense of personal worth and direction most beneficial to himself and society. This shall be accomplished through:
  - 1. Selection and using subject matter and facilities appropriate to the development of specific skills and knowledge.
  - 2. Setting standards of achievement so that every student can experience some degree of success.
  - 3. Providing equal opportunities for all students, fully realizing that not all students have the same talents and capacities for learning.
  - 4. Finding relationships which exist among the curricular studies.
  - 5. Finding relationships which exist between the curricular studies and the extra curricular activities.
  - 6. Aiding the student to recognize the value of the past as a developmental influence on aesthetic, humanistic and creative ideals for the future.
  - 7. Recognizing scholastic achievement and marks of improvement.
  - 8. Recognizing social and civic contributions made by students.
- B. Providing an environment in which freedom is regarded as a responsibility for administrators, teachers, and students. This shall be accomplished through:
  - 1. Providing direction and substantial meaning whereby respect for each other shall be paramount and reciprocal.
  - 2. Emphasizing the necessity of respect for public and private property as well as dignity of all work.
- C. Maintaining an environment conducive to good physical and mental health. This shall be accomplished through:

1. Providing activities which have as their goal the development of physical fitness.
  2. Providing activities in which all students can experience some measure of success.
  3. Allowing for creative response through music, art, dramatics and physical education.
  4. Providing programs of specialization to meet specific needs of the student; such as speech therapy, remedial reading, guidance counseling and student health.
- D. Providing a means of public relations. This shall be accomplished through:
1. Keeping the public informed as to current happenings in all phases of the school's activities.
  2. Allowing the public to participate in the development of the school policies and programs.
  3. Making available to the public opportunities to discuss current educational interests.
  4. Attempting to develop good relationships among students, teachers, administrators, parents and the community at large.
- E. Selecting for employment, administrators and teachers who have the inspiration, dedication and factual competence to put into effect the philosophy and objectives of [Name] Public Schools. This shall be accomplished through the auspices of the administration and the Board of Education as designated by the procedures set forth in the Board Policies of the [Name] Public Schools.
- F. Establishing a program of continuous evaluation of the entire school system that might determine the measure of success of the philosophy and the objectives of [Name] Public Schools. This will be accomplished through coordinating the evaluative efforts of the students, teachers, administrators, specialists, and the entire community.

Date of Adoption: [Insert Date]

InstructionAssessments—Academic Content Standards

The Board of Education will adopt academic content standards in the areas of reading, writing, mathematics, science, and social studies. The Board's content standards will be the same as, or may be equal to or exceed in rigor, the measurable academic content standards adopted by the State Board of Education.

Unless other action is taken, the Board of Education adopts the standards of the State Board of Education.

The administration shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and subscores.

Legal Reference: Neb. Rev. Stat. Sections 79-760 to 79-760.05

Date of Adoption: [Insert Date]

InstructionSchool Instructional Hours

Exeter-Milligan-Friend Public Schools will have a school year consisting of at least (a) for kindergarten, the time equivalent to 400 hours; (b) for elementary grades one through grade eight, the time equivalent to 1,032 hours, and (c) for grades nine through twelve, the time equivalent to 1,080 hours.

An instructional hour shall mean a period of time at least sixty (60) minutes, which is actually used for the instruction of students.

Interruptions in the school year of the instructional hour minimums due to extracurricular activities (interscholastic sports, clubs, and contests) will be held to a minimum. All students participating in such events will be required to comply with the District's policies on student attendance for such absences to be excused, including the completion of assignments for missed classes.

The required 1,080, 1,032, and 400 instructional hour minimums shall not include the following:

1. When a school is dismissed for any reason such as tournaments or contests, parent/teacher conferences, funerals, parades, and school picnics;
2. Time scheduled for the school lunch period.

Legal Reference: Neb. Rev. Stat. Sec. 79-101; Neb. Rev. Stat. Sections 79-211 and 79-212;  
NDE Rule 10

Date of Adoption: [Insert Date]

StudentsDating Violence

Exeter-Milligan-Friend Public Schools strives to provide physically safe and emotionally secure environments for all students and staff. Positive behaviors are encouraged in the educational program and are required of all students and staff. Dating violence will not be tolerated.

For purposes of this policy “dating violence” means a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control his or her dating partner. “Dating partner” means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious, or long term.

Incidents of dating violence involving students at school will be addressed as the administration determines appropriate, within the scope and subject to the limits of the District’s authority.

Staff training on dating violence shall be provided as deemed appropriate by the administration. The dating violence training shall include, but need not be limited to, basic awareness of dating violence, warning signs of dating violence, and the District's dating violence policy.

Dating violence education that is age-appropriate shall be incorporated into the school program. Dating violence education shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.

The administration will be responsible for ensuring that this dating violence policy is published in the school district’s student-parent handbook or an equivalent such publication. Parents and legal guardians shall be informed of the dating violence policy by such other means as the administration determines appropriate. If requested, parents or legal guardians shall be provided a copy of the dating violence policy and relevant information.

Legal Reference: Neb. Rev. Stat. Sections 79-2139 to 79-2142

Date of Adoption: [Insert Date]

## Instruction

### Multicultural Education

Exeter-Milligan-Friend Public Schools incorporates multicultural education in all curriculum areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.

### Statement of Philosophy and Mission

The philosophy of the multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races.

The mission of the multicultural education program is to prepare students to: (a) value and respect their own culture and race and cultures and races other than their own and (b) eliminate stereotypes and different treatment of others based on culture and race. The mission shall also include preparing students to eliminate stereotypes and discrimination or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

### Implementation of Multicultural Education

The philosophy and mission of the multicultural education program is to be implemented as follows:

1. Multicultural education shall be included in goals established for educational programs.
2. Multicultural education shall be included in the district curriculum guides, frameworks, or standards.
3. The process for selecting appropriate instructional materials shall include assuring that the instructional materials at all grade levels include studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.
4. Staff development shall be provided on the District's multicultural education policy. The staff development shall include professional development for administrators, teachers, and support staff which is congruent with the District and program goals.
5. Periodic assessment of the multicultural education program shall be conducted by the Superintendent. Teachers and other staff upon request shall have the

responsibility to provide the administration with reports on: (a) the instructional materials used and programs or methods implemented with their students which are supportive of the multicultural education program philosophy and mission, (b) programs or materials to be implemented in the future or which teachers or other staff feel should be implemented to further advance such philosophy and mission, and (c) with their professional assessment on the successes of or deficiencies in achieving the multicultural education program philosophy and mission. The Superintendent shall provide an annual status report on the assessment to the Board of Education.

Legal Reference: Neb. Rev. Stat. Sections 79-719 to 79-723  
Nebraska State Board of Education Rule 10

Date of Adoption: [Insert Date]

**Friend Public School  
2025-26 Classified**

<b>\$41,000.00</b>										
Name	Site	Years		Base	Yrs of	Categ	Total	Hours	Vacation/	Salary
				Wage	Srv +	+	Wage		Personal	
<b>Maintenance</b>										
Lawver, Jay	FR	3					salaries		10	\$54,600.00
Foot, Colleen	FR	6		\$28.88			\$28.88	2080	10	\$60,070.40
Hulse, Deb	FR	15		\$22.75	\$0.50		\$23.25	2080	12	\$48,360.00
Steffensen, Kevin	FR	6		\$17.21			\$17.21	1040	2	\$17,898.40
Briske, Steve	EX	34		\$38.59			\$38.59	2080		\$80,267.00
Andreason, Cindi	EX	7		\$18.48			\$18.48	2080		\$38,438.40
Horne, Kristi	EX	7		\$18.48			\$18.48	2080		\$38,438.40
Ruhl, Lori	EX	19		\$19.03	\$0.50		\$19.53	480		\$9,374.40
Summer help				\$16.47			\$16.47			\$0.00
<b>Office</b>										
Hulse, Kim	DIST	28		\$18.79	\$1.00		\$19.79	2080	12	\$41,163.20
Johnson-Clouse, Miche	DIST	23					salaries		15	\$72,522.00
Kirchhoff, Stacy	FR	6		\$19.35			\$19.35	1760	2	\$34,056.00
Yound, Jackie	EX	39		\$36.41			\$36.41	2080		\$75,733.00
<b>Paras</b>										
Nickel, Joyce	FR	28		\$18.38	\$1.00		\$19.38	1416	2	\$27,442.08
Bartels, Julie	EX	7		\$18.38			\$18.38	1416	2	\$26,026.08
Brahmstedt, Lisa	EX	3		\$18.38		\$0.50	\$18.88	1416	2	\$26,734.08
Arp, Erika	EX	5		\$18.38			\$18.38	1416	2	\$26,026.08
Schluter, Jon	EX	13		\$18.38	\$0.50		\$18.88	1416	2	\$26,734.08
Hallberg, Paige	FR	4		\$18.38		\$0.50	\$18.88	1416	2	\$26,734.08
Classen, Andrea	EX	6		\$18.38			\$18.38	1416	2	\$26,026.08
Papik, Melanie	EX	14		\$18.38	\$0.50		\$18.88	1416	2	\$26,734.08
Vela, Josie	DIST	4		\$18.38		\$0.50	\$18.88	1416	1	\$26,734.08
Marget, Hannah	EX	13		\$18.38	\$0.50	\$0.50	\$19.38	1416		\$27,442.08

salaries  
(260 days \* 8 hrs  
(260 days \* 8 hrs  
(260 days \* 4 hrs)  
salaries  
(260 days \* 8 hrs  
(260 days \* 8 hrs  
(60 days \* 8 hrs)

(260 days \* 8 hrs  
salaries  
(220 days \* 8 hrs  
salaries

media (177 days \* 8 hrs  
Kind (177 days \* 8 hrs  
SPED (177 days \* 8 hrs  
Elem (177 days \* 8 hrs  
Interven (177 days \* 8 hrs  
PS (177 days \* 8 hrs  
Elem (177 days \* 8 hrs  
Elem (177 days \* 8 hrs  
ELL (130 days \* 8 hrs  
PS (177 days \* 8 hrs

<b>Classified subs</b>				\$15.00							
<b>Tech</b>											
open	DIST						salaried		2		
<b>Nurse</b>											
Arp, Korin	DIST	4					salaried		2		\$41,000.00
<b>Kitchen</b>											
Vossler, Annette	FR	1		\$24.00			\$24.00	1440	2		\$34,560.00
Kunert, Judy	FR	5		\$18.91			\$18.91	1416	2		\$26,776.56
Jiskra, Doris	FR	6		\$15.00			\$15.00	1062	2		\$15,930.00
Grant, Darlene	FR	8		\$15.00			\$15.00	708			\$10,620.00
Ruhl, Lori	EX	26		\$27.18			\$27.18	1440			\$39,139.20
Sluka, Karen	EX	13		\$17.39			\$17.39	1416			\$24,624.24
											\$0.00
											\$0.00

salaried

\*\* LPN wage sarr

(180 days \* 8 hrs  
(177 days \* 8 hrs  
(177 days \* 6 hrs  
(177 days \* 4 hrs  
(180 days \* 8 hrs  
(177 days \* 8 hrs

\$1,030,204.00

**Yrs of Service Bump:**

10 years \$ 0.50  
20 years \$ 1.00

**Category Bump:**

SPED \$ 0.50  
Early Childhood \$ 0.50  
ELL \$ 0.50

**Friend Public School  
2025-26 Classified**

**Total Package SY2025-26**

	Site	Total Salary		Fringe Benefits					
		Base Salary	Extra Duty	Long Term	Insurance	FICA	Retire	Work Comp	Total
				Disability	\$1200 Deductible				
<b>\$</b>	<b>41,000.00</b>								
<b>Maintenance</b>									
Lawver, Jay	FR	\$54,600.00	\$0.00	\$226.29	\$10,053.84	\$4,176.90	\$5,393.28	\$786.24	\$75,236.55
Foote, Colleen	FR	\$60,070.40	\$0.00	\$245.43	\$10,053.84	\$4,595.39	\$5,933.63	\$865.01	\$81,763.71
Hulse, Deb	FR	\$48,360.00	\$0.00	\$241.68	\$20,692.80	\$3,699.54	\$4,776.90	\$696.38	\$78,467.31
Steffensen, Kevin	FR	\$17,898.40	\$0.00			\$1,369.23		\$257.74	\$19,525.36
Briske, Steve	EX	\$80,267.00	\$0.00	\$353.36	\$20,692.80	\$6,140.43	\$7,928.61	\$1,155.84	\$116,538.04
Andreason, Cindi	EX	\$38,438.40	\$0.00	\$206.96	\$20,692.80	\$2,940.54	\$3,796.87	\$553.51	\$66,629.08
Horne, Kristi	EX	\$38,438.40	\$0.00	\$206.96	\$20,692.80	\$2,940.54	\$3,796.87	\$553.51	\$66,629.08
Ruhl, Lori	EX	\$9,374.40	\$0.00	\$32.81	\$0.00	\$717.14	\$925.98	\$134.99	\$11,185.33
Summer help		\$0.00	\$0.00			\$0.00	\$0.00	\$0.00	\$0.00
	0	\$0.00	\$0.00			\$0.00	\$0.00	\$0.00	\$0.00
<b>Office</b>									
Hulse, Kim	DIST	\$41,163.20	\$0.00	\$216.50	\$20,692.80	\$3,148.98	\$4,066.02	\$592.75	\$69,880.25
Johnson-Clouse, Michele	DIST	\$72,522.00	\$0.00	\$326.25	\$20,692.80	\$5,547.93	\$7,163.58	\$1,044.32	\$107,296.88
Kirchhoff, Stacy	FR	\$34,056.00	\$0.00	\$119.20		\$2,605.28	\$3,363.98	\$490.41	\$40,634.87
Yound, Jackie	EX	\$75,733.00	\$0.00	\$337.49	\$20,692.80	\$5,793.57	\$7,480.75	\$1,090.56	\$111,128.17
<b>Paras</b>									
Nickel, Joyce	FR	\$27,442.08	\$0.00	\$96.05		\$2,099.32	\$2,710.67	\$395.17	\$32,743.29
Bartels, Julie	EX	\$26,026.08	\$0.00	\$91.09		\$1,991.00	\$2,570.80	\$374.78	\$31,053.75
Brahmstedt, Lisa	EX	\$26,734.08	\$0.00	\$93.57		\$2,045.16	\$2,640.74	\$384.97	\$31,898.52
Arp, Erika	EX	\$26,026.08	\$0.00	\$91.09		\$1,991.00	\$2,570.80	\$374.78	\$31,053.75
Schluter, Jon	EX	\$26,734.08	\$0.00	\$93.57		\$2,045.16	\$2,640.74	\$384.97	\$31,898.52
Hallberg, Paige	FR	\$26,734.08	\$0.00	\$93.57		\$2,045.16	\$2,640.74	\$384.97	\$31,898.52
Classen, Andrea	EX	\$26,026.08	\$0.00	\$91.09		\$1,991.00	\$2,570.80	\$374.78	\$31,053.75
Papik, Melanie	EX	\$26,734.08	\$0.00	\$93.57		\$2,045.16	\$2,640.74	\$384.97	\$31,898.52
Vela, Josie	DIST	\$26,734.08	\$0.00	\$93.57		\$2,045.16	\$2,640.74	\$384.97	\$31,898.52
Marget, Hannah	DIST	\$27,442.08	\$0.00	\$96.05		\$2,099.32	\$2,710.67	\$395.17	\$32,743.29

**Total Package SY2025-26**

	Site	Total Salary		Fringe Benefits					
		Base Salary	Extra Duty	Long Term	Insurance	FICA	Retire	Work Comp	Total
				Disability	\$1200 Deductible				
\$	41,000.00								
<b>Classified subs</b>					\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Tech</b>									
<b>open</b>	<b>DIST</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Nurse</b>									
<b>Arp, Korin</b>	<b>DIST</b>	\$41,000.00	\$0.00	\$240.29	\$27,654.60	\$3,136.50	\$4,049.90	\$590.40	\$76,671.69
<b>Kitchen</b>									
<b>Vossler, Annette</b>	<b>FR</b>	\$34,560.00	\$0.00	\$120.96	\$0.00	\$2,643.84	\$3,413.77	\$497.66	\$41,236.23
<b>Kunert, Judy</b>	<b>FR</b>	\$26,776.56	\$0.00	\$93.72	\$0.00	\$2,048.41	\$2,644.94	\$385.58	\$31,949.20
<b>Jiskra, Doris</b>	<b>FR</b>	\$15,930.00	\$0.00	\$55.76	\$0.00	\$1,218.65	\$1,573.53	\$229.39	\$19,007.33
<b>Grant, Darlene</b>	<b>FR</b>	\$10,620.00	\$0.00		\$0.00	\$812.43		\$152.93	\$11,585.36
<b>Ruhl, Lori</b>	<b>EX</b>	\$39,139.20	\$0.00	\$136.99	\$0.00	\$2,994.15	\$3,866.09	\$563.60	\$46,700.03
<b>Sluka, Karen</b>	<b>EX</b>	\$24,624.24	\$0.00	\$86.18	\$0.00	\$1,883.75	\$2,432.33	\$354.59	\$29,381.10
									\$0.00
<b>2024-25</b>		\$1,030,204.00	\$0.00	\$4,180.04	\$192,611.88	\$78,810.61	\$98,944.50	\$14,834.94	\$1,419,585.96
<b>Percentage of Total</b>		72.57%	0.00%	0.29%	13.57%	5.55%	6.97%	1.05%	100.00%

## PRINCIPAL'S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the **Saline County School District 76-0090, a/k/a Exeter-Milligan-Friend Public Schools**, hereinafter referred to as "the Board" and **Laura Kroll**, hereinafter referred to as "the Principal."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the separate board meetings held on April 14th and April 16th of 2025, the Board hereby agrees to employ the Principal and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**Section 1. Term of Contract** This Contract is for a term of one year beginning on the 1<sup>st</sup> day of July, 2025, and expiring on the 30<sup>th</sup> day of June, 2026. A "contract year" for purposes of this Contract shall be from July 1 to June 30. The Principal shall be expected to perform 215 days of service during the contract year, as assigned and determined by the Superintendent.

Written request for release from contractual obligations submitted on or before April 1 of the contract year will be granted for the ensuing school year. Request for release submitted after April 1 and on or before June 1 will be granted only in the event the Board determines it can find a satisfactory replacement and employs such replacement. After June 1, the Board of Education reserves the right to refuse such requests.

**Section 2. Salary** The annual salary shall be: **One hundred seventeen thousand – (\$117,000)**. Said annual salary shall be paid in twelve equal installments commencing on August 15 2025.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**Section 3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

- A. **Leave Benefits:** Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. Personal and Professional. Personal and professional leave is available to the Principal on the same terms as other certificated employees of the District plus one (1) additional personal day. Use of such leave must be approved by the Superintendent in advance. Personal and professional leave days are noncumulative. There shall be no pay-in-lieu of unused personal or professional leave upon separation of employment.
  2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days may be used for personal illness, or illness or death in the immediate family. Immediate family is defined as spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, step-father, step-mother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. The Board reserves the right to ask the Principal for a doctor's certificate in the case of extended illness or frequent absence due to illness. The Board may at its discretion select the licensed physician to perform the examination. The Board also reserves the right to extend these provisions in cases of extreme hardships upon recommendation of the Administration and the vote by majority of the Board.
  3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days.
  4. Holidays. The following days shall be holiday days and not working days: July 4<sup>th</sup>, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  5. Log. The Principal shall maintain current log of used vacation and sick leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with up to full family health and dental insurance.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a tax exempt deferred income retirement plan of his/her choice.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of the Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, membership dues to NCSA and NASSP shall be paid by the District. The Board

may on request pay for the Principal's membership in other educational organizations that would serve in the school's best interest, as determined by the Board.

- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**Section 4. Duties.** The Principal is employed PK-5 Principal. The Principal shall perform the duties of such positions as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and condition and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**Section 5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings

in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**Section 6 Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation

of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees Retirement Act.

**Section 7 Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

**Section 8 Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before May 1, shall constitute a rejection by the Principal of the offer of employment.

Executed this \_\_\_\_\_ day of \_\_\_\_\_,  
2025.

\_\_\_\_\_  
Principal

Executed this \_\_\_\_\_ day of \_\_\_\_\_,  
2025.

Board of Education of Saline County  
School District 0090, a/k/a/ Friend Public  
Schools

By: \_\_\_\_\_  
Jamie Tuttle, Friend President

By: \_\_\_\_\_  
Adam Erdkamp, Exeter-Milligan  
President

Attest: \_\_\_\_\_

Secretary or other  
Authorized Officer

## PRINCIPAL'S CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the **Saline County School District 76-0090, a/k/a Exeter-Milligan-Friend Public Schools**, hereinafter referred to as "the Board" and **Elizabeth Stutzman**, hereinafter referred to as "the Principal."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the separate board meetings held on April 14th and April 16th of 2025, the Board hereby agrees to employ the Principal and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**Section 1. Term of Contract** This Contract is for a term of one year beginning on the 1<sup>st</sup> day of July, 2025, and expiring on the 30<sup>th</sup> day of June, 2026. A "contract year" for purposes of this Contract shall be from July 1 to June 30. The Principal shall be expected to perform 215 days of service during the contract year, as assigned and determined by the Superintendent.

Written request for release from contractual obligations submitted on or before April 1 of the contract year will be granted for the ensuing school year. Request for release submitted after April 1 and on or before June 1 will be granted only in the event the Board determines it can find a satisfactory replacement and employs such replacement. After June 1, the Board of Education reserves the right to refuse such requests.

**Section 2. Salary** The annual salary shall be: **One hundred seven thousand – (\$107,000)**. Said annual salary shall be paid in twelve equal installments commencing on August 15 2025.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**Section 3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

- A. **Leave Benefits:** Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. Personal and Professional. Personal and professional leave is available to the Principal on the same terms as other certificated employees of the District plus one (1) additional personal day. Use of such leave must be approved by the Superintendent in advance. Personal and professional leave days are noncumulative. There shall be no pay-in-lieu of unused personal or professional leave upon separation of employment.
  2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days may be used for personal illness, or illness or death in the immediate family. Immediate family is defined as spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, step-father, step-mother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. The Board reserves the right to ask the Principal for a doctor's certificate in the case of extended illness or frequent absence due to illness. The Board may at its discretion select the licensed physician to perform the examination. The Board also reserves the right to extend these provisions in cases of extreme hardships upon recommendation of the Administration and the vote by majority of the Board.
  3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 45 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 45, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 45 days.
  4. Holidays. The following days shall be holiday days and not working days: July 4<sup>th</sup>, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  5. Log. The Principal shall maintain current log of used vacation and sick leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with up to family health and dental insurance.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a tax exempt deferred income retirement plan of his/her choice.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of the Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, membership dues to NCSA and NASSP shall be paid by the District. The Board

may on request pay for the Principal's membership in other educational organizations that would serve in the school's best interest, as determined by the Board.

- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**Section 4. Duties.** The Principal is employed as the 6-12 Principal. The Principal shall perform the duties of such positions as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and condition and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**Section 5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings

in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**Section 6 Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation

of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees Retirement Act.

**Section 7 Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

**Section 8 Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before May 1, shall constitute a rejection by the Principal of the offer of employment.

Executed this \_\_\_\_\_ day of \_\_\_\_\_,  
2025.

\_\_\_\_\_  
Principal

Executed this \_\_\_\_\_ day of \_\_\_\_\_,  
2025.

Board of Education of Saline County School  
District 0090, a/k/a/ Friend Public Schools

By: \_\_\_\_\_  
Jamie Tuttle, Friend President

By: \_\_\_\_\_  
Adam Erdkamp, Exeter-Milligan  
President

Attest: Secretary or other Authorized  
Officer

## CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the Saline County School District 0090, a/k/a Exeter-Milligan-Friend Public Schools, hereinafter referred to as "the Board," and Derek Anderson hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 14th day of April 2025, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.** This Contract is for a term of two (2) years beginning on the 1st day of July, 2023, and expiring on the 30th day of June, 2025. A "contract year" for purposes of this Contract shall be from July 1 to June 30. The parties agree that the deadline to give a notice of non-renewal is April 1.

2. **Salary.** Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

Contract Year	Salary
2025-2026	\$ 153,000
2026-2027	TBD

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

The Superintendent authorizes the Board to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of the Superintendent's employment.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

- A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
1. Vacation. The Superintendent shall be allowed 15 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
  2. Carry-over of Vacation Days. Vacation is to be used during each contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year will always be fifteen (15) days. The Board expects the Superintendent to take vacation leave to recharge and enjoy time away from work. As such, the parties hereby agree that, upon ending employment, any unused vacation days at the ending of the Superintendent's employment will be paid at the rate of \$1.00 per day; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.
  3. Sick Leave. The Superintendent shall be allowed 10 working days of sick leave each contract year.
  4. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 40 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days. There will be no payout for accrued but unused sick leave.
  5. Bereavement Leave. The Superintendent will be allowed up to 3 days of paid bereavement leave per year.
  6. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Christmas Eve, Christmas Day, New Year's Day, and Memorial Day, Thanksgiving and the day following Thanksgiving. The Board may determine what other days will be designated as holidays in the District.

7. Log. The Superintendent shall maintain a current log of used leave days with the Superintendent's secretary.
- B. Health and Dental Insurance. The District shall pay for and provide the Superintendent with family health and dental insurance for which the Superintendent is qualified insurance under the District's group insurance plan.
- C. Disability Insurance. The District will pay the Superintendent the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Superintendent's check to pay the LTD premium.
- D. Retirement Plan. The Superintendent may elect to designate part of the Superintendent's annual salary to be invested in a tax exempt deferred income retirement plan of his choice.
- E. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state and national levels; provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District may pay the reasonable expenses for such professional development opportunities, such as the Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Avoidance of Fines or Penalties. The District may elect to not provide any benefit set forth in the Contract in the event the District determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).
- I.
4. **Duties**. The Superintendent is employed as the Superintendent and shall also perform the duties of Special Education Director. The Superintendent shall perform the duties of

such positions as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties. Notwithstanding anything herein to the contrary, the Superintendent acknowledges, agrees, and understands that the Superintendent will be expected to be "on call" and reasonably accessible in case of an emergency, even during vacation or leave days.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

6. **Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. Prior to any evaluation, the Superintendent shall ensure that the District's Superintendent evaluation instrument is on file with and has already been approved by the Nebraska Department of Education.

During the Superintendent's first year of employment in the District, the Superintendent must remind the Board President in writing by October 1st and March 1st of the need to evaluate the Superintendent during the first semester and second semester, respectively. After the Superintendent's first year of employment in the District, the Superintendent must remind the Board President in writing by October 1st of the need to evaluate the Superintendent.

At all times during this contract, the Superintendent must ensure that the District is in full compliance with the Superintendent Transparency Act.

7. **Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a renewal notice by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical incapacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. **Residency.** The Superintendent shall reside within the School District during the term of this contract. During the first year of the Superintendent's employment with the District, the Board shall reimburse the Superintendent for the relocation/moving expenses incurred as a direct result of acceptance of this Contract in an amount not to exceed \$2 500.00. The Superintendent shall provide a written invoice and/or statement to the Board President from the moving company or other entity employed to accomplish the move, and the Board will only reimburse the Superintendent for the amounts actually incurred in the move. This amount shall be in addition to the Superintendent's salary during the first year of employment.

9. **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Executed this 14th day of April, 2025

\_\_\_\_\_  
Superintendent

Executed this 14<sup>th</sup> day of April, 2025.

Board of Education of Saline County School District  
0090, a/k/a Exeter-Milligan-Friend Public Schools

By: \_\_\_\_\_  
Friend President

By: \_\_\_\_\_  
Exeter-Milligan President

Attest: \_\_\_\_\_  
Secretary or Other Authorized Officer

Notice is hereby given that Friend Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 18, 2024 at 7:30pm at the Media Center in Friend, Nebraska.

After the 2024/25 school year, how many years remain on the contract:  
 (Column F must be completed if additional years remain on contract.)

1

The estimated costs to the district for the 2024/25 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 153,000.00		\$ 153,000.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>	\$ -		\$ -
• <i>Bonus/Incentive/Performance Pay</i>	\$ -		\$ -
• <i>Stipends</i>	\$ -		\$ -
• <i>All other costs not mentioned above</i>	\$ -		\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 31,240.88		\$ 31,240.88
• <i>Cafeteria Plan Stipend</i>	\$ -		\$ -
• <i>Cash in lieu of insurance</i>	\$ -		\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>	\$ -		\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 26,817.53		\$ 26,817.53
• <i>IRS value of housing allowance</i>	\$ -		\$ -
• <i>IRS value of vehicle allowance</i>	\$ -		\$ -
• <i>Additional leave days</i>	\$ -		\$ -
• <i>Annuities</i>	\$ -		\$ -
• <i>Service credit purchase</i>	\$ -		\$ -
• <i>Association / Membership dues</i>	\$ 1,500.00		\$ 1,500.00
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <i>Relocation reimbursement</i>	\$ -		\$ -
• <i>Travel allowance/reimbursement</i>	\$ -		\$ -
• <i>Mileage Allowance</i>	\$ -		\$ -
• <i>Educational tuition assistance</i>	\$ -		\$ -
• <i>All other benefit costs not mentioned above</i>	\$ -		\$ -
<b>Totals:</b>	<b>\$ 212,558.41</b>	<b>\$ -</b>	<b>\$ 212,558.41</b>

# Friend Public School 2024-25 Calendar

## AUGUST

S	M	T	W	T	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

## SEPTEMBER

S	M	T	W	T	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					

## OCTOBER

S	M	T	W	T	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		

## NOVEMBER

S	M	T	W	T	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

## DECEMBER

S	M	T	W	T	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				

Qtr.	Ends	Teacher Days Scheduled
1	10/11	45
2	12/20	47
3	3/12	47
4	5/21	46
	Total	185

## August

- 1 Flex day – 1-9
- PD/Teacher Workday 9 & 12
- 13 First Day of School – 2:00 out

## September

- 2 NO SCHOOL – Labor Day
- 3 Teacher Cohort Day

## October

- 2 PT Conferences – 12:30 out
- 4 NO SCHOOL – Fall Break
- 11 End of Quarter 1

## November

No School Nov. 27-29

## December

- 20 End of Quarter 2
- Holiday Break Dec 23-Jan1
- NSAA Moratorium Dec 23-27

## January

- 6 Teacher Cohort Day
- 7 Teacher Work Day

## February

- 26 PT Conferences – 12:30 out
- 28 NO SCHOOL

## March

- 12 End of Quarter 3
- Spring Break 13-14

## April

No School 18-21

## May

- 10 Graduation
- 20 Last Day of School – 12:30 out
- 21 Teacher Work Day

## JANUARY

S	M	T	W	T	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	

## FEBRUARY

S	M	T	W	T	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	

## MARCH

S	M	T	W	T	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					

## APRIL

S	M	T	W	T	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			

## MAY

S	M	T	W	T	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

Teacher Workday/No Students
No School Break Days
Flex Day
Dismiss 12:30
Dismiss 2:00